



# Survey of employment and earnings

## March 2005

**Note:**

The Survey of Employment and Earnings (SEE) will be discontinued as from June 2005 and replaced by the Quarterly Employment Statistics (QES) survey.

The SEE has covered both employing and non-employing Value Added Tax (VAT) registered enterprises with an annual turnover of R300 000 or more, whereas the QES only covers employees among those enterprises registered for Income Tax (IT), including those registered for VAT. The QES is in accordance with the International Labour Organisation (ILO) definitions and concepts. By restricting the coverage to employing businesses, the QES will be able to provide estimates for employment and earnings as well as estimates for average monthly earnings.

Information regarding employers, employees and the self-employed can be obtained from the Labour Force Survey (LFS), conducted among 30 000 households countrywide.

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## Summary

### Key estimates for the quarters ended December 2004 and March 2005

Estimates	Quarter ended September 2004	Quarter ended December 2004	Percentage change between the quarters ended September 2004 and December 2004	Quarter ended March 2005	Percentage change between the quarters ended December 2004 and March 2005
Number of employed people at the end of the quarter ('000)	6 600	6 559*	-0,6	6 558	0,0
Gross earnings (R'000)	138 910 000	154 085 000*	10,9	145 068 000	-5,9

\* Revised figures (see Explanatory notes: paragraph 8).

### Estimates of number of employees within 95% confidence limits for December 2004 and March 2005

Quarter	Lower limit	Estimate	Upper limit	RSE
December 2004*	6 378 170	6 558 925	6 739 679	1,4
March 2005	6 359 102	6 558 373	6 757 645	1,6

\* Revised figures (see Explanatory notes: paragraph 8).

### Key findings for the quarters ended December 2004 and March 2005

**Employment levels in the formal non-agricultural business sector were fairly static between the quarters ended December 2004 and March 2005.**

According to the March 2005 Survey of Employment and Earnings (SEE) the number of persons employed in the formal non-agricultural VAT registered business sector of the South African economy decreased by about 1 000 persons from December 2004 (an estimated revised 6 559 000 employees) to March 2005 (an estimated 6 558 000 employees).

Gross earnings paid to employees during the quarter ended March 2005 (January 2005 to March 2005) amounted to R145 068 million. This represents a quarterly decrease of R9 017 million or -5,9% compared with the quarter ended December 2004 (October 2004 to December 2004).

**Key figures for the quarters ended December 2003, December 2004, March 2004 and March 2005**

Estimates	Quarter ended December 2003	Quarter ended December 2004	Percentage change between December 2003 and the quarter ended December 2004	Quarter ended March 2004	Quarter ended March 2005	Percentage change between March 2004 and the quarter ended March 2005
Number of employed people at the end of the quarter ('000)	6 425	6 559*	2,1	6 448	6 558	1,7
Gross earnings (R'000)	134 275 000	154 085 000*	14,8	131 019 000	145 068 000	10,7

\* Revised figures (see Explanatory notes: paragraph 8).

**Estimates of gross earnings within 95% confidence limits for December 2004 and March 2005**

Quarter	Lower limit	Estimate	Upper limit	RSE
December 2004 (R '000)*	150 352 181	154 085 109	157 818 036	1,2
March 2005 (R '000)	141 003 105	145 067 579	149 132 053	1,4

\* Revised figures (see Explanatory notes: paragraph 8).

**Key findings for the quarters ended March 2004 and March 2005**

**Employment in the formal non-agricultural business sector increased between the quarters ended March 2004 and March 2005.**

According to the March 2005 Survey of Employment and Earnings (SEE), 6 558 000 persons were employed in the formal non-agricultural VAT registered business sector compared to 6 448 000 persons employed in March 2004. This reflects an annual increase of 110 000 persons or 1,7%.

The gross earnings paid to employees during the quarter ended March 2005 (January 2005 to March 2005) amounted to R145 068 million. This reflects an annual increase of R14 049 million or 10,7% compared with March 2004 (January 2004 to March 2004).

PP  
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<b>Contents</b>	<b>Page</b>
Summary.....	1
Notes.....	4
Table 1: Total (all formal non-agricultural industries) .....	5
1.1. Number of employees.....	5
1.2. Gross earnings.....	5
Table 2: Mining and quarrying industry.....	6
2.1. Number of employees.....	6
2.2. Gross earnings .....	6
Table 3: Manufacturing industry.....	7
3.1. Number of employees.....	7
3.2. Gross earnings .....	7
Table 4: Electricity, gas and water supply industry .....	8
4.1. Number of employees.....	8
4.2. Gross earning.....	8
Table 5: Construction industry.....	9
5.1. Number of employees.....	9
5.2. Gross earnings .....	9
Table 6: Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry .....	10
6.1. Number of employees.....	10
6.2. Gross earnings .....	10
Table 7: Transport, storage and communication industry.....	11
7.1. Number of employees.....	11
7.2. Gross earnings .....	11
Table 8: Financial intermediation, insurance, real estate and business services industry.....	12
8.1. Number of employees.....	12
8.2. Gross earnings .....	12
Table 9: Community, social and personal services industry.....	13
9.1. Number of employees.....	13
9.2. Gross earnings .....	13
Table A: Estimates of number of employees by industry within 95% confidence limits for September 2004, December 2004 and March 2005.....	17
Table B: Estimates of gross earnings (R'000) by industry within 95% confidence limits for September 2004, December 2004 and March 2005.....	18
Explanatory notes .....	19
Glossary .....	21

## Notes

### Forthcoming issues

As from the June 2005 quarter, the Survey of Employment and Earnings (SEE) will be discontinued. A new survey, the **Quarterly Employment Statistics (QES)** survey will be published instead. This QES is based on the improved sample and coverage on which the SEE is based. The first issue of this survey, **Quarterly Employment Statistics (P0277.1)**, for the December 2004 and March 2005 quarters will be published June 2005.

### 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:

- *Survey of Employment and Earnings for September 2004 (P0275).*
- *Survey of Employment and Earnings for December 2004 (P0275).*

### Response rates

The percentage response for December 2004 was 93,3%.  
The percentage response for March 2005 was 90,9%.

**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 number of employees between the current quarter and the corresponding quarter of the previous year
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	6 448 000	23 000	0,4	-49 000	-0,8
	Jun	6 492 000	44 000	0,7	156 000	2,5
	Sep	6 600 000	108 000	1,7	230 000	3,6
	Dec*	6 559 000	-41 000	-0,6	134 000	2,1
2005	Mar	6 558 000	-1 000	0,0	110 000	1,7

\* Revised figures (see Explanatory notes: paragraph 8).

**1.2. Gross earnings (R'000)**

Year and quarter		Total 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 gross earnings between the current quarter and the corresponding quarter of the previous year
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	131 019 000	-3 256 000	-2,4	10 290 000	8,5
	Jun	135 000 000	3 981 000	3,0	12 926 000	10,6
	Sep	138 910 000	3 910 000	2,9	13 796 000	11,0
	Dec*	154 085 000	15 175 000	10,9	19 810 000	14,8
2005	Mar	145 068 000	-9 017 000	-5,9	14 049 000	10,7

\* Revised figures (see Explanatory notes: paragraph 8).

**Table 2: Mining and quarrying industry**

Data obtained from Department of Minerals and Energy (DME). See explanatory notes: paragraph 5.

**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 number of employees between the current quarter and the corresponding quarter of the previous year
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	453 000	17 000	3,9	36 000	8,6
	Jun	457 000	4 000	0,9	37 000	8,8
	Sep	458 000	1 000	0,2	30 000	7,0
	Dec*	456 000	-2 000	-0,4	20 000	4,6
2005	Mar	453 000	-3 000	-0,7	0	0,0

\* Revised figures (see Explanatory notes: paragraph 8).

**2.2. Gross earnings (R'000)**

Year and quarter		Total 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 gross earnings between the current quarter and the corresponding quarter of the previous year
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	8 516 000	338 000	4,1	1 343 000	18,7
	Jun	8 378 000	- 138 000	-1,6	956 000	12,9
	Sep	8 622 000	244 000	2,9	764 000	9,7
	Dec*	8 830 000	208 000	2,4	652 000	8,0
2005	Mar	8 465 000	-365 000	-4,1	-51 000	-0,6

\* Revised figures (see Explanatory notes: paragraph 8).

**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 number of employees between the current quarter and the corresponding quarter of the previous year
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
	Jun	1 265 000	0	0,0	28 000	2,3
	Sep	1 282 000	17 000	1,3	35 000	2,8
	Dec*	1 254 000	-28 000	-2,2	-1 000	-0,1
2005	Mar	1 222 000	-32 000	-2,6	-43 000	-3,4

\* Revised figures (see Explanatory notes: paragraph 8).

**3.2. Gross earnings (R'000)**

Year and quarter		Total 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 gross earnings between the current quarter and the corresponding quarter of the previous year
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	22 635 000	-2 006 000	-8,1	2 278 000	11,2
	Jun	23 372 000	737 000	3,3	2 456 000	11,7
	Sep	24 537 000	1 165 000	5,0	2 505 000	11,4
	Dec*	28 077 000	3 540 000	14,4	3 436 000	13,9
2005	Mar	24 407 000	-3 670 000	-13,1	1 772 000	7,8

\* Revised figures (see Explanatory notes: paragraph 8).



**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 number of employees between the current quarter and the corresponding quarter of the previous year
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
	Sep	44 000	0	0,0	2 000	4,8
	Dec	45 000	1 000	2,3	2 000	4,7
2005	Mar	46 000	1 000	2,2	2 000	4,5

**4.2. Gross earnings (R'000)**

Year and quarter		Total 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 gross earnings between the current quarter and the corresponding quarter of the previous year
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
	Sep	1 689 000	-644 000	-27,6	171 000	11,3
	Dec*	2 054 000	365 000	21,6	285 000	16,1
2005	Mar	1 873 000	-181 000	-8,8	214 000	12,9

\* Revised figures (see Explanatory notes: paragraph 8).

**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 number of employees between the current quarter and the corresponding quarter of the previous year
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	267 000	- 21 000	-7,3	- 70 000	-20,8
	Jun	273 000	6 000	2,2	- 23 000	-7,8
	Sep	281 000	8 000	2,9	-7 000	-2,4
	Dec*	284 000	3 000	1,1	-4 000	-1,4
2005	Mar	283 000	-1 000	-0,4	16 000	6,0

\* Revised figures (see Explanatory notes: paragraph 8).

**5.2. Gross earnings (R'000)**

Year and quarter		Total 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 gross earnings between the current quarter and the corresponding quarter of the previous year
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	2 908 000	- 513 000	-15,0	- 136 000	-4,5
	Jun	3 160 000	252 000	8,7	161 000	5,4
	Sep	3 309 000	149 000	4,7	283 000	9,4
	Dec*	3 866 000	557 000	16,8	445 000	13,0
2005	Mar	3 379 000	-487 000	-12,6	471 000	16,2

\* Revised figures (see Explanatory notes: paragraph 8).

**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 number of employees between the current quarter and the corresponding quarter of the previous year
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	1 277 000	-9 000	-0,7	13 000	1,0
	Sep	1 326 000	49 000	3,8	51 000	4,0
	Dec*	1 365 000	39 000	2,9	80 000	6,2
2005	Mar	1 372 000	7 000	0,5	86 000	6,7

\* Revised figures (see Explanatory notes: paragraph 8).

**6.2. Gross earnings (R'000)**

Year and quarter		Total 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 gross earnings between the current quarter and the corresponding quarter of the previous year
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	18 404 000	186 000	1,0	1 559 000	9,3
	Sep	20 087 000	1 683 000	9,1	2 994 000	17,5
	Dec*	22 543 000	2 456 000	12,2	3 262 000	16,9
2005	Mar	21 460 000	-1 083 000	-4,8	3 242 000	17,8

\* Revised figures (see Explanatory notes: paragraph 8).

**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 number of employees between the current quarter and the corresponding quarter of the previous year
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
	Sep	208 000	2 000	1,0	3 000	1,5
	Dec	210 000	2 000	1,0	5 000	2,4
2005	Mar	210 000	0	0,0	6 000	2,9

**7.2. Gross earnings (R'000)**

Year and quarter		Total 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 gross earnings between the current quarter and the corresponding quarter of the previous year
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	5 388 000	301 000	5,9	163 000	3,1
	Sep	5 480 000	92 000	1,7	691 000	14,4
	Dec*	5 812 000	332 000	6,1	525 000	9,9
2005	Mar	5 387 000	-425 000	-7,3	300 000	5,9

\* Revised figures (see Explanatory notes: paragraph 8).

**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 number of employees between the current quarter and the corresponding quarter of the previous year
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	1 163 000	12 000	1,0	- 46 000	-3,8
	Jun	1 172 000	9 000	0,8	41 000	3,6
	Sep	1 183 000	11 000	0,9	59 000	5,2
	Dec*	1 112 000	-71 000	-6,0	-39 000	-3,4
2005	Mar	1 117 000	5 000	0,4	-46 000	-4,0

**8.2. Gross earnings (R'000)**

Year and quarter		Total 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 gross earnings between the current quarter and the corresponding quarter of the previous year
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	30 554 000	983 000	3,3	3 180 000	11,6
	Jun	31 639 000	1 085 000	3,6	3 162 000	11,1
	Sep	31 479 000	-160 000	-0,5	2 309 000	7,9
	Dec*	34 047 000	2 568 000	8,2	4 476 000	15,1
2005	Mar	33 725 000	-322 000	-0,9	3 171 000	10,4

\* Revised figures (see Explanatory notes: paragraph 8).

**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 number of employees between the current quarter and the corresponding quarter of the previous year
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	1 765 000	3 000	0,2	23 000	1,3
	Jun	1 798 000	33 000	1,9	59 000	3,4
	Sep	1 818 000	20 000	1,1	58 000	3,3
	Dec*	1 833 000	15 000	0,8	71 000	4,0
2005	Mar	1 857 000	24 000	1,3	92 000	5,2

\* Revised figures (see Explanatory notes: paragraph 8).

**9.2. Gross earnings (R'000)**

Year and quarter		Total 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 gross earnings between the current quarter and the corresponding quarter of the previous year
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	41 441 000	- 686 000	-1,6	1 992 000	5,0
	Jun	42 325 000	884 000	2,1	4 059 000	10,6
	Sep	43 707 000	1 382 000	3,3	4 080 000	10,3
	Dec*	48 856 000	5 149 000	11,8	6 729 000	16,0
2005	Mar	46 371 000	-2 485 000	-5,1	4 930 000	11,9

\* Revised figures (see Explanatory notes: paragraph 8).

### Annual and quarterly changes in the level of employment at March 2005

The *mining and quarrying industry* reflected a quarterly decrease of 3 000 employees (or -0,7%) at March 2005 compared with December 2004.

Data obtained from Department of Minerals and Energy (DME). See explanatory notes: paragraph 5.

The *manufacturing industry* reflected an annual decrease of 43 000 employees (or -3,4%) at March 2005 compared with March 2004.

The quarterly decrease of 32 000 employees (or -2,6%) at March 2005 compared with the quarter ended December 2004 reflected by this industry may be due to the retrenchment of employees in the manufacturing of textiles, clothing and leather; wood, paper, printing and publishing; non-metallic mineral products and basic metals, metal products and machinery.

The *electricity, gas and water supply industry* reflected an annual increase of 2 000 employees (or +4,5%) at March 2005 compared with March 2004.

The industry reflected a quarterly increase of 1 000 employees (or +2,2%) at March 2005 compared with December 2004.

The *construction industry* reflected an annual increase of 16 000 employees (or +6,0%) at March 2005 compared with March 2004.

The quarterly decrease of 1 000 employees (or -0,4%) at March 2005 compared with December 2004, reported by this industry, may be due to the retrenchment of employees used to finish off projects.

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 86 000 employees (or +6,7%) at March 2005 compared with March 2004.

The quarterly increase of 7 000 employees (or +0,5%) at March 2005 compared with December 2004, reported by this industry, may be due to the appointment of employees in wholesale and retail enterprises.

The *transport, communication and storage industry* reflected an annual increase of 6 000 employees (or +2,9%) at March 2005 compared with March 2004.

No significant change in employment was reported in this industry between December 2004 and March 2005.

The *financial intermediation, insurance, real estate and business services industry* reflected an annual decrease of 46 000 employees (or -4,0%) at March 2005 compared with March 2004.

The quarterly increase of 5 000 employees (or +0,4%) at March 2005 compared with December 2004, reported by this industry, may be due to the appointment of employees in the legal, accounting, bookkeeping and auditing services.

The *community social and personal services industry* reflected an annual increase of 92 000 employees (or +5,2%) at March 2005 compared with March 2004.

The quarterly increase of 24 000 employees (or +1,3%) at March 2005 compared with December 2004, reported by this industry, may be due to the appointment of employees in the provincial and other educational institutions.

**Gross earnings paid to employees for the quarter ended March 2005**

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual decrease of R51 million (or -0,6%) at March 2005 compared with March 2004.

A quarterly decrease of R365 million (or -4,1%) at March 2005 compared with December 2004 was reported in this industry. Data obtained from Department of Minerals and Energy (DME). **See explanatory notes: paragraph 5.**

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R1 772 million (or +7,8%) for the quarter ended March 2005 compared with March 2004.

The quarterly decrease of R3 670 million (or -13,1%) at March 2005 compared with the quarter ended December 2004 may be due to annual and performance bonuses, salary increases and commissions paid during the fourth quarter of 2004.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R214 million (or +12,9%) for the quarter ended March 2005 compared with March 2004.

The quarterly decrease of R181 million (or -8,8%) at March 2005 compared with the quarter ended December 2004 may be due to performance bonuses that were paid to employees in this industry during November 2004.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R471 million (or +16,2%) for the quarter ended March 2005 compared with March 2004.

The quarterly decrease of R487 million (or -12,6%) at March 2005 compared with the quarter ended December 2004 may be due to annual and performance bonuses and more overtime payments paid to employees during the fourth quarter of 2004.

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 R3 242 million (or +17,8%) for the quarter ended March 2005 compared with March 2004.

The quarterly decrease of R1 083 million (or -4,8% at March 2005 compared with the quarter ended December 2004 may be due to annual bonuses and overtime payments paid to employees in this industry during the fourth quarter of 2004.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R300 million (or +5,9%) for the quarter ended March 2005 compared with March 2004.

The quarterly decrease of R425 million (or -7,3%) at March 2005 compared with the quarter ended December 2004 may be due to annual bonuses and overtime payments paid to employees during the last quarter of 2004.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R3 171 million (or +10,4%) for the quarter ended March 2005 compared with March 2004.

The quarterly decrease of R322 million (or -0,9%) at March 2005 compared with the quarter ended December 2004 may be due to annual bonuses and overtime payments paid to employees during the December 2004 quarter..

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R4 930 million (or +11,9%) at March 2005 compared with March 2004.

The quarterly decrease of R2 485 million (or -5,1%) at March 2005 compared with the quarter ended December 2004 may be due to salary increases, annual and performance bonuses paid and overtime payments paid to employees in the fourth quarter of 2004.



## Additional information

### Technical notes

#### 1) Confidence intervals

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

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

Lower limit

= lower 95% confidence limit of a population parameter

= estimate – 1,96\*Standard Error (estimate)

and

Upper limit

= upper 95% confidence limit of a population parameter

= estimate + 1,96\*Standard Error (estimate)

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

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

**Table A: Estimates of number of employees by industry within 95% confidence limits for September 2004, December 2004 and March 2005**

Quarter	September 2004				December 2004*				March 2005			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	458 485	458 485	458 485	**	456 214	456 214	456 214	**	452 616	452 616	452 616	**
Manufacturing	1 218 838	1 281 869	1 344 900	<b>2,5</b>	1 199 331	1 254 069	1 308 808	<b>2,2</b>	1 168 890	1 221 964	1 275 038	<b>2,2</b>
Electricity, gas and water supply	41 046	44 321	47 595	<b>3,8</b>	41 253	44 557	47 860	<b>3,8</b>	41 800	45 702	49 604	<b>4,4</b>
Construction	240 619	280 735	320 851	<b>7,3</b>	243 530	284 293	325 055	<b>7,3</b>	237 691	282 665	372 640	<b>8,1</b>
Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 179 795	1 325 686	1 471 578	<b>5,6</b>	1 235 495	1 364 539	1 493 583	<b>4,8</b>	1 218 036	1 371 746	1 525 457	<b>5,7</b>
Transport, storage and communication	188 794	207 543	226 291	<b>4,6</b>	191 771	210 450	229 128	<b>4,5</b>	190 736	209 981	229 226	<b>4,7</b>
Financial intermediation, insurance, real estate and business services	1 021 411	1 183 486	1 345 560	<b>7,0</b>	1 031 052	1 112 076	1 193 101	<b>3,7</b>	1 035 952	1 116 851	1 197 750	<b>3,7</b>
Community, social and personal services	1 741 580	1 817 725	1 893 871	<b>2,1</b>	1 763 490	1 832 727	1 901 964	<b>1,9</b>	1 777 087	1 856 848	1 936 609	<b>2,2</b>
<b>Total</b>	<b>6 359 826</b>	<b>6 599 850</b>	<b>6 839 873</b>	<b>1,9</b>	<b>6 378 170</b>	<b>6 558 925</b>	<b>6 739 679</b>	<b>1,4</b>	<b>6 359 102</b>	<b>6 558 373</b>	<b>6 757 645</b>	<b>1,6</b>

**\*\*Data obtained from the Minerals Bureau, Department of Minerals and Energy (see explanatory notes: paragraph 5)**

**Table B: Estimates of gross earnings (R'000) by industry within 95% confidence limits for September 2004, December 2004 and March 2005**

Quarter	September 2004				December 2004*				March 2005			
Industry	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	8 622 439	8 622 439	8 622 439	**	8 829 832	8 829 832	8 829 832	**	8 464 739	8 464 739	8 464 739	**
Manufacturing	23 504 954	24 537 345	25 569 735	<b>2,1</b>	27 104 480	28 077 267	29 050 053	<b>2,8</b>	23 470 314	24 407 465	25 344 616	<b>2,0</b>
Electricity, gas and water supply	1 631 089	1 689 205	1 747 321	<b>1,8</b>	1 989 147	2 053 829	2 118 512	<b>1,6</b>	1 803 082	1 873 384	1 943 686	<b>1,9</b>
Construction	2 990 516	3 308 876	3 627 237	<b>4,9</b>	3 497 720	3 866 158	4 324 596	<b>4,9</b>	2 995 888	3 378 845	3 761 802	<b>5,8</b>
Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	16 609 123	20 087 319	23 565 516	<b>8,8</b>	19 849 521	22 542 964	25 236 407	<b>6,1</b>	17 949 105	21 460 010	24 970 915	<b>8,3</b>
Transport, storage and communication	5 161 640	5 479 923	5 798 206	<b>3,0</b>	5 498 469	5 811 838	6 125 207	<b>2,8</b>	5 083 256	5 387 283	5 691 310	<b>2,9</b>
Financial intermediation, insurance, real estate and business services	29 297 981	31 478 875	33 659 769	<b>3,5</b>	31 636 846	34 046 824	36 456 802	<b>3,6</b>	31 770 907	33 724 894	35 678 883	<b>3,0</b>
Community, social and personal services	43 070 286	43 707 328	44 344 370	<b>0,7</b>	48 284 762	48 856 397	49 428 032	<b>0,6</b>	45 738 493	46 370 959	47 003 426	<b>0,7</b>
<b>Total</b>	<b>134 641 256</b>	<b>138 911 311</b>	<b>143 181 365</b>	<b>1,6</b>	<b>150 352 181</b>	<b>154 085 109</b>	<b>157 818 036</b>	<b>1,2</b>	<b>141 003 105</b>	<b>145 067 579</b>	<b>149 132 053</b>	<b>1,4</b>

**\*\*Data obtained from the Minerals Bureau, Department of Minerals and Energy (see explanatory notes: paragraph 5)**

## Explanatory notes

### Introduction

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

1. 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

2. 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

3. 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.
4. 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.
5. 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

6. 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**                    7. 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**                    8. 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**            9. 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**            10. Stats SA’s pre-release policy may be inspected at its website, [www.statssa.gov.za](http://www.statssa.gov.za).

**Abbreviations and symbols**

BSF	Business Sampling Frame
GDP	Gross Domestic Product
ILO	International Labour Organisation
IT	Income Tax
LFS	Labour Force Survey
QES	Quarterly Employment Statistics
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

<b>Casual employees</b>	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.
<b>Enterprises</b>	Enterprises are legal units, or a combination of legal units that includes and directly controls all functions necessary to carry out its production activities.
<b>Formal sector</b>	The formal sector includes all businesses that are registered in any way.
<b>Full-time employees</b>	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.
<b>Gross earnings</b>	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).
<b>Industries</b>	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).
<b>Informal sector</b>	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.
<b>Number of employees</b>	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 December refers to the number of employees as at the end of the month of December).
<b>Ordinary-time hours</b>	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.
<b>Overtime hours paid for</b>	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.
<b>Overtime payment</b>	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**

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

Performance and other bonuses include profit sharing bonuses, merit bonuses, incentive bonuses, total amounts of payments that were paid during the reference period but relate to other pay periods, e.g. annual leave, thirteenth cheques, severance, termination, redundancy and leave gratuity payments. Performance and other bonuses exclude reimbursements for expenses incurred whilst conducting employer's business.

**Permanent employees**

Permanent employees are employees appointed on an open-ended contract with no stipulated termination date, and who are entitled to benefits such as paid leave and medical aid contributions paid by employers. This includes the self-employed at work.

**Quarterly percentage change**

A quarterly percentage change is the change in the employment or the gross earnings of the given quarter compared with the employment or the gross earnings of the previous quarter expressed as a percentage.

**Reference quarter**

Reference quarter for this survey refers to the three months up to the end of March, June, September or December.

**Severance, termination and redundancy payments**

Severance, termination and redundancy payments includes payments of leave made to employees who finished work during the reference quarter as well as payments intended to compensate for loss of employment.

**Temporary employees**

Temporary employees are employees appointed on a short-term contract basis for periods normally not exceeding one year. Such contract would typically stipulate a termination date, but could be renewed by mutual agreement between the employer and the employee. This includes the self-employed with an enterprise but temporarily not at work.

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