

# Statistical release

## P0277

# Quarterly Employment Statistics (QES) December 2010

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User information Services  
Tel:(012) 310 8600/4892/8390

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

**Table A – Number of employees at the end of September 2010 and December 2010, and gross earnings for the quarters ended September 2010 and December 2010**

Main estimates	Quarter ended December 2009	Quarter ended September 2010*	Quarter ended December 2010	Percentage change between the quarters ended September 2010 and December 2010	Percentage change between the quarters ended December 2009 and December 2010
Number of employees (000)	8 163	8 155	8 256	1,2	1,1
Gross earnings (R' 000)	303 361 000	305 209 000	337 846 000	10,7	11,4

\*Revised estimates

### Key findings for the quarter ended December 2010

**Employment in the formal non-agricultural sector increased between the quarters ended September 2010 and December 2010.**

The December 2010 Quarterly Employment Statistics (QES) survey shows that the number of people employed in the formal non-agricultural sector of the South African economy increased by about 101 000 persons (+1,2%) from September 2010 (an estimated 8 155 000 employees) to December 2010 (an estimated 8 256 000 employees).

**Gross earnings paid to employees in the formal non-agricultural sector increased between the quarters ended September 2010 and December 2010.**

The gross earnings paid to employees during the quarter ended December 2010 (October 2010 to December 2010) amounted to R337 846 million. This reflects a quarterly increase of R32 637 million (+10,7%) compared with the quarter ended September 2010 (July 2010 to September 2010).

**Employment in the formal non-agricultural sector increased between the quarters ended December 2009 and December 2010.**

The December 2010 Quarterly Employment Statistics (QES) survey shows that an estimated 8 256 000 people were employed in the formal non-agricultural sector of the South African economy. This reflects an annual increase of about 93 000 employees (+1,1%) compared with December 2009 (an estimated 8 163 000 employees).

**Gross earnings paid to employees in the formal non-agricultural sector increased between the quarters ended December 2009 and December 2010.**

The gross earnings paid to employees during the quarter ended December 2010 (October 2010 to December 2010) amounted to R337 846 million. This reflects an annual increase of R34 485 million (+11,4%) compared with the quarter ended December 2009 (October 2009 to December 2009).

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

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

<b>Average monthly earnings</b>	<b>November 2009 (Rand)</b>	<b>August 2010 (Rand)*</b>	<b>November 2010 (Rand)</b>	<b>Percentage change between August 2010 and November 2010</b>	<b>Percentage change between November 2009 and November 2010</b>
Including bonuses and overtime payments	11 020	11 808	12 272	3,9	11,4

\*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 sector increased between August 2010 and November 2010.**

The December 2010 Quarterly Employment Statistics (QES) survey reflected a quarterly increase of 3,9% in average monthly earnings paid to employees in the formal non-agricultural sector between August 2010 (an estimated R11 808) and November 2010 (an estimated R12 272).

**Average monthly earnings, including bonuses and overtime payments, paid to employees in the formal non-agricultural sector increased between November 2009 and November 2010.**

The December 2010 Quarterly Employment Statistics (QES) survey reflected an annual increase of 11,4% in average monthly earnings paid to employees in the formal non-agricultural sector between November 2009 (an estimated R11 020) and November 2010 (an estimated R12 272).

**P J Lehohla**  
**Statistician-General**

## Level of employees as at December 2010

The *mining and quarrying industry* reported an annual increase of 15 000 employees (+3,1%) in December 2010 compared with December 2009.

There was a quarterly decrease of 2 000 employees (-0,4%) in December 2010 compared with September 2010.

**See explanatory notes.**

The *manufacturing industry* reported an annual decrease of 19 000 employees (-1,6%) in December 2010 compared with December 2009.

There was a quarterly increase of 7 000 employees (+0,6%) in December 2010 compared with September 2010. This is mainly due to the increases in employment in the manufacturing, processing and preservation of meat, fish, fruit, vegetables, oils and fats; manufacturing of general purpose machinery; manufacturing of basic precious and non-ferrous metals and manufacturing in printing and service activities related to printing.

The *electricity, gas and water supply industry* reported an annual increase of 2 000 employees (+3,6%) in December 2010 compared with December 2009.

There was a quarterly increase of 1 000 employees (+1,8%) in December 2010 compared with September 2010.

The *construction industry* reported an annual decrease of 15 000 employees (-3,6%) in December 2010 compared with December 2009.

There was a quarterly decrease of 6 000 employees (-1,5%) in December 2010 compared with September 2010. This is mainly due to the completion of construction projects.

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 18 000 employees (+1,1%) in December 2010 compared with December 2009.

There was a quarterly increase of 33 000 employees (+2,0%) in December 2010 compared with September 2010. This is mainly due to increases in employment in retail trade; wholesale trade; and hotels and restaurants.

The *transport, storage and communication industry* reported an annual decrease of 2 000 employees (-0,6%) in December 2010 compared with December 2009.

There was a quarterly increase of 2 000 employees (+0,6%) in December 2010 compared with September 2010. This is mainly due to increases in employment in supporting and auxiliary transport activities; land transport and transport via pipelines; air transport; and post and telecommunication.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 26 000 employees (+1,4%) in December 2010 compared with December 2009.

There was a quarterly increase of 39 000 employees (+2,2%) in December 2010 compared with September 2010. This is mainly due to increases in employment in business activities not elsewhere classified; architectural, engineering and other technical activities; computer and related activities; and insurance and pension funding.

The *community, social and personal services industry* reported an annual increase of 68 000 employees (+3,1%) in December 2010 compared with December 2009.

There was a quarterly increase of 27 000 employees (+1,2%) in December 2010 compared with September 2010. This is mainly due to increases in employment in provincial, local and national government departments; and other government activities.

## Gross earnings paid to employees for the quarter ended December 2010

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R2 160 million (+12,3%) for the quarter ended December 2010 compared with the quarter ended December 2009.

There was a quarterly increase of R542 million (+2,8%) for the quarter ended December 2010 compared with the quarter ended September 2010.

**See explanatory notes.**

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R3 746 million (+9,3%) for the quarter ended December 2010 compared with the quarter ended December 2009.

There was a quarterly increase of R5 485 million (+14,3%) for the quarter ended December 2010 compared with the quarter ended September 2010.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R401 million (+8,9%) for the quarter ended December 2010 compared with the quarter ended December 2009.

There was a quarterly increase of R65 million (+1,3%) for the quarter ended December 2010 compared with the quarter ended September 2010.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R1 251 million (+10,4%) for the quarter ended December 2010 compared with the quarter ended December 2009.

There was a quarterly increase of R1 870 million (+16,3%) for the quarter ended December 2010 compared with the quarter ended September 2010.

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 R4 866 million (+12,0%) for the quarter ended December 2010 compared with the quarter ended December 2009.

There was a quarterly increase of R4 424 million (+10,8%) for the quarter ended December 2010 compared with the quarter ended September 2010.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R2 254 million (+13,5%) for the quarter ended December 2010 compared with the quarter ended December 2009.

There was a quarterly increase of R1 715 million (+10,0%) for the quarter ended December 2010 compared with the quarter ended September 2010.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R8 536 million (+11,8%) for the quarter ended December 2010 compared with the quarter ended December 2009.

There was a quarterly increase of R5 462 million (+7,3%) for the quarter ended December 2010 compared with the quarter ended September 2010.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R11 271 million (+11,3%) for the quarter ended December 2010 compared with the quarter ended December 2009.

There was a quarterly increase of R13 074 million (+13,4%) for the quarter ended December 2010 compared with the quarter ended September 2010.

## 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		
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	8 512 000	22 000	0,3	102 000	1,2
2009	Mar	8 326 000	-186 000	-2,2	-91 000	-1,1
	Jun	8 241 000	-85 000	-1,0	-216 000	-2,6
	Sep	8 144 000	-97 000	-1,2	-346 000	-4,1
	Dec	8 163 000	19 000	0,2	-349 000	-4,1
2010	Mar	8 086 000	-77 000	-0,9	-240 000	-2,9
	Jun	8 132 000	46 000	0,6	-109 000	-1,3
	Sep*	8 155 000	23 000	0,3	11 000	0,1
	Dec	8 256 000	101 000	1,2	93 000	1,1

\*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		
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	273 957 000	19 993 000	7,9	32 388 000	13,4
2009	Mar	259 223 000	-14 734 000	-5,4	23 874 000	10,1
	Jun	258 827 000	-396 000	-0,2	14 806 000	6,1
	Sep	270 555 000	11 728 000	4,5	16 591 000	6,5
	Dec	303 361 000	32 806 000	12,1	29 404 000	10,7
2010	Mar	291 203 000	-12 158 000	-4,0	31 980 000	12,3
	Jun	296 359 000	5 156 000	1,8	37 532 000	14,5
	Sep*	305 209 000	8 850 000	3,0	34 654 000	12,8
	Dec	337 846 000	32 637 000	10,7	34 485 000	11,4

\*Revised estimates



**Table 2 – Mining and quarrying industry**

**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	
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	518 000	-14 000	-2,6	12 000	2,4
2009 Mar	500 000	-18 000	-3,5	-8 000	-1,6
Jun	492 000	-8 000	-1,6	-28 000	-5,4
Sep	487 000	-5 000	-1,0	-45 000	-8,5
Dec	488 000	1 000	0,2	-30 000	-5,8
2010 Mar	491 000	3 000	0,6	-9 000	-1,8
Jun	497 000	6 000	1,2	5 000	1,0
Sep*	505 000	8 000	1,6	18 000	3,7
Dec	503 000	-2 000	-0,4	15 000	3,1

\*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	
2007 Mar	11 506 000	-	-	-	-
Jun	11 995 000	489 000	4,2	-	-
Sep	12 871 000	876 000	7,3	-	-
Dec	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	16 519 000	897 000	5,7	3 063 000	22,8
2009 Mar	15 605 000	-914 000	-5,5	2 051 000	15,1
Jun	15 692 000	87 000	0,6	1 090 000	7,5
Sep	16 448 000	756 000	4,8	826 000	5,3
Dec	17 511 000	1 063 000	6,5	992 000	6,0
2010 Mar	17 150 000	-361 000	-2,1	1 545 000	9,9
Jun	17 603 000	453 000	2,6	1 911 000	12,2
Sep*	19 129 000	1 526 000	8,7	2 681 000	16,3
Dec	19 671 000	542 000	2,8	2 160 000	12,3

\*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		
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	1 275 000	-25 000	-1,9	-40 000	-3,0
2009	Mar	1 239 000	-36 000	-2,8	-73 000	-5,6
	Jun	1 220 000	-19 000	-1,5	-87 000	-6,7
	Sep	1 204 000	-16 000	-1,3	-96 000	-7,4
	Dec	1 185 000	-19 000	-1,6	-90 000	-7,1
2010	Mar	1 187 000	2 000	0,2	-52 000	-4,2
	Jun	1 170 000	-17 000	-1,4	-50 000	-4,1
	Sep*	1 159 000	-11 000	-0,9	-45 000	-3,7
	Dec	1 166 000	7 000	0,6	-19 000	-1,6

\*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		
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	38 052 000	4 084 000	12,0	2 619 000	7,4
2009	Mar	33 352 000	-4 700 000	-12,4	1 234 000	3,8
	Jun	33 446 000	94 000	0,3	720 000	2,2
	Sep	35 767 000	2 321 000	6,9	1 799 000	5,3
	Dec	40 142 000	4 375 000	12,2	2 090 000	5,5
2010	Mar	36 788 000	-3 354 000	-8,4	3 436 000	10,3
	Jun	37 362 000	574 000	1,6	3 916 000	11,7
	Sep*	38 403 000	1 041 000	2,8	2 636 000	7,4
	Dec	43 888 000	5 485 000	14,3	3 746 000	9,3

\*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		
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
2009	Mar	60 000	1 000	1,7	2 000	3,4
	Jun	59 000	-1 000	-1,7	0	0,0
	Sep	56 000	-3 000	-5,1	-3 000	-5,1
	Dec	56 000	0	0,0	-3 000	-5,1
2010	Mar	56 000	0	0,0	-4 000	-6,7
	Jun	57 000	1 000	1,8	-2 000	-3,4
	Sep*	57 000	0	0,0	1 000	1,8
	Dec	58 000	1 000	1,8	2 000	3,6

\*Revised estimates

**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		
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	4 048 000	490 000	13,8	807 000	24,9
2009	Mar	3 514 000	-534 000	-13,2	734 000	26,4
	Jun	3 476 000	-38 000	-1,1	555 000	19,0
	Sep	4 365 000	889 000	25,6	807 000	22,7
	Dec	4 522 000	157 000	3,6	474 000	11,7
2010	Mar	3 872 000	-650 000	-14,4	358 000	10,2
	Jun	3 975 000	103 000	2,7	499 000	14,4
	Sep*	4 858 000	883 000	22,2	493 000	11,3
	Dec	4 923 000	65 000	1,3	401 000	8,9

\*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		
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	474 000	7 000	1,5	8 000	1,7
2009	Mar	458 000	-16 000	-3,4	-10 000	-2,1
	Jun	441 000	-17 000	-3,7	-33 000	-7,0
	Sep	418 000	-23 000	-5,2	-49 000	-10,5
	Dec	415 000	-3 000	-0,7	-59 000	-12,4
2010	Mar	418 000	3 000	0,7	-40 000	-8,7
	Jun	413 000	-5 000	-1,2	-28 000	-6,3
	Sep	406 000	-7 000	-1,7	-12 000	-2,9
	Dec	400 000	-6 000	-1,5	-15 000	-3,6

**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		
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	10 934 000	1 172 000	12,0	1 545 000	16,5
2009	Mar	9 208 000	-1 726 000	-15,8	891 000	10,7
	Jun	9 335 000	127 000	1,4	181 000	2,0
	Sep	9 882 000	547 000	5,9	120 000	1,2
	Dec	12 074 000	2 192 000	22,2	1 140 000	10,4
2010	Mar	10 620 000	-1 454 000	-12,0	1 412 000	15,3
	Jun	11 378 000	758 000	7,1	2 043 000	21,9
	Sep*	11 455 000	77 000	0,7	1 573 000	15,9
	Dec	13 325 000	1 870 000	16,3	1 251 000	10,4

\*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		
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	1 747 000	38 000	2,2	-27 000	-1,5
2009	Mar	1 681 000	-66 000	-3,8	-58 000	-3,3
	Jun	1 672 000	-9 000	-0,5	-54 000	-3,1
	Sep	1 632 000	-40 000	-2,4	-77 000	-4,5
	Dec	1 665 000	33 000	2,0	-82 000	-4,7
2010	Mar	1 630 000	-35 000	-2,1	-51 000	-3,0
	Jun	1 636 000	6 000	0,4	-36 000	-2,2
	Sep*	1 650 000	14 000	0,9	18 000	1,1
	Dec	1 683 000	33 000	2,0	18 000	1,1

\*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		
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	38 870 000	3 576 000	10,1	3 118 000	8,7
2009	Mar	35 676 000	-3 194 000	-8,2	1 831 000	5,4
	Jun	35 780 000	104 000	0,3	1 015 000	2,9
	Sep	36 757 000	977 000	2,7	1 463 000	4,1
	Dec	40 576 000	3 819 000	10,4	1 706 000	4,4
2010	Mar	38 207 000	-2 369 000	-5,8	2 531 000	7,1
	Jun	39 720 000	1 513 000	4,0	3 940 000	11,0
	Sep*	41 018 000	1 298 000	3,3	4 261 000	11,6
	Dec	45 442 000	4 424 000	10,8	4 866 000	12,0

\*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		
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
2009	Mar	362 000	-4 000	-1,1	-2 000	-0,5
	Jun	353 000	-9 000	-2,5	-11 000	-3,0
	Sep	356 000	3 000	0,8	-10 000	-2,7
	Dec	359 000	3 000	0,8	-7 000	-1,9
2010	Mar	359 000	0	0,0	-3 000	-0,8
	Jun	360 000	1 000	0,3	7 000	2,0
	Sep*	355 000	-5 000	-1,4	-1 000	-0,3
	Dec	357 000	2 000	0,6	-2 000	-0,6

\*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		
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	15 418 000	1 224 000	8,6	1 354 000	9,6
2009	Mar	14 006 000	-1 412 000	-9,2	703 000	5,3
	Jun	14 942 000	936 000	6,7	-387 000	-2,5
	Sep	16 555 000	1 613 000	10,8	2 361 000	16,6
	Dec	16 675 000	120 000	0,7	1 257 000	8,2
2010	Mar	17 036 000	361 000	2,2	3 030 000	21,6
	Jun	17 537 000	501 000	2,9	2 595 000	17,4
	Sep*	17 214 000	-323 000	-1,8	659 000	4,0
	Dec	18 929 000	1 715 000	10,0	2 254 000	13,5

\*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	
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	1 914 000	-10 000	-0,5	42 000	2,2
2009 Mar	1 863 000	-51 000	-2,7	-20 000	-1,1
Jun	1 824 000	-39 000	-2,1	-83 000	-4,4
Sep	1 784 000	-40 000	-2,2	-140 000	-7,3
Dec	1 796 000	12 000	0,7	-118 000	-6,2
2010 Mar	1 742 000	-54 000	-3,0	-121 000	-6,5
Jun	1 769 000	27 000	1,5	-55 000	-3,0
Sep*	1 783 000	14 000	0,8	-1 000	-0,1
Dec	1 822 000	39 000	2,2	26 000	1,4

\*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	
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	69 544 000	3 742 000	5,7	7 319 000	11,8
2009 Mar	69 386 000	-158 000	-0,2	5 109 000	7,9
Jun	65 491 000	-3 895 000	-5,6	2 385 000	3,8
Sep	66 659 000	1 168 000	1,8	857 000	1,3
Dec	72 211 000	5 552 000	8,3	2 667 000	3,8
2010 Mar	73 438 000	1 227 000	1,7	4 052 000	5,8
Jun	72 587 000	-851 000	-1,2	7 096 000	10,8
Sep*	75 285 000	2 698 000	3,7	8 626 000	12,9
Dec	80 747 000	5 462 000	7,3	8 536 000	11,8

\*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		
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
2009	Mar	2 163 000	4 000	0,2	78 000	3,7
	Jun	2 180 000	17 000	0,8	80 000	3,8
	Sep	2 207 000	27 000	1,2	74 000	3,5
	Dec	2 199 000	-8 000	-0,4	40 000	1,9
2010	Mar	2 203 000	4 000	0,2	40 000	1,8
	Jun	2 230 000	27 000	1,2	50 000	2,3
	Sep*	2 240 000	10 000	0,4	33 000	1,5
	Dec	2 267 000	27 000	1,2	68 000	3,1

\*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		
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	80 572 000	4 808 000	6,3	11 460 000	16,6
2009	Mar	78 476 000	-2 096 000	-2,6	11 320 000	16,9
	Jun	80 665 000	2 189 000	2,8	9 247 000	12,9
	Sep	84 122 000	3 457 000	4,3	8 358 000	11,0
	Dec	99 650 000	15 528 000	18,5	19 078 000	23,7
2010	Mar	94 092 000	-5 558 000	-5,6	15 616 000	19,9
	Jun	96 197 000	2 105 000	2,2	15 532 000	19,3
	Sep*	97 847 000	1 650 000	1,7	13 725 000	16,3
	Dec	110 921 000	13 074 000	13,4	11 271 000	11,3

\*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
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	9 527	0,1	8,9
2009 Feb	9 614	0,9	9,9
May	9 724	1,1	6,4
Aug	10 591	8,9	11,3
Nov	11 020	4,1	15,7
2010 Feb	11 207	1,7	16,6
May	11 570	3,2	19,0
Aug*	11 808	2,1	11,5
Nov	12 272	3,9	11,4

\*Revised estimates

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

Year and month	Revised series		
	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2007 Feb	8 071	-	-
May	8 002	-0,9	-
Aug	8 392	4,9	-
Nov	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	10 453	4,7	19,5
2009 Feb	10 348	-1,0	14,6
May	10 660	3,0	14,4
Aug	11 470	7,6	14,9
Nov	12 035	4,9	15,1
2010 Feb	11 713	-2,7	13,2
May	11 663	-0,4	9,4
Aug*	12 558	7,7	9,5
Nov	12 958	3,2	7,7

\*Revised estimates

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes). At this stage the Department of Mineral Resources 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
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	8 711	4,1	10,0	8 074	3,8	11,2
2009 Feb	8 547	-1,9	8,7	8 018	-0,7	10,2
May	8 787	2,8	9,5	8 279	3,3	11,2
Aug	9 510	8,2	13,7	8 950	8,1	15,0
Nov	9 870	3,8	13,3	9 158	2,3	13,4
2010 Feb	9 828	-0,4	15,0	9 234	0,8	15,2
May	10 273	4,5	16,9	9 626	4,2	16,3
Aug*	10 553	2,7	11,0	9 888	2,7	10,5
Nov	10 983	4,1	11,3	10 076	1,9	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
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	19 812	12,4	18,8	18 567	12,1	19,9
2009 Feb	19 481	-1,7	22,6	18 257	-1,7	23,0
May	19 582	0,5	19,4	18 318	0,3	19,0
Aug	21 922	11,9	24,4	20 619	12,6	24,5
Nov	23 471	7,1	18,5	21 822	5,8	17,5
2010 Feb	23 018	-1,9	18,2	21 522	-1,4	17,9
May	23 161	0,6	18,3	21 531	0,0	17,5
Aug*	23 506	1,5	7,2	22 118	2,7	7,3
Nov	25 773	9,6	9,8	23 065	4,3	5,7

\*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
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	6 347	-0,1	7,4	5 947	0,2	7,2
2009 Feb	6 672	5,1	11,6	6 362	7,0	12,8
May	7 004	5,0	8,2	6 608	3,9	12,5
Aug	7 370	5,2	16,0	6 990	5,8	17,8
Nov	7 990	8,4	25,9	7 495	7,2	26,0
2010 Feb	8 179	2,4	22,6	7 677	2,4	20,7
May	8 850	8,2	26,4	8 381	9,2	26,8
Aug*	8 964	1,4	21,6	8 403	0,4	20,2
Nov	9 340	4,2	16,9	8 500	1,2	13,4

\*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
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	6 501	-1,9	8,7	6 250	-1,2	8,4
2009 Feb	6 570	1,1	7,1	6 338	1,4	7,2
May	6 796	3,4	6,4	6 544	3,3	6,7
Aug	7 118	4,7	7,5	6 924	5,8	9,5
Nov	7 210	1,3	10,9	6 990	1,0	11,8
2010 Feb	7 359	2,1	12,0	7 163	2,5	13,0
May	7 809	6,1	14,9	7 536	5,2	15,2
Aug*	7 935	1,6	11,5	7 682	1,9	10,9
Nov	8 047	1,4	11,6	7 625	-0,7	9,1

\*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
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	12 679	5,6	11,2	11 568	4,9	11,7
2009 Feb	12 368	-2,5	6,6	11 344	-1,9	6,8
May	13 239	7,0	11,3	12 298	8,4	13,7
Aug	14 132	6,7	17,7	13 180	7,2	19,5
Nov	13 850	-2,0	9,2	12 894	-2,2	11,5
2010 Feb	14 035	1,3	13,5	13 119	1,7	15,6
May	14 409	2,7	8,8	13 439	2,4	9,3
Aug*	15 362	6,6	8,7	14 249	6,0	8,1
Nov	15 737	2,4	13,6	14 577	2,3	13,1

\*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
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	10 483	-3,3	3,0	10 144	-1,3	2,9
2009 Feb	10 937	4,3	8,5	10 585	4,3	7,9
May	11 080	1,3	8,0	10 787	1,9	8,2
Aug	11 807	6,6	8,9	11 259	4,4	9,6
Nov	11 940	1,1	13,9	11 615	3,2	14,5
2010 Feb	12 469	4,4	14,0	12 164	4,7	14,9
May	12 853	3,1	16,0	12 507	2,8	15,9
Aug*	12 995	1,1	10,1	12 682	1,4	12,6
Nov	13 068	0,6	9,4	12 626	-0,4	8,7

\*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
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	11 222	-0,8	6,7	10 895	-0,9	7,2
2009 Feb	11 132	-0,8	9,3	10 837	-0,5	9,2
May	10 772	-3,2	-1,9	10 423	-3,8	-2,4
Aug	12 261	13,8	8,4	11 969	14,8	8,9
Nov	13 268	8,2	18,2	12 849	7,4	17,9
2010 Feb	13 484	1,6	21,1	13 178	2,6	21,6
May	13 678	1,4	27,0	13 375	1,5	28,3
Aug*	13 809	1,0	12,6	13 498	0,9	12,8
Nov	14 838	7,5	11,8	14 336	6,2	11,6

\*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
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	5 760	-0,2	-2,6
2009 Feb	5 792	0,6	0,3
May	5 730	-1,1	-0,7
Aug	6 133	7,0	6,3
Nov	6 355	3,6	10,3
2010 Feb	6 389	0,5	10,3
May	6 518	2,0	13,8
Aug*	6 604	1,3	7,7
Nov	6 833	3,5	7,5

\*Revised estimates

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

Year and month	Revised series		
	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2007 Feb	5 849	-	-
May	5 643	-	-
Aug	5 783	-	-
Nov	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	6 320	4,5	6,9
2009 Feb	6 234	-1,4	4,6
May	6 282	0,8	6,8
Aug	6 642	5,7	9,8
Nov	6 941	4,5	9,8
2010 Feb	6 678	-3,8	7,1
May	6 571	-1,6	4,6
Aug*	7 023	6,9	5,7
Nov	7 215	2,7	3,9

\*Revised estimates

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes). At this stage the Department of Mineral Resources 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
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	5 267	3,9	-1,6	4 881	3,5	-0,5
2009 Feb	5 149	-2,2	-0,8	4 830	-1,0	0,6
May	5 178	0,6	2,3	4 879	1,0	3,8
Aug	5 507	6,4	8,6	5 182	6,2	9,9
Nov	5 692	3,4	8,1	5 281	1,9	8,2
2010 Feb	5 603	-1,6	8,8	5 265	-0,3	9,0
May	5 788	3,3	11,8	5 423	3,0	11,1
Aug*	5 902	2,0	7,2	5 530	2,0	6,7
Nov	6 115	3,6	7,4	5 610	1,4	6,2

\*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
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	11 978	12,2	6,3	11 226	11,9	7,3
2009 Feb	11 736	-2,0	11,9	10 998	-2,0	12,2
May	11 539	-1,7	11,5	10 794	-1,9	11,0
Aug	12 694	10,0	18,9	11 939	10,6	19,0
Nov	13 536	6,6	13,0	12 585	5,4	12,1
2010 Feb	13 123	-3,1	11,8	12 270	-2,5	11,6
May	13 048	-0,6	13,1	12 130	-1,1	12,4
Aug*	13 147	0,8	3,6	12 370	2,0	3,6
Nov	14 350	9,2	6,0	12 842	3,8	2,0

\*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
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	3 837	-0,4	-3,9	3 596	0,0	-4,1
2009 Feb	4 019	4,7	1,8	3 833	6,6	3,0
May	4 127	2,7	1,0	3 894	1,6	5,0
Aug	4 268	3,4	10,8	4 047	3,9	12,5
Nov	4 608	8,0	20,1	4 322	6,8	20,2
2010 Feb	4 663	1,2	16,0	4 377	1,3	14,2
May	4 986	6,9	20,8	4 722	7,9	21,3
Aug*	5 013	0,6	17,5	4 700	-0,3	16,1
Nov	5 200	3,7	12,8	4 733	0,7	9,5

\*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
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	3 930	-2,1	-2,8	3 779	-1,4	-3,0
2009 Feb	3 958	0,7	-2,2	3 818	1,0	-2,2
May	4 005	1,2	-0,7	3 856	1,0	-0,4
Aug	4 122	2,9	2,7	4 009	4,0	4,6
Nov	4 158	0,9	5,8	4 031	0,5	6,7
2010 Feb	4 196	0,9	6,0	4 084	1,3	7,0
May	4 399	4,8	9,8	4 246	4,0	10,1
Aug*	4 438	0,9	7,7	4 296	1,2	7,2
Nov	4 481	1,0	7,8	4 246	-1,2	5,3

\*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
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	7 666	5,3	-0,5	6 994	4,6	0,0
2009 Feb	7 451	-2,8	-2,7	6 834	-2,3	-2,6
May	7 801	4,7	3,9	7 247	6,0	6,1
Aug	8 183	4,9	12,4	7 632	5,3	14,2
Nov	7 987	-2,4	4,2	7 435	-2,6	6,3
2010 Feb	8 002	0,2	7,4	7 479	0,6	9,4
May	8 118	1,4	4,1	7 571	1,2	4,5
Aug*	8 592	5,8	5,0	7 969	5,3	4,4
Nov	8 762	2,0	9,7	8 116	1,8	9,2

\*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
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	6 338	-3,6	-7,9	6 133	-1,5	-7,9
2009 Feb	6 589	4,0	-1,0	6 377	4,0	-1,5
May	6 529	-0,9	0,8	6 357	-0,3	1,0
Aug	6 837	4,7	4,0	6 519	2,5	4,7
Nov	6 886	0,7	8,6	6 698	2,7	9,2
2010 Feb	7 109	3,2	7,9	6 935	3,5	8,8
May	7 241	1,9	10,9	7 046	1,6	10,8
Aug*	7 268	0,4	6,3	7 093	0,7	8,8
Nov	7 276	0,1	5,7	7 030	-0,9	5,0

\*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
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	6 785	-1,0	-4,6	6 587	-1,1	-4,1
2009 Feb	6 706	-1,2	-0,3	6 528	-0,9	-0,3
May	6 348	-5,3	-8,4	6 142	-5,9	-8,9
Aug	7 100	11,8	3,6	6 931	12,8	4,1
Nov	7 652	7,8	12,8	7 410	6,9	12,5
2010 Feb	7 688	0,5	14,6	7 513	1,4	15,1
May	7 706	0,2	21,4	7 535	0,3	22,7
Aug*	7 723	0,2	8,8	7 549	0,2	8,9
Nov	8 262	7,0	8,0	7 982	5,7	7,7

\*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) are 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 2010*				Quarter ended December 2010			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	505 244	505 244	505 244	0,0	502 937	502 937	502 937	0,0
Manufacturing	1 140 391	1 159 175	1 177 960	0,8	1 146 846	1 166 215	1 185 584	0,8
Electricity, gas and water supply	56 539	57 324	58 109	0,7	57 659	58 448	59 237	0,7
Construction	388 129	405 517	422 905	2,2	382 467	400 004	417 541	2,2
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 608 554	1 650 165	1 691 775	1,3	1 642 895	1 682 796	1 722 697	1,2
Transport, storage and communication	344 997	354 582	364 168	1,4	347 200	356 851	366 502	1,4
Financial intermediation, insurance, real estate and business services	1 734 990	1 782 631	1 830 272	1,4	1 771 820	1 822 071	1 872 322	1,4
Community, social and personal services	2 219 231	2 239 567	2 259 902	0,5	2 244 787	2 266 724	2 288 661	0,5
<b>Total</b>	<b>8 082 609</b>	<b>8 154 205</b>	<b>8 225 800</b>	<b>0,4</b>	<b>8 183 417</b>	<b>8 256 046</b>	<b>8 328 675</b>	<b>0,4</b>

\*Revised estimates

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes).

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

Industry	Quarter ended September 2010*				Quarter ended December 2010			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	19 129 235	19 129 235	19 129 235	0,0	19 670 667	19 670 667	19 670 667	0,0
Manufacturing	37 829 199	38 402 618	38 976 036	0,8	43 262 865	43 887 961	44 513 057	0,7
Electricity, gas and water supply	4 819 737	4 857 728	4 895 719	0,4	4 881 842	4 923 250	4 964 658	0,4
Construction	10 826 128	11 454 625	12 083 122	2,8	12 510 308	13 325 316	14 140 324	3,1
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	39 071 959	41 017 733	42 963 507	2,4	43 690 941	45 441 757	47 192 574	2,0
Transport, storage and communication	16 767 040	17 214 134	17 661 227	1,3	18 363 248	18 928 753	19 494 258	1,5
Financial intermediation, insurance, real estate and business services	71 788 997	75 284 947	78 780 898	2,4	76 580 923	80 746 559	84 912 195	2,6
Community, social and personal services	96 433 438	97 847 055	99 260 672	0,7	109 528 535	110 921 121	112 313 706	0,6
<b>Total</b>	<b>300 864 954</b>	<b>305 208 075</b>	<b>309 551 195</b>	<b>0,7</b>	<b>333 051 734</b>	<b>337 845 384</b>	<b>342 639 034</b>	<b>0,7</b>

\*Revised estimates

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes).

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

Industry	August 2010*				November 2010			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	12 558	12 558	12 558	0,0	12 958	12 958	12 958	0,0
Manufacturing	10 336	10 553	10 770	1,0	10 741	10 983	11 225	1,1
Electricity, gas and water supply	23 164	23 506	23 848	0,7	25 412	25 773	26 134	0,7
Construction	8 360	8 964	9 568	3,4	8 663	9 340	10 017	3,7
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	7 501	7 935	8 369	2,8	7 706	8 047	8 388	2,2
Transport, storage and communication	14 813	15 362	15 911	1,8	15 144	15 737	16 330	1,9
Financial intermediation, insurance, real estate and business services	12 316	12 995	13 674	2,7	12 362	13 068	13 774	2,8
Community, social and personal services	13 585	13 809	14 033	0,8	14 600	14 838	15 076	0,8
<b>Total</b>	<b>11 616</b>	<b>11 808</b>	<b>12 000</b>	<b>0,8</b>	<b>12 079</b>	<b>12 272</b>	<b>12 465</b>	<b>0,8</b>

\*Revised estimates

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes). At this stage the Department of Mineral Resources 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 2010*				November 2010			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	-	-	-	-	-	-	-	-
Manufacturing	9 683	9 888	10 093	1,1	9 853	10 076	10 299	1,1
Electricity, gas and water supply	21 792	22 118	22 444	0,8	22 736	23 065	23 394	0,7
Construction	7 818	8 403	8 988	3,6	7 867	8 500	9 133	3,8
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	7 254	7 682	8 110	2,8	7 297	7 625	7 953	2,2
Transport, storage and communication	13 723	14 249	14 775	1,9	14 013	14 577	15 141	2,0
Financial intermediation, insurance, real estate and business services	12 010	12 682	13 354	2,7	11 940	12 626	13 312	2,8
Community, social and personal services	13 277	13 498	13 719	0,8	14 103	14 336	14 569	0,8

\*Revised estimates.

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes). At this stage the Department of Mineral Resources 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 organisation; 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 20 208 private and public enterprises in the formal non-agricultural 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 Department of Mineral Resources. 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. 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](http://www.statssa.gov.za).

**Response rate** The percentage response for the December 2010 quarter was 86,5%.

**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 Service
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

<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 deflate the current average earnings is the consumer price index (2000=100). This index has been linked to the new CPI that has been rebased to 2008 = 100 from January 2009.
<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 organisations 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 organisation 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.

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## Enquiries

**Telephone number:** (012) 310 8095 /8390 /8351 /8600 /8496 /4892 (user information services)

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(012) 310 4619 (technical enquiries)

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**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

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