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

Table A – Number of employees as at the end of September 2008 and December 2008, and gross earnings for the quarters ended September 2008 and December 2008.

Main estimates	Quarter ended December 2007	Quarter ended September 2008*	Quarter ended December 2008	Percentage change between the quarters ended September 2008 and December 2008	Percentage change between the quarters ended December 2007 and December 2008
Number of employees (000)	8 410	8 490	8 513	0,3	1,2
Gross earnings (R' 000)	241 569 000	253 964 000	273 341 000	7,6	13,2

*Revised estimates

Key findings for the quarter ended December 2008

The quarter-on-quarter growth rate in employment in the formal non-agricultural business sector was 0,3% in the fourth quarter of 2008, down from 0,8% in the fourth quarter of 2007.

The December 2008 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 23 000 persons (or +0,3%) from September 2008 (an estimated 8 490 000 employees) to December 2008 (an estimated 8 513 000 employees).

Gross earnings paid to employees in the formal non-agricultural business sector increased between the quarters ended September 2008 and December 2008.

The gross earnings paid to employees during the quarter ended December 2008 (October 2008 to December 2008) amounted to R273 341 million. This reflects a quarterly increase of R19 377 million (or +7,6%) compared with the quarter ended September 2008 (July 2008 to September 2008).

The year-on-year growth rate in employment in the formal non-agricultural business sector was 1,2% in the fourth quarter of 2008, down from 1,8% in the third quarter of 2008.

The December 2008 Quarterly Employment Statistics (QES) survey shows that an estimated 8 513 000 people were employed in the formal non-agricultural business sector of the South African economy. This reflected an annual increase of about 103 000 employees (or +1,2%) compared with December 2007 (an estimated 8 410 000 employees).

The decline in the growth rate from 1,8% year-on-year in the third quarter of 2008 to 1,2% year-on-year in the fourth quarter of 2008 was the sixth consecutive decline in the annual growth rate (Table 1.1).

Gross earnings paid to employees in the formal non-agricultural business sector increased between the quarters ended December 2007 and December 2008.

The gross earnings paid to employees during the quarter ended December 2008 (October 2008 to December 2008) amounted to R273 341 million. This reflects an annual increase of R31 772 million (or +13,2%) compared with the quarter ended December 2007 (October 2007 to December 2007).

Part B - Key estimates of average monthly earnings

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

Average monthly earnings paid to employees in the formal non-agricultural business sector	November 2007 (Rand)	August 2008 (Rand)*	November 2008 (Rand)	Percentage change between August 2008 and November 2008	Percentage change between November 2007 and November 2008
Including bonuses and overtime payments	8 752	9 520	9 509	-0,1	8,6

*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 decreased between August 2008 and November 2008.

The December 2008 Quarterly Employment Statistics (QES) survey reflected a quarterly decrease of 0,1% in average monthly earnings paid to employees in the formal non-agricultural business sector between August 2008 (an estimated R9 520) and November 2008 (an estimated R9 509).

Average monthly earnings, including bonuses and overtime payments, paid to employees in the formal non-agricultural business sector increased between November 2007 and November 2008.

The December 2008 Quarterly Employment Statistics (QES) survey reflected an annual increase of 8,6% in average monthly earnings paid to employees in the formal non-agricultural business sector between November 2007 (an estimated R8 752) and November 2008 (an estimated R9 509).

**PJ Lehohla
Statistician-General**

Level of employees as at December 2008 Quarter

The *mining and quarrying industry* reported an annual increase of 15 000 employees (or +3,0%) at December 2008 compared with December 2007.

There was a quarterly decrease of 11 000 employees (or -2,1%) at December 2008 compared with September 2008.

See explanatory notes: p.32 paragraph 5.

The *manufacturing industry* reported an annual decrease of 35 000 employees (or -2,7%) at December 2008 compared with December 2007.

There was a quarterly decrease of 20 000 employees (or -1,5%) at December 2008 compared with September 2008. This is mainly due to the decreases in employment in the manufacture of wearing apparel, except fur apparel; manufacture of other non-metallic mineral products; manufacture of other food products; and manufacture of other chemical products.

The *electricity, gas and water supply industry* reported an annual increase of 3 000 employees (or +5,4%) at December 2008 compared with December 2007.

There was no change between the December 2008 and September 2008 quarters.

The *construction industry* reported an annual increase of 5 000 employees (or +1,1%) at December 2008 compared with December 2007.

There was a quarterly increase of 4 000 employees (or +0,9%) at December 2008 compared with September 2008. This is mainly due to increases in employment in building completion; building of complete construction; and site preparations.

The *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reported an annual decrease of 33 000 employees (or -1,9%) at December 2008 compared with December 2007.

There was a quarterly increase of 32 000 employees (or +1,9%) at December 2008 compared with September 2008. This is mainly due to increases in employment in retail trade except of motor vehicles and motor cycles; wholesale and commission trade, except of motor vehicles and motor cycles; and hotels and restaurants.

The *transport, storage and communication industry* reported an annual increase of 6 000 employees (or +1,7%) at December 2008 compared with December 2007.

There was no change between the December 2008 and September 2008 quarters.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 44 000 employees (or +2,4%) at December 2008 compared with December 2007.

There was a quarterly decrease of 8 000 employees (or -0,4%) at December 2008 compared with September 2008. This is mainly due to decreases in employment in financial intermediation, except insurance and pension fund; real estate activities; advertising; and architectural, engineering activities and other technical activities.

The *community, social and personal services industry* reported an annual increase of 97 000 employees (or +4,7%) at December 2008 compared with December 2007.

There was a quarterly increase of 26 000 employees (or +1,2%) at December 2008 compared with September 2008. This is mainly due to increases in employment in provincial government; other government institutions; local government; and recreational, cultural and sporting activities.

Gross earnings paid to employees for the quarter ended December 2008

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R2 992 million (or +22,2%) for the quarter ended December 2008 compared with the quarter ended December 2007.

There was a quarterly increase of R826 million (or +5,3%) for the quarter ended December 2008 compared with the quarter ended September 2008.

See explanatory notes: p.32 paragraph 5.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R2 645 million (or +7,5%) for the quarter ended December 2008 compared with the quarter ended December 2007.

There was a quarterly increase of R4 110 million (or +12,1%) for the quarter ended December 2008 compared with the quarter ended September 2008.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R803 million (or +24,8%) for the quarter ended December 2008 compared with the quarter ended December 2007.

There was a quarterly increase of R486 million (or +13,7%) for the quarter ended December 2008 compared with the quarter ended September 2008.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R1 401 million (or +14,9%) for the quarter ended December 2008 compared with the quarter ended December 2007.

There was a quarterly increase of R1 028 million (or +10,5%) for the quarter ended December 2008 compared with the quarter ended September 2008.

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 101 million (or +8,7%) for the quarter ended December 2008 compared with the quarter ended December 2007.

There was a quarterly increase of R3 559 million (or +10,1%) for the quarter ended December 2008 compared with the quarter ended September 2008.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R1 338 million (or +9,5%) for the quarter ended December 2008 compared with the quarter ended December 2007.

There was a quarterly increase of R1 208 million (or +8,5%) for the quarter ended December 2008 compared with the quarter ended September 2008.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R7 386 million (or +11,9%) for the quarter ended December 2008 compared with the quarter ended December 2007.

There was a quarterly increase of R3 809 million (or +5,8%) for the quarter ended December 2008 compared with the quarter ended September 2008.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R11 003 million (or +15,9%) for the quarter ended December 2008 compared with the quarter ended December 2007.

There was a quarterly increase of R4 351 million (or +5,7%) for the quarter ended December 2008 compared with the quarter ended September 2008.

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	8 410 000	67 000	0,8	188 000	2,3
2008 Mar	8 417 000	7 000	0,1	173 000	2,1
Jun	8 457 000	40 000	0,5	169 000	2,0
Sep*	8 490 000	33 000	0,4	147 000	1,8
Dec	8 513 000	23 000	0,3	103 000	1,2

*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	241 569 000	21 688 000	9,9	21 330 000	9,7
2008 Mar	235 349 000	-6 220 000	-2,6	30 157 000	14,7
Jun	244 021 000	8 672 000	3,7	33 103 000	15,7
Sep*	253 964 000	9 943 000	4,1	34 083 000	15,5
Dec	273 341 000	19 377 000	7,6	31 772 000	13,2

*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	Quarter	Annual
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	506 000	1 000	0,2	31 000	6,5
2008	Mar	508 000	2 000	0,4	24 000	5,0
	Jun	520 000	12 000	2,4	23 000	4,6
	Sep*	532 000	12 000	2,3	27 000	5,3
	Dec	521 000	-11 000	-2,1	15 000	3,0

*Revised estimates

2.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Old series				Revised series				
			Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarter		Annual			Quarter			
2007	Mar	10 515 000	10 000	0,1	-	-	11 506 000	-	-	-	-
	Jun	10 977 000	462 000	4,4	1 480 000	15,6	11 995 000	489 000	4,2	-	-
	Sep	11 785 000	808 000	7,4	1 736 000	17,3	12 871 000	876 000	7,3	-	-
	Dec	12 354 000	569 000	4,8	1 849 000	17,6	13 456 000	585 000	4,5	-	-
2008	Mar	-	-	-	-	-	13 554 000	98 000	0,7	2 048 000	17,8
	Jun	-	-	-	-	-	14 602 000	1 048 000	7,7	2 607 000	21,7
	Sep*	-	-	-	-	-	15 622 000	1 020 000	7,0	2 751 000	21,4
	Dec	-	-	-	-	-	16 448 000	826 000	5,3	2 992 000	22,2

*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	1 315 000	-3 000	-0,2	-18 000	-1,4
2008 Mar	1 312 000	-3 000	-0,2	-10 000	-0,8
Jun	1 307 000	-5 000	-0,4	-16 000	-1,2
Sep*	1 300 000	-7 000	-0,5	-18 000	-1,4
Dec	1 280 000	-20 000	-1,5	-35 000	-2,7

*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	35 433 000	4 648 000	15,1	1 798 000	5,3
2008 Mar	32 118 000	-3 315 000	-9,4	3 130 000	10,8
Jun	32 726 000	608 000	1,9	3 171 000	10,7
Sep*	33 968 000	1 242 000	3,8	3 183 000	10,3
Dec	38 078 000	4 110 000	12,1	2 645 000	7,5

*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	3,8
Sep	55 000	1 000	1,9	4 000	7,8
Dec	56 000	1 000	1,8	3 000	5,7
2008 Mar	58 000	2 000	3,6	4 000	7,4
Jun	59 000	1 000	1,7	5 000	9,3
Sep	59 000	0	0,0	4 000	7,3
Dec	59 000	0	0,0	3 000	5,4

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	14,4
Sep	3 131 000	731 000	30,5	356 000	12,8
Dec	3 241 000	110 000	3,5	543 000	20,1
2008 Mar	2 780 000	-461 000	-14,2	326 000	13,3
Jun	2 921 000	141 000	5,1	521 000	21,7
Sep*	3 558 000	637 000	21,8	427 000	13,6
Dec	4 044 000	486 000	13,7	803 000	24,8

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	466 000	-9 000	-1,9	8 000	1,7
2008 Mar	468 000	2 000	0,4	-2 000	-0,4
Jun	474 000	6 000	1,3	1 000	0,2
Sep*	467 000	-7 000	-1,5	-8 000	-1,7
Dec	471 000	4 000	0,9	5 000	1,1

*Revised estimates

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	9 389 000	1 519 000	19,3	1 493 000	18,9
2008 Mar	8 317 000	-1 072 000	-11,4	976 000	13,3
Jun	9 154 000	837 000	10,1	1 483 000	19,3
Sep*	9 762 000	608 000	6,6	1 892 000	24,0
Dec	10 790 000	1 028 000	10,5	1 401 000	14,9

*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	1 774 000	33 000	1,9	35 000	2,0
2008 Mar	1 739 000	-35 000	-2,0	33 000	1,9
Jun	1 726 000	-13 000	-0,7	-4 000	-0,2
Sep*	1 709 000	-17 000	-1,0	-32 000	-1,8
Dec	1 741 000	32 000	1,9	-33 000	-1,9

*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	35 752 000	4 790 000	15,5	4 030 000	12,7
2008 Mar	33 845 000	-1 907 000	-5,3	4 611 000	15,8
Jun	34 765 000	920 000	2,7	3 644 000	12,3
Sep*	35 294 000	529 000	1,5	4 332 000	14,0
Dec	38 853 000	3 559 000	10,1	3 101 000	8,7

*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	360 000	2 000	0,6	-4 000	-1,1
2008 Mar	364 000	4 000	1,1	3 000	0,8
Jun	364 000	0	0,0	5 000	1,4
Sep*	366 000	2 000	0,5	8 000	2,2
Dec	366 000	0	0,0	6 000	1,7

*Revised estimates

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	14 064 000	1 521 000	12,1	838 000	6,3
2008 Mar	13 303 000	-761 000	-5,4	1 346 000	11,3
Jun	15 329 000	2 026 000	15,2	2 160 000	16,4
Sep*	14 194 000	-1 135 000	-7,4	1 651 000	13,2
Dec	15 402 000	1 208 000	8,5	1 338 000	9,5

*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	1 872 000	21 000	1,1	73 000	4,1
2008 Mar	1 883 000	11 000	0,6	64 000	3,5
Jun	1 907 000	24 000	1,3	82 000	4,5
Sep*	1 924 000	17 000	0,9	73 000	3,9
Dec	1 916 000	-8 000	-0,4	44 000	2,4

*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	62 225 000	3 741 000	6,4	2 365 000	4,0
2008 Mar	64 277 000	2 052 000	3,3	7 997 000	14,2
Jun	63 106 000	-1 171 000	-1,8	6 310 000	11,1
Sep*	65 802 000	2 696 000	4,3	7 318 000	12,5
Dec	69 611 000	3 809 000	5,8	7 386 000	11,9

*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	2 062 000	22 000	1,1	61 000	3,0
2008 Mar	2 085 000	23 000	1,1	58 000	2,9
Jun	2 100 000	15 000	0,7	72 000	3,6
Sep*	2 133 000	33 000	1,6	93 000	4,6
Dec	2 159 000	26 000	1,2	97 000	4,7

*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	69 112 000	4 791 000	7,4	8 416 000	13,9
2008 Mar	67 156 000	-1 956 000	-2,8	8 733 000	14,9
Jun	71 418 000	4 262 000	6,3	11 386 000	12,3
Sep*	75 764 000	4 346 000	6,1	11 443 000	17,8
Dec	80 115 000	4 351 000	5,7	11 003 000	15,9

*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	8 752	4,1	10,4
2008 Feb	8 750	0,0	11,2
May	9 142	4,5	13,0
Aug*	9 520	4,1	13,2
Nov	9 509	-0,1	8,6

*Revised estimates

1.2 Mining and quarrying industry**

Year and month	Old series			Revised series		
	Including bonuses and overtime			Including 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	6 853	-	-	-	-	-
Aug	7 339	7,1	-	-	-	-
Nov	7 487	2,0	-	-	-	-
2007 Feb	7 376	-1,5	-	8 071	-	-
May	7 313	-0,9	6,7	8 002	-0,9	-
Aug	7 688	5,1	4,8	8 392	4,9	-
Nov	8 032	4,5	7,3	8 748	4,2	-
2008 Feb	-	-	-	9 028	3,2	11,9
May	-	-	-	9 319	3,2	16,5
Aug*	-	-	-	9 979	7,1	18,9
Nov	-	-	-	10 450	4,7	19,5

*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	7 920	3,7	10,6	7 258	2,2	9,8
2008 Feb	7 863	-0,7	11,9	7 277	0,3	12,2
May	8 022	2,0	10,9	7 443	2,3	11,1
Aug*	8 365	4,3	9,5	7 780	4,5	9,5
Nov	8 702	4,0	9,9	8 067	3,7	11,1

*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	16 682	8,0	15,9	15 490	7,1	15,2
2008 Feb	15 889	-4,8	5,4	14 848	-4,1	4,7
May	16 396	3,2	11,5	15 397	3,7	13,3
Aug	17 619	7,5	14,1	16 558	7,5	14,5
Nov	19 795	12,4	18,7	18 549	12,0	19,7

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	5 910	7,5	15,3	5 549	7,0	15,3
2008 Feb	5 978	1,2	14,8	5 640	1,6	13,8
May	6 471	8,2	22,6	5 872	4,1	17,5
Aug*	6 356	-1,8	15,6	5 935	1,1	14,4
Nov	6 393	0,6	8,2	5 963	0,5	7,5

*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	5 982	5,0	9,4	5 767	5,1	10,8
2008 Feb	6 132	2,5	12,4	5 915	2,6	13,2
May	6 386	4,1	14,6	6 134	3,7	14,5
Aug*	6 624	3,7	16,3	6 325	3,1	15,2
Nov	6 520	-1,6	9,0	6 269	-0,9	8,7

*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	11 404	2,1	6,5	10 353	1,6	6,0
2008 Feb	11 606	1,8	7,6	10 626	2,6	6,5
May	11 891	2,5	5,0	10 818	1,8	4,6
Aug*	12 011	1,0	7,6	11 030	2,0	8,3
Nov	12 672	5,5	11,1	11 562	4,8	11,7

*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	10 179	2,8	8,2	9 855	2,8	8,7
2008 Feb	10 082	-1,0	8,2	9 808	-0,5	8,3
May	10 262	1,8	5,5	9 973	1,7	6,2
Aug*	10 846	5,7	9,5	10 276	3,0	7,2
Nov	10 481	-3,4	3,0	10 144	-1,3	2,9

*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	10 522	4,5	13,2	10 166	3,5	12,5
2008 Feb	10 189	-3,2	10,8	9 921	-2,4	10,6
May	10 982	7,8	16,2	10 684	7,7	16,7
Aug*	11 313	3,0	12,3	10 990	2,9	11,9
Nov	11 126	-1,7	5,7	10 799	-1,7	6,2

*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	5 914	2,1	1,9
2008 Feb	5 776	-2,3	1,3
May	5 771	-0,1	1,1
Aug*	5 770	0,0	-0,4
Nov	5 749	-0,4	-2,8

*Revised estimates

2.2 Mining and quarrying industry**

Year and month	Old series			Revised series		
	Including bonuses and overtime			Including 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	5 168	-	-	-	-	-
Aug	5 396	4,4	-	-	-	-
Nov	5 485	1,6	-	-	-	-
2007 Feb	5 345	-2,6	-	5 849	-	-
May	5 157	-3,5	-0,2	5 643	-	-
Aug	5 298	2,7	-1,8	5 783	-	-
Nov	5 427	2,4	-1,1	5 911	-	-
2008 Feb	-	-	-	5 959	0,8	1,9
May	-	-	-	5 883	-1,3	4,3
Aug*	-	-	-	6 048	2,8	4,6
Nov	-	-	-	6 318	4,5	6,9

*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	5 351	1,6	2,0	4 904	0,2	1,3
2008 Feb	5 190	-3,0	1,9	4 803	-2,1	2,2
May	5 064	-2,4	-0,7	4 699	-2,2	-0,6
Aug*	5 070	0,1	-3,7	4 715	0,3	-3,7
Nov	5 261	3,8	-1,7	4 877	3,4	-0,6

*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	11 272	5,9	6,9	10 466	5,0	6,3
2008 Feb	10 488	-7,0	-4,0	9 801	-6,4	-4,6
May	10 351	-1,3	-0,2	9 720	-0,8	1,4
Aug	10 678	3,2	0,3	10 035	3,2	0,7
Nov	11 968	12,1	6,2	11 215	11,8	7,2

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	3 993	5,4	6,3	3 749	4,9	6,4
2008 Feb	3 946	-1,2	4,6	3 723	-0,7	3,6
May	4 085	3,5	9,8	3 707	-0,4	5,2
Aug*	3 852	-5,7	1,7	3 597	-3,0	0,6
Nov	3 865	0,3	-3,2	3 605	0,2	-3,8

*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	4 042	2,9	0,9	3 897	3,0	2,2
2008 Feb	4 048	0,1	2,4	3 904	0,2	3,1
May	4 032	-0,4	2,6	3 872	-0,8	2,5
Aug*	4 015	-0,4	2,2	3 833	-1,0	1,3
Nov	3 942	-1,8	-2,5	3 790	-1,1	-2,7

*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	7 705	0,1	-1,8	6 995	-0,4	-2,2
2008 Feb	7 661	-0,6	-2,0	7 014	0,3	-3,0
May	7 507	-2,0	-6,0	6 830	-2,6	-6,4
Aug*	7 279	-3,0	-5,4	6 685	-2,1	-4,8
Nov	7 661	5,2	-0,6	6 990	4,6	-0,1

*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	6 878	0,8	-0,2	6 659	0,8	0,3
2008 Feb	6 655	-3,2	-1,4	6 474	-2,8	-1,3
May	6 479	-2,6	-5,5	6 296	-2,7	-4,9
Aug*	6 573	1,5	-3,7	6 228	-1,1	-5,8
Nov	6 337	-3,6	-7,9	6 133	-1,5	-7,9

*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	7 109	2,4	4,4	6 869	1,5	3,7
2008 Feb	6 725	-5,4	0,9	6 549	-4,7	0,8
May	6 933	3,1	4,0	6 745	3,0	4,5
Aug*	6 856	-1,1	-1,2	6 661	-1,2	-1,6
Nov	6 727	-1,9	-5,4	6 529	-2,0	-4,9

*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 2008*				Quarter ended December 2008			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	531 593	531 593	531 593	0,0	520 672	520 672	520 672	0,0
Manufacturing	1 258 100	1 299 847	1 341 594	1,6	1 238 250	1 279 615	1 320 979	1,6
Electricity, gas and water supply	52 197	58 790	65 382	5,7	52 814	58 828	64 843	5,2
Construction	431 315	466 732	502 149	3,9	433 912	471 350	508 787	4,1
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 617 976	1 708 904	1 799 831	2,7	1 648 258	1 741 146	1 834 034	2,7
Transport, storage and communication	341 114	365 703	390 292	3,4	341 227	365 713	390 199	3,4
Financial intermediation, insurance, real estate and business services	1 815 318	1 923 946	2 032 574	2,9	1 805 717	1 916 462	2 027 207	2,9
Community, social and personal services	2 099 660	2 132 802	2 165 943	0,8	2 125 195	2 158 950	2 192 706	0,8
Total	8 335 123	8 488 317	8 641 509	0,9	8 357 227	8 512 736	8 668 244	0,9

*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 2008*				Quarter ended December 2008			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	15 621 554	15 621 554	15 621 554	0,0	16 447 760	16 447 760	16 447 760	0,0
Manufacturing	33 046 545	33 968 414	34 890 282	1,4	37 014 061	38 078 385	39 142 710	1,4
Electricity, gas and water supply	3 482 950	3 558 199	3 633 448	1,1	3 960 887	4 043 663	4 126 440	1,0
Construction	8 995 764	9 761 588	10 527 413	4,0	9 973 237	10 790 242	11 607 247	3,9
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	32 577 850	35 294 008	38 010 166	3,9	35 652 708	38 852 702	42 052 697	4,2
Transport, storage and communication	13 490 174	14 193 796	14 897 417	2,5	14 876 360	15 402 429	15 928 498	1,7
Financial intermediation, insurance, real estate and business services	60 041 646	65 801 941	71 562 237	4,5	62 352 131	69 610 603	76 869 074	5,3
Community, social and personal services	74 584 870	75 764 474	76 944 077	0,8	78 768 873	80 115 313	81 461 752	0,9
Total	247 637 732	253 963 972	260 290 213	1,3	265 608 928	273 341 097	281 073 266	1,4

*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 2008*				November 2008			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	9 979	9 979	9 979	0,0	10 450	10 450	10 450	0,0
Manufacturing	8 032	8 365	8 698	2,0	8 350	8 702	9 054	2,1
Electricity, gas and water supply	15 659	17 619	19 579	5,7	17 719	19 795	21 871	5,4
Construction	5 673	6 356	7 039	5,5	5 693	6 393	7 093	5,6
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	6 027	6 624	7 221	4,6	5 903	6 520	7 137	4,8
Transport, storage and communication	11 114	12 011	12 908	3,8	11 732	12 672	13 612	3,8
Financial intermediation, insurance, real estate and business services	9 735	10 846	11 957	5,2	9 300	10 481	11 662	5,7
Community, social and personal services	11 058	11 313	11 568	1,2	10 877	11 126	11 375	1,1
Total	9 232	9 520	9 808	1,5	9 208	9 509	9 810	1,6

*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.

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

Industry	August 2008*				November 2008			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	7 471	7 780	8 089	2,0	7 740	8 067	8 394	2,1
Electricity, gas and water supply	14 717	16 558	18 399	5,7	16 599	18 549	20 499	5,4
Construction	5 289	5 935	6 581	5,6	5 301	5 963	6 625	5,7
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	5 768	6 325	6 882	4,5	5 688	6 269	6 850	4,7
Transport, storage and communication	10 186	11 030	11 874	3,9	10 693	11 562	12 431	3,8
Financial intermediation, insurance, real estate and business services	9 188	10 276	11 364	5,4	8 991	10 144	11 297	5,8
Community, social and personal services	10 748	10 990	11 232	1,1	10 554	10 799	11 044	1,2

*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.

Earnings for the mining and quarrying industry for the calendar 2007 reflect an increase of 26,1% relative to 2006. Of this total increase, approximately 9,2% was due to improved data collection and methodology, and thus there was a 16,9% increase attributable to a real growth in earnings, as a result of both increased employment and higher wages.

The revision resulted from the fact that several mining companies had failed to provide information on sub-contractor earnings to the DME until December 2006. As from January 2007 the DME has attempted to obtain this data, or has made estimates based on sector averages where contractor earnings still remained temporarily unavailable.

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. 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

10. Figures for the quarters published in this release are preliminary and may be revised in subsequent publications.

Related publications 11. 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 12. Stats SA's pre-release policy may be inspected at its website, www.statssa.gov.za.

Response rate The percentage response for the December 2008 quarter was 88,1%

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
-	Not available

Glossary

Annual percentage change	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.
Average monthly earnings at constant 2000 prices	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).
Average monthly earnings at current prices	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.
Casual employees	Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employee'. Such employees are typically 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.
Enterprises	Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their 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 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.)
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 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).

Industries	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.
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, 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.
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 payments	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.
Part-time employees	Part-time employees are those permanent, temporary or casual employees who are not full-time employees as defined above or who normally work less than 40 hours per week. This excludes 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. Performance and other bonuses exclude reimbursements for expenses incurred whilst conducting employer's business; severance, termination and redundancy payments.</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 excludes the self-employed at work.

Quarterly percentage change	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.
Reference quarter/month/period	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.
Severance, termination and redundancy payments	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.
Temporary employees	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.

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