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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 2008 and March 2009, and gross earnings for the quarters ended December 2008 and March 2009.**

Main estimates	Quarter ended March 2008	Quarter ended December 2008*	Quarter ended March 2009	Percentage change between the quarters ended December 2008 and March 2009	Percentage change between the quarters ended March 2008 and March 2009
Number of employees (000)	8 417	8 512	8 333	-2,1	-1,0
Gross earnings (R' 000)	235 349 000	273 957 000	258 862 000	-5,5	10,0

\*Revised estimates

### Key findings for the quarter ended March 2009

**Employment in the formal non-agricultural business sector decreased between the quarters ended December 2008 and March 2009.**

The March 2009 Quarterly Employment Statistics (QES) survey showed that the number of people employed in the formal non-agricultural business sector of the South African economy decreased by about 179 000 persons (or -2,1%) from December 2008 (an estimated 8 512 000 employees) to March 2009 (an estimated 8 333 000 employees).

**Gross earnings paid to employees in the formal non-agricultural business sector decreased between the quarters ended December 2008 and March 2009.**

The gross earnings paid to employees during the quarter ended March 2009 (January 2009 to March 2009) amounted to R258 862 million. This reflects a quarterly decrease of R15 095 million (or -5,5%) compared with the quarter ended December 2008 (October 2008 to December 2008).

**Employment in the formal non-agricultural business sector decreased between the quarters ended March 2008 and March 2009.**

The March 2009 Quarterly Employment Statistics (QES) survey shows that an estimated 8 333 000 people were employed in the formal non-agricultural business sector of the South African economy. This reflected an annual decrease of about 84 000 employees (or -1,0%) compared with March 2008 (an estimated 8 417 000 employees).

**Gross earnings paid to employees in the formal non-agricultural business sector increased between the quarters ended March 2008 and March 2009.**

The gross earnings paid to employees during the quarter ended March 2009 (January 2009 to March 2009) amounted to R258 862 million. This reflects an annual increase of R23 513 million (or +10,0%) compared with the quarter ended March 2008 (January 2008 to March 2008).

**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	February 2008 (Rand)	November 2008 (Rand)*	February 2009 (Rand)	Percentage change between November 2008 and February 2009	Percentage change between February 2008 and February 2009
Including bonuses and overtime payments	8 750	9 527	9 605	0,8	9,8

\*Revised estimates

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

**Average monthly earnings, including bonuses and overtime payments, paid to employees in the formal non-agricultural business sector increased between November 2008 and February 2009.**

The March 2009 Quarterly Employment Statistics (QES) survey reflected a quarterly increase of 0,8% in average monthly earnings paid to employees in the formal non-agricultural business sector between November 2008 (an estimated R9 527) and February 2009 (an estimated R9 605).

**Average monthly earnings, including bonuses and overtime payments, paid to employees in the formal non-agricultural business sector increased between February 2008 and February 2009.**

The March 2009 Quarterly Employment Statistics (QES) survey reflected an annual increase of 9,8% in average monthly earnings paid to employees in the formal non-agricultural business sector between February 2008 (an estimated R8 750) and February 2009 (an estimated R9 605).

**PJ Lehohla**  
**Statistician-General**

## Level of employees as at March 2009 Quarter

The *mining and quarrying industry* reported an annual decrease of 8 000 employees (or -1,6%) at March 2009 compared with March 2008.

There was a quarterly decrease of 18 000 employees (or -3,5%) at March 2009 compared with December 2008.

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

The *manufacturing industry* reported an annual decrease of 66 000 employees (or -5,0%) at March 2009 compared with March 2008.

There was a quarterly decrease of 29 000 employees (or -2,3%) at March 2009 compared with December 2008. This is mainly due to the decreases in employment in the manufacture of textiles, clothing and leather goods; manufacture of coke, refined petroleum products and nuclear fuel; manufacture of basic metals, fabricated metal products, machinery and equipment and of office, accounting and computing machinery; manufacture of electrical machinery and apparatus; manufacture of transport equipment; and manufacture of furniture, manufacturing not elsewhere classified.

The *electricity, gas and water supply industry* reported an annual increase of 2 000 employees (or +3,4%) at March 2009 compared with March 2008.

There was a quarterly increase of 1 000 employees (or +1,7%) at March 2009 compared with December 2008.

The *construction industry* reported an annual decrease of 13 000 employees (or -2,8%) at March 2009 compared with March 2008.

There was a quarterly decrease of 19 000 employees (or -4,0%) at March 2009 compared with December 2008. This is mainly due to decreases in employment in building of complete construction; building installations; building completion and site preparations.

The *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reported an annual decrease of 58 000 employees (or -3,3%) at March 2009 compared with March 2008.

There was a quarterly decrease of 66 000 employees (or -3,8%) at March 2009 compared with December 2008. This is due to decreases in employment in wholesale and retail trade; repair of motor vehicles and motor cycles and personal and household goods; hotels and restaurants.

The *transport, storage and communication industry* reported an annual decrease of 7 000 employees (or -1,9%) at March 2009 compared with March 2008.

There was a quarterly decrease of 9 000 employees (or -2,5%) at March 2009 compared with December 2008. This is mainly due to decreases in employment in supporting and auxiliary transport activities; activities of travel agencies; land transport; transport via pipelines.

The *financial intermediation, insurance, real estate and business services industry* reported an annual decrease of 12 000 employees (or -0,6%) at March 2009 compared with March 2008.

There was a quarterly decrease of 43 000 employees (or -2,2%) at March 2009 compared with December 2008. This is mainly due to decreases in employment in financial intermediation, except insurance and pension funding; real estate activities; advertising; and other business activities not elsewhere classified.

The *community, social and personal services industry* reported an annual increase of 78 000 employees (or +3,7%) at March 2009 compared with March 2008.

There was a quarterly increase of 4 000 employees (or +0,2%) at March 2009 compared with December 2008. This is mainly due to increases in employment in universities and technikons; provincial government; government institutions; and other service activities.

## Gross earnings paid to employees for the quarter ended March 2009

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R2 072 million (or +15,3%) for the quarter ended March 2009 compared with the quarter ended March 2008.

There was a quarterly decrease of R893 million (or -5,4%) for the quarter ended March 2009 compared with the quarter ended December 2008.

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

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R1 396 million (or +4,3%) for the quarter ended March 2009 compared with the quarter ended March 2008.

There was a quarterly decrease of R4 538 million (or -11,9%) for the quarter ended March 2009 compared with the quarter ended December 2008.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R734 million (or +26,4%) for the quarter ended March 2009 compared with the quarter ended March 2008.

There was a quarterly decrease of R534 million (or -13,2%) for the quarter ended March 2009 compared with the quarter ended December 2008.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R649 million (or +7,8%) for the quarter ended March 2009 compared with the quarter ended March 2008.

There was a quarterly decrease of R1 968 million (or -18,0%) for the quarter ended March 2009 compared with the quarter ended December 2008.

Gross earnings paid to employees in the *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reflected an annual increase of R1 815 million (or +5,4%) for the quarter ended March 2009 compared with the quarter ended March 2008.

There was a quarterly decrease of R3 210 million (or -8,3%) for the quarter ended March 2009 compared with the quarter ended December 2008.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R519 million (or +3,9%) for the quarter ended March 2009 compared with the quarter ended March 2008.

There was a quarterly decrease of R1 596 million (or -10,4%) for the quarter ended March 2009 compared with the quarter ended December 2008.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R5 010 million (or +7,8%) for the quarter ended March 2009 compared with the quarter ended March 2008.

There was a quarterly decrease of R257 million (or -0,4%) for the quarter ended March 2009 compared with the quarter ended December 2008.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R11 317 million (or +16,9%) for the quarter ended March 2009 compared with the quarter ended March 2008.

There was a quarterly decrease of R2 099 million (or -2,6%) for the quarter ended March 2009 compared with the quarter ended December 2008.

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

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

**1.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	8 059 000	-	-	-	-
Sep	8 124 000	65 000	0,8	-	-
Dec	8 222 000	98 000	1,2	-	-
2007 Mar	8 244 000	22 000	0,3	-	-
Jun	8 288 000	44 000	0,5	229 000	2,8
Sep	8 343 000	55 000	0,7	219 000	2,7
Dec	8 410 000	67 000	0,8	188 000	2,3
2008 Mar	8 417 000	7 000	0,1	173 000	2,1
Jun	8 457 000	40 000	0,5	169 000	2,0
Sep	8 490 000	33 000	0,4	147 000	1,8
Dec*	8 512 000	22 000	0,3	102 000	1,2
2009 Mar	8 333 000	-179 000	-2,1	-84 000	-1,0

\*Revised estimates

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	190 850 000	-	-	-	-
Sep	199 761 000	8 911 000	4,7	-	-
Dec	220 239 000	20 478 000	10,3	-	-
2007 Mar	205 192 000	-15 047 000	-6,8	-	-
Jun	210 918 000	5 726 000	2,8	20 068 000	10,5
Sep	219 881 000	8 963 000	4,2	20 120 000	10,1
Dec	241 569 000	21 688 000	9,9	21 330 000	9,7
2008 Mar	235 349 000	-6 220 000	-2,6	30 157 000	14,7
Jun	244 021 000	8 672 000	3,7	33 103 000	15,7
Sep	253 964 000	9 943 000	4,1	34 083 000	15,5
Dec*	273 957 000	19 993 000	7,9	32 388 000	13,4
2009 Mar	258 862 000	-15 095 000	-5,5	23 513 000	10,0

\*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	
2007	Mar	484 000	9 000	1,9	-	-
	Jun	497 000	13 000	2,7	38 000	8,3
	Sep	505 000	8 000	1,6	42 000	9,1
	Dec	506 000	1 000	0,2	31 000	6,5
2008	Mar	508 000	2 000	0,4	24 000	5,0
	Jun	520 000	12 000	2,4	23 000	4,6
	Sep	532 000	12 000	2,3	27 000	5,3
	Dec*	518 000	-14 000	-2,6	12 000	2,4
2009	Mar	500 000	-18 000	-3,5	-8 000	-1,6

\*Revised estimates

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

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarter		Annual	
2007	Mar	11 506 000	-	-	-	-
	Jun	11 995 000	489 000	4,2	-	-
	Sep	12 871 000	876 000	7,3	-	-
	Dec	13 456 000	585 000	4,5	-	-
2008	Mar	13 554 000	98 000	0,7	2 048 000	17,8
	Jun	14 602 000	1 048 000	7,7	2 607 000	21,7
	Sep	15 622 000	1 020 000	7,0	2 751 000	21,4
	Dec*	16 519 000	897 000	5,7	3 063 000	22,8
2009	Mar	15 626 000	-893 000	-5,4	2 072 000	15,3

\*Revised estimates

**Table 3 – Manufacturing industry**

**3.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	1 331 000	-	-	-	-
Sep	1 334 000	3 000	0,2	-	-
Dec	1 333 000	-1 000	-0,1	-	-
2007 Mar	1 322 000	-11 000	-0,8	-	-
Jun	1 323 000	1 000	0,1	-8 000	-0,6
Sep	1 318 000	-5 000	-0,4	-16 000	-1,2
Dec	1 315 000	-3 000	-0,2	-18 000	-1,4
2008 Mar	1 312 000	-3 000	-0,2	-10 000	-0,8
Jun	1 307 000	-5 000	-0,4	-16 000	-1,2
Sep	1 300 000	-7 000	-0,5	-18 000	-1,4
Dec*	1 275 000	-25 000	-1,9	-40 000	-3,0
2009 Mar	1 246 000	-29 000	-2,3	-66 000	-5,0

\*Revised estimates

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	27 914 000	-	-	-	-
Sep	28 897 000	983 000	3,5	-	-
Dec	33 635 000	4 738 000	16,4	-	-
2007 Mar	28 988 000	-4 647 000	-13,8	-	-
Jun	29 555 000	567 000	2,0	1 641 000	5,9
Sep	30 785 000	1 230 000	4,2	1 888 000	6,5
Dec	35 433 000	4 648 000	15,1	1 798 000	5,3
2008 Mar	32 118 000	-3 315 000	-9,4	3 130 000	10,8
Jun	32 726 000	608 000	1,9	3 171 000	10,7
Sep	33 968 000	1 242 000	3,8	3 183 000	10,3
Dec*	38 052 000	4 084 000	12,0	2 619 000	7,4
2009 Mar	33 514 000	-4 538 000	-11,9	1 396 000	4,3

\*Revised estimates

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

**4.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	52 000	-	-	-	-
Sep	51 000	-1 000	-1,9	-	-
Dec	53 000	2 000	3,9	-	-
2007 Mar	54 000	1 000	1,9	-	-
Jun	54 000	0	0,0	2 000	3,8
Sep	55 000	1 000	1,9	4 000	7,8
Dec	56 000	1 000	1,8	3 000	5,7
2008 Mar	58 000	2 000	3,6	4 000	7,4
Jun	59 000	1 000	1,7	5 000	9,3
Sep	59 000	0	0,0	4 000	7,3
Dec	59 000	0	0,0	3 000	5,4
2009 Mar	60 000	1 000	1,7	2 000	3,4

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	2 097 000	-	-	-	-
Sep	2 775 000	678 000	32,3	-	-
Dec	2 698 000	-77 000	-2,8	-	-
2007 Mar	2 454 000	-244 000	-9,0	-	-
Jun	2 400 000	-54 000	-2,2	303 000	14,4
Sep	3 131 000	731 000	30,5	356 000	12,8
Dec	3 241 000	110 000	3,5	543 000	20,1
2008 Mar	2 780 000	-461 000	-14,2	326 000	13,3
Jun	2 921 000	141 000	5,1	521 000	21,7
Sep	3 558 000	637 000	21,8	427 000	13,6
Dec*	4 048 000	490 000	13,8	807 000	24,9
2009 Mar	3 514 000	-534 000	-13,2	734 000	26,4

\*Revised estimates

**Table 5 – Construction industry**

**5.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	456 000	-	-	-	-
Sep	459 000	3 000	0,7	-	-
Dec	458 000	-1 000	-0,2	-	-
2007 Mar	470 000	12 000	2,6	-	-
Jun	473 000	3 000	0,6	17 000	3,7
Sep	475 000	2 000	0,4	16 000	3,5
Dec	466 000	-9 000	-1,9	8 000	1,7
2008 Mar	468 000	2 000	0,4	-2 000	-0,4
Jun	474 000	6 000	1,3	1 000	0,2
Sep	467 000	-7 000	-1,5	-8 000	-1,7
Dec*	474 000	7 000	1,5	8 000	1,7
2009 Mar	455 000	-19 000	-4,0	-13 000	-2,8

\*Revised estimates

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	6 743 000	-	-	-	-
Sep	6 893 000	150 000	2,2	-	-
Dec	7 896 000	1 003 000	14,6	-	-
2007 Mar	7 341 000	-555 000	-7,0	-	-
Jun	7 671 000	330 000	4,5	928 000	13,8
Sep	7 870 000	199 000	2,6	977 000	14,2
Dec	9 389 000	1 519 000	19,3	1 493 000	18,9
2008 Mar	8 317 000	-1 072 000	-11,4	976 000	13,3
Jun	9 154 000	837 000	10,1	1 483 000	19,3
Sep	9 762 000	608 000	6,6	1 892 000	24,0
Dec*	10 934 000	1 172 000	12,0	1 545 000	16,5
2009 Mar	8 966 000	-1 968 000	-18,0	649 000	7,8

\*Revised estimates

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

**6.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	1 664 000	-	-	-	-
Sep	1 673 000	9 000	0,5	-	-
Dec	1 739 000	66 000	3,9	-	-
2007 Mar	1 706 000	-33 000	-1,9	-	-
Jun	1 730 000	24 000	1,4	66 000	4,0
Sep	1 741 000	11 000	0,6	68 000	4,1
Dec	1 774 000	33 000	1,9	35 000	2,0
2008 Mar	1 739 000	-35 000	-2,0	33 000	1,9
Jun	1 726 000	-13 000	-0,7	-4 000	-0,2
Sep	1 709 000	-17 000	-1,0	-32 000	-1,8
Dec*	1 747 000	38 000	2,2	-27 000	-1,5
2009 Mar	1 681 000	-66 000	-3,8	-58 000	-3,3

\*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	
2006 Jun	27 465 000	-	-	-	-
Sep	28 006 000	541 000	2,0	-	-
Dec	31 722 000	3 716 000	13,3	-	-
2007 Mar	29 234 000	-2 488 000	-7,8	-	-
Jun	30 318 000	1 084 000	3,7	2 853 000	10,4
Sep	30 962 000	644 000	2,1	2 956 000	10,6
Dec	35 752 000	4 790 000	15,5	4 030 000	12,7
2008 Mar	33 845 000	-1 907 000	-5,3	4 611 000	15,8
Jun	34 765 000	920 000	2,7	3 644 000	12,3
Sep	35 294 000	529 000	1,5	4 332 000	14,0
Dec*	38 870 000	3 576 000	10,1	3 118 000	8,7
2009 Mar	35 660 000	-3 210 000	-8,3	1 815 000	5,4

\*Revised estimates

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

**7.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	352 000	-	-	-	-
Sep	360 000	8 000	2,3	-	-
Dec	364 000	4 000	1,1	-	-
2007 Mar	361 000	-3 000	-0,8	-	-
Jun	359 000	-2 000	-0,6	7 000	2,0
Sep	358 000	-1 000	-0,3	-2 000	-0,6
Dec	360 000	2 000	0,6	-4 000	-1,1
2008 Mar	364 000	4 000	1,1	3 000	0,8
Jun	364 000	0	0,0	5 000	1,4
Sep	366 000	2 000	0,5	8 000	2,2
Dec	366 000	0	0,0	6 000	1,7
2009 Mar	357 000	-9 000	-2,5	-7 000	-1,9

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	11 431 000	-	-	-	-
Sep	12 323 000	892 000	7,8	-	-
Dec	13 226 000	903 000	7,3	-	-
2007 Mar	11 957 000	-1 269 000	-9,6	-	-
Jun	13 169 000	1 212 000	10,1	1 738 000	15,2
Sep	12 543 000	-626 000	-4,8	220 000	1,8
Dec	14 064 000	1 521 000	12,1	838 000	6,3
2008 Mar	13 303 000	-761 000	-5,4	1 346 000	11,3
Jun	15 329 000	2 026 000	15,2	2 160 000	16,4
Sep	14 194 000	-1 135 000	-7,4	1 651 000	13,2
Dec*	15 418 000	1 224 000	8,6	1 354 000	9,6
2009 Mar	13 822 000	-1 596 000	-10,4	519 000	3,9

\*Revised estimates

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

**8.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	1 745 000	-	-	-	-
Sep	1 773 000	28 000	1,6	-	-
Dec	1 799 000	26 000	1,5	-	-
2007 Mar	1 819 000	20 000	1,1	-	-
Jun	1 825 000	6 000	0,3	80 000	4,6
Sep	1 851 000	26 000	1,4	78 000	4,4
Dec	1 872 000	21 000	1,1	73 000	4,1
2008 Mar	1 883 000	11 000	0,6	64 000	3,5
Jun	1 907 000	24 000	1,3	82 000	4,5
Sep	1 924 000	17 000	0,9	73 000	3,9
Dec*	1 914 000	-10 000	-0,5	42 000	2,2
2009 Mar	1 871 000	-43 000	-2,2	-12 000	-0,6

\*Revised estimates

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	50 879 000	-	-	-	-
Sep	52 779 000	1 900 000	3,7	-	-
Dec	59 860 000	7 081 000	13,4	-	-
2007 Mar	56 280 000	-3 580 000	-6,0	-	-
Jun	56 796 000	516 000	0,9	5 917 000	11,6
Sep	58 484 000	1 688 000	3,0	5 705 000	10,8
Dec	62 225 000	3 741 000	6,4	2 365 000	4,0
2008 Mar	64 277 000	2 052 000	3,3	7 997 000	14,2
Jun	63 106 000	-1 171 000	-1,8	6 310 000	11,1
Sep	65 802 000	2 696 000	4,3	7 318 000	12,5
Dec*	69 544 000	3 742 000	5,7	7 319 000	11,8
2009 Mar	69 287 000	-257 000	-0,4	5 010 000	7,8

\*Revised estimates

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

**9.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2006 Jun	2 001 000	-	-	-	-
Sep	2 010 000	9 000	0,4	-	-
Dec	2 001 000	-9 000	-0,4	-	-
2007 Mar	2 027 000	26 000	1,3	-	-
Jun	2 028 000	1 000	0,0	27 000	1,3
Sep	2 040 000	12 000	0,6	30 000	1,5
Dec	2 062 000	22 000	1,1	61 000	3,0
2008 Mar	2 085 000	23 000	1,1	58 000	2,9
Jun	2 100 000	15 000	0,7	72 000	3,6
Sep	2 133 000	33 000	1,6	93 000	4,6
Dec	2 159 000	26 000	1,2	97 000	4,7
2009 Mar	2 163 000	4 000	0,2	78 000	3,7

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2006 Jun	54 825 000	-	-	-	-
Sep	58 040 000	3 215 000	5,9	-	-
Dec	60 696 000	2 656 000	4,6	-	-
2007 Mar	58 423 000	-2 273 000	-3,7	-	-
Jun	60 032 000	1 609 000	2,8	5 207 000	9,5
Sep	64 321 000	4 289 000	7,1	6 281 000	10,8
Dec	69 112 000	4 791 000	7,4	8 416 000	13,9
2008 Mar	67 156 000	-1 956 000	-2,8	8 733 000	14,9
Jun	71 418 000	4 262 000	6,3	11 386 000	12,3
Sep	75 764 000	4 346 000	6,1	11 443 000	17,8
Dec*	80 572 000	4 808 000	6,3	11 460 000	16,6
2009 Mar	78 473 000	-2 099 000	-2,6	11 317 000	16,9

\*Revised estimates



## Part 2 - Estimation of average monthly earnings

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

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

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	7 531	-	-
Aug	7 889	4,8	-
Nov	7 924	0,4	-
2007 Feb	7 870	-0,7	-
May	8 093	2,8	7,5
Aug	8 409	3,9	6,6
Nov	8 752	4,1	10,4
2008 Feb	8 750	0,0	11,2
May	9 142	4,5	13,0
Aug	9 520	4,1	13,2
Nov*	9 527	0,1	8,9
2009 Feb	9 605	0,8	9,8

\*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
2006 May	-	-	-
Aug	-	-	-
Nov	-	-	-
2007 Feb	8 071	-	-
May	8 002	-0,9	-
Aug	8 392	4,9	-
Nov	8 748	4,2	-
2008 Feb	9 028	3,2	11,9
May	9 319	3,2	16,5
Aug	9 979	7,1	18,9
Nov*	10 453	4,7	19,5
2009 Feb	10 415	-0,4	15,4

\*Revised estimates

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

**1.3 Manufacturing industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	6 820	-	-	6 373	-	-
Aug	7 079	3,8	-	6 596	3,5	-
Nov	7 161	1,2	-	6 611	0,2	-
2007 Feb	7 029	-1,8	-	6 487	-1,9	-
May	7 232	2,9	6,0	6 701	3,3	5,1
Aug	7 641	5,7	7,9	7 104	6,0	7,7
Nov	7 920	3,7	10,6	7 258	2,2	9,8
2008 Feb	7 863	-0,7	11,9	7 277	0,3	12,2
May	8 022	2,0	10,9	7 443	2,3	11,1
Aug	8 365	4,3	9,5	7 780	4,5	9,5
Nov*	8 711	4,1	10,0	8 074	3,8	11,2
2009 Feb	8 553	-1,8	8,8	8 016	-0,7	10,2

\*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	13 371	-	-	12 355	-	-
Aug	14 210	6,3	-	13 267	7,4	-
Nov	14 399	1,3	-	13 442	1,3	-
2007 Feb	15 081	4,7	-	14 175	5,5	-
May	14 703	-2,5	10,0	13 595	-4,1	10,0
Aug	15 446	5,1	8,7	14 464	6,4	9,0
Nov	16 682	8,0	15,9	15 490	7,1	15,2
2008 Feb	15 889	-4,8	5,4	14 848	-4,1	4,7
May	16 396	3,2	11,5	15 397	3,7	13,3
Aug	17 619	7,5	14,1	16 558	7,5	14,5
Nov*	19 812	12,4	18,8	18 567	12,1	19,9
2009 Feb	19 476	-1,7	22,6	18 252	-1,7	22,9

**1.5 Construction industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	4 853	-	-	4 614	-	-
Aug	4 977	2,6	-	4 724	2,4	-
Nov	5 126	3,0	-	4 811	1,8	-
2007 Feb	5 208	1,6	-	4 958	3,1	-
May	5 278	1,3	8,8	4 998	0,8	8,3
Aug	5 497	4,1	10,4	5 186	3,8	9,8
Nov	5 910	7,5	15,3	5 549	7,0	15,3
2008 Feb	5 978	1,2	14,8	5 640	1,6	13,8
May	6 471	8,2	22,6	5 872	4,1	17,5
Aug	6 356	-1,8	15,6	5 935	1,1	14,4
Nov*	6 347	-0,1	7,4	5 947	0,2	7,2
2009 Feb	6 560	3,4	9,7	6 255	5,2	10,9

\*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	5 265	-	-	5 098	-	-
Aug	5 431	3,2	-	5 244	2,9	-
Nov	5 466	0,6	-	5 205	-0,7	-
2007 Feb	5 456	-0,2	-	5 225	0,4	-
May	5 571	2,1	5,8	5 357	2,5	5,1
Aug	5 698	2,3	4,9	5 489	2,5	4,7
Nov	5 982	5,0	9,4	5 767	5,1	10,8
2008 Feb	6 132	2,5	12,4	5 915	2,6	13,2
May	6 386	4,1	14,6	6 134	3,7	14,5
Aug	6 624	3,7	16,3	6 325	3,1	15,2
Nov*	6 501	-1,9	8,7	6 250	-1,2	8,4
2009 Feb	6 559	0,9	7,0	6 327	1,2	7,0

\*Revised estimates

**1.7 Transport, storage and communication industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	10 517	-	-	9 661	-	-
Aug	10 571	0,5	-	9 729	0,7	-
Nov	10 709	1,3	-	9 763	0,3	-
2007 Feb	10 790	0,8	-	9 978	2,2	-
May	11 325	5,0	7,7	10 343	3,7	7,1
Aug	11 164	-1,4	5,6	10 187	-1,5	4,7
Nov	11 404	2,1	6,5	10 353	1,6	6,0
2008 Feb	11 606	1,8	7,6	10 626	2,6	6,5
May	11 891	2,5	5,0	10 818	1,8	4,6
Aug	12 011	1,0	7,6	11 030	2,0	8,3
Nov*	12 679	5,6	11,2	11 568	4,9	11,7
2009 Feb	12 377	-2,4	6,6	11 348	-1,9	6,8

\*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	8 917	-	-	8 585	-	-
Aug	9 567	7,3	-	9 104	6,0	-
Nov	9 407	-1,7	-	9 065	-0,4	-
2007 Feb	9 318	-0,9	-	9 054	-0,1	-
May	9 726	4,4	9,1	9 388	3,7	9,4
Aug	9 905	1,8	3,5	9 589	2,1	5,3
Nov	10 179	2,8	8,2	9 855	2,8	8,7
2008 Feb	10 082	-1,0	8,2	9 808	-0,5	8,3
May	10 262	1,8	5,5	9 973	1,7	6,2
Aug	10 846	5,7	9,5	10 276	3,0	7,2
Nov*	10 483	-3,3	3,0	10 144	-1,3	2,9
2009 Feb	10 921	4,2	8,3	10 571	4,2	7,8

\*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	8 780	-	-	8 534	-	-
Aug	9 128	4,0	-	8 890	4,2	-
Nov	9 295	1,8	-	9 038	1,7	-
2007 Feb	9 195	-1,1	-	8 968	-0,8	-
May	9 450	2,8	7,6	9 154	2,1	7,3
Aug	10 071	6,6	10,3	9 821	7,3	10,5
Nov	10 522	4,5	13,2	10 166	3,5	12,5
2008 Feb	10 189	-3,2	10,8	9 921	-2,4	10,6
May	10 982	7,8	16,2	10 684	7,7	16,7
Aug	11 313	3,0	12,3	10 990	2,9	11,9
Nov*	11 222	-0,8	6,7	10 895	-0,9	7,2
2009 Feb	11 131	-0,8	9,2	10 836	-0,5	9,2

\*Revised estimates

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

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

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	5 679	-	-
Aug	5 801	2,1	-
Nov	5 805	0,1	-
2007 Feb	5 703	-1,8	-
May	5 707	0,1	0,5
Aug	5 795	1,5	-0,1
Nov	5 914	2,1	1,9
2008 Feb	5 776	-2,3	1,3
May	5 771	-0,1	1,1
Aug	5 770	0,0	-0,4
Nov*	5 760	-0,2	-2,6
2009 Feb	5 786	0,5	0,2

\*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
2006 May	-	-	-
Aug	-	-	-
Nov	-	-	-
2007 Feb	5 849	-	-
May	5 643	-	-
Aug	5 783	-	-
Nov	5 911	-	-
2008 Feb	5 959	0,8	1,9
May	5 883	-1,3	4,3
Aug	6 048	2,8	4,6
Nov*	6 320	4,5	6,9
2009 Feb	6 274	-0,7	5,3

\*Revised estimates

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

**2.3 Manufacturing industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	5 143	-	-	4 806	-	-
Aug	5 205	1,2	-	4 850	0,9	-
Nov	5 246	0,8	-	4 843	-0,1	-
2007 Feb	5 093	-2,9	-	4 701	-2,9	-
May	5 100	0,1	-0,8	4 726	0,5	-1,7
Aug	5 266	3,3	1,2	4 896	3,6	0,9
Nov	5 351	1,6	2,0	4 904	0,2	1,3
2008 Feb	5 190	-3,0	1,9	4 803	-2,1	2,2
May	5 064	-2,4	-0,7	4 699	-2,2	-0,6
Aug	5 070	0,1	-3,7	4 715	0,3	-3,7
Nov*	5 267	3,9	-1,6	4 881	3,5	-0,5
2009 Feb	5 152	-2,2	-0,7	4 829	-1,1	0,5

\*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	10 084	-	-	9 317	-	-
Aug	10 449	3,6	-	9 755	4,7	-
Nov	10 549	1,0	-	9 848	1,0	-
2007 Feb	10 928	3,6	-	10 272	4,3	-
May	10 369	-5,1	2,8	9 587	-6,7	2,9
Aug	10 645	2,7	1,9	9 968	4,0	2,2
Nov	11 272	5,9	6,9	10 466	5,0	6,3
2008 Feb	10 488	-7,0	-4,0	9 801	-6,4	-4,6
May	10 351	-1,3	-0,2	9 720	-0,8	1,4
Aug	10 678	3,2	0,3	10 035	3,2	0,7
Nov*	11 978	12,2	6,3	11 226	11,9	7,3
2009 Feb	11 733	-2,0	11,9	10 995	-2,1	12,2

**2.5 Construction industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	3 660	-	-	3 480	-	-
Aug	3 660	0,0	-	3 474	-0,2	-
Nov	3 755	2,6	-	3 525	1,5	-
2007 Feb	3 774	0,5	-	3 593	1,9	-
May	3 722	-1,4	1,7	3 525	-1,9	1,3
Aug	3 788	1,8	3,5	3 574	1,4	2,9
Nov	3 993	5,4	6,3	3 749	4,9	6,4
2008 Feb	3 946	-1,2	4,6	3 723	-0,7	3,6
May	4 085	3,5	9,8	3 707	-0,4	5,2
Aug	3 852	-5,7	1,7	3 597	-3,0	0,6
Nov*	3 837	-0,4	-3,9	3 596	0,0	-4,1
2009 Feb	3 952	3,0	0,2	3 768	4,8	1,2

\*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	3 971	-	-	3 845	-	-
Aug	3 993	0,6	-	3 856	0,3	-
Nov	4 004	0,3	-	3 813	-1,1	-
2007 Feb	3 954	-1,2	-	3 786	-0,7	-
May	3 929	-0,6	-1,1	3 778	-0,2	-1,7
Aug	3 927	-0,1	-1,7	3 783	0,1	-1,9
Nov	4 042	2,9	0,9	3 897	3,0	2,2
2008 Feb	4 048	0,1	2,4	3 904	0,2	3,1
May	4 032	-0,4	2,6	3 872	-0,8	2,5
Aug	4 015	-0,4	2,2	3 833	-1,0	1,3
Nov*	3 930	-2,1	-2,8	3 779	-1,4	-3,0
2009 Feb	3 951	0,5	-2,4	3 811	0,8	-2,4

\*Revised estimates



**2.7 Transport, storage and communication industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	7 931	-	-	7 286	-	-
Aug	7 773	-2,0	-	7 154	-1,8	-
Nov	7 845	0,9	-	7 152	0,0	-
2007 Feb	7 819	-0,3	-	7 230	1,1	-
May	7 987	2,1	0,7	7 294	0,9	0,1
Aug	7 694	-3,7	-1,0	7 021	-3,7	-1,9
Nov	7 705	0,1	-1,8	6 995	-0,4	-2,2
2008 Feb	7 661	-0,6	-2,0	7 014	0,3	-3,0
May	7 507	-2,0	-6,0	6 830	-2,6	-6,4
Aug	7 279	-3,0	-5,4	6 685	-2,1	-4,8
Nov*	7 666	5,3	-0,5	6 994	4,6	0,0
2009 Feb	7 456	-2,7	-2,7	6 836	-2,3	-2,5

\*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	6 725	-	-	6 474	-	-
Aug	7 035	4,6	-	6 694	3,4	-
Nov	6 892	-2,0	-	6 641	-0,8	-
2007 Feb	6 752	-2,0	-	6 561	-1,2	-
May	6 859	1,6	2,0	6 621	0,9	2,3
Aug	6 826	-0,5	-3,0	6 609	-0,2	-1,3
Nov	6 878	0,8	-0,2	6 659	0,8	0,3
2008 Feb	6 655	-3,2	-1,4	6 474	-2,8	-1,3
May	6 479	-2,6	-5,5	6 296	-2,7	-4,9
Aug	6 573	1,5	-3,7	6 228	-1,1	-5,8
Nov*	6 338	-3,6	-7,9	6 133	-1,5	-7,9
2009 Feb	6 579	3,8	-1,1	6 368	3,8	-1,6

\*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	6 621	-	-	6 436	-	-
Aug	6 712	1,4	-	6 537	1,6	-
Nov	6 810	1,5	-	6 621	1,3	-
2007 Feb	6 663	-2,2	-	6 499	-1,8	-
May	6 664	0,0	0,6	6 456	-0,7	0,3
Aug	6 941	4,2	3,4	6 768	4,8	3,5
Nov	7 109	2,4	4,4	6 869	1,5	3,7
2008 Feb	6 725	-5,4	0,9	6 549	-4,7	0,8
May	6 933	3,1	4,0	6 745	3,0	4,5
Aug	6 856	-1,1	-1,2	6 661	-1,2	-1,6
Nov*	6 785	-1,0	-4,6	6 587	-1,1	-4,1
2009 Feb	6 705	-1,2	-0,3	6 528	-0,9	-0,3

\*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 2008*				Quarter ended March 2009			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	518 251	518 251	518 251	0,0	499 718	499 718	499 718	0,0
Manufacturing	1 234 781	1 275 423	1 316 065	1,6	1 203 895	1 245 875	1 287 856	1,7
Electricity, gas and water supply	52 829	58 846	64 863	5,2	53 945	59 532	65 119	4,8
Construction	436 638	474 089	511 541	4,0	418 173	454 889	491 605	4,1
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 654 039	1 746 655	1 839 270	2,7	1 589 468	1 680 715	1 771 962	2,8
Transport, storage and communication	341 199	365 683	390 167	3,4	331 947	356 783	381 620	3,6
Financial intermediation, insurance, real estate and business services	1 804 112	1 914 366	2 024 620	2,9	1 759 995	1 870 625	1 981 256	3,0
Community, social and personal services	2 125 229	2 158 987	2 192 746	0,8	2 129 909	2 163 108	2 196 307	0,8
<b>Total</b>	<b>8 357 225</b>	<b>8 512 300</b>	<b>8 667 376</b>	<b>0,9</b>	<b>8 176 754</b>	<b>8 331 245</b>	<b>8 485 737</b>	<b>0,9</b>

\*Revised estimates

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

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

Industry	Quarter ended December 2008*				Quarter ended March 2009			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	16 518 888	16 518 888	16 518 888	0,0	15 626 252	15 626 252	15 626 252	0,0
Manufacturing	36 987 926	38 051 972	39 116 019	1,4	32 581 429	33 514 063	34 446 697	1,4
Electricity, gas and water supply	3 964 623	4 047 626	4 130 629	1,0	3 425 494	3 514 471	3 603 447	1,3
Construction	10 122 255	10 933 744	11 745 233	3,8	8 214 787	8 966 096	9 717 405	4,3
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	35 708 307	38 869 598	42 030 890	4,1	32 582 327	35 660 474	38 738 622	4,4
Transport, storage and communication	14 888 792	15 417 641	15 946 490	1,8	12 950 103	13 821 516	14 692 930	3,2
Financial intermediation, insurance, real estate and business services	62 295 247	69 543 749	76 792 250	5,3	62 313 317	69 287 440	76 261 564	5,1
Community, social and personal services	79 225 648	80 572 051	81 918 454	0,9	77 125 460	78 472 669	79 819 878	0,9
<b>Total</b>	<b>266 240 182</b>	<b>273 955 269</b>	<b>281 670 357</b>	<b>1,4</b>	<b>251 371 101</b>	<b>258 862 981</b>	<b>266 354 862</b>	<b>1,5</b>

\*Revised estimates

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

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

Industry	November 2008*				February 2009			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	10 453	10 453	10 453	0,0	10 415	10 415	10 415	0,0
Manufacturing	8 362	8 711	9 060	2,0	8 200	8 553	8 906	2,1
Electricity, gas and water supply	17 734	19 812	21 890	5,4	17 415	19 476	21 537	5,4
Construction	5 655	6 347	7 039	5,6	5 823	6 560	7 297	5,7
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	5 886	6 501	7 116	4,8	5 914	6 559	7 204	5,0
Transport, storage and communication	11 738	12 679	13 620	3,8	11 449	12 377	13 305	3,8
Financial intermediation, insurance, real estate and business services	9 302	10 483	11 664	5,8	9 716	10 921	12 126	5,6
Community, social and personal services	10 972	11 222	11 472	1,1	10 871	11 131	11 391	1,2
<b>Total</b>	<b>9 226</b>	<b>9 527</b>	<b>9 828</b>	<b>1,6</b>	<b>9 299</b>	<b>9 605</b>	<b>9 911</b>	<b>1,6</b>

\*Revised estimates

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

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

Industry	November 2008*				February 2009			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	-	-	-	-	-	-	-	-
Manufacturing	7 750	8 074	8 398	2,1	7 686	8 016	8 346	2,1
Electricity, gas and water supply	16 615	18 567	20 519	5,4	16 314	18 252	20 190	5,4
Construction	5 291	5 947	6 603	5,6	5 545	6 255	6 965	5,8
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	5 671	6 250	6 829	4,7	5 718	6 327	6 936	4,9
Transport, storage and communication	10 698	11 568	12 438	3,8	10 483	11 348	12 213	3,9
Financial intermediation, insurance, real estate and business services	8 990	10 144	11 298	5,8	9 381	10 571	11 761	5,7
Community, social and personal services	10 649	10 895	11 141	1,2	10 580	10 836	11 092	1,2

\*Revised estimates.

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

## Explanatory notes

- Introduction** This publication contains results of the quarterly employment statistics survey of enterprises in the formal non-agricultural business sector of the South African economy. The survey is designed to obtain information regarding: the number of persons employed in the business; gross earnings paid; bonuses paid; overtime payments; and severance, termination and redundancy payments paid to employees for each month of the reference quarter.
- Part 1 deals with the estimation of the number of employees and their earnings.
- Part 2 deals with the estimation of average monthly earnings.
- Scope of the survey**
1. This survey covers employment statistics of the following industries according to the *Standard Industrial Classification of all Economic Activities (SIC)*, Fifth edition, January 1993:
    - mining and quarrying industry;
    - manufacturing industry;
    - electricity, gas and water supply industry;
    - construction industry;
    - wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry;
    - transport, storage and communication industry;
    - financial intermediation, insurance, real estate and business services industry; and
    - community, social and personal services industry.
- Classification**
2. The *Standard Industrial Classification of all Economic Activities (SIC)*, Fifth edition, January 1993, was used to classify the statistical units in the survey. The SIC is based on the 1990 *International Standard Industrial Classification of all Economic Activities (ISIC)*, with suitable adaptations for local conditions. Statistics in this publication are only presented at the SIC major division (one digit) level. **Each enterprise is classified to the industry which reflects the predominant activity of the enterprise.**
- Statistical unit**
3. The statistical unit for the collection of information is an enterprise. An enterprise is a legal unit or a combination of legal units that includes and directly controls all functions necessary to carry out its production activities.
- Purpose of the survey**
4. The Quarterly Employment Statistics (QES) survey is a quarterly survey covering a sample of approximately 22 006 private and public enterprises in the formal non-agricultural business sector of the South African economy. The information received is used to estimate employment and gross earnings that are used as inputs to the Gross Domestic Product (GDP) and to estimate key economic statistics on average monthly earnings that are mainly used for monitoring economic indicators of the South African economy.



- Mining**
5. Stats SA receives information regarding the mining and quarrying industry from the Minerals Bureau, Department of Minerals and Energy. The information for the latest quarter is preliminary and will be revised by the Minerals Bureau as soon as they receive more information from the different mines. Users must take note that gross earnings estimates based on the 2006 frame exclude severance, termination and redundancy payments paid during the reference quarter.
- Earnings for the mining and quarrying industry for the calendar 2007 reflect an increase of 26,1% relative to 2006. Of this total increase, approximately 9,2% was due to improved data collection and methodology, and thus there was a 16,9% increase attributable to a real growth in earnings, as a result of both increased employment and higher wages.
- The revision resulted from the fact that several mining companies had failed to provide information on sub-contractor earnings to the DME until December 2006. As from January 2007 the DME has attempted to obtain this data, or has made estimates based on sector averages where contractor earnings still remained temporarily unavailable.
- Notes on estimates**
6. Average monthly earnings statistics represent average gross (before tax) earnings of employees and do not relate to the earnings of the 'average' person. Estimates of average monthly earnings are derived by dividing estimates of monthly total earnings by estimates of number of employees. Changes in the average may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force. There are several aspects which can contribute to compositional changes, including variations over time in the proportions of full-time, part-time and casual employees.
- Reliability of estimates**
7. Inaccuracies may occur because of imperfections in reporting by enterprises and errors made with the collection and processing of the data. Inaccuracies of this kind are referred to as non-sampling errors. Every effort is made to reduce non-sampling errors to a minimum by designing the questionnaire carefully, undertaking pilot studies, editing the data and efficient operating procedures. Fluctuations may occur in consecutive quarters as a result of seasonal and economic factors.
- Standard errors**
8. The estimates in this publication are based on a sample drawn from units in the surveyed population. As a result of the entire population not being surveyed, the published estimates are subject to sampling error. The most common way of quantifying such sampling error is to calculate the standard error for the published estimate or statistic.
- Effects of rounding**
9. Estimates of average monthly earnings are rounded to the nearest rand. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates. The sum of the rounded industry estimates do not necessarily add to the total.
- Revised figures**
10. Figures for the quarters published in this release are preliminary and may be revised in subsequent publications.

**Related publications** 11. Users may also wish to refer to the following publications which are available from Stats SA:

*Bulletin of Statistics.*  
*Labour Force Survey.*  
*SA Statistics.*

**Pre-release policy** 12. Stats SA's pre-release policy may be inspected at its website, [www.statssa.gov.za](http://www.statssa.gov.za).

**Response rate** The percentage response for the March 2009 quarter was 87,3%

**Abbreviations and symbols**

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

## Glossary

<b>Annual percentage change</b>	An annual percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given period compared with the employment, the gross earnings or the average monthly earnings of the corresponding period of the previous year expressed as a percentage.
<b>Average monthly earnings at constant 2000 prices</b>	Average monthly earnings at constant 2000 prices measure average monthly earnings after the direct effects of inflation have been eliminated. The deflator used to deflate the current average earnings is the consumer price index (2000=100). This index has been linked to the new CPI that has been rebased to 2008 = 100 from January 2009.
<b>Average monthly earnings at current prices</b>	Average monthly earnings at current prices are calculated by dividing the total gross earnings, excluding severance, termination and redundancy payments, for the reference month by the number of employees as at the end of the reference month.
<b>Casual employees</b>	Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employee'. Such employees are typically working daily or hourly. Employers can dispense with their services at a very short notice, usually not exceeding a period of one week. Casual employees are not entitled to benefits such as paid leave and medical aid contributions paid by employers. Casual employees can be part-time or full time.
<b>Enterprises</b>	Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their production activities.
<b>Formal sector</b>	The formal sector includes all businesses that are registered in any way.
<b>Full-time employees</b>	Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 hours or more per week. This excludes the self-employed and working proprietors. (Refer to notes on number of employees below.)
<b>Gross earnings</b>	Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc., but excludes earnings of sole proprietors or partners of unincorporated businesses; commission where a retainer, wage or salary was not paid; payments to subcontractors and consultants who are not part of the enterprise; performance and others bonuses; overtime payments; and severance, termination and redundancy payments. Gross earnings in part 1 are the total sum of the earnings for the three months of the reference quarter (e.g. gross earnings of quarter ended September is the sum of total earnings of July, August and September).

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

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

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