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Survey of employment and earnings

June 2004

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Summary

Key estimates for the quarters ended March 2004 and June 2004

Estimates	Quarter ended December 2003	Quarter ended March 2004	Percentage change between the quarter ended December 2003 and the quarter ended March 2004	Quarter ended June 2004	Percentage change between the quarter ended March 2004 and the quarter ended June 2004
Number of employees ('000)	6 425	6 448*	0,4	6 531	1,3
Gross earnings (R'000)	134 275 000	131 019 000*	-2,4	135 491 000	3,4

*Revised figures (see Explanatory notes: paragraph 9).

Estimates of number of employees within 95% confidence limits in March 2004 and June 2004

Quarter	Lower limit	Estimate	Upper limit	RSE
March 2004	6 237 108	6 447 645	6 658 181	1,7
June 2004	6 302 971	6 531 181	6 759 391	1,8

Key findings for the quarters ended March 2004 and June 2004

Employment in the formal non-agricultural business sector increased between the quarters ended March 2004 and June 2004.

According to the June 2004 Survey of Employment and Earnings (SEE) the number of persons employed in the formal non-agricultural business sector of the South African economy increased by about 83 000 persons or 1,3% from March 2004 (an estimated revised 6 448 000 employees) to June 2004 (an estimated 6 531 000 employees).

Gross earnings paid to employees during the quarter ended June 2004 (April 2004 to June 2004) amounted to R135 491 million. This represents a quarterly increase of R4 472 million or 3,4% compared with the quarter ended March 2004 (January 2004 to March 2004).

Key figures for the quarters ended March 2003, March 2004, June 2003 and June 2004

Estimates	Quarter ended March 2003	Quarter ended March 2004	Percentage change between the quarter ended March 2003 and March 2004	Quarter ended June 2003	Quarter ended June 2004	Percentage change between June 2003 and the quarter ended June 2004
Number of employees ('000)	6 497	6 448	-0,8	6 336	6 531	3,1
Gross earnings (R'000)	120 729 000	131 019 000	8,5	122 074 000	135 491 000	11,0

Estimates of gross earnings within 95% confidence limits in March 2004 and June 2004

Quarter	Lower limit	Estimate	Upper limit	RSE
March 2004 (R '000)	127 632 644	131 018 991	134 405 338	1,3
June 2004 (R '000)	131 290 534	135 490 891	139 691 248	1,6

Key findings for the quarters ended June 2003 and June 2004

Employment in the formal non-agricultural business sector increased between the quarter ended June 2003 and June 2004.

According to the June 2004 Survey of Employment and Earnings (SEE), 6 531 000 persons were employed in the formal non-agricultural business sector compared to 6 336 000 persons employed in June 2003. This reflects an annual increase of 195 000 persons or 3,1%.

The gross earnings paid to employees during the quarter ended June 2004 (April 2004 to June 2004) amounted to R 135 491 million. This reflects an annual increase of R13 417 million or 11,0% compared with June 2003 (April 2003 to June 2003).

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PJ Lehohla
Statistician-General

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Notes

Forthcoming issues	Issue	Expected release date
	September 2004	14 December 2004
Purpose of the survey	<p>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).</p>	
Previous releases	<p>Stats SA previously published the following publications:</p> <ul style="list-style-type: none"> • <i>Survey of Employment and Earnings for December 2003 (P0275).</i> • <i>Survey of Employment and Earnings for March 2004 (P0275).</i> 	
Response rates	<p>The percentage response for March 2004 was 81,1%. The percentage response for June 2004 was 81,6%.</p>	

Table 1: Total (all formal non-agricultural industries)
1.1. Number of employees

Year and quarter	Total number of employees	Change in number of employees between the current and previous quarters	Percentage change in number of employees between the current and previous quarters	Change in number of employees between the current quarter and the corresponding quarter of the previous year	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
2002 Sep	6 509 000	-	-	-	-
2002 Dec	6 517 000	8 000	0,1	-	-
2003 Mar	6 497 000	- 20 000	-0,3	-	-
2003 Jun	6 336 000	- 161 000	-2,5	-	-
2003 Sep	6 370 000	34 000	0,5	- 139 000	-2,1
2003 Dec	6 425 000	55 000	0,9	- 92 000	-1,4
2004 Mar*	6 448 000	23 000	0,4	- 49 000	-0,8
2004 Jun	6 531 000	83 000	1,3	195 000	3,1

*Revised figures (see Explanatory notes: paragraph 9).

1.2. Gross earnings

Year and quarter	Gross earnings	Change in gross earnings between the current and previous quarters	Percentage change in gross earnings between the current and previous quarters	Change in gross earnings between the current quarter and the corresponding quarter of the previous year	Percentage change in the gross earnings between the current quarter and the corresponding quarter of the previous year
	(R'000)	(R'000)		(R'000)	
2002 Sep	118 240 000	-	-	-	-
2002 Dec	123 895 000	5 655 000	4,8	-	-
2003 Mar	120 729 000	-3 166 000	-2,6	-	-
2003 Jun	122 074 000	1 345 000	1,1	-	-
2003 Sep	125 114 000	3 040 000	2,5	6 874 000	5,8
2003 Dec	134 275 000	9 161 000	7,3	10 380 000	8,4
2004 Mar*	131 019 000	-3 256 000	-2,4	10 290 000	8,5
2004 Jun	135 491 000	4 472 000	3,4	13 417 000	11,0

*Revised figures (see Explanatory notes: paragraph 9).

Table 2: Mining and quarrying industry
2.1. Number of employees

Year and quarter	Total number of employees	Change in number of employees between the current and previous quarters	Percentage change in number of employees between the current and previous quarters	Change in number of employees between the current quarter and the corresponding quarter of the previous year	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
2002 Sep	419 000	-	-	-	-
2002 Dec	418 000	- 1 000	-0,2	-	-
2003 Mar	417 000	- 1 000	-0,2	-	-
2003 Jun	420 000	3 000	0,7	-	-
2003 Sep	428 000	8 000	1,9	9 000	2,1
2003 Dec	436 000	8 000	1,9	18 000	4,3
2004 Mar*	453 000	17 000	3,9	36 000	8,6
2004 Jun	460 000	7 000	1,5	40 000	9,5

*Revised figures (see Explanatory notes: paragraph 9).

2.2. Gross earnings

Year and quarter	Gross earnings	Change in gross earnings between the current and previous quarters	Percentage change in gross earnings between the current and previous quarters	Change in gross earnings between the current quarter and the corresponding quarter of the previous year	Percentage change in the gross earnings between the current quarter and the corresponding quarter of the previous year
	(R'000)	(R'000)		(R'000)	
2002 Sep	6 766 000	-	-	-	-
2002 Dec	7 025 000	259 000	3,8	-	-
2003 Mar	7 173 000	148 000	2,1	-	-
2003 Jun	7 422 000	249 000	3,5	-	-
2003 Sep	7 858 000	436 000	5,9	1 092 000	16,1
2003 Dec	8 178 000	320 000	4,1	1 153 000	16,4
2004 Mar*	8 516 000	338 000	4,1	1 343 000	18,7
2004 Jun	8 385 000	- 131 000	-1,5	963 000	13,0

*Revised figures (see Explanatory notes: paragraph 9).

Table 3: Manufacturing industry
3.1. Number of employees

Year and quarter	Total number of employees	Change in number of employees between the current and previous quarters	Percentage change in number of employees between the current and previous quarters	Change in number of employees between the current quarter and the corresponding quarter of the previous year	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
2002 Sep	1 250 000	-	-	-	-
2002 Dec	1 253 000	3 000	0,2	-	-
2003 Mar	1 249 000	- 4 000	-0,3	-	-
2003 Jun	1 237 000	- 12 000	-1,0	-	-
2003 Sep	1 247 000	10 000	0,8	- 3 000	-0,2
2003 Dec	1 255 000	8 000	0,6	2 000	0,2
2004 Mar	1 265 000	10 000	0,8	16 000	1,3
2004 Jun	1 267 000	2 000	0,2	30 000	2,4

3.2. Gross earnings

Year and quarter	Gross earnings (R'000)	Change in gross earnings between the current and previous quarters (R'000)	Percentage change in gross earnings between the current and previous quarters	Change in gross earnings between the current quarter and the corresponding quarter of the previous year (R'000)	Percentage change in the gross earnings between the current quarter and the corresponding quarter of the previous year
2002 Sep	20 346 000	-	-	-	-
2002 Dec	22 089 000	1 743 000	8,6	-	-
2003 Mar	20 357 000	-1 732 000	-7,8	-	-
2003 Jun	20 916 000	559 000	2,7	-	-
2003 Sep	22 032 000	1 116 000	5,3	1 686 000	8,3
2003 Dec	24 641 000	2 609 000	11,8	2 552 000	11,6
2004 Mar*	22 635 000	-2 006 000	-8,1	2 278 000	11,2
2004 Jun	23 401 000	766 000	3,4	2 485 000	11,9

*Revised figures (see Explanatory notes: paragraph 9).

Table 4: Electricity, gas and water supply industry
4.1. Number of employees

Year and quarter		Total number of employees	Change in number of employees between the current and previous quarters	Percentage change in number of employees between the current and previous quarters	Change in number of employees between the current quarter and the corresponding quarter of the previous year	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
2002	Sep	47 000	-	-	-	-
	Dec	46 000	- 1 000	-2,1	-	-
2003	Mar	46 000	0	0,0	-	-
	Jun	43 000	- 3 000	-6,5	-	-
	Sep	42 000	- 1 000	-2,3	- 5 000	-10,6
	Dec	43 000	1 000	2,4	- 3 000	-6,5
2004	Mar	44 000	1 000	2,3	- 2 000	-4,3
	Jun	44 000	0	0,0	1 000	2,3

4.2. Gross earnings

Year and quarter		Gross earnings (R'000)	Change in gross earnings between the current and previous quarters (R'000)	Percentage change in gross earnings between the current and previous quarters	Change in gross earnings between the current quarter and the corresponding quarter of the previous year (R'000)	Percentage change in the gross earnings between the current quarter and the corresponding quarter of the previous year
2002	Sep	1 435 000	-	-	-	-
	Dec	1 714 000	279 000	19,4	-	-
2003	Mar	1 537 000	- 177 000	-10,3	-	-
	Jun	1 924 000	387 000	25,2	-	-
	Sep	1 518 000	- 406 000	-21,0	83 000	5,8
	Dec	1 769 000	251 000	16,5	55 000	3,2
2004	Mar*	1 659 000	- 110 000	-6,2	122 000	7,9
	Jun	2 333 000	674 000	40,6	409 000	21,3

*Revised figures (see Explanatory notes: paragraph 9).

Table 5: Construction industry
5.1. Number of employees

Year and quarter	Total number of employees	Change in number of employees between the current and previous quarters	Percentage change in number of employees between the current and previous quarters	Change in number of employees between the current quarter and the corresponding quarter of the previous year	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
2002 Sep	350 000	-	-	-	-
2002 Dec	350 000	0	0,0	-	-
2003 Mar	337 000	- 13 000	-3,7	-	-
2003 Jun	296 000	- 41 000	-12,2	-	-
2003 Sep	288 000	- 8 000	-2,7	- 62 000	-17,7
2003 Dec	288 000	0	0,0	- 62 000	-17,7
2004 Mar*	267 000	- 21 000	-7,3	- 70 000	-20,8
2004 June	268 000	1 000	0,4	- 28 000	-9,5

*Revised figures (see Explanatory notes: paragraph 9).

5.2. Gross earnings

Year and quarter	Gross earnings	Change in gross earnings between the current and previous quarters	Percentage change in gross earnings between the current and previous quarters	Change in gross earnings between the current quarter and the corresponding quarter of the previous year	Percentage change in the gross earnings between the current quarter and the corresponding quarter of the previous year
	(R'000)	(R'000)		(R'000)	
2002 Sep	3 310 000	-	-	-	-
2002 Dec	3 671 000	361 000	10,9	-	-
2003 Mar	3 044 000	- 627 000	-17,1	-	-
2003 Jun	2 999 000	- 45 000	-1,5	-	-
2003 Sep	3 026 000	27 000	0,9	- 284 000	-8,6
2003 Dec	3 421 000	395 000	13,1	- 250 000	-6,8
2004 Mar*	2 908 000	- 513 000	-15,0	- 136 000	-4,5
2004 Jun	3 140 000	232 000	8,0	141 000	4,7

*Revised figures (see Explanatory notes: paragraph 9).

Table 6: Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry
6.1. Number of employees

Year and quarter	Total number of employees	Change in number of employees between the current and previous quarters	Percentage change in number of employees between the current and previous quarters	Change in number of employees between the current quarter and the corresponding quarter of the previous year	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
2002 Sep	1 298 000	-	-	-	-
Dec	1 312 000	14 000	1,1	-	-
2003 Mar	1 296 000	- 16 000	-1,2	-	-
Jun	1 264 000	- 32 000	-2,5	-	-
Sep	1 275 000	11 000	0,9	- 23 000	-1,8
Dec	1 285 000	10 000	0,8	- 27 000	-2,1
2004 Mar	1 286 000	1 000	0,1	- 10 000	-0,8
Jun	1 317 000	31 000	2,4	53 000	4,2

6.2. Gross earnings

Year and quarter	Gross earnings	Change in gross earnings between the current and previous quarters	Percentage change in gross earnings between the current and previous quarters	Change in gross earnings between the current quarter and the corresponding quarter of the previous year	Percentage change in the gross earnings between the current quarter and the corresponding quarter of the previous year
	(R'000)	(R'000)		(R'000)	
2002 Sep	15 950 000	-	-	-	-
Dec	17 101 000	1 151 000	7,2	-	-
2003 Mar	16 920 000	- 181 000	-1,1	-	-
Jun	16 845 000	- 75 000	-0,4	-	-
Sep	17 093 000	248 000	1,5	1 143 000	7,2
Dec	19 281 000	2 188 000	12,8	2 180 000	12,7
2004 Mar*	18 218 000	-1 063 000	-5,5	1 298 000	7,7
Jun	18 892 000	674 000	3,7	2 047 000	12,2

*Revised figures (see Explanatory notes: paragraph 9).

Table 7: Transport, storage and communication industry
7.1. Number of employees

Year and quarter		Total number of employees	Change in number of employees between the current and previous quarters	Percentage change in number of employees between the current and previous quarters	Change in number of employees between the current quarter and the corresponding quarter of the previous year	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
2002	Sep	208 000	-	-	-	-
	Dec	208 000	-	-	-	-
2003	Mar	201 000	- 7 000	-3,4	-	-
	Jun	206 000	5 000	2,5	-	-
	Sep	205 000	- 1 000	-0,5	- 3 000	-1,4
	Dec	205 000	0	0,0	- 3 000	-1,4
2004	Mar	204 000	- 1 000	-0,5	3 000	1,5
	Jun	206 000	2 000	1,0	0	0,0

7.2. Gross earnings

Year and quarter		Gross earnings (R'000)	Change in gross earnings between the current and previous quarters (R'000)	Percentage change in gross earnings between the current and previous quarters	Change in gross earnings between the current quarter and the corresponding quarter of the previous year (R'000)	Percentage change in the gross earnings between the current quarter and the corresponding quarter of the previous year
2002	Sep	4 643 000	-	-	-	-
	Dec	5 135 000	492 000	10,6	-	-
2003	Mar	4 876 000	- 259 000	-5,0	-	-
	Jun	5 225 000	349 000	7,2	-	-
	Sep	4 789 000	- 436 000	-8,3	146 000	3,1
	Dec	5 287 000	498 000	10,4	152 000	3,0
2004	Mar*	5 087 000	- 200 000	-3,8	211 000	4,3
	Jun	5 392 000	305 000	6,0	167 000	3,2

*Revised figures (see Explanatory notes: paragraph 9).

Table 8: Financial intermediation, insurance, real estate and business services industry
8.1. Number of employees

Year and quarter	Total number of employees	Change in number of employees between the current and previous quarters	Percentage change in number of employees between the current and previous quarters	Change in number of employees between the current quarter and the corresponding quarter of the previous year	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
2002 Sep	1 230 000	-	-	-	-
2002 Dec	1 203 000	- 27 000	-2,2	-	-
2003 Mar	1 209 000	6 000	0,5	-	-
2003 Jun	1 131 000	- 78 000	-6,5	-	-
2003 Sep	1 124 000	- 7 000	-0,6	- 106 000	-8,6
2003 Dec	1 151 000	27 000	2,4	- 52 000	-4,3
2004 Mar*	1 163 000	12 000	1,0	- 46 000	-3,8
2004 Jun	1 172 000	9 000	0,8	41 000	3,6

*Revised figures (see Explanatory notes: paragraph 9).

8.2. Gross earnings

Year and quarter	Gross earnings	Change in gross earnings between the current and previous quarters	Percentage change in gross earnings between the current and previous quarters	Change in gross earnings between the current quarter and the corresponding quarter of the previous year	Percentage change in the gross earnings between the current quarter and the corresponding quarter of the previous year
	(R'000)	(R'000)		(R'000)	
2002 Sep	27 534 000	-	-	-	-
2002 Dec	29 191 000	1 657 000	6,0	-	-
2003 Mar	27 374 000	-1 817 000	-6,2	-	-
2003 Jun	28 477 000	1 103 000	4,0	-	-
2003 Sep	29 170 000	693 000	2,4	1 636 000	5,9
2003 Dec	29 571 000	401 000	1,4	380 000	1,3
2004 Mar*	30 554 000	983 000	3,3	3 180 000	11,6
2004 Jun	31 628 000	1 074 000	3,5	3 151 000	11,1

*Revised figures (see Explanatory notes: paragraph 9).

Table 9: Community, social and personal services industry
9.1. Number of employees

Year and quarter	Total number of employees	Change in number of employees between the current and previous quarters	Percentage change in number of employees between the current and previous quarters	Change in number of employees between the current quarter and the corresponding quarter of the previous year	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
2002 Sep	1 708 000	-	-	-	-
2002 Dec	1 727 000	19 000	1,1	-	-
2003 Mar	1 742 000	15 000	0,9	-	-
2003 Jun	1 739 000	- 3 000	-0,2	-	-
2003 Sep	1 760 000	21 000	1,2	52 000	3,0
2003 Dec	1 762 000	2 000	0,1	35 000	2,0
2004 Mar*	1 765 000	3 000	0,2	23 000	1,3
2004 Jun	1 797 000	32 000	1,8	58 000	3,3

*Revised figures (see Explanatory notes: paragraph 9).

9.2. Gross earnings

Year and quarter	Gross earnings	Change in gross earnings between the current and previous quarters	Percentage change in gross earnings between the current and previous quarters	Change in gross earnings between the current quarter and the corresponding quarter of the previous year	Percentage change in the gross earnings between the current quarter and the corresponding quarter of the previous year
	(R'000)	(R'000)		(R'000)	
2002 Sep	38 257 000	-	-	-	-
2002 Dec	37 968 000	- 289 000	-0,8	-	-
2003 Mar	39 449 000	1 481 000	3,9	-	-
2003 Jun	38 266 000	-1 183 000	-3,0	-	-
2003 Sep	39 627 000	1 361 000	3,6	1 370 000	3,6
2003 Dec	42 127 000	2 500 000	6,3	4 159 000	11,0
2004 Mar*	41 441 000	- 686 000	-1,6	1 992 000	5,0
2004 Jun	42 320 000	879 000	2,1	4 054 000	10,6

*Revised figures (see Explanatory notes: paragraph 9).

Annual and quarterly changes in the level of employment at June 2004

The *mining and quarrying industry* reflected an annual increase of 40 000 employees (or +9,5%) at June 2004 compared with June 2003. The quarterly increase of 7 000 employees (or +1,5%) at June 2004 compared with March 2004, reported by this industry, may be due to an increase of employment in non-gold mining enterprises.

The *manufacturing industry* reflected an annual increase of 30 000 employees (or +2,4%) at June 2004 compared with June 2003. The quarterly increase of 2 000 employees (or +0,2%) at June 2004 compared with March 2004, reported by this industry, may be due to the appointment of employees in some manufacturing sub-industries due to an increase in demand of products. Quarterly increases were reflected by manufacturing of dairy products; knitted and crocheted fabrics and articles; and processing of fruit and vegetables.

The *electricity, gas and water supply industry* reflected an annual increase of 1 000 employees (or +2,3%) at June 2004 compared with June 2003. The number of employees reflected no change this quarter as compared with March 2004.

The *construction industry* reflected an annual decrease of 28 000 employees (or -9,5%) at June 2004 compared with June 2003. The quarterly increase of 1 000 employees (or +0,4%) at June 2004 compared with March 2004, reported by this industry, may be due to the appointment of more employees for new projects. Quarterly increases were reflected by construction of civil engineering structures; electrical contracting; and construction of other buildings sub industries.

The *wholesale and retail trade, repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reflected an annual increase of 53 000 employees (or +4,2%) at June 2004 compared with June 2003. The quarterly increase of 31 000 employees (or +2,4%) at June 2004 compared with March 2004, reported by this industry, may be due to the appointment of employees as a result of an increase in workload. Quarterly increases were reflected by restaurants, bars and canteens; and wholesale trade of foodstuffs.

The *transport, communication and storage industry* reflected no change at June 2004 compared with June 2003. The quarterly increase of 2 000 employees (or +1,0%) at June 2004 compared with March 2004, reported by this industry, may be due to an increase in employment in the freight transport by road; telecommunications; supporting and auxiliary transport activities; and activities of travel agencies.

The *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of 41 000 employees (or +3,6%) at June 2004 compared with June 2003. The quarterly increase of 9 000 employees (or +0,8%) at June 2004 compared with March 2004, reported by this industry, may be due to the appointment of employees in labour recruitment and provision of personnel; and investigation and security activities sub industries.

The *community social and personal services industry* reflected an annual increase of 58 000 employees (or +3,3%) at June 2004 compared with June 2003. The quarterly increase of 32 000 employees (or +1,8%) at June 2004 compared with March 2004, reported by this industry, may be due to appointment of part-time tutors and lecturers; and appointments of new staff in municipalities.

Gross earnings paid to employees for the quarter ended June 2004.

Gross earnings paid to employees during the quarter ended June 2004 (April 2004 to June 2004), amounted to R135 491 million. This reflected an annual increase of 11,0% compared with the quarter ended June 2003 (April 2003 to June 2003) and a quarterly increase of 3,4% compared with the quarter ended March 2004 (January 2004 to March 2004). This quarterly increase may be due to salary increases; annual and performance bonuses paid; commission paid; profit shares paid; and overtime paid. The electricity, gas and water supply industry reflected the largest increase in the gross earnings paid to employees during the quarter ended June 2004 (+40,6%); followed by the construction industry (+8,0%); the transport, storage and communication industry (+6,0%); the wholesale and retail trade; repair of motor vehicles, motor cycles; and hotels and restaurants industry (+3,7%); the financial intermediation, insurance, real estate and business services industry (+3,5%); the manufacturing industry (+3,4%); and the community, social and personal services industry (+2,1%).

Gross earnings paid to employees in the *mining and quarrying industry* for the quarter ended June 2004 as compared with June 2003 reflected an annual increase of R963 million (or +13,0%) and a quarterly decrease of R131 million (or -1,5%) compared with the quarter ended March 2004. This quarterly decrease may be due to the bonuses that were paid in the previous quarter in the non-gold mining enterprises.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R2 485 million (or +11,9%) for the quarter ended June 2004 as compared with June 2003 and a quarterly increase of R766 million (or +3,4%) compared with the quarter ended March 2004. This quarterly increase may be due to production bonuses, salary increases and commissions paid.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R 409 million (or +21,3%) for the quarter ended June 2004 as compared with June 2003 and a quarterly increase of R674 million (or +40,6%) compared with the quarter ended March 2004. This quarterly increase may be due to annual bonuses paid.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R141 million (or +4,7%) for the quarter ended June 2004 as compared with June 2003 and a quarterly increase of R232 million (or +8,0%) compared with the quarter ended March 2004. This quarterly increase may be due to salary increases, overtime payments and tenders rendered.

Gross earnings paid to employees in the *wholesale and retail trade, repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reflected an annual increase of R2 047 million (or +12,2%) for the quarter ended June 2004 as compared with June 2003 and a quarterly increase of R674 million (or +3,7%) compared with the quarter ended March 2004. This quarterly increase may be due to incentive bonuses, salary increases and commissions paid.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R167 million (or +3,2%) for the quarter ended June 2004 as compared with June 2003 and a quarterly increase of R305 million (or +6,0%) compared with the quarter ended March 2004. This quarterly increase may be due to salary increases and incentive bonuses.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R3 151 million (or +11,1%) for the quarter ended June 2004 as compared with June 2003 and a quarterly increase of R1 074 million (or +3,5%) compared with the quarter ended March 2004. This quarterly increase may be due to incentive bonuses paid and salary increases.

Gross earnings paid to employees in the *community, social and personal services industry* for the quarter ended June 2004 as compared with the quarter ended June 2003 reflected an annual increase of R4 054 million (or +10,6%) and a quarterly increase of R879 million (or +2,1%) compared with the quarter ended March 2004. This quarterly increase may be due to annual and performance bonuses paid, overtime payments and salary increases.

Comparability of results with other Stats SA employment data sources

Table A: Comparison between the Survey of Employment and Earnings (SEE) and the Labour Force Survey (LFS): March 2004

Industry	Number of employees: SEE March 2004	Number of employees: LFS March 2004	Difference in number of employees between SEE and LFS	Percentage difference between SEE and LFS %
Mining and quarrying	453 000	584 000	-131 000	-22,4
Manufacturing	1 265 000	1 484 000	-219 000	-14,8
Electricity, gas and water supply	44 000	107 000	-63 000	-58,9
Construction	267 000	427 000	-160 000	-37,5
Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 286 000	1 590 000	-304 000	-19,1
Transport, storage and communication	204 000	467 000	-263 000	-56,3
Financial intermediation insurance, real estate and business services	1 163 000	1 023 000	140 000	13,7
Community, social and personal services	1 765 000	2 114 000	-349 000	-16,5
Total	6 448 000	7 796 000	-1 349 000	-17,3

Possible reasons for the percentage difference in the level of employment between the Survey of Employment and Earnings (SEE) and the Labour Force Survey (LFS)

At the end of January 2000, Stats SA introduced a Labour Force Survey (LFS), which is a household-based survey. This survey collects information, twice per annum, regarding employed and unemployed persons in the formal and the informal business sectors.

The Survey of Employment and Earnings (SEE) is a quarterly survey covering a sample of private enterprises and public institutions in the formal non-agricultural business sector of the South African economy.

Please refer to (Explanatory notes – paragraph 7: reliability of estimates). Care should be taken when comparing the results of the SEE with the results of the LFS for the reasons given below.

a. Sample size

The SEE covers a sample of 10 183 private enterprises and public institutions in the formal non-agricultural business sector of the South African economy. The LFS covers a sample of approximately 30 000 dwelling units across the country.

b. Sample frame

The sample for SEE is designed and drawn from the new re-engineered Business Sampling Frame (BSF) consisting of businesses registered and paying VAT. Businesses registered but not paying VAT are, at this stage, omitted from the BSF.

The LFS is drawn from the master sample updated through the Population Census and includes all businesses whether registered for VAT or not.

c. Survey scope

The SEE covers all VAT-registered enterprises in all industries of the formal non-agricultural business sector, while the LFS covers individuals who are employed, self-employed and who are unemployed but took initiative to find a job.

d. Survey period

While the SEE is a quarterly survey conducted in March, June, September and December of each year, the LFS is only conducted twice a year, in February and September.

e. Collection method

The SEE questionnaires are collected by mail, telephone follow-ups and faxes. The LFS is collected by personal visits to individual households.

f. Classification

In the SEE sample, the classification of the industrial activity of the enterprise may be incorrect on the BSF, while in the LFS the classification of the activity depends on the respondent's perceived definition of the industry he/she works in.

g. Agriculture, hunting, forestry and fishing industry

No comparison is made between the SEE and the LFS for this industry.

h. Mining and quarrying industry

For the SEE, information regarding this industry is received from the Minerals Bureau, Department of Minerals and Energy. For the LFS, information is received from individual respondents who perceive they are working in the industry.

i. Manufacturing industry

The SEE sample is an enterprise-based sample. If the main activity of the enterprise is manufacturing, then the enterprise is classified under the manufacturing industry. If the main activity is e.g. retail trade, then the enterprise is classified as retail trade, even if the enterprise includes manufacturing establishments (branches). The LFS is a household-based survey. Thus, information is gathered from individuals in households, who may have reported the establishment rather than the enterprise.

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

The SEE sample covers private enterprises and public institutions in the formal non-agricultural business sector, whereas the LFS may also include some non-VAT-registered businesses.

k. Transport, storage and communication industry

The non-VAT-registered taxi industry is not included in the SEE, whereas both VAT-registered and non-VAT-registered industries are included in the LFS.

l. Community, social and personal services industry

The SEE concentrates on VAT-registered community, social and personal services in the formal sector. All community, social and personal services provided by non-governmental organisations, charity and welfare organisations from both sectors are included in the LFS.

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 B: Estimates of number of employees by industry within 95% confidence limits in December 2003, March 2004 and June 2004

Quarter	December 2003				March 2004				June 2004			
Industry	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	436 343	436 343	436 343	**	453 101	453 101	453 101	**	460 007	460 007	460 007	**
Manufacturing	1 206 374	1 255 243	1 304 111	2,0	1 214 152	1 265 034	1 315 916	2,1	1 206 934	1 266 969	1 327 005	2,4
Electricity, gas and water supply	40 067	42 978	45 889	3,5	40 640	44 231	47 822	4,1	40 595	43 934	47 272	3,9
Construction	243 159	288 090	333 021	8,0	227 444	267 188	306 932	7,6	230 119	268 152	306 185	7,2
Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 167 348	1 284 710	1 402 072	4,7	1 168 003	1 285 533	1 403 062	4,7	1 180 734	1 316 871	1 453 009	5,3
Transport, storage and communication	188 185	205 285	222 386	4,3	187 409	204 163	220 916	4,2	187 749	206 134	224 518	4,6
Financial intermediation, insurance, real estate and business services	1 037 790	1 150 548	1 263 305	5,0	1 008 804	1 163 218	1 317 632	6,8	1 012 461	1 172 270	1 332 079	7,0
Community, social and personal services	1 695 476	1 761 603	1 827 731	1,9	1 695 952	1 765 178	1 834 404	2,0	1 726 283	1 796 844	1 867 405	2,0
Total	6 240 446	6 424 800	6 609 153	1,5	6 237 108	6 447 645	6 658 181	1,7	6 302 971	6 531 181	6 759 391	1,8

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

Table C: Estimates of gross earnings (R'000) by industry within 95% confidence limits in December 2003, March 2004 and June 2004

Quarter	December 2003				March 2004				June 2004			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	8 178 123	8 178 123	8 178 123	**	8 515 815	8 515 815	8 515 815	**	8 385 331	8 385 331	8 385 331	**
Manufacturing	23 876 366	24 640 535	25 404 705	1,6	21 920 517	22 634 901	23 349 284	1,6	22 430 978	23 400 524	24 370 070	2,1
Electricity, gas and water supply	1 723 721	1 769 250	1 814 778	1,3	1 605 722	1 659 442	1 713 161	1,7	2 282 217	2 333 225	2 384 232	1,1
Construction	3 107 012	3 421 222	3 735 432	4,7	2 632 784	2 908 274	3 183 765	4,8	2 822 224	3 140 437	3 458 650	5,2
Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	16 092 547	19 281 148	22 469 750	8,4	15 645 474	18 218 335	20 791 196	7,2	15 620 604	18 891 857	22 163 109	8,8
Transport, storage and communication	4 984 506	5 286 861	5 589 216	2,9	4 827 432	5 087 175	5 346 918	2,6	5 091 958	5 391 994	5 692 030	2,8
Financial intermediation, insurance, real estate and business services	27 718 527	29 570 902	31 423 277	3,2	28 378 424	30 554 474	32 730 526	3,6	29 072 944	31 627 824	34 182 705	4,1
Community, social and personal services	41 588 402	42 127 457	42 666 513	0,7	40 923 704	41 440 574	41 957 444	0,6	41 713 642	42 319 699	42 925 756	0,7
Total	130 541 299	134 275 499	138 009 700	1,4	127 632 643	131 018 990	134 405 337	1,3	131 290 534	135 490 891	139 691 248	1,6

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

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. The information for the latest quarter is preliminary and will be revised by the Minerals Bureau as soon as they receive more information from the different mines.

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 revision in their figures. Figures for the quarter published in this release 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

BSF	Business Sampling Frame
GDP	Gross Domestic Product
LFS	Labour Force Survey
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 employees'. Such employees are typically daily or hourly. Employers can dispense with their services at a 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 in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 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, street pavements 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 40 hours per week. This includes the self-employed at work or with an enterprise but temporarily not at work.
Performance and other bonuses	<p>Performance and other bonuses cover seasonal, end-of-year and one-time bonuses and additional payments supplementary to normal payments.</p> <p>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.</p>
Permanent employees	Permanent employees are employees appointed on an open-ended contract with no stipulated termination date, and who are entitled to benefits such as paid leave and medical aid contributions paid by 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.

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Enquiries

Telephone number: (012) 310 8095 /8390 /8351 /8600 /8496 /4892 (user information services)
(012) 310 8555 /8420 /2153 /8278 (survey areas)
(012) 310 4619 (technical enquiries)
(012) 310 8161 (orders)
(012) 310 8490 (library)

Fax number: (012) 310 8648 (technical enquiries)

Email: labourquestion@statssa.gov.za (technical enquiries)
info@statssa.gov.za (user information services)
distribution@statssa.gov.za (orders)

Postal address: Private Bag X44, Pretoria, 0001

Produced by Statistics South Africa