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

Table A – Number of employees as at the end of December 2007 and March 2008, and gross earnings for the quarters ended December 2007 and March 2008.

Main estimates	Quarter ended March 2007	Quarter ended December 2007*	Quarter ended March 2008	Percentage change between the quarters ended December 2007 and March 2008	Percentage change between the quarters ended March 2007 and March 2008
Number of employees (000)	8 244	8 410	8 418	0,1	2,1
Gross earnings (R' 000)	205 192 000	241 569 000	234 917 000	-2,8	14,5

*Revised estimates

Key findings for the quarter ended March 2008

Employment in the formal non-agricultural business sector increased between the quarters ended December 2007 and March 2008.

The March 2008 Quarterly Employment Statistics (QES) survey showed that the number of people employed in the formal non-agricultural business sector of the South African economy increased by about 8 000 persons (or +0,1%) from December 2007 (an estimated 8 410 000 employees) to March 2008 (an estimated 8 418 000 employees).

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

According to the March 2008 Quarterly Employment Statistics (QES) survey gross earnings paid to employees during the quarter ended March 2008 (January 2008 to March 2008) amounted to R234 917 million. This represents a quarterly decrease of R6 652 million (or -2,8%) compared with the quarter ended December 2007 (October 2007 to December 2007).

Employment in the formal non-agricultural business sector increased between the quarters ended March 2007 and March 2008.

According to the March 2008 Quarterly Employment Statistics (QES) survey an estimated 8 418 000 people were employed in the formal non-agricultural business sector of the South African economy. This reflected an annual increase of about 174 000 employees (or +2,1%) compared with March 2007 (an estimated 8 244 000 employees).

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

The gross earnings paid to employees during the quarter ended March 2008 (January 2008 to March 2008) amounted to R234 917 million. This reflects an annual increase of R29 725 million (or +14,5%) compared with the quarter ended March 2007 (January 2007 to March 2007).

Part B - Key estimates of average monthly earnings

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

Average monthly earnings paid to employees in the formal non-agricultural business sector	February 2007 (Rand)	November 2007 (Rand)*	February 2008 (Rand)	Percentage change between November 2007 and February 2008	Percentage change between February 2007 and February 2008
Including bonuses and overtime payments	7 870	8 752	8 677	-0,9	10,3

*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 business sector decreased between November 2007 and February 2008.

The March 2008 Quarterly Employment Statistics (QES) survey reflected a quarterly decrease of 0,9% in average monthly earnings paid to employees in the formal non-agricultural business sector between November 2007 (an estimated R8 752) and February 2008 (an estimated R8 677).

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

The March 2008 Quarterly Employment Statistics (QES) survey reflected an annual increase of 10,3% in average monthly earnings paid to employees in the formal non-agricultural business sector between February 2007 (an estimated R7 870) and February 2008 (an estimated R8 677).

**PJ Lehohla
Statistician-General**

Level of employees as at March 2008 Quarter

The *mining and quarrying industry* reported an annual increase of 22 000 employees (or +4,5%) at March 2008 compared with March 2007. There was no change between the March 2008 and the December 2007 quarters.

See explanatory notes: p.32 paragraph 5.

The *manufacturing industry* reported an annual decrease of 11 000 employees (or -0,8%) at March 2008 compared with March 2007.

There was a quarterly decrease of 4 000 employees (or -0,3%) at March 2008 compared with December 2007. This is mainly due to the decreases in employment in the manufacture of parts and accessories for motor vehicles and their engines; manufacture not elsewhere classified; manufacture of wearing apparel, except fur apparel; and manufacture of products of wood, cork straw and plaiting materials.

The *electricity, gas and water supply industry* reported an annual increase of 1 000 employees (or +1,9%) at March 2008 compared with March 2007.

There was a quarterly decrease of 1 000 employees (or -1,8%) at March 2008 compared with December 2007.

The *construction industry* reported an annual decrease of 2 000 employees (or -0,4%) at March 2008 compared with March 2007.

There was a quarterly increase of 2 000 employees (or +0,4%) at March 2008 compared with December 2007. This is mainly due to increases in employment in building of complete construction or parts thereof; and building installation.

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 38 000 employees (or +2,2%) at March 2008 compared with March 2007.

There was a quarterly decrease of 30 000 employees (or -1,7%) at March 2008 compared with December 2007. This is mainly due to decreases in employment in retail trade except for motor vehicles and motor cycles, repair of personal and household goods; and hotels and restaurants.

The *transport, storage and communication industry* showed no change between the March 2008 and March 2007 quarters.

There was a quarterly increase of 1 000 employees (or +0,3%) at March 2008 compared with December 2007. This is mainly due to increases in employment in supporting and auxiliary transport activities (activities of travel agencies); and post and telecommunication.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 67 000 employees (or +3,7%) at March 2008 compared with March 2007.

There was a quarterly increase of 14 000 employees (or +0,7%) at March 2008 compared with December 2007. This is mainly due to increases in employment in financial intermediation, except insurance and pension funds; business activities not elsewhere classified; architectural, engineering and other technical activities; insurance and pension funding, except compulsory social securities.

The *community, social and personal services industry* reported an annual increase of 59 000 employees (or +2,9%) at March 2008 compared with March 2007.

There was a quarterly increase of 24 000 employees (or +1,2%) at March 2008 compared with December 2007. This is mainly due to increases in employment in provincial government; government departments; technikons and universities.

Gross earnings paid to employees for the quarter ended March 2008

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R2 006 million (or +19,1%) for the quarter ended March 2008 compared with the quarter ended March 2007.

There was a quarterly increase of R167 million (or +1,4%) for the quarter ended March 2008 compared with the quarter ended December 2007.

See explanatory notes: p.32 paragraph 5.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R3 085 million (or +10,6%) for the quarter ended March 2008 compared with the quarter ended March 2007.

There was a quarterly decrease of R3 360 million (or -9,5%) for the quarter ended March 2008 compared with the quarter ended December 2007.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R311 million (or +12,7%) for the quarter ended March 2008 compared with the quarter ended March 2007.

There was a quarterly decrease of R476 million (or -14,7%) for the quarter ended March 2008 compared with the quarter ended December 2007.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R956 million (or +13,0%) for the quarter ended March 2008 compared with the quarter ended March 2007.

There was a quarterly decrease of R1 092 million (or -11,6%) for the quarter ended March 2008 compared with the quarter ended December 2007.

Gross earnings paid to employees in the *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reflected an annual increase of R4 057 million (or +13,9%) for the quarter ended March 2008 compared with the quarter ended March 2007.

There was a quarterly decrease of R2 461 million (or -6,9%) for the quarter ended March 2008 compared with the quarter ended December 2007.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R902 million (or +7,5%) for the quarter ended March 2008 compared with the quarter ended March 2007.

There was a quarterly decrease of R1 205 million (or -8,6%) for the quarter ended March 2008 compared with the quarter ended December 2007.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R9 262 million (or +16,5%) for the quarter ended March 2008 compared with the quarter ended March 2007.

There was a quarterly increase of R3 317 million (or +5,3%) for the quarter ended March 2008 compared with the quarter ended December 2007.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R9 147 million (or +15,7%) for the quarter ended March 2008 compared with the quarter ended March 2007.

There was a quarterly decrease of R1 542 million (or -2,2%) for the quarter ended March 2008 compared with the quarter ended December 2007.

Part 1 - Estimation of number of employees and their earnings

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

1.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	8 059 000	-	-	-	-
Sep	8 124 000	65 000	0,8	-	-
Dec	8 222 000	98 000	1,2	-	-
2007 Mar	8 244 000	22 000	0,3	-	-
Jun	8 288 000	44 000	0,5	229 000	2,8
Sep	8 343 000	55 000	0,7	219 000	2,7
Dec*	8 410 000	67 000	0,8	188 000	2,3
2008 Mar	8 418 000	8 000	0,1	174 000	2,1

*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	
2006 Jun	190 850 000	-	-	-	-
Sep	199 761 000	8 911 000	4,7	-	-
Dec	220 239 000	20 478 000	10,3	-	-
2007 Mar	205 192 000	-15 047 000	-6,8	-	-
Jun	210 918 000	5 726 000	2,8	20 068 000	10,5
Sep	219 881 000	8 963 000	4,2	20 120 000	10,1
Dec*	241 569 000	21 688 000	9,9	21 330 000	9,7
2008 Mar	234 917 000	-6 652 000	-2,8	29 725 000	14,5

*Revised estimates

Table 2 – Mining and quarrying industry

See explanatory notes: p.32 paragraph 5.

2.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	459 000	-	-	-	-
Sep	463 000	4 000	0,9	-	-
Dec	475 000	12 000	2,6	-	-
2007 Mar	484 000	9 000	1,9	-	-
Jun	497 000	13 000	2,7	38 000	8,3
Sep	505 000	8 000	1,6	42 000	9,1
Dec*	506 000	1 000	0,2	31 000	6,5
2008 Mar	506 000	0	0,0	22 000	4,5

*Revised estimates

2.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	9 497 000	-	-	-	-
Sep	10 049 000	552 000	5,8	-	-
Dec	10 505 000	456 000	4,5	-	-
2007 Mar	10 515 000	10 000	0,1	-	-
Jun	10 977 000	462 000	4,4	1 480 000	15,6
Sep	11 785 000	808 000	7,4	1 736 000	17,3
Dec*	12 354 000	569 000	4,8	1 849 000	17,6
2008 Mar	12 521 000	167 000	1,4	2 006 000	19,1

*Revised estimates

Table 3 – Manufacturing industry

3.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	1 331 000	-	-	-	-
Sep	1 334 000	3 000	0,2	-	-
Dec	1 333 000	-1 000	-0,1	-	-
2007 Mar	1 322 000	-11 000	-0,8	-	-
Jun	1 323 000	1 000	0,1	-8 000	-0,6
Sep	1 318 000	-5 000	-0,4	-16 000	-1,2
Dec*	1 315 000	-3 000	-0,2	-18 000	-1,4
2008 Mar	1 311 000	-4 000	-0,3	-11 000	-0,8

*Revised estimates

3.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	27 914 000	-	-	-	-
Sep	28 897 000	983 000	3,5	-	-
Dec	33 635 000	4 738 000	16,4	-	-
2007 Mar	28 988 000	-4 647 000	-13,8	-	-
Jun	29 555 000	567 000	2,0	1 641 000	5,9
Sep	30 785 000	1 230 000	4,2	1 888 000	6,5
Dec*	35 433 000	4 648 000	15,1	1 798 000	5,3
2008 Mar	32 073 000	-3 360 000	-9,5	3 085 000	10,6

*Revised estimates

Table 4 – Electricity, gas and water supply industry

4.1 Number of employees

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

4.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	2 097 000	-	-	-	-
Sep	2 775 000	678 000	32,3	-	-
Dec	2 698 000	-77 000	-2,8	-	-
2007 Mar	2 454 000	-244 000	-9,0	-	-
Jun	2 400 000	-54 000	-2,2	303 000	14,4
Sep	3 131 000	731 000	30,5	356 000	12,8
Dec	3 241 000	110 000	3,5	543 000	20,1
2008 Mar	2 765 000	-476 000	-14,7	311 000	12,7

Table 5 – Construction industry

5.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	456 000	-	-	-	-
Sep	459 000	3 000	0,7	-	-
Dec	458 000	-1 000	-0,2	-	-
2007 Mar	470 000	12 000	2,6	-	-
Jun	473 000	3 000	0,6	17 000	3,7
Sep	475 000	2 000	0,4	16 000	3,5
Dec*	466 000	-9 000	-1,9	8 000	1,7
2008 Mar	468 000	2 000	0,4	-2 000	-0,4

*Revised estimates

5.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	6 743 000	-	-	-	-
Sep	6 893 000	150 000	2,2	-	-
Dec	7 896 000	1 003 000	14,6	-	-
2007 Mar	7 341 000	-555 000	-7,0	-	-
Jun	7 671 000	330 000	4,5	928 000	13,8
Sep	7 870 000	199 000	2,6	977 000	14,2
Dec*	9 389 000	1 519 000	19,3	1 493 000	18,9
2008 Mar	8 297 000	-1 092 000	-11,6	956 000	13,0

*Revised estimates

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

6.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
2006 Jun	1 664 000	-	-	-	-
Sep	1 673 000	9 000	0,5	-	-
Dec	1 739 000	66 000	3,9	-	-
2007 Mar	1 706 000	-33 000	-1,9	-	-
Jun	1 730 000	24 000	1,4	66 000	4,0
Sep	1 741 000	11 000	0,6	68 000	4,1
Dec*	1 774 000	33 000	1,9	35 000	2,0
2008 Mar	1 744 000	-30 000	-1,7	38 000	2,2

*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
2006 Jun	27 465 000	-	-	-	-
Sep	28 006 000	541 000	2,0	-	-
Dec	31 722 000	3 716 000	13,3	-	-
2007 Mar	29 234 000	-2 488 000	-7,8	-	-
Jun	30 318 000	1 084 000	3,7	2 853 000	10,4
Sep	30 962 000	644 000	2,1	2 956 000	10,6
Dec*	35 752 000	4 790 000	15,5	4 030 000	12,7
2008 Mar	33 291 000	-2 461 000	-6,9	4 057 000	13,9

*Revised estimates

Table 7 – Transport, storage and communication industry

7.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	352 000	-	-	-	-
Sep	360 000	8 000	2,3	-	-
Dec	364 000	4 000	1,1	-	-
2007 Mar	361 000	-3 000	-0,8	-	-
Jun	359 000	-2 000	-0,6	7 000	2,0
Sep	358 000	-1 000	-0,3	-2 000	-0,6
Dec*	360 000	2 000	0,6	-4 000	-1,1
2008 Mar	361 000	1 000	0,3	0	0,0

*Revised estimates

7.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	11 431 000	-	-	-	-
Sep	12 323 000	892 000	7,8	-	-
Dec	13 226 000	903 000	7,3	-	-
2007 Mar	11 957 000	-1 269 000	-9,6	-	-
Jun	13 169 000	1 212 000	10,1	1 738 000	15,2
Sep	12 543 000	-626 000	-4,8	220 000	1,8
Dec*	14 064 000	1 521 000	12,1	838 000	6,3
2008 Mar	12 859 000	-1 205 000	-8,6	902 000	7,5

*Revised estimates

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

8.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	1 745 000	-	-	-	-
Sep	1 773 000	28 000	1,6	-	-
Dec	1 799 000	26 000	1,5	-	-
2007 Mar	1 819 000	20 000	1,1	-	-
Jun	1 825 000	6 000	0,3	80 000	4,6
Sep	1 851 000	26 000	1,4	78 000	4,4
Dec*	1 872 000	21 000	1,1	73 000	4,1
2008 Mar	1 886 000	14 000	0,7	67 000	3,7

*Revised estimates

8.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	50 879 000	-	-	-	-
Sep	52 779 000	1 900 000	3,7	-	-
Dec	59 860 000	7 081 000	13,4	-	-
2007 Mar	56 280 000	-3 580 000	-6,0	-	-
Jun	56 796 000	516 000	0,9	5 917 000	11,6
Sep	58 484 000	1 688 000	3,0	5 705 000	10,8
Dec*	62 225 000	3 741 000	6,4	2 365 000	4,0
2008 Mar	65 542 000	3 317 000	5,3	9 262 000	16,5

*Revised estimates

Table 9 – Community, social and personal services industry

9.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	2 001 000	-	-	-	-
Sep	2 010 000	9 000	0,4	-	-
Dec	2 001 000	-9 000	-0,4	-	-
2007 Mar	2 027 000	26 000	1,3	-	-
Jun	2 028 000	1 000	0,0	27 000	1,3
Sep	2 040 000	12 000	0,6	30 000	1,5
Dec*	2 062 000	22 000	1,1	61 000	3,0
2008 Mar	2 086 000	24 000	1,2	59 000	2,9

*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	
2006 Jun	54 825 000	-	-	-	-
Sep	58 040 000	3 215 000	5,9	-	-
Dec	60 696 000	2 656 000	4,6	-	-
2007 Mar	58 423 000	-2 273 000	-3,7	-	-
Jun	60 032 000	1 609 000	2,8	5 207 000	9,5
Sep	64 321 000	4 289 000	7,1	6 281 000	10,8
Dec*	69 112 000	4 791 000	7,4	8 416 000	13,9
2008 Mar	67 570 000	-1 542 000	-2,2	9 147 000	15,7

*Revised estimates

Part 2 - Estimation of average monthly earnings

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

1.1 Total (All formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	7 531	-	-
Aug	7 889	4,8	-
Nov	7 924	0,4	-
2007 Feb	7 870	-0,7	-
May	8 093	2,8	7,5
Aug	8 409	3,9	6,6
Nov*	8 752	4,1	10,4
2008 Feb	8 677	-0,9	10,3

*Revised estimates

1.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	6 853	-	-
Aug	7 339	7,1	-
Nov	7 487	2,0	-
2007 Feb	7 376	-1,5	-
May	7 313	-0,9	6,7
Aug	7 688	5,1	4,8
Nov*	8 032	4,5	7,3
2008 Feb	8 305	3,4	12,6

*Revised estimates

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

1.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	6 820	-	-	6 373	-	-
Aug	7 079	3,8	-	6 596	3,5	-
Nov	7 161	1,2	-	6 611	0,2	-
2007 Feb	7 029	-1,8	-	6 487	-1,9	-
May	7 232	2,9	6,0	6 701	3,3	5,1
Aug	7 641	5,7	7,9	7 104	6,0	7,7
Nov*	7 920	3,7	10,6	7 258	2,2	9,8
2008 Feb	7 853	-0,8	11,7	7 269	0,2	12,1

*Revised estimates

1.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	13 371	-	-	12 355	-	-
Aug	14 210	6,3	-	13 267	7,4	-
Nov	14 399	1,3	-	13 442	1,3	-
2007 Feb	15 081	4,7	-	14 175	5,5	-
May	14 703	-2,5	10,0	13 595	-4,1	10,0
Aug	15 446	5,1	8,7	14 464	6,4	9,0
Nov*	16 682	8,0	15,9	15 490	7,1	15,2
2008 Feb	16 542	-0,8	9,7	15 455	-0,2	9,0

*Revised estimates

1.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	4 853	-	-	4 614	-	-
Aug	4 977	2,6	-	4 724	2,4	-
Nov	5 126	3,0	-	4 811	1,8	-
2007 Feb	5 208	1,6	-	4 958	3,1	-
May	5 278	1,3	8,8	4 998	0,8	8,3
Aug	5 497	4,1	10,4	5 186	3,8	9,8
Nov*	5 910	7,5	15,3	5 549	7,0	15,3
2008 Feb	5 971	1,0	14,7	5 629	1,4	13,5

*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	5 265	-	-	5 098	-	-
Aug	5 431	3,2	-	5 244	2,9	-
Nov	5 466	0,6	-	5 205	-0,7	-
2007 Feb	5 456	-0,2	-	5 225	0,4	-
May	5 571	2,1	5,8	5 357	2,5	5,1
Aug	5 698	2,3	4,9	5 489	2,5	4,7
Nov*	5 982	5,0	9,4	5 767	5,1	10,8
2008 Feb	6 024	0,7	10,4	5 833	1,1	11,6

*Revised estimates

1.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	10 517	-	-	9 661	-	-
Aug	10 571	0,5	-	9 729	0,7	-
Nov	10 709	1,3	-	9 763	0,3	-
2007 Feb	10 790	0,8	-	9 978	2,2	-
May	11 325	5,0	7,7	10 343	3,7	7,1
Aug	11 164	-1,4	5,6	10 187	-1,5	4,7
Nov*	11 404	2,1	6,5	10 353	1,6	6,0
2008 Feb	11 519	1,0	6,8	10 581	2,2	6,0

*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	8 917	-	-	8 585	-	-
Aug	9 567	7,3	-	9 104	6,0	-
Nov	9 407	-1,7	-	9 065	-0,4	-
2007 Feb	9 318	-0,9	-	9 054	-0,1	-
May	9 726	4,4	9,1	9 388	3,7	9,4
Aug	9 905	1,8	3,5	9 589	2,1	5,3
Nov*	10 179	2,8	8,2	9 855	2,8	8,7
2008 Feb	10 081	-1,0	8,2	9 808	-0,5	8,3

*Revised estimates

1.9 Community, social and personal services industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	8 780	-	-	8 534	-	-
Aug	9 128	4,0	-	8 890	4,2	-
Nov	9 295	1,8	-	9 038	1,7	-
2007 Feb	9 195	-1,1	-	8 968	-0,8	-
May	9 450	2,8	7,6	9 154	2,1	7,3
Aug	10 071	6,6	10,3	9 821	7,3	10,5
Nov*	10 522	4,5	13,2	10 166	3,5	12,5
2008 Feb	10 184	-3,2	10,8	9 916	-2,5	10,6

*Revised estimates

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

2.1 Total (All formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	5 679	-	-
Aug	5 801	2,1	-
Nov	5 805	0,1	-
2007 Feb	5 703	-1,8	-
May	5 707	0,1	0,5
Aug	5 795	1,5	-0,1
Nov*	5 914	2,1	1,9
2008 Feb	5 727	-3,2	0,4

*Revised estimates

2.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	5 168	-	-
Aug	5 396	4,4	-
Nov	5 485	1,6	-
2007 Feb	5 345	-2,6	-
May	5 157	-3,5	-0,2
Aug	5 298	2,7	-1,8
Nov*	5 427	2,4	-1,1
2008 Feb	5 482	1,0	2,6

*Revised estimates

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

2.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	5 143	-	-	4 806	-	-
Aug	5 205	1,2	-	4 850	0,9	-
Nov	5 246	0,8	-	4 843	-0,1	-
2007 Feb	5 093	-2,9	-	4 701	-2,9	-
May	5 100	0,1	-0,8	4 726	0,5	-1,7
Aug	5 266	3,3	1,2	4 896	3,6	0,9
Nov*	5 351	1,6	2,0	4 904	0,2	1,3
2008 Feb	5 183	-3,1	1,8	4 798	-2,2	2,1

*Revised estimates

2.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	10 084	-	-	9 317	-	-
Aug	10 449	3,6	-	9 755	4,7	-
Nov	10 549	1,0	-	9 848	1,0	-
2007 Feb	10 928	3,6	-	10 272	4,3	-
May	10 369	-5,1	2,8	9 587	-6,7	2,9
Aug	10 645	2,7	1,9	9 968	4,0	2,2
Nov*	11 272	5,9	6,9	10 466	5,0	6,3
2008 Feb	10 919	-3,1	-0,1	10 201	-2,5	-0,7

*Revised estimates

2.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	3 660	-	-	3 480	-	-
Aug	3 660	0,0	-	3 474	-0,2	-
Nov	3 755	2,6	-	3 525	1,5	-
2007 Feb	3 774	0,5	-	3 593	1,9	-
May	3 722	-1,4	1,7	3 525	-1,9	1,3
Aug	3 788	1,8	3,5	3 574	1,4	2,9
Nov*	3 993	5,4	6,3	3 749	4,9	6,4
2008 Feb	3 941	-1,3	4,4	3 716	-0,9	3,4

*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	3 971	-	-	3 845	-	-
Aug	3 993	0,6	-	3 856	0,3	-
Nov	4 004	0,3	-	3 813	-1,1	-
2007 Feb	3 954	-1,2	-	3 786	-0,7	-
May	3 929	-0,6	-1,1	3 778	-0,2	-1,7
Aug	3 927	-0,1	-1,7	3 783	0,1	-1,9
Nov*	4 042	2,9	0,9	3 897	3,0	2,2
2008 Feb	3 976	-1,6	0,6	3 850	-1,2	1,7

*Revised estimates

2.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	7 931	-	-	7 286	-	-
Aug	7 773	-2,0	-	7 154	-1,8	-
Nov	7 845	0,9	-	7 152	0,0	-
2007 Feb	7 819	-0,3	-	7 230	1,1	-
May	7 987	2,1	0,7	7 294	0,9	0,1
Aug	7 694	-3,7	-1,0	7 021	-3,7	-1,9
Nov*	7 705	0,1	-1,8	6 995	-0,4	-2,2
2008 Feb	7 603	-1,3	-2,8	6 984	-0,2	-3,4

*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	6 725	-	-	6 474	-	-
Aug	7 035	4,6	-	6 694	3,4	-
Nov	6 892	-2,0	-	6 641	-0,8	-
2007 Feb	6 752	-2,0	-	6 561	-1,2	-
May	6 859	1,6	2,0	6 621	0,9	2,3
Aug	6 826	-0,5	-3,0	6 609	-0,2	-1,3
Nov*	6 878	0,8	-0,2	6 659	0,8	0,3
2008 Feb	6 654	-3,3	-1,5	6 474	-2,8	-1,3

*Revised estimates

2.9 Community, social and personal services industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	6 621	-	-	6 436	-	-
Aug	6 712	1,4	-	6 537	1,6	-
Nov	6 810	1,5	-	6 621	1,3	-
2007 Feb	6 663	-2,2	-	6 499	-1,8	-
May	6 664	0,0	0,6	6 456	-0,7	0,3
Aug	6 941	4,2	3,4	6 768	4,8	3,5
Nov*	7 109	2,4	4,4	6 869	1,5	3,7
2008 Feb	6 722	-5,4	0,9	6 545	-4,7	0,7

*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) is obtained as follows:

Lower limit

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

and

Upper limit

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

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

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

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

Industry	Quarter ended December 2007*				Quarter ended March 2008			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	505 655	505 655	505 655	0,0	505 893	505 893	505 893	0,0
Manufacturing	1 281 635	1 314 984	1 348 334	1,3	1 278 802	1 311 131	1 343 460	1,3
Electricity, gas and water supply	51 961	55 877	59 794	3,6	51 140	55 427	59 713	3,9
Construction	429 484	466 225	502 965	4,0	433 765	468 128	502 491	3,7
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 686 252	1 774 130	1 862 007	2,5	1 653 178	1 743 706	1 834 234	2,6
Transport, storage and communication	338 064	359 722	381 381	3,1	336 916	361 256	385 595	3,4
Financial intermediation, insurance, real estate and business services	1 775 270	1 871 571	1 967 871	2,6	1 790 205	1 886 148	1 982 092	2,6
Community, social and personal services	2 029 701	2 062 276	2 094 850	0,8	2 053 298	2 085 956	2 118 613	0,8
Total	8 268 731	8 410 440	8 552 147	0,9	8 274 400	8 417 645	8 560 888	0,9

*Revised estimates

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

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

Industry	Quarter ended December 2007*				Quarter ended March 2008			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	12 353 554	12 353 554	12 353 554	0,0	12 520 660	12 520 660	12 520 660	0,0
Manufacturing	34 106 519	35 433 149	36 759 779	1,9	30 898 695	32 073 136	33 247 578	1,9
Electricity, gas and water supply	3 146 695	3 240 745	3 334 795	1,5	2 676 846	2 765 032	2 853 219	1,6
Construction	8 593 214	9 388 850	10 184 486	4,3	7 562 260	8 297 077	9 031 894	4,5
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	33 193 113	35 751 901	38 310 689	3,7	31 078 555	33 291 248	35 503 941	3,4
Transport, storage and communication	13 517 121	14 063 791	14 610 461	2,0	12 270 119	12 858 861	13 447 603	2,3
Financial intermediation, insurance, real estate and business services	56 335 912	62 224 903	68 113 894	4,8	59 891 181	65 541 617	71 192 053	4,4
Community, social and personal services	68 013 924	69 112 280	70 210 635	0,8	66 473 880	67 569 603	68 665 325	0,8
Total	235 103 890	241 569 173	248 034 455	1,4	228 779 297	234 917 234	241 055 170	1,3

*Revised estimates

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

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

Industry	November 2007*				February 2008			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	8 032	8 032	8 032	0,0	8 305	8 305	8 305	0,0
Manufacturing	7 575	7 920	8 265	2,2	6 947	7 853	7 591	2,2
Electricity, gas and water supply	15 379	16 682	17 985	4,0	14 155	16 542	16 755	4,3
Construction	5 228	5 910	6 592	5,9	4 962	5 971	6 296	6,0
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	5 498	5 982	6 466	4,1	5 346	6 024	6 320	4,2
Transport, storage and communication	10 572	11 404	12 236	3,7	9 808	11 519	11 354	3,7
Financial intermediation, insurance, real estate and business services	9 062	10 179	11 296	5,6	8 727	10 081	10 889	5,6
Community, social and personal services	10 284	10 522	10 760	1,2	9 689	10 184	10 143	1,2
Total	8 476	8 752	9 028	1,6	8 402	8 677	8 952	1,6

*Revised estimates

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

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

Industry	November 2007				February 2008			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	-	-	-	-	-	-	-	-
Manufacturing	6 928	7 258	7 588	2,3	6 947	7 269	7 591	2,4
Electricity, gas and water supply	14 267	15 490	16 713	4,3	14 155	15 455	16 755	4,0
Construction	4 898	5 549	6 200	6,0	4 962	5 629	6 296	6,1
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	5 294	5 767	6 240	4,3	5 346	5 833	6 320	3,8
Transport, storage and communication	9 579	10 353	11 127	3,7	9 808	10 581	11 354	3,8
Financial intermediation, insurance, real estate and business services	8 769	9 855	10 941	5,6	8 727	9 808	10 889	5,5
Community, social and personal services	9 933	10 166	10 399	1,2	9 689	9 916	10 143	1,0

*Revised estimates.

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

Explanatory notes

Introduction

This publication contains results of the quarterly employment statistics survey of enterprises in the formal non-agricultural business sector of the South African economy. The survey is designed to obtain information regarding: the number of persons employed in the business; gross earnings paid; bonuses paid; overtime payments; and severance, termination and redundancy payments paid to employees for each month of the reference quarter.

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

Part 2 deals with the estimation of average monthly earnings.

Scope of the survey

1. This survey covers employment statistics of the following industries according to the *Standard Industrial Classification of all Economic Activities (SIC)*, Fifth edition, January 1993:

- mining and quarrying industry;
- manufacturing industry;
- electricity, gas and water supply industry;
- construction industry;
- wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry;
- transport, storage and communication industry;
- financial intermediation, insurance, real estate and business services industry; and
- community, social and personal services industry.

Classification

2. The *Standard Industrial Classification of all Economic Activities (SIC)*, Fifth edition, January 1993, was used to classify the statistical units in the survey. The SIC is based on the 1990 *International Standard Industrial Classification of all Economic Activities (ISIC)*, with suitable adaptations for local conditions. Statistics in this publication are only presented at the SIC major division (one digit) level. **Each enterprise is classified to the industry which reflects the predominant activity of the enterprise.**

Statistical unit

3. The statistical unit for the collection of information is an enterprise. An enterprise is a legal unit or a combination of legal units that includes and directly controls all functions necessary to carry out its production activities.

Purpose of the survey

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

- Mining** 5. Stats SA receives information regarding the mining and quarrying industry from the Minerals Bureau, Department of Minerals and Energy. The information for the latest quarter is preliminary and will be revised by the Minerals Bureau as soon as they receive more information from the different mines. Users must take note that gross earnings estimates based on the 2006 frame exclude severance, termination and redundancy payments paid during the reference quarter.
- Notes on estimates** 6. Average monthly earnings statistics represent average gross (before tax) earnings of employees and do not relate to the earnings of the 'average' person. Estimates of average monthly earnings are derived by dividing estimates of monthly total earnings by estimates of number of employees. Changes in the average may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force. There are several aspects which can contribute to compositional changes, including variations over time in the proportions of full-time, part-time and casual employees.
- Reliability of estimates** 7. Inaccuracies may occur because of imperfections in reporting by enterprises and errors made with the collection and processing of the data. Inaccuracies of this kind are referred to as non-sampling errors. Every effort is made to reduce non-sampling errors to a minimum by designing the questionnaire carefully, undertaking pilot studies, editing the data and efficient operating procedures. Fluctuations may occur in consecutive quarters as a result of seasonal and economic factors.
- Standard errors** 8. The estimates in this publication are based on a sample drawn from units in the surveyed population. As a result of the entire population not being surveyed, the published estimates are subject to sampling error. The most common way of quantifying such sampling error is to calculate the standard error for the published estimate or statistic.
- Effects of rounding** 9. Estimates of average monthly earnings are rounded to the nearest rand. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates. The sum of the rounded industry estimates do not necessarily add to the total.
- Revised figures** 10. Figures for the quarters published in this release are preliminary and may be revised in subsequent publications.
- Related publications** 11. Users may also wish to refer to the following publications which are available from Stats SA:
Bulletin of Statistics.
Labour Force Survey.
SA Statistics.
- Pre-release policy** 12. Stats SA's pre-release policy may be inspected at its website, www.statssa.gov.za.
- Response rate** The percentage response for the March 2008 quarter was 89,9%

Abbreviations and symbols

BSF	Business Sampling Frame
DME	Department of Minerals and Energy
GDP	Gross Domestic Product
IBR	Integrated Business Register
ILO	International Labour Organisation
IT	Income Tax
LFS	Labour Force Survey
QES	Quarterly Employment Statistics
RSE	Relative Standard Error
SARS	South African Revenue Services
SE	Standard Error
SEE	Survey of Employment and Earnings
SIC	Standard Industrial Classification of all Economic Activities
SNA	System of National Accounts
Stats SA	Statistics South Africa
VAT	Value Added-Tax
*	Revised figures
-	Not available

Glossary

Annual percentage change	An annual percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given period compared with the employment, the gross earnings or the average monthly earnings of the corresponding period of the previous year expressed as a percentage.
Average monthly earnings at constant 2000 prices	Average monthly earnings at constant 2000 prices measure average monthly earnings after the direct effects of inflation have been eliminated. The deflator used to devalue the current average earnings is the consumer price index (2000=100).
Average monthly earnings at current prices	Average monthly earnings at current prices are calculated by dividing the total gross earnings, excluding severance, termination and redundancy payments, for the reference month by the number of employees as at the end of the reference month.
Casual employees	Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employee'. Such employees are typically working daily or hourly. Employers can dispense with their services at a very short notice, usually not exceeding a period of one week. Casual employees are not entitled to benefits such as paid leave and medical aid contributions paid by employers. Casual employees can be part-time or full time.
Enterprises	Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their production activities.
Formal sector	The formal sector includes all businesses that are registered in any way.
Full-time employees	Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 hours or more per week. This excludes the self-employed and working proprietors. (Refer to notes on number of employees below.)
Gross earnings	Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc., but excludes earnings of sole proprietors or partners of unincorporated businesses; commission where a retainer, wage or salary was not paid; payments to subcontractors and consultants who are not part of the enterprise; performance and others bonuses; overtime payments; and severance, termination and redundancy payments. Gross earnings in part 1 are the total sum of the earnings for the three months of the reference quarter (e.g. gross earnings of quarter ended September is the sum of total earnings of July, August and September).

Industries	Industries consist of groups of enterprises engaged in the same or similar kind of activity. The definition of industries is based on the <i>System of National Accounts (SNA)</i> and is in line with that in the <i>Standard Industrial Classification of all Economic Activities (SIC)</i> , Fifth Edition, and Report No. 09-09-02 of January 1993.
Informal sector	The informal sector consists of those businesses that are not registered in any way. They are generally small in nature, and are seldom run from business premises. Instead, they are generally run from homes, street pavements and other informal arrangements.
Number of employees	The number of employees is the number of people employed by the business who received payment (in salaries; wages; commission, in addition to a retainer, salary or wage; piece rates; or payments in kind) for any part of the reference period. This excludes independent contractors and consultants; working proprietors; sole and joint owners; and employees paid on a commission basis where a retainer, salary or wage was not paid. The number of employees refers to the number of people employed at the end of the reference period.
Ordinary-time hours	Ordinary-time hours are those hours actually worked during normal periods of work. These hours include hours of paid leave taken during the reference period (e.g. sick leave, annual leave) and hours of normal shift work. Ordinary-time hours paid for exclude overtime hours worked, hours relating to payment in advance and hours relating to back pay.
Overtime hours paid for	Overtime hours paid for are those hours worked in excess of ordinary-time hours, standard or agreed hours of work that were paid for in the reference period.
Overtime payments	Overtime payments refer to payment for hours worked and paid for in excess of ordinary-time hours, standard or agreed hours worked for the reference period. Penalty payments that relate to overtime are also included.
Part-time employees	Part-time employees are those permanent, temporary or casual employees who are not full-time employees as defined above or who normally work less than 40 hours per week. This excludes the self-employed at work or with an enterprise but temporarily not at work.
Performance and other bonuses	<p>Performance and other bonuses cover seasonal, end-of-year and one-time bonuses and additional payments supplementary to normal payments.</p> <p>Performance and other bonuses include profit-sharing bonuses, merit bonuses, incentive bonuses, total amounts of payments that were paid during the reference period but relate to other pay periods, e.g. annual leave, thirteenth cheques. Performance and other bonuses exclude reimbursements for expenses incurred whilst conducting employer's business; severance, termination and redundancy payments.</p>
Permanent employees	Permanent employees are employees appointed on an open-ended contract with no stipulated termination date, and who are entitled to benefits such as paid leave and medical aid contributions paid by employers. This excludes the self-employed at work.

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

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