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# Statistical release

## P0277

# Quarterly Employment Statistics (QES)

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<b>Contents</b> .....	<b>Page</b>
<b>Introduction</b> .....	3
<b>Key findings for the quarter ending March 2014</b> .....	3
Employment and earnings .....	3
Figure A: Employment in the formal non-agricultural sector (employees only), 2006–2014 .....	3
Table A: Employment by industry .....	3
Figure B: Gross earnings of employees in the non-agricultural formal sector, 2006–2014 .....	4
Table B: Gross earnings by industry .....	4
Average monthly earnings .....	4
Table C – Average monthly earnings paid to employees in the formal non-agricultural sector .....	4
<b>Scope of the survey</b> .....	5
<b>Comparison of QLFS (formal sector employees) and QES</b> .....	5
<b>Table D: Key differences between the Quarterly Labour Force Surveys (QLFS) and the Quarterly Employment Survey (QES)</b> .....	5
<b>Detailed employment changes by industry</b> .....	6
<b>Detailed changes in gross earnings paid to employees</b> .....	7
<b>Part 1 – Estimation of number of employees and their earnings</b> .....	8
Table 1 – Total (all formal non-agricultural industries) .....	8
1.1 Number of employees .....	8
Gross earnings .....	8
Table 2 – Mining and quarrying industry .....	9
2.1 Number of employees .....	9
2.2 Gross earnings .....	9
Table 3 – Manufacturing industry .....	10
3.1 Number of employees .....	10
3.2 Gross earnings .....	10
Table 4 – Electricity, gas and water supply industry .....	11
4.1 Number of employees .....	11
4.2 Gross earnings .....	11
Table 5 – Construction industry .....	12
5.1 Number of employees .....	12
5.2 Gross earnings .....	12
Table 6 – Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry .....	13
6.1 Number of employees .....	13
6.2 Gross earnings .....	13
Table 7 – Transport, storage and communication industry .....	14
7.1 Number of employees .....	14
7.2 Gross earnings .....	14
Table 8 – Financial intermediation, insurance, real estate and business services industry .....	15
8.1 Number of employees .....	15

8.2 Gross earnings .....	15
Table 9 – Community, social and personal services industry.....	16
9.1 Number of employees.....	16
9.2 Gross earnings .....	16
<b>Part 2 – Estimation of average monthly earnings</b> .....	17
Table 1 – Average monthly earnings at current prices, by industry.....	17
1.1 Total (all formal non-agricultural industries) .....	17
1.2 Mining and quarrying industry** .....	17
1.3 Manufacturing industry .....	18
1.4 Electricity, gas and water supply industry.....	18
1.5 Construction industry.....	19
1.6 Wholesale and retail trade; repair of motor vehicles, motor cycles, and personal and household goods; hotels and restaurants industry .....	19
1.7 Transport, storage and communication industry .....	20
1.8 Financial intermediation, insurance, real estate and business services industry.....	20
1.9 Community, social and personal services industry .....	21
Table 2 – Average monthly earnings at constant 2000 prices, by industry .....	22
2.1 Total (all formal non-agricultural industries) .....	22
2.2 Mining and quarrying industry** .....	22
2.3 Manufacturing industry .....	23
2.4 Electricity, gas and water supply industry.....	23
2.5 Construction industry.....	24
2.6 Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry .....	24
2.7 Transport, storage and communication industry .....	25
2.8 Financial intermediation, insurance, real estate and business services industry.....	25
2.9 Community, social and personal services industry .....	26
<b>Additional information</b> .....	27
Technical notes .....	27
Table C – Estimates of number of employees by industry within 95% confidence limits.....	28
Table D – Estimates of gross earnings (R' 000) by industry within 95% confidence limits .....	29
Table E – Estimates of average monthly earnings, including bonuses and overtime payments, at current prices, by industry within 95% confidence limits.....	30
Table F – Estimates of average monthly earnings, excluding bonuses and overtime payments, at current prices, by industry within 95% confidence limits.....	31
<b>Explanatory notes</b> .....	32
<b>Glossary</b> .....	35
<b>General information</b> .....	38

## Introduction

This publication analyses the results of the *Quarterly Employment Statistics (QES)* survey which collects data from VAT registered businesses (excluding agriculture). Statistical tables provide detailed information regarding the number of persons employed; gross earnings and average monthly earnings for the reference quarter.

## Key findings for the quarter ending March 2014

### Employment and earnings

Figure A: Employment in the non-agricultural formal sector (employees only), 2006–2014

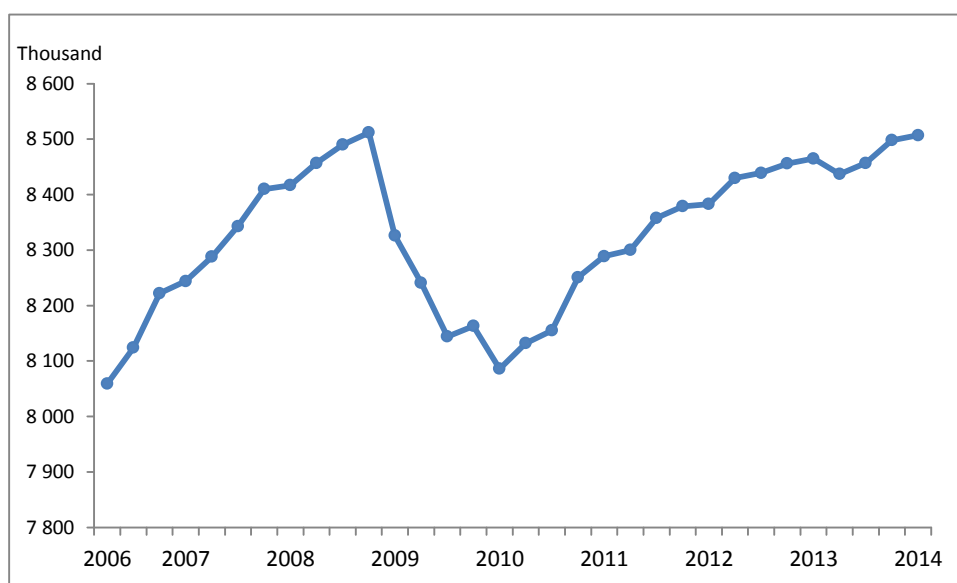


Figure A shows that the global recession had the largest impact on employment outcomes in South Africa in 2009 and 2010. Since then the level of employment has been on an upward trend, however, in March 2014 it was still slightly below the peak reached in Q4 2008.

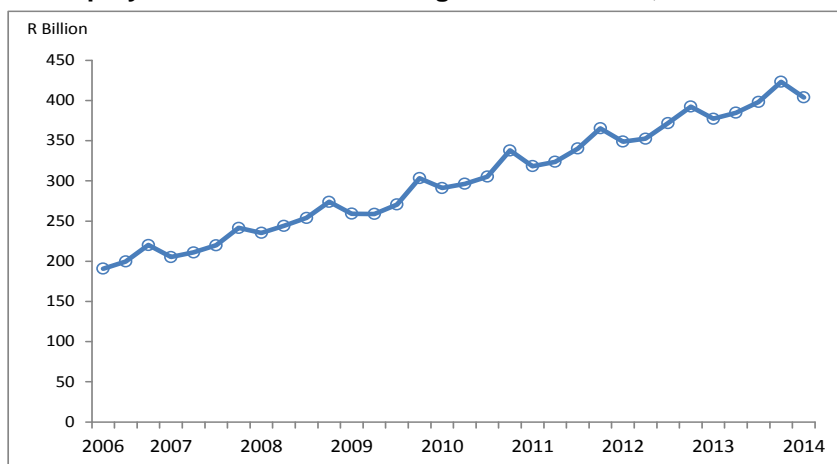
Table A: Employment by industry

	Mar 2013	Dec 2013	Mar 2014	Q/Q Change	Y/Y Change	Q/Q Change	Y/Y Change
	Thousand			Per cent			
Mining	515	499	486	-13	-29	-2,5	-5,6
Manufacturing	1 148	1 149	1 146	-3	-2	-0,3	-0,2
Electricity	62	62	62	0	0	0,0	0,0
Construction	432	419	424	5	-8	1,2	-1,9
Trade	1 689	1 733	1 699	-34	10	-2,0	0,6
Transport	380	376	373	-3	-7	-0,8	-1,8
Finance	1 841	1 847	1 854	7	13	0,4	0,7
Community services	2 398	2 413	2 463	50	65	2,1	2,7
<b>Total</b>	<b>8 465</b>	<b>8 498</b>	<b>8 507</b>	<b>9</b>	<b>42</b>	<b>0,1</b>	<b>0,5</b>

Table A shows that there was a quarter on quarter increase in employment of 9 000 from 8 498 000 in December 2013 to 8 507 000 in March 2014. This was largely due to an increase of 50 000 in community services (up by 2,1%) and relatively modest increases in the finance (up 7 000) and construction (up 5 000) industries since employment declined in every other industry. Employment declined the most in the trade (down 34 000) followed by mining (down 13 000) industries.

Year-on-year, employment increased by 42 000 (0,5%) between March 2013 and March 2014. The mining industry suffered the largest employment losses over the year to March 2014 (down 29 000 by 5,6%) and the community services industry had the largest increase (up 65 000 or 2,7%).

**Figure B: Gross earnings of employees in the formal non-agricultural sector, 2006–2014**



**Table B: Gross earnings by industry**

	Mar 2013	Dec 2013	Mar 2014	Q/Q Change	Y/Y Change	Q/Q Change	Y/Y Change
	<b>Rands (Million)</b>			<b>Per cent</b>			
Mining	24 405	26 047	23 216	-2 831	-1 189	-10,9	-4,9
Manufacturing	46 138	54 857	49 363	-5 494	3 225	-10,0	7,0
Electricity	5 267	6 462	5 561	-901	294	-13,9	5,6
Construction	14 029	16 483	14 590	-1 893	561	-11,5	4,0
Trade	48 594	58 007	54 612	-3 395	6 018	-5,9	12,4
Transport	20 830	24 342	21 432	-2 910	602	-12,0	2,9
Finance	91 456	98 358	98 222	-136	6 766	-0,1	7,4
Community services	126 658	138 641	136 847	-1 794	10 189	-1,3	8,0
<b>Total</b>	<b>377 377</b>	<b>423 197</b>	<b>403 843</b>	<b>-19 354</b>	<b>26 466</b>	<b>-4,6</b>	<b>7,0</b>

Table B shows that gross earnings paid to employees declined by R19,4 billion (4,6%) from R423 billion in December 2013 to R404 billion in March 2014. The declines were largest in the manufacturing, trade, transport and mining industries.

Year-on-year, mining was the only industry where gross earnings declined – by 4,9%.

**Average monthly earnings**

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

	Feb 2013	Nov 2013	Feb 2014	Q/Q Change	Y/Y Change
	<b>Rands</b>			<b>Per cent</b>	
Average monthly earnings (including bonuses and overtime payments)	13 908	14 937	14 731	-1,4	5,9

Table C shows a quarterly decrease of 1,4% in average monthly earnings paid to employees in the formal non-agricultural sector from R14 937 in November 2013 to R14 731 in February 2014.

On an annual basis, average monthly earnings paid to employees increased by 5,9% from R13 908 in February 2013 to R14 731 in February 2014.

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

## Scope of the survey

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

## Comparison of QLFS (formal sector employees) and QES

**Table D: Key differences between the Quarterly Labour Force Surveys (QLFS) and the Quarterly Employment Survey (QES)**

	<b>QLFS</b>	<b>QES</b>
<b>Coverage</b>	Private households and worker's hostels	Payroll of VAT registered businesses
	Non-institutional population (15 years and older)	Employees only
	Employment (including the informal sector; private households; agriculture and small businesses)	Formal sector (excluding agriculture)
<b>Sample size</b>	30 000 dwelling units in which households reside	20 000 VAT registered businesses
<b>Reference period</b>	One week prior to the interview	Payroll at the end of the reference quarter
<b>Formal sector definition (excluding Agriculture &amp; Private households)</b>	Employers and own-account workers registered for VAT or income tax	Excludes Agriculture and Private households
	Employees paying income tax and those not paying tax but working for firms with 5 or more workers	Employees on the payroll of VAT registered businesses.

Stats SA also collects information regarding employment from the QLFS which is a household based survey. The results of the QES and the QLFS differ in several respects and are thus not fully comparable. Table D highlights key differences between the two surveys. Nonetheless, the trend in employment over the past seven years between the QES and QLFS are similar and in both surveys the industries which contribute the most to employment are services, trade and finance.

## Detailed employment changes by industry

The *mining and quarrying industry* reported an annual decrease of 29 000 employees (-5,6%) in March 2014 compared with March 2013.

There was a quarterly decrease of 13 000 employees (-2,6%) in March 2014 compared with December 2013.

**See explanatory note 5 on page 33.**

The *manufacturing industry* reported an annual decrease of 2 000 employees (-0,2%) in March 2014 compared with March 2013.

There was a quarterly decrease of 3 000 employees (-0,3%) in March 2014 compared with December 2013. This was mainly due to decreases in employment in the manufacture of furniture; manufacture of other chemical products; manufacture of dairy products; and manufacture of plastic products.

The *electricity, gas and water supply industry* reported no change in March 2014 compared with March 2013.

There was no change in March 2014 compared with December 2013.

The *construction industry* reported an annual decrease of 8 000 employees (-1,9%) in March 2014 compared with March 2013.

There was a quarterly increase of 5 000 employees (+1,2%) in March 2014 compared with December 2013. This was mainly due to increases in employment in the building of complete constructions; building installation and building completion.

The *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reported an annual increase of 10 000 employees (+0,6%) in March 2014 compared with March 2013.

There was a quarterly decrease of 34 000 employees (-2,0%) in March 2014 compared with December 2013. This was mainly due to decreases in employment in retail and wholesale trade; sale, maintenance and repair of motor vehicles and motor cycles; and hotels and restaurants.

The *transport, storage and communication industry* reported an annual decrease of 7 000 employees (-1,8%) in March 2014 compared with March 2013.

There was a quarterly decrease of 3 000 employees (-0,8%) in March 2014 compared with December 2013. This was mainly due to a decrease in employment in land transport; and supporting and auxiliary transport activities (activities of travel agencies).

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 13 000 employees (+0,7%) in March 2014 compared with March 2013.

There was a quarterly increase of 7 000 employees (+0,4%) in March 2014 compared with December 2013. This was mainly due to increases in employment in the real estate activities; legal, accounting, bookkeeping and auditing activities; financial intermediation, except insurance and pension funding; computer and related activities.

The *community, social and personal services industry* reported an annual increase of 65 000 employees (+2,7%) in March 2014 compared with March 2013.

There was a quarterly increase of 50 000 employees (+2,1%) in March 2014 compared with December 2013. This was mainly due to increases in employment in local government; provincial departments; universities and universities of technology; education; and health and social work.

## Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual decrease of R1 189 million (+4,9%) for the quarter ended March 2014 compared with the quarter ended March 2013.

There was a quarterly decrease of R2 831 million (-10,9%) for the quarter ended March 2014 compared with the quarter ended December 2013.

**See explanatory note 5 on page 33.**

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R3 225 million (+7,0%) for the quarter ended March 2014 compared with the quarter ended March 2013.

There was a quarterly decrease of R5 494 million (-10,0%) for the quarter ended March 2014 compared with the quarter ended December 2013.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R294 million (+5,6%) for the quarter ended March 2014 compared with the quarter ended March 2013. There was a quarterly decrease of R901 million (-13,9%) for the quarter ended March 2014 compared with the quarter ended December 2013.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R561 million (+4,0%) for the quarter ended March 2014 compared with the quarter ended March 2013.

There was a quarterly decrease of R1 893 million (-11,5%) for the quarter ended March 2014 compared with the quarter ended December 2013.

Gross earnings paid to employees in the *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reflected an annual increase of R6 018 million (+12,4%) for the quarter ended March 2014 compared with the quarter ended March 2013.

There was a quarterly decrease of R3 395 million (-5,9%) for the quarter ended March 2014 compared with the quarter ended December 2013.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R602 million (+2,9%) for the quarter ended March 2014 compared with the quarter ended March 2013.

There was a quarterly decrease of R2 910 million (-12,0%) for the quarter ended March 2014 compared with the quarter ended December 2013.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R6 766 million (+7,4%) for the quarter ended March 2014 compared with the quarter ended March 2013.

There was a quarterly decrease of R136 million (-0,1%) for the quarter ended March 2014 compared with the quarter ended December 2013.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R10 189 million (+8,0%) for the quarter ended March 2014 compared with the quarter ended March 2013.

There was a quarterly decrease of R1 794 million (-1,3%) for the quarter ended March 2014 compared with the quarter ended December 2013.



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

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

**1.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees	
		Quarter		Annual		
2010	Mar	8 086 000	-77 000	-0,9	-240 000	-2,9
	Jun	8 132 000	46 000	0,6	-109 000	-1,3
	Sep	8 155 000	23 000	0,3	11 000	0,1
	Dec	8 251 000	96 000	1,2	88 000	1,1
2011	Mar	8 289 000	38 000	0,5	203 000	2,5
	Jun	8 300 000	11 000	0,1	168 000	2,1
	Sep	8 358 000	58 000	0,7	203 000	2,5
	Dec	8 379 000	21 000	0,3	128 000	1,6
2012	Mar	8 383 000	4 000	0,0	94 000	1,1
	Jun	8 430 000	47 000	0,6	130 000	1,6
	Sep	8 439 000	9 000	0,1	81 000	1,0
	Dec	8 456 000	17 000	0,2	77 000	0,9
2013	Mar	8 465 000	9 000	0,1	82 000	1,0
	Jun	8 437 000	-28 000	-0,3	7 000	0,1
	Sep	8 457 000	20 000	0,2	18 000	0,2
	Dec*	8 498 000	41 000	0,5	42 000	0,5
2014	Mar	8 507 000	9 000	0,1	42 000	0,5

\*Revised estimates.

**Gross earnings (R'000)**

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings	
		Quarter		Annual		
2010	Mar	291 203 000	-12 158 000	-4,0	31 980 000	12,3
	Jun	296 359 000	5 156 000	1,8	37 532 000	14,5
	Sep	305 209 000	8 850 000	3,0	34 654 000	12,8
	Dec	337 899 000	32 690 000	10,7	34 538 000	11,4
2011	Mar	318 347 000	-19 552 000	-5,8	27 144 000	9,3
	Jun	323 646 000	5 299 000	1,7	27 287 000	9,2
	Sep	340 313 000	16 667 000	5,1	35 104 000	11,5
	Dec	365 373 000	25 060 000	7,4	27 474 000	8,1
2012	Mar	348 922 000	-16 451 000	-4,5	30 575 000	9,6
	Jun	352 439 000	3 517 000	1,0	28 793 000	8,9
	Sep	371 908 000	19 469 000	5,5	31 595 000	9,3
	Dec	392 432 000	20 524 000	5,5	27 059 000	7,4
2013	Mar	377 377 000	-15 055 000	-3,8	28 455 000	8,2
	Jun	384 761 000	7 384 000	2,0	32 322 000	9,2
	Sep	398 113 000	13 352 000	3,5	26 205 000	7,0
	Dec*	423 197 000	25 084 000	6,3	30 765 000	7,8
2014	Mar	403 843 000	-19 354 000	-4,6	26 466 000	7,0

\*Revised estimates.

**Table 2 – Mining and quarrying industry**

**2.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees	
		Quarter		Annual		
2010	Mar	491 000	3 000	0,6	-9 000	-1,8
	Jun	497 000	6 000	1,2	5 000	1,0
	Sep	505 000	8 000	1,6	18 000	3,7
	Dec	504 000	-1 000	-0,2	16 000	3,3
2011	Mar	511 000	7 000	1,4	20 000	4,1
	Jun	517 000	6 000	1,2	20 000	4,0
	Sep	519 000	2 000	0,4	14 000	2,8
	Dec	518 000	-1 000	-0,2	14 000	2,8
2012	Mar	523 000	5 000	1,0	12 000	2,3
	Jun	534 000	11 000	2,1	17 000	3,3
	Sep	518 000	-16 000	-3,0	-1 000	-0,2
	Dec	515 000	-3 000	-0,6	-3 000	-0,6
2013	Mar	515 000	0	0,0	-8 000	-1,5
	Jun	511 000	-4 000	-0,8	-23 000	-4,3
	Sep	507 000	-4 000	-0,8	-11 000	-2,1
	Dec	499 000	-8 000	-1,6	-16 000	-3,1
2014	Mar	486 000	-13 000	-2,6	-29 000	-5,6

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings	
		Quarter		Annual		
2010	Mar	17 150 000	-361 000	-2,1	1 545 000	9,9
	Jun	17 603 000	453 000	2,6	1 911 000	12,2
	Sep	19 129 000	1 526 000	8,7	2 681 000	16,3
	Dec	19 697 000	568 000	3,0	2 186 000	12,5
2011	Mar	19 568 000	-129 000	-0,7	2 418 000	14,1
	Jun	20 445 000	877 000	4,5	2 842 000	16,1
	Sep	21 593 000	1 148 000	5,6	2 464 000	12,9
	Dec	24 879 000	3 286 000	15,2	5 182 000	26,3
2012	Mar	22 051 000	-2 828 000	-11,4	2 483 000	12,7
	Jun	23 272 000	1 221 000	5,5	2 827 000	13,8
	Sep	23 793 000	521 000	2,2	2 200 000	10,2
	Dec	24 159 000	366 000	1,5	-720 000	-2,9
2013	Mar	24 405 000	246 000	1,0	2 354 000	10,7
	Jun	24 013 000	-392 000	-1,6	741 000	3,2
	Sep	25 243 000	1 230 000	5,1	1 450 000	6,1
	Dec*	26 047 000	804 000	3,2	1 888 000	7,8
2014	Mar	23 216 000	-2 831 000	-10,9	-1 189 000	-4,9

\*Revised estimates.

**Table 3 – Manufacturing industry**

**3.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2010 Mar	1 187 000	2 000	0,2	-52 000	-4,2
Jun	1 170 000	-17 000	-1,4	-50 000	-4,1
Sep	1 159 000	-11 000	-0,9	-45 000	-3,7
Dec	1 164 000	5 000	0,4	-21 000	-1,8
2011 Mar	1 160 000	-4 000	-0,3	-27 000	-2,3
Jun	1 148 000	-12 000	-1,0	-22 000	-1,9
Sep	1 150 000	2 000	0,2	-9 000	-0,8
Dec	1 158 000	8 000	0,7	-6 000	-0,5
2012 Mar	1 155 000	-3 000	-0,3	-5 000	-0,4
Jun	1 146 000	-9 000	-0,8	-2 000	-0,2
Sep	1 150 000	4 000	0,3	0	0,0
Dec	1 149 000	-1 000	-0,1	-9 000	-0,8
2013 Mar	1 148 000	-1 000	-0,1	-7 000	-0,6
Jun	1 144 000	-4 000	-0,3	-2 000	-0,2
Sep	1 145 000	1 000	0,1	-5 000	-0,4
Dec*	1 149 000	4 000	0,3	0	0,0
2014 Mar	1 146 000	-3 000	-0,3	-2 000	-0,2

\*Revised estimates.

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2010 Mar	36 788 000	-3 354 000	-8,4	3 436 000	10,3
Jun	37 362 000	574 000	1,6	3 916 000	11,7
Sep	38 403 000	1 041 000	2,8	2 636 000	7,4
Dec	43 991 000	5 588 000	14,6	3 849 000	9,6
2011 Mar	39 991 000	-4 000 000	-9,1	3 203 000	8,7
Jun	40 268 000	277 000	0,7	2 906 000	7,8
Sep	40 881 000	613 000	1,5	2 478 000	6,5
Dec	47 015 000	6 134 000	15,0	3 024 000	6,9
2012 Mar	43 066 000	-3 949 000	-8,4	3 075 000	7,7
Jun	43 876 000	810 000	1,9	3 608 000	9,0
Sep	45 073 000	1 197 000	2,7	4 192 000	10,3
Dec	50 700 000	5 627 000	12,5	3 685 000	7,8
2013 Mar	46 138 000	-4 562 000	-9,0	3 072 000	7,1
Jun	47 383 000	1 245 000	2,7	3 507 000	8,0
Sep	48 676 000	1 293 000	2,7	3 603 000	8,0
Dec*	54 857 000	6 181 000	12,7	4 157 000	8,2
2014 Mar	49 363 000	-5 494 000	-10,0	3 225 000	7,0

\*Revised estimates.

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

**4.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees	
		Quarter		Annual		
2010	Mar	56 000	0	0,0	-4 000	-6,7
	Jun	57 000	1 000	1,8	-2 000	-3,4
	Sep	57 000	0	0,0	1 000	1,8
	Dec	58 000	1 000	1,8	2 000	3,6
2011	Mar	59 000	1 000	1,7	3 000	5,4
	Jun	60 000	1 000	1,7	3 000	5,3
	Sep	59 000	-1 000	-1,7	2 000	3,5
	Dec	59 000	0	0,0	1 000	1,7
2012	Mar	61 000	2 000	3,4	2 000	3,4
	Jun	62 000	1 000	1,6	2 000	3,3
	Sep	62 000	0	0,0	3 000	5,1
	Dec	62 000	0	0,0	3 000	5,1
2013	Mar	62 000	0	0,0	1 000	1,6
	Jun	63 000	1 000	1,6	1 000	1,6
	Sep	62 000	-1 000	-1,6	0	0,0
	Dec	62 000	0	0,0	0	0,0
2014	Mar	62 000	0	0,0	0	0,0

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings	
		Quarter		Annual		
2010	Mar	3 872 000	-650 000	-14,4	358 000	10,2
	Jun	3 975 000	103 000	2,7	499 000	14,4
	Sep	4 858 000	883 000	22,2	493 000	11,3
	Dec	4 923 000	65 000	1,3	401 000	8,9
2011	Mar	4 314 000	-609 000	-12,4	442 000	11,4
	Jun	4 390 000	76 000	1,8	415 000	10,4
	Sep	5 426 000	1 036 000	23,6	568 000	11,7
	Dec	5 442 000	16 000	0,3	519 000	10,5
2012	Mar	4 719 000	-723 000	-13,3	405 000	9,4
	Jun	4 873 000	154 000	3,3	483 000	11,0
	Sep	6 370 000	1 497 000	30,7	944 000	17,4
	Dec	6 321 000	-49 000	-0,8	879 000	16,2
2013	Mar	5 267 000	-1 054 000	-16,7	548 000	11,6
	Jun	5 386 000	119 000	2,3	513 000	10,5
	Sep	6 325 000	939 000	17,4	-45 000	-0,7
	Dec*	6 462 000	137 000	2,2	141 000	2,2
2014	Mar	5 561 000	-901 000	-13,9	294 000	5,6

\*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
2010	Mar	418 000	3 000	0,7	-40 000	-8,7
	Jun	413 000	-5 000	-1,2	-28 000	-6,3
	Sep	406 000	-7 000	-1,7	-12 000	-2,9
	Dec	399 000	-7 000	-1,7	-16 000	-3,9
2011	Mar	413 000	14 000	3,5	-5 000	-1,2
	Jun	419 000	6 000	1,5	6 000	1,5
	Sep	434 000	15 000	3,6	28 000	6,9
	Dec	426 000	-8 000	-1,8	27 000	6,8
2012	Mar	431 000	5 000	1,2	18 000	4,4
	Jun	433 000	2 000	0,5	14 000	3,3
	Sep	434 000	1 000	0,2	0	0,0
	Dec	427 000	-7 000	-1,6	1 000	0,2
2013	Mar	432 000	5 000	1,2	1 000	0,2
	Jun	428 000	-4 000	-0,9	-5 000	-1,2
	Sep	426 000	-2 000	-0,5	-8 000	-1,8
	Dec	419 000	-7 000	-1,6	-8 000	-1,9
2014	Mar	424 000	5 000	1,2	-8 000	-1,9

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings	
						Quarter
2010	Mar	10 620 000	-1 454 000	-12,0	1 412 000	15,3
	Jun	11 378 000	758 000	7,1	2 043 000	21,9
	Sep	11 455 000	77 000	0,7	1 573 000	15,9
	Dec	13 101 000	1 646 000	14,4	1 027 000	8,5
2011	Mar	11 600 000	-1 501 000	-11,5	980 000	9,2
	Jun	11 884 000	284 000	2,4	506 000	4,4
	Sep	12 814 000	930 000	7,8	1 359 000	11,9
	Dec	14 276 000	1 462 000	11,4	1 175 000	9,0
2012	Mar	12 774 000	-1 502 000	-10,5	1 174 000	10,1
	Jun	13 500 000	726 000	5,7	1 616 000	13,6
	Sep	13 977 000	477 000	3,5	1 163 000	9,1
	Dec	15 681 000	1 704 000	12,2	1 405 000	9,8
2013	Mar	14 029 000	-1 652 000	-10,5	1 255 000	9,8
	Jun	14 693 000	664 000	4,7	1 193 000	8,8
	Sep	14 654 000	-39 000	-0,3	677 000	4,8
	Dec*	16 483 000	1 829 000	12,5	802 000	5,1
2014	Mar	14 590 000	-1 893 000	-11,5	561 000	4,0

\*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
		Quarter		Annual	
2010 Mar	1 630 000	-35 000	-2,1	-51 000	-3,0
Jun	1 636 000	6 000	0,4	-36 000	-2,2
Sep	1 650 000	14 000	0,9	18 000	1,1
Dec	1 687 000	37 000	2,2	22 000	1,3
2011 Mar	1 645 000	-42 000	-2,5	15 000	0,9
Jun	1 659 000	14 000	0,9	23 000	1,4
Sep	1 669 000	10 000	0,6	19 000	1,2
Dec	1 700 000	31 000	1,9	13 000	0,8
2012 Mar	1 678 000	-22 000	-1,3	33 000	2,0
Jun	1 688 000	10 000	0,6	29 000	1,7
Sep	1 690 000	2 000	0,1	21 000	1,3
Dec	1 710 000	20 000	1,2	10 000	0,6
2013 Mar	1 689 000	-21 000	-1,2	11 000	0,7
Jun	1 689 000	0	0,0	1 000	0,1
Sep	1 697 000	8 000	0,5	7 000	0,4
Dec*	1 733 000	36 000	2,1	23 000	1,3
2014 Mar	1 699 000	-34 000	-2,0	10 000	0,6

\*Revised estimates.

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2010 Mar	38 207 000	-2 369 000	-5,8	2 531 000	7,1
Jun	39 720 000	1 513 000	4,0	3 940 000	11,0
Sep	41 018 000	1 298 000	3,3	4 261 000	11,6
Dec	45 569 000	4 551 000	11,1	4 993 000	12,3
2011 Mar	41 678 000	-3 891 000	-8,5	3 471 000	9,1
Jun	42 698 000	1 020 000	2,4	2 978 000	7,5
Sep	43 829 000	1 131 000	2,6	2 811 000	6,9
Dec	48 072 000	4 243 000	9,7	2 503 000	5,5
2012 Mar	45 003 000	-3 069 000	-6,4	3 325 000	8,0
Jun	45 437 000	434 000	1,0	2 739 000	6,4
Sep	47 234 000	1 797 000	4,0	3 405 000	7,8
Dec	52 800 000	5 566 000	11,8	4 728 000	9,8
2013 Mar	48 594 000	-4 206 000	-8,0	3 591 000	8,0
Jun	50 781 000	2 187 000	4,5	5 344 000	11,8
Sep	53 386 000	2 605 000	5,1	6 152 000	13,0
Dec*	58 007 000	4 621 000	8,7	5 207 000	9,9
2014 Mar	54 612 000	-3 395 000	-5,9	6 018 000	12,4

\*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		
2010	Mar	359 000	0	0,0	-3 000	-0,8
	Jun	360 000	1 000	0,3	7 000	2,0
	Sep	355 000	-5 000	-1,4	-1 000	-0,3
	Dec	361 000	6 000	1,7	2 000	0,6
2011	Mar	360 000	-1 000	-0,3	1 000	0,3
	Jun	357 000	-3 000	-0,8	-3 000	-0,8
	Sep	365 000	8 000	2,2	10 000	2,8
	Dec	369 000	4 000	1,1	8 000	2,2
2012	Mar	369 000	0	0,0	9 000	2,5
	Jun	374 000	5 000	1,4	17 000	4,8
	Sep	372 000	-2 000	-0,5	7 000	1,9
	Dec	383 000	11 000	3,0	14 000	3,8
2013	Mar	380 000	-3 000	-0,8	11 000	3,0
	Jun	375 000	-5 000	-1,3	1 000	0,3
	Sep	375 000	0	0,0	3 000	0,8
	Dec	376 000	1 000	0,3	-7 000	-1,8
2014	Mar	373 000	-3 000	-0,8	-7 000	-1,8

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings	
		Quarter		Annual		
2010	Mar	17 036 000	361 000	2,2	3 030 000	21,6
	Jun	17 537 000	501 000	2,9	2 595 000	17,4
	Sep	17 214 000	-323 000	-1,8	659 000	4,0
	Dec	19 054 000	1 840 000	10,7	2 379 000	14,3
2011	Mar	17 711 000	-1 343 000	-7,0	675 000	4,0
	Jun	19 120 000	1 409 000	8,0	1 583 000	9,0
	Sep	18 833 000	-287 000	-1,5	1 619 000	9,4
	Dec	20 958 000	2 125 000	11,3	1 904 000	10,0
2012	Mar	18 754 000	-2 204 000	-10,5	1 043 000	5,9
	Jun	20 687 000	1 933 000	10,3	1 567 000	8,2
	Sep	21 700 000	1 013 000	4,9	2 867 000	15,2
	Dec	22 609 000	909 000	4,2	1 651 000	7,9
2013	Mar	20 830 000	-1 779 000	-7,9	2 076 000	11,1
	Jun	21 655 000	825 000	4,0	968 000	4,7
	Sep	22 743 000	1 088 000	5,0	1 043 000	4,8
	Dec*	24 342 000	1 599 000	7,0	1 733 000	7,7
2014	Mar	21 432 000	-2 910 000	-12,0	602 000	2,9

\*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		
2010	Mar	1 742 000	-54 000	-3,0	-121 000	-6,5
	Jun	1 769 000	27 000	1,5	-55 000	-3,0
	Sep	1 783 000	14 000	0,8	-1 000	-0,1
	Dec	1 812 000	29 000	1,6	16 000	0,9
2011	Mar	1 798 000	-14 000	-0,8	56 000	3,2
	Jun	1 818 000	20 000	1,1	49 000	2,8
	Sep	1 834 000	16 000	0,9	51 000	2,9
	Dec	1 831 000	-3 000	-0,2	19 000	1,0
2012	Mar	1 832 000	1 000	0,1	34 000	1,9
	Jun	1 834 000	2 000	0,1	16 000	0,9
	Sep	1 835 000	1 000	0,1	1 000	0,1
	Dec	1 843 000	8 000	0,4	12 000	0,7
2013	Mar	1 841 000	-2 000	-0,1	9 000	0,5
	Jun	1 843 000	2 000	0,1	9 000	0,5
	Sep	1 847 000	4 000	0,2	12 000	0,7
	Dec*	1 847 000	0	0,0	4 000	0,2
2014	Mar	1 854 000	7 000	0,4	13 000	0,7

\*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		
2010	Mar	73 438 000	1 227 000	1,7	4 052 000	5,8
	Jun	72 587 000	-851 000	-1,2	7 096 000	10,8
	Sep	75 285 000	2 698 000	3,7	8 626 000	12,9
	Dec	80 634 000	5 349 000	7,1	8 423 000	11,7
2011	Mar	80 032 000	-602 000	-0,7	6 594 000	9,0
	Jun	77 469 000	-2 563 000	-3,2	4 882 000	6,7
	Sep	81 547 000	4 078 000	5,3	6 262 000	8,3
	Dec	86 164 000	4 617 000	5,7	5 530 000	6,9
2012	Mar	87 523 000	1 359 000	1,6	7 491 000	9,4
	Jun	84 663 000	-2 860 000	-3,3	7 194 000	9,3
	Sep	86 019 000	1 356 000	1,6	4 472 000	5,5
	Dec	90 170 000	4 151 000	4,8	4 006 000	4,6
2013	Mar	91 456 000	1 286 000	1,4	3 933 000	4,5
	Jun	88 477 000	-2 979 000	-3,3	3 814 000	4,5
	Sep	92 315 000	3 838 000	4,3	6 296 000	7,3
	Dec*	98 358 000	6 043 000	6,5	8 188 000	9,1
2014	Mar	98 222 000	-136 000	-0,1	6 766 000	7,4

\*Revised estimates.



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

**9.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2010 Mar	2 203 000	4 000	0,2	40 000	1,8
Jun	2 230 000	27 000	1,2	50 000	2,3
Sep	2 240 000	10 000	0,4	33 000	1,5
Dec	2 266 000	26 000	1,2	67 000	3,0
2011 Mar	2 343 000	77 000	3,4	140 000	6,4
Jun	2 322 000	-21 000	-0,9	92 000	4,1
Sep	2 328 000	6 000	0,3	88 000	3,9
Dec	2 318 000	-10 000	-0,4	52 000	2,3
2012 Mar	2 334 000	16 000	0,7	-9 000	-0,4
Jun	2 359 000	25 000	1,1	37 000	1,6
Sep	2 378 000	19 000	0,8	50 000	2,1
Dec	2 367 000	-11 000	-0,5	49 000	2,1
2013 Mar	2 398 000	31 000	1,3	64 000	2,7
Jun	2 385 000	-13 000	-0,5	26 000	1,1
Sep	2 398 000	13 000	0,5	20 000	0,8
Dec*	2 413 000	15 000	0,6	46 000	1,9
2014 Mar	2 463 000	50 000	2,1	65 000	2,7

\*Revised estimates.

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2010 Mar	94 092 000	-5 558 000	-5,6	15 616 000	19,9
Jun	96 197 000	2 105 000	2,2	15 532 000	19,3
Sep	97 847 000	1 650 000	1,7	13 725 000	16,3
Dec	110 930 000	13 083 000	13,4	11 280 000	11,3
2011 Mar	103 453 000	-7 477 000	-6,7	9 361 000	9,9
Jun	107 372 000	3 919 000	3,8	11 175 000	11,6
Sep	115 390 000	8 018 000	7,5	17 543 000	17,9
Dec	118 567 000	3 177 000	2,8	7 637 000	6,9
2012 Mar	115 032 000	-3 535 000	-3,0	11 579 000	11,2
Jun	116 131 000	1 099 000	1,0	8 759 000	8,2
Sep	127 743 000	11 612 000	10,0	12 353 000	10,7
Dec	129 993 000	2 250 000	1,8	11 426 000	9,6
2013 Mar	126 658 000	-3 335 000	-2,6	11 626 000	10,1
Jun	132 373 000	5 715 000	4,5	16 242 000	14,0
Sep	134 771 000	2 398 000	1,8	7 028 000	5,5
Dec*	138 641 000	3 870 000	2,9	8 648 000	6,7
2014 Mar	136 847 000	-1 794 000	-1,3	10 189 000	8,0

\*Revised estimates.

## Part 2 – Estimation of average monthly earnings

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

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

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2010 Feb	11 207	1,7	16,6
May	11 570	3,2	19,0
Aug	11 808	2,1	11,5
Nov	12 274	3,9	11,4
2011 Feb	12 262	-0,1	9,4
May	12 123	-1,1	4,8
Aug	12 923	6,6	9,4
Nov	13 214	2,3	7,7
2012 Feb	13 143	-0,5	7,2
May	13 578	3,3	12,0
Aug	13 980	3,0	8,2
Nov	14 291	2,2	8,2
2013 Feb	13 908	-2,7	5,8
May	14 506	4,3	6,8
Aug	14 795	2,0	5,8
Nov*	14 937	1,0	4,5
2014 Feb	14 731	-1,4	5,9

\*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
2010 Feb	11 713	-2,7	13,2
May	11 663	-0,4	9,4
Aug	12 558	7,7	9,5
Nov	12 944	3,1	7,6
2011 Feb	12 794	-1,2	9,2
May	13 410	4,8	15,0
Aug	13 784	2,8	9,8
Nov	13 994	1,5	8,1
2012 Feb	14 175	1,3	10,8
May	14 645	3,3	9,2
Aug	14 948	2,1	8,4
Nov	15 837	5,9	13,2
2013 Feb	15 562	-1,7	9,8
May	15 469	-0,6	5,6
Aug	16 659	7,7	11,4
Nov*	17 631	5,8	11,3
2014 Feb	15 332	-13,0	-1,5

\*Revised estimates.

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes). At this stage the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.

**1.3 Manufacturing industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2010 Feb	9 828	-0,4	15,0	9 234	0,8	15,2
May	10 273	4,5	16,9	9 626	4,2	16,3
Aug	10 553	2,7	11,0	9 888	2,7	10,5
Nov	11 017	4,4	11,6	10 108	2,2	10,4
2011 Feb	10 931	-0,8	11,2	10 111	0,0	9,5
May	11 327	3,6	10,3	10 485	3,7	8,9
Aug	11 567	2,1	9,6	10 681	1,9	8,0
Nov	12 214	5,6	10,9	11 167	4,6	10,5
2012 Feb	12 030	-1,5	10,1	11 127	-0,4	10,0
May	12 340	2,6	8,9	11 399	2,4	8,7
Aug	12 687	2,8	9,7	11 759	3,2	10,1
Nov	13 024	2,7	6,6	11 909	1,3	6,6
2013 Feb	12 810	-1,6	6,5	11 898	-0,1	6,9
May	13 360	4,3	8,3	12 463	4,7	9,3
Aug	13 585	1,7	7,1	12 710	2,0	8,1
Nov*	13 926	2,5	6,9	12 898	1,5	8,3
2014 Feb	13 636	-2,1	6,4	12 748	-1,2	7,1

\*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2010 Feb	23 018	-1,9	18,2	21 522	-1,4	17,9
May	23 161	0,6	18,3	21 531	0,0	17,5
Aug	23 506	1,5	7,2	22 118	2,7	7,3
Nov	25 777	9,7	9,8	23 068	4,3	5,7
2011 Feb	23 987	-6,9	4,2	22 352	-3,1	3,9
May	24 191	0,9	4,4	22 112	-1,1	2,7
Aug	24 448	1,1	4,0	23 019	4,1	4,1
Nov	27 468	12,4	6,6	24 730	7,4	7,2
2012 Feb	25 880	-5,8	7,9	23 947	-3,2	7,1
May	26 505	2,4	9,6	24 354	1,7	10,1
Aug	28 149	6,2	15,1	26 042	6,9	13,1
Nov	28 900	2,7	5,2	26 572	2,0	7,4
2013 Feb	28 585	-1,1	10,5	26 217	-1,3	9,5
May	28 522	-0,2	7,6	26 313	0,4	8,0
Aug	28 346	-0,6	0,7	26 473	0,6	1,7
Nov*	30 086	6,1	4,1	28 026	5,9	5,5
2014 Feb	29 788	-1,0	4,2	27 649	-1,3	5,5

\*Revised estimates.

**1.5 Construction industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2010 Feb	8 179	2,4	22,6	7 677	2,4	20,7
May	8 850	8,2	26,4	8 381	9,2	26,8
Aug	8 964	1,3	21,6	8 403	0,3	20,2
Nov	9 168	2,3	14,7	8 339	-0,8	11,3
2011 Feb	9 174	0,1	12,2	8 554	2,6	11,4
May	9 191	0,2	3,9	8 542	-0,1	1,9
Aug	9 530	3,7	6,3	8 868	3,8	5,5
Nov	9 618	0,9	4,9	8 873	0,1	6,4
2012 Feb	9 894	2,9	7,8	9 183	3,5	7,4
May	10 186	3,0	10,8	9 461	3,0	10,8
Aug	10 495	3,0	10,1	9 778	3,4	10,3
Nov	11 062	5,4	15,0	10 111	3,4	14,0
2013 Feb	10 533	-4,8	6,5	9 897	-2,1	7,8
May	11 356	7,8	11,5	10 702	8,1	13,1
Aug	11 460	0,9	9,2	10 819	1,1	10,6
Nov*	11 350	-1,0	2,6	10 683	-1,3	5,7
2014 Feb	11 227	-1,1	6,6	10 655	-0,3	7,7

\*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2010 Feb	7 359	2,1	12,0	7 163	2,5	13,0
May	7 809	6,1	14,9	7 536	5,2	15,2
Aug	7 935	1,6	11,5	7 682	1,9	10,9
Nov	8 057	1,5	11,7	7 639	-0,6	9,3
2011 Feb	8 107	0,6	10,2	7 728	1,2	7,9
May	8 345	2,9	6,9	7 827	1,3	3,9
Aug	8 453	1,3	6,5	8 023	2,5	4,4
Nov	8 546	1,1	6,1	8 085	0,8	5,8
2012 Feb	8 573	0,3	5,7	8 133	0,6	5,2
May	8 687	1,3	4,1	8 273	1,7	5,7
Aug	8 972	3,3	6,1	8 488	2,6	5,8
Nov	9 313	3,8	9,0	8 768	3,3	8,4
2013 Feb	9 168	-1,6	6,9	8 762	-0,1	7,7
May	9 671	5,5	11,3	9 336	6,6	12,8
Aug	9 936	2,7	10,7	9 611	2,9	13,2
Nov*	10 055	1,2	8,0	9 702	0,9	10,7
2014 Feb	10 115	0,6	10,3	9 791	0,9	11,7

\*Revised estimates.

**1.7 Transport, storage and communication industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2010 Feb	14 035	1,3	13,5	13 119	1,7	15,6
May	14 409	2,7	8,8	13 439	2,4	9,3
Aug	15 362	6,6	8,7	14 249	6,0	8,1
Nov	15 714	2,3	13,5	14 553	2,1	12,9
2011 Feb	15 839	0,8	12,9	14 672	0,8	11,8
May	16 113	1,7	11,8	14 714	0,3	9,5
Aug	16 612	3,1	8,1	15 121	2,8	6,1
Nov	16 827	1,3	7,1	15 324	1,3	5,3
2012 Feb	16 343	-2,9	3,2	15 128	-1,3	3,1
May	17 115	4,7	6,2	15 637	3,4	6,3
Aug	17 798	4,0	7,1	16 270	4,0	7,6
Nov	17 631	-0,9	4,8	16 210	-0,4	5,8
2013 Feb	17 593	-0,2	7,6	16 302	0,6	7,8
May	18 606	5,8	8,7	16 948	4,0	8,4
Aug	18 863	1,4	6,0	17 578	3,7	8,0
Nov*	19 029	0,9	7,9	17 691	0,6	9,1
2014 Feb	18 449	-3,0	4,9	17 237	-2,6	5,7

\*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2010 Feb	12 469	4,4	14,0	12 164	4,7	14,9
May	12 853	3,1	16,0	12 507	2,8	15,9
Aug	12 995	1,1	10,1	12 682	1,4	12,6
Nov	13 098	0,8	9,7	12 656	-0,2	9,0
2011 Feb	14 289	9,1	14,6	12 927	2,1	6,3
May	13 341	-6,6	3,8	12 928	0,0	3,4
Aug	14 850	11,3	14,3	13 792	6,7	8,8
Nov	13 952	-6,0	6,5	13 360	-3,1	5,6
2012 Feb	14 181	1,6	-0,8	13 632	2,0	5,5
May	14 980	5,6	12,3	13 984	2,6	8,2
Aug	15 009	0,2	1,1	13 847	-1,0	0,4
Nov	15 097	0,6	8,2	13 870	0,2	3,8
2013 Feb	14 502	-3,9	2,3	13 946	0,5	2,3
May	14 897	2,7	-0,6	14 473	3,8	3,5
Aug	15 330	2,9	2,1	14 910	3,0	7,7
Nov*	15 475	0,9	2,5	15 050	0,9	8,5
2014 Feb	15 543	0,4	7,2	15 135	0,6	8,5

\*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2010 Feb	13 484	1,6	21,1	13 178	2,6	21,6
May	13 678	1,4	27,0	13 375	1,5	28,3
Aug	13 809	1,0	12,6	13 498	0,9	12,8
Nov	14 840	7,5	11,8	14 337	6,2	11,6
2011 Feb	13 843	-6,7	2,7	13 545	-5,5	2,8
May	13 420	-3,1	-1,9	13 103	-3,3	-2,0
Aug	14 805	10,3	7,2	14 478	10,5	7,3
Nov	16 042	8,4	8,1	15 416	6,5	7,5
2012 Feb	15 683	-2,2	13,3	15 337	-0,5	13,2
May	16 055	2,4	19,6	15 636	1,9	19,3
Aug	16 817	4,7	13,6	16 444	5,2	13,6
Nov	17 151	2,0	6,9	16 495	0,3	7,0
2013 Feb	16 596	-3,2	5,8	16 228	-1,6	5,8
May	17 513	5,5	9,1	17 205	6,0	10,0
Aug	17 594	0,5	4,6	17 308	0,6	5,3
Nov*	17 465	-0,7	1,8	17 187	-0,7	4,2
2014 Feb	17 343	-0,7	4,5	17 028	-0,9	4,9

\*Revised estimates.

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

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

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2010 Feb	6 389	0,5	10,3
May	6 518	2,0	13,8
Aug	6 604	1,3	7,7
Nov	6 834	3,5	7,5
2011 Feb	6 737	-1,4	5,4
May	6 532	-3,0	0,2
Aug	6 863	5,1	3,9
Nov	6 933	1,0	1,4
2012 Feb	6 806	-1,8	1,0
May	6 923	1,7	6,0
Aug	7 070	2,1	3,0
Nov	7 103	0,5	2,5
2013 Feb	6 807	-4,2	0,0
May	7 009	3,0	1,2
Aug	7 032	0,3	-0,5
Nov*	7 046	0,2	-0,8
2014 Feb	6 806	-3,4	0,0

\*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
2010 Feb	6 678	-3,8	7,1
May	6 571	-1,6	4,6
Aug	7 023	6,9	5,7
Nov	7 207	2,6	3,8
2011 Feb	7 030	-2,5	5,3
May	7 225	2,8	10,0
Aug	7 320	1,3	4,2
Nov	7 342	0,3	1,9
2012 Feb	7 341	0,0	4,4
May	7 467	1,7	3,3
Aug	7 560	1,2	3,3
Nov	7 871	4,1	7,2
2013 Feb	7 616	-3,2	3,7
May	7 475	-1,9	0,1
Aug	7 918	5,9	4,7
Nov*	8 317	5,0	5,7
2014 Feb	7 084	-14,8	-7,0

\*Revised estimates.

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes). At this stage the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.

**2.3 Manufacturing industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2010 Feb	5 603	-1,6	8,8	5 265	-0,3	9,0
May	5 788	3,3	11,8	5 423	3,0	11,1
Aug	5 902	2,0	7,2	5 530	2,0	6,7
Nov	6 134	3,9	7,8	5 628	1,8	6,6
2011 Feb	6 006	-2,1	7,2	5 555	-1,3	5,5
May	6 103	1,6	5,4	5 649	1,7	4,2
Aug	6 143	0,7	4,1	5 672	0,4	2,6
Nov	6 408	4,3	4,5	5 859	3,3	4,1
2012 Feb	6 230	-2,8	3,7	5 762	-1,7	3,7
May	6 292	1,0	3,1	5 812	0,9	2,9
Aug	6 416	2,0	4,4	5 947	2,3	4,8
Nov	6 473	0,9	1,0	5 919	-0,5	1,0
2013 Feb	6 269	-3,2	0,6	5 823	-1,6	1,1
May	6 456	3,0	2,6	6 022	3,4	3,6
Aug	6 457	0,0	0,6	6 041	0,3	1,6
Nov*	6 569	1,7	1,5	6 084	0,7	2,8
2014 Feb	6 300	-4,1	0,5	5 890	-3,2	1,2

\*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2010 Feb	13 123	-3,1	11,8	12 270	-2,5	11,6
May	13 048	-0,6	13,1	12 130	-1,1	12,4
Aug	13 147	0,8	3,6	12 370	2,0	3,6
Nov	14 352	9,2	6,0	12 844	3,8	2,1
2011 Feb	13 180	-8,2	0,4	12 281	-4,4	0,1
May	13 034	-1,1	-0,1	11 914	-3,0	-1,8
Aug	12 984	-0,4	-1,2	12 225	2,6	-1,2
Nov	14 411	11,0	0,4	12 975	6,1	1,0
2012 Feb	13 402	-7,0	1,7	12 401	-4,4	1,0
May	13 514	0,8	3,7	12 417	0,1	4,2
Aug	14 236	5,3	9,6	13 171	6,1	7,7
Nov	14 364	0,9	-0,3	13 207	0,3	1,8
2013 Feb	13 990	-2,6	4,4	12 831	-2,8	3,5
May	13 782	-1,5	2,0	12 714	-0,9	2,4
Aug	13 474	-2,2	-5,4	12 583	-1,0	-4,5
Nov*	14 192	5,3	-1,2	13 220	5,1	0,1
2014 Feb	13 763	-3,0	-1,6	12 775	-3,4	-0,4

\*Revised estimates.



**2.5 Construction industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2010 Feb	4 663	1,2	16,0	4 377	1,3	14,2
May	4 986	6,9	20,8	4 722	7,9	21,3
Aug	5 013	0,5	17,5	4 700	-0,5	16,1
Nov	5 105	1,8	10,8	4 643	-1,2	7,4
2011 Feb	5 041	-1,3	8,1	4 700	1,2	7,4
May	4 952	-1,8	-0,7	4 602	-2,1	-2,5
Aug	5 061	2,2	1,0	4 710	2,3	0,2
Nov	5 046	-0,3	-1,2	4 655	-1,2	0,3
2012 Feb	5 124	1,5	1,6	4 756	2,2	1,2
May	5 193	1,3	4,9	4 824	1,4	4,8
Aug	5 308	2,2	4,9	4 945	2,5	5,0
Nov	5 498	3,6	9,0	5 025	1,6	7,9
2013 Feb	5 155	-6,2	0,6	4 844	-3,6	1,9
May	5 487	6,4	5,7	5 171	6,8	7,2
Aug	5 447	-0,7	2,6	5 143	-0,5	4,0
Nov*	5 354	-1,7	-2,6	5 039	-2,0	0,3
2014 Feb	5 187	-3,1	0,6	4 923	-2,3	1,6

\*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2010 Feb	4 196	0,9	6,0	4 084	1,3	7,0
May	4 399	4,8	9,8	4 246	4,0	10,1
Aug	4 438	0,9	7,7	4 296	1,2	7,2
Nov	4 486	1,1	7,9	4 253	-1,0	5,5
2011 Feb	4 454	-0,7	6,1	4 246	-0,2	4,0
May	4 496	0,9	2,2	4 217	-0,7	-0,7
Aug	4 489	-0,2	1,1	4 261	1,0	-0,8
Nov	4 484	-0,1	0,0	4 242	-0,4	-0,3
2012 Feb	4 440	-1,0	-0,3	4 212	-0,7	-0,8
May	4 429	-0,2	-1,5	4 218	0,1	0,0
Aug	4 538	2,5	1,1	4 293	1,8	0,8
Nov	4 629	2,0	3,2	4 358	1,5	2,7
2013 Feb	4 487	-3,1	1,1	4 288	-1,6	1,8
May	4 673	4,1	5,5	4 511	5,2	6,9
Aug	4 723	1,1	4,1	4 568	1,3	6,4
Nov*	4 743	0,4	2,5	4 577	0,2	5,0
2014 Feb	4 673	-1,5	4,1	4 524	-1,2	5,5

\*Revised estimates.

**2.7 Transport, storage and communication industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2010 Feb	8 002	0,2	7,4	7 479	0,6	9,4
May	8 118	1,4	4,1	7 571	1,2	4,5
Aug	8 592	5,8	5,0	7 969	5,3	4,4
Nov	8 749	1,8	9,5	8 103	1,7	9,0
2011 Feb	8 703	-0,5	8,8	8 062	-0,5	7,8
May	8 682	-0,2	6,9	7 928	-1,7	4,7
Aug	8 822	1,6	2,7	8 030	1,3	0,8
Nov	8 828	0,1	0,9	8 040	0,1	-0,8
2012 Feb	8 463	-4,1	-2,8	7 834	-2,6	-2,8
May	8 726	3,1	0,5	7 973	1,8	0,6
Aug	9 001	3,2	2,0	8 228	3,2	2,5
Nov	8 763	-2,6	-0,7	8 057	-2,1	0,2
2013 Feb	8 610	-1,7	1,7	7 978	-1,0	1,8
May	8 990	4,4	3,0	8 189	2,6	2,7
Aug	8 966	-0,3	-0,4	8 355	2,0	1,5
Nov*	8 976	0,1	2,4	8 345	-0,1	3,6
2014 Feb	8 524	-5,0	-1,0	7 964	-4,6	-0,2

\*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2010 Feb	7 109	3,2	7,9	6 935	3,5	8,8
May	7 241	1,9	10,9	7 046	1,6	10,8
Aug	7 268	0,4	6,3	7 093	0,7	8,8
Nov	7 293	0,3	5,9	7 047	-0,6	5,2
2011 Feb	7 851	7,7	10,4	7 103	0,8	2,4
May	7 188	-8,4	-0,7	6 966	-1,9	-1,1
Aug	7 886	9,7	8,5	7 324	5,1	3,3
Nov	7 320	-7,2	0,4	7 009	-4,3	-0,5
2012 Feb	7 344	0,3	-6,5	7 060	0,7	-0,6
May	7 638	4,0	6,3	7 130	1,0	2,4
Aug	7 591	-0,6	-3,7	7 003	-1,8	-4,4
Nov	7 503	-1,2	2,5	6 894	-1,6	-1,6
2013 Feb	7 097	-5,4	-3,4	6 825	-1,0	-3,3
May	7 198	1,4	-5,8	6 993	2,5	-1,9
Aug	7 287	1,2	-4,0	7 087	1,3	1,2
Nov*	7 300	0,2	-2,7	7 099	0,2	3,0
2014 Feb	7 181	-1,6	1,2	6 993	-1,5	2,5

\*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2010 Feb	7 688	0,5	14,6	7 513	1,4	15,1
May	7 706	0,2	21,4	7 535	0,3	22,7
Aug	7 723	0,2	8,8	7 549	0,2	8,9
Nov	8 263	7,0	8,0	7 983	5,7	7,7
2011 Feb	7 606	-8,0	-1,1	7 442	-6,8	-0,9
May	7 231	-4,9	-6,2	7 060	-5,1	-6,3
Aug	7 862	8,7	1,8	7 689	8,9	1,9
Nov	8 417	7,1	1,9	8 088	5,2	1,3
2012 Feb	8 122	-3,5	6,8	7 943	-1,8	6,7
May	8 186	0,8	13,2	7 972	0,4	12,9
Aug	8 505	3,9	8,2	8 316	4,3	8,2
Nov	8 524	0,2	1,3	8 198	-1,4	1,4
2013 Feb	8 122	-4,7	0,0	7 942	-3,1	0,0
May	8 462	4,2	3,4	8 313	4,7	4,3
Aug	8 363	-1,2	-1,7	8 227	-1,0	-1,1
Nov*	8 238	-1,5	-3,4	8 107	-1,5	-1,1
2014 Feb	8 013	-2,7	-1,3	7 868	-2,9	-0,9

\*Revised estimates.

## Additional information

### Technical notes

- 1 Confidence intervals**    **The estimated population value will be contained within the interval between the lower and upper 95% confidence limits.**

The 95% confidence intervals of a population parameter (gross salaries and wages) are obtained as follows:

Lower limit

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

and

Upper limit

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

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

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

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

Industry	Quarter ended December 2013*				Quarter ended March 2014			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	498 552	498 552	498 552	0,0	485 914	485 914	485 914	0,0
Manufacturing	1 122 327	1 149 382	1 176 438	1,2	1 119 890	1 145 989	1 172 089	1,2
Electricity, gas and water supply	61 036	61 673	62 309	0,5	60 999	61 682	62 365	0,6
Construction	398 337	418 593	438 848	2,5	401 542	423 739	445 936	2,7
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 679 522	1 732 904	1 786 286	1,6	1 646 358	1 699 474	1 752 589	1,6
Transport, storage and communication	365 128	376 036	386 943	1,5	362 009	373 066	384 123	1,5
Financial intermediation, insurance, real estate and business services	1 764 647	1 847 130	1 929 613	2,3	1 767 279	1 853 703	1 940 127	2,4
Community, social and personal services	2 384 961	2 413 308	2 441 654	0,6	2 434 884	2 462 979	2 491 073	0,6
<b>Total</b>	<b>8 391 395</b>	<b>8 497 578</b>	<b>8 603 759</b>	<b>0,6</b>	<b>8 397 572</b>	<b>8 506 546</b>	<b>8 615 518</b>	<b>0,7</b>

\*Revised estimates.

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

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

Industry	Quarter ended December 2013*				Quarter ended March 2014			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	26 047 250	26 047 250	26 047 250	0,0	23 215 778	23 215 778	23 215 778	0,0
Manufacturing	53 755 276	54 856 736	55 958 196	1,0	48 367 768	49 362 667	50 357 567	1,0
Electricity, gas and water supply	6 435 970	6 462 114	6 488 258	0,2	5 537 163	5 561 437	5 585 712	0,2
Construction	15 454 741	16 483 429	17 512 118	3,2	13 659 782	14 590 481	15 521 181	3,3
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	55 232 162	58 006 520	60 780 877	2,4	51 874 085	54 611 517	57 348 950	2,6
Transport, storage and communication	23 660 095	24 342 404	25 024 712	1,4	20 827 919	21 432 392	22 036 865	1,4
Financial intermediation, insurance, real estate and business services	93 344 700	98 357 662	103 370 623	2,6	93 339 603	98 221 843	103 104 082	2,5
Community, social and personal services	136 755 651	138 640 713	140 525 775	0,7	135 003 512	136 846 939	138 690 366	0,7
<b>Total</b>	<b>416 984 603</b>	<b>423 196 828</b>	<b>429 409 052</b>	<b>0,7</b>	<b>397 778 268</b>	<b>403 843 055</b>	<b>409 907 842</b>	<b>0,8</b>

\*Revised estimates.

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

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

Industry	November 2013*				February 2014			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	17 631	17 631	17 631	0,0	15 332	15 332	15 332	0,0
Manufacturing	13 508	13 926	14 344	1,5	13 238	13 636	14 034	1,5
Electricity, gas and water supply	29 740	30 086	30 432	0,6	29 470	29 788	30 106	0,5
Construction	10 526	11 350	12 174	3,7	10 361	11 227	12 093	3,9
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	9 487	10 055	10 623	2,9	9 516	10 115	10 714	3,0
Transport, storage and communication	18 299	19 029	19 759	2,0	17 758	18 449	19 140	1,9
Financial intermediation, insurance, real estate and business services	14 419	15 475	16 531	3,5	14 562	15 543	16 524	3,2
Community, social and personal services	17 160	17 465	17 770	0,9	17 047	17 343	17 639	0,9
<b>Total</b>	<b>14 652</b>	<b>14 937</b>	<b>15 222</b>	<b>1,0</b>	<b>14 458</b>	<b>14 731</b>	<b>15 004</b>	<b>0,9</b>

\*Revised estimates.

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes). At this stage the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.

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

Industry	November 2013*				February 2014			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	-	-	-	-	-	-	-	-
Manufacturing	12 514	12 898	13 282	1,5	12 379	12 748	13 117	1,5
Electricity, gas and water supply	27 700	28 026	28 352	0,6	27 350	27 649	27 948	0,6
Construction	9 896	10 683	11 470	3,8	9 822	10 655	11 488	4,0
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	9 143	9 702	10 261	2,9	9 199	9 791	10 383	3,1
Transport, storage and communication	17 010	17 691	18 372	2,0	16 574	17 237	17 900	2,0
Financial intermediation, insurance, real estate and business services	14 021	15 050	16 079	3,5	14 174	15 135	16 096	3,2
Community, social and personal services	16 885	17 187	17 489	0,9	16 736	17 028	17 320	0,9

\*Revised estimates.

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes). At this stage the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.



## Explanatory notes

- Introduction** This publication contains results of the *Quarterly Employment Statistics* (QES) survey of enterprises in the formal non-agricultural business sector of the South African economy. The survey is designed to obtain information regarding: the number of persons employed in the organisation; gross earnings paid; bonuses paid; overtime payments; and severance, termination and redundancy payments paid to employees for each month of the reference quarter.
- Part 1 deals with the estimation of the number of employees and their earnings.
- Part 2 deals with the estimation of average monthly earnings.
- Scope of the survey** 1. This survey covers employment statistics of the following industries according to the *Standard Industrial Classification of all Economic Activities* (SIC), Fifth edition, January 1993:
- mining and quarrying industry;
  - manufacturing industry;
  - electricity, gas and water supply industry;
  - construction industry;
  - wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry;
  - transport, storage and communication industry;
  - financial intermediation, insurance, real estate and business services industry; and
  - community, social and personal services industry.
- Classification** 2. The *Standard Industrial Classification of all Economic Activities* (SIC), Fifth edition, January 1993, was used to classify the statistical units in the survey. The SIC is based on the 1990 *International Standard Industrial Classification of all Economic Activities* (ISIC), with suitable adaptations for local conditions. Statistics in this publication are only presented at the SIC major division (one digit) level. **Each enterprise is classified to the industry which reflects the predominant activity of the enterprise.**
- Statistical unit** 3. The statistical unit for the collection of information is an enterprise. An enterprise is a legal unit or a combination of legal units that includes and directly controls all functions necessary to carry out its production activities.
- Purpose of the survey** 4. The *Quarterly Employment Statistics* survey is a quarterly survey covering a sample of approximately 20 208 (VAT registered) private and public enterprises in the formal non-agricultural sector of the South African economy. The information received is used to estimate employment and gross earnings that are used as inputs to the Gross Domestic Product (GDP) and to estimate key economic statistics on average monthly earnings that are mainly used for monitoring economic indicators of the South African economy.

- Mining**
5. Stats SA receives information regarding the mining and quarrying industry from the Department of Mineral Resources. The information for the latest quarter is preliminary and will be revised by the Minerals Bureau as soon as they receive more information from the different mines. Users must take note that gross earnings estimates based on the 2009 frame exclude severance, termination and redundancy payments paid during the reference quarter.
- Notes on estimates**
6. Average monthly earnings statistics represent average gross (before tax) earnings of employees and do not relate to the earnings of the 'average' person. Estimates of average monthly earnings are derived by dividing estimates of monthly total earnings by estimates of number of employees. Changes in the average may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force. There are several aspects which can contribute to compositional changes, including variations over time in the proportions of full-time, part-time and casual employees.
- Reliability of estimates**
7. Inaccuracies may occur because of imperfections in reporting by enterprises and errors made with the collection and processing of the data. Inaccuracies of this kind are referred to as non-sampling errors. Every effort is made to reduce non-sampling errors to a minimum by designing the questionnaire carefully, undertaking pilot studies, editing the data and efficient operating procedures. Fluctuations may occur in consecutive quarters as a result of seasonal and economic factors.
- Standard errors**
8. The estimates in this publication are based on a sample drawn from units in the surveyed population. As a result of the entire population not being surveyed, the published estimates are subject to sampling error. The most common way of quantifying such sampling error is to calculate the standard error for the published estimate or statistic.
- Effects of rounding**
9. A. Estimates of average monthly earnings are rounded to the nearest rand. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates. The sum of the rounded industry estimates do not necessarily add to the total.
- B. Estimates of employment are rounded to the nearest thousand, while earnings are rounded to the nearest million. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates. The sum of the rounded industry estimates do not necessarily add to the total.
- Revised figures**
10. Figures for the quarters published in this release are preliminary and may be revised in subsequent publications.

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

*Bulletin of Statistics;*  
*Quarterly Labour Force Survey;* and  
*SA Statistics.*

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

**Response rate** The response rate for the quarter ended March 2014 was 85,8%.

**Abbreviations and symbols**

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

## Glossary

<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; and severance, termination and redundancy payments. Gross earnings are the total sum of the earnings including performance and others bonuses; overtime payments for the three months of the reference quarter (e.g. gross earnings of quarter ended September is the sum of total earnings of July, August and September).

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<b>Industries</b>	Industries consist of groups of enterprises engaged in the same or similar kind of activity. The definition of industries is based on the <i>System of National Accounts (SNA)</i> and is in line with that in the <i>Standard Industrial Classification of all Economic Activities (SIC)</i> , Fifth Edition, and Report No. 09-09-02 of January 1993.
<b>Informal sector</b>	The informal sector consists of those organisations that are not registered in any way. They are generally small in nature, and are seldom run from business premises. Instead, they are generally run from homes, street pavements and other informal arrangements.
<b>Number of employees</b>	The number of employees is the number of people employed by the organisation who received payment (in salaries; wages; commission, in addition to a retainer, salary or wage; piece rates; or payments in kind) for any part of the reference period. This excludes independent contractors and consultants; working proprietors; sole and joint owners; and employees paid on a commission basis where a retainer, salary or wage was not paid. The number of employees refers to the number of people employed at the end of the reference period (see <b>Reference quarter/month/period</b> below).
<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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