

Survey of employment and earnings

March 2003

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Summary

Key figures for the quarter ended March 2003

Estimates	Quarter ended September 2002	Quarter ended December 2002	Percentage change between the quarter ended September 2002 and the quarter ended December 2002 %	Quarter ended March 2003	Percentage change between the quarter ended December 2002 and the quarter ended March 2003 %
Number of employees ('000) as at the end of the quarter	6 509*	6 517*	+0,1	6 497	-0,3
Gross earnings (R'000) for the quarter	118 240 000*	123 895 000*	+4,8	120 729 000	-2,6

* Revised figures

Key findings for the quarter ended March 2003

There was no significant change in employment in the formal non-agricultural business sector between December 2002 and March 2003.

According to the March 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 20 000 from December 2002 (an estimated revised 6 517 000 people) to March 2003 (an estimated 6 497 000 people). Employment did not change significantly from December 2002 to March 2003.

Gross earnings paid to employees during the quarter ended March 2003 (January 2003 to March 2003) amounted to R120 729 million. The quarterly decrease of R3 165 million or 2,6%, in the March 2003 quarter is statistically not significant. This decrease is mainly ascribed to annual bonuses paid out and additional overtime worked in the December quarter of 2002, which did not apply in the quarter ending March 2003.

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Statistician-General

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Notes

Forthcoming issues	Issue	Expected release date
	June 2003	December 2003
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 exceeding R300 000 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 <i>Discussion paper: Comparative labour statistics: Survey of employment and earnings in selected industries (P0271)</i> .	
Response rates	The percentage response for September 2002 was 79,3%. The percentage response for December 2002 was 82,5%. The percentage response for March 2003 was 85,0%.	

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 %
Mining and quarrying	419 000	418 000	-1 000	-0,1	417 000	-1 000	-0,2
Manufacturing	1 250 000*	1 253 000*	3 000	0,2	1 249 000	-4 000	-0,3
Electricity, gas and water supply	47 000*	46 000*	-1 000	-2,0	46 000	0	0,1
Construction	350 000*	350 000*	0	0	337 000	-13 000	-3,5
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	1 296 000	-16 000	-1,2
Transport, storage and communication	208 000*	208 000*	0	0	201 000	-7 000	-3,1
Financial intermediation, insurance, real estate and business services	1 230 000*	1 203 000*	-27 000	-2,2	1 209 000	6 000	0,6
Community, social and personal services	1 708 000*	1 727 000*	19 000	1,1	1 742 000	15 000	0,9
Total	6 509 000*	6 517 000*	7 000	0,1	6 497 000	-20 000	-0,3

* Revised for September 2002 and December 2002

Figures rounded off to the nearest thousands

Reasons for the changes in the level of employment between December 2002 and March 2003

Mining and quarrying industry

The decrease of less than 1 000 employees (-0,2%) reported by this industry at March 2003 compared with December 2002 was due to a decrease of employment in non-gold mining enterprises.

Manufacturing industry

A decrease of approximately 4 000 employees (-0,3%) at March 2003 compared with December 2002 was reflected by the manufacturing industry. The decrease was mainly due to the retrenchment of temporary employees needed to comply with production needs before the closure of all manufacturing enterprises by the middle of December 2002. Furthermore, additional job losses were due to the fact that some businesses downsized their operations. This decrease is not statistically significant.

Electricity, gas and water supply industry

The electricity, gas and water supply industry reflected an increase of less than 1 000 employees (+0,1%) between December 2002 and March 2003. This increase was mainly due to the appointment of temporary employees. This increase is not statistically significant.

Construction industry

The construction industry reflected a decrease of approximately 13 000 employees (-3,5%) at March 2003 compared with December 2002. This quarterly decrease was mainly due to the retrenchment of temporary employees and the completion of contracts entered into previously that ended in December. This decrease is not statistically significant.

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

The decrease of approximately 16 000 employees (-1,2%) at March 2003 compared with December 2002 reported by this industry was due to the retrenchment of temporary employees needed for the festive season by wholesale and retail enterprises and is not statistically significant. Hotels and restaurants made use of temporary employees and students from hotel schools to assist with the workload during the December festive season. In March 2003 the businesses were back to their normal operations and additional temporary employees were no longer needed.

Transport, storage and communication industry

The transport, storage and communication industry reported a decrease of approximately 7 000 employees (-3,1%) between December 2002 and March 2003. This decrease was mainly due to the restructuring in the telecommunications industry and the closure of businesses of sea and coastal transport of freight and passengers. This decrease is not statistically significant.

Financial intermediation, insurance, real estate and business services industry

The increase of approximately 6 000 employees (+0,6%) reported by the financial intermediation industry at March 2003 compared with December 2002, can be attributed to the appointment of temporary employees due to an increase in work. In the consulting engineering sub-group, more engineering students were appointed for in-service training, and businesses such as credit rating and debt collection have expanded. This increase is not statistically significant.

Community, social and personal services

An increase of 15 000 employees (0,9%) was reported by the community, social and personal services from December 2002 to March 2003. The increase is partly due to part-time employees employed in the municipalities for municipal projects. The other reason is that many universities and technikons employed temporary employees to help with the registration of students in the March quarter.

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 (R'000)	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 %
Mining and quarrying	6 766 000	7 025 000	259 000	3,8	7 173 000	148 000	2,1
Manufacturing	20 346 000*	22 089 000*	1 744 000	8,5	20 357 000	-1 732 000	-7,8
Electricity, gas and water supply	1 435 000*	1 714 000*	279 000	19,4	1 537 000	-177 000	-10,4
Construction	3 310 000*	3 671 000*	361 000	10,7	3 044 000	-627 000	-17,1
Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	15 950 000*	17 101 000*	1 151 000	7,2	16 920 000	-181 000	-1,2
Transport, storage and communication	4 643 000*	5 135 000*	492 000	10,6	4 876 000	-259 000	-5,0
Financial intermediation, insurance, real estate and business services	27 534 000*	29 191 000*	1 657 000	6,0	27 374 000	-1 816 000	-6,2
Community, social and personal services	38 257 000*	37 968 000*	-289 000	-0,8	39 449 000	1 481 000	3,9
Total	118 240 000*	123 895 000*	5 655 000	4,8	120 729 000	-3 165 000	-2,6

* Revised for September 2002 and December 2002

Reasons for the changes in the level of gross earnings between December 2002 and March 2003

The decrease of R3 165 million or 2,6% reported by all industries in the formal non-agricultural business sector for the December 2002 quarter is not statistically significant. This decrease can mainly be ascribed to annual salary increases, annual bonuses paid to employees and additional overtime worked in the fourth quarter of 2002 and not in March 2003 quarter.

Mining and quarrying industry

The mining and quarrying industry reflected an increase of R 148 million or 2,1% between December 2002 and March 2003. This increase was due to bonuses that were paid by some mines.

Manufacturing industry

The manufacturing industry reflected a decrease of R1 732 million or 7,8% in gross earnings between December 2002 and March 2003. This quarterly decrease was due to annual salary increases, annual bonuses and commissions paid to employees during the fourth quarter of each year.

Electricity, gas and water supply industry

Gross earnings paid to employees in this industry for the March 2003 quarter reflected a decrease of R177 million or 10,4% compared with the December 2002 quarter. This decrease was due to annual bonuses and profit share bonuses paid to employees in November of each year by the electricity component of this industry.

Construction industry

The construction industry reflected a decrease of R627 million or 17,1% between December 2002 and March 2003. This decrease was due to annual salary increases and performance and profit share bonuses paid to employees during the fourth quarter of 2002.

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 March 2003 quarter reflected a decrease of R181 million or 1,2% compared with the December 2002 quarter. This decrease is attributable to retrenchments due to lack of business and the use of temporary staff during the December 2002 quarter festive season.

Transport, storage and communication industry

The transport industry reflected a decrease of R259 million or 5,0% between December 2002 and March 2003. This decrease was due to the restructuring in the telecommunication industry and the closure of some sea and coastal transport businesses.

Financial intermediation, insurance, real estate and business services industry

The financial intermediation, insurance, real estate and business services industry reflected a decrease of R1 816 million or 6,2% between December 2002 and March 2003. The decrease was due to annual bonuses that were paid in December 2002 and not in March 2003.

Community, social and personal services

The community, social and personal services industry reflected an increase of R1 481 million or 3,9% between December 2002 and March 2003. This increase was due to employment of temporary employees in municipal projects and temporary employees to assist with the registration of students in the March quarter.

Additional information

Technical notes

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)

$$\text{Standard Error (SE)} = \frac{\text{upper limit} - \text{lower limit}}{2 \times 1.96}$$

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

Table A - Estimates of number of employees by industry within 95% confidence limits in September 2002, December 2002 and March 2003

Quarter Industry	September 2002				December 2002				March 2003			
	Lower limit	Estimate	Upper limit	RSE	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	**	417 211	417 211	417 211	**
Manufacturing	1 199 230	1 250 029	1 300 827	2,1	1 201 476	1 252 598	1 303 720	2,1	1 206 539	1 249 171	1 291 802	1,7
Electricity, gas and water supply	43 611	46 642	49 673	3,3	43 326	45 698	48 071	2,6	43 297	45 735	48 173	2,7
Construction	294 622	349 507	404 392	8,0	286 383	349 561	412 740	9,2	265 028	337 360	409 691	10,9
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	1 133 485	1 296 215	1 458 944	6,4
Transport, storage and communication	190 854	208 065	225 276	4,2	188 934	207 924	226 914	4,7	185 656	201 390	217 124	4,0
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	1 068 860	1 209 103	1 349 346	5,9
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	1 673 568	1 741 998	1 810 429	2,0

** Data obtained from the Minerals Bureau, Department of Minerals and Energy (see Explanatory notes: paragraph 6, page 13).

Table B - Estimates of gross earnings (R'000) by industry within 95% confidence limits in September 2002, December 2002 and March 2003

Quarter Industry	September 2002				December 2002				March 2003			
	Lower limit	Estimate	Upper limit	RSE	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	**	7 172 918	7 172 918	7 172 918	**
Manufacturing	19 848 905	20 447 495	20 840 594	1,2	21 495 868	22 089 284	22 682 700	1,4	19 788 350	20 357 326	20 923 484	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	1 501 873	1 536 603	1 571 333	1,2
Construction	2 737 476	3 310 389	3 883 302	8,8	3 006 516	3 670 703	4 334 890	9,2	2 653 907	3 043 626	3 433 345	6,5
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	13 940 662	16 919 832	19 899 002	9,0
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	4 652 460	4 876 048	5 099 636	2,3
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	24 025 937	27 374 325	30 722 713	6,2
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	38 939 574	39 448 648	39 957 722	0,7

** Data obtained from the Minerals Bureau, Department of Minerals and Energy (see Explanatory notes: paragraph 6, page 13).

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 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
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 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, 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 35 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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