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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 June 2008 and September 2008, and gross earnings for the quarters ended June 2008 and September 2008.**

Main estimates	Quarter ended September 2007	Quarter ended June 2008*	Quarter ended September 2008	Percentage change between the quarters ended June 2008 and September 2008	Percentage change between the quarters ended September 2007 and September 2008
Number of employees (000)	8 343	8 457	8 492	0,4	1,8
Gross earnings (R' 000)	219 881 000	244 021 000	253 060 000	3,7	15,1

\*Revised estimates

**Key findings for the quarter ended September 2008**

**Employment in the formal non-agricultural business sector increased between the quarters ended June 2008 and September 2008.**

The September 2008 Quarterly Employment Statistics (QES) survey showed that the number of people employed in the formal non-agricultural business sector of the South African economy increased by about 35 000 persons (or +0,4%) from June 2008 (an estimated 8 457 000 employees) to September 2008 (an estimated 8 492 000 employees).

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

According to the September 2008 Quarterly Employment Statistics (QES) survey gross earnings paid to employees during the quarter ended September 2008 (July 2008 to September 2008) amounted to R253 060 million. This represents a quarterly increase of R9 039 million (or +3,7%) compared with the quarter ended June 2008 (April 2008 to June 2008).

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

According to the September 2008 Quarterly Employment Statistics (QES) survey an estimated 8 492 000 people were employed in the formal non-agricultural business sector of the South African economy. This reflected an annual increase of about 149 000 employees (or +1,8%) compared with September 2007 (an estimated 8 343 000 employees).

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

The gross earnings paid to employees during the quarter ended September 2008 (July 2008 to September 2008) amounted to R253 060 million. This reflects an annual increase of R33 179 million (or +15,1%) compared with the quarter ended September 2007 (July 2007 to September 2007).

## Part B - Key estimates of average monthly earnings

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

Average monthly earnings	August 2007 (Rand)	May 2008 (Rand)*	August 2008 (Rand)	Percentage change between May 2008 and August 2008	Percentage change between August 2007 and August 2008
Including bonuses and overtime payments	8 409	9 142	9 495	3,9	12,9

\*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 May 2008 and August 2008.**

The September 2008 Quarterly Employment Statistics (QES) survey reflected a quarterly increase of 3,9% in average monthly earnings paid to employees in the formal non-agricultural business sector between May 2008 (an estimated R9 142) and August 2008 (an estimated R9 495).

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

The September 2008 Quarterly Employment Statistics (QES) survey reflected an annual increase of 12,9% in average monthly earnings paid to employees in the formal non-agricultural business sector between August 2007 (an estimated R8 409) and August 2008 (an estimated R9 495).

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

## Level of employees as at September 2008 Quarter

The *mining and quarrying industry* reported an annual increase of 23 000 employees (or +4,6%) at September 2008 compared with September 2007. There was a quarterly increase of 8 000 employees (or +1,5%) at September 2008 compared with June 2008.

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

The *manufacturing industry* reported an annual decrease of 30 000 employees (or -2,3%) at September 2008 compared with September 2007.

There was a quarterly decrease of 19 000 employees (or -1,5%) at September 2008 compared with June 2008. This is mainly due to the decreases in employment in the production, processing and preservation of meat, fish, fruits, vegetables, oils and fats; manufacture of other chemical products; and manufacture of motor vehicles.

The *electricity, gas and water supply industry* reported an annual increase of 4 000 employees (or +7,3%) at September 2008 compared with September 2007.

There was no change between June and September 2008 quarters

The *construction industry* reported an annual decrease of 5 000 employees (or -1,1%) at September 2008 compared with September 2007.

There was a quarterly decrease of 4 000 employees (or -0,8%) at September 2008 compared with June 2008. This is mainly due to decreases in employment in building of complete construction or parts thereof.

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 18 000 employees (or -1,0%) at September 2008 compared with September 2007.

There was a quarterly decrease of 3 000 employees (or -0,2%) at September 2008 compared with June 2008. This is mainly due to decreases in employment in wholesale and commission trade, except of motor vehicles and motor cycles.

The *transport, storage and communication industry* reported an annual increase of 7 000 employees (or +2,0%) at September 2008 compared with September 2007.

There was a quarterly increase of 1 000 employees (or +0,3%) at September 2008 compared with June 2008. This is mainly due to increases in employment in post and telecommunication.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 76 000 employees (or +4,1%) at September 2008 compared with September 2007.

There was a quarterly increase of 20 000 employees (or +1,0%) at September 2008 compared with June 2008. This is mainly due to increases in employment in business activities not elsewhere classified.

The *community, social and personal services industry* reported an annual increase of 92 000 employees (or +4,5%) at September 2008 compared with September 2007.

There was a quarterly increase of 32 000 employees (or +1,5%) at September 2008 compared with June 2008. This is mainly due to increases in employment in provincial government; national government; other government institutions; local government; and technikons and universities.

## Gross earnings paid to employees for the quarter ended September 2008

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R2 700 million (or +21,0%) for the quarter ended September 2008 compared with the quarter ended September 2007.

There was a quarterly increase of R969 million (or +6,6%) for the quarter ended September 2008 compared with the quarter ended June 2008.

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

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R2 670 million (or +8,7%) for the quarter ended September 2008 compared with the quarter ended September 2007.

There was a quarterly increase of R729 million (or +2,2%) for the quarter ended September 2008 compared with the quarter ended June 2008.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R427 million (or +13,6%) for the quarter ended September 2008 compared with the quarter ended September 2007.

There was a quarterly increase of R637 million (or +21,8%) for the quarter ended September 2008 compared with the quarter ended June 2008.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R1 880 million (or +23,9%) for the quarter ended September 2008 compared with the quarter ended September 2007.

There was a quarterly increase of R596 million (or +6,5%) for the quarter ended September 2008 compared with the quarter ended June 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 R4 287 million (or +13,8%) for the quarter ended September 2008 compared with the quarter ended September 2007.

There was a quarterly increase of R484 million (or +1,4%) for the quarter ended September 2008 compared with the quarter ended June 2008.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R1 588 million (or +12,7%) for the quarter ended September 2008 compared with the quarter ended September 2007.

There was a quarterly decrease of R1 198 million (or -7,8%) for the quarter ended September 2008 compared with the quarter ended June 2008.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R7 078 million (or +12,1%) for the quarter ended September 2008 compared with the quarter ended September 2007.

There was a quarterly increase of R2 456 million (or +3,9%) for the quarter ended September 2008 compared with the quarter ended June 2008.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R11 463 million (or +17,8%) for the quarter ended September 2008 compared with the quarter ended September 2007.

There was a quarterly increase of R4 366 million (or +6,1%) for the quarter ended September 2008 compared with the quarter ended June 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
2008	Dec	8 410 000	67 000	0,8	188 000	2,3
	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	8 492 000	35 000	0,4	149 000	1,8

\*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
2008	Dec	241 569 000	21 688 000	9,9	21 330 000	9,7
	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	253 060 000	9 039 000	3,7	33 179 000	15,1

\*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
2007	Mar	484 000	9 000	1,9	-
	Jun	497 000	13 000	2,7	38 000
	Sep	505 000	8 000	1,6	42 000
	Dec	506 000	1 000	0,2	31 000
2008	Mar	508 000	2 000	0,4	24 000
	Jun*	520 000	12 000	2,4	23 000
	Sep	528 000	8 000	1,5	23 000

\*Revised estimates

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

Year and quarter	Gross earnings	Old series				Revised series					
		Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings	
											Quarter
2007	Mar	10 515 000	10 000	0,1	-	-	11 506 000	-	-	-	-
	Jun	10 977 000	462 000	4,4	1 480 000	15,6	11 995 000	489 000	4,2	-	-
	Sep	11 785 000	808 000	7,4	1 736 000	17,3	12 871 000	876 000	7,3	-	-
	Dec	12 354 000	569 000	4,8	1 849 000	17,6	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	-	-	-	-	-	15 571 000	969 000	6,6	2 700 000	21,0

\*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
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
2008	Dec	1 315 000	-3 000	-0,2	-18 000	-1,4
	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	1 288 000	-19 000	-1,5	-30 000	-2,3

\*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
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
2008	Dec	35 433 000	4 648 000	15,1	1 798 000	5,3
	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	33 455 000	729 000	2,2	2 670 000	8,7

\*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

\*Revised estimates

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
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

\*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
2008	Dec	466 000	-9 000	-1,9	8 000	1,7
	Mar	468 000	2 000	0,4	-2 000	-0,4
	Jun*	474 000	6 000	1,3	1 000	0,2
	Sep	470 000	-4 000	-0,8	-5 000	-1,1

\*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
2008	Dec	9 389 000	1 519 000	19,3	1 493 000	18,9
	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	9 750 000	596 000	6,5	1 880 000	23,9

\*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
	Sep	1 741 000	11 000	0,6	68 000
2008	Dec	1 774 000	33 000	1,9	35 000
	Mar	1 739 000	-35 000	-2,0	33 000
	Jun*	1 726 000	-13 000	-0,7	-4 000
Sep	1 723 000	-3 000	-0,2	-18 000	

\*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
	Sep	30 962 000	644 000	2,1	2 956 000
2008	Dec	35 752 000	4 790 000	15,5	4 030 000
	Mar	33 845 000	-1 907 000	-5,3	4 611 000
	Jun*	34 765 000	920 000	2,7	3 644 000
Sep	35 249 000	484 000	1,4	4 287 000	

\*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
2008	Dec	360 000	2 000	0,6	-4 000	-1,1
	Mar	364 000	4 000	1,1	3 000	0,8
	Jun*	364 000	0	0,0	5 000	1,4
	Sep	365 000	1 000	0,3	7 000	2,0

\*Revised estimates

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

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarter		Annual	
2006	Jun	11 431 000	-	-	-	-
	Sep	12 323 000	892 000	7,8	-	-
	Dec	13 226 000	903 000	7,3	-	-
2007	Mar	11 957 000	-1 269 000	-9,6	-	-
	Jun	13 169 000	1 212 000	10,1	1 738 000	15,2
	Sep	12 543 000	-626 000	-4,8	220 000	1,8
2008	Dec	14 064 000	1 521 000	12,1	838 000	6,3
	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	14 131 000	-1 198 000	-7,8	1 588 000	12,7

\*Revised estimates

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

**8.1 Number of employees**

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarter		Annual	
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
2008	Dec	1 872 000	21 000	1,1	73 000	4,1
	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	1 927 000	20 000	1,0	76 000	4,1

\*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
2008	Dec	62 225 000	3 741 000	6,4	2 365 000	4,0
	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	65 562 000	2 456 000	3,9	7 078 000	12,1

\*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
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
2008	Dec	2 062 000	22 000	1,1	61 000	3,0
	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	2 132 000	32 000	1,5	92 000	4,5

\*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
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
2008	Dec	69 112 000	4 791 000	7,4	8 416 000	13,9
	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	75 784 000	4 366 000	6,1	11 463 000	17,8

\*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
2008	Nov	8 752	4,1	10,4
	Feb	8 750	0,0	11,2
	May*	9 142	4,5	13,0
	Aug	9 495	3,9	12,9

\*Revised estimates

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

Year and month		Old series			Revised series		
		Including bonuses and overtime			Including 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	6 853	-	-	-	-	-
	Aug	7 339	7,1	-	-	-	-
	Nov	7 487	2,0	-	-	-	-
2007	Feb	7 376	-1,5	-	8 071	-	-
	May	7 313	-0,9	6,7	8 002	-0,9	-
	Aug	7 688	5,1	4,8	8 392	4,9	-
2008	Nov	8 032	4,5	7,3	8 748	4,2	-
	Feb	-	-	-	9 028	3,2	11,9
	May*	-	-	-	9 319	3,2	16,5
	Aug	-	-	-	9 975	7,0	18,9

\*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
2008	Nov	7 920	3,7	10,6	7 258	2,2	9,8
	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	8 326	3,8	9,0	7 742	4,0	9,0

\*Revised estimates

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

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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
2008	Nov	16 682	8,0	15,9	15 490	7,1	15,2
	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

\*Revised estimates

**1.5 Construction industry**

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006	May	4 853	-	-	4 614	-	-
	Aug	4 977	2,6	-	4 724	2,4	-
	Nov	5 126	3,0	-	4 811	1,8	-
2007	Feb	5 208	1,6	-	4 958	3,1	-
	May	5 278	1,3	8,8	4 998	0,8	8,3
	Aug	5 497	4,1	10,4	5 186	3,8	9,8
2008	Nov	5 910	7,5	15,3	5 549	7,0	15,3
	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	6 325	-2,3	15,1	5 906	0,6	13,9

\*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
2008	Nov	5 982	5,0	9,4	5 767	5,1	10,8
	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	6 563	2,8	15,2	6 273	2,3	14,3

\*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	11 994	0,9	7,4	11 015	1,8	8,1

\*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	10 835	5,6	9,4	10 265	2,9	7,0

\*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	11 318	3,1	12,4	10 994	2,9	11,9

\*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
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	5 755	-0,3	-0,7

\*Revised estimates

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

Year and month	Old series			Revised series		
	Including bonuses and overtime			Including 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	5 168	-	-	-	-	-
Aug	5 396	4,4	-	-	-	-
Nov	5 485	1,6	-	-	-	-
2007 Feb	5 345	-2,6	-	5 849	-	-
May	5 157	-3,5	-0,2	5 643	-	-
Aug	5 298	2,7	-1,8	5 783	-	-
Nov	5 427	2,4	-1,1	5 911	-	-
2008 Feb	-	-	-	5 959	0,8	1,9
May*	-	-	-	5 883	-1,3	4,3
Aug	-	-	-	6 045	2,8	4,5

\*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
2008	Nov	5 351	1,6	2,0	4 904	0,2	1,3
	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	5 046	-0,4	-4,2	4 692	-0,1	-4,2

\*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
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
2008	Nov	11 272	5,9	6,9	10 466	5,0	6,3
	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

\*Revised estimates

**2.5 Construction industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2006 May	3 660	-	-	3 480	-	-
Aug	3 660	0,0	-	3 474	-0,2	-
Nov	3 755	2,6	-	3 525	1,5	-
2007 Feb	3 774	0,5	-	3 593	1,9	-
May	3 722	-1,4	1,7	3 525	-1,9	1,3
Aug	3 788	1,8	3,5	3 574	1,4	2,9
Nov	3 993	5,4	6,3	3 749	4,9	6,4
2008 Feb	3 946	-1,2	4,6	3 723	-0,7	3,6
May*	4 085	3,5	9,8	3 707	-0,4	5,2
Aug	3 833	-6,2	1,2	3 579	-3,5	0,1

\*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	3 978	-1,3	1,3	3 802	-1,8	0,5

\*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
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
2008	Nov	7 705	0,1	-1,8	6 995	-0,4	-2,2
	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	7 269	-3,2	-5,5	6 676	-2,3	-4,9

\*Revised estimates

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

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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
2008	Nov	6 878	0,8	-0,2	6 659	0,8	0,3
	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	6 567	1,4	-3,8	6 221	-1,2	-5,9

\*Revised estimates

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

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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
2008	Nov	7 109	2,4	4,4	6 869	1,5	3,7
	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	6 859	-1,1	-1,2	6 663	-1,2	-1,6

\*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 June 2008*				Quarter ended September 2008			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	519 943	519 943	519 943	0,0	527 726	527 726	527 726	0,0
Manufacturing	1 270 510	1 306 588	1 342 665	1,4	1 251 975	1 288 180	1 324 384	1,4
Electricity, gas and water supply	51 789	58 686	65 584	6,0	52 213	58 805	65 398	5,7
Construction	439 643	474 108	508 573	3,7	434 219	470 375	506 531	3,9
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 636 788	1 725 813	1 814 838	2,6	1 628 555	1 723 421	1 818 288	2,8
Transport, storage and communication	339 713	363 556	387 398	3,3	339 931	364 508	389 085	3,4
Financial intermediation, insurance, real estate and business services	1 806 920	1 907 412	2 007 905	2,7	1 817 379	1 926 540	2 035 700	2,9
Community, social and personal services	2 067 624	2 100 058	2 132 492	0,8	2 099 097	2 132 243	2 165 389	0,8
<b>Total</b>	<b>8 310 895</b>	<b>8 456 164</b>	<b>8 601 432</b>	<b>0,9</b>	<b>8 337 159</b>	<b>8 491 798</b>	<b>8 646 438</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 June 2008*				Quarter ended September 2008			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	14 602 227	14 602 227	14 602 227	0,0	15 571 071	15 571 071	15 571 071	0,0
Manufacturing	31 886 364	32 725 523	33 564 681	1,3	32 615 272	33 455 437	34 295 603	1,3
Electricity, gas and water supply	2 827 618	2 921 058	3 014 498	1,6	3 483 100	3 558 389	3 633 678	1,1
Construction	8 330 764	9 154 254	9 977 745	4,6	8 981 688	9 750 083	10 518 477	4,0
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	32 252 913	34 764 674	37 276 435	3,7	32 590 643	35 248 883	37 907 123	3,8
Transport, storage and communication	14 250 411	15 329 387	16 408 363	3,6	13 430 776	14 130 920	14 831 064	2,5
Financial intermediation, insurance, real estate and business services	57 375 231	63 105 611	68 835 990	4,6	59 696 381	65 562 044	71 427 706	4,6
Community, social and personal services	70 323 136	71 417 777	72 512 418	0,8	74 604 647	75 784 344	76 964 040	0,8
<b>Total</b>	<b>237 762 990</b>	<b>244 020 511</b>	<b>250 278 031</b>	<b>1,3</b>	<b>246 693 285</b>	<b>253 061 170</b>	<b>259 429 055</b>	<b>1,3</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	May 2008*				August 2008			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	9 319	9 319	9 319	0,0	9 975	9 975	9 975	0,0
Manufacturing	7 727	8 022	8 317	1,9	8 030	8 326	8 622	1,8
Electricity, gas and water supply	14 371	16 396	18 421	6,3	15 659	17 619	19 579	5,7
Construction	5 759	6 471	7 183	5,6	5 645	6 325	7 005	5,5
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	5 835	6 386	6 937	4,4	5 973	6 563	7 153	4,6
Transport, storage and communication	10 975	11 891	12 807	3,9	11 100	11 994	12 888	3,8
Financial intermediation, insurance, real estate and business services	9 175	10 262	11 349	5,4	9 723	10 835	11 947	5,2
Community, social and personal services	10 740	10 982	11 224	1,1	11 063	11 318	11 573	1,2
<b>Total</b>	<b>8 865</b>	<b>9 142</b>	<b>9 419</b>	<b>1,5</b>	<b>9 208</b>	<b>9 495</b>	<b>9 782</b>	<b>1,5</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	May 2008*				August 2008			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	-	-	-	-	-	-	-	-
Manufacturing	7 169	7 443	7 717	1,9	7 468	7 742	8 016	1,8
Electricity, gas and water supply	13 490	15 397	17 304	6,3	14 717	16 558	18 399	5,7
Construction	5 211	5 872	6 533	5,7	5 263	5 906	6 549	5,6
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	5 609	6 134	6 659	4,4	5 721	6 273	6 825	4,5
Transport, storage and communication	9 965	10 818	11 671	4,0	10 174	11 015	11 856	3,9
Financial intermediation, insurance, real estate and business services	8 898	9 973	11 048	5,5	9 176	10 265	11 354	5,4
Community, social and personal services	10 446	10 684	10 922	1,1	10 752	10 994	11 236	1,1

\*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 June 2008 quarter was 89,9%

**Abbreviations and symbols**

BSF	Business Sampling Frame
DME	Department of Minerals and Energy
GDP	Gross Domestic Product
IBR	Integrated Business Register
ILO	International Labour Organisation
IT	Income Tax
LFS	Labour Force Survey
QES	Quarterly Employment Statistics
RSE	Relative Standard Error
SARS	South African Revenue Services
SE	Standard Error
SEE	Survey of Employment and Earnings
SIC	Standard Industrial Classification of all Economic Activities
SNA	System of National Accounts
Stats SA	Statistics South Africa
VAT	Value Added-Tax
-	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 devalue the current average earnings is the consumer price index (2000=100).
<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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