



Survey of employment and earnings

September 2003 and December 2003

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Summary

Key figures for the quarters ended June, September and December 2003

Estimates	Quarter ended June 2003	Quarter ended September 2003	Percentage change between the quarter ended June 2003 and the quarter ended September 2003	Quarter ended December 2003	Percentage change between the quarter ended September 2003 and the quarter ended December 2003
Number of employees ('000)					
Gross earnings (R'000)	6 336	6 368	+0,5	6 430	+1,0
	122 074 000	124 973 000	+2,4	134 374 000	+7,5

Key findings for the quarters ended June, September and December 2003

Employment in the formal non-agricultural business sector increased between the quarters ended June 2003 and September 2003

According to the September 2003 Survey of Employment and Earnings (SEE) the number of persons employed in the formal non-agricultural business sector of the South African economy increased by about 32 000 persons from June 2003 (an estimated revised 6 336 000 persons) to September 2003 (an estimated 6 368 000 persons).

Gross earnings paid to employees during the quarter ended September 2003 (July 2003 to September 2003) amounted to R124 973 million. This represents a quarterly increase of R2 899 million or 2,4% compared with the quarter ended June 2003 (April 2003 to June 2003).

Employment in the formal non-agricultural business sector increased between the quarters ended September 2003 and December 2003

According to the December 2003 Survey of Employment and Earnings (SEE) the number of persons employed in the formal non-agricultural business sector of the South African economy increased by about 62 000 persons from September 2003 (an estimated 6 368 000 persons) to December 2003 (an estimated 6 430 000 persons).

Gross earnings paid to employees during the quarter ended December 2003 (October 2003 to December 2003) amounted to R134 374 million. This represents a quarterly increase of R9 401 million or 7,5% compared with the quarter ended September 2003 (July 2003 to September 2003).

Key figures for the quarters ended September 2002, September 2003, December 2002 and December 2003

Estimates	Quarter ended September 2002	Quarter ended September 2003	Percentage change between September 2002 and September 2003	Quarter ended December 2002	Quarter ended December 2003	Percentage change between December 2002 and December 2003
Number of employees ('000)	6 509	6 368	-2,2	6 517	6 430	-1,3
Gross earnings (R'000)	118 240 000	124 973 000	+5,7	123 895 000	134 374 000	+8,5

Key findings for the year-on-year comparisons between September 2002 and September 2003 and between December 2002 and December 2003

Employment in the formal non-agricultural business sector decreased between the quarter ended September 2002 and September 2003

According to the September 2003 Survey of Employment and Earnings, 6 368 000 persons were employed in the formal non-agricultural business sector compared to 6 509 000 persons employed in September 2002. This reflects an annual decrease of 2,2% or 141 000 persons.

The gross earnings paid to employees during the quarter ended September 2003 (July 2003 to September 2003) amounted to R124 973 million. This reflects an annual increase of 5,7% or R6 733 million compared with September 2002.

Employment in the formal non-agricultural business sector decreased between the quarters ended December 2002 and December 2003

According to the December 2003 Survey of Employment and Earnings 6 430 000 persons were employed in the formal non-agricultural business sector. This reflects an annual decrease of 1,3% or 87 000 persons compared with December 2002.

The gross earnings paid to employees during the quarter ended December 2003 (October 2003 to December 2003) amounted to R134 374 million. This reflects an annual increase of 8,5% or R10 479 million compared with December 2002.

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Statistician-General

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Forthcoming issues	Issue	Expected release date
	March 2004	29 June 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>	
Response rates	The percentage response for June 2003 was 89,8%. The percentage response for September 2003 was 81,3%. The percentage response for December 2003 was 81,5%	

Table 1: Total (all formal non-agricultural industries)

1.1. Number of employees

Year and quarter	Total number of employees	Change in number of employees between the current and previous quarters	Percentage change in number of employees between the current and previous quarters	Change in number of employees between the current quarter and the corresponding quarter of the previous year	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
2002 Sep	6 509 000	-	-	-	-
2002 Dec	6 517 000	8 000	0,1	-	-
2003 Mar	6 497 000	-20 000	-0,3	-	-
2003 Jun	6 336 000	-161 000	-2,5	-	-
2003 Sep	6 368 000	32 000	0,5	-141 000	-2,2
2003 Dec	6 430 000	62 000	1,0	-87 000	-1,3

1.2. Gross earnings

Year and quarter	Gross earnings	Change in gross earnings between the current and previous quarters	Percentage change in gross earnings between the current and previous quarters	Change in gross earnings between the current quarter and the corresponding quarter of the previous year	Percentage change in the gross earnings between the current quarter and the corresponding quarter of the previous year
	(R'000)	(R'000)		(R'000)	
2002 Sep	118 240 000	-	-	-	-
2002 Dec	123 895 000	5 655 000	4,8	-	-
2003 Mar	120 730 000	-3 166 000	-2,6	-	-
2003 Jun	122 074 000	1 345 000	1,1	-	-
2003 Sep	124 973 000	2 899 000	2,4	6 733 000	5,7
2003 Dec	134 374 000	9 401 000	7,5	10 479 000	8,5

Table 2: Mining and quarrying industry

2.1. Number of employees

Year and quarter		Total number of employees	Change in number of employees between the current and previous quarters	Percentage change in number of employees between the current and previous quarters	Change in number of employees between the current quarter and the corresponding quarter of the previous year	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
2002	Sep	419 000	-	-	-	-
	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	438 000	10 000	2,3	20 000	4,8

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	8 128 000	270 000	3,4	1 103 000	15,7

Table 3: Manufacturing industry

3.1. Number of employees

Year and quarter		Total number of employees	Change in number of employees between the current and previous quarters	Percentage change in number of employees between the current and previous quarters	Change in number of employees between the current quarter and the corresponding quarter of the previous year	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
2002	Sep	1 250 000	-	-	-	-
	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	1 242 000	5 000	0,4	-8 000	-0,6
	Dec	1 253 000	11 000	0,9	-	0,0

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	21 926 000	1 010 000	4,8	1 580 000	7,8
	Dec	24 574 000	2 648 000	12,1	2 485 000	11,2

Table 4: Electricity, gas and water supply industry

4.1. Number of employees

Year and quarter		Total number of employees	Change in number of employees between the current and previous quarters	Percentage change in number of employees between the current and previous quarters	Change in number of employees between the current quarter and the corresponding quarter of the previous year	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
2002	Sep	47 000	-	-	-	-
	Dec	46 000	-1 000	-2,1	-	-
2003	Mar	46 000	0	0,0	-	-
	Jun	43 000	-3 000	-6,5	-	-
	Sep	43 000	-	0,0	-4 000	-8,3
	Dec	43 000	-	0,0	-3 000	-5,0

4.2. Gross earnings

Year and quarter		Gross earnings (R'000)	Change in gross earnings between the current and previous quarters (R'000)	Percentage change in gross earnings between the current and previous quarters	Change in gross earnings between the current quarter and the corresponding quarter of the previous year (R'000)	Percentage change in the gross earnings between the current quarter and the corresponding quarter of the previous year
2002	Sep	1 345 000	-	-	-	-
	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	1 527 000	-397 000	-20,6	92 000	6,4
	Dec	1 778 000	251 000	16,4	64 000	3,7

Table 5: Construction industry

5.1. Number of employees

Year and quarter	Total number of employees	Change in number of employees between the current and previous quarters	Percentage change in number of employees between the current and previous quarters	Change in number of employees between the current quarter and the corresponding quarter of the previous year	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
2002 Sep	350 000	-	-	-	-
2002 Dec	350 000	-	0,0	-	-
2003 Mar	337 000	-13 000	-3,7	-	-
2003 Jun	296 000	-41 000	-12,2	-	-
2003 Sep	288 000	-8 000	-2,7	-62 000	-17,5
2003 Dec	289 000	1 000	0,3	-61 000	-17,3

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	-	-	-	-
2002 Dec	3 671 000	361 000	10,9	-	-
2003 Mar	3 044 000	-627 000	-17,1	-	-
2003 Jun	2 999 000	-45 000	-1,5	-	-
2003 Sep	3 026 000	27 000	0,9	-284 000	-8,6
2003 Dec	3 414 000	388 000	12,8	-257 000	-7,0

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

6.1. Number of employees

Year and quarter	Total number of employees	Change in number of employees between the current and previous quarters	Percentage change in number of employees between the current and previous quarters	Change in number of employees between the current quarter and the corresponding quarter of the previous year	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
2002 Sep	1 298 000	-	-	-	-
2002 Dec	1 312 000	14 000	1,1	-	-
2003 Mar	1 296 000	-16 000	-1,2	-	-
2003 Jun	1 264 000	-32 000	-2,5	-	-
2003 Sep	1 276 000	12 000	0,9	-22 000	-1,7
2003 Dec	1 285 000	9 000	0,7	-27 000	-2,1

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	-	-	-	-
2002 Dec	17 101 000	1 151 000	7,2	-	-
2003 Mar	16 920 000	-181 000	-1,1	-	-
2003 Jun	16 845 000	-75 000	-0,4	-	-
2003 Sep	17 108 000	263 000	1,6	1 158 000	7,3
2003 Dec	19 285 000	2 177 000	12,7	2 184 000	12,8

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 the number of employees between the current quarter and the corresponding quarter of the previous year
2002 Sep	208 000	-	-	-	-
2002 Dec	208 000	-	-	-	-
2003 Mar	201 000	-7 000	-3,4	-	-
2003 Jun	206 000	5 000	2,5	-	-
2003 Sep	205 000	-1 000	-0,5	-3 000	-1,4
2003 Dec	205 000	-	-	-3 000	-1,4

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	-	-	-	-
2002 Dec	5 135 000	492 000	10,6	-	-
2003 Mar	4 876 000	-259 000	-5,0	-	-
2003 Jun	5 225 000	349 000	7,2	-	-
2003 Sep	4 793 000	-432 000	-8,3	150 000	3,2
2003 Dec	5 291 000	498 000	10,4	156 000	3,0

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

8.1. Number of employees

Year and quarter	Total number of employees	Change in number of employees between the current and previous quarters	Percentage change in number of employees between the current and previous quarters	Change in number of employees between the current quarter and the corresponding quarter of the previous year	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
2002 Sep	1 230 000	-	-	-	-
2002 Dec	1 203 000	-27 000	-2,2	-	-
2003 Mar	1 209 000	6 000	0,5	-	-
2003 Jun	1 131 000	-78 000	-6,5	-	-
2003 Sep	1 127 000	-4 000	-0,4	-103 000	-8,3
2003 Dec	1 155 000	28 000	2,5	-48 000	-4,0

8.2. 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	27 534 000	-	-	-	-
2002 Dec	29 191 000	1 657 000	6,0	-	-
2003 Mar	27 374 000	-1 817 000	-6,2	-	-
2003 Jun	28 477 000	1 103 000	4,0	-	-
2003 Sep	29 253 000	776 000	2,7	1 719 000	6,2
2003 Dec	29 889 000	636 000	2,2	698 000	2,4

Table 9: Community, social and personal services industry

9.1. Number of employees

Year and quarter	Total number of employees	Change in number of employees between the current and previous quarters	Percentage change in number of employees between the current and previous quarters	Change in number of employees between the current quarter and the corresponding quarter of the previous year	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
2002 Sep	1 708 000	-	-	-	-
2002 Dec	1 727 000	19 000	1,1	-	-
2003 Mar	1 742 000	15 000	0,9	-	-
2003 Jun	1 739 000	-3 000	-0,2	-	-
2003 Sep	1 759 000	20 000	1,2	51 000	3,0
2003 Dec	1 762 000	3 000	0,2	35 000	2,0

9.2. Gross earnings

Year and quarter	Total number of employees (R'000)	Change in number of employees between the current and previous quarters (R'000)	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 (R'000)	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
2002 Sep	38 257 000	-	-	-	-
2002 Dec	37 968 000	-289 000	-0,8	-	-
2003 Mar	39 449 000	1 481 000	3,9	-	-
2003 Jun	38 266 000	-1 183 000	-3,0	-	-
2003 Sep	39 482 000	1 216 000	3,2	1 225 000	3,2
2003 Dec	42 015 000	2 533 000	6,4	4 047 000	10,7

Annual and quarterly changes in the level of employment at December 2003

The *mining industry* reflected an annual increase of 20 000 employees (or +4,8%) at December 2003 compared with December 2002. The quarterly increase of 10 000 employees (or +2,4%) at December 2003 compared with September 2003, reported by this industry was mainly due to an increase of employment in non-gold mining enterprises.

The *manufacturing industry* reflected an increase of 500 employees (or +0,04%) at December 2003 compared with December 2002. The quarterly increase of 11 000 employees (or +0,9%) at December 2003 compared with September 2003, reported by this industry, was mainly due to the appointment of temporary employees in some manufacturing sub-industries due to an increase in demand of products. Quarterly increases were reflected by wood, paper, printing and publishing (8 814 employees or +5,6%); food, beverages and tobacco (3 958 employees or +2,6%); transport equipment (1 402 employees or +0,2%); non-metallic mineral products (1 278 employees or +2,2%); basic metals, fabricated metal products, machinery and equipment and office accounting and computing machinery (477 employees or +0,2%). These increases were partially counteracted by decreases in electrical machinery (1 334 employees or -4,2%); coke, refined petroleum products, nuclear fuel, chemicals and chemical products, rubber and plastic products (3 176 employees or -1,6%); furniture and manufacturing not elsewhere classified (414 employees or -0,5%); and textiles, clothing and leather goods (276 employees or -0,1%).

The *electricity, gas and water supply industry* reflected an annual decrease of 3 000 employees (or -6,5%) at December 2003 compared with December 2002. The quarterly increase of 600 employees (or +1,5%) at December 2003 compared with September 2003, reported by this industry was mainly due to the appointment of contract employees.

The *construction industry* reflected an annual decrease of 61 000 employees (or -17,4%) at December 2003 compared with December 2002. The quarterly increase of 600 employees (or +0,2%) at December 2003 compared with September 2003, reported by this industry, was mainly due to the appointment of more employees for new projects that were received and for the completion of work before closure for the festive season. A quarterly increase was reflected by building installations (2 490 employees or +4,4%). This increase was partially counteracted by decreases in the building of complete construction and civil engineering (1 559 employees or -1,0%); building completion (195 employees or -0,4%); site preparation (44 employees or -0,5%); and the renting of construction and demolition equipment with operators (20 employees or -0,9%).

The *wholesale and retail trade, repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reflected an annual decrease of 27 000 employees (or -2,1%) at December 2003 compared with December 2002. The quarterly increase of 9 000 employees (or +0,7%) at December 2003 compared with September 2003, reported by this industry, was mainly due to the appointment of temporary employees as a result of an increase in workload and expansion of businesses. Quarterly increases were reflected by retail trade (23 008 employees or +4,2%); and hotels and restaurants (3 157 employees or +2,0%). These increases were partially counteracted by decreases in wholesale trade (14 422 employees or -3,8%) and motor trade (2 708 employees or -1,4%).

The *transport, communication and storage industry* reflected an annual decrease of 3 000 employees (or -1,4%) at December 2003 compared with December 2002. The quarterly increase of 100 employees (or +0,1%) at December 2003 compared with September 2003, reported by this industry, was mainly due to an increase in demand of transport by tourists and the receiving of new contracts in which new branches were established. Quarterly increases were reflected by land transport (1 640 employees or +2,1%); and air transport (216 employees or +2,1%). These increases were partially counteracted by decreases in sea and water transport (232 employees or -6,4%); supporting and auxiliary transport activities (638 employees or -1,4%); and post and telecommunication (862 employees or -1,3%).

The *financial intermediation, insurance, real estate and business services industry* reflected an annual decrease of 48 000 employees (or -4,0%) at December 2003 compared with December 2002. The quarterly increase of 28 000 employees (or +2,5%) at December 2003 compared to September 2003, reported by this industry, was mainly due to the appointment of more employees as a result of expansion of businesses, an increase in workload and for the up-coming elections.

The *community social and personal services industry* reflected an annual increase of 35 000 employees (or +2,0%) at December 2003 compared with December 2002. The quarterly increase of 3 000 employees (or +0,2%) at December 2003 compared to September 2003, reported by this industry, was mainly due to the appointment of temporary employees due to an increase in workload, new contracts that have been received and the appointment of examiners, moderators, invigilators and markers, mainly by universities and technikons.

More gross earnings were paid to employees during the fourth quarter of 2003

Gross earnings paid to employees during the quarter ended December 2003 (October 2003 to December 2003, amounted to R134 369 million. This reflected an annual increase of 8,5% compared with the quarter ended December 2002 (October 2002 to December 2002) and a quarterly increase of 7,6% or R9 456 million compared with the third quarter of 2003 (July 2003 to September 2003). This quarterly increase was mainly due to salary increases; annual and performance bonuses paid; leave payments paid; commission paid; profit shares paid; back-payments; and overtime paid. The electricity, gas and water supply industry reflected the largest increase in the gross earnings paid to employees during the fourth quarter of 2003 (+16,4%); followed by the construction industry (+12,8%); the wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods and hotels and restaurants industry (+12,7%); the manufacturing industry (+12,1%); the transport, storage and communication industry (+10,4%); the community, social and personal services industry (+6,4%); the mining and quarrying industry (+3,4%); and the financial intermediation, insurance, real estate and business services industry (+2,1%).

Annual and quarterly changes in the gross earnings at December 2003

The gross earnings paid to employees in the *mining and quarrying industry* for the fourth quarter of 2003 reflected an annual increase of 15,7% compared with the fourth quarter of 2002 and a quarterly increase of 3,4% compared with the third quarter of 2003.

The gross earnings paid to employees in the *manufacturing industry* for the fourth quarter of 2003 reflected an annual increase of 11,2% compared with the fourth quarter of 2002 and a quarterly increase of 12,1% compared with the third quarter of 2003. This quarterly increase was mainly due to annual bonuses, overtime payments, leave payments and salary increases.

The gross earnings paid to employees in the *electricity, gas and water supply industry* for the fourth quarter of 2003 reflected an annual increase of 3,7%, compared with fourth quarter of 2002 and a quarterly increase of 16,4% compared with the third quarter of 2003. This quarterly increase was mainly due to annual bonuses and leave payments.

The gross earnings paid to employees in the *construction industry* for the fourth quarter of 2003 reflected an annual decrease of -7,0%, compared with the fourth quarter of 2002 and a quarterly increase of 12,8% compared with the third quarter of 2003. This quarterly increase was mainly due to annual bonuses, overtime payments, leave payments, salary increases, and commission paid.

The 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* for the fourth quarter of 2003 reflected an annual decrease of 12,8% compared with the fourth quarter of 2002 and a quarterly increase of 12,7% compared with the third quarter of 2003. This quarterly increase was mainly due to annual bonuses, overtime payments, leave payments, profit share bonuses, performance bonuses and salary increases.

The gross earnings paid to employees in the *transport, storage and communication industry* for the fourth quarter of 2003 reflected an annual increase of 3,0%, compared with the fourth quarter of 2002 and a quarterly increase of 10,4% compared with the third quarter of 2003. This quarterly increase was mainly due to annual bonuses, overtime payments, leave payments, commission paid and salary increases.

The gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* for the fourth quarter of 2003 reflected an annual increase of 2,4% compared with the fourth quarter of 2002 and a quarterly increase of 2,1% compared with the third quarter of 2003. This quarterly increase was mainly due to annual bonuses, overtime payments, leave payments, commission paid, performance bonuses and salary increases.

The gross earnings paid to employees in the *community, social and personal services industry* for the fourth quarter of 2003 reflected an annual increase of 10,7%, compared with the fourth quarter of 2002 and a quarterly increase of 6,4% compared with the third quarter of 2003. This quarterly increase was mainly due to annual bonuses, overtime payments, accumulative leave payments, late claims paid, commission paid and salary increases.

Comparability of results with other Stats SA employment data sources

Table A: Comparison between the Survey of Employment and Earnings (SEE) and the Labour Force Survey (LFS): September 2003

Industry	Number of employees: SEE September 2003	Number of employees: LFS September 2003	Difference in number of employees between SEE and LFS	Percentage difference between SEE and LFS %
Mining and quarrying	428 000	500 000	72 000	16,8
Manufacturing	1 242 000	1 432 000	190 000	15,3
Electricity, gas and water supply	43 000	84 000	41 000	95,3
Construction	288 000	360 000	72 000	25,0
Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 276 000	1 532 000	256 000	20,1
Transport, storage and communication	205 000	438 000	233 000	113,7
Financial intermediation insurance, real estate and business services	1 127 000	1 000 000	-127 000	-11,3
Community, social and personal services	1 759 000	2 082 000	323 000	18,4
Total	6 368 000	7 428 000	1 060 000	16,6

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

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

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

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

a. Sample size

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

b. Sample frame

The sample for SEE is designed and drawn from the new re-engineered Business Sampling Frame (BSF) consisting of businesses registered and paying VAT. Businesses registered but not paying VAT are, at this stage, omitted from the BSF. The LFS is drawn from the master sample updated through the Population Census and includes all businesses whether registered for VAT or not.

c. Survey scope

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

d. Survey period

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

e. Collection method

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

f. Classification

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

g. Agriculture, hunting, forestry and fishing industry

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

h. Mining and quarrying industry

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

i. Manufacturing industry

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

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

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

k. Transport, storage and communication industry

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

l. Community, social and personal services industry

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

Additional information**Technical notes****1) Confidence intervals**

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

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

Lower limit

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

and

Upper limit

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

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

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

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

Quarter	June 2003				September 2003			
Industry	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	419 942	419 942	419 942	**	427 715	427 715	427 715	**
Manufacturing	1 195 134	1 237 015	1 278 896	1,7	1 196 148	1 241 509	1 286 869	1,9
Electricity, gas and water supply	40 318	42 565	44 812	2,7	40 192	42 758	45 324	3,1
Construction	248 331	295 597	342 863	8,2	247 951	288 412	328 873	7,2
Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 133 102	1 263 937	1 394 771	5,3	1 151 572	1 276 160	1 400 748	5,0
Transport, storage and communication	189 402	206 111	222 821	4,1	188 310	205 154	221 999	4,2
Financial intermediation, insurance, real estate and business services	1 016 805	1 131 230	1 245 654	5,2	1 006 066	1 127 334	1 248 602	5,5
Community, social and personal services	1 672 679	1 739 255	1 805 831	2,0	1 689 695	1 758 775	1 827 855	2,0

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

Table C: Estimates of number of employees by industry within 95% confidence limits in September 2003 and December 2003

Quarter	September 2003				December 2003			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	427 715	427 715	427 715	**	438 174	438 174	438 174	**
Manufacturing	1 196 148	1 241 509	1 286 869	1,9	1 204 300	1 253 125	1 301 950	2,0
Electricity, gas and water supply	40 192	42 758	45 324	3,1	40 452	43 391	46 330	3,5
Construction	247 951	288 412	328 873	7,2	244 098	289 024	333 950	7,9
Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 151 572	1 276 160	1 400 748	5,0	1 167 804	1 285 197	1 402 590	4,7
Transport, storage and communication	188 310	205 154	221 999	4,2	188 170	205 278	222 386	4,3
Financial intermediation, insurance, real estate and business services	1 006 066	1 127 334	1 248 602	5,5	1 041 778	1 155 145	1 268 512	5,0
Community, social and personal services	1 689 695	1 758 775	1 827 855	2,0	1 695 495	1 761 620	1 827 746	1,9

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

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

Quarter	June 2003				September 2003			
Industry	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	7 421 891	7 421 891	7 421 891	**	7 857 675	7 857 675	7 857 675	**
Manufacturing	20 312 926	20 916 343	21 519 760	1,5	21 276 835	21 925 750	22 574 666	1,5
Electricity, gas and water supply	1 888 254	1 924 356	1 960 459	1,0	1 492 01	1 527 289	1 562 487	1,2
Construction	2 677 991	2 999 376	3 320 762	5,5	2 728 450	3 026 290	3 324 130	5,0
Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	14 068 923	16 845 468	19 622 012	8,4	14 291 686	17 108 173	19 924 659	8,4
Transport, storage and communication	4 986 547	5 225 487	5 464 426	2,3	4 544 402	4 793 126	5 041 849	2,6
Financial intermediation, insurance, real estate and business services	26 048 758	28 477 194	30 905 631	4,4	26 695 698	29 253 422	31 811 146	4,5
Community, social and personal services	37 779 591	38 265 974	38 752 357	0,6	38 986 214	39 482 370	39 978 526	0,6

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

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

Quarter	September 2003				December 2003			
Industry	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	7 857 675	7 857 675	7 857 675	**	8 128 395	8 128 395	8 128 395	**
Manufacturing	21 276 835	21 925 750	22 574 666	1,5	23 809 504	24 573 850	25 338 197	1,6
Electricity, gas and water supply	1 492 01	1 527 289	1 562 487	1,2	1 732 335	1 778 091	1 823 848	1,3
Construction	2 728 450	3 026 290	3 324 130	5,0	3 099 785	3 414 363	3 728 941	4,7
Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	14 291 686	17 108 173	19 924 659	8,4	16 093 173	19 285 111	22 477 049	8,4
Transport, storage and communication	4 544 402	4 793 126	5 041 849	2,6	4 988 945	5 291 093	5 593 241	2,9
Financial intermediation, insurance, real estate and business services	26 695 698	29 253 422	31 811 146	4,5	28 023 751	29 888 768	31 753 784	3,2
Community, social and personal services	38 986 214	39 482 370	39 978 526	0,6	41 498 806	42 015 141	42 531 475	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; 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. STAT 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 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: <ul style="list-style-type: none"> • <i>Bulletin of Statistics.</i> • <i>Labour Force Survey.</i> • <i>SA Statistics.</i> 																								
Pre-release policy	11. Stats SA's pre-release policy may be inspected at its website, www.statssa.gov.za .																								
Abbreviations and symbols	<table border="0"> <tr> <td>BSF</td> <td>Business Sampling Frame</td> </tr> <tr> <td>GDP</td> <td>Gross Domestic Product</td> </tr> <tr> <td>ISIC</td> <td>International Standard Industrial Classification of all Economic Activities</td> </tr> <tr> <td>LFS</td> <td>Labour Force Survey</td> </tr> <tr> <td>RSE</td> <td>Relative Standard Error</td> </tr> <tr> <td>SE</td> <td>Standard Error</td> </tr> <tr> <td>SEE</td> <td>Survey of Employment and Earnings</td> </tr> <tr> <td>SIC</td> <td>Standard Industrial Classification of all Economic Activities</td> </tr> <tr> <td>SNA</td> <td>System of National Accounts</td> </tr> <tr> <td>Stats SA</td> <td>Statistics South Africa</td> </tr> <tr> <td>VAT</td> <td>Value Added Tax</td> </tr> <tr> <td>*</td> <td>Revised figures</td> </tr> </table>	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	SNA	System of National Accounts	Stats SA	Statistics South Africa	VAT	Value Added Tax	*	Revised figures
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Glossary

Casual employees	Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employees'. Such employees are typically daily or hourly. Employers can dispense with their services at a very short notice, usually not exceeding a period of one week. Casual employees are not entitled to benefits such as paid leave and medical aid contributions paid by employers.
Enterprises	Enterprises are legal units, or a combination of legal units that includes and directly controls all functions necessary to carry out its production activities.
Formal sector	The formal sector includes all businesses that are registered in any way.
Full-time employees	Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours 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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