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Quarterly employment statistics (QES)

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Introduction of new series on employment and earnings

The underlying factor of quality statistics is continuous improvements and Statistics South Africa (Stats SA) has been working continuously to address this factor. The latest series to benefit from these improvements is the Quarterly Employment Statistics (QES) survey, a survey of formal non-agricultural businesses and other entities which are employers.

The new series is based on a sample drawn from the 2013 Business Sampling Frame (BSF) of Stats SA which contains enterprises registered for Value Added Tax (VAT) at the South African Revenue Service (SARS). The BSF is continuously updated by adding new enterprises and ceasing dead enterprises.

The coverage of the BSF is enhanced by adding additional administrative sources by checking contributions made on behalf of employees to SARS for Pay As You Earn (PAYE) and the Department of Labour for Unemployment Insurance Fund (UIF). The addition of other administrative sources is hindered due to a lack of a single business number which will serve as a unique identifier when matching these sources.

Although the BSF is continuously updated a significant number of enterprises with turnover below the threshold are not registered for VAT which results in a lack of coverage. Stats SA are researching the possibility of including enterprises that are registered for Income Tax only which should enhance the coverage.

The result of the coverage enhancement work for the QES is that the level of employment shown by the new series from June 2013 is considerably higher (approximately 0,5 million) than published to date. From the September quarter 2009 to the September quarter 2014 the published survey results were based on a sample drawn from a list of employer entities created from the Business Register in April 2009. The new series, from the June quarter 2013, are based on a sample drawn from a list of employer entities created from the Business Register in April 2013. Introduction of the new sample from the June quarter 2013 enables Stats SA to provide users with survey results from June 2013 to September 2014 for both the old and new samples. Only the estimation of 2013 sample is published for the December 2014 quarter and hence forth.

It is important to note that this break in the series relates mainly to the level of estimates, rather than the growth rate of employment and earnings.

The lift in the estimates from the 2013 sample of employers may be due to:

- General growth in the South African economy between 2009 and 2013
- Extension of the boundary of the formal sector as a result of legislative changes
- Small businesses growing to the extent that they are now captured in the registration process
- Greater compliance with administrative requirements to register as an employer
- Increased coverage of the list of employer entities on Stats SA's Business Register through enhanced use of administrative data.

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 employment and earnings for the quarter ending December 2014

Figure A: Employment in the non-agricultural formal sector, March 2013 – December 2014

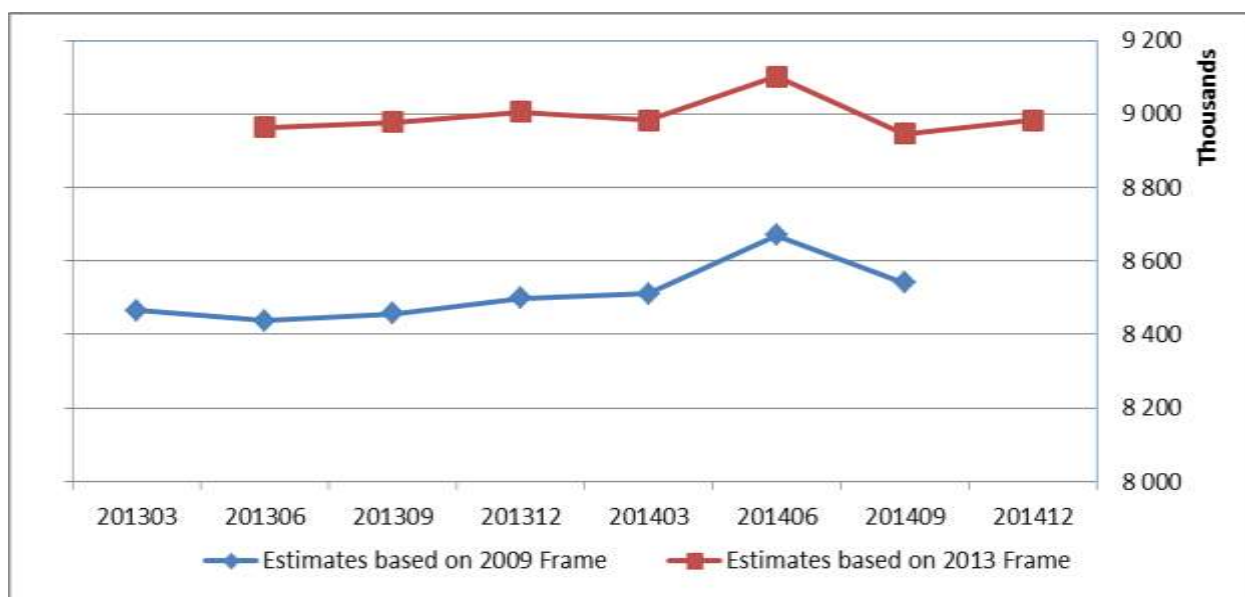


Table A: Employment by industry

Industry	Dec 2013	Sep 2014	Dec 2014	Q/Q Change	Y/Y Change	Q/Q Change	Y/Y Change
	Thousand				%		
Mining	499	498	492	-6	-7	-1.2	-1.4
Manufacturing	1 165	1 133	1 134	1	-31	0.1	-2.7
Electricity	59	58	58	0	-1	0.0	-1.7
Construction	500	497	487	-10	-13	-2.0	-2.6
Trade	1 866	1 832	1 861	29	-5	1.6	-0.3
Transport	450	438	443	5	-7	1.1	-1.6
Business services	2 004	1 967	1 989	22	-15	1.1	-0.7
Community services	2 466	2 524	2 525	1	59	0.0	2.4
Total	9 009	8 947	8 989	42	-20	0.5	-0.2

Table A shows that there was a quarter-on-quarter increase in employment of 42 000 from 8 947 000 in September 2014 to 8 989 000 in December 2014. This was largely due to increases in the following industries: trade industry increased by 29 000 (1,6%); business services industry increased by 22 000 (1,1%); transport increased by 5 000 (1,1%); manufacturing industry increased by 1 000 (0,1%); and community industry increased by 1 000 (0,0%).

There were decreases reported by construction (-10 000 or -2,0%); mining and quarrying (-6 000 or -1,2%). Electricity industry remains unchanged.

Employment decreased by 20 000 (or 0,2%) year-on-year between December 2013 and December 2014. Most decreases were reported by the following industries:

- manufacturing industry (-31 000 or -2,7%);
- business services(-15 000 or -0,7%);
- construction (-13 000 or -2,6%);
- mining and quarrying (-7 000 or -1,4%);
- transport industry (-7 000 or -1,6%); and
- trade industry (-5 000 or -0,3%).

Community services increased by 59 000 or 2,4%.

Figure B: Gross earnings (R000) of employees in the formal non-agricultural sector, March 2013 – December 2014

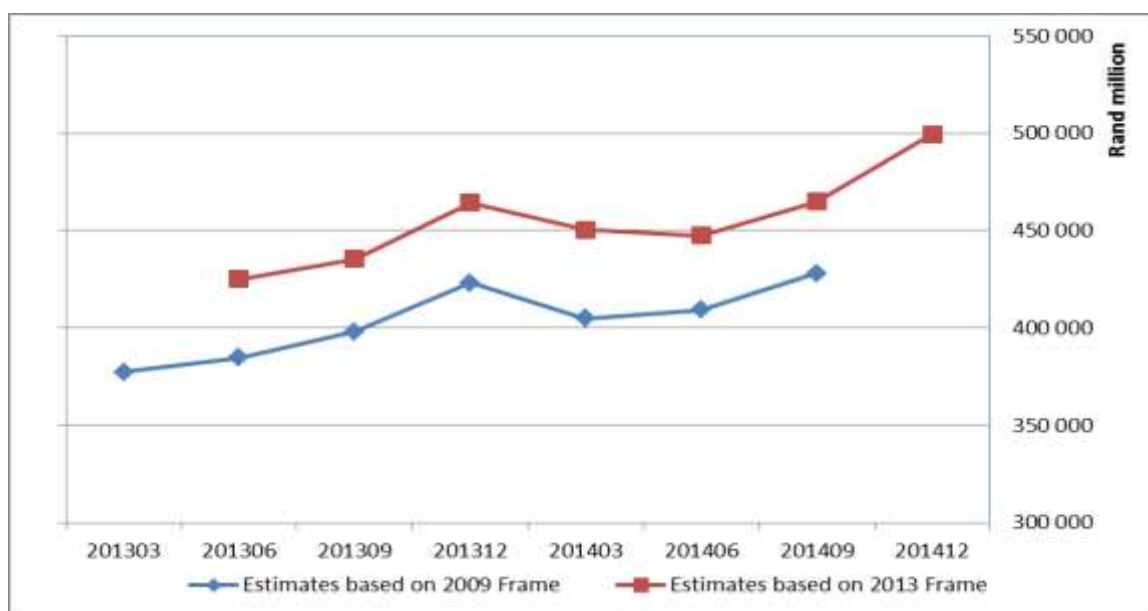


Table B: Gross earnings by industry

Industry	Dec 2013	Sep 2014	Dec 2014	Q/Q Change	Y/Y Change	Q/Q Change	Y/Y Change
	Rands (Million)					%	
Mining	26 047	27 390	27 898	508	1 851	1.9	7.1
Manufacturing	56 960	52 127	59 989	7 862	3 029	15.1	5.3
Electricity	6 378	6 621	6 916	295	538	4.5	8.4
Construction	21 045	19 283	22 268	2 985	1 223	15.5	5.8
Trade	66 850	64 586	71 078	6 492	4 228	10.1	6.3
Transport	29 214	28 179	31 268	3 089	2 054	11.0	7.0
Business services	113 404	112 976	122 333	9 357	8 929	8.3	7.9
Community services	144 232	153 506	157 519	4 013	13 287	2.6	9.2
Total	464 130	464 668	499 269	34 601	35 139	7.4	7.6

Table B shows that gross earnings paid to employees increased by R34 601 million (7,4%) from R464 668 million in September 2014 to R499 269 million in December 2014. The increase was mainly due to increases in

the business services, trade industry, manufacturing industry, community services; transport industry and construction industry.

Year-on-year, gross earnings increased by R35 139 million (7,6%).

Average monthly earnings

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

Average monthly earnings (including bonuses and overtime payments)	November 2013	August 2014	November 2014	Q/Q Change	Y/Y Change
	Rands			%	
	15 413	16 371	16 470	0.6	6.9

Table C shows a quarter-on-quarter increase of 0,6% in average monthly earnings paid to employees in the formal non-agricultural sector from R16 371 in August 2014 to R16 470 in November 2014.

On an annual basis, average monthly earnings paid to employees increased by 6,9% from R15 413 in November 2013 to R16 470 in November 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; and 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 Survey (QLFS) and the Quarterly Employment Survey (QES)

	QLFS	QES
Coverage	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)
Sample size	30 000 dwelling units in which households reside	20 000 VAT registered businesses
Reference period	One week prior to the interview	Payroll at the end of the reference quarter
Formal sector definition (excluding Agriculture & Private households)	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 five 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 7 000 employees (-1,4%) in December 2014 compared with December 2013.

There was a quarterly decrease of 6 000 employees (-1,2%) in December 2014 compared with September 2014.

See explanatory note on page 35.

The *manufacturing industry* reported an annual decrease of 31 000 employees (-2,7%) in December 2014 compared with December 2013.

There was quarterly increase of 1 000 employees (+0,1%) in December 2014 compared with September 2014.

This was mainly due to increases in employment in the production, processing and preservation of meat, fish, fruit, vegetables, oils and fats; other food products; beverages and tobacco products.

The *electricity, gas and water supply industry* reported an annual decrease of 1 000 employees (-1,7%) in December 2014 compared with December 2013.

There was a no quarterly change in December 2014 compared with September 2014.

The *construction industry* reported an annual decrease of 13 000 employees (-2,6%) in December 2014 compared with December 2013.

There was a quarterly decrease of 10 000 employees (-2,0%) in December 2014 compared with September 2014. This was mainly due to decreases in employment in the building of complete constructions or parts thereof, civil engineering; building installation; building completion; and renting of construction/demolition equipment with operators.

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 5 000 employees (-0,3%) in December 2014 compared with December 2013.

There was a quarterly increase of 29 000 employees (+1,6%) in December 2014 compared with September 2014. This was mainly due to increases in employment in retail trade; hotels and restaurants.

The *transport, storage and communication industry* reported an annual decrease of 7 000 employees (-1,6%) in December 2014 compared with December 2013.

There was a quarterly increase of 5 000 employees (+1,1%) in December 2014 compared with September 2014. This was mainly due to increases in employment in land transport and transport via pipelines; supporting and auxiliary transport activities.

The *financial intermediation, insurance, real estate and business services industry* reported an annual decrease of 15 000 employees (-0,7%) in December 2014 compared with December 2013.

There was a quarterly increase of 22 000 employees (+1,1%) in December 2014 compared with September 2014. This was mainly due to increases in employment in financial intermediation (i.e. Banks) except insurance and pension funding; insurance and pension funding; activities auxiliary to financial intermediation; real estate activities; and business activities n.e.c.

The *community, social and personal services industry* reported an annual increase of 59 000 employees (+2,4%) in December 2014 compared with December 2013.

There was a quarterly increase of 1 000 employees (+0,0%) in December 2014 compared with September 2014. This was mainly due to increases in employment in provincial departments; other government institutions; and local government.

Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R1 851 million (+7,1%) for the quarter ended December 2014 compared with the quarter ended December 2013.

There was a quarterly increase of R508 million (+1,9%) for the quarter ended December 2014 compared with the quarter ended September 2014.

See explanatory note on page 35.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R3 029 million (+5,3%) for the quarter ended December 2014 compared with the quarter ended December 2013.

There was a quarterly increase of R7 862 million (+15,1%) for the quarter ended December 2014 compared with the quarter ended September 2014.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R538 million (+8,4%) for the quarter ended December 2014 compared with the quarter ended December 2013.

There was a quarterly increase of R295 million (+4,5%) for the quarter ended December 2014 compared with the quarter ended September 2014.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R1 223 million (+5,8%) for the quarter ended December 2014 compared with the quarter ended December 2013.

There was a quarterly increase of R2 985 million (+15,5%) for the quarter ended December 2014 compared with the quarter ended September 2014.

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 228 million (+6,3%) for the quarter ended December 2014 compared with the quarter ended December 2013.

There was a quarterly increase of R6 492 million (+10,1%) for the quarter ended December 2014 compared with the quarter ended September 2014.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R2 054 million (+7,0%) for the quarter ended December 2014 compared with the quarter ended December 2013.

There was a quarterly increase of R3 089 million (+11,0%) for the quarter ended December 2014 compared with the quarter ended September 2014.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R8 929 million (+7,9%) for the quarter ended December 2014 compared with the quarter ended December 2013.

There was a quarterly increase of R9 357 million (+8,3%) for the quarter ended December 2014 compared with the quarter ended September 2014.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R13 287 million (+9,2%) for the quarter ended December 2014 compared with the quarter ended December 2013.

There was a quarterly increase of R4 013 million (+2,6%) for the quarter ended December 2014 compared with the quarter ended September 2014.

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	Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Number of employees	Change in number of employees	% change in number of employees	Number of employees	Change in number of employees	% change in number of employees
2013 Mar	8 465 000	-	-	-	-	-
Jun	8 437 000	-28 000	-0.3	8 965 000	-	-
Sep	8 457 000	20 000	0.2	8 979 000	14 000	0.2
Dec	8 498 000	41 000	0.5	9 009 000	30 000	0.3
2014 Mar	8 511 000	13 000	0.2	8 985 000	-24 000	-0.3
Jun	8 669 000	158 000	1.9	9 105 000	120 000	1.3
Sep	8 539 000	-130 000	-1.5	8 947 000	-158 000	-1.7
Dec	-	-	-	8 989 000	42 000	0.5

1.2 Gross earnings (R'000)

Year and quarter	Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Gross earnings	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings
2013 Mar	377 377 000	-	-	-	-	-
Jun	384 761 000	7 384 000	2.0	425 034 000	-	-
Sep	398 113 000	13 352 000	3.5	435 475 000	10 441 000	2.5
Dec	423 197 000	25 084 000	6.3	464 130 000	28 655 000	6.6
2014 Mar	404 903 000	-18 294 000	-4.3	450 276 000	-13 854 000	-3.0
Jun	409 168 000	4 265 000	1.1	447 264 000	-3 012 000	-0.7
Sep	428 635 000	19 467 000	4.8	464 668 000	17 404 000	3.9
Dec	-	-	-	499 269 000	34 601 000	7.4

*Revised estimates (2009 frame)

Table 2 Mining and quarrying industry

2.1 Number of employees

Year and quarter		Estimates based on 2009 Frame			Estimates based on 2013 Frame		
		Number of employees	Change in number of employees	% change in number of employees	Number of employees	Change in number of employees	% change in number of employees
2013	Mar	515 000	-	-	-	-	-
	Jun	511 000	-4 000	-0.8	511 000	-	-
	Sep	507 000	-4 000	-0.8	507 000	-4 000	-0.8
	Dec	499 000	-8 000	-1.6	499 000	-8 000	-1.6
2014	Mar	491 000	-8 000	-1.6	491 000	-8 000	-1.6
	Jun	491 000	0	0.0	491 000	0	0.0
	Sep*	498 000	7 000	1.4	498 000	7 000	1.4
	Dec	492 000	-6 000	-1.2	492 000	-6 000	-1.2

2.2 Gross earnings (R'000)

Year and quarter		Estimates based on 2009 Frame			Estimates based on 2013 Frame		
		Gross earnings	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings
2013	Mar	24 405 000	-	-	-	-	-
	Jun	24 013 000	-392 000	-1.6	24 013 000	-	-
	Sep	25 243 000	1 230 000	5.1	25 243 000	1 230 000	5.1
	Dec	26 047 000	804 000	3.2	26 047 000	804 000	3.2
2014	Mar	23 237 000	-2 810 000	-10.8	23 237 000	-2 810 000	-10.8
	Jun	22 615 000	-622 000	-2.7	22 615 000	-622 000	-2.7
	Sep*	27 390 000	4 775 000	21.1	27 390 000	4 775 000	21.1
	Dec	27 898 000	508 000	1.9	27 898 000	508 000	1.9

*Revised estimates (2009 frame)

Table 3 Manufacturing industry

3.1 Number of employees

Year and quarter	Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Number of employees	Change in number of employees	% change in number of employees	Number of employees	Change in number of employees	% change in number of employees
2013 Mar	1 148 000	-	-	-	-	-
Jun	1 144 000	-4 000	-0.3	1 158 000	-	-
Sep	1 145 000	1 000	0.1	1 160 000	2 000	0.2
Dec	1 149 000	4 000	0.3	1 165 000	5 000	0.4
2014 Mar	1 143 000	-6 000	-0.5	1 154 000	-11 000	-0.9
Jun	1 140 000	-3 000	-0.3	1 142 000	-12 000	-1.0
Sep*	1 130 000	-10 000	-0.9	1 133 000	-9 000	-0.8
Dec	-	-	-	1 134 000	1 000	0.1

3.2 Gross earnings (R'000)

Year and quarter	Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Gross earnings	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings
2013 Mar	46 138 000	-	-	-	-	-
Jun	47 383 000	1 245 000	2.7	49 936 000	-	-
Sep	48 676 000	1 293 000	2.7	50 528 000	592 000	1.2
Dec	54 857 000	6 181 000	12.7	56 960 000	6 432 000	12.7
2014 Mar	49 442 000	-5 415 000	-9.9	50 924 000	-6 036 000	-10.6
Jun	50 247 000	805 000	1.6	51 718 000	794 000	1.6
Sep*	50 696 000	449 000	0.9	52 127 000	409 000	0.8
Dec	-	-	-	59 989 000	7 862 000	15.1

*Revised estimates (2009 frame)

Table 4 Electricity, gas and water supply industry

4.1 Number of employees

Year and quarter	Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Number of employees	Change in number of employees	% change in number of employees	Number of employees	Change in number of employees	% change in number of employees
2013 Mar	62 000	-	-	-	-	-
Jun	63 000	1 000	1.6	59 000	-	-
Sep	62 000	-1 000	-1.6	59 000	0	0.0
Dec	62 000	0	0.0	59 000	0	0.0
2014 Mar	62 000	0	0.0	59 000	0	0.0
Jun	61 000	-1 000	-1.6	58 000	-1 000	-1.7
Sep	61 000	0	0.0	58 000	0	0.0
Dec	-	-	-	58 000	0	0.0

4.2 Gross earnings (R'000)

Year and quarter	Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Gross earnings	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings
2013 Mar	5 267 000	-	-	-	-	-
Jun	5 386 000	119 000	2.3	5 320 000	-	-
Sep	6 325 000	939 000	17.4	6 254 000	934 000	17.6
Dec	6 462 000	137 000	2.2	6 378 000	124 000	2.0
2014 Mar	5 561 000	-901 000	-13.9	5 499 000	-879 000	-13.8
Jun	5 626 000	65 000	1.2	5 548 000	49 000	0.9
Sep*	6 694 000	1 068 000	19.0	6 621 000	1 073 000	19.3
Dec	-	-	-	6 916 000	295 000	4.5

*Revised estimates (2009 frame)

Table 5 Construction industry

5.1 Number of employees

Year and quarter	Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Number of employees	Change in number of employees	% change in number of employees	Number of employees	Change in number of employees	% change in number of employees
2013 Mar	432 000	-	-	-	-	-
Jun	428 000	-4 000	-0.9	514 000	-	-
Sep	426 000	-2 000	-0.5	509 000	-5 000	-1.0
Dec	419 000	-7 000	-1.6	500 000	-9 000	-1.8
2014 Mar	426 000	7 000	1.7	503 000	3 000	0.6
Jun	430 000	4 000	0.9	505 000	2 000	0.4
Sep	427 000	-3 000	-0.7	497 000	-8 000	-1.6
Dec	-	-	-	487 000	-10 000	-2.0

5.2 Gross earnings (R'000)

Year and quarter	Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Gross earnings	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings
2013 Mar	14 029 000	-	-	-	-	-
Jun	14 693 000	664 000	4.7	18 314 000	-	-
Sep	14 654 000	-39 000	-0.3	18 168 000	-146 000	-0.8
Dec	16 483 000	1 829 000	12.5	21 045 000	2 877 000	15.8
2014 Mar	14 722 000	-1 761 000	-10.7	18 156 000	-2 889 000	-13.7
Jun	15 366 000	644 000	4.4	18 836 000	680 000	3.7
Sep*	15 906 000	540 000	3.5	19 283 000	447 000	2.4
Dec	-	-	-	22 268 000	2 985 000	15.5

*Revised estimates (2009 frame)

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	Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Number of employees	Change in number of employees	% change in number of employees	Number of employees	Change in number of employees	% change in number of employees
2013 Mar	1 689 000	-	-	-	-	-
Jun	1 689 000	0	0.0	1 834 000	-	-
Sep	1 697 000	8 000	0.5	1 834 000	0	0.0
Dec	1 733 000	36 000	2.1	1 866 000	32 000	1.7
2014 Mar	1 698 000	-35 000	-2.0	1 818 000	-48 000	-2.6
Jun	1 714 000	16 000	0.9	1 839 000	21 000	1.2
Sep*	1 719 000	5 000	0.3	1 832 000	-7 000	-0.4
Dec	-	-	-	1 861 000	29 000	1.6

6.2 Gross earnings (R'000)

Year and quarter	Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Gross earnings	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings
2013 Mar	48 594 000	-	-	-	-	-
Jun	50 781 000	2 187 000	4.5	58 730 000	-	-
Sep	53 386 000	2 605 000	5.1	60 375 000	1 645 000	2.8
Dec	58 007 000	4 621 000	8.7	66 850 000	6 475 000	10.7
2014 Mar	54 563 000	-3 444 000	-5.9	62 954 000	-3 896 000	-5.8
Jun	55 338 000	775 000	1.4	62 937 000	-17 000	0.0
Sep*	56 789 000	1 451 000	2.6	64 586 000	1 649 000	2.6
Dec	-	-	-	71 078 000	6 492 000	10.1

*Revised estimates (2009 frame)

Table 7 Transport, storage and communication industry

7.1 Number of employees

Year and quarter	Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Number of employees	Change in number of employees	% change in number of employees	Number of employees	Change in number of employees	% change in number of employees
2013 Mar	380 000	-	-	-	-	-
Jun	375 000	-5 000	-1.3	450 000	-	-
Sep	375 000	0	0.0	450 000	0	0.0
Dec	376 000	1 000	0.3	450 000	0	0.0
2014 Mar	373 000	-3 000	-0.8	448 000	-2 000	-0.4
Jun	369 000	-4 000	-1.1	443 000	-5 000	-1.1
Sep	366 000	-3 000	-0.8	438 000	-5 000	-1.1
Dec	-	-	-	443 000	5 000	1.1

7.2 Gross earnings (R'000)

Year and quarter	Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Gross earnings	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings
2013 Mar	20 830 000	-	-	-	-	-
Jun	21 655 000	825 000	4.0	26 231 000	-	-
Sep	22 743 000	1 088 000	5.0	27 221 000	990 000	3.8
Dec	24 342 000	1 599 000	7.0	29 214 000	1 993 000	7.3
2014 Mar	21 733 000	-2 609 000	-10.7	26 639 000	-2 575 000	-8.8
Jun	23 234 000	1 501 000	6.9	28 343 000	1 704 000	6.4
Sep*	23 283 000	49 000	0.2	28 179 000	-164 000	-0.6
Dec	-	-	-	31 268 000	3 089 000	11.0

*Revised estimates (2009 frame)

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

8.1 Number of employees

Year and quarter	Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Number of employees	Change in number of employees	% change in number of employees	Number of employees	Change in number of employees	% change in number of employees
2013 Mar	1 841 000	-	-	-	-	-
Jun	1 843 000	2 000	0.1	1 996 000	-	-
Sep	1 847 000	4 000	0.2	2 006 000	10 000	0.5
Dec	1 847 000	0	0.0	2 004 000	-2 000	-0.1
2014 Mar	1 856 000	9 000	0.5	1 997 000	-7 000	-0.3
Jun	1 861 000	5 000	0.3	1 972 000	-25 000	-1.3
Sep	1 867 000	6 000	0.3	1 967 000	-5 000	-0.3
Dec	-	-	-	1 989 000	22 000	1.1

8.2 Gross earnings (R'000)

Year and quarter	Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Gross earnings	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings
2013 Mar	91 456 000	-	-	-	-	-
Jun	88 477 000	-2 979 000	-3.3	105 715 000	-	-
Sep	92 315 000	3 838 000	4.3	108 343 000	2 628 000	2.5
Dec	98 358 000	6 043 000	6.5	113 404 000	5 061 000	4.7
2014 Mar	98 779 000	421 000	0.4	121 137 000	7 733 000	6.8
Jun	93 348 000	-5 431 000	-5.5	108 718 000	-12 419 000	-10.3
Sep*	99 508 000	6 160 000	6.6	112 976 000	4 258 000	3.9
Dec	-	-	-	122 333 000	9 357 000	8.3

*Revised estimates (2009 frame)

Table 9 Community, social and personal services industry

9.1 Number of employees

Year and quarter	Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Number of employees	Change in number of employees	% change in number of employees	Number of employees	Change in number of employees	% change in number of employees
2013 Mar	2 398 000	-	-	-	-	-
Jun	2 385 000	-13 000	-0.5	2 443 000	-	-
Sep	2 398 000	13 000	0.5	2 454 000	11 000	0.5
Dec	2 413 000	15 000	0.6	2 466 000	12 000	0.5
2014 Mar	2 462 000	49 000	2.0	2 515 000	49 000	2.0
Jun	2 603 000	141 000	5.7	2 655 000	140 000	5.6
Sep	2 471 000	-132 000	-5.1	2 524 000	-131 000	-4.9
Dec	-	-	-	2 525 000	1 000	0.0

9.2 Gross earnings (R'000)

Year and quarter	Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Gross earnings	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings
2013 Mar	126 658 000	-	-	-	-	-
Jun	132 373 000	5 715 000	4.5	136 775 000	-	-
Sep	134 771 000	2 398 000	1.8	139 343 000	2 568 000	1.9
Dec	138 641 000	3 870 000	2.9	144 232 000	4 889 000	3.5
2014 Mar	136 866 000	-1 775 000	-1.3	141 730 000	-2 502 000	-1.7
Jun	143 394 000	6 528 000	4.8	148 549 000	6 819 000	4.8
Sep*	148 369 000	4 975 000	3.5	153 506 000	4 957 000	3.3
Dec	-	-	-	157 519 000	4 013 000	2.6

*Revised estimates (2009 frame)

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					
	Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	14 506	4.3	-	15 027	-	-
Aug	14 795	2.0	-	15 232	1.4	-
Nov	14 937	1.0	-	15 413	1.2	-
2014 Feb	14 731	-1.4	5.9	15 277	-0.9	-
May	15 205	3.2	4.8	15 762	3.2	4.9
Aug*	15 779	3.8	6.7	16 371	3.9	7.5
Nov	-	-	-	16 470	0.6	6.9

*Revised estimates (2009 frame)

1.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime					
	Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	15 469	-0.6	-	15 469	-	-
Aug	16 659	7.7	-	16 659	7.7	-
Nov	17 631	5.8	-	17 631	5.8	-
2014 Feb	15 155	-14.0	-2.6	15 155	-14.0	-
May	15 319	1.1	-1.0	15 319	1.1	-1.0
Aug	18 201	18.8	9.3	18 201	18.8	9.3
Nov	18 990	4.3	7.7	18 990	4.3	7.7

**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					
	Estimates based on 2009 Frame			Estimates based on 2013 Frame			Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	13 360	-	-	13 734	-	-	12 463	-	-	12 813	-	-
Aug	13 585	1.7	-	13 868	1.0	-	12 710	2.0	-	12 970	1.2	-
Nov	13 926	2.5	-	14 225	2.6	-	12 898	1.5	-	13 179	1.6	-
2014 Feb	13 640	-2.1	-	13 913	-2.2	-	12 766	-1.0	-	13 025	-1.2	-
May	13 997	2.6	4.8	14 366	3.3	4.6	13 031	2.1	4.6	13 352	2.5	4.2
Aug*	14 455	3.3	6.4	14 733	2.6	6.2	13 539	3.9	6.5	13 799	3.3	6.4
Nov	-	-	-	15 184	3.1	6.7	-	-	-	14 105	2.2	7.0

*Revised estimates (2009 frame)

1.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2009 Frame			Estimates based on 2013 Frame			Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	28 522	-	-	29 611	-	-	26 313	-	-	27 317	-	-
Aug	28 346	-0.6	-	29 400	-0.7	-	26 473	0.6	-	27 472	0.6	-
Nov	30 086	6.1	-	31 260	6.3	-	28 026	5.9	-	29 145	6.1	-
2014 Feb	29 887	-0.7	-	31 043	-0.7	-	27 757	-1.0	-	28 857	-1.0	-
May	30 508	2.1	7.0	31 705	2.1	7.1	27 987	0.8	6.4	29 085	0.8	6.5
Aug*	30 858	1.1	8.9	32 048	1.1	9.0	28 786	2.9	8.7	29 906	2.8	8.9
Nov	-	-	-	34 314	7.1	9.8	-	-	-	32 198	7.7	10.5

*Revised estimates (2009 frame)

1.5 Construction industry

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2009 Frame			Estimates based on 2013 Frame			Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	11 356	-	-	11 686	-	-	10 702	-	-	11 093	-	-
Aug	11 460	0.9	-	11 794	0.9	-	10 819	1.1	-	11 215	1.1	-
Nov	11 350	-1.0	-	11 828	0.3	-	10 683	-1.3	-	11 187	-0.2	-
2014 Feb	11 223	-1.1	-	11 802	-0.2	-	10 683	0.0	-	11 297	1.0	-
May	11 692	4.2	3.0	12 300	4.2	5.3	11 036	3.3	3.1	11 719	3.7	5.6
Aug*	11 991	2.6	4.6	12 656	2.9	7.3	11 387	3.2	5.3	12 095	3.2	7.8
Nov	-	-	-	12 778	1.0	8.0	-	-	-	12 209	0.9	9.1

*Revised estimates (2009 frame)

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					
	Estimates based on 2009 Frame			Estimates based on 2013 Frame			Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	9 671	-	-	10 305	-	-	9 336	-	-	9 972	-	-
Aug	9 936	2.7	-	10 352	0.5	-	9 611	2.9	-	10 023	0.5	-
Nov	10 055	1.2	-	10 554	2.0	-	9 702	0.9	-	10 223	2.0	-
2014 Feb	10 109	0.5	-	10 707	1.4	-	9 788	0.9	-	10 377	1.5	-
May	10 379	2.7	7.3	10 941	2.2	6.2	9 960	1.8	6.7	10 519	1.4	5.5
Aug*	10 596	2.1	6.6	11 180	2.2	8.0	10 309	3.5	7.3	10 887	3.5	8.6
Nov	-	-	-	11 264	0.8	6.7	-	-	-	10 956	0.6	7.2

*Revised estimates (2009 frame)

1.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2009 Frame			Estimates based on 2013 Frame			Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	18 606	-	-	18 652	-	-	16 948	-	-	17 132	-	-
Aug	18 863	1.4	-	18 776	0.7	-	17 578	3.7	-	17 595	2.7	-
Nov	19 029	0.9	-	19 134	1.9	-	17 691	0.6	-	17 924	1.9	-
2014 Feb	18 521	-2.7	-	18 794	-1.8	-	17 307	-2.2	-	17 659	-1.5	-
May	19 711	6.4	5.9	20 171	7.3	8.1	18 280	5.6	7.9	18 793	6.4	9.7
Aug*	20 359	3.3	7.9	20 609	2.2	9.8	18 986	3.9	8.0	19 320	2.8	9.8
Nov	-	-	-	20 799	0.9	8.7	-	-	-	19 100	-1.1	6.6

*Revised estimates.

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

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2009 Frame			Estimates based on 2013 Frame			Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	14 897	-	-	16 355	-	-	14 473	-	-	15 956	-	-
Aug	15 330	2.9	-	16 637	1.7	-	14 910	3.0	-	16 292	2.1	-
Nov	15 475	0.9	-	16 826	1.1	-	15 050	0.9	-	16 477	1.1	-
2014 Feb	15 517	0.3	-	16 895	0.4	-	15 104	0.4	-	16 435	-0.3	-
May	15 632	0.7	4.9	17 002	0.6	4.0	15 159	0.4	4.7	16 632	1.2	4.2
Aug*	16 017	2.5	4.5	17 562	3.3	5.6	15 621	3.0	4.8	17 220	3.5	5.7
Nov	-	-	-	17 523	-0.2	4.1	-	-	-	17 166	-0.3	4.2

*Revised estimates (2009 frame)

1.9 Community, social and personal services industry

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2009 Frame			Estimates based on 2013 Frame			Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	17 513	-	-	17 717	-	-	17 205	-	-	17 374	-	-
Aug	17 594	0.5	-	17 820	0.6	-	17 308	0.6	-	17 504	0.7	-
Nov	17 465	-0.7	-	17 693	-0.7	-	17 187	-0.7	-	17 389	-0.7	-
2014 Feb	17 367	-0.6	-	17 619	-0.4	-	17 051	-0.8	-	17 270	-0.7	-
May	18 153	4.5	3.7	18 431	4.6	4.0	17 842	4.6	3.7	18 086	4.7	4.1
Aug*	18 913	4.2	7.5	19 218	4.3	7.8	18 632	4.4	7.6	18 908	4.5	8.0
Nov	-	-	-	19 089	-0.7	7.9	-	-	-	18 760	-0.8	7.9

*Revised estimates (2009 frame)

Table 2 – Average monthly earnings at constant prices, by industry
 2013 Frame base year **2012=100**

2.1 Total (all formal non-agricultural industries)

Year and month		Including bonuses and overtime					
		Estimates based on 2009 Frame			Estimates based on 2013 Frame		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013	May	7 009	3.0	-	14 646	-	-
	Aug	7 032	0.3	-	14 604	-0.3	-
	Nov	7 046	0.2	-	14 665	0.4	-
2014	Feb	6 806	-3.4	0.0	14 238	-2.9	-
	May	6 890	1.2	-1.7	14 408	1.2	-1.6
	Aug*	7 047	2.3	0.2	14 749	2.4	1.0
	Nov	-	-	-	14 811	0.4	1.0

*Revised estimates (2009 frame)

2.2 Mining and quarrying industry**

Year and month		Including bonuses and overtime					
		Estimates based on 2009 Frame			Estimates based on 2013 Frame		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013	May	7 475	-1.9	-	15 077	-	-
	Aug	7 918	5.9	-	15 972	5.9	-
	Nov	8 317	5.0	-	16 775	5.0	-
2014	Feb	7 002	-15.8	-8.1	14 124	-15.8	-
	May	6 942	-0.9	-7.1	14 003	-0.9	-7.1
	Aug	8 129	17.1	2.7	16 397	17.1	2.7
	Nov	-	-	-	17 077	4.1	1.8

**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					
	Estimates based on 2009 Frame			Estimates based on 2013 Frame			Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	6 456	-	-	13 386	-	-	6 022	-	-	12 488	-	-
Aug	6 457	0.0	-	13 296	-0.7	-	6 041	0.3	-	12 435	-0.4	-
Nov	6 569	1.7	-	13 535	1.8	-	6 084	0.7	-	12 539	0.8	-
2014 Feb	6 302	-4.1	-	12 966	-4.2	-	5 898	-3.1	-	12 139	-3.2	-
May	6 343	0.7	-1.8	13 132	1.3	-1.9	5 905	0.1	-1.9	12 205	0.5	-2.3
Aug*	6 456	1.8	0.0	13 273	1.1	-0.2	6 047	2.4	0.1	12 432	1.9	0.0
Nov	-	-	-	13 655	2.9	0.9	-	-	-	12 684	2.0	1.2

2.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2009 Frame			Estimates based on 2013 Frame			Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	13 782	-	-	28 861	-	-	12 714	-	-	26 625	-	-
Aug	13 474	-2.2	-	28 188	-2.3	-	12 583	-1.0	-	26 339	-	-
Nov	14 192	5.3	-	29 743	5.5	-	13 220	5.1	-	27 731	5.3	-
2014 Feb	13 809	-2.7	-	28 931	-2.7	-	12 825	-3.0	-	26 894	-3.0	-
May	13 825	0.1	0.3	28 981	0.2	0.4	12 683	-1.1	-0.2	26 586	-1.1	-0.1
Aug*	13 782	-0.3	2.3	28 872	-0.4	2.4	12 857	1.4	2.2	26 942	1.3	2.3
Nov	-	-	-	30 858	6.9	3.7	-	-	-	28 955	7.5	4.4

*Revised estimates (2009 frame)

2.5 Construction industry

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2009 Frame			Estimates based on 2013 Frame			Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	5 487	-	-	11 390	-	-	5 171	-	-	10 812	-	-
Aug	5 447	-0.7	-	11 308	-0.7	-	5 143	-0.5	-	10 753	-0.5	-
Nov	5 354	-1.7	-	11 254	-0.5	-	5 039	-2.0	-	10 644	-1.0	-
2014 Feb	5 185	-3.2	-	10 999	-2.3	-	4 936	-2.0	-	10 528	-1.1	-
May	5 298	2.2	-3.4	11 243	2.2	-1.3	5 001	1.3	-3.3	10 712	1.7	-0.9
Aug*	5 356	1.1	-1.7	11 402	1.4	0.8	5 086	1.7	-1.1	10 896	1.7	1.3
Nov	-	-	-	11 491	0.8	2.1	-	-	-	10 979	0.8	3.1

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					
	Estimates based on 2009 Frame			Estimates based on 2013 Frame			Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	4 673	-	-	10 044	-	-	4 511	-	-	9 719	-	-
Aug	4 723	1.1	-	9 925	-1.2	-	4 568	1.3	-	9 610	-1.1	-
Nov	4 743	0.4	-	10 042	1.2	-	4 577	0.2	-	9 727	1.2	-
2014 Feb	4 671	-1.5	-	9 979	-0.6	-	4 522	-1.2	-	9 671	-0.6	-
May	4 703	0.7	0.6	10 001	0.2	-0.4	4 514	-0.2	0.1	9 615	-0.6	-1.1
Aug*	4 733	0.6	0.2	10 072	0.7	1.5	4 604	2.0	0.8	9 808	2.0	2.1
Nov	-	-	-	10 129	0.6	0.9	-	-	-	9 853	0.5	1.3

*Revised estimates (2009 frame)

2.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2009 Frame			Estimates based on 2013 Frame			Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	8 990	-	-	18 179	-	-	8 189	-	-	16 698	-	-
Aug	8 966	-0.3	-	18 002	-1.0	-	8 355	2.0	-	16 870	1.0	-
Nov	8 976	0.1	-	18 206	1.1	-	8 345	-0.1	-	17 054	1.1	-
2014 Feb	8 557	-4.7	-	17 515	-3.8	-	7 996	-4.2	-	16 458	-3.5	-
May	8 932	4.4	-0.6	18 438	5.3	1.4	8 284	3.6	1.2	17 178	4.4	2.9
Aug*	9 093	1.8	1.4	18 567	0.7	3.1	8 480	2.4	1.5	17 405	1.3	3.2
Nov	-	-	-	18 704	0.7	2.7	-	-	-	17 176	-1.3	0.7

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

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2009 Frame			Estimates based on 2013 Frame			Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	7 198	-	-	15 941	-	-	6 993	-	-	15 552	-	-
Aug	7 287	1.2	-	15 951	0.1	-	7 087	1.3	-	15 620	0.4	-
Nov	7 300	0.2	-	16 010	0.4	-	7 099	0.2	-	15 677	0.4	-
2014 Feb	7 169	-1.8	-	15 746	-1.6	-	6 979	-1.7	-	15 317	-2.3	-
May	7 084	-1.2	-1.6	15 541	-1.3	-2.5	6 870	-1.6	-1.8	15 203	-0.7	-2.2
Aug*	7 154	1.0	-1.8	15 822	1.8	-0.8	6 977	1.6	-1.6	15 514	2.0	-0.7
Nov	-	-	-	15 758	-0.4	-1.6	-	-	-	15 437	-0.5	-1.5

*Revised estimates (2009 frame)

2.9 Community, social and personal services industry

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2009 Frame			Estimates based on 2013 Frame			Estimates based on 2009 Frame			Estimates based on 2013 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	8 462	-	-	17 268	-	-	8 313	-	-	16 934	-	-
Aug	8 363	-1.2	-	17 085	-1.1	-	8 227	-1.0	-	16 782	-0.9	-
Nov	8 238	-1.5	-	16 834	-1.5	-	8 107	-1.5	-	16 545	-1.4	-
2014 Feb	8 024	-2.6	-	16 420	-2.5	-	7 878	-2.8	-	16 095	-2.7	-
May	8 226	2.5	-2.8	16 847	2.6	-2.4	8 085	2.6	-2.7	16 532	2.7	-2.4
Aug*	8 447	2.7	1.0	17 314	2.8	1.3	8 322	2.9	1.2	17 034	3.0	1.5
Nov	-	-	-	17 166	-0.9	2.0	-	-	-	16 871	-1.0	2.0

*Revised estimates (2009 frame)

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 E: Estimates of number of employees by industry within 95% confidence limits

Industry	Quarter ended September 2014				Quarter ended December 2014			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	497 810	497 810	497 810	0.0	491 977	491 977	491 977	0.0
Manufacturing	1 123 123	1 132 949	1 142 776	0.4	1 123 741	1 133 812	1 143 883	0.5
Electricity, gas and water supply	57 739	58 196	58 652	0.4	57 538	57 993	58 448	0.4
Construction	483 723	497 002	510 282	1.4	472 766	486 614	500 462	1.5
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 808 057	1 832 258	1 856 459	0.7	1 836 464	1 861 082	1 885 699	0.7
Transport, storage and communication	431 520	438 374	445 228	0.8	435 951	443 137	450 322	0.8
Financial intermediation, insurance, real estate and business services	1 932 768	1 966 733	2 000 699	0.9	1 955 061	1 989 456	2 023 850	0.9
Community, social and personal services	2 510 200	2 524 011	2 537 823	0.3	2 511 469	2 525 270	2 539 071	0.3
Total	8 900 339	8 947 333	8 994 327	0.3	8 941 170	8 989 340	9 037 511	0.3

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

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

Industry	Quarter ended September 2014				Quarter ended December 2014			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	27 390 106	27 390 106	27 390 106	0.0	27 898 128	27 898 128	27 898 128	0.0
Manufacturing	51 543 453	52 127 066	52 710 678	0.6	59 278 373	59 988 960	60 699 548	0.6
Electricity, gas and water supply	6 581 180	6 621 374	6 661 567	0.3	6 875 333	6 916 262	6 957 191	0.3
Construction	18 526 555	19 283 318	20 040 081	2.0	21 226 896	22 268 066	23 309 237	2.4
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	62 964 860	64 586 428	66 207 996	1.3	69 318 071	71 077 849	72 837 627	1.3
Transport, storage and communication	27 689 306	28 178 991	28 668 675	0.9	30 664 423	31 268 128	31 871 833	1.0
Financial intermediation, insurance, real estate and business services	109 255 197	112 975 770	116 696 343	1.7	118 224 315	122 332 580	126 440 846	1.7
Community, social and personal services	151 464 439	153 506 413	155 548 387	0.7	155 176 032	157 518 548	159 861 065	0.8
Total	460 015 483	464 669 464	469 323 445	0.5	494 034 020	499 268 522	504 503 024	0.5

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

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

Industry	August 2014				November 2014			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	18 201	18 201	18 201	0.0	18 990	18 990	18 990	0.0
Manufacturing	14 525	14 733	14 941	0.7	14 972	15 184	15 396	0.7
Electricity, gas and water supply	31 714	32 048	32 382	0.5	33 964	34 314	34 664	0.5
Construction	12 068	12 656	13 244	2.4	12 168	12 778	13 388	2.4
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	10 881	11 180	11 479	1.4	10 950	11 264	11 578	1.4
Transport, storage and communication	20 129	20 609	21 089	1.2	20 311	20 799	21 287	1.2
Financial intermediation, insurance, real estate and business services	16 974	17 562	18 150	1.7	16 929	17 523	18 117	1.7
Community, social and personal services	18 933	19 218	19 503	0.8	18 807	19 089	19 371	0.8
Total	16 199	16 371	16 543	0.5	16 295	16 470	16 645	0.5

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

Industry	August 2014				November 2014			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	-	-	-	-0	-	-	-	-
Manufacturing	13 602	13 799	13 996	0.7	13 903	14 105	14 307	0.7
Electricity, gas and water supply	29 588	29 906	30 224	0.5	31 865	32 198	32 531	0.5
Construction	11 522	12 095	12 668	2.4	11 615	12 209	12 803	2.5
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	10 592	10 887	11 182	1.4	10 646	10 956	11 266	1.4
Transport, storage and communication	18 859	19 320	19 781	1.2	18 640	19 100	19 560	1.2
Financial intermediation, insurance, real estate and business services	16 636	17 220	17 804	1.7	16 576	17 166	17 756	1.8
Community, social and personal services	18 638	18 908	19 178	0.7	18 493	18 760	19 027	0.7

**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
- *South African Statistics.*

Pre-release policy 12. Stats SA’s pre-release policy may be inspected at its website, www.statssa.gov.za

Response rate The response rate for the quarter ended June 2014 was 89,6%.

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

Annual percentage change	An annual percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given period compared with the employment, the gross earnings or the average monthly earnings of the corresponding period of the previous year expressed as a percentage.
Average monthly earnings at constant 2000 prices	Average monthly earnings at constant 2000 prices measure average monthly earnings after the direct effects of inflation have been eliminated. The deflator used to deflate the current average earnings is the consumer price index (2012=100).
Average monthly earnings at current prices	Average monthly earnings at current prices are calculated by dividing the total gross earnings, excluding severance, termination and redundancy payments, for the reference month by the number of employees as at the end of the reference month.
Casual employees	Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employee'. Such employees are typically working daily or hourly. Employers can dispense with their services at a very short notice, usually not exceeding a period of one week. Casual employees are not entitled to benefits such as paid leave and medical aid contributions paid by employers. Casual employees can be part-time or full time.
Enterprises	Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their production activities.
Formal sector	The formal sector includes all businesses that are registered in any way.
Full-time employees	Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 hours or more per week. This excludes the self-employed and working proprietors. (Refer to notes on number of employees below.)
Gross earnings	Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc., but excludes earnings of sole proprietors or partners of unincorporated businesses; commission where a retainer, wage or salary was not paid; payments to subcontractors and consultants who are not part of the enterprise; 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).

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

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

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