



**Statistics  
South Africa**

Preferred supplier of quality statistics



# Statistical release

## P0277

### Quarterly employment statistics (QES) December 2007

**Embargoed until:  
27 March 2008  
13:00**

**Enquiries:**

Mr Sagaren Pillay  
(012) 310 4619

**Forthcoming issue:**

March 2008

**Expected release date**

24 June 2008

Statistics South Africa • Mbalo-mbalo dza Afrika Tshipembe • Tihlayo-tiko ta Afrika-Dzonga • Dipalopalo tsa Aforika Borwa • Ezezibalo zaseNingizimu Afrika  
Dipalopalo tša Afrika Borwa • Dipalopalo tsa Afrika Borwa • Ubalo lwaseMzantsi Afrika • Telubalo eNingizimu Afrika • iNanimbalo leSewula Afrika • Statistiek Suid-Afrika

<b>Contents</b>	<b>Page</b>
<b>Part A - Key estimates of number of employees and their earnings</b> .....	3
Table A – Number of employees as at the end of September 2007 and December 2007, and gross earnings for the quarters ended September 2007 and December 2007. ....	3
<b>Part B - Key estimates of average monthly earnings</b> .....	4
Table B – Average monthly earnings paid to employees in the formal non-agricultural business sector.....	4
<b>Part 1 - Estimation of number of employees and their earnings</b> .....	7
Table 1 – Total (all formal non-agricultural industries).....	7
1.1 Number of employees .....	7
1.2 Gross earnings.....	7
Table 2 – Mining and quarrying industry .....	8
2.1 Number of employees .....	8
2.2 Gross earnings.....	8
Table 3 – Manufacturing industry .....	9
3.1 Number of employees .....	9
3.2 Gross earnings.....	9
Table 4 – Electricity, gas and water supply industry.....	10
4.1 Number of employees .....	10
4.2 Gross earnings.....	10
Table 5 – Construction industry .....	11
5.1 Number of employees .....	11
5.2 Gross earnings.....	11
Table 6 – Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry.....	12
6.1 Number of employees .....	12
6.2 Gross earnings.....	12
Table 7 – Transport, storage and communication industry .....	13
7.1 Number of employees .....	13
7.2 Gross earnings.....	13
Table 8 – Financial intermediation, insurance, real estate and business services industry.....	14
8.1 Number of employees .....	14
8.2 Gross earnings.....	14
Table 9 – Community, social and personal services industry .....	15
9.1 Number of employees .....	15
9.2 Gross earnings.....	15
<b>Part 2 - Estimation of average monthly earnings</b> .....	16
Table 1 – Average monthly earnings at current prices, by industry.....	16
1.1 Total (All formal non-agricultural industries) .....	16
1.2 Mining and quarrying industry** .....	16
1.3 Manufacturing industry .....	17

1.4	Electricity, gas and water supply industry.....	17
1.5	Construction industry.....	18
1.6	Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry.....	18
1.7	Transport, storage and communication industry.....	19
1.8	Financial intermediation, insurance, real estate and business services industry.....	19
1.9	Community, social and personal services industry.....	20
Table 2 – Average monthly earnings at constant 2000 prices, by industry.....		21
2.1	Total (All formal non-agricultural industries).....	21
2.2	Mining and quarrying industry**.....	21
2.3	Manufacturing industry.....	22
2.4	Electricity, gas and water supply industry.....	22
2.5	Construction industry.....	23
2.6	Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry.....	23
2.7	Transport, storage and communication industry.....	24
2.8	Financial intermediation, insurance, real estate and business services industry.....	24
2.9	Community, social and personal services industry.....	25
<b>Additional information</b> .....		26
Technical notes.....		26
Table C - Estimates of number of employees by industry within 95% confidence limits.....		27
Table D - Estimates of gross earnings (R' 000) by industry within 95% confidence limits.....		28
Table E - Estimates of average monthly earnings, including bonuses and overtime payments, at current prices, by industry within 95% confidence limits.....		29
Table F - Estimates of average monthly earnings, excluding bonuses and overtime payments, at current prices, by industry within 95% confidence limits.....		30
<b>Explanatory notes</b> .....		31
<b>Glossary</b> .....		34
<b>General information</b> .....		37

**Part A - Key estimates of number of employees and their earnings**

**Table A – Number of employees as at the end of September 2007 and December 2007, and gross earnings for the quarters ended September 2007 and December 2007.**

Main estimates	Quarter ended December 2006	Quarter ended September 2007*	Quarter ended December 2007	Percentage change between the quarters ended September 2007 and December 2007	Percentage change between the quarters ended December 2006 and December 2007
Number of employees (000)	8 222	8 343	8 408	0,8	2,3
Gross earnings (R' 000)	220 239 000	219 881 000	241 031 000	9,6	9,4

\*Revised estimates

**Key findings for the quarter ended December 2007**

**Employment in the formal non-agricultural business sector increased between the quarters ended September 2007 and December 2007.**

The December 2007 Quarterly Employment Statistics (QES) survey showed that the number of people employed in the formal non-agricultural business sector of the South African economy increased by about 65 000 persons (or +0,8%) from September 2007 (an estimated 8 343 000 employees) to December 2007 (an estimated 8 408 000 employees).

**Gross earnings paid to employees in the formal non-agricultural business sector increased between the quarters ended September 2007 and December 2007.**

According to the December 2007 Quarterly Employment Statistics (QES) survey gross earnings paid to employees during the quarter ended December 2007 (October 2007 to December 2007) amounted to R241 031 million. This represents a quarterly increase of R21 150 million (or +9,6%) compared with the quarter ended September 2007 (July 2007 to September 2007).

**Employment in the formal non-agricultural business sector increased between the quarters ended December 2006 and December 2007.**

According to the December 2007 Quarterly Employment Statistics (QES) survey an estimated 8 408 000 people were employed in the formal non-agricultural business sector of the South African economy. This reflected an annual increase of about 186 000 employees (or +2,3%) compared with December 2006 (an estimated 8 222 000 employees).

**Gross earnings paid to employees in the formal non-agricultural business sector increased between the quarters ended December 2006 and December 2007.**

The gross earnings paid to employees during the quarter ended December 2007 (October 2007 to December 2007) amounted to R241 031 million. This reflects an annual increase of R20 792 million (or +9,4%) compared with December 2006 (October 2006 to December 2006).

**Part B - Key estimates of average monthly earnings**

**Table B – Average monthly earnings paid to employees in the formal non-agricultural business sector**

<b>Average monthly earnings</b>	<b>November 2006 (Rand)</b>	<b>August 2007* (Rand)</b>	<b>November 2007 (Rand)</b>	<b>Percentage change between August 2007 and November 2007</b>	<b>Percentage change between November 2006 and November 2007</b>
Including bonuses and overtime payments	7 924	8 409	8 724	3,7	10,1

\*Revised estimates

**Key findings regarding average monthly earnings including bonuses and overtime payments**

**Average monthly earnings, including bonuses and overtime payments, paid to employees in the formal non-agricultural business sector increased between August 2007 and November 2007.**

The December 2007 Quarterly Employment Statistics (QES) survey reflected a quarterly increase of 3,7% in average monthly earnings paid to employees in the formal non-agricultural business sector between August 2007 (an estimated R8 409) and November 2007 (an estimated R8 724).

**Average monthly earnings, including bonuses and overtime payments, paid to employees in the formal non-agricultural business sector increased between November 2006 and November 2007.**

The December 2007 Quarterly Employment Statistics (QES) survey reflected an annual increase of 10,1% in average monthly earnings paid to employees in the formal non-agricultural business sector between November 2006 (an estimated R7 924) and November 2007 (an estimated R8 724).

**PJ Lehohla  
Statistician-General**

## Quarterly changes in the level of employment at December 2007

The *mining and quarrying industry* reported an annual increase of 30 000 employees (or +6,3%) at December 2007 compared with December 2006. There was no change between the December 2007 and September 2007 quarters.

**See explanatory notes: p.32 paragraph 5.**

The *manufacturing industry* reported an annual decrease of 22 000 employees (or -1,7%) at December 2007 compared with December 2006.

There was a quarterly decrease of 7 000 employees (or -0,5%) at December 2007 compared with September 2007. This is mainly due to the decreases in employment in the manufacturing of transport equipment; casting of metals; and manufacturing not elsewhere classified.

The *electricity, gas and water supply industry* reported an annual increase of 3 000 employees (or +5,7%) at December 2007 compared with December 2006.

There was a quarterly increase of 1 000 employees (or +1,8%) at December 2007 compared with September 2007.

The *construction industry* reported an annual increase of 13 000 employees (or +2,8%) at December 2007 compared with December 2006.

There was a quarterly decrease of 4 000 employees (or -0,8%) at December 2007 compared with September 2007. This is mainly due to decreases in employment in building of complete construction and parts thereof; and building completion.

The *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reported an annual increase of 41 000 employees (or +2,4%) at December 2007 compared with December 2006.

There was a quarterly increase of 39 000 employees (or +2,2%) at December 2007 compared with September 2007. This is mainly due to increases in employment in wholesale and commission trade, except for motor vehicles and motor cycles; and retail trade except for motor vehicles and motor cycles, repair of personal and household goods.

The *transport, storage and communication industry* reported an annual decrease of 7 000 employees (or -1,9%) at December 2007 compared with December 2006.

There was a quarterly decrease of 1 000 employees (or -0,3%) at December 2007 compared with September 2007. This is mainly due to decreases in employment in land transport; air transport; and post and telecommunication.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 74 000 employees (or +4,1%) at December 2007 compared with December 2006.

There was a quarterly increase of 22 000 employees (or +1,2%) at December 2007 compared with September 2007. This is mainly due to increases in employment in financial intermediation, except insurance and pension fund; renting of machinery and equipment without operator and of personal and household goods; and business activities not elsewhere classified.

The *community, social and personal services industry* reported an annual increase of 55 000 employees (or +2,7%) at December 2007 compared with December 2006.

There was a quarterly increase of 16 000 employees (or +0,8%) at December 2007 compared with September 2007. This is mainly due to increases in employment in local government; provincial government; other community, social and personal service activities.

## Gross earnings paid to employees for the quarter ended December 2007

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R1 829 million (or +17,4%) for the quarter ended December 2007 compared with the quarter ended December 2006.

There was a quarterly increase of R549 million (or +4,7%) for the quarter ended December 2007 compared with the quarter ended September 2007.

**See explanatory notes: p.32 paragraph 5.**

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R1 868 million (or +5,6%) for the quarter ended December 2007 compared with the quarter ended December 2006.

There was a quarterly increase of R4 718 million (or +15,3%) for the quarter ended December 2007 compared with the quarter ended September 2007.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R543 million (or +20,1%) for the quarter ended December 2007 compared with the quarter ended December 2006.

There was a quarterly increase of R110 million (or +3,5%) for the quarter ended December 2007 compared with the quarter ended September 2007.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R1 579 million (or +20,0%) for the quarter ended December 2007 compared with the quarter ended December 2006.

There was a quarterly increase of R1 605 million (or +20,4%) for the quarter ended December 2007 compared with the quarter ended September 2007.

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 247 million (or +10,2%) for the quarter ended December 2007 compared with the quarter ended December 2006.

There was a quarterly increase of R4 007 million (or +12,9%) for the quarter ended December 2007 compared with the quarter ended September 2007.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R1 011 million (or +7,6%) for the quarter ended December 2007 compared with the quarter ended December 2006.

There was a quarterly increase of R1 694 million (or +13,5%) for the quarter ended December 2007 compared with the quarter ended September 2007.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R2 422 million (or +4,0%) for the quarter ended December 2007 compared with the quarter ended December 2006.

There was a quarterly increase of R3 798 million (or +6,5%) for the quarter ended December 2007 compared with the quarter ended September 2007.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R8 295 million (or +13,7%) for the quarter ended December 2007 compared with the quarter ended December 2006.

There was a quarterly increase of R4 670 million (or +7,3%) for the quarter ended December 2007 compared with the quarter ended September 2007.

**Part 1 - Estimation of number of employees and their earnings**

**Table 1 – Total (all formal non-agricultural industries)**

**1.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	8 059 000	-	-	-	-
Sep	8 124 000	65 000	0,8	-	-
Dec	8 222 000	98 000	1,2	-	-
2007 Mar	8 244 000	22 000	0,3	-	-
Jun	8 288 000	44 000	0,5	229 000	2,8
Sep*	8 343 000	55 000	0,7	219 000	2,7
Dec	8 408 000	65 000	0,8	186 000	2,3

\*Revised estimates

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	190 850 000	-	-	-	-
Sep	199 761 000	8 911 000	4,7	-	-
Dec	220 239 000	20 478 000	10,3	-	-
2007 Mar	205 192 000	-15 047 000	-6,8	-	-
Jun	210 918 000	5 726 000	2,8	20 068 000	10,5
Sep*	219 881 000	8 963 000	4,2	20 120 000	10,1
Dec	241 031 000	21 150 000	9,6	20 792 000	9,4

\*Revised estimates



**Table 2 – Mining and quarrying industry**

See explanatory notes: p.32 paragraph 5.

**2.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	459 000	-	-	-	-
Sep	463 000	4 000	0,9	-	-
Dec	475 000	12 000	2,6	-	-
2007 Mar	484 000	9 000	1,9	-	-
Jun	497 000	13 000	2,7	38 000	8,3
Sep*	505 000	8 000	1,6	42 000	9,1
Dec	505 000	0	0,0	30 000	6,3

\*Revised estimates

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	9 497 000	-	-	-	-
Sep	10 049 000	552 000	5,8	-	-
Dec	10 505 000	456 000	4,5	-	-
2007 Mar	10 515 000	10 000	0,1	-	-
Jun	10 977 000	462 000	4,4	1 480 000	15,6
Sep*	11 785 000	808 000	7,4	1 736 000	17,3
Dec	12 334 000	549 000	4,7	1 829 000	17,4

\*Revised estimates

**Table 3 – Manufacturing industry**

**3.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	1 331 000	-	-	-	-
Sep	1 334 000	3 000	0,2	-	-
Dec	1 333 000	-1 000	-0,1	-	-
2007 Mar	1 322 000	-11 000	-0,8	-	-
Jun	1 323 000	1 000	0,1	-8 000	-0,6
Sep*	1 318 000	-5 000	-0,4	-16 000	-1,2
Dec	1 311 000	-7 000	-0,5	-22 000	-1,7

\*Revised estimates

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	27 914 000	-	-	-	-
Sep	28 897 000	983 000	3,5	-	-
Dec	33 635 000	4 738 000	16,4	-	-
2007 Mar	28 988 000	-4 647 000	-13,8	-	-
Jun	29 555 000	567 000	2,0	1 641 000	5,9
Sep*	30 785 000	1 230 000	4,2	1 888 000	6,5
Dec	35 503 000	4 718 000	15,3	1 868 000	5,6

\*Revised estimates

**Table 4 – Electricity, gas and water supply industry**

**4.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006	Jun	52 000	-	-	-
	Sep	51 000	-1 000	-1,9	-
	Dec	53 000	2 000	3,9	-
2007	Mar	54 000	1 000	1,9	-
	Jun	54 000	0	0,0	2 000
	Sep	55 000	1 000	1,9	4 000
	Dec	56 000	1 000	1,8	3 000

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006	Jun	2 097 000	-	-	-
	Sep	2 775 000	678 000	32,3	-
	Dec	2 698 000	-77 000	-2,8	-
2007	Mar	2 454 000	-244 000	-9,0	-
	Jun	2 400 000	-54 000	-2,2	303 000
	Sep*	3 131 000	731 000	30,5	356 000
	Dec	3 241 000	110 000	3,5	543 000

\*Revised estimates

**Table 5 – Construction industry**

**5.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	456 000	-	-	-	-
Sep	459 000	3 000	0,7	-	-
Dec	458 000	-1 000	-0,2	-	-
2007 Mar	470 000	12 000	2,6	-	-
Jun	473 000	3 000	0,6	17 000	3,7
Sep	475 000	2 000	0,4	16 000	3,5
Dec	471 000	-4 000	-0,8	13 000	2,8

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	6 743 000	-	-	-	-
Sep	6 893 000	150 000	2,2	-	-
Dec	7 896 000	1 003 000	14,6	-	-
2007 Mar	7 341 000	-555 000	-7,0	-	-
Jun	7 671 000	330 000	4,5	928 000	13,8
Sep*	7 870 000	199 000	2,6	977 000	14,2
Dec	9 475 000	1 605 000	20,4	1 579 000	20,0

\*Revised estimates

**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	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	1 664 000	-	-	-	-
Sep	1 673 000	9 000	0,5	-	-
Dec	1 739 000	66 000	3,9	-	-
2007 Mar	1 706 000	-33 000	-1,9	-	-
Jun	1 730 000	24 000	1,4	66 000	4,0
Sep*	1 741 000	11 000	0,6	68 000	4,1
Dec	1 780 000	39 000	2,2	41 000	2,4

\*Revised estimates

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	27 465 000	-	-	-	-
Sep	28 006 000	541 000	2,0	-	-
Dec	31 722 000	3 716 000	13,3	-	-
2007 Mar	29 234 000	-2 488 000	-7,8	-	-
Jun	30 318 000	1 084 000	3,7	2 853 000	10,4
Sep*	30 962 000	644 000	2,1	2 956 000	10,6
Dec	34 969 000	4 007 000	12,9	3 247 000	10,2

\*Revised estimates

**Table 7 – Transport, storage and communication industry**

**7.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	352 000	-	-	-	-
Sep	360 000	8 000	2,3	-	-
Dec	364 000	4 000	1,1	-	-
2007 Mar	361 000	-3 000	-0,8	-	-
Jun	359 000	-2 000	-0,6	7 000	2,0
Sep	358 000	-1 000	-0,3	-2 000	-0,6
Dec	357 000	-1 000	-0,3	-7 000	-1,9

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	11 431 000	-	-	-	-
Sep	12 323 000	892 000	7,8	-	-
Dec	13 226 000	903 000	7,3	-	-
2007 Mar	11 957 000	-1 269 000	-9,6	-	-
Jun	13 169 000	1 212 000	10,1	1 738 000	15,2
Sep*	12 543 000	-626 000	-4,8	220 000	1,8
Dec	14 237 000	1 694 000	13,5	1 011 000	7,6

\*Revised estimates

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

**8.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	1 745 000	-	-	-	-
Sep	1 773 000	28 000	1,6	-	-
Dec	1 799 000	26 000	1,5	-	-
2007 Mar	1 819 000	20 000	1,1	-	-
Jun	1 825 000	6 000	0,3	80 000	4,6
Sep*	1 851 000	26 000	1,4	78 000	4,4
Dec	1 873 000	22 000	1,2	74 000	4,1

\*Revised estimates

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	50 879 000	-	-	-	-
Sep	52 779 000	1 900 000	3,7	-	-
Dec	59 860 000	7 081 000	13,4	-	-
2007 Mar	56 280 000	-3 580 000	-6,0	-	-
Jun	56 796 000	516 000	0,9	5 917 000	11,6
Sep*	58 484 000	1 688 000	3,0	5 705 000	10,8
Dec	62 282 000	3 798 000	6,5	2 422 000	4,0

\*Revised estimates

**Table 9 – Community, social and personal services industry**

**9.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	2 001 000	-	-	-	-
Sep	2 010 000	9 000	0,4	-	-
Dec	2 001 000	-9 000	-0,4	-	-
2007 Mar	2 027 000	26 000	1,3	-	-
Jun	2 028 000	1 000	0,0	27 000	1,3
Sep*	2 040 000	12 000	0,6	30 000	1,5
Dec	2 056 000	16 000	0,8	55 000	2,7

\*Revised estimates

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	54 825 000	-	-	-	-
Sep	58 040 000	3 215 000	5,9	-	-
Dec	60 696 000	2 656 000	4,6	-	-
2007 Mar	58 423 000	-2 273 000	-3,7	-	-
Jun	60 032 000	1 609 000	2,8	5 207 000	9,5
Sep*	64 321 000	4 289 000	7,1	6 281 000	10,8
Dec	68 991 000	4 670 000	7,3	8 295 000	13,7

\*Revised estimates



**Part 2 - Estimation of average monthly earnings**

**Table 1 – Average monthly earnings at current prices, by industry**

**1.1 Total (All formal non-agricultural industries)**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	7 531	-	-
Aug	7 889	4,8	-
Nov	7 924	0,4	-
2007 Feb	7 870	-0,7	-
May	8 093	2,8	7,5
Aug*	8 409	3,9	6,6
Nov	8 724	3,7	10,1

\*Revised estimates

**1.2 Mining and quarrying industry\*\***

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	6 853	-	-
Aug	7 339	7,1	-
Nov	7 487	2,0	-
2007 Feb	7 376	-1,5	-
May	7 313	-0,9	6,7
Aug*	7 688	5,1	4,8
Nov	8 016	4,3	7,1

\*Revised estimates

\*\*Data obtained from the Minerals Bureau, Department of Minerals and Energy (see explanatory notes: paragraph 5). At this stage the Department of Minerals and Energy is unable to provide data items with regard to bonuses and overtime payments separately.

**1.3 Manufacturing industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	6 820	-	-	6 373	-	-
Aug	7 079	3,8	-	6 596	3,5	-
Nov	7 161	1,2	-	6 611	0,2	-
2007 Feb	7 029	-1,8	-	6 487	-1,9	-
May	7 232	2,9	6,0	6 701	3,3	5,1
Aug*	7 641	5,7	7,9	7 104	6,0	7,7
Nov	7 935	3,8	10,8	7 269	2,3	10,0

\*Revised estimates

**1.4 Electricity, gas and water supply industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	13 371	-	-	12 355	-	-
Aug	14 210	6,3	-	13 267	7,4	-
Nov	14 399	1,3	-	13 442	1,3	-
2007 Feb	15 081	4,7	-	14 175	5,5	-
May	14 703	-2,5	10,0	13 595	-4,1	10,0
Aug*	15 446	5,1	8,7	14 464	6,4	9,0
Nov	16 677	8,0	15,8	15 486	7,1	15,2

\*Revised estimates

**1.5 Construction industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	4 853	-	-	4 614	-	-
Aug	4 977	2,6	-	4 724	2,4	-
Nov	5 126	3,0	-	4 811	1,8	-
2007 Feb	5 208	1,6	-	4 958	3,1	-
May	5 278	1,3	8,8	4 998	0,8	8,3
Aug*	5 497	4,1	10,4	5 186	3,8	9,8
Nov	5 828	6,0	13,7	5 481	5,7	13,9

\*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	5 265	-	-	5 098	-	-
Aug	5 431	3,2	-	5 244	2,9	-
Nov	5 466	0,6	-	5 205	-0,7	-
2007 Feb	5 456	-0,2	-	5 225	0,4	-
May	5 571	2,1	5,8	5 357	2,5	5,1
Aug*	5 698	2,3	4,9	5 489	2,5	4,7
Nov	5 849	2,7	7,0	5 643	2,8	8,4

\*Revised estimates

**1.7 Transport, storage and communication industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	10 517	-	-	9 661	-	-
Aug	10 571	0,5	-	9 729	0,7	-
Nov	10 709	1,3	-	9 763	0,3	-
2007 Feb	10 790	0,8	-	9 978	2,2	-
May	11 325	5,0	7,7	10 343	3,7	7,1
Aug*	11 164	-1,4	5,6	10 187	-1,5	4,7
Nov	11 604	3,9	8,4	10 529	3,4	7,8

\*Revised estimates

**1.8 Financial intermediation, insurance, real estate and business services industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	8 917	-	-	8 585	-	-
Aug	9 567	7,3	-	9 104	6,0	-
Nov	9 407	-1,7	-	9 065	-0,4	-
2007 Feb	9 318	-0,9	-	9 054	-0,1	-
May	9 726	4,4	9,1	9 388	3,7	9,4
Aug*	9 905	1,8	3,5	9 589	2,1	5,3
Nov	10 154	2,5	7,9	9 849	2,7	8,6

\*Revised estimates

**1.9 Community, social and personal services industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	8 780	-	-	8 534	-	-
Aug	9 128	4,0	-	8 890	4,2	-
Nov	9 295	1,8	-	9 038	1,7	-
2007 Feb	9 195	-1,1	-	8 968	-0,8	-
May	9 450	2,8	7,6	9 154	2,1	7,3
Aug*	10 071	6,6	10,3	9 821	7,3	10,5
Nov	10 537	4,6	13,4	10 179	3,6	12,6

\*Revised estimates

**Table 2 – Average monthly earnings at constant 2000 prices, by industry**

**2.1 Total (All formal non-agricultural industries)**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	5 679	-	-
Aug	5 801	2,1	-
Nov	5 805	0,1	-
2007 Feb	5 703	-1,8	-
May	5 707	0,1	0,5
Aug*	5 795	1,5	-0,1
Nov	5 895	1,7	1,6

\*Revised estimates

**2.2 Mining and quarrying industry\*\***

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	5 168	-	-
Aug	5 396	4,4	-
Nov	5 485	1,6	-
2007 Feb	5 345	-2,6	-
May	5 157	-3,5	-0,2
Aug*	5 298	2,7	-1,8
Nov	5 416	2,2	-1,3

\*Revised estimates

\*\*Data obtained from the Minerals Bureau, Department of Minerals and Energy (see explanatory notes: paragraph 5). At this stage the Department of Minerals and Energy is unable to provide data items with regard to bonuses and overtime payments separately.

**2.3 Manufacturing industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	5 143	-	-	4 806	-	-
Aug	5 205	1,2	-	4 850	0,9	-
Nov	5 246	0,8	-	4 843	-0,1	-
2007 Feb	5 093	-2,9	-	4 701	-2,9	-
May	5 100	0,1	-0,8	4 726	0,5	-1,7
Aug*	5 266	3,3	1,2	4 896	3,6	0,9
Nov	5 361	1,8	2,2	4 911	0,3	1,4

\*Revised estimates

**2.4 Electricity, gas and water supply industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	10 084	-	-	9 317	-	-
Aug	10 449	3,6	-	9 755	4,7	-
Nov	10 549	1,0	-	9 848	1,0	-
2007 Feb	10 928	3,6	-	10 272	4,3	-
May	10 369	-5,1	2,8	9 587	-6,7	2,9
Aug*	10 645	2,7	1,9	9 968	4,0	2,2
Nov	11 268	5,9	6,8	10 464	5,0	6,3

\*Revised estimates

**2.5 Construction industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	3 660	-	-	3 480	-	-
Aug	3 660	0,0	-	3 474	-0,2	-
Nov	3 755	2,6	-	3 525	1,5	-
2007 Feb	3 774	0,5	-	3 593	1,9	-
May	3 722	-1,4	1,7	3 525	-1,9	1,3
Aug*	3 788	1,8	3,5	3 574	1,4	2,9
Nov	3 938	4,0	4,9	3 703	3,6	5,0

\*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	3 971	-	-	3 845	-	-
Aug	3 993	0,6	-	3 856	0,3	-
Nov	4 004	0,3	-	3 813	-1,1	-
2007 Feb	3 954	-1,2	-	3 786	-0,7	-
May	3 929	-0,6	-1,1	3 778	-0,2	-1,7
Aug*	3 927	-0,1	-1,7	3 783	0,1	-1,9
Nov	3 952	0,6	-1,3	3 813	0,8	0,0

\*Revised estimates



**2.7 Transport, storage and communication industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	7 931	-	-	7 286	-	-
Aug	7 773	-2,0	-	7 154	-1,8	-
Nov	7 845	0,9	-	7 152	0,0	-
2007 Feb	7 819	-0,3	-	7 230	1,1	-
May	7 987	2,1	0,7	7 294	0,9	0,1
Aug*	7 694	-3,7	-1,0	7 021	-3,7	-1,9
Nov	7 841	1,9	-0,1	7 114	1,3	-0,5

\*Revised estimates

**2.8 Financial intermediation, insurance, real estate and business services industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	6 725	-	-	6 474	-	-
Aug	7 035	4,6	-	6 694	3,4	-
Nov	6 892	-2,0	-	6 641	-0,8	-
2007 Feb	6 752	-2,0	-	6 561	-1,2	-
May	6 859	1,6	2,0	6 621	0,9	2,3
Aug*	6 826	-0,5	-3,0	6 609	-0,2	-1,3
Nov	6 861	0,5	-0,4	6 655	0,7	0,2

\*Revised estimates

**2.9 Community, social and personal services industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	6 621	-	-	6 436	-	-
Aug	6 712	1,4	-	6 537	1,6	-
Nov	6 810	1,5	-	6 621	1,3	-
2007 Feb	6 663	-2,2	-	6 499	-1,8	-
May	6 664	0,0	0,6	6 456	-0,7	0,3
Aug*	6 941	4,2	3,4	6 768	4,8	3,5
Nov	7 120	2,6	4,6	6 878	1,6	3,9

\*Revised estimates

## 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 C - Estimates of number of employees by industry within 95% confidence limits**

Industry	Quarter ended September 2007*				Quarter ended December 2007			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	505 213	505 213	505 213	0,0	504 929	504 929	504 929	0,0
Manufacturing	1 283 719	1 317 528	1 351 337	1,3	1 278 183	1 311 081	1 343 980	1,3
Electricity, gas and water supply	50 661	54 619	58 578	3,7	51 961	55 877	59 794	3,6
Construction	434 918	474 619	514 319	4,3	432 745	471 302	509 858	4,2
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 655 419	1 741 254	1 827 089	2,5	1 689 188	1 779 578	1 869 967	2,6
Transport, storage and communication	333 017	358 462	383 907	3,6	333 503	356 803	380 103	3,3
Financial intermediation, insurance, real estate and business services	1 756 467	1 851 264	1 946 060	2,6	1 775 395	1 872 846	1 970 296	2,7
Community, social and personal services	2 013 655	2 039 565	2 065 475	0,6	2 029 843	2 055 500	2 081 156	0,6
<b>Total</b>	<b>8 202 875</b>	<b>8 342 524</b>	<b>8 482 173</b>	<b>0,9</b>	<b>8 264 874</b>	<b>8 407 915</b>	<b>8 550 957</b>	<b>0,9</b>

\*Revised estimates

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

**Table D - Estimates of gross earnings (R' 000) by industry within 95% confidence limits**

Industry	Quarter ended September 2007*				Quarter ended December 2007			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	11 785 260	11 785 260	11 785 260	0,0	12 333 687	12 333 687	12 333 687	0,0
Manufacturing	29 691 384	30 785 009	31 878 634	1,8	34 119 851	35 502 931	36 886 010	2,0
Electricity, gas and water supply	3 037 768	3 131 091	3 224 415	1,5	3 146 725	3 240 774	3 334 824	1,5
Construction	7 290 617	7 870 046	8 449 475	3,8	8 676 864	9 474 780	10 272 695	4,3
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	29 300 130	30 961 641	32 623 152	2,7	32 976 089	34 969 049	36 962 010	2,9
Transport, storage and communication	12 029 866	12 542 820	13 055 773	2,1	13 764 304	14 237 047	14 709 791	1,7
Financial intermediation, insurance, real estate and business services	53 292 907	58 484 314	63 675 722	4,5	56 518 290	62 281 852	68 045 414	4,7
Community, social and personal services	63 312 858	64 320 807	65 328 755	0,8	67 974 592	68 990 792	70 006 992	0,8
<b>Total</b>	<b>214 375 582</b>	<b>219 880 988</b>	<b>225 386 393</b>	<b>1,3</b>	<b>234 879 719</b>	<b>241 030 912</b>	<b>247 182 105</b>	<b>1,3</b>

\*Revised estimates

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

**Table E - Estimates of average monthly earnings, including bonuses and overtime payments, at current prices, by industry within 95% confidence limits**

Industry	August 2007*				November 2007			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	7 688	7 688	7 688	0,0	8 016	8 016	8 016	0,0
Manufacturing	7 296	7 641	7 986	2,3	7 575	7 935	8 295	2,4
Electricity, gas and water supply	14 239	15 446	16 653	4,0	15 375	16 677	17 979	4,0
Construction	4 905	5 497	6 089	5,5	5 142	5 828	6 514	6,1
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	5 284	5 698	6 112	3,7	5 415	5 849	6 283	3,8
Transport, storage and communication	10 360	11 164	11 968	3,7	10 746	11 604	12 462	3,8
Financial intermediation, insurance, real estate and business services	8 893	9 905	10 917	5,2	9 073	10 154	11 235	5,5
Community, social and personal services	9 870	10 071	10 272	1,0	10 330	10 537	10 744	1,0
<b>Total</b>	<b>8 160</b>	<b>8 409</b>	<b>8 658</b>	<b>1,5</b>	<b>8 457</b>	<b>8 724</b>	<b>8 991</b>	<b>1,6</b>

\*Revised estimates

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

**Table F - Estimates of average monthly earnings, excluding bonuses and overtime payments, at current prices, by industry within 95% confidence limits**

Industry	August 2007*				November 2007			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	6 772	7 104	7 436	2,4	6 928	7 269	7 610	2,4
Electricity, gas and water supply	13 321	14 464	15 607	4,0	14 264	15 486	16 708	4,0
Construction	4 629	5 186	5 743	5,5	4 823	5 481	6 139	6,1
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	5 088	5 489	5 890	3,7	5 221	5 643	6 065	3,8
Transport, storage and communication	9 446	10 187	10 928	3,7	9 740	10 529	11 318	3,8
Financial intermediation, insurance, real estate and business services	8 594	9 589	10 584	5,3	8 784	9 849	10 914	5,5
Community, social and personal services	9 623	9 821	10 019	1,0	9 975	10 179	10 383	1,0

\*Revised estimates.

\*\*Data obtained from the Minerals Bureau, Department of Minerals and Energy (see explanatory notes: paragraph 5). At this stage the Department of Minerals and Energy is unable to provide data items with regard to bonuses and overtime payments separately.

## Explanatory notes

### Introduction

This publication contains results of the quarterly employment statistics survey 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; gross earnings paid; bonuses paid; overtime payments; and severance, termination and redundancy payments paid to employees for each month of the reference quarter.

Part 1 deals with the estimation of the number of employees and their earnings.

Part 2 deals with the estimation of average monthly earnings.

### 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. **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.

### Purpose of the survey

4. The Quarterly Employment Statistics (QES) survey is a quarterly survey covering a sample of approximately 22 006 private and public enterprises in the formal non-agricultural business sector of the South African economy. The information received is used to estimate employment and gross earnings that are used as inputs to the Gross Domestic Product (GDP) and to estimate key economic statistics on average monthly earnings that are mainly used for monitoring economic indicators of the South African economy.



- Mining**                    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. Users must take note that gross earnings estimates based on the 2006 frame exclude severance, termination and redundancy payments paid during the reference quarter.
- Notes on estimates**    6. Average monthly earnings statistics represent average gross (before tax) earnings of employees and do not relate to the earnings of the 'average' person. Estimates of average monthly earnings are derived by dividing estimates of monthly total earnings by estimates of number of employees. Changes in the average may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force. There are several aspects which can contribute to compositional changes, including variations over time in the proportions of full-time, part-time and casual employees.
- 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.
- 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.
- Effects of rounding**        9. Estimates of average monthly earnings are rounded to the nearest rand.  
                                      10. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates.  
                                      The sum of the rounded industry estimates do not necessarily add to the total.
- Revised figures**            11. Figures for the quarters published in this release are preliminary and may be revised in subsequent publications.
- Related publications**    12. 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**        13. Stats SA's pre-release policy may be inspected at its website, [www.statssa.gov.za](http://www.statssa.gov.za).
- Response rate**              14. The percentage response for the September 2007 quarter was 89,4%

**Abbreviations and symbols**

BSF	Business Sampling Frame
DME	Department of Minerals and Energy
GDP	Gross Domestic Product
IBR	Integrated Business Register
ILO	International Labour Organisation
IT	Income Tax
LFS	Labour Force Survey
QES	Quarterly Employment Statistics
RSE	Relative Standard Error
SARS	South African Revenue Services
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
-	Not available

## Glossary

<b>Annual percentage change</b>	An annual percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given period compared with the employment, the gross earnings or the average monthly earnings of the corresponding period of the previous year expressed as a percentage.
<b>Average monthly earnings at constant 2000 prices</b>	Average monthly earnings at constant 2000 prices measure average monthly earnings after the direct effects of inflation have been eliminated. The deflator used to devalue the current average earnings is the consumer price index (2000=100).
<b>Average monthly earnings at current prices</b>	Average monthly earnings at current prices are calculated by dividing the total gross earnings, excluding severance, termination and redundancy payments, for the reference month by the number of employees as at the end of the reference month.
<b>Casual employees</b>	Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employee'. Such employees are typically working 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. Casual employees can be part-time or full time.
<b>Enterprises</b>	Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their 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 excludes the self-employed and working proprietors. (Refer to notes on number of employees below.)
<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 reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc., but excludes earnings of sole proprietors or partners of unincorporated businesses; commission where a retainer, wage or salary was not paid; payments to subcontractors and consultants who are not part of the enterprise; performance and others bonuses; overtime payments; and severance, termination and redundancy payments. Gross earnings in part 1 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 <i>System of National Accounts (SNA)</i> and is in line with that in the <i>Standard Industrial Classification of all Economic Activities (SIC)</i> , Fifth Edition, and Report No. 09-09-02 of January 1993.
<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, in addition to a retainer, salary or wage; piece rates; or payments in kind) for any part of the reference period. This excludes independent contractors and consultants; working proprietors; sole and joint owners; and employees paid on a commission basis where a retainer, salary or wage was not paid. The number of employees refers to the number of people employed at the end of the reference period.
<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 payments</b>	Overtime payments refer 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.
<b>Part-time employees</b>	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 excludes the self-employed at work or with an enterprise but temporarily not at work.
<b>Performance and other bonuses</b>	<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. Performance and other bonuses exclude reimbursements for expenses incurred whilst conducting employer's business; severance, termination and redundancy payments.</p>
<b>Permanent employees</b>	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 excludes the self-employed at work.

---

<b>Quarterly percentage change</b>	A quarterly percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given quarter/month compared with the employment, the gross earnings or the average monthly earnings of the previous quarter/month expressed as a percentage.
<b>Reference quarter/month/period</b>	Reference quarter/period in part 1 of this publication refers to the three months up to the end of March, June, September or December. Reference month/period in part 2 of this publication refers to the months of February, May, August or November.
<b>Severance, termination and redundancy payments</b>	Severance, termination and redundancy payments include payments of accumulated leave made to employees who finished work during the reference period as well as payments intended to compensate for loss of employment.
<b>Temporary employees</b>	Temporary employees are employees appointed on a short-term contract basis for periods normally not exceeding one year. Such contracts would typically stipulate a termination date, but could be renewed by mutual agreement between the employer and the employee. This excludes the self-employed with an enterprise but temporarily not at work.

## General information

Stats SA publishes approximately 300 different releases each year. It is not economically viable to produce them in more than one of South Africa's eleven official languages. Since the releases are used extensively, locally and also by international economic and social- scientific communities, Stats SA releases are published in English only.

Stats SA has copyright on this publication. Users may apply the information as they wish, provided that they acknowledge Stats SA as the source of the basic data wherever they process, apply, utilise, publish or distribute the data; and also that they specify that the relevant application and analysis (where applicable), result from their own processing of the data.

### Stats SA products

A complete set of Stats SA publications is available at the Stats SA Library and the following public libraries:

National Library of South Africa, Pretoria Division  
National Library of South Africa, Cape Town Division  
Natal Society Library, Pietermaritzburg  
Library of Parliament, Cape Town  
Bloemfontein Public Library  
Johannesburg Public Library  
Eastern Cape Library Services, King William's Town  
Central Regional Library, Polokwane  
Central Reference Library, Nelspruit  
Central Reference Collection, Kimberley  
Central Reference Library, Mmabatho

Stats SA also provides a subscription service

### Electronic services

A large range of data is available via on-line services, diskette, and CD and computer printouts. For more details about our electronic data services, contact (012) 310 8600 /8390 /8351 /4892 /8496 /8095.

You can visit us on the Internet at: [www.statssa.gov.za](http://www.statssa.gov.za)

## Enquiries

**Telephone number:** (012) 310 8095 /8390 /8351 /8600 /8496 /4892 (user information services)  
(012) 310 8555 /2153 /8278 (survey areas)  
(012) 310 4619 (technical enquiries)  
(012) 310 8161 (orders)  
(012) 310 4883 /4885 / 8018 (library)

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

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

**Postal address:** Private Bag X44, Pretoria, 0001

*Produced by Statistics South Africa*