

**Statistics
South Africa**

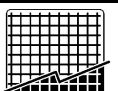
**Statistical release
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Survey of employment and earnings

March 2004

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Summary

Key figures for the quarters ended December 2003 and March 2004

Estimates	Quarter ended September 2003	Quarter ended December 2003	Percentage change between the quarter ended September 2003 and the quarter ended December 2003	Quarter ended March 2004	Percentage change between the quarter ended December 2003 and the quarter ended March 2004
Number of employees ('000)	6 370*	6 425*	0,9	6 384	-0,6
Gross earnings (R'000)	125 114 000*	134 275 000*	7,3	130 363 000	-2,9

*Revised figures

Key findings for the quarters ended December 2003 and March 2004

Employment in the formal non-agricultural business sector decreased between the quarters ended December 2003 and March 2004.

According to the March 2004 Survey of Employment and Earnings (SEE) the number of persons employed in the formal non-agricultural business sector of the South African economy decreased by about 41 000 employees from December 2003 (a revised estimated 6 425 000 employees) to March 2004 (an estimated 6 384 000 employees).

Gross earnings paid to employees during the quarter ended March 2004 (January 2004 to March 2004) amounted to R130 363 million. This represents a quarterly decrease of R3 912 million or 2,9% compared with the quarter ended December 2003 (October 2003 to December 2003).

Key figures for the quarters ended December 2002, December 2003, March 2003 and March 2004

Estimates	Quarter ended December 2002	Quarter ended December 2003	Percentage change between the quarter ended December 2002 and December 2003	Quarter ended March 2003	Quarter ended March 2004	Percentage change between March 2003 and the quarter ended March 2004
Number of employees ('000)	6 517	6 425*	-1,4	6 497	6 384	-1,7
Gross earnings (R'000)	123 895 000	134 275 000*	8,4	120 729 000	130 363 000	8,0

*Revised figures

Key findings for the quarters ended March 2003 and March 2004

Employment in the formal non-agricultural business sector decreased between the quarters ended March 2003 and March 2004.

According to the March 2004 Survey of Employment and Earnings (SEE), 6 384 000 persons were employed in the formal non-agricultural business sector compared to 6 497 000 persons employed in March 2003. This reflects an annual decrease of 1,7% or 113 000 persons.

The gross earnings paid to employees during the quarter ended March 2004 (January 2004 to March 2004) amounted to R130 363 million. This reflects an annual increase of 8,0% or R9 634 million compared with March 2003 (January 2003 to March 2003).

PP
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Statistician-General

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Notes

Forthcoming issues	Issue	Expected release date
	June 2004	28 September 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>• <i>Survey of Employment and Earnings for June 2003 (P0275).</i>• <i>Survey of Employment and Earnings for September 2003 (P0275).</i>• <i>Survey of Employment and Earnings for December 2003 (P0275).</i>	
Response rates	The percentage response for September 2003 was 81,3%. The percentage response for December 2003 was 81,5%. The percentage response for March 2004 was 84,9%.	

Table 1: All formal non-agricultural industries

1.1 Employment

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	-	-	-	-
Dec	6 517 000	8 000	0,1	-	-
2003 Mar	6 497 000	- 20 000	-0,3	-	-
Jun	6 336 000	- 161 000	-2,5	-	-
Sep*	6 370 000	34 000	0,5	- 139 000	-2,1
Dec*	6 425 000	55 000	0,9	- 92 000	-1,4
2004 Mar	6 384 000	- 41 000	-0,6	- 113 000	-1,7

*Revised figures

1.2. 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	118 240 000	-	-	-	-
Dec	123 895 000	5 655 000	4,8	-	-
2003 Mar	120 729 000	-3 166 000	-2,6	-	-
Jun	122 074 000	1 345 000	1,1	-	-
Sep*	125 114 000	3 040 000	2,5	6 874 000	5,8
Dec*	134 275 000	9 161 000	7,3	10 380 000	8,4
2004 Mar	130 363 000	-3 912 000	-2,9	9 634 000	8,0

*Revised figures

Table 2: Mining and quarrying industry

2.1. Employment

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	-	-	-	-
Dec	418 000	- 1 000	-0,2	-	-
2003 Mar	417 000	- 1 000	-0,2	-	-
Jun	420 000	3 000	0,7	-	-
Sep	428 000	8 000	1,9	9 000	2,1
Dec*	436 000	8 000	1,9	18 000	4,3
2004 Mar	437 000	1 000	0,2	20 000	4,8

*Revised figures

2.2. 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	6 766 000	-	-	-	-
Dec	7 025 000	259 000	3,8	-	-
2003 Mar	7 173 000	148 000	2,1	-	-
Jun	7 422 000	249 000	3,5	-	-
Sep	7 858 000	436 000	5,9	1 092 000	16,1
Dec*	8 178 000	320 000	4,1	1 153 000	16,4
2004 Mar	8 305 000	127 000	1,6	1 132 000	15,8

*Revised figures

Table 3: Manufacturing industry

3.1. Employment

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	-	-	-	-
Dec	1 253 000	3 000	0,2	-	-
2003 Mar	1 249 000	- 4 000	-0,3	-	-
Jun	1 237 000	- 12 000	-1,0	-	-
Sep*	1 247 000	10 000	0,8	- 3 000	-0,2
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

*Revised figures

3.2. 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	20 346 000	-	-	-	-
Dec	22 089 000	1 743 000	8,6	-	-
2003 Mar	20 357 000	-1 732 000	-7,8	-	-
Jun	20 916 000	559 000	2,7	-	-
Sep*	22 032 000	1 116 000	5,3	1 686 000	8,3
Dec*	24 641 000	2 609 000	11,8	2 552 000	11,6
2004 Mar	22 579 000	-2 062 000	-8,4	2 222 000	10,9

*Revised figures

Table 4: Electricity, gas and water supply industry

4.1 Employment

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

*Revised figures

4.2. 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	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	-21,1	83 000	5,8
Dec*	1 769 000	251 000	16,5	55 000	3,2
2004 Mar	1 641 000	- 128 000	-7,2	104 000	6,8

*Revised figures

Table 5: Construction industry

5.1. Employment

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	-	-	-	-
Dec	350 000	0	0,0	-	-
2003 Mar	337 000	- 13 000	-3,7	-	-
Jun	296 000	- 41 000	-12,2	-	-
Sep	288 000	- 8 000	-2,7	- 62 000	-17,7
Dec*	288 000	0	0,0	- 62 000	-17,7
2004 Mar	282 000	- 6 000	-2,1	- 55 000	-16,3

*Revised figures

5.2. 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	3 310 000	-	-	-	-
Dec	3 671 000	361 000	10,9	-	-
2003 Mar	3 044 000	- 627 000	-17,1	-	-
Jun	2 999 000	- 45 000	-1,5	-	-
Sep	3 026 000	27 000	0,9	- 284 000	-8,6
Dec*	3 421 000	395 000	13,1	- 250 000	-6,8
2004 Mar	2 939 000	- 482 000	-14,1	- 105 000	-3,4

*Revised figures

Table 6: Wholesale and retail trade; sales, maintenance and repair of motor vehicles, motor cycle and personal and household goods; hotels and restaurants industry

6.1. Employment

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

*Revised figures

6.2. 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	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	18 217 000	-1 064 000	-5,5	1 297 000	7,7

*Revised figures

Table 7: Transport, storage and communication industry

7.1. Employment

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	0	0,0	-	-
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

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	5 074 000	- 213 000	-4,0	198 000	4,1

*Revised figures

Table 8: Financial intermediation, insurance, real estate and business service industry

8.1. Employment

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	-	-	-	-
Dec	1 203 000	- 27 000	-2,2	-	-
2003 Mar	1 209 000	6 000	0,5	-	-
Jun	1 131 000	- 78 000	-6,5	-	-
Sep*	1 124 000	- 7 000	-0,6	- 106 000	-8,6
Dec*	1 151 000	27 000	2,4	- 52 000	-4,3
2004 Mar	1 100 000	- 51 000	-4,4	- 109 000	-9,0

*Revised figures

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	-	-	-	-
Dec	29 191 000	1 657 000	6,0	-	-
2003 Mar	27 374 000	-1 817 000	-6,2	-	-
Jun	28 477 000	1 103 000	4,0	-	-
Sep*	29 170 000	693 000	2,4	1 636 000	5,9
Dec*	29 571 000	401 000	1,4	380 000	1,3
2004 Mar	30 238 000	667 000	2,3	2 864 000	10,5

*Revised figures

Table 9: Community, social and personal services industry

9.1. Employment

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	-	-	-	-
Dec	1 727 000	19 000	1,1	-	-
2003 Mar	1 742 000	15 000	0,9	-	-
Jun	1 739 000	- 3 000	-0,2	-	-
Sep*	1 760 000	21 000	1,2	52 000	3,0
Dec	1 762 000	2 000	0,1	35 000	2,0
2004 Mar	1 766 000	4 000	0,2	24 000	1,4

*Revised figures

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	-	-	-	-
Dec	37 968 000	- 289 000	-0,8	-	-
2003 Mar	39 449 000	1 481 000	3,9	-	-
Jun	38 266 000	-1 183 000	-3,0	-	-
Sep*	39 627 000	1 361 000	3,6	1 370 000	3,6
Dec*	42 127 000	2 500 000	6,3	4 159 000	11,0
2004 Mar	41 370 000	- 757 000	-1,8	1 921 000	4,9

*Revised figures

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

The *mining and quarrying industry* reflected an annual increase of 20 000 employees (+4,8%) at March 2004 compared with March 2003. The quarterly increase of 1 000 employees (+0,2%) at March 2004 compared with December 2003, reported by this industry, may be due to an increase of employment in non-gold mining enterprises. These figures were supplied by the Department of Minerals and Energy.

The *manufacturing industry* reflected an annual increase of 16 000 employees (+1,3%) at March 2004 compared with March 2003. The quarterly increase of 10 000 employees (+0,8%) at March 2004, reported by this industry, may be due to new contracts and the appointment of more seasonal employees. Quarterly increases were reflected by other fabricated metal products and metalwork service activities (+4,1%); non-metallic mineral products (+5,2%); beverages (+18,0%); other chemicals and man-made fibres (+3,9%); office, accounting and computer machinery (+24,6%); and optical instruments, photographic instruments, watches and clocks (+12,4%). These increases were partially counteracted by decreases in printing and service activities related to printing (-13,6%); plastic products (-4,6%); footwear (-11,8%); paper and paper products (-3,3%); other food products (-2,8%); other textiles (-3,8%); production, processing and preserving of meat and meat products (-2,4%); wearing apparel dressing and dyeing of fur (-1,0%); and basic chemicals (-3,8%).

The *electricity, gas and water supply industry* reflected an annual decrease of 2 000 employees (-4,3%) at March 2004 compared with March 2003. The quarterly increase of 1 000 employees (+2,3%) at March 2004 compared with December 2003, reported by this industry, may be due to the appointment of contract employees in the production, collection and distribution of electricity.

The *construction industry* reflected an annual decrease of 55 000 employees (-16,3%) at March 2004 compared with March 2003. The quarterly decrease of 6 000 employees (-2,1%) at March 2004 compared with December 2003, reported by this industry, may be due to completion of projects. Quarterly decreases were reflected by building completion (-7,0%); building installation (-5,0%); building of complete constructions or parts thereof and civil engineering (-0,5%). These decreases were partially counteracted by increases in site preparation (+7,7%); and renting of construction or demolition equipment with operators (+1,8%).

The *wholesale and retail trade; sales, maintenance and repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reflected an annual decrease of 10 000 employee (-0,8%) at March 2004 compared with March 2003. The quarterly increase of 1 000 employees (+0,1%) at March 2004 compared with December 2003, reported by this industry, may be due to appointment of seasonal employees. The quarterly increase was reflected by retail trade (+3,4%). This increase was partially counteracted by decreases in hotels and restaurants (-4,8%); sales, maintenance and repair of motor vehicles, motorcycles and personal and household goods (-3,4%); and wholesale trade (-0,9%).

The *transport, communication and storage industry* reflected an annual increase of 3 000 employees (+1,5%) at March 2004 compared with March 2003. The quarterly decrease of 1 000 employees (-0,5%) at March 2004 compared with December 2003 reported by this industry, may be due to resignations of employees. Quarterly decreases were reflected by land transport (-2,3%); post and telecommunication (-0,9%); and water transport (-1,8%). These decreases were partially counteracted by increases in supporting and auxiliary transport activities, activities of travel agencies (+2,2%); and air transport (+3,4%).

The *financial intermediation, insurance, real estate and business services industry* reflected an annual decrease of 109 000 employees (-9,0%) at March 2004 compared with December 2003. The quarterly decrease of 51 000 employees (-4,4%) at March 2004 compared with December 2003 reported by this industry, may be due to ending of activities, and retrenchments of employees. Quarterly decreases were reflected by labour recruitment and provision of personnel, investigation and security activities; building and industrial and cleaning activities, photographic activities and packaging activities (-9,8%); advertising (-21,4%); activities auxiliary to financial intermediation (-9,5%); architectural, engineering and other technical activities (-11,8%); and real estate activities (-0,1%). These decreases were partially counteracted by increases in legal, accounting, bookkeeping and auditing activities, tax consultancy, market research, public-opinion research, business and management consultancy (+5,3); insurance and pension funding (+3,1%); financial intermediation except insurance and pension funding (+1,6%); and computer and related activities (+1,7%).

The *community, social and personal services industry* reflected an annual increase of 24 000 employees (+1,4%) at March 2004 compared with March 2003. The quarterly increase of 4 000 employees (+0,2%) at March 2004 compared with December 2003 reported by this industry, may be due to appointment of contract employees. The quarterly increases were reflected by health and social work (+3,8%); national departments (+3,8%); universities and technikons (+7,2%); other service activities (+2,8%); activities of membership organisations (+7,0%); education services (+5,8%); other community, social and personal service activities (+10,0%). These quarterly increases were counteracted by decreases in local government (-3,2%); recreational, cultural and sporting activities (-7,7%); and provincial departments (-0,5%).

Gross earnings paid to employees for the quarter ended March 2004

Gross earnings paid to employees during the quarter ended March 2004 (January 2004 to March 2004), amounted to R130 363 million. This reflected a quarterly decrease of 2,9% compared with the quarter ended December 2003 (October 2003 to December 2003). This quarterly decrease may be due to salaries paid that excluded annual and performance bonuses, leave payments, commission, profit shares, back-payments and overtime payments paid in the previous quarter. The construction industry (-14,1%) reflected the largest decrease in the gross earnings paid to employees during the first quarter of 2004; followed by the manufacturing industry (-8,4%); electricity, gas and water supply industry (-7,2%); the wholesale and retail trade; sales, maintenance and repair of motor vehicles, motor cycles, personal and household goods; hotels and restaurants industry (-5,5%); transport, storage and communication industry (-4,0%); the community, social and personal services industry (-1,8%); there were also quarterly increases from the financial intermediation, insurance, real estate and business services industry (+2,3); and the mining and quarrying industry (+1,6%).

The gross earnings paid to employees in the *mining and quarrying industry* for the first quarter of 2004 reflected an annual increase of 15,8% compared with the first quarter of 2003 and a quarterly increase of 1,6% compared with the fourth quarter of 2003. This quarterly increase was due to bonuses paid in diamonds sub-industry.

The gross earnings paid to employees in the *manufacturing industry* for the first quarter of 2004 reflected an annual increase of 10,9% compared with the first quarter of 2003 and a quarterly decrease of 8,4% compared with the fourth quarter of 2003. This quarterly decrease may be due to workers that are underpaid in the clothing sub-industry there was also less sales from sales representatives in the publishing of books, brochures, musical books and other publications sub-industry.

The gross earnings paid to employees in the *electricity, gas and water supply industry* for the first quarter of 2004 reflected an annual increase of 6,8% compared with the first quarter of 2003 and a quarterly decrease of 7,2%, compared with the fourth quarter of 2003. This quarterly decrease may be due to salaries paid that excluded annual bonuses, overtime payments, leave-payments, salary increases and commissions that were paid in the previous quarter.

The gross earnings paid to employees in the *construction industry* for the first quarter of 2004 reflected an annual decrease of 3,4% compared with the first quarter of 2003 and a quarterly decrease of 14,1%, compared with the fourth quarter of 2003. This quarterly decrease may be due to salaries paid that excluded annual bonuses, overtime payments, leave-payments, salary increases and commissions that were paid in the previous quarter.

The gross earnings paid to employees in the *wholesale and retail trade; sales, maintenance and repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* for the first quarter of 2004 reflected an annual increase of 7,7% compared with the first quarter of 2003 and quarterly decrease of 5,5% compared with the fourth quarter of 2003. This quarterly decrease may be due to salaries paid that excluded annual bonuses, overtime payments, leave-payments, salary increases and commissions that were paid in the previous quarter.

The gross earnings paid to employees in the *transport, storage and communication industry* for the first quarter of 2004 reflected an annual increase of 4,1% compared with the first quarter of 2003 and a quarterly decrease of 4,0% compared with the fourth quarter of 2003. This quarterly decrease may be due to salaries paid that excluded annual bonuses, overtime payments, leave-payments, salary increases and commissions that were paid in the previous quarter.

The gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* for the first quarter of 2004 reflected an annual increase of 10,5% compared with the first quarter of 2003 and a quarterly increase of 2,3% compared with the fourth quarter of 2003. This quarterly increase may be due to profit shares and bonuses paid in the advertising sub-industry.

The gross earnings paid to employees in the *community, social and personal services industry* for the first quarter of 2004 reflected an annual increase of 4,9% compared with the fourth quarter of 2003 and a quarterly decrease of 1,8%. This quarterly decrease may be due to salaries paid that excluded annual bonuses, overtime payments, leave-payments, salary increases and commissions that were paid in the previous quarter.

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 2003, December 2003 and March 2004

Quarter	September 2003				December 2003				March 2004			
Industry	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	427 715	427 715	427 715	**	436 343	436 343	436 343	**	436 804	436 804	436 804	**
Manufacturing	1 201 484	1 247 063	1 292 641	1,9	1 206 374	1 255 243	1 304 111	2,0	1 213 827	1 264 733	1 315 638	2,1
Electricity, gas and water supply	39 779	42 345	44 911	3,1	40 067	42 978	45 889	3,5	40 076	43 640	47 204	4,2
Construction	247 782	288 412	329 042	7,2	243 159	288 090	333 021	8,0	236 785	281 530	326 275	8,1
Wholesale and retail trade; sales, maintenance and repairs of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 150 122	1 274 569	1 399 016	5,0	1 167 348	1 284 710	1 402 072	4,7	1 168 954	1 286 424	1 403 893	4,7
Transport, storage and communication	188 252	205 091	221 931	4,2	188 185	205 285	222 386	4,3	187 402	204 156	220 909	4,2
Financial intermediation, insurance, real estate and business services	1 003 530	1 124 297	1 245 064	5,5	1 037 790	1 150 548	1 263 305	5,0	1 006 420	1 100 054	1 193 689	4,3
Community, social and personal services	1 690 753	1 760 186	1 829 619	2,0	1 695 476	1 761 603	1 827 731	1,9	1 697 151	1 766 283	1 835 415	2,0

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

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

Quarter	September 2003				December 2003				March 2004			
Industry	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	7 857 675	7 857 675	7 857 675	**	8 178 123	8 178 123	8 178 123	**	8 305 274	8 305 274	8 305 274	**
Manufacturing	21 380 681	22 032 074	22 683 467	1,5	23 876 366	24 640 535	25 404 705	1,6	21 864 854	22 578 771	23 292 689	1,6
Electricity, gas and water supply	1 483 249	1 518 447	1 553 645	1,2	1 723 721	1 769 250	1 814 778	1,3	1 588 368	1 640 721	1 693 074	1,6
Construction	2 726 641	3 026 290	3 325 938	5,1	3 107 012	3 421 222	3 735 432	4,7	2 659 378	2 939 273	3 219 168	4,9
Wholesale and retail trade; sales, maintenance and repairs of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	14 279 971	17 092 798	19 905 624	8,4	16 092 547	19 281 148	22 469 750	8,4	15 650 656	18 217 466	20 784 276	7,2
Transport, storage and communication	4 540 940	4 789 474	5 038 008	2,6	4 984 506	5 286 861	5 589 216	2,9	4 814 661	5 074 011	5 333 361	2,6
Financial intermediation, insurance, real estate and business services	26 624 445	29 170 441	31 716 436	4,5	27 718 527	29 570 902	31 423 277	3,2	28 117 752	30 237 912	32 358 073	3,6
Community, social and personal services	39 117 691	39 627 118	40 136 544	0,7	41 588 402	42 127 457	42 666 513	0,7	40 855 186	41 369 948	41 884 710	0,6

**** 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; sales, maintenance and 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 service 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
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
SNA93	System of National Accounts 1993
Stats SA	Statistics South Africa
VAT	Value Added Tax
*	Revised figures
-	Figures not available

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 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 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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