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Statistical release

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Part A – Key estimates of the number of employees and their earnings

Table A – Number of employees at the end of September 2013 and December 2013, and gross earnings for the quarters ended September 2013 and December 2013

| Main estimates | Quarter ended December 2012 | Quarter ended September 2013* | Quarter ended December 2013 | % change between the quarters ended September 2013 and December 2013 | % change between the quarters ended December 2012 and December 2013 |
|---------------------------|-----------------------------|-------------------------------|-----------------------------|--|---|
| Number of employees (000) | 8 456 | 8 457 | 8 495 | 0,4 | 0,5 |
| Gross earnings (R' 000) | 392 432 000 | 398 113 000 | 422 676 000 | 6,2 | 7,7 |

*Revised estimates.

Key findings for the quarter ended December 2013

Employment in the formal non-agricultural sector increased between the quarters ended September 2013 and December 2013.

The December 2013 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 38 000 persons (+0,4%) from September 2013 (an estimated 8 457 000 employees) to December 2013 (an estimated 8 495 000 employees).

Gross earnings paid to employees in the formal non-agricultural sector increased between the quarters ended September 2013 and December 2013.

The gross earnings paid to employees during the quarter ended December 2013 (October 2013 to December 2013) amounted to R422 676 million. This reflects a quarterly increase of R24 563 million (+6,2%) compared with the quarter ended September 2013 (July 2013 to September 2013).

Employment in the formal non-agricultural sector increased between the quarters ended December 2012 and December 2013.

The December 2013 QES survey shows that an estimated 8 495 000 people were employed in the formal non-agricultural sector of the South African economy. This reflects an annual increase of about 39 000 employees (+0,5%) compared with December 2012 (an estimated 8 456 000 employees).

Gross earnings paid to employees in the formal non-agricultural sector increased between the quarters ended December 2012 and December 2013.

The gross earnings paid to employees during the quarter ended December 2013 (October 2013 to December 2013) amounted to R422 676 million. This reflects an annual increase of R30 244 million (+7,7%) compared with the quarter ended December 2012 (October 2012 to December 2012).

Part B – Key estimates of average monthly earnings

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

| Estimates | November 2012 (Rand) | August 2013 (Rand)* | November 2013 (Rand) | % change between August 2013 and November 2013 | % change between November 2012 and November 2013 |
|---|----------------------|---------------------|----------------------|--|--|
| Including bonuses and overtime payments | 14 291 | 14 795 | 14 911 | 0,8 | 4,3 |

*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 2013 and November 2013.

The December 2013 QES survey reflects a quarterly increase of 0,8% in average monthly earnings paid to employees in the formal non-agricultural sector between August 2013 (an estimated R14 795) and November 2013 (an estimated R14 911).

Average monthly earnings, including bonuses and overtime payments, paid to employees in the formal non-agricultural sector increased between November 2012 and November 2013.

The December 2013 QES survey reflects an annual increase of 4,3% in average monthly earnings paid to employees in the formal non-agricultural sector between November 2012 (an estimated R14 291) and November 2013 (an estimated R14 911).

PJ Lehohla
Statistician-General

Level of employees as at December 2013

The *mining and quarrying industry* reported an annual decrease of 16 000 employees (-3,1%) in December 2013 compared with December 2012.

There was a quarterly decrease of 8 000 employees (-1,6%) in December 2013 compared with September 2013.

See explanatory note 5 on page 32.

The *manufacturing industry* reported an annual decrease of 2 000 employees (-0,2%) in December 2013 compared with December 2012.

There was a quarterly increase of 2 000 employees (+0,2%) in December 2013 compared with September 2013. This was mainly due to increases in employment in the production, processing and preservation of meat, fish, fruit, vegetables, oils and fats; and manufacture of furniture.

The *electricity, gas and water supply industry* reported no change in December 2013 compared with December 2012.

There was no change in December 2013 compared with September 2013.

The *construction industry* reported an annual decrease of 8 000 employees (-1,9%) in December 2013 compared with December 2012.

There was a quarterly decrease of 7 000 employees (-1,6%) in December 2013 compared with September 2013. This was mainly due to decreases in employment in the building of complete constructions; and building completion.

The *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reported an annual increase of 22 000 employees (+1,3%) in December 2013 compared with December 2012.

There was a quarterly increase of 35 000 employees (+2,1%) in December 2013 compared with September 2013. This was mainly due to increases in employment in retail trade; sale, maintenance and repair of motor vehicles and motor cycles; and hotels and restaurants.

The *transport, storage and communication industry* reported an annual decrease of 7 000 employees (-1,8%) in December 2013 compared with December 2012.

There was a quarterly increase of 1 000 employees (+0,3%) in December 2013 compared with September 2013. This was mainly due to an increase in employment in supporting and auxiliary transport activities (activities of travel agencies).

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 5 000 employees (+0,3%) in December 2013 compared with December 2012.

There was a quarterly increase of 1 000 employees (+0,1%) in December 2013 compared with September 2013. This was mainly due to increases in employment in the real estate activities; and legal, accounting, bookkeeping and auditing activities.

The *community, social and personal services industry* reported an annual increase of 45 000 employees (+1,9%) in December 2013 compared with December 2012.

There was a quarterly increase of 14 000 employees (+0,6%) in December 2013 compared with September 2013. This was mainly due to increases in employment in local government; other government institutions, health and social work; recreational, cultural and sporting activities; provincial and national departments.

Gross earnings paid to employees for the quarter ended December 2013

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R1 828 million (+7,6%) for the quarter ended December 2013 compared with the quarter ended December 2012.

There was a quarterly increase of R744 million (+2,9%) for the quarter ended December 2013 compared with the quarter ended September 2013.

See explanatory note 5 on page 32.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R4 006 million (+7,9%) for the quarter ended December 2013 compared with the quarter ended December 2012.

There was a quarterly increase of R6 030 million (+12,4%) for the quarter ended December 2013 compared with the quarter ended September 2013.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R140 million (+2,2%) for the quarter ended December 2013 compared with the quarter ended December 2012.

There was a quarterly increase of R136 million (+2,2%) for the quarter ended December 2013 compared with the quarter ended September 2013.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R569 million (+3,6%) for the quarter ended December 2013 compared with the quarter ended December 2012.

There was a quarterly increase of R1 596 million (+10,9%) for the quarter ended December 2013 compared with the quarter ended September 2013.

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 R5 039 million (+9,5%) for the quarter ended December 2013 compared with the quarter ended December 2012.

There was a quarterly increase of R4 453 million (+8,3%) for the quarter ended December 2013 compared with the quarter ended September 2013.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R1 748 million (+7,7%) for the quarter ended December 2013 compared with the quarter ended December 2012.

There was a quarterly increase of R1 614 million (+7,1%) for the quarter ended December 2013 compared with the quarter ended September 2013.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R8 325 million (+9,2%) for the quarter ended December 2013 compared with the quarter ended December 2012.

There was a quarterly increase of R6 180 million (+6,7%) for the quarter ended December 2013 compared with the quarter ended September 2013.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R8 588 million (+6,6%) for the quarter ended December 2013 compared with the quarter ended December 2012.

There was a quarterly increase of R3 810 million (+2,8%) for the quarter ended December 2013 compared with the quarter ended September 2013.

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 | | |
| 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 | 8 251 000 | 96 000 | 1,2 | 88 000 | 1,1 |
| 2011 | Mar | 8 289 000 | 38 000 | 0,5 | 203 000 | 2,5 |
| | Jun | 8 300 000 | 11 000 | 0,1 | 168 000 | 2,1 |
| | Sep | 8 358 000 | 58 000 | 0,7 | 203 000 | 2,5 |
| | Dec | 8 379 000 | 21 000 | 0,3 | 128 000 | 1,6 |
| 2012 | Mar | 8 383 000 | 4 000 | 0,0 | 94 000 | 1,1 |
| | Jun | 8 430 000 | 47 000 | 0,6 | 130 000 | 1,6 |
| | Sep | 8 439 000 | 9 000 | 0,1 | 81 000 | 1,0 |
| | Dec | 8 456 000 | 17 000 | 0,2 | 77 000 | 0,9 |
| 2013 | Mar | 8 465 000 | 9 000 | 0,1 | 82 000 | 1,0 |
| | Jun | 8 437 000 | -28 000 | -0,3 | 7 000 | 0,1 |
| | Sep* | 8 457 000 | 20 000 | 0,2 | 18 000 | 0,2 |
| | Dec | 8 495 000 | 38 000 | 0,4 | 39 000 | 0,5 |

*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 | | |
| 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 | 337 899 000 | 32 690 000 | 10,7 | 34 538 000 | 11,4 |
| 2011 | Mar | 318 347 000 | -19 552 000 | -5,8 | 27 144 000 | 9,3 |
| | Jun | 323 646 000 | 5 299 000 | 1,7 | 27 287 000 | 9,2 |
| | Sep | 340 313 000 | 16 667 000 | 5,1 | 35 104 000 | 11,5 |
| | Dec | 365 373 000 | 25 060 000 | 7,4 | 27 474 000 | 8,1 |
| 2012 | Mar | 348 922 000 | -16 451 000 | -4,5 | 30 575 000 | 9,6 |
| | Jun | 352 439 000 | 3 517 000 | 1,0 | 28 793 000 | 8,9 |
| | Sep | 371 908 000 | 19 469 000 | 5,5 | 31 595 000 | 9,3 |
| | Dec | 392 432 000 | 20 524 000 | 5,5 | 27 059 000 | 7,4 |
| 2013 | Mar | 377 377 000 | -15 055 000 | -3,8 | 28 455 000 | 8,2 |
| | Jun | 384 761 000 | 7 384 000 | 2,0 | 32 322 000 | 9,2 |
| | Sep* | 398 113 000 | 13 352 000 | 3,5 | 26 205 000 | 7,0 |
| | Dec | 422 676 000 | 24 563 000 | 6,2 | 30 244 000 | 7,7 |

*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 | |
| 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 | 504 000 | -1 000 | -0,2 | 16 000 | 3,3 |
| 2011 Mar | 511 000 | 7 000 | 1,4 | 20 000 | 4,1 |
| Jun | 517 000 | 6 000 | 1,2 | 20 000 | 4,0 |
| Sep | 519 000 | 2 000 | 0,4 | 14 000 | 2,8 |
| Dec | 518 000 | -1 000 | -0,2 | 14 000 | 2,8 |
| 2012 Mar | 523 000 | 5 000 | 1,0 | 12 000 | 2,3 |
| Jun | 534 000 | 11 000 | 2,1 | 17 000 | 3,3 |
| Sep | 518 000 | -16 000 | -3,0 | -1 000 | -0,2 |
| Dec | 515 000 | -3 000 | -0,6 | -3 000 | -0,6 |
| 2013 Mar | 515 000 | 0 | 0,0 | -8 000 | -1,5 |
| Jun | 511 000 | -4 000 | -0,8 | -23 000 | -4,3 |
| Sep* | 507 000 | -4 000 | -0,8 | -11 000 | -2,1 |
| Dec | 499 000 | -8 000 | -1,6 | -16 000 | -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 | |
| 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 | 19 697 000 | 568 000 | 3,0 | 2 186 000 | 12,5 |
| 2011 Mar | 19 568 000 | -129 000 | -0,7 | 2 418 000 | 14,1 |
| Jun | 20 445 000 | 877 000 | 4,5 | 2 842 000 | 16,1 |
| Sep | 21 593 000 | 1 148 000 | 5,6 | 2 464 000 | 12,9 |
| Dec | 24 879 000 | 3 286 000 | 15,2 | 5 182 000 | 26,3 |
| 2012 Mar | 22 051 000 | -2 828 000 | -11,4 | 2 483 000 | 12,7 |
| Jun | 23 272 000 | 1 221 000 | 5,5 | 2 827 000 | 13,8 |
| Sep | 23 793 000 | 521 000 | 2,2 | 2 200 000 | 10,2 |
| Dec | 24 159 000 | 366 000 | 1,5 | -720 000 | -2,9 |
| 2013 Mar | 24 405 000 | 246 000 | 1,0 | 2 354 000 | 10,7 |
| Jun | 24 013 000 | -392 000 | -1,6 | 741 000 | 3,2 |
| Sep* | 25 243 000 | 1 230 000 | 5,1 | 1 450 000 | 6,1 |
| Dec | 25 987 000 | 744 000 | 2,9 | 1 828 000 | 7,6 |

*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 | | |
| 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 | 1 164 000 | 5 000 | 0,4 | -21 000 | -1,8 |
| 2011 | Mar | 1 160 000 | -4 000 | -0,3 | -27 000 | -2,3 |
| | Jun | 1 148 000 | -12 000 | -1,0 | -22 000 | -1,9 |
| | Sep | 1 150 000 | 2 000 | 0,2 | -9 000 | -0,8 |
| | Dec | 1 158 000 | 8 000 | 0,7 | -6 000 | -0,5 |
| 2012 | Mar | 1 155 000 | -3 000 | -0,3 | -5 000 | -0,4 |
| | Jun | 1 146 000 | -9 000 | -0,8 | -2 000 | -0,2 |
| | Sep | 1 150 000 | 4 000 | 0,3 | 0 | 0,0 |
| | Dec | 1 149 000 | -1 000 | -0,1 | -9 000 | -0,8 |
| 2013 | Mar | 1 148 000 | -1 000 | -0,1 | -7 000 | -0,6 |
| | Jun | 1 144 000 | -4 000 | -0,3 | -2 000 | -0,2 |
| | Sep* | 1 145 000 | 1 000 | 0,1 | -5 000 | -0,4 |
| | Dec | 1 147 000 | 2 000 | 0,2 | -2 000 | -0,2 |

*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 | | |
| 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 | 43 991 000 | 5 588 000 | 14,6 | 3 849 000 | 9,6 |
| 2011 | Mar | 39 991 000 | -4 000 000 | -9,1 | 3 203 000 | 8,7 |
| | Jun | 40 268 000 | 277 000 | 0,7 | 2 906 000 | 7,8 |
| | Sep | 40 881 000 | 613 000 | 1,5 | 2 478 000 | 6,5 |
| | Dec | 47 015 000 | 6 134 000 | 15,0 | 3 024 000 | 6,9 |
| 2012 | Mar | 43 066 000 | -3 949 000 | -8,4 | 3 075 000 | 7,7 |
| | Jun | 43 876 000 | 810 000 | 1,9 | 3 608 000 | 9,0 |
| | Sep | 45 073 000 | 1 197 000 | 2,7 | 4 192 000 | 10,3 |
| | Dec | 50 700 000 | 5 627 000 | 12,5 | 3 685 000 | 7,8 |
| 2013 | Mar | 46 138 000 | -4 562 000 | -9,0 | 3 072 000 | 7,1 |
| | Jun | 47 383 000 | 1 245 000 | 2,7 | 3 507 000 | 8,0 |
| | Sep* | 48 676 000 | 1 293 000 | 2,7 | 3 603 000 | 8,0 |
| | Dec | 54 706 000 | 6 030 000 | 12,4 | 4 006 000 | 7,9 |

*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 | | |
| 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 |
| 2011 | Mar | 59 000 | 1 000 | 1,7 | 3 000 | 5,4 |
| | Jun | 60 000 | 1 000 | 1,7 | 3 000 | 5,3 |
| | Sep | 59 000 | -1 000 | -1,7 | 2 000 | 3,5 |
| | Dec | 59 000 | 0 | 0,0 | 1 000 | 1,7 |
| 2012 | Mar | 61 000 | 2 000 | 3,4 | 2 000 | 3,4 |
| | Jun | 62 000 | 1 000 | 1,6 | 2 000 | 3,3 |
| | Sep | 62 000 | 0 | 0,0 | 3 000 | 5,1 |
| | Dec | 62 000 | 0 | 0,0 | 3 000 | 5,1 |
| 2013 | Mar | 62 000 | 0 | 0,0 | 1 000 | 1,6 |
| | Jun | 63 000 | 1 000 | 1,6 | 1 000 | 1,6 |
| | Sep | 62 000 | -1 000 | -1,6 | 0 | 0,0 |
| | Dec | 62 000 | 0 | 0,0 | 0 | 0,0 |

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 | | |
| 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 |
| 2011 | Mar | 4 314 000 | -609 000 | -12,4 | 442 000 | 11,4 |
| | Jun | 4 390 000 | 76 000 | 1,8 | 415 000 | 10,4 |
| | Sep | 5 426 000 | 1 036 000 | 23,6 | 568 000 | 11,7 |
| | Dec | 5 442 000 | 16 000 | 0,3 | 519 000 | 10,5 |
| 2012 | Mar | 4 719 000 | -723 000 | -13,3 | 405 000 | 9,4 |
| | Jun | 4 873 000 | 154 000 | 3,3 | 483 000 | 11,0 |
| | Sep | 6 370 000 | 1 497 000 | 30,7 | 944 000 | 17,4 |
| | Dec | 6 321 000 | -49 000 | -0,8 | 879 000 | 16,2 |
| 2013 | Mar | 5 267 000 | -1 054 000 | -16,7 | 548 000 | 11,6 |
| | Jun | 5 386 000 | 119 000 | 2,3 | 513 000 | 10,5 |
| | Sep | 6 325 000 | 939 000 | 17,4 | -45 000 | -0,7 |
| | Dec | 6 461 000 | 136 000 | 2,2 | 140 000 | 2,2 |

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 |
| 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 | 399 000 | -7 000 | -1,7 | -16 000 | -3,9 |
| 2011 | Mar | 413 000 | 14 000 | 3,5 | -5 000 | -1,2 |
| | Jun | 419 000 | 6 000 | 1,5 | 6 000 | 1,5 |
| | Sep | 434 000 | 15 000 | 3,6 | 28 000 | 6,9 |
| | Dec | 426 000 | -8 000 | -1,8 | 27 000 | 6,8 |
| 2012 | Mar | 431 000 | 5 000 | 1,2 | 18 000 | 4,4 |
| | Jun | 433 000 | 2 000 | 0,5 | 14 000 | 3,3 |
| | Sep | 434 000 | 1 000 | 0,2 | 0 | 0,0 |
| | Dec | 427 000 | -7 000 | -1,6 | 1 000 | 0,2 |
| 2013 | Mar | 432 000 | 5 000 | 1,2 | 1 000 | 0,2 |
| | Jun | 428 000 | -4 000 | -0,9 | -5 000 | -1,2 |
| | Sep* | 426 000 | -2 000 | -0,5 | -8 000 | -1,8 |
| | Dec | 419 000 | -7 000 | -1,6 | -8 000 | -1,9 |

*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 |
| 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 | 13 101 000 | 1 646 000 | 14,4 | 1 027 000 | 8,5 |
| 2011 | Mar | 11 600 000 | -1 501 000 | -11,5 | 980 000 | 9,2 |
| | Jun | 11 884 000 | 284 000 | 2,4 | 506 000 | 4,4 |
| | Sep | 12 814 000 | 930 000 | 7,8 | 1 359 000 | 11,9 |
| | Dec | 14 276 000 | 1 462 000 | 11,4 | 1 175 000 | 9,0 |
| 2012 | Mar | 12 774 000 | -1 502 000 | -10,5 | 1 174 000 | 10,1 |
| | Jun | 13 500 000 | 726 000 | 5,7 | 1 616 000 | 13,6 |
| | Sep | 13 977 000 | 477 000 | 3,5 | 1 163 000 | 9,1 |
| | Dec | 15 681 000 | 1 704 000 | 12,2 | 1 405 000 | 9,8 |
| 2013 | Mar | 14 029 000 | -1 652 000 | -10,5 | 1 255 000 | 9,8 |
| | Jun | 14 693 000 | 664 000 | 4,7 | 1 193 000 | 8,8 |
| | Sep* | 14 654 000 | -39 000 | -0,3 | 677 000 | 4,8 |
| | Dec | 16 250 000 | 1 596 000 | 10,9 | 569 000 | 3,6 |

*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 | |
| 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 | 1 687 000 | 37 000 | 2,2 | 22 000 | 1,3 |
| 2011 Mar | 1 645 000 | -42 000 | -2,5 | 15 000 | 0,9 |
| Jun | 1 659 000 | 14 000 | 0,9 | 23 000 | 1,4 |
| Sep | 1 669 000 | 10 000 | 0,6 | 19 000 | 1,2 |
| Dec | 1 700 000 | 31 000 | 1,9 | 13 000 | 0,8 |
| 2012 Mar | 1 678 000 | -22 000 | -1,3 | 33 000 | 2,0 |
| Jun | 1 688 000 | 10 000 | 0,6 | 29 000 | 1,7 |
| Sep | 1 690 000 | 2 000 | 0,1 | 21 000 | 1,3 |
| Dec | 1 710 000 | 20 000 | 1,2 | 10 000 | 0,6 |
| 2013 Mar | 1 689 000 | -21 000 | -1,2 | 11 000 | 0,7 |
| Jun | 1 689 000 | 0 | 0,0 | 1 000 | 0,1 |
| Sep* | 1 697 000 | 8 000 | 0,5 | 7 000 | 0,4 |
| Dec | 1 732 000 | 35 000 | 2,1 | 22 000 | 1,3 |

*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 | |
| 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 | 45 569 000 | 4 551 000 | 11,1 | 4 993 000 | 12,3 |
| 2011 Mar | 41 678 000 | -3 891 000 | -8,5 | 3 471 000 | 9,1 |
| Jun | 42 698 000 | 1 020 000 | 2,4 | 2 978 000 | 7,5 |
| Sep | 43 829 000 | 1 131 000 | 2,6 | 2 811 000 | 6,9 |
| Dec | 48 072 000 | 4 243 000 | 9,7 | 2 503 000 | 5,5 |
| 2012 Mar | 45 003 000 | -3 069 000 | -6,4 | 3 325 000 | 8,0 |
| Jun | 45 437 000 | 434 000 | 1,0 | 2 739 000 | 6,4 |
| Sep | 47 234 000 | 1 797 000 | 4,0 | 3 405 000 | 7,8 |
| Dec | 52 800 000 | 5 566 000 | 11,8 | 4 728 000 | 9,8 |
| 2013 Mar | 48 594 000 | -4 206 000 | -8,0 | 3 591 000 | 8,0 |
| Jun | 50 781 000 | 2 187 000 | 4,5 | 5 344 000 | 11,8 |
| Sep* | 53 386 000 | 2 605 000 | 5,1 | 6 152 000 | 13,0 |
| Dec | 57 839 000 | 4 453 000 | 8,3 | 5 039 000 | 9,5 |

*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 | |
| 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 | 361 000 | 6 000 | 1,7 | 2 000 | 0,6 |
| 2011 Mar | 360 000 | -1 000 | -0,3 | 1 000 | 0,3 |
| Jun | 357 000 | -3 000 | -0,8 | -3 000 | -0,8 |
| Sep | 365 000 | 8 000 | 2,2 | 10 000 | 2,8 |
| Dec | 369 000 | 4 000 | 1,1 | 8 000 | 2,2 |
| 2012 Mar | 369 000 | 0 | 0,0 | 9 000 | 2,5 |
| Jun | 374 000 | 5 000 | 1,4 | 17 000 | 4,8 |
| Sep | 372 000 | -2 000 | -0,5 | 7 000 | 1,9 |
| Dec | 383 000 | 11 000 | 3,0 | 14 000 | 3,8 |
| 2013 Mar | 380 000 | -3 000 | -0,8 | 11 000 | 3,0 |
| Jun | 375 000 | -5 000 | -1,3 | 1 000 | 0,3 |
| Sep | 375 000 | 0 | 0,0 | 3 000 | 0,8 |
| Dec | 376 000 | 1 000 | 0,3 | -7 000 | -1,8 |

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 | |
| 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 | 19 054 000 | 1 840 000 | 10,7 | 2 379 000 | 14,3 |
| 2011 Mar | 17 711 000 | -1 343 000 | -7,0 | 675 000 | 4,0 |
| Jun | 19 120 000 | 1 409 000 | 8,0 | 1 583 000 | 9,0 |
| Sep | 18 833 000 | -287 000 | -1,5 | 1 619 000 | 9,4 |
| Dec | 20 958 000 | 2 125 000 | 11,3 | 1 904 000 | 10,0 |
| 2012 Mar | 18 754 000 | -2 204 000 | -10,5 | 1 043 000 | 5,9 |
| Jun | 20 687 000 | 1 933 000 | 10,3 | 1 567 000 | 8,2 |
| Sep | 21 700 000 | 1 013 000 | 4,9 | 2 867 000 | 15,2 |
| Dec | 22 609 000 | 909 000 | 4,2 | 1 651 000 | 7,9 |
| 2013 Mar | 20 830 000 | -1 779 000 | -7,9 | 2 076 000 | 11,1 |
| Jun | 21 655 000 | 825 000 | 4,0 | 968 000 | 4,7 |
| Sep* | 22 743 000 | 1 088 000 | 5,0 | 1 043 000 | 4,8 |
| Dec | 24 357 000 | 1 614 000 | 7,1 | 1 748 000 | 7,7 |

*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 | | |
| 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 | 1 812 000 | 29 000 | 1,6 | 16 000 | 0,9 |
| 2011 | Mar | 1 798 000 | -14 000 | -0,8 | 56 000 | 3,2 |
| | Jun | 1 818 000 | 20 000 | 1,1 | 49 000 | 2,8 |
| | Sep | 1 834 000 | 16 000 | 0,9 | 51 000 | 2,9 |
| | Dec | 1 831 000 | -3 000 | -0,2 | 19 000 | 1,0 |
| 2012 | Mar | 1 832 000 | 1 000 | 0,1 | 34 000 | 1,9 |
| | Jun | 1 834 000 | 2 000 | 0,1 | 16 000 | 0,9 |
| | Sep | 1 835 000 | 1 000 | 0,1 | 1 000 | 0,1 |
| | Dec | 1 843 000 | 8 000 | 0,4 | 12 000 | 0,7 |
| 2013 | Mar | 1 841 000 | -2 000 | -0,1 | 9 000 | 0,5 |
| | Jun | 1 843 000 | 2 000 | 0,1 | 9 000 | 0,5 |
| | Sep* | 1 847 000 | 4 000 | 0,2 | 12 000 | 0,7 |
| | Dec | 1 848 000 | 1 000 | 0,1 | 5 000 | 0,3 |

*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 | | |
| 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 | 80 634 000 | 5 349 000 | 7,1 | 8 423 000 | 11,7 |
| 2011 | Mar | 80 032 000 | -602 000 | -0,7 | 6 594 000 | 9,0 |
| | Jun | 77 469 000 | -2 563 000 | -3,2 | 4 882 000 | 6,7 |
| | Sep | 81 547 000 | 4 078 000 | 5,3 | 6 262 000 | 8,3 |
| | Dec | 86 164 000 | 4 617 000 | 5,7 | 5 530 000 | 6,9 |
| 2012 | Mar | 87 523 000 | 1 359 000 | 1,6 | 7 491 000 | 9,4 |
| | Jun | 84 663 000 | -2 860 000 | -3,3 | 7 194 000 | 9,3 |
| | Sep | 86 019 000 | 1 356 000 | 1,6 | 4 472 000 | 5,5 |
| | Dec | 90 170 000 | 4 151 000 | 4,8 | 4 006 000 | 4,6 |
| 2013 | Mar | 91 456 000 | 1 286 000 | 1,4 | 3 933 000 | 4,5 |
| | Jun | 88 477 000 | -2 979 000 | -3,3 | 3 814 000 | 4,5 |
| | Sep* | 92 315 000 | 3 838 000 | 4,3 | 6 296 000 | 7,3 |
| | Dec | 98 495 000 | 6 180 000 | 6,7 | 8 325 000 | 9,2 |

*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 | | |
| 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 | 2 266 000 | 26 000 | 1,2 | 67 000 | 3,0 |
| 2011 | Mar | 2 343 000 | 77 000 | 3,4 | 140 000 | 6,4 |
| | Jun | 2 322 000 | -21 000 | -0,9 | 92 000 | 4,1 |
| | Sep | 2 328 000 | 6 000 | 0,3 | 88 000 | 3,9 |
| | Dec | 2 318 000 | -10 000 | -0,4 | 52 000 | 2,3 |
| 2012 | Mar | 2 334 000 | 16 000 | 0,7 | -9 000 | -0,4 |
| | Jun | 2 359 000 | 25 000 | 1,1 | 37 000 | 1,6 |
| | Sep | 2 378 000 | 19 000 | 0,8 | 50 000 | 2,1 |
| | Dec | 2 367 000 | -11 000 | -0,5 | 49 000 | 2,1 |
| 2013 | Mar | 2 398 000 | 31 000 | 1,3 | 64 000 | 2,7 |
| | Jun | 2 385 000 | -13 000 | -0,5 | 26 000 | 1,1 |
| | Sep* | 2 398 000 | 13 000 | 0,5 | 20 000 | 0,8 |
| | Dec | 2 412 000 | 14 000 | 0,6 | 45 000 | 1,9 |

*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 | | |
| 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 | 110 930 000 | 13 083 000 | 13,4 | 11 280 000 | 11,3 |
| 2011 | Mar | 103 453 000 | -7 477 000 | -6,7 | 9 361 000 | 9,9 |
| | Jun | 107 372 000 | 3 919 000 | 3,8 | 11 175 000 | 11,6 |
| | Sep | 115 390 000 | 8 018 000 | 7,5 | 17 543 000 | 17,9 |
| | Dec | 118 567 000 | 3 177 000 | 2,8 | 7 637 000 | 6,9 |
| 2012 | Mar | 115 032 000 | -3 535 000 | -3,0 | 11 579 000 | 11,2 |
| | Jun | 116 131 000 | 1 099 000 | 1,0 | 8 759 000 | 8,2 |
| | Sep | 127 743 000 | 11 612 000 | 10,0 | 12 353 000 | 10,7 |
| | Dec | 129 993 000 | 2 250 000 | 1,8 | 11 426 000 | 9,6 |
| 2013 | Mar | 126 658 000 | -3 335 000 | -2,6 | 11 626 000 | 10,1 |
| | Jun | 132 373 000 | 5 715 000 | 4,5 | 16 242 000 | 14,0 |
| | Sep* | 134 771 000 | 2 398 000 | 1,8 | 7 028 000 | 5,5 |
| | Dec | 138 581 000 | 3 810 000 | 2,8 | 8 588 000 | 6,6 |

*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 |
| 2010 Feb | 11 207 | 1,7 | 16,6 |
| May | 11 570 | 3,2 | 19,0 |
| Aug | 11 808 | 2,1 | 11,5 |
| Nov | 12 274 | 3,9 | 11,4 |
| 2011 Feb | 12 262 | -0,1 | 9,4 |
| May | 12 123 | -1,1 | 4,8 |
| Aug | 12 923 | 6,6 | 9,4 |
| Nov | 13 214 | 2,3 | 7,7 |
| 2012 Feb | 13 143 | -0,5 | 7,2 |
| May | 13 578 | 3,3 | 12,0 |
| Aug | 13 980 | 3,0 | 8,2 |
| Nov | 14 291 | 2,2 | 8,2 |
| 2013 Feb | 13 908 | -2,7 | 5,8 |
| May | 14 506 | 4,3 | 6,8 |
| Aug* | 14 795 | 2,0 | 5,8 |
| Nov | 14 911 | 0,8 | 4,3 |

*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 |
| 2010 Feb | 11 713 | -2,7 | 13,2 |
| May | 11 663 | -0,4 | 9,4 |
| Aug | 12 558 | 7,7 | 9,5 |
| Nov | 12 944 | 3,1 | 7,6 |
| 2011 Feb | 12 794 | -1,2 | 9,2 |
| May | 13 410 | 4,8 | 15,0 |
| Aug | 13 784 | 2,8 | 9,8 |
| Nov | 13 994 | 1,5 | 8,1 |
| 2012 Feb | 14 175 | 1,3 | 10,8 |
| May | 14 645 | 3,3 | 9,2 |
| Aug | 14 948 | 2,1 | 8,4 |
| Nov | 15 837 | 5,9 | 13,2 |
| 2013 Feb | 15 562 | -1,7 | 9,8 |
| May | 15 469 | -0,6 | 5,6 |
| Aug* | 16 659 | 7,7 | 11,4 |
| Nov | 17 628 | 5,8 | 11,3 |

*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 |
| 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 | 11 017 | 4,4 | 11,6 | 10 108 | 2,2 | 10,4 |
| 2011 Feb | 10 931 | -0,8 | 11,2 | 10 111 | 0,0 | 9,5 |
| May | 11 327 | 3,6 | 10,3 | 10 485 | 3,7 | 8,9 |
| Aug | 11 567 | 2,1 | 9,6 | 10 681 | 1,9 | 8,0 |
| Nov | 12 214 | 5,6 | 10,9 | 11 167 | 4,6 | 10,5 |
| 2012 Feb | 12 030 | -1,5 | 10,1 | 11 127 | -0,4 | 10,0 |
| May | 12 340 | 2,6 | 8,9 | 11 399 | 2,4 | 8,7 |
| Aug | 12 687 | 2,8 | 9,7 | 11 759 | 3,2 | 10,1 |
| Nov | 13 024 | 2,7 | 6,6 | 11 909 | 1,3 | 6,6 |
| 2013 Feb | 12 810 | -1,6 | 6,5 | 11 898 | -0,1 | 6,9 |
| May | 13 360 | 4,3 | 8,3 | 12 463 | 4,7 | 9,3 |
| Aug* | 13 585 | 1,7 | 7,1 | 12 710 | 2,0 | 8,1 |
| Nov | 14 036 | 3,3 | 7,8 | 12 997 | 2,3 | 9,1 |

*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 |
| 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 | 25 777 | 9,7 | 9,8 | 23 068 | 4,3 | 5,7 |
| 2011 Feb | 23 987 | -6,9 | 4,2 | 22 352 | -3,1 | 3,9 |
| May | 24 191 | 0,9 | 4,4 | 22 112 | -1,1 | 2,7 |
| Aug | 24 448 | 1,1 | 4,0 | 23 019 | 4,1 | 4,1 |
| Nov | 27 468 | 12,4 | 6,6 | 24 730 | 7,4 | 7,2 |
| 2012 Feb | 25 880 | -5,8 | 7,9 | 23 947 | -3,2 | 7,1 |
| May | 26 505 | 2,4 | 9,6 | 24 354 | 1,7 | 10,1 |
| Aug | 28 149 | 6,2 | 15,1 | 26 042 | 6,9 | 13,1 |
| Nov | 28 900 | 2,7 | 5,2 | 26 572 | 2,0 | 7,4 |
| 2013 Feb | 28 585 | -1,1 | 10,5 | 26 217 | -1,3 | 9,5 |
| May | 28 522 | -0,2 | 7,6 | 26 313 | 0,4 | 8,0 |
| Aug* | 28 346 | -0,6 | 0,7 | 26 473 | 0,6 | 1,7 |
| Nov | 30 082 | 6,1 | 4,1 | 28 023 | 5,9 | 5,5 |

*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 |
| 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 | 1,3 | 21,6 | 8 403 | 0,3 | 20,2 |
| Nov | 9 168 | 2,3 | 14,7 | 8 339 | -0,8 | 11,3 |
| 2011 Feb | 9 174 | 0,1 | 12,2 | 8 554 | 2,6 | 11,4 |
| May | 9 191 | 0,2 | 3,9 | 8 542 | -0,1 | 1,9 |
| Aug | 9 530 | 3,7 | 6,3 | 8 868 | 3,8 | 5,5 |
| Nov | 9 618 | 0,9 | 4,9 | 8 873 | 0,1 | 6,4 |
| 2012 Feb | 9 894 | 2,9 | 7,8 | 9 183 | 3,5 | 7,4 |
| May | 10 186 | 3,0 | 10,8 | 9 461 | 3,0 | 10,8 |
| Aug | 10 495 | 3,0 | 10,1 | 9 778 | 3,4 | 10,3 |
| Nov | 11 062 | 5,4 | 15,0 | 10 111 | 3,4 | 14,0 |
| 2013 Feb | 10 533 | -4,8 | 6,5 | 9 897 | -2,1 | 7,8 |
| May | 11 356 | 7,8 | 11,5 | 10 702 | 8,1 | 13,1 |
| Aug* | 11 460 | 0,9 | 9,2 | 10 819 | 1,1 | 10,6 |
| Nov | 11 310 | -1,3 | 2,2 | 10 660 | -1,5 | 5,4 |

*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 |
| 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 | 8 057 | 1,5 | 11,7 | 7 639 | -0,6 | 9,3 |
| 2011 Feb | 8 107 | 0,6 | 10,2 | 7 728 | 1,2 | 7,9 |
| May | 8 345 | 2,9 | 6,9 | 7 827 | 1,3 | 3,9 |
| Aug | 8 453 | 1,3 | 6,5 | 8 023 | 2,5 | 4,4 |
| Nov | 8 546 | 1,1 | 6,1 | 8 085 | 0,8 | 5,8 |
| 2012 Feb | 8 573 | 0,3 | 5,7 | 8 133 | 0,6 | 5,2 |
| May | 8 687 | 1,3 | 4,1 | 8 273 | 1,7 | 5,7 |
| Aug | 8 972 | 3,3 | 6,1 | 8 488 | 2,6 | 5,8 |
| Nov | 9 313 | 3,8 | 9,0 | 8 768 | 3,3 | 8,4 |
| 2013 Feb | 9 168 | -1,6 | 6,9 | 8 762 | -0,1 | 7,7 |
| May | 9 671 | 5,5 | 11,3 | 9 336 | 6,6 | 12,8 |
| Aug* | 9 936 | 2,7 | 10,7 | 9 611 | 2,9 | 13,2 |
| Nov | 9 987 | 0,5 | 7,2 | 9 636 | 0,3 | 9,9 |

*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 |
| 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 | 15 714 | 2,3 | 13,5 | 14 553 | 2,1 | 12,9 |
| 2011 Feb | 15 839 | 0,8 | 12,9 | 14 672 | 0,8 | 11,8 |
| May | 16 113 | 1,7 | 11,8 | 14 714 | 0,3 | 9,5 |
| Aug | 16 612 | 3,1 | 8,1 | 15 121 | 2,8 | 6,1 |
| Nov | 16 827 | 1,3 | 7,1 | 15 324 | 1,3 | 5,3 |
| 2012 Feb | 16 343 | -2,9 | 3,2 | 15 128 | -1,3 | 3,1 |
| May | 17 115 | 4,7 | 6,2 | 15 637 | 3,4 | 6,3 |
| Aug | 17 798 | 4,0 | 7,1 | 16 270 | 4,0 | 7,6 |
| Nov | 17 631 | -0,9 | 4,8 | 16 210 | -0,4 | 5,8 |
| 2013 Feb | 17 593 | -0,2 | 7,6 | 16 302 | 0,6 | 7,8 |
| May | 18 606 | 5,8 | 8,7 | 16 948 | 4,0 | 8,4 |
| Aug* | 18 863 | 1,4 | 6,0 | 17 578 | 3,7 | 8,0 |
| Nov | 19 081 | 1,2 | 8,2 | 17 743 | 0,9 | 9,5 |

*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 |
| 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 | 13 098 | 0,8 | 9,7 | 12 656 | -0,2 | 9,0 |
| 2011 Feb | 14 289 | 9,1 | 14,6 | 12 927 | 2,1 | 6,3 |
| May | 13 341 | -6,6 | 3,8 | 12 928 | 0,0 | 3,4 |
| Aug | 14 850 | 11,3 | 14,3 | 13 792 | 6,7 | 8,8 |
| Nov | 13 952 | -6,0 | 6,5 | 13 360 | -3,1 | 5,6 |
| 2012 Feb | 14 181 | 1,6 | -0,8 | 13 632 | 2,0 | 5,5 |
| May | 14 980 | 5,6 | 12,3 | 13 984 | 2,6 | 8,2 |
| Aug | 15 009 | 0,2 | 1,1 | 13 847 | -1,0 | 0,4 |
| Nov | 15 097 | 0,6 | 8,2 | 13 870 | 0,2 | 3,8 |
| 2013 Feb | 14 502 | -3,9 | 2,3 | 13 946 | 0,5 | 2,3 |
| May | 14 897 | 2,7 | -0,6 | 14 473 | 3,8 | 3,5 |
| Aug* | 15 330 | 2,9 | 2,1 | 14 910 | 3,0 | 7,7 |
| Nov | 15 452 | 0,8 | 2,4 | 15 032 | 0,8 | 8,4 |

*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 |
| 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 | 14 840 | 7,5 | 11,8 | 14 337 | 6,2 | 11,6 |
| 2011 Feb | 13 843 | -6,7 | 2,7 | 13 545 | -5,5 | 2,8 |
| May | 13 420 | -3,1 | -1,9 | 13 103 | -3,3 | -2,0 |
| Aug | 14 805 | 10,3 | 7,2 | 14 478 | 10,5 | 7,3 |
| Nov | 16 042 | 8,4 | 8,1 | 15 416 | 6,5 | 7,5 |
| 2012 Feb | 15 683 | -2,2 | 13,3 | 15 337 | -0,5 | 13,2 |
| May | 16 055 | 2,4 | 19,6 | 15 636 | 1,9 | 19,3 |
| Aug | 16 817 | 4,7 | 13,6 | 16 444 | 5,2 | 13,6 |
| Nov | 17 151 | 2,0 | 6,9 | 16 495 | 0,3 | 7,0 |
| 2013 Feb | 16 596 | -3,2 | 5,8 | 16 228 | -1,6 | 5,8 |
| May | 17 513 | 5,5 | 9,1 | 17 205 | 6,0 | 10,0 |
| Aug* | 17 594 | 0,5 | 4,6 | 17 308 | 0,6 | 5,3 |
| Nov | 17 473 | -0,7 | 1,9 | 17 195 | -0,7 | 4,2 |

*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 |
| 2010 Feb | 6 389 | 0,5 | 10,3 |
| | May | 6 518 | 2,0 |
| | Aug | 6 604 | 1,3 |
| 2011 Feb | 6 834 | 3,5 | 7,5 |
| | May | 6 737 | -1,4 |
| | Aug | 6 532 | -3,0 |
| 2012 Feb | 6 863 | 5,1 | 3,9 |
| | May | 6 933 | 1,0 |
| | Aug | 6 806 | -1,8 |
| 2013 Feb | 6 923 | 1,7 | 6,0 |
| | May | 7 070 | 2,1 |
| | Aug* | 7 103 | 0,5 |
| 2014 Feb | 7 807 | -4,2 | 0,0 |
| | May | 7 009 | 3,0 |
| | Aug* | 7 032 | 0,3 |
| 2015 Feb | 7 034 | 0,0 | -1,0 |
| | Nov | 7 034 | 0,0 |

*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 |
| 2010 Feb | 6 678 | -3,8 | 7,1 |
| | May | 6 571 | -1,6 |
| | Aug | 7 023 | 6,9 |
| | Nov | 7 207 | 2,6 |
| 2011 Feb | 7 030 | -2,5 | 5,3 |
| | May | 7 225 | 2,8 |
| | Aug | 7 320 | 1,3 |
| 2012 Feb | 7 342 | 0,3 | 1,9 |
| | May | 7 341 | 0,0 |
| | Aug | 7 467 | 1,7 |
| 2013 Feb | 7 560 | 1,2 | 3,3 |
| | May | 7 871 | 4,1 |
| | Aug* | 7 616 | -3,2 |
| 2014 Feb | 7 616 | -3,2 | 3,7 |
| | May | 7 475 | -1,9 |
| | Aug* | 7 918 | 5,9 |
| 2015 Feb | 8 315 | 5,0 | 5,6 |
| | Nov | 8 315 | 5,0 |

*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 |
| 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 | 6 134 | 3,9 | 7,8 | 5 628 | 1,8 | 6,6 |
| 2011 Feb | 6 006 | -2,1 | 7,2 | 5 555 | -1,3 | 5,5 |
| May | 6 103 | 1,6 | 5,4 | 5 649 | 1,7 | 4,2 |
| Aug | 6 143 | 0,7 | 4,1 | 5 672 | 0,4 | 2,6 |
| Nov | 6 408 | 4,3 | 4,5 | 5 859 | 3,3 | 4,1 |
| 2012 Feb | 6 230 | -2,8 | 3,7 | 5 762 | -1,7 | 3,7 |
| May | 6 292 | 1,0 | 3,1 | 5 812 | 0,9 | 2,9 |
| Aug | 6 416 | 2,0 | 4,4 | 5 947 | 2,3 | 4,8 |
| Nov | 6 473 | 0,9 | 1,0 | 5 919 | -0,5 | 1,0 |
| 2013 Feb | 6 269 | -3,2 | 0,6 | 5 823 | -1,6 | 1,1 |
| May | 6 456 | 3,0 | 2,6 | 6 022 | 3,4 | 3,6 |
| Aug* | 6 457 | 0,0 | 0,6 | 6 041 | 0,3 | 1,6 |
| Nov | 6 621 | 2,5 | 2,3 | 6 131 | 1,5 | 3,6 |

*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 |
| 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 | 14 352 | 9,2 | 6,0 | 12 844 | 3,8 | 2,1 |
| 2011 Feb | 13 180 | -8,2 | 0,4 | 12 281 | -4,4 | 0,1 |
| May | 13 034 | -1,1 | -0,1 | 11 914 | -3,0 | -1,8 |
| Aug | 12 984 | -0,4 | -1,2 | 12 225 | 2,6 | -1,2 |
| Nov | 14 411 | 11,0 | 0,4 | 12 975 | 6,1 | 1,0 |
| 2012 Feb | 13 402 | -7,0 | 1,7 | 12 401 | -4,4 | 1,0 |
| May | 13 514 | 0,8 | 3,7 | 12 417 | 0,1 | 4,2 |
| Aug | 14 236 | 5,3 | 9,6 | 13 171 | 6,1 | 7,7 |
| Nov | 14 364 | 0,9 | -0,3 | 13 207 | 0,3 | 1,8 |
| 2013 Feb | 13 990 | -2,6 | 4,4 | 12 831 | -2,8 | 3,5 |
| May | 13 782 | -1,5 | 2,0 | 12 714 | -0,9 | 2,4 |
| Aug* | 13 474 | -2,2 | -5,4 | 12 583 | -1,0 | -4,5 |
| Nov | 14 190 | 5,3 | -1,2 | 13 219 | 5,1 | 0,1 |

*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 | |
| 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 | 0,5 | 17,5 | 4 700 | -0,5 | 16,1 |
| 2011 | Feb | 5 105 | 1,8 | 10,8 | 4 643 | -1,2 | 7,4 |
| | May | 5 041 | -1,3 | 8,1 | 4 700 | 1,2 | 7,4 |
| | Aug | 4 952 | -1,8 | -0,7 | 4 602 | -2,1 | -2,5 |
| 2012 | Feb | 5 061 | 2,2 | 1,0 | 4 710 | 2,3 | 0,2 |
| | May | 5 046 | -0,3 | -1,2 | 4 655 | -1,2 | 0,3 |
| | Aug | 5 124 | 1,5 | 1,6 | 4 756 | 2,2 | 1,2 |
| 2013 | Feb | 5 193 | 1,3 | 4,9 | 4 824 | 1,4 | 4,8 |
| | May | 5 308 | 2,2 | 4,9 | 4 945 | 2,5 | 5,0 |
| | Aug* | 5 498 | 3,6 | 9,0 | 5 025 | 1,6 | 7,9 |
| 2013 | Feb | 5 155 | -6,2 | 0,6 | 4 844 | -3,6 | 1,9 |
| | May | 5 487 | 6,4 | 5,7 | 5 171 | 6,8 | 7,2 |
| | Nov | 5 447 | -0,7 | 2,6 | 5 143 | -0,5 | 4,0 |
| | | 5 335 | -2,1 | -3,0 | 5 028 | -2,2 | 0,1 |

*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 | |
| 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 |
| 2011 | Feb | 4 486 | 1,1 | 7,9 | 4 253 | -1,0 | 5,5 |
| | May | 4 454 | -0,7 | 6,1 | 4 246 | -0,2 | 4,0 |
| | Aug | 4 496 | 0,9 | 2,2 | 4 217 | -0,7 | -0,7 |
| 2012 | Feb | 4 489 | -0,2 | 1,1 | 4 261 | 1,0 | -0,8 |
| | May | 4 484 | -0,1 | 0,0 | 4 242 | -0,4 | -0,3 |
| | Aug | 4 440 | -1,0 | -0,3 | 4 212 | -0,7 | -0,8 |
| 2013 | Feb | 4 429 | -0,2 | -1,5 | 4 218 | 0,1 | 0,0 |
| | May | 4 538 | 2,5 | 1,1 | 4 293 | 1,8 | 0,8 |
| | Aug* | 4 629 | 2,0 | 3,2 | 4 358 | 1,5 | 2,7 |
| 2013 | Feb | 4 487 | -3,1 | 1,1 | 4 288 | -1,6 | 1,8 |
| | May | 4 673 | 4,1 | 5,5 | 4 511 | 5,2 | 6,9 |
| | Nov | 4 723 | 1,1 | 4,1 | 4 568 | 1,3 | 6,4 |
| | | 4 711 | -0,3 | 1,8 | 4 545 | -0,5 | 4,3 |

*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 |
| 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 | 8 749 | 1,8 | 9,5 | 8 103 | 1,7 | 9,0 |
| 2011 Feb | 8 703 | -0,5 | 8,8 | 8 062 | -0,5 | 7,8 |
| May | 8 682 | -0,2 | 6,9 | 7 928 | -1,7 | 4,7 |
| Aug | 8 822 | 1,6 | 2,7 | 8 030 | 1,3 | 0,8 |
| Nov | 8 828 | 0,1 | 0,9 | 8 040 | 0,1 | -0,8 |
| 2012 Feb | 8 463 | -4,1 | -2,8 | 7 834 | -2,6 | -2,8 |
| May | 8 726 | 3,1 | 0,5 | 7 973 | 1,8 | 0,6 |
| Aug | 9 001 | 3,2 | 2,0 | 8 228 | 3,2 | 2,5 |
| Nov | 8 763 | -2,6 | -0,7 | 8 057 | -2,1 | 0,2 |
| 2013 Feb | 8 610 | -1,7 | 1,7 | 7 978 | -1,0 | 1,8 |
| May | 8 990 | 4,4 | 3,0 | 8 189 | 2,6 | 2,7 |
| Aug* | 8 966 | -0,3 | -0,4 | 8 355 | 2,0 | 1,5 |
| Nov | 9 001 | 0,4 | 2,7 | 8 370 | 0,2 | 3,9 |

*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 |
| 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 | 7 293 | 0,3 | 5,9 | 7 047 | -0,6 | 5,2 |
| 2011 Feb | 7 851 | 7,7 | 10,4 | 7 103 | 0,8 | 2,4 |
| May | 7 188 | -8,4 | -0,7 | 6 966 | -1,9 | -1,1 |
| Aug | 7 886 | 9,7 | 8,5 | 7 324 | 5,1 | 3,3 |
| Nov | 7 320 | -7,2 | 0,4 | 7 009 | -4,3 | -0,5 |
| 2012 Feb | 7 344 | 0,3 | -6,5 | 7 060 | 0,7 | -0,6 |
| May | 7 638 | 4,0 | 6,3 | 7 130 | 1,0 | 2,4 |
| Aug | 7 591 | -0,6 | -3,7 | 7 003 | -1,8 | -4,4 |
| Nov | 7 503 | -1,2 | 2,5 | 6 894 | -1,6 | -1,6 |
| 2013 Feb | 7 097 | -5,4 | -3,4 | 6 825 | -1,0 | -3,3 |
| May | 7 198 | 1,4 | -5,8 | 6 993 | 2,5 | -1,9 |
| Aug* | 7 287 | 1,2 | -4,0 | 7 087 | 1,3 | 1,2 |
| Nov | 7 289 | 0,0 | -2,9 | 7 091 | 0,1 | 2,9 |

*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 | |
| 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 | 8 263 | 7,0 | 8,0 | 7 983 | 5,7 | 7,7 |
| 2011 | Feb | 7 606 | -8,0 | -1,1 | 7 442 | -6,8 | -0,9 |
| | May | 7 231 | -4,9 | -6,2 | 7 060 | -5,1 | -6,3 |
| | Aug | 7 862 | 8,7 | 1,8 | 7 689 | 8,9 | 1,9 |
| | Nov | 8 417 | 7,1 | 1,9 | 8 088 | 5,2 | 1,3 |
| 2012 | Feb | 8 122 | -3,5 | 6,8 | 7 943 | -1,8 | 6,7 |
| | May | 8 186 | 0,8 | 13,2 | 7 972 | 0,4 | 12,9 |
| | Aug | 8 505 | 3,9 | 8,2 | 8 316 | 4,3 | 8,2 |
| | Nov | 8 524 | 0,2 | 1,3 | 8 198 | -1,4 | 1,4 |
| 2013 | Feb | 8 122 | -4,7 | 0,0 | 7 942 | -3,1 | 0,0 |
| | May | 8 462 | 4,2 | 3,4 | 8 313 | 4,7 | 4,3 |
| | Aug* | 8 363 | -1,2 | -1,7 | 8 227 | -1,0 | -1,1 |
| | Nov | 8 242 | -1,4 | -3,3 | 8 111 | -1,4 | -1,1 |

*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)

$$1.1 \text{ StandardError(SE)} = \frac{\text{upperlimit} - \text{lowerlimit}}{2 \times 1,96}$$

$$1.2 \text{ RelativeStandardError(RSE)} = \frac{\text{SE (estimate)}}{\text{estimate}} \times 100$$

Table C – Estimates of number of employees by industry within 95% confidence limits

| Industry | Quarter ended September 2013* | | | | Quarter ended December 2013 | | | |
|---|-------------------------------|------------------|------------------|------------|-----------------------------|------------------|------------------|------------|
| | Lower limit | Estimate | Upper limit | RSE | Lower limit | Estimate | Upper limit | RSE |
| Mining and quarrying** | 506 832 | 506 832 | 506 832 | 0,0 | 499 303 | 499 303 | 499 303 | 0,0 |
| Manufacturing | 1 119 877 | 1 144 768 | 1 169 658 | 1,1 | 1 122 253 | 1 146 964 | 1 171 675 | 1,1 |
| Electricity, gas and water supply | 61 062 | 61 720 | 62 378 | 0,5 | 61 026 | 61 662 | 62 299 | 0,5 |
| Construction | 405 144 | 426 047 | 446 949 | 2,5 | 398 282 | 418 731 | 439 181 | 2,5 |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 1 644 227 | 1 696 894 | 1 749 561 | 1,6 | 1 678 758 | 1 732 304 | 1 785 850 | 1,6 |
| Transport, storage and communication | 363 824 | 374 770 | 385 715 | 1,5 | 365 285 | 376 279 | 387 273 | 1,5 |
| Financial intermediation, insurance, real estate and business services | 1 770 057 | 1 846 684 | 1 923 311 | 2,1 | 1 765 595 | 1 848 092 | 1 930 588 | 2,3 |
| Community, social and personal services | 2 374 427 | 2 398 358 | 2 422 289 | 0,5 | 2 383 605 | 2 411 754 | 2 439 902 | 0,6 |
| Total | 8 355 868 | 8 456 073 | 8 556 276 | 0,6 | 8 389 346 | 8 495 089 | 8 600 831 | 0,6 |

*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 2013* | | | | Quarter ended December 2013 | | | |
|---|-------------------------------|--------------------|--------------------|------------|-----------------------------|--------------------|--------------------|------------|
| | Lower limit | Estimate | Upper limit | RSE | Lower limit | Estimate | Upper limit | RSE |
| Mining and quarrying** | 25 243 403 | 25 243 403 | 25 243 403 | 0,0 | 25 986 709 | 25 986 709 | 25 986 709 | 0,0 |
| Manufacturing | 47 590 744 | 48 676 282 | 49 761 820 | 1,1 | 53 608 864 | 54 706 045 | 55 803 227 | 1,0 |
| Electricity, gas and water supply | 6 303 906 | 6 324 539 | 6 345 172 | 0,2 | 6 434 608 | 6 460 688 | 6 486 769 | 0,2 |
| Construction | 13 780 555 | 14 653 984 | 15 527 413 | 3,0 | 15 208 583 | 16 250 258 | 17 291 932 | 3,3 |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 50 863 193 | 53 386 086 | 55 908 978 | 2,4 | 55 082 129 | 57 839 145 | 60 596 161 | 2,4 |
| Transport, storage and communication | 22 163 259 | 22 742 912 | 23 322 565 | 1,3 | 23 674 293 | 24 357 024 | 25 039 755 | 1,4 |
| Financial intermediation, insurance, real estate and business services | 87 451 201 | 92 314 666 | 97 178 131 | 2,7 | 92 116 672 | 98 495 248 | 104 873 824 | 3,3 |
| Community, social and personal services | 132 905 403 | 134 771 368 | 136 637 333 | 0,7 | 136 697 992 | 138 580 786 | 140 463 580 | 0,7 |
| Total | 392 173 883 | 398 113 241 | 404 052 598 | 0,8 | 415 338 092 | 422 675 904 | 430 013 716 | 0,9 |

*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 2013* | | | | November 2013 | | | |
|---|---------------|---------------|---------------|------------|---------------|---------------|---------------|------------|
| | Lower limit | Estimate | Upper limit | RSE | Lower limit | Estimate | Upper limit | RSE |
| Mining and quarrying** | 16 659 | 16 659 | 16 659 | 0,0 | 17 628 | 17 628 | 17 628 | 0,0 |
| Manufacturing | 13 173 | 13 585 | 13 997 | 1,5 | 13 602 | 14 036 | 14 470 | 1,6 |
| Electricity, gas and water supply | 28 025 | 28 346 | 28 667 | 0,6 | 29 736 | 30 082 | 30 428 | 0,6 |
| Construction | 10 597 | 11 460 | 12 323 | 3,8 | 10 487 | 11 310 | 12 133 | 3,7 |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 9 374 | 9 936 | 10 498 | 2,9 | 9 433 | 9 987 | 10 541 | 2,8 |
| Transport, storage and communication | 18 166 | 18 863 | 19 560 | 1,9 | 18 359 | 19 081 | 19 803 | 1,9 |
| Financial intermediation, insurance, real estate and business services | 14 354 | 15 330 | 16 306 | 3,2 | 14 390 | 15 452 | 16 514 | 3,5 |
| Community, social and personal services | 17 284 | 17 594 | 17 904 | 0,9 | 17 168 | 17 473 | 17 778 | 0,9 |
| Total | 14 522 | 14 795 | 15 068 | 0,9 | 14 624 | 14 911 | 15 198 | 1,0 |

*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 2013* | | | | November 2013 | | | |
|---|--------------|----------|-------------|-----|---------------|----------|-------------|-----|
| | Lower limit | Estimate | Upper limit | RSE | Lower limit | Estimate | Upper limit | RSE |
| Mining and quarrying | - | - | - | - | - | - | - | - |
| Manufacturing | 12 326 | 12 710 | 13 094 | 1,5 | 12 596 | 12 997 | 13 398 | 1,6 |
| Electricity, gas and water supply | 26 171 | 26 473 | 26 775 | 0,6 | 27 697 | 28 023 | 28 349 | 0,6 |
| Construction | 9 988 | 10 819 | 11 650 | 3,9 | 9 873 | 10 660 | 11 447 | 3,8 |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 9 056 | 9 611 | 10 166 | 2,9 | 9 090 | 9 636 | 10 182 | 2,9 |
| Transport, storage and communication | 16 911 | 17 578 | 18 245 | 1,9 | 17 069 | 17 743 | 18 417 | 1,9 |
| Financial intermediation, insurance, real estate and business services | 13 959 | 14 910 | 15 861 | 3,3 | 13 998 | 15 032 | 16 066 | 3,5 |
| Community, social and personal services | 17 001 | 17 308 | 17 615 | 0,9 | 16 893 | 17 195 | 17 497 | 0,9 |

*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.

Explanatory notes

- Introduction** This publication contains results of the Quarterly Employment Statistics (QES) 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 survey is a quarterly survey covering a sample of approximately 20 208 (VAT registered) 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 2009 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. A. 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.
- B. Estimates of employment are rounded to the nearest thousand, while earnings are rounded to the nearest million. 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;
 Quarterly Labour Force Survey; and
 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 response rate for the quarter ended December 2013 was 85,7%.

Abbreviations and symbols

| | |
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| BSF | Business Sampling Frame |
| DMR | Department of Mineral Resources |
| 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

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| 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 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. |
| 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; and severance, termination and redundancy payments. Gross earnings are the total sum of the earnings including performance and others bonuses; overtime payments 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). |

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| 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 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. |
| Number of employees | 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 (see Reference quarter/month/period below). |
| 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 | Performance and other bonuses cover seasonal, end-of-year and one-time bonuses and additional payments supplementary to normal payments. Performance and other bonuses include profit-sharing bonuses, merit bonuses, incentive bonuses, total amounts of payments that were paid during the reference period but relate to other pay periods, e.g. annual leave, thirteenth cheques. Performance and other bonuses exclude reimbursements for expenses incurred whilst conducting employer's business; severance, termination and redundancy payments. |
| 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. |

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| 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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