

Labour statistics

Survey of average monthly earnings

November 2002

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Key figures for the month ended November 2002

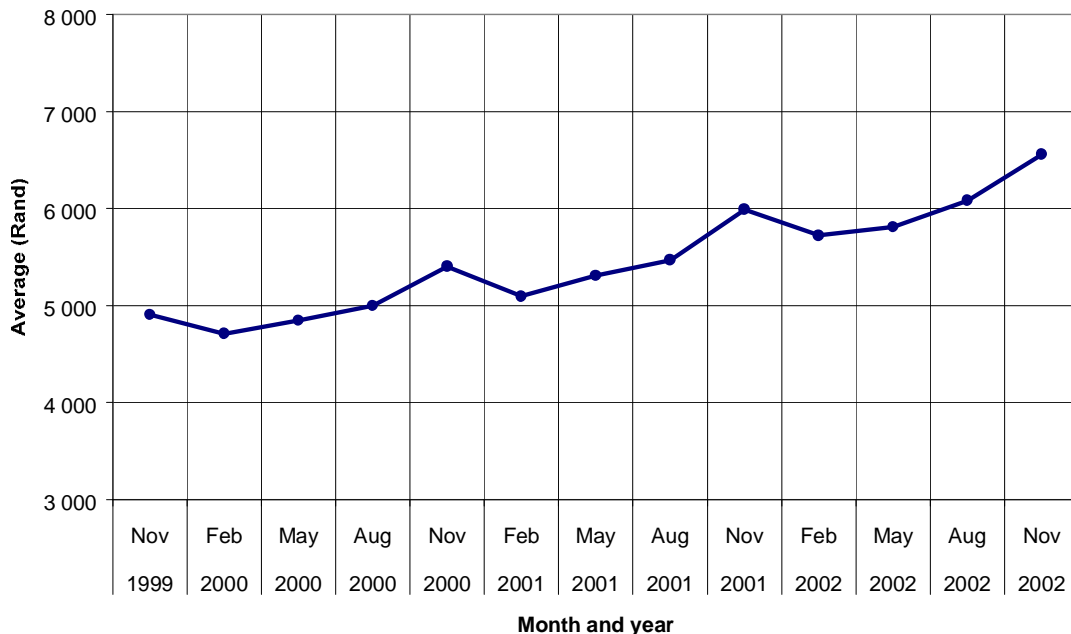
Average monthly salaries and wages (including bonuses and overtime payments), paid to employees in selected industries of the formal, non-agricultural business sector ¹	November 2001 (Rand)	August 2002 (Rand)	November 2002 (Rand)	% change between August 2002 and November 2002	% change between November 2001 and November 2002
At current prices	5 993	6 084	6 561	+7,8	+9,5
At constant 2000 prices	5 622	5 147	5 373	+4,4	-4,4

Key findings for the month ended November 2002

Average monthly salaries and wages (including bonuses and overtime payments), at current prices, showed an annual increase of 9,5% at November 2002 compared with November 2001

According to the Survey of Average Monthly Earnings (AME) in selected industries¹ conducted in November 2002, the average monthly salaries and wages (including bonuses and overtime payments), at current prices, were R6 561 at November 2002. This reflected an annual increase of 9,5% or R568 compared with November 2001 (cf. figure 1 below).

Figure 1 – Average monthly salaries and wages (including bonuses and overtime payments), at current prices: November 1999 to November 2002



Source: Stats SA

¹ See page 14 for the list of industries and subgroups which are excluded from this survey.

At November 2002, the highest average monthly salaries and wages (including bonuses and overtime payments), at current prices, were paid by the electricity, gas and water supply industry (R18 373), followed by the financial institutions industry (R14 071) and the community, social and personal services industry (R7 895). The lowest average monthly salaries and wages (including bonuses and overtime payments), at current prices, were paid by the construction industry (R3 986) (cf. table A below and figure 2, page 3).

The highest annual increase in average monthly salaries and wages (including bonuses and overtime payments), at current prices, at November 2002 compared with November 2001 was reflected by the financial institutions industry (+22,2%), followed by the transport, storage and communication industry (+12,8%); the construction industry (+12,1%); the wholesale trade, retail trade, motor trade and hotels industry (+11,6%); the manufacturing industry (+10,4%); the community, social and personal services industry (+10,3%); and the electricity, gas and water supply industry (+6,3%). An annual decrease of 4,7% was reported by the mining and quarrying industry for the same period (cf. table A below).

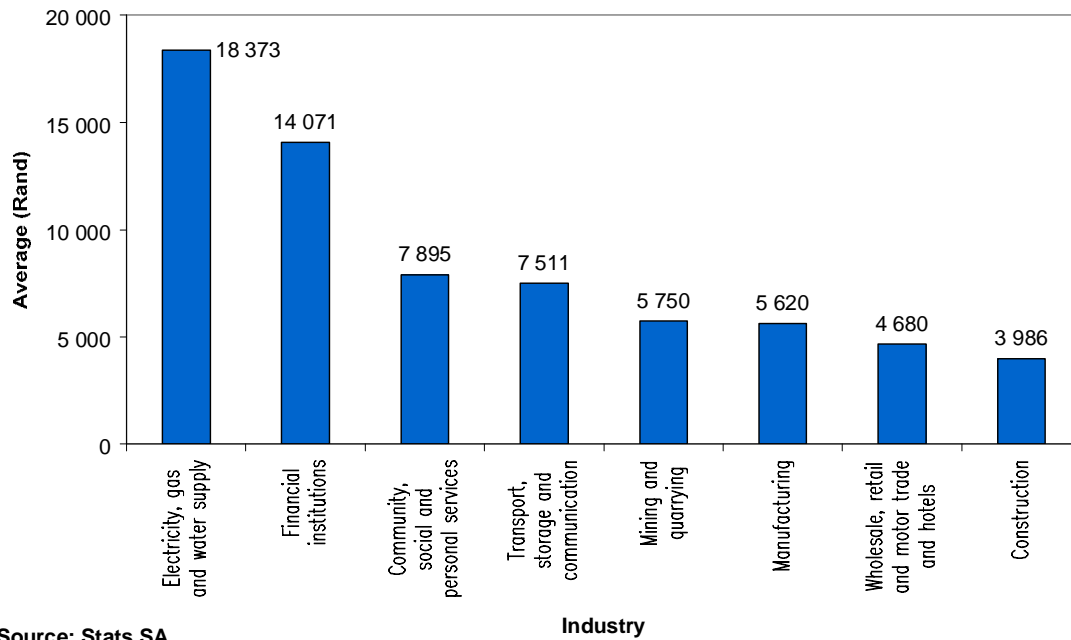
Average monthly salaries and wages (including bonuses and overtime payments), at current prices, between August 2002 and November 2002, reflected a quarterly increase of 7,8% (cf. table A below). This quarterly increase was mainly due to annual salary increases, the appointment of higher paid employees, the retrenchment of lower paid employees, annual, performance and incentive bonuses paid, more commission paid, and more hours and overtime hours worked in November 2002 than in August 2002.

Table A – Average monthly salaries and wages (including bonuses and overtime payments), at current prices

Industry	November 2002 (Rand)	% change between August 2002 and November 2002	% change between November 2001 and November 2002
Mining and quarrying	5 750	+7,6	-4,7
Manufacturing	5 620	+9,7	+10,4
Electricity, gas and water supply	18 373	+39,4	+6,3
Construction	3 986	+4,3	+12,1
Wholesale trade, retail trade, motor trade and hotels	4 680	+8,9	+11,6
Transport, storage and communication	7 511	+7,7	+12,8
Governmental institutions	8 989	+8,3	+16,0
Non-governmental institutions	4 747	+8,7	+10,8
Financial institutions	14 071	+11,3	+22,2
Community, social and personal services	7 895	+5,2	+10,3
National departments	8 042	+5,5	+9,9
Provincial administrations	7 819	+0,5	+11,8
Local governments	7 370	+30,3	+5,1
Other government institutions	10 041	+5,7	+12,6
Total government sector	7 940	+5,3	+10,5
Laundries and dry-cleaning services	2 036	+9,9	+23,2

Total all selected industries	6 561	+7,8	+9,5
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Figure 2 – Average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees according to selected industries: November 2002

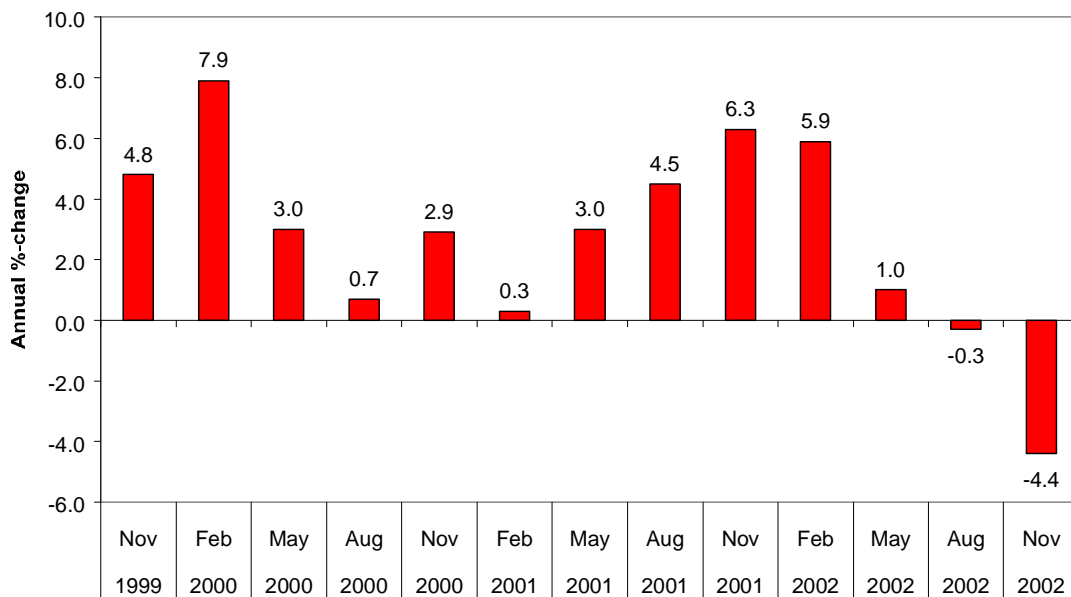


Source: Stats SA

Average monthly salaries and wages (including bonuses and overtime payments), at constant 2000 prices, showed an annual decrease of 4,4% at November 2002 compared with November 2001

Between November 2001 and November 2002 average monthly salaries and wages (including bonuses and overtime payments), at constant 2000 prices, decreased from R5 622 to R5 373 reflecting a real annual decrease of 4,4% (cf. figure 3 below).

Figure 3 – Annual percentage change in the average monthly salaries and wages (including bonuses and overtime payments), at constant 2000 prices: November 1999 to November 2002



Source: Stats SA

Month and year

Average monthly salaries and wages (including bonuses and overtime payments), at constant 2000 prices, between August 2002 and November 2002, reflected a quarterly increase of 4,4% (cf. table B below).

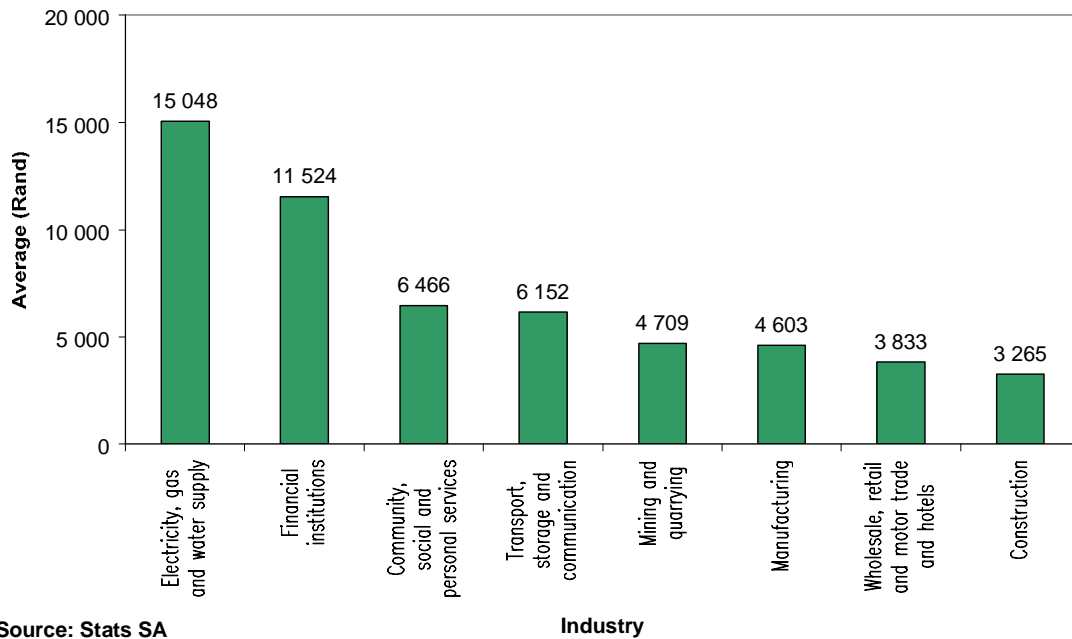
Table B – Average monthly salaries and wages (including bonuses and overtime payments), at constant 2000 prices

Industry	November 2002 (Rand)	% change between August 2002 and November 2002	% change between November 2001 and November 2002
Mining and quarrying	4 709	+4,1	-16,8
Manufacturing	4 603	+6,2	-3,6
Electricity, gas and water supply	15 048	+35,0	-7,2
Construction	3 265	+1,0	-2,1
Wholesale trade, retail trade, motor trade and hotels	3 833	+5,4	-2,5
Transport, storage and communication	6 152	+4,3	-1,5
Governmental institutions	7 362	+4,9	+1,3
Non-governmental institutions	3 888	+5,2	-3,3
Financial institutions	11 524	+7,8	+6,7
Community, social and personal services	6 466	+1,8	-3,7
National departments	6 586	+2,2	-4,0
Provincial administrations	6 404	-2,7	-2,4
Local governments	6 036	+26,2	-8,3

Other government institutions	8 225	+2,3	-1,7
Total government sector	6 503	+2,0	-3,5
Laundries and dry-cleaning services	1 667	+6,4	+7,5
Total all selected industries	5 373	+4,4	-4,4

The highest average monthly salaries and wages (including bonuses and overtime payments), at constant 2000 prices, paid to employees for the month ended August 2002, were paid by the electricity, gas and water supply industry (R15 048), followed by financial institutions industry (R11 524), and the community, social and personal services industry (R6 466). The lowest average monthly salaries and wages (including bonuses and overtime payments), at constant 2000 prices, were paid by the construction industry (R3 265) (cf. table B, page 4 and figure 4 below).

Figure 4 – Average monthly salaries and wages (including bonuses and overtime payments), at constant 2000 prices: November 2002



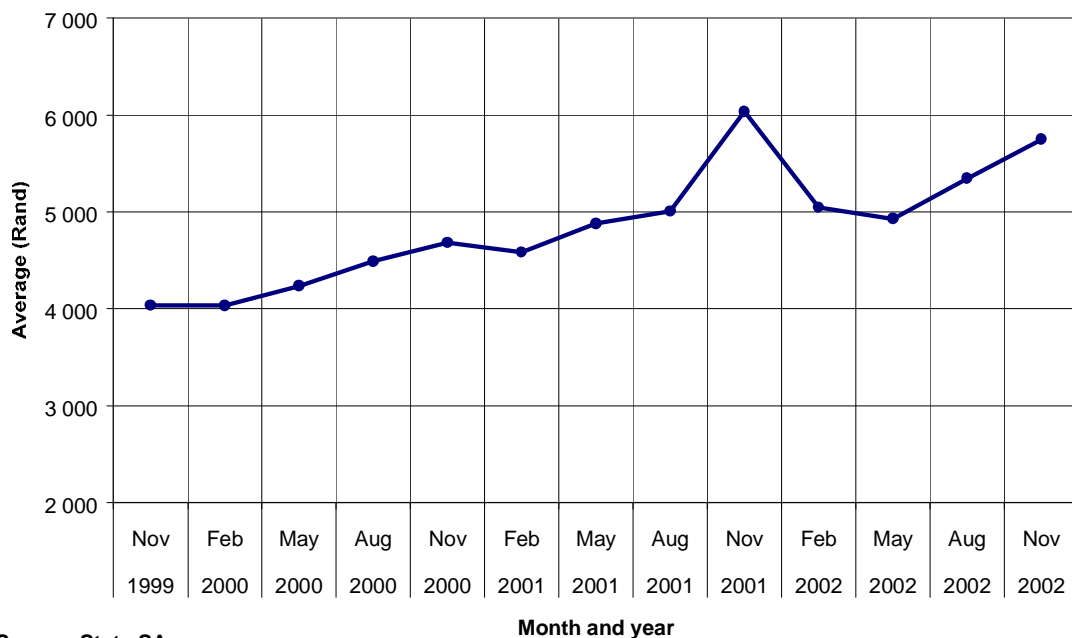
Source: Stats SA

Average monthly salaries and wages (including bonuses and overtime payments), at current prices, as per selected industry for November 2002

Mining and quarrying industry

Between November 2001 and November 2002, average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees in the mining and quarrying industry, decreased from R6 036 to R5 750 reflecting an annual decrease of 4,7% (cf. table A, page 2 and figure 5 below). However, a quarterly increase of 7,6% was reflected in the average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees in this industry between August 2002 and November 2002.

Figure 5 – Average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees in the mining and quarrying industry: November 1999 to November 2002

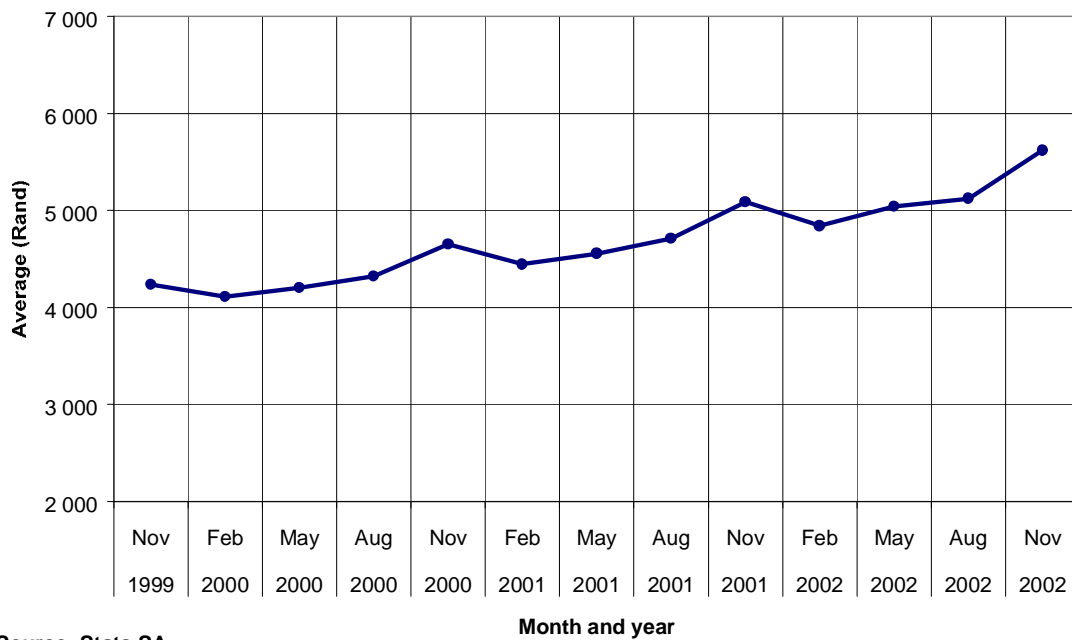


Source: Stats SA

Manufacturing industry

Average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees in the manufacturing industry, between November 2001 and November 2002, increased from R5 089 to R5 620 reflecting an annual increase of 10,4% (cf. table A, page 2 and figure 6 below). A quarterly increase of 9,7% in the average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees between August 2002 and November 2002 was reflected by this industry.

Figure 6 – Average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees in the manufacturing industry: November 1999 to November 2002



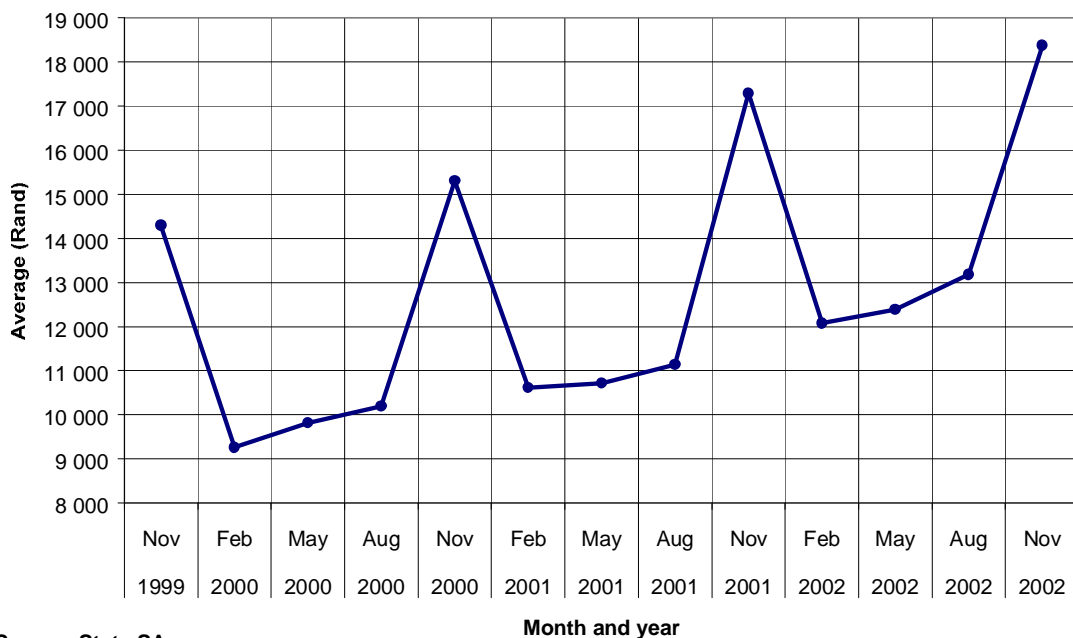
Source: Stats SA

Electricity, gas and water supply industry

Between November 2001 and November 2002, average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees in the electricity, gas and water supply industry increased from R17 288 to R18 373 reflecting an annual increase of 6,3% (cf. table A, page 2 and figure 7 below). The quarterly increase of 39,4% reported in the average monthly salaries and wages (including bonuses and overtime payments), at current prices, between August 2002 and November 2002 was mainly due to annual bonuses paid to employees in November of each year.

The annual “spike” in the pattern of the average monthly salaries and wages (including bonuses and overtime payments) paid to employees in the electricity, gas and water supply industry (cf. figure 7 below) 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 (February, May, August, November) in the year for which information is collected by the AME.

Figure 7 – Average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees in the electricity, gas and water supply industry: November 1999 to November 2002

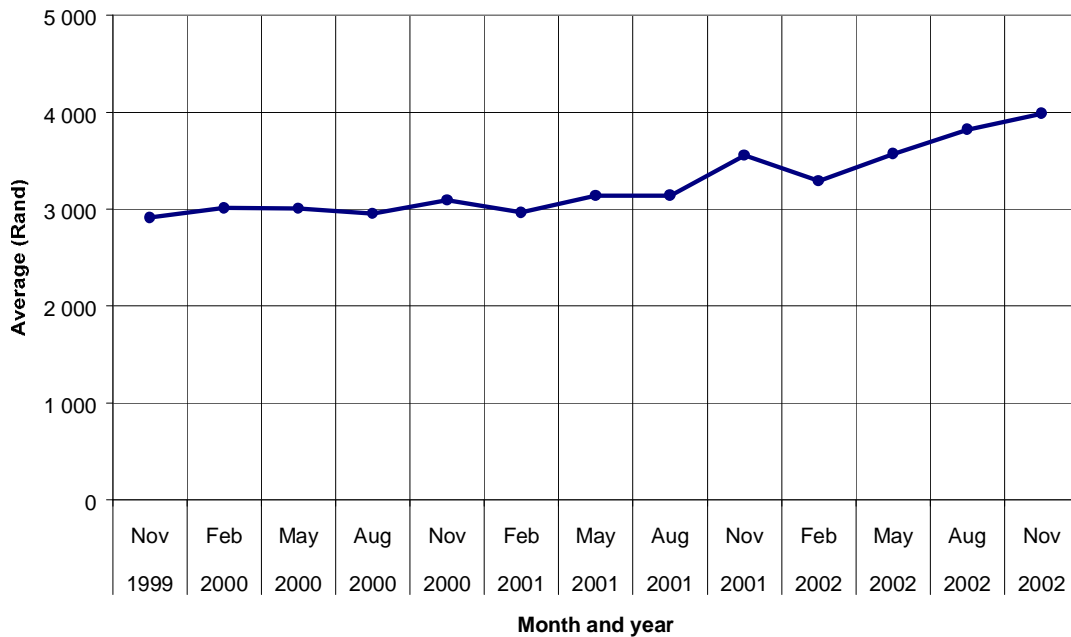


Source: Stats SA

Construction industry

Average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees in the construction industry between November 2001 and November 2002, increased from R3 556 to R3 986 reflecting an annual increase of 12,1% (cf. table A, page 2 and figure 8 below). Furthermore, a quarterly increase of 4,3% in the average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees between August 2002 and November 2002 was reported by this industry.

Figure 8 – Average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees in the construction industry: November 1999 to November 2002

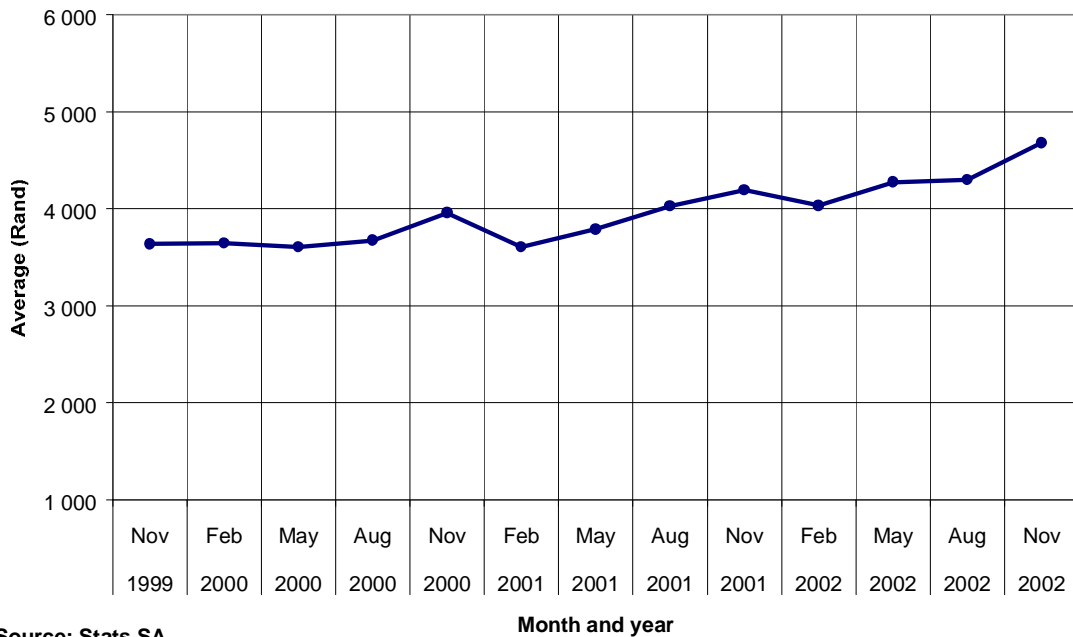


Source: Stats SA

Wholesale trade, retail trade, motor trade and hotels industry

Between November 2001 and November 2002, average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees in the wholesale trade, retail trade, motor trade and hotels industry increased from R4 193 to R4 680 reflecting an annual increase of 11,6% (cf. table A, page 2 and figure 9 below). A quarterly increase 8,9% was also reported in the average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees in this industry for November 2002 compared with August 2002.

Figure 9 – Average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees in the wholesale trade, retail trade, motor trade and hotels industry: November 1999 to November 2002

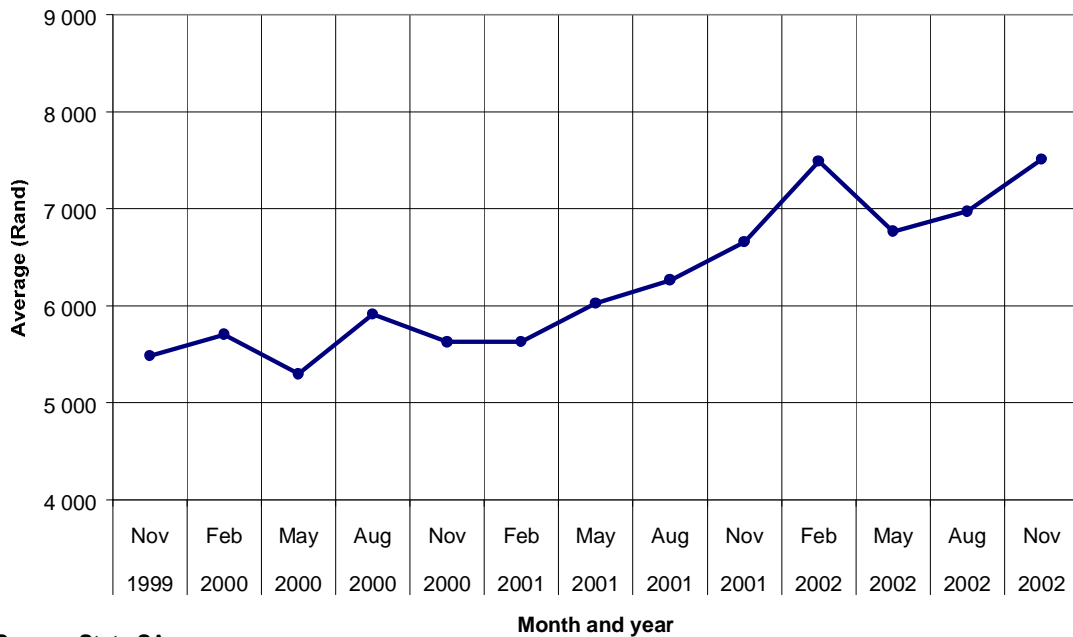


Source: Stats SA

Transport, storage and communication industry

Average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees in the transport, storage and communication industry between November 2001 and November 2002 increased from R6 660 to R7 511 reflecting an annual increase of 12,8% (cf. table A, page 2 and figure 10 below). This industry also reported a quarterly increase of 7,7% in the average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees between August 2002 and November 2002.

Figure 10 – Average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees in the transport, storage and communication industry: November 1999 to November 2002



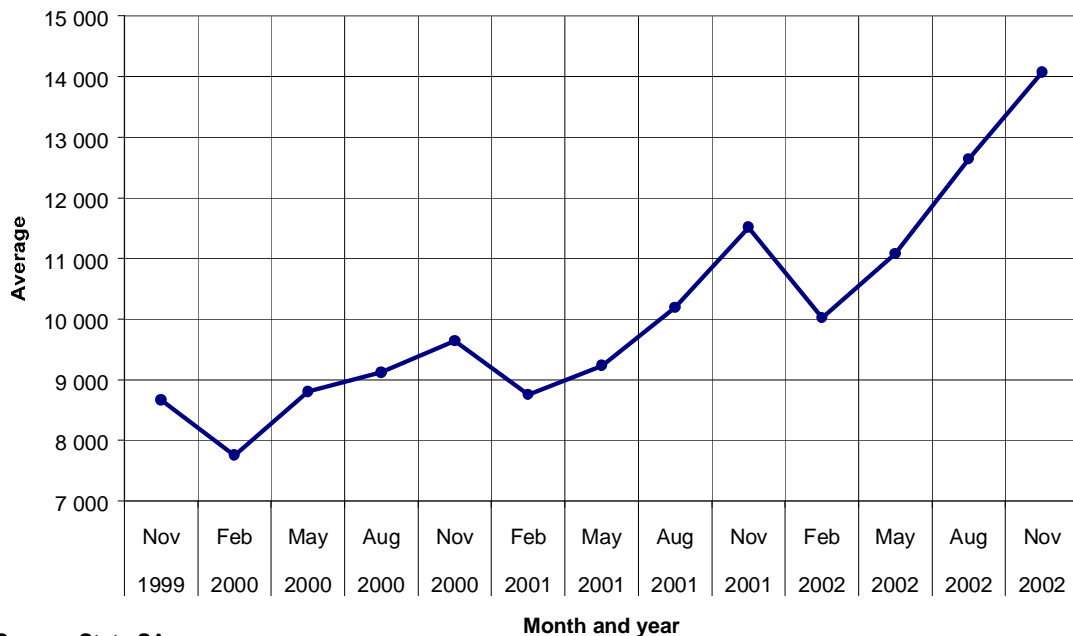
Source: Stats SA

Financial institutions industry

Between November 2001 and November 2002, average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees in the financial institutions industry increased from R11 511 to R14 071 reflecting an annual increase of 22,2% (cf. table A, page 2 and figure 11 below). This industry also reported a quarterly increase of 11,3% in the average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees between August 2002 and November 2002.

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 financial institutions industry (cf. figure 11 below), 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 11 – Average monthly salaries and wages (including bonuses and overtime payment), at current prices, paid to employees in the financial institutions industry: November 1999 to November 2002



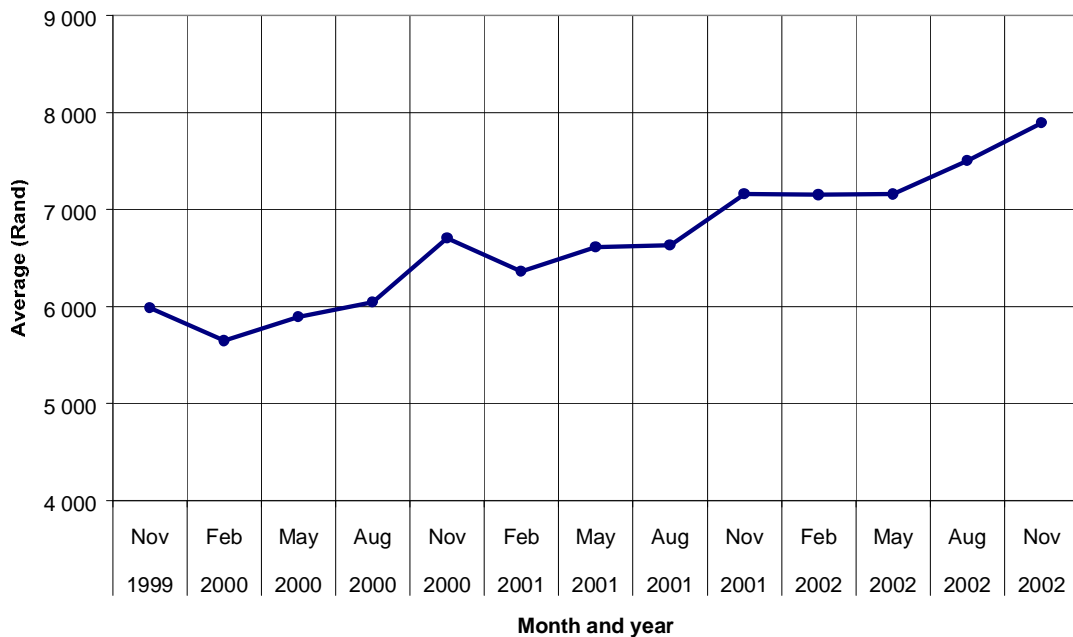
Source: Stats SA

Community, social and personal services industry

Average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees in the community, social and personal services industry (covering the government sector and laundries and dry-cleaning services) between November 2001 and November 2002, increased from R7 160 to R7 895 reflecting an annual increase of 10,3% (cf. table A, page 2 and figure 12 below). Furthermore, this industry also reported a quarterly increase of 5,2% in the average monthly salaries and wages (including bonuses and overtime payments), at current prices, for November 2002 compared with August 2002.

The pattern in the average monthly salaries and wages (including bonuses and overtime payments) paid to employees in the community, social and personal services industry shows a slight “dip” in the first quarter of each year (cf. figure 12 below). 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 paid 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 throughout the year.**

Figure 12 – Average monthly salaries and wages (including bonuses and overtime payments), at current prices, paid to employees in the community, social and personal services industry: November 1999 to November 2002



Source: Stats SA

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 2002 was reported by the wholesale trade, retail trade, motor trade and hotels industry for full-time employees (182,3 hours per employee) and by the construction industry for part-time employees (135,2 hours per employee) (cf. table 5, page 27).

The highest average monthly overtime hours paid for per employee for the month November 2002 was reported by the transport, storage and communication industry for full-time employees (20,8 hours per employee) and by the construction industry for part-time employees (15,4 hours per employee) (cf. table 6, page 29).

Vacancies

At the end of November 2002, the number of funded vacancies reported by the selected industries of the formal non-agricultural business sector, decreased by 59 596 (-17,4%) compared with August 2002. Provincial administrations, a component of the government sector, posted the largest decrease (-31 306) in the number of funded vacancies between August 2002 and November 2002 (cf. table 7, page 31).

List of industries and subgroups which are currently excluded from the quarterly AME survey and the quarterly Survey of Employment and Earnings

The quarterly AME and the quarterly Survey of Employment and Earnings collect information from the formal non-agricultural business sector. Currently these surveys do 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.

These surveys also exclude domestic services and the informal sector.

Notes**Forthcoming issues****Issue****Expected release date**

February 2003

June 2003

Purpose of the survey

The Survey of Average Monthly Earnings (AME) in selected industries is a countrywide survey covering a sample of private businesses and public institutions 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.

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

Industry	Nov 2001 (Rand)	Aug 2002 (Rand)	Nov 2002 (Rand)	% change between Aug 2002 and Nov 2002	% change between Nov 2001 and Nov 2002
Mining and quarrying All employees.....	6 036	5 346	5 750	+7,6	-4,7
Manufacturing:					
- Food products, beverages and tobacco products All employees.....	4 882	4 757	5 450	+14,6	+11,6
- Textiles, clothing and leather goods All employees.....	2 488	2 615	2 873	+9,9	+15,5
- 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.....	4 677	4 952	5 267	+6,4	+12,6
- Coke, refined petroleum products and nuclear fuel. Chemicals and chemical products. Rubber and plastic products. All employees.....	7 405	7 200	7 854	+9,1	+6,1
- Other non-metallic mineral products All employees.....	5 105	5 471	6 075	+11,0	+19,0
- Basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery All employees.....	6 169	6 167	6 875	+11,5	+11,4
- Electrical machinery and apparatus n.e.c. All employees.....	5 229	4 765	5 399	+13,3	+3,3
- Radio, television and communica- tion equipment and apparatus and medical, precision and optical instruments, watches and clocks All employees.....	6 072	6 151	6 516	+5,9	+7,3
- Transport equipment All employees.....	5 841	6 250	6 770	+8,3	+15,9
- Furniture, manufacturing n.e.c. and recycling All employees.....	3 310	3 316	3 535	+6,6	+6,8
- Total manufacturing All employees.....	5 089	5 124	5 620	+9,7	+10,4
Electricity, gas and water supply All employees.....	17 288	13 179	18 373	+39,4	+6,3
Construction All employees.....	3 556	3 822	3 986	+4,3	+12,1
Wholesale, retail and motor trade and hotels All employees.....	4 193	4 299	4 680	+8,9	+11,6

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

Industry	Nov 2001 (Rand)	Aug 2002 (Rand)	Nov 2002 (Rand)	% change between Aug 2002 and Nov 2002	% change between Nov 2001 and Nov 2002
Transport, storage and communication:					
- Governmental institutions All employees.....	7 749	8 297	8 989	+8,3	+16,0
- Non-governmental institutions All employees.....	4 284	4 369	4 747	+8,7	+10,8
- Total transport, storage and communication All employees.....	6 660	6 974	7 511	+7,7	+12,8
Financial institutions All employees.....	11 511	12 640	14 071	+11,3	+22,2
Community, social and personal services:					
- National departments All employees.....	7 315	7 620	8 042	+5,5	+9,9
- Provincial administrations All employees.....	6 995	7 779	7 819	+0,5	+11,8
- Local governments All employees.....	7 014	5 655	7 370	+30,3	+5,1
- Other government institutions All employees.....	8 920	9 502	10 041	+5,7	+12,6
- Total government sector All employees.....	7 187	7 539	7 940	+5,3	+10,5
- Laundries and dry-cleaning services All employees.....	1 652	1 852	2 036	+9,9	+23,2
- Total community, social and personal services All employees.....	7 160	7 505	7 895	+5,2	+10,3
Total (all industries) All employees.....	5 993	6 084	6 561	+7,8	+9,5

Note: All figures are subject to revision.

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

Industry	Nov 2001 (Rand)	Aug 2002 (Rand)	Nov 2002 (Rand)	% change between Aug 2002 and Nov 2002	% change between Nov 2001 and Nov 2002
Mining and quarrying All employees.....	5 662	4 523	4 709	+4,1	-16,8
Manufacturing:					
- Food products, beverages and tobacco products All employees.....	4 580	4 025	4 464	+10,9	-2,5
- Textiles, clothing and leather goods All employees.....	2 334	2 212	2 353	+6,4	+0,8
- 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.....	4 387	4 190	4 314	+3,0	-1,7
- Coke, refined petroleum products and nuclear fuel. Chemicals and chemical products. Rubber and plastic products. All employees.....	6 947	6 091	6 432	+5,6	-7,4
- Other non-metallic mineral products All employees.....	4 789	4 629	4 975	+7,5	+3,9
- Basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery All employees.....	5 787	5 217	5 631	+7,9	-2,7
- Electrical machinery and apparatus n.e.c. All employees.....	4 905	4 031	4 422	+9,7	-9,8
- Radio, television and communica- tion equipment and apparatus and medical, precision and optical instruments, watches and clocks All employees.....	5 696	5 204	5 337	+2,6	-6,3
- Transport equipment All employees.....	5 479	5 288	5 545	+4,9	+1,2
- Furniture, manufacturing n.e.c. and recycling All employees.....	3 105	2 805	2 895	+3,2	-6,8
- Total manufacturing All employees.....	4 774	4 335	4 603	+6,2	-3,6
Electricity, gas and water supply All employees.....	16 218	11 150	15 048	+35,0	-7,2
Construction All employees.....	3 336	3 234	3 265	+1,0	-2,1
Wholesale, retail and motor trade and hotels All employees.....	3 933	3 637	3 833	+5,4	-2,5

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

Industry	Nov 2001 (Rand)	Aug 2002 (Rand)	Nov 2002 (Rand)	% change between Aug 2002 and Nov 2002	% change between Nov 2001 and Nov 2002
Transport, storage and communication:					
- Governmental institutions All employees.....	7 269	7 019	7 362	+4,9	+1,3
- Non-governmental institutions All employees.....	4 019	3 696	3 888	+5,2	-3,3
- Total transport, storage and communication All employees.....	6 248	5 900	6 152	+4,3	-1,5
Financial institutions All employees.....	10 798	10 694	11 524	+7,8	+6,7
Community, social and personal services:					
- National departments All employees.....	6 862	6 447	6 586	+2,2	-4,0
- Provincial administrations All employees.....	6 562	6 581	6 404	-2,7	-2,4
- Local governments All employees.....	6 580	4 784	6 036	+26,2	-8,3
- Other government institutions All employees.....	8 368	8 039	8 224	+2,3	-1,7
- Total government sector All employees.....	6 742	6 378	6 503	+2,0	-3,5
- Laundries and dry-cleaning services All employees.....	1 550	1 567	1 667	+6,4	+7,5
- Total community, social and personal services All employees.....	6 717	6 349	6 466	+1,8	-3,7
Total (all industries) All employees.....	5 622	5 147	5 373	+4,4	-4,4

Note: All figures are subject to revision.

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

Industry and type of employee	Nov 2001 (Rand)	Aug 2002 (Rand)	Nov 2002 (Rand)	% change between Aug 2002 and Nov 2002	% change between Nov 2001 and Nov 2002
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.....	4 107	4 378	4 607	+5,2	+12,2
Part-time employees.....	1 821	1 796	1 668	-7,1	-8,4
All employees.....	4 024	4 190	4 433	+5,8	+10,2
Full-time equivalent employees....	4 066	4 272	4 519	+5,8	+11,1
- Textiles, clothing and leather goods					
Full-time employees.....	2 243	2 381	2 437	+2,4	+8,6
Part-time employees.....	1 664	1 421	1 032	-27,4	-38,0
All employees.....	2 241	2 363	2 417	+2,3	+7,9
Full-time equivalent employees....	2 243	2 390	2 430	+1,7	+8,3
- 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.....	4 201	4 488	4 555	+1,5	+8,4
Part-time employees.....	1 437	1 518	1 189	-21,7	-17,3
All employees.....	4 192	4 447	4 450	+0,1	+6,2
Full-time equivalent employees....	4 197	4 474	4 497	+0,5	+7,1
- Coke, refined petroleum products and nuclear fuel. Chemicals and chemical products. Rubber and plastic products.					
Full-time employees.....	6 368	6 649	6 637	-0,2	+4,2
Part-time employees.....	1 359	1 260	1 285	+2,0	-5,4
All employees.....	6 317	6 592	6 571	-0,3	+4,0
Full-time equivalent employees....	6 339	6 619	6 601	-0,3	+4,1
- Other non-metallic mineral products					
Full-time employees.....	4 247	4 669	4 962	+6,3	+16,8
Part-time employees.....	1 037	2 209	2 196	-0,6	+111,8
All employees.....	4 224	4 626	4 885	+5,6	+15,6
Full-time equivalent employees....	4 232	4 669	4 926	+5,5	+16,4
- Basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery					
Full-time employees.....	5 232	5 465	5 507	+0,8	+5,3
Part-time employees.....	2 154	2 280	2 200	-3,5	+2,1
All employees.....	5 208	5 431	5 471	+0,7	+5,0
Full-time equivalent employees....	5 223	5 455	5 494	+0,7	+5,2
- Electrical machinery and apparatus n.e.c.					
Full-time employees.....	4 612	4 535	4 481	-1,2	-2,8
Part-time employees.....	6 203	2 284	2 103	-7,9	-66,1
All employees.....	4 637	4 512	4 458	-1,2	-3,9
Full-time equivalent employees....	4 658	4 519	4 465	-1,2	-4,1
- Radio, television and communication equipment and apparatus and					

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

Industry and type of employee	Nov 2001 (Rand)	Aug 2002 (Rand)	Nov 2002 (Rand)	% change between Aug 2002 and Nov 2002	% change between Nov 2001 and Nov 2002
medical, precision and optical instruments, watches and clocks					
Full-time employees.....	5 662	5 932	6 157	+3,8	+8,7
Part-time employees.....	2 416	2 740	2 137	-22,0	-11,5
All employees.....	5 652	5 874	6 061	+3,2	+7,2
Full-time equivalent employees....	5 659	5 900	6 108	+3,5	+7,9
- Transport equipment					
Full-time employees.....	5 274	5 769	5 896	+2,2	+11,8
Part-time employees.....	692	848	1 386	+63,4	+100,3
All employees.....	5 080	5 571	5 723	+2,7	+12,7
Full-time equivalent employees....	5 237	5 671	5 860	+3,3	+11,9
- Furniture, manufacturing n.e.c. and recycling					
Full-time employees.....	3 112	3 079	2 999	-2,6	-3,6
Part-time employees.....	1 812	2 760	3 653	+32,4	+101,6
All employees.....	3 076	3 075	3 012	-2,0	-2,1
Full-time equivalent employees....	3 097	3 091	3 039	-1,7	-1,9
- Total manufacturing					
Full-time employees.....	4 431	4 677	4 726	+1,0	+6,7
Part-time employees.....	1 852	1 671	1 625	-2,8	-12,3
All employees.....	4 394	4 607	4 651	+1,0	+5,8
Full-time equivalent employees....	4 418	4 647	4 693	+1,0	+6,2
Electricity, gas and water supply					
Full-time employees.....	10 238	11 447	11 736	+2,5	+14,6
Part-time employees.....	14 063	3 301	1 796	-45,6	-87,2
All employees.....	10 240	11 382	11 632	+2,2	+13,6
Full-time equivalent employees....	10 243	11 426	11 678	+2,2	+14,0
Construction					
Full-time employees.....	2 996	3 582	3 524	-1,6	+17,6
Part-time employees.....	2 007	1 115	1 496	+34,2	-25,5
All employees.....	2 984	3 524	3 480	-1,2	+16,6
Full-time equivalent employees....	2 998	3 554	3 499	-1,5	+16,7
Wholesale, retail and motor trade and hotels					
Full-time employees.....	4 192	4 646	4 738	+2,0	+13,0
Part-time employees.....	876	741	808	+9,0	-7,8
All employees.....	3 808	4 018	4 028	+0,2	+5,8
Full-time equivalent employees....	4 055	4 420	4 541	+2,7	+12,0
Transport, storage and communication:					
- Governmental institutions					
Full-time employees.....	6 763	7 500	7 597	+1,3	+12,3
Part-time employees.....	584	640	676	+5,6	+15,8
All employees.....	6 671	7 391	7 520	+1,7	+12,7
Full-time equivalent employees....	6 692	7 414	7 548	+1,8	+12,8
- Non-governmental institutions					
Full-time employees.....	3 925	4 071	4 022	-1,2	+2,5
Part-time employees.....	813	729	1 008	+38,3	+24,0
All employees.....	3 585	3 773	3 768	-0,1	+5,1
Full-time equivalent employees....	3 869	4 036	3 920	-2,9	+1,3
- Total transport, storage and communication					
Full-time employees.....	5 932	6 403	6 413	+0,2	+8,1
Part-time employees.....	760	706	942	+33,4	+23,9
All employees.....	5 701	6 172	6 213	+0,7	+9,0
Full-time equivalent employees....	5 849	6 324	6 313	-0,2	+7,9

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

Industry and type of employee	Nov 2001 (Rand)	Aug 2002 (Rand)	Nov 2002 (Rand)	% change between Aug 2002 and Nov 2002	% change between Nov 2001 and Nov 2002
Financial institutions					
Full-time employees.....	9 481	10 648	10 990	+3,2	+15,9
Part-time employees.....	703	2 778	2 819	+1,5	+301,0
All employees.....	9 289	10 415	10 750	+3,2	+15,7
Full-time equivalent employees....	9 364	10 536	10 873	+3,2	+16,1
Community, social and personal services:					
- National departments					
Full-time employees.....	6 708	7 137	7 372	+3,3	+9,9
Part-time employees.....	2 591	2 259	3 755	+66,2	+44,9
All employees.....	6 570	6 966	7 314	+5,0	+11,3
Full-time equivalent employees....	6 787	7 159	7 373	+3,0	+8,6
- Provincial administrations					
Full-time employees.....	6 869	7 646	7 614	-0,4	+10,8
Part-time employees.....	1 721	1 636	2 201	+34,5	+27,9
All employees.....	6 557	7 284	7 336	+0,7	+11,9
Full-time equivalent employees....	6 952	7 723	7 718	-0,1	+11,0
- Local governments					
Full-time employees.....	5 404	5 238	5 495	+4,9	+1,7
Part-time employees.....	2 266	4 504	2 486	-44,8	+9,7
All employees.....	5 375	5 235	5 478	+4,6	+1,9
Full-time equivalent employees....	5 403	5 248	5 490	+4,6	+1,6
- Other government institutions					
Full-time employees.....	8 997	9 649	10 155	+5,2	+12,9
Part-time employees.....	2 891	2 791	3 460	+24,0	+19,7
All employees.....	8 358	8 878	9 348	+5,3	+11,8
Full-time equivalent employees....	8 831	9 483	10 011	+5,6	+13,4
- Total government sector					
Full-time employees.....	6 710	7 273	7 373	+1,4	+9,9
Part-time employees.....	2 023	1 938	2 581	+33,2	+27,6
All employees.....	6 481	7 009	7 179	+2,4	+10,8
Full-time equivalent employees....	6 770	7 319	7 430	+1,5	+9,7
- Laundries and dry-cleaning services					
Full-time employees.....	1 588	1 780	1 787	+0,4	+12,5
Part-time employees.....	492	690	706	+2,3	+43,5
All employees.....	1 577	1 763	1 777	+0,8	+12,7
Full-time equivalent employees....	1 577	1 771	1 780	+0,5	+12,9
- Total community, social and personal services					
Full-time employees.....	6 684	7 239	7 328	+1,2	+9,6
Part-time employees.....	2 022	1 936	2 577	+33,1	+27,4
All employees.....	6 457	6 978	7 137	+2,3	+10,5
Full-time equivalent employees....	6 744	7 285	7 385	+1,4	+9,5
Total (all industries)					
Full-time employees.....	5 417	5 880	5 948	+1,2	+9,8
Part-time employees.....	1 369	1 229	1 348	+9,7	-1,5
All employees.....	5 223	5 598	5 664	+1,2	+8,4
Full-time equivalent employees....	5 385	5 814	5 889	+1,3	+9,4

Note: All figures are subject to revision.

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

Industry and type of employee	Nov 2001 (Rand)	Aug 2002 (Rand)	Nov 2002 (Rand)	% change between Aug 2002 and Nov 2002	% change between Nov 2001 and Nov 2002
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.....	3 853	3 704	3 773	+1,9	-2,1
Part-time employees.....	1 708	1 519	1 366	-10,1	-20,0
All employees.....	3 775	3 545	3 631	+2,4	-3,8
Full-time equivalent employees....	3 814	3 614	3 701	+2,4	-3,0
- Textiles, clothing and leather goods					
Full-time employees.....	2 104	2 014	1 996	-0,9	-5,1
Part-time employees.....	1 561	1 202	845	-29,7	-45,9
All employees.....	2 102	1 999	1 980	-1,0	-5,8
Full-time equivalent employees....	2 104	2 022	1 990	-1,6	-5,4
- 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.....	3 941	3 797	3 731	-1,7	-5,3
Part-time employees.....	1 348	1 284	974	-24,1	-27,7
All employees.....	3 932	3 762	3 645	-3,1	-7,3
Full-time equivalent employees....	3 937	3 785	3 683	-2,7	-6,5
- Coke, refined petroleum products and nuclear fuel. Chemicals and chemical products. Rubber and plastic products.					
Full-time employees.....	5 974	5 625	5 436	-3,4	-9,0
Part-time employees.....	1 275	1 066	1 052	-1,3	-17,5
All employees.....	5 926	5 577	5 382	-3,5	-9,2
Full-time equivalent employees....	5 947	5 600	5 406	-3,5	-9,1
- Other non-metallic mineral products					
Full-time employees.....	3 984	3 950	4 064	+2,9	+2,0
Part-time employees.....	973	1 869	1 799	-3,7	+84,9
All employees.....	3 962	3 914	4 001	+2,2	+1,0
Full-time equivalent employees....	3 970	3 950	4 034	+2,1	+1,6
- Basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery					
Full-time employees.....	4 908	4 624	4 510	-2,5	-8,1
Part-time employees.....	2 021	1 929	1 802	-6,6	-10,8
All employees.....	4 886	4 595	4 481	-2,5	-8,3
Full-time equivalent employees....	4 900	4 615	4 500	-2,5	-8,2
- Electrical machinery and apparatus n.e.c.					
Full-time employees.....	4 326	3 837	3 670	-4,4	-15,2
Part-time employees.....	5 819	1 932	1 722	-10,9	-70,4
All employees.....	4 350	3 817	3 651	-4,3	-16,1
Full-time equivalent employees....	4 370	3 823	3 657	-4,3	-16,3
- Radio, television and communication equipment and apparatus and					

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

Industry and type of employee	Nov 2001 (Rand)	Aug 2002 (Rand)	Nov 2002 (Rand)	% change between Aug 2002 and Nov 2002	% change between Nov 2001 and Nov 2002
medical, precision and optical instruments, watches and clocks					
Full-time employees.....	5 311	5 019	5 043	+0,5	-5,0
Part-time employees.....	2 266	2 318	1 750	-24,5	-22,8
All employees.....	5 302	4 970	4 964	-0,1	-6,4
Full-time equivalent employees....	5 309	4 992	5 002	+0,2	-5,8
- Transport equipment					
Full-time employees.....	4 947	4 881	4 829	-1,1	-2,4
Part-time employees.....	649	717	1 135	+58,3	+74,9
All employees.....	4 765	4 713	4 687	-0,6	-1,6
Full-time equivalent employees....	4 913	4 798	4 799	-0,0	-2,3
- Furniture, manufacturing n.e.c. and recycling					
Full-time employees.....	2 919	2 605	2 456	-5,7	-15,9
Part-time employees.....	1 700	2 335	2 992	+28,1	+76,0
All employees.....	2 886	2 602	2 467	-5,2	-14,5
Full-time equivalent employees....	2 905	2 615	2 489	-4,8	-14,3
- Total manufacturing					
Full-time employees.....	4 157	3 957	3 871	-2,2	-6,9
Part-time employees.....	1 737	1 414	1 331	-5,9	-23,4
All employees.....	4 122	3 898	3 809	-2,3	-7,6
Full-time equivalent employees....	4 144	3 931	3 844	-2,2	-7,2
Electricity, gas and water supply					
Full-time employees.....	9 604	9 684	9 612	-0,7	+0,1
Part-time employees.....	13 192	2 793	1 471	-47,3	-88,8
All employees.....	9 606	9 629	9 527	-1,1	-0,8
Full-time equivalent employees....	9 609	9 667	9 564	-1,1	-0,5
Construction					
Full-time employees.....	2 811	3 030	2 886	-4,8	+2,7
Part-time employees.....	1 883	943	1 225	+29,9	-34,9
All employees.....	2 799	2 981	2 850	-4,4	+1,8
Full-time equivalent employees....	2 812	3 007	2 866	-4,7	+1,9
Wholesale, retail and motor trade and hotels					
Full-time employees.....	3 932	3 931	3 880	-1,3	-1,3
Part-time employees.....	822	627	662	+5,6	-19,5
All employees.....	3 572	3 399	3 299	-2,9	-7,6
Full-time equivalent employees....	3 804	3 739	3 719	-0,5	-2,2
Transport, storage and communication:					
- Governmental institutions					
Full-time employees.....	6 344	6 345	6 222	-1,9	-1,9
Part-time employees.....	548	541	554	+2,4	+1,1
All employees.....	6 258	6 253	6 159	-1,5	-1,6
Full-time equivalent employees....	6 278	6 272	6 182	-1,4	-1,5
- Non-governmental institutions					
Full-time employees.....	3 682	3 444	3 294	-4,4	-10,5
Part-time employees.....	763	617	826	+33,9	+8,3
All employees.....	3 363	3 192	3 086	-3,3	-8,2
Full-time equivalent employees....	3 629	3 415	3 210	-6,0	-11,5
- Total transport, storage and communication					
Full-time employees.....	5 565	5 417	5 252	-3,0	-5,6
Part-time employees.....	713	597	771	+29,1	+8,1
All employees.....	5 348	5 222	5 088	-2,6	-4,9
Full-time equivalent employees....	5 487	5 350	5 170	-3,4	-5,8

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

Industry and type of employee	Nov 2001 (Rand)	Aug 2002 (Rand)	Nov 2002 (Rand)	% change between Aug 2002 and Nov 2002	% change between Nov 2001 and Nov 2002
Financial institutions					
Full-time employees.....	8 894	9 008	9 001	-0,1	+1,2
Part-time employees.....	659	2 350	2 309	-1,7	+250,4
All employees.....	8 714	8 811	8 804	-0,1	+1,0
Full-time equivalent employees....	8 784	8 914	8 905	-0,1	+1,4
Community, social and personal services:					
- National departments					
Full-time employees.....	6 293	6 038	6 038	-0,0	-4,1
Part-time employees.....	2 431	1 911	3 075	+60,9	+26,5
All employees.....	6 163	5 893	5 990	+1,6	-2,8
Full-time equivalent employees....	6 367	6 057	6 038	-0,3	-5,2
- Provincial administrations					
Full-time employees.....	6 444	6 469	6 236	-3,6	-3,2
Part-time employees.....	1 614	1 384	1 803	+30,3	+11,7
All employees.....	6 151	6 162	6 008	-2,5	-2,3
Full-time equivalent employees....	6 522	6 534	6 321	-3,3	-3,1
- Local governments					
Full-time employees.....	5 069	4 431	4 500	+1,6	-11,2
Part-time employees.....	2 126	3 810	2 036	-46,6	-4,2
All employees.....	5 042	4 429	4 486	+1,3	-11,0
Full-time equivalent employees....	5 068	4 440	4 496	+1,3	-11,3
- Other government institutions					
Full-time employees.....	8 440	8 163	8 317	+1,9	-1,5
Part-time employees.....	2 712	2 361	2 834	+20,0	+4,5
All employees.....	7 841	7 511	7 656	+1,9	-2,4
Full-time equivalent employees....	8 284	8 023	8 199	+2,2	-1,0
- Total government sector					
Full-time employees.....	6 295	6 153	6 038	-1,9	-4,1
Part-time employees.....	1 898	1 640	2 114	+28,9	+11,4
All employees.....	6 080	5 930	5 880	-0,8	-3,3
Full-time equivalent employees....	6 351	6 192	6 085	-1,7	-4,2
- Laundries and dry-cleaning services					
Full-time employees.....	1 490	1 506	1 464	-2,8	-1,7
Part-time employees.....	462	584	578	-1,0	+25,1
All employees.....	1 479	1 492	1 455	-2,5	-1,6
Full-time equivalent employees....	1 479	1 498	1 458	-2,7	-1,4
- Total community, social and personal services					
Full-time employees.....	6 270	6 124	6 002	-2,0	-4,3
Part-time employees.....	1 897	1 638	2 111	+28,9	+11,3
All employees.....	6 057	5 904	5 845	-1,0	-3,5
Full-time equivalent employees....	6 326	6 163	6 048	-1,9	-4,4
Total (all industries)					
Full-time employees.....	5 082	4 975	4 871	-2,1	-4,2
Part-time employees.....	1 284	1 040	1 104	+6,2	-14,0
All employees.....	4 900	4 736	4 639	-2,0	-5,3
Full-time equivalent employees....	5 052	4 919	4 823	-2,0	-4,5

Note: All figures are subject to revision.

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

Industry and type of employee	Nov 2001 (Number)	Aug 2002 (Number)	Nov 2002 (Number)	% change between Aug 2002 and Nov 2002	% change between Nov 2001 and Nov 2002
Mining and quarrying					
Full-time employees.....	173,0	173,0	173,0	-0,0	-0,0
Part-time employees.....	..	..	..	..	..
Manufacturing:					
- Food products, beverages and tobacco products					
Full-time employees.....	180,9	177,2	181,2	+2,3	+0,2
Part-time employees.....	126,6	135,9	125,7	-7,5	-0,7
- Textiles, clothing and leather goods					
Full-time employees.....	178,6	178,0	177,4	-0,3	-0,7
Part-time employees.....	119,2	120,8	115,8	-4,1	-2,9
- 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.....	174,8	178,7	177,5	-0,7	+1,5
Part-time employees.....	98,9	104,3	118,6	+13,7	+19,9
- Coke, refined petroleum products and nuclear fuel. Chemicals and chemical products. Rubber and plastic products.					
Full-time employees.....	172,4	173,7	172,7	-0,6	+0,2
Part-time employees.....	115,9	99,5	102,3	+2,8	-11,7
- Other non-metallic mineral products					
Full-time employees.....	184,3	176,1	174,5	-0,9	-5,3
Part-time employees.....	122,4	87,1	121,8	+39,8	-0,5
- Basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery					
Full-time employees.....	174,2	172,0	171,3	-0,4	-1,7
Part-time employees.....	109,4	100,4	105,1	+4,7	-3,9
- Electrical machinery and apparatus n.e.c.					
Full-time employees.....	174,1	171,6	169,1	-1,5	-2,9
Part-time employees.....	125,0	145,5	136,7	-6,0	+9,4
- Radio, television and communication equipment and apparatus and medical, precision and optical instruments, watches and clocks					
Full-time employees.....	176,3	181,9	180,8	-0,6	+2,6
Part-time employees.....	107,8	135,5	124,2	-8,3	+15,2
- Transport equipment					
Full-time employees.....	176,5	174,2	173,4	-0,5	-1,8
Part-time employees.....	52,5	113,1	73,3	-35,2	+39,6
- Furniture, manufacturing n.e.c. and recycling					
Full-time employees.....	180,3	179,2	174,8	-2,5	-3,1
Part-time employees.....	138,9	112,0	100,4	-10,4	-27,7
- Total manufacturing					
Full-time employees.....	176,5	175,7	175,1	-0,3	-0,8
Part-time employees.....	109,0	121,2	113,1	-6,7	+3,8

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

Industry and type of employee	Nov 2001 (Number)	Aug 2002 (Number)	Nov 2002 (Number)	% change between Aug 2002 and Nov 2002	% change between Nov 2001 and Nov 2002
Electricity, gas and water supply					
Full-time employees.....	167,5	162,6	163,5	+0,6	-2,4
Part-time employees.....	104,4	88,4	107,7	+21,8	+3,2
Construction					
Full-time employees.....	180,7	180,3	176,2	-2,3	-2,5
Part-time employees.....	117,4	114,0	135,2	+18,6	+15,2
Wholesale, retail and motor trade and hotels					
Full-time employees.....	183,8	184,4	182,3	-1,1	-0,8
Part-time employees.....	85,6	81,0	68,2	-15,8	-20,3
Transport, storage and communication:					
- Governmental institutions					
Full-time employees.....	172,6	179,2	178,9	-0,2	+3,7
Part-time employees.....	137,4	139,7	114,9	-17,8	-16,4
- Non-governmental institutions					
Full-time employees.....	187,1	186,8	184,4	-1,3	-1,4
Part-time employees.....	66,5	56,6	110,6	+95,4	+66,3
- Total transport, storage and communication					
Full-time employees.....	176,9	181,7	180,7	-0,6	+2,1
Part-time employees.....	82,7	78,1	111,4	+42,6	+34,7
Financial institutions					
Full-time employees.....	168,6	169,0	170,0	+0,6	+0,8
Part-time employees.....	104,5	102,4	102,9	+0,5	-1,5
Community, social and personal services:					
- National departments					
Full-time employees.....	160,4	160,7	169,3	+5,4	+5,5
Part-time employees.....	6,7	37,7	80,5	+113,5	+1101,5
- Provincial administrations					
Full-time employees.....	150,4	151,2	158,0	+4,5	+5,1
Part-time employees.....	9,4	8,6	5,6	-34,9	-40,4
- Local governments					
Full-time employees.....	170,2	171,5	170,7	-0,5	+0,3
Part-time employees.....	82,0	79,5	101,0	+27,0	+23,2
- Other government institutions					
Full-time employees.....	170,5	165,2	168,0	+1,7	-1,5
Part-time employees.....	90,1	70,5	77,1	+9,4	-14,4
- Total government sector					
Full-time employees.....	157,1	157,4	163,2	+3,7	+3,9
Part-time employees.....	21,6	23,1	27,5	+19,0	+27,3
- Laundries and dry-cleaning services					
Full-time employees.....	185,0	183,8	179,0	-2,6	-3,2
Part-time employees.....	134,6	100,1	114,6	+14,5	-14,9
- Total community, social and personal services					
Full-time employees.....	157,2	157,6	163,3	+3,6	+3,9
Part-time employees.....	21,7	23,2	27,6	+19,0	+27,2
Total (all industries)					
Full-time employees.....	171,4	171,4	172,5	+0,6	+0,6
Part-time employees.....	66,6	71,2	68,3	-4,1	+2,6

Note: All figures are subject to revision.

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

Industry and type of employee	Nov 2001 (Number)	Aug 2002 (Number)	Nov 2002 (Number)	% change between Aug 2002 and Nov 2002	% change between Nov 2001 and Nov 2002
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.....	19,7	15,4	18,2	+18,2	-7,6
Part-time employees.....	18,7	7,5	9,4	+25,3	-49,7
- Textiles, clothing and leather goods					
Full-time employees.....	10,4	14,4	18,8	+30,6	+80,8
Part-time employees.....	4,5	6,6	21,8	+230,3	+384,4
- 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.....	11,8	15,3	17,4	+13,7	+47,5
Part-time employees.....	13,9	9,3	17,6	+89,2	+26,6
- Coke, refined petroleum products and nuclear fuel. Chemicals and chemical products. Rubber and plastic products.					
Full-time employees.....	9,7	11,1	18,3	+64,9	+88,7
Part-time employees.....	5,7	6,3	8,5	+34,9	+49,1
- Other non-metallic mineral products					
Full-time employees.....	14,8	16,2	17,9	+10,5	+20,9
Part-time employees.....	2,0	1,7	17,6	+935,3	+780,0
- Basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery					
Full-time employees.....	15,8	15,5	20,5	+32,3	+29,7
Part-time employees.....	13,4	10,2	15,4	+51,0	+14,9
- Electrical machinery and apparatus n.e.c.					
Full-time employees.....	9,5	6,8	5,9	-13,2	-37,9
Part-time employees.....	3,3	2,0	3,1	+55,0	-6,1
- Radio, television and communication equipment and apparatus and medical, precision and optical instruments, watches and clocks					
Full-time employees.....	4,1	4,3	4,8	+11,6	+17,1
Part-time employees.....	3,8	0,3	2,2	+633,3	-42,1
- Transport equipment					
Full-time employees.....	11,8	13,3	10,7	-19,5	-9,3
Part-time employees.....	2,1	0,0	2,2	..	+4,8
- Furniture, manufacturing n.e.c. and recycling					
Full-time employees.....	11,7	7,8	16,0	+105,1	+36,8
Part-time employees.....	5,4	13,6	4,6	-66,2	-14,8
- Total manufacturing					
Full-time employees.....	12,8	13,3	17,0	+27,8	+32,8
Part-time employees.....	10,0	6,6	11,5	+74,2	+15,0

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

Industry and type of employee	Nov 2001 (Number)	Aug 2002 (Number)	Nov 2002 (Number)	% change between Aug 2002 and Nov 2002	% change between Nov 2001 and Nov 2002
Electricity, gas and water supply					
Full-time employees.....	9,7	9,4	10,7	+13,8	+10,3
Part-time employees.....	0,0	3,1	3,0	-3,2	..
Construction					
Full-time employees.....	9,5	10,9	12,8	+17,4	+34,7
Part-time employees.....	13,1	9,7	15,4	+58,8	+17,6
Wholesale, retail and motor trade and hotels					
Full-time employees.....	4,3	4,7	5,2	+10,6	+20,9
Part-time employees.....	10,0	9,0	6,0	-33,3	-40,0
Transport, storage and communication:					
- Governmental institutions					
Full-time employees.....	15,0	13,7	16,0	+16,8	+6,7
Part-time employees.....	3,8	3,7	0,8	-78,4	-78,9
- Non-governmental institutions					
Full-time employees.....	16,9	18,5	30,6	+65,4	+81,1
Part-time employees.....	4,0	3,5	5,0	+42,9	+25,0
- Total transport, storage and communication					
Full-time employees.....	15,5	15,2	20,8	+36,8	+34,2
Part-time employees.....	3,9	3,5	4,2	+20,0	+7,7
Financial institutions					
Full-time employees.....	1,9	1,7	1,7	-0,0	-10,5
Part-time employees.....	0,3	0,2	0,3	+50,0	-0,0
Community, social and personal services:					
- National departments					
Full-time employees.....	5,0	3,4	3,4	-0,0	-32,0
Part-time employees.....	0,0	0,0	0,0	..	..
- Provincial administrations					
Full-time employees.....	0,9	0,9	0,9	-0,0	-0,0
Part-time employees.....	0,0	0,0	0,0	..	..
- Local governments					
Full-time employees.....	4,5	6,7	6,4	-4,5	+42,2
Part-time employees.....	2,3	2,2	4,2	+90,9	+82,6
- Other government institutions					
Full-time employees.....	1,5	5,6	4,4	-21,4	+193,3
Part-time employees.....	0,2	0,6	0,6	-0,0	+200,0
- Total government sector					
Full-time employees.....	2,5	2,7	2,5	-7,4	-0,0
Part-time employees.....	0,1	0,1	0,2	+100,0	+100,0
- Laundries and dry-cleaning services					
Full-time employees.....	4,6	4,8	8,4	+75,0	+82,6
Part-time employees.....	0,0	0,0	0,0	..	..
- Total community, social and personal services					
Full-time employees.....	2,5	2,7	2,6	-3,7	+4,0
Part-time employees.....	0,1	0,1	0,2	+100,0	+100,0
Total (all industries)					
Full-time employees.....	6,6	6,9	8,4	+21,7	+27,3
Part-time employees.....	6,2	6,0	5,5	-8,3	-11,3

Note: All figures are subject to revision.

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

Industry	Nov 2001 (Number)	Aug 2002 (Number)	Nov 2002 (Number)	% change between Aug 2002 and Nov 2002	% change between Nov 2001 and Nov 2002
Mining and quarrying	..	..	..	..	..
Manufacturing	972	818	666	-18,6	-31,5
Electricity, gas and water supply	72	1	25	+2400,0	-65,3
Construction	96	5	35	+600,0	-63,5
Wholesale, retail and motor trade and hotels	3 102	833	1 527	+83,3	-50,8
Transport, storage and communication:					
- Governmental institutions	702	23 640	16 575	-29,9	+2261,1
- Non-governmental institutions	955	1 323	116	-91,2	-87,9
- Total transport, storage and communication	1 657	24 963	16 691	-33,1	+907,3
Financial institutions	1 524	4 172	2 409	-42,3	+58,1
Community, social and personal services:					
- National departments	42 982	52 749	37 999	-28,0	-11,6
- Provincial administrations	292 564	232 431	201 125	-13,5	-31,3
- Local governments	20 419	22 548	20 452	-9,3	+0,2
- Other government institutions	3 896	3 966	1 961	-50,6	-49,7
- Total government sector	359 861	311 694	261 537	-16,1	-27,3
- Laundries and dry-cleaning services	8	0	0	..	-100,0
- Total	359 869	311 694	261 537	-16,1	-27,3
Total (all industries)	367 292	342 486	282 890	-17,4	-23,0

Note: All figures are subject to revision.

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 2002. 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.
- Scope of the survey** **2** 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).
- Classification** **3** 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.
- 4** 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.
- Statistical unit** **5** 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 from establishments. Therefore, the establishment is the statistical unit in these cases.

- 6** 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 3 and 4 for more information regarding classification by industry.
- Survey methodology and design**
- 7** This survey is collected by mail from a sample of approximately 8 500 businesses and public institutions. Information regarding government departments and provincial governments is collected electronically from PERSAL.
- 8** 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
- 9** 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.
- 10** 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.
- 11** 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 approximately 8 500.
- Reliability of estimates**
- 12** 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.
- 13** 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.
- 14** Stats SA receives information regarding the mining and quarrying 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.

- Related publications**
- 15** 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 Statistics.
- Unpublished statistics**
- 16** 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 |
| SIC | Standard Industrial Classification of all Economic Activities |
| SNA | System of National Accounts |
| Stats SA | Statistics South Africa |
| .. | Figures not available |
| - | Nil or not applicable |
| * | Revised figures |

Technical notes

Response rates The response rates for November 2002 are provided in table A.

Table A – Response rates

Industry	% response
Manufacturing	73,8
Electricity, gas and water supply	84,2
Construction	66,4
Wholesale trade, retail trade, motor trade and hotels	75,3
Measured component of transport, storage and communication	72,5
Measured component of financial institutions	77,2
Measured component of community, social and personal services	78,1
Total response rate of all selected industries	73,6

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 employers/employees	Average monthly ordinary-time hours paid for full-time or part-time employers/employees are calculated by dividing the total ordinary-time hours paid for by the number of full-time or part-time employers/employees.
Average monthly overtime hours paid for full-time or part-time employers/employees	Average monthly overtime hours paid for full-time or part-time employers/employees are calculated by dividing the total overtime hours paid for by the number of full-time or part-time employers/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 employers/employees as at the end of the reference month.
Basic salaries and wages	Basic salaries and wages are payments for ordinary-time, standard or agreed hours worked during the reference period for all permanent, temporary, casual, executive and managerial employers/employees, before taxation and other deductions.
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 and/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 employers/employees	Full-time employers/employees are those permanent, temporary and casual employers/employees who normally work the agreed number of hours for a full-time employer/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 employers/employees	Full-time equivalent employers/employees are calculated by converting the part-time employers/employees of each respondent to full-time equivalent employers/employees. The number of part-time employers/employees of each respondent is multiplied by the ordinary-time hours paid for per month per person to part-time employers/employees, divided by the number of ordinary-time hours paid for per month per person to full-time employers/employees. The number of full-time equivalent employers/employees is then added to the full-time employers/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 employers/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 employers/employees	The number of employers/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 that 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 employers/employees	Part-time employers/employees are those permanent, temporary or

casual employers/employees who are not full-time employers/employees as defined above or who normally work less than 35 hours per week.

Performance and other bonuses

Performance and other bonuses cover seasonal, end-of-year and one-time bonuses and additional payments supplementary to normal pay.

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.

Permanent employers/employees

Permanent employers/employees are employers/employees appointed on an open-ended contract with no stipulated termination date, and who are entitled to benefits such as paid leave and medical aid contributions paid by employers.

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 employers/employees

Temporary employers/employees are employers/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 is taken.

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