



Survey of employment and earnings

June 2003

Co-operation between Statistics South Africa (Stats SA), the citizens of the country, the private sector and government institutions is essential for a successful statistical system. Without continued co-operation and goodwill, the timely release of relevant and reliable official statistics will not be possible.

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

Embargo: 13:00

Date: 27 November 2003

Summary

Key figures for the quarter ended June 2003 ^{1/}

Estimates	Quarter ended September 2002	Quarter ended December 2002	Quarter ended March 2003*	Quarter ended June 2003	Percentage change between the quarter ended March 2003 and the quarter ended June 2003
Number of employees ('000) as at the end of the quarter	6 509	6 516	6 456*	6 399	-0,9
Gross earnings (R'000) for the quarter	118 240 000	123 895 000	118 665 000*	122 179 000	3,0

* Revised figures

^{1/} Exact figures for the different sectors can be obtained from Tables A, B, C and D (see pages 11-14)

Key findings for the quarter ended June 2003

Employment decreased slightly by 0,9% in the formal non-agricultural business sector between the quarters ended March 2003 and June 2003. This decrease is not statistically significant.

According to the June 2003 Survey of Employment and Earnings (SEE), the number of people employed in the formal non-agricultural business sector of the South African economy decreased by about 57 000 from March 2003 (an estimated revised 6 456 000 people) to June 2003 (an estimated 6 399 000 people).

Gross earnings paid to employees during the quarter ended June 2003 (April 2003 to June 2003) amounted to R122 179 million. This represents an increase of R3 514 million or 3,0% when compared to the quarter ended March 2003.

pp
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Statistician-General

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Notes

Forthcoming issues	Issue	Expected release date
	September 2003 and December 2003	25 March 2004
Purpose of the survey	The Survey of Employment and Earnings is a quarterly survey covering a sample of 10 183 private and public enterprises (with a VAT turnover of R300 000 or more per annum) in the formal non-agricultural business sector of the South African economy. The information received is used to estimate key economic statistics on employment and gross earnings, and is used as an input to the Gross Domestic Product (GDP).	
Previous releases	Stats SA previously published the following publications: <ul style="list-style-type: none"> • <i>Discussion paper: Comparative labour statistics: Survey of employment and earnings in selected industries (P0271).</i> • <i>Survey of Employment and Earnings for September 2002 (P0275).</i> • <i>Survey of Employment and Earnings for December 2002 (P0275).</i> • <i>Survey of Employment and Earnings for March 2003 (P0275).</i> 	
Response rates	The percentage response for June 2003 was 89,8%.	

Table 1 – Number of employees: All formal non-agricultural industries

Industry	Quarter ended September 2002	Quarter ended December 2002	Change in number of employees between quarter ended September 2002 and quarter ended December 2002	Percentage change between quarter ended September 2002 and quarter ended December 2002	Quarter ended March 2003*	Change in number of employees between quarter ended December 2002 and quarter ended March 2003	Percentage change between quarter ended December 2002 and quarter ended March 2003	Quarter ended June 2003	Change in number of employees between quarter ended March 2003 and quarter ended June 2003	Percentage change between quarter ended March 2003 and quarter ended June 2003
Mining and quarrying	418 000	418 000	0	0,0	417 000	-1 000	-0,2	426 000	9 000	2,2
Manufacturing	1 250 000	1 252 000	2 000	0,2	1 262 000	10 000	0,8	1 242 000	-20 000	-1,6
Electricity, gas and water supply	47 000	46 000	-1 000	-2,1	45 000	-1 000	-2,2	44 000	-1 000	-2,2
Construction	350 000	350 000	0	0,0	333 000	-17 000	-4,9	296 000	-37 000	-11,1
Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 298 000	1 312 000	14 000	1,1	1 257 000	-55 000	-4,2	1 289 000	32 000	2,5
Transport, storage and communication	208 000	208 000	0	0,0	202 000	-6 000	-2,9	206 000	4 000	2,0
Financial intermediation, insurance, real estate and business services	1 230 000	1 203 000	-27 000	-2,2	1 184 000	-19 000	-1,6	1 154 000	-30 000	-2,5
Community, social and personal services	1 708 000	1 727 000	19 000	1,1	1 756 000	29 000	1,7	1 742 000	-14 000	-0,8
Total	6 509 000	6 516 000	7 000	0,1	6 456 000	-60 000	-0,9	6 399 000	-57 000	-0,9

* All March 2003 figures were revised except for the mining and quarrying industry.

Reasons for the changes in the level of employment between March 2003 and June 2003

Mining and quarrying industry

The increase of about 9 000 employees (2,2%) reported by this industry at June 2003 compared with March 2003 was due to the appointment of contract workers during May 2003.

Manufacturing industry

A decrease of approximately 20 000 employees (-1,6%) in June 2003 compared with March 2003 was reflected by the manufacturing industry. This decrease could have been mainly due to the retrenchments of part-time and contract employees in the manufacture of food products, beverages and footwear. However, these decreases were partially counteracted by increases in the sub-industries of non-metallic products, wood and wood products, manufacturing n.e.c, watches and clocks, fabricated metals, jewellery and related articles, special purpose machinery, leather and leather products, processing of nuclear fuel, motor vehicles, general purpose machinery, motor vehicles bodies and parts of motor vehicles.

Electricity, gas and water supply industry

The electricity, gas and water supply industry reflected a decrease of about 1 000 employees (-2,2%) between March 2003 and June 2003. This decrease could have been mainly due to termination of contracts.

Construction industry

The construction industry reflected a decrease of approximately 37 000 employees (-11,1%) at June 2003 compared with March 2003. This decrease could have been mainly due to the ending of contracts in the *building of completed constructions* sub-industry.

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

An increase of approximately 32 000 employees (2,5%) at June 2003 compared with March 2003 was reported by this industry. This increase could have been mainly due to the appointment of casual employees in the wholesale and retail sale of new motor vehicles sub-industry. More part-time employees were employed in the retail component of used motor vehicle sub-industry.

Transport, storage and communication industry

The transport, storage and communication industry reported an increase of approximately 4 000 employees (2,0%) between March 2003 and June 2003. This increase could have been mainly due to an increased workload in the land transport sub-industry and also the expansion in air transport operations and activities.

Financial intermediation, insurance, real estate and business services industry

A decrease of approximately 30 000 employees (-2,5%) was reported by the financial intermediation industry at June 2003 compared with March 2003. This decrease could have been mainly due to retrenchments in the security and investigation activities sub-industry, the ending of contracts in the legal accounting, bookkeeping activities and tax consultancy sub-industry and the closure of companies in the architectural, engineering and other technical activities companies.

Community, social and personal services industry

A decrease of 14 000 employees (-0,8%) was reported by the community, social and personal services industry from March 2003 to June 2003. This decrease may be mainly due to temporary employees who appear to have left in the health and social work sub-industry.

Table 2 – Gross earnings: All formal non-agricultural industries

Industry	Quarter ended September 2002 (R'000)	Quarter ended December 2002 (R'000)	Change in gross earnings between quarter ended September 2002 and quarter ended December 2002 (R'000)	Percentage change between quarter ended September 2002 and quarter ended December 2002	Quarter ended March 2003*	Change in gross earnings between quarter ended December 2002 and quarter ended March 2003 (R'000)	Percentage change between quarter ended December 2002 and quarter ended March 2003	Quarter ended June 2003 (R'000)	Change in gross earnings between quarter ended March 2003 and quarter ended June 2003 (R'000)	Percentage change between quarter ended March 2003 and quarter ended June 2003
Mining and quarrying	6 766 028	7 025 361	259 333	3,8	7 172 918	147 557	2,1	7 253 236	80 318	1,1
Manufacturing	20 344 749	22 089 284	1 744 535	8,6	20 464 500	-1 624 784	-7,4	21 089 911	625 411	3,1
Electricity, gas and water supply	1 435 391	1 714 223	278 832	19,4	1 533 237	-180 986	-10,6	1 943 016	409 779	26,7
Construction	3 310 389	3 670 703	360 314	10,9	3 038 183	-632 520	-17,2	3 006 998	-31 185	-1,0
Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	15 950 463	17 100 827	1 150 364	7,2	16 983 043	-117 784	-0,7	17 355 812	372 769	2,2
Transport, storage and communication	4 642 654	5 135 126	492 472	10,6	4 888 171	-246 955	-4,8	5 372 329	484 158	9,9
Financial intermediation, insurance, real estate and business services	27 533 592	29 190 541	1 656 949	6,0	26 716 778	-2 473 763	-8,5	27 807 898	1 091 120	4,1
Community, social and personal services	38 257 060	37 968 465	-288 595	-0,8	37 867 766	-100 699	-0,3	38 349 815	482 049	1,3
Total	118 240 326	123 894 530	5 654 204	4,8	118 664 596	-5 229 934	-4,2	122 179 015	3 514 419	3,0

*All March 2003 figures were revised except for the mining and quarrying industry.

Reasons for the changes in the level of gross earnings between March 2003 and June 2003

An increase of R3 514 million or 3,0% in gross earnings was reported by all industries in the formal non-agricultural business sector for the June 2003 quarter. The increase was mainly due to bonuses and overtime payments paid to employees by the industries.

Mining and quarrying industry

The mining and quarrying industry reflected an increase of R80 million or 1,1% in gross earnings between March 2003 and June 2003. The increase was mainly due to earnings paid to the newly appointed contract employees in the mining and quarrying industries.

Manufacturing industry

The manufacturing industry reflected an increase of R625 million or 3,1% in gross earnings between March 2003 and June 2003. This increase was mainly due to the appointment of highly paid professionals in the manufacture of wood and wood products sub-industry, more overtime hours worked in the manufacturing of beverages and glass and glass products sub-industries.

Electricity, gas and water supply industry

Gross earnings paid to employees in this industry for the June 2003 quarter reflected an increase of R410 million or 26,7% compared with the March 2003 quarter. This increase was due to performance bonuses paid annually in April in the electricity sub-industry.

Construction industry

The construction industry reflected a decrease of R31 million or -1,0% in gross earnings between March 2003 and June 2003. This decrease was due to the completion of projects in the *building of completed constructions* sub-industry.

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

Gross earnings paid to employees in this industry for the June 2003 quarter reflected an increase of R373 million or 2,2% compared with the March 2003 quarter. This increase was due to more commission paid, annual salary increases and profit sharing in the wholesale trade of machinery and equipment sub-industry.

Transport, storage and communication industry

The transport storage and communication industry reflected an increase of R484 million or 9,9% in gross earnings between March 2003 and June 2003. This increase was mainly due to incentive bonuses, overtime payments, profit share bonuses and annual bonuses paid to employees during the June quarter.

Financial intermediation, insurance, real estate and business services industry

The financial intermediation, insurance, real estate and business services industry reflected an increase of R1 091 million or 4,1% in gross earnings between March 2003 and June 2003. This increase was mainly due to annual bonuses, profit sharing bonuses and commission paid to employees.

Community, social and personal services industry

The community, social and personal services industry reflected an increase of R482 million or 1,3% in gross earnings between March 2003 and June 2003. This increase was mainly due to bonuses paid in the health and social services sub-industry and merit bonuses paid to employees in some of the national departments.

Additional information

Technical notes

- 1) **Confidence intervals** **The estimated population value will be contained within the interval between the lower and upper 95% confidence limits.**

The 95% confidence intervals of a population parameter (gross salaries and wages) is obtained as follows:

Lower limit

= lower 95% confidence limit of a population parameter
= estimate - 1,96*Standard Error (estimate)

and

Upper limit

= upper 95% confidence limit of a population parameter
= estimate + 1,96*Standard Error (estimate)

$$1.1) \text{ Standard Error (SE)} = \frac{\text{upper limit} - \text{lower limit}}{2 \times 1,96}$$

$$1.2) \text{ Relative Standard Error (RSE)} = \frac{\text{SE (estimate)}}{\text{estimate}} \times 100$$

Table A - Estimates of number of employees by industry within 95% confidence limits in September 2002 and December 2002

Quarters	September 2002				December 2002			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	418 428	418 428	418 428	**	417 897	417 897	417 897	**
Manufacturing	1 199 230	1 250 029	1 300 827	2,1	1 201 476	1 252 598	1 303 720	2,1
Electricity, gas and water supply	43 611	46 642	49 673	3,3	43 326	45 698	48 071	2,6
Construction	294 622	349 507	404 392	8,0	286 383	349 561	412 740	9,2
Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 119 278	1 298 155	1 477 032	7,0	1 144 151	1 312 329	1 480 508	6,5
Transport, storage and communication	190 854	208 065	225 276	4,2	188 934	207 924	226 914	4,7
Financial intermediation, insurance, real estate and business services	1 046 708	1 229 911	1 413 113	7,6	1 039 294	1 202 667	1 366 040	6,9
Community, social and personal services	1 651 872	1 707 898	1 763 924	1,7	1 659 625	1 727 190	1 794 755	2,0

** Data obtained from the Minerals Bureau, Department of Minerals and Energy (see Explanatory notes: paragraph 6, page 16).

Table B – Estimates of number of employees by industry within 95% confidence limits in March 2003 and June 2003

Quarters	March 2003				June 2003			
Industry	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	417 211	417 211	417 211	**	425 940	425 940	425 940	**
Manufacturing	1 216 749	1 261 731	1 306 713	1,8	1 200 844	1 241 746	1 282 647	1,7
Electricity, gas and water supply	42 554	44 952	47 349	2,7	41 304	43 651	45 998	2,7
Construction	261 124	333 545	405 966	11,1	248 446	295 928	343 391	8,2
Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 115 276	1 257 498	1 399 720	5,8	1 145 599	1 288 997	1 432 395	5,7
Transport, storage and communication	186 369	202 029	217 689	4,0	189 170	205 971	222 773	4,2
Financial intermediation, insurance, real estate and business services	1 044 187	1 183 818	1 323 449	6,0	1 026 245	1 154 469	1 282 693	5,7
Community, social and personal services	1 687 240	1 755 598	1 823 955	2,0	1 675 675	1 742 067	1 808 459	1,9

** Data obtained from the Minerals Bureau, Department of Minerals and Energy (see Explanatory notes: paragraph 6, page 16).

Table C - Estimates of gross earnings (R'000) by industry within 95% confidence limits in September 2002 and December 2002

Quarters	September 2002				December 2002			
Industry	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	6 766 028	6 766 028	6 766 028	**	7 025 361	7 025 361	7 025 361	**
Manufacturing	19 848 905	20 344 749	20 840 594	1,2	21 495 868	22 089 284	22 682 700	1,4
Electricity, gas and water supply	1 397 464	1 435 391	1 473 318	1,3	1 677 068	1 714 223	1 751 378	1,1
Construction	2 737 476	3 310 389	3 883 302	8,8	3 006 516	3 670 703	4 334 890	9,2
Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	13 221 423	15 950 463	18 679 503	8,7	13 922 522	17 100 827	20 279 132	9,5
Transport, storage and communication	4 403 286	4 642 654	4 882 022	2,6	4 845 112	5 135 126	5 425 140	2,9
Financial intermediation, insurance, real estate and business services	24 235 236	27 533 592	30 831 942	6,1	26 170 897	29 190 541	32 210 186	5,3
Community, social and personal services	37 809 659	38 257 060	38 704 461	0,6	37 445 212	37 968 465	38 491 717	0,7

** Data obtained from the Minerals Bureau, Department of Minerals and Energy (see Explanatory notes: paragraph 6, page 16).

Table D –Estimates of gross earnings (R'000) by industry within 95% confidence limits in March 2003 and June 2003

Quarters	March 2003				June 2003			
Industry	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	7 172 918	7 172 918	7 172 918	**	7 253 236	7 253 236	7 253 236	**
Manufacturing	19 893 303	20 464 500	21 035 696	1,4	20 439 010	21 089 911	21 740 812	1,6
Electricity, gas and water supply	1 498 525	1 533 237	1 567 949	1,2	1 906 297	1 943 016	1 979 735	1,0
Construction	2 648 892	3 038 183	3 427 474	6,5	2 683 147	3 006 998	3 330 849	5,5
Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	14 020 111	16 983 043	19 945 976	8,9	14 329 330	17 355 812	20 382 294	8,9
Transport, storage and communication	4 664 770	4 888 171	5 111 572	2,3	5 131 671	5 372 329	5 612 986	2,3
Financial intermediation, insurance, real estate and business services	23 367 949	26 716 778	30 065 606	6,4	24 641 613	27 807 898	30 974 183	5,8
Community, social and personal services	37 370 597	37 867 766	38 364 934	0,7	37 865 857	38 349 815	38 833 773	0,6

** Data obtained from the Minerals Bureau, Department of Minerals and Energy (see Explanatory notes: paragraph 6, page 16).

Explanatory notes

- Introduction** 1 This publication contains results of the quarterly Survey of Employment and Earnings of enterprises in the formal non-agricultural business sector of the South African economy. The survey is designed to obtain information regarding:
- the number of persons employed in the business as at the end of the reference quarter;
 - gross earnings paid during the reference quarter (excluding severance, termination and redundancy payments).
- Scope of the survey** 2 This survey covers employment statistics of the following industries according to the Standard Industrial Classification of all Economic Activities (SIC), Fifth edition, January 1993:
- mining and quarrying industry;
 - manufacturing industry;
 - electricity, gas and water supply industry;
 - construction industry;
 - wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry;
 - transport, storage and communication industry;
 - financial intermediation, insurance, real estate and business services industry; and
 - community, social and personal services industry.
- Classification** 3 The Standard Industrial Classification of all Economic Activities (SIC), Fifth edition, January 1993, was used to classify the statistical units in the survey. The SIC is based on the 1990 International Standard Industrial Classification of all Economic Activities (ISIC), with suitable adaptations for local conditions. Statistics in this publication are only presented at the SIC major division (one digit) level. **Due to the sample size currently being used for this survey, it is not possible to provide accurate information at a more detailed level. However, Stats SA will endeavour to make available estimates of these sub-groups if requested. The user is advised to use such estimates with caution. Each enterprise is classified to the industry, which reflects the predominant activity of the enterprise.**
- Statistical unit** 4 The statistical unit for the collection of information is an enterprise. An enterprise is a legal unit or a combination of legal units that includes and directly controls all functions necessary to carry out its production activities.

- 5 This survey is collected by mail each quarter from a sample of 10 183 private businesses and public institutions. Information regarding government departments and provincial governments is obtained electronically from PERSAL.
- 6 Stats SA receives information regarding the mining and quarrying industry from the Minerals Bureau, Department of Minerals and Energy.
- Reliability of estimates** 7 Inaccuracies may occur because of imperfections in reporting by enterprises, and errors made with the collection and processing of the data. Inaccuracies of this kind are referred to as non-sampling errors. Every effort is made to reduce non-sampling errors to a minimum by designing the questionnaire carefully, undertaking pilot studies, editing the data and efficient operating procedures. Fluctuations may occur in consecutive quarters as a result of seasonal and economic factors. **The user's attention is drawn to the fact that the current survey is limited to formal non-agricultural businesses registered for VAT, where the turnover is R300 000 or more per annum.**
- Standard errors** 8 The estimates in this publication are based on a sample drawn from units in the surveyed population. As a result of the entire population not being surveyed, the published estimates are subject to sampling error. The most common way of quantifying such sampling error is to calculate the standard error for the published estimate or statistic.
- Revised figures** 9 The revised figures are due to respondents reporting revisions in their figures. Figures for the latest quarter are preliminary and may be revised in subsequent publications.
- Related publications** 10 Users may also wish to refer to the following publications which are available from Stats SA:
- Bulletin of Statistics.
 - Labour Force Survey.
 - SA Statistics.
- Pre-release policy** 11 Stats SA's pre-release policy may be inspected at its website: www.statssa.gov.za.

Abbreviations and symbols

GDP	Gross Domestic Product
ISIC	International Standard Industrial Classification of all Economic Activities
LFS	Labour Force Survey
n.e.c	Not elsewhere classified
RSE	Relative Standard Error
SE	Standard Error
SEE	Survey of Employment and Earnings
SIC	Standard Industrial Classification of all Economic Activities
SNA	System of National Accounts
Stats SA	Statistics South Africa
VAT	Value Added Tax
*	Revised figures

Glossary

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 employed 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	Enterprises are legal units, or a combination of legal units that includes and directly controls all functions necessary to carry out its production activities.
Formal sector	The formal sector includes all businesses that are registered in any way.
Full-time employees	Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours 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. This includes the self-employed at work or with an enterprise but temporarily not at work.
Gross earnings	Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the three months. This includes salaries and wages, performance and others bonuses, allowances, commissions, etc., but excludes, e.g., severance, termination and redundancy payments as well as payments to sub-contractors, etc. Gross earnings are the total sum of the earnings for the three months of the reference quarter (e.g. gross earnings of quarter ended September is the sum of total earnings of July, August and September).
Industries	Industries consist of groups of enterprises engaged in the same or similar kind of activity. The definition of industries is based on the System of National Accounts (SNA) and is in line with that in the Standard Industrial Classification of all Economic Activities, Fifth Edition, and Report No. 09-09-02 of January 1993 (SIC).
Informal sector	The informal sector consists of those businesses that are not registered in any way. They are generally small in nature, and are seldom run from business premises. Instead, they are generally run from homes, sidewalks and other informal arrangements.

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 quarter (excluding independent contractors). This includes the self-employed at work or with an enterprise but temporarily not at work. Number of employees refers to the number of people employed at the end of the reference quarter (e.g. number of employees as at the quarter ended September refers to the number of employees as at the end of the month of September).
Ordinary-time hours	Ordinary-time hours are those hours actually worked during normal periods of work. These hours include hours of paid leave taken during the reference period (e.g. sick leave, annual leave) and hours of normal shift work. Ordinary-time hours paid for exclude overtime hours worked, hours relating to payment in advance and hours relating to back pay.
Overtime hours paid for	Overtime hours paid for are those hours worked in excess of ordinary-time hours, standard or agreed hours of work that were paid for in the reference period.
Overtime 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 who normally work less than 35 hours per week. This includes the self-employed at work or with an enterprise but temporarily not at work.
Performance and other bonuses	Performance and other bonuses cover seasonal, end-of-year and one-time bonuses and additional payments supplementary to normal payments. Performance and other bonuses include profit sharing bonuses, merit bonuses, incentive bonuses, total amounts of payments that were paid during the reference period but relate to other pay periods, e.g. annual leave, thirteenth cheques, severance, termination, redundancy and leave gratuity payments. Performance and other bonuses exclude reimbursements for expenses incurred whilst conducting employer's business.

Permanent employees	Permanent employees are employees appointed on an open-ended contract with no stipulated termination date, and who are entitled to benefits such as paid leave and medical aid contributions paid by employers. This includes the self-employed at work.
Quarterly percentage change	A quarterly percentage change is the change in the employment or the gross earnings of the given quarter compared with the employment or the gross earnings of the previous quarter expressed as a percentage.
Reference quarter	Reference quarter for this survey refers to the three months up to the end of March, June, September or December.
Severance, termination and redundancy payments	Severance, termination and redundancy payments includes payments of leave made to employees who finished work during the reference quarter as well as payments intended to compensate for loss of employment.
Temporary employees	Temporary employees are employees appointed on a short-term contract basis for periods normally not exceeding one year. Such contract would typically stipulate a termination date, but could be renewed by mutual agreement between the employer and the employee. This includes the self-employed with an enterprise but temporarily not at work.

General information

Language

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