

STATISTICAL RELEASE

P0277

Quarterly employment statistics

December 2016

The results published today are based on a new sample. This is an annual procedure which typically affects the level of employment and gross earnings. To avoid breaks in time series and to minimise revisions to historical growth rates, historical employment and gross earnings levels were revised (i.e. they were linked to the estimates based on the new sample).

Embargoed until:
07 April 2017
10:30

ENQUIRIES:
User information Services
Tel:(012) 310 8600/4892/8390

FORTHCOMING ISSUE:
March 2017

EXPECTED RELEASE DATE
27 June 2017

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Introduction

The *Quarterly employment statistics* (QES) is an enterprise-based sample survey conducted by Statistics South Africa (Stats SA). The samples are drawn from private non-agricultural businesses such as factories, firms, offices, and stores, as well as from national, provincial and local government entities. The definition of industries is based on the *System of National Accounts* (SNA) and is in line with that in the *Standard Industrial Classification of all Economic Activities* (SIC), Fifth Edition, and Report No. 09-09-02 of January 1993.

This survey covers employment statistics of the following industries:

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

New series (sample) on employment and earnings

The current QES survey results are based on a sample drawn from the 2016 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 dormant enterprises.

To measure the impact of changing the sample, parallel collection in both the 2015 and 2016 samples have been going on for two quarters. Results from the parallel collection show that, the 2016 sample generates higher employment compared to the 2015 sample, reflecting the growth in the business register. However new businesses start gradually over a period of time but not as a once off event. This has to be reflected in the employment trends. However, there is a lag between growth or declines in the business register and the drawing of new samples. Therefore to reflect the dynamics of birth and deaths of businesses, employment figures reported from June 2015 to September 2016 have been revised using adjustment factors generated from the parallel collection to avoid a break in series.

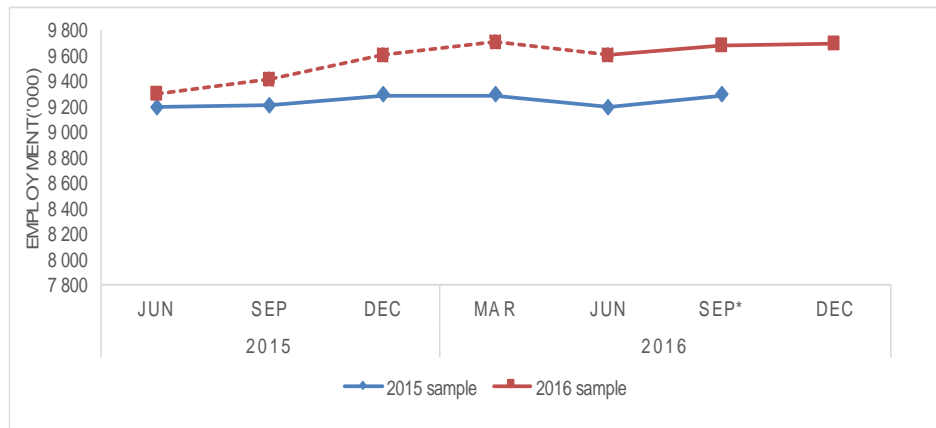
Table A: Frame comparison

Industry	2015 Frame	2016 Frame	Difference	% difference
Mining	11	11	0	0,0
Manufacturing	28 582	29 823	1 241	4,3
Electricity	384	526	142	37
Construction	19 495	20 523	1 028	5,3
Trade	65 135	65 885	750	1,2
Transport	9 453	9 938	485	5,1
Finance	74 258	77 173	2 915	3,9
Community	19 318	19 912	594	3,1
Total	216 636	223 791	7 155	3,3

The table above shows the number of businesses which were eligible for inclusion in the QES sample in 2015 and 2016. The table shows that in 2016 there were 7 155 more businesses compared to 2015. New samples are introduced in June every year, however it is good practice to conduct parallel collection of data in both the new and the old sample in order to determine the impact of introducing the new sample.

Key findings: Employment and earnings for the quarter ending December 2016

Figure A: Employment in the non-agricultural formal sector, June 2015 – December 2016.



*Revised estimates

Figure A above shows the revised employment trend. The figure shows that employment grew in December and this the second consecutive quarterly growth after the increase observed in September 2016

Table B: Employment by industry

Industry	Dec 2015	Sep 2016	Dec 2016	Q/Q Change	Q/Q Change %	Y/Y Change	Y/Y Change %
Mining	459	458	455	-3	-0.7	-4	-0.9
Manufacturing	1 185	1 178	1 191	13	1.1	6	0.5
Electricity	61	61	61	0	0.0	0	0.0
Construction	585	610	599	-11	-1.8	14	2.4
Trade	2 062	2 051	2 119	68	3.3	57	2.8
Transport	472	458	457	-1	-0.2	-15	-3.2
Business services	2 181	2 164	2 197	33	1.5	16	0.7
Community services	2 595	2 692	2 611	-81	-3.0	16	0.6
Total	9 600	9 672	9 690	18	0.2	90	0.9

Table B shows that employment increased by 18 000 quarter-on-quarter, from 9 672 000 in September 2016 to 9 690 000 in December 2016. This was largely due to increases in the following industries: trade (68 000 or 3,3%), business services (33 000 or 1,5%) and manufacturing (13 000 or 1,1%).

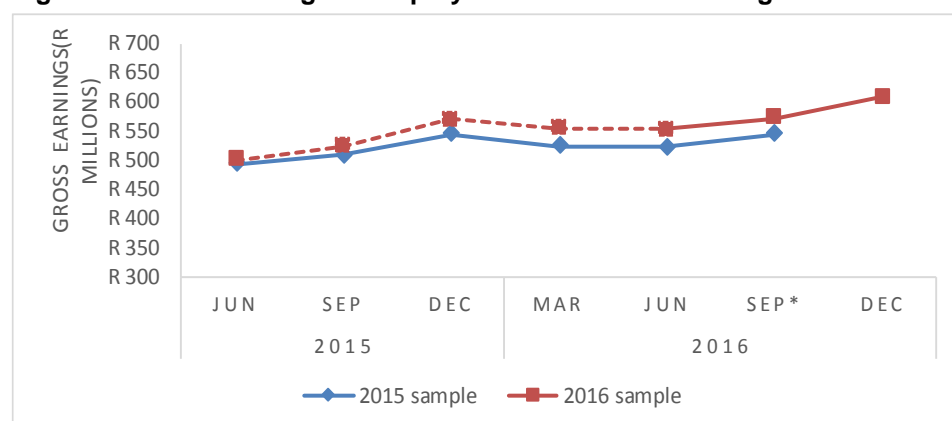
The electricity industry remained unchanged.

However there were decreases in the following industries: community services (-81 000 or -3,0%), construction (-11 000 or -1,8%), mining and quarrying (-3 000 or -0,7%) and transport (-1 000 or -0,2%).

Employment increased by 90 000 or 0,9% year-on-year between December 2015 and December 2016. These increases were reported by: trade (57 000 or 2,8%), business services (16 000 or 0,7%), community services (16 000 or 0,6%), construction (14 000 or 2,4%) and manufacturing (6 000 or 0,5%).

The electricity industry remained unchanged.

The following industries reported annual decreases: transport (-15 000 or -3,2%) and mining and quarrying (-4 000 or -0,9%).

Figure B: Gross earnings of employees in the formal non-agricultural sector, June 2015 – December 2016

*Revised estimates

Table C: Gross earnings by industry

Industry	Dec 2015	Sep 2016	Dec 2016	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
					%		%
Mining	29 168	30 180	30 847	667	2.2	1 679	5.8
Manufacturing	64 053	60 574	68 492	7 918	13.1	4 439	6.9
Electricity	7 642	8 493	8 332	-161	-1.9	690	9.0
Construction	29 016	27 716	31 172	3 456	12.5	2 156	7.4
Trade	85 227	82 373	91 077	8 704	10.6	5 850	6.9
Transport	34 985	32 118	35 284	3 166	9.9	299	0.9
Business services	145 331	146 383	152 403	6 020	4.1	7 072	4.9
Community services	174 045	183 849	189 639	5 790	3.1	15 594	9.0
Total	569 466	571 685	607 245	35 560	6.2	37 779	6.6

Table C shows that gross earnings paid to employees increased by R35 560 million (6,2%) from R571 686 million in September 2016 to R607 246 million in December 2016. The increase was mainly due to increases in trade; business services; community services; manufacturing; transport; mining and quarrying; and construction industries.

There was a decrease reported by the electricity industry.

Year-on-year, gross earnings increased by R37 779 million (6,6%).

Average monthly earnings

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

Average monthly earnings (including bonuses and overtime payments)	August 2016	November 2016	Q/Q Change
	Rands		%
	18 035	18 502	2,6

Table D shows a quarter-on-quarter increase of 2, 6% in average monthly earnings paid to employees in the formal non-agricultural sector from R18 035 in August 2016 to R18 502 in November 2016.

Key differences between the Quarterly labour force survey (QLFS) and the Quarterly employment survey (QES)

There are two official sources of employment statistics, the QES which is establishment based and the QLFS which is household based. Each survey has its strengths and limitations. For example, the QES cannot provide information on the following;

- Description of the employed e.g. their demographic profile, education level, hours of work etc.; and
- Unemployment and descriptors of the unemployed.

The *Quarterly labour force survey* (QLFS) is a survey of households which collects information from approximately 30 000 dwelling units, and collects data on the labour market activities of individuals; whereas *Quarterly employment statistics* (QES) is an enterprise based survey that collects information from non-agricultural businesses and organisations from approximately 20 000 units. The numerous conceptual and methodological differences between the household and enterprise based surveys result in important distinctions in the employment estimates derived from the surveys. Among these are:

- The household survey includes agricultural workers, self-employed workers whose businesses are unincorporated, unpaid family workers, and private household workers among the employed. These groups are excluded from the enterprise based survey.
- The household survey is limited to workers 15 years of age and older. The enterprise based survey is not limited by age.
- The household survey has no duplication of individuals, because individuals are counted only once, even if they hold more than one job. In the enterprise based survey, employees working at more than one job and thus appearing on more than one payroll are counted separately for each appearance.
- QLFS includes income tax, VAT and number of employees in determining the formal sector while QES use only VAT with annual turnover greater than 300 000.
- QLFS allows proxy respondents, this can introduce misclassification of items e.g formal/informal classification.

	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.

Statistics based on sample surveys are subject to both *sampling* and *non-sampling error*. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the true population values they represent. The component of this difference that occurs because samples differ by chance is known as *sampling error*, and its variability is measured by the standard error of the estimate. The household and enterprise based surveys are also affected by *non-sampling error*, which can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information on a timely basis, mistakes made by respondents, and errors made in the collection or processing of the data.

PJ Lehohla
Statistician-General

Detailed employment changes by industry

The *mining and quarrying industry* reported an annual decrease of 4 000 employees (-0,9%) in December 2016 compared with December 2015. There was a quarterly decrease of 3 000 employees (-0,7%) in December 2016 compared with September 2016. This was mainly due to decreases in employment in gold and coal mining.

See explanatory note on page 24.

The *manufacturing industry* reported an annual increase of 6 000 employees (0,5%) in December 2016 compared with December 2015. There was a quarterly increase of 13 000 employees (1,1%) in December 2016 compared with September 2016. This was mainly due to increases in employment in the food, beverages and tobacco; furniture, manufacturing n.e.c.; recycling and, coke, refined petroleum products and nuclear fuel; chemicals and chemical products; rubber and plastic.

The *electricity, gas and water supply industry* reported no annual change in December 2016 compared with December 2015. There was no quarterly change in employment in December 2016 compared with September 2016.

The *construction industry* reported an annual increase of 14 000 employees (2,4%) in December 2016 compared with December 2015. There was a quarterly decrease of 11 000 employees (-1,8%) in December 2016 compared with September 2016. This was mainly due to decreases in employment in the building of complete constructions or parts thereof, civil engineering and building completion.

The *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reported an annual increase of 57 000 employees (2,8%) in December 2016 compared with December 2015. There was a quarterly increase of 68 000 employees (3,3%) in December 2016 compared with September 2016. This was mainly due to increases in employment in retail trade; and hotels and restaurants.

The *transport, storage and communication industry* reported an annual decrease of 15 000 employees (-3,2%) in December 2016 compared with December 2015. There was a quarterly decrease of 1 000 employees (-0,2%) in December 2016 compared with September 2016. This was mainly due to decreases in employment in land transport and transport via pipelines; and post and telecommunications.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 16 000 employees (0,7%) in December 2016 compared with December 2015. There was a quarterly increase of 33 000 employees (1,5%) in December 2016 compared with September 2016. This was mainly due to increases in business activities n.e.c.

The *community, social and personal services industry* reported an annual increase of 16 000 employees (0,6%) in December 2016 compared with December 2015. There was a quarterly decrease of 81 000 employees (-3,0%) in December 2016 compared with September 2016. This was mainly due to decreases in employment in extra budgetary institutions; and universities and technikons.

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 679 million (5,8%) in December 2016 compared with December 2015. There was a quarterly increase of R667 million (2,2%) in December 2016 compared with September 2016. This was mainly due to increase in gross earnings of coal and platinum mining.

See explanatory note on page 24.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R4 439 million (6,9%) in December 2015 compared with December 2015. There was a quarterly increase of R7 918 million (13,1%) in December 2016 compared with September 2016. This was mainly due to increase in gross earnings of basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; food, beverages and tobacco; and transport equipment.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R690 million (9,0%) in December 2015 compared with December 2015. There was a quarterly decrease of R161 million (-1,9%) in December 2016 compared with September 2016. This was mainly due to a decrease in gross earnings of electricity, gas, steam and water supply.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R2 156 million (7,4%) in December 2015 compared with December 2015. There was a quarterly increase of R3 456 million (12,5%) in December 2016 compared with September 2016. This was mainly due to increase in gross earnings of building of complete constructions or parts thereof and, building installation.

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 R5 850 million (6,9%) in December 2015 compared with December 2015. There was a quarterly increase of R8 704 million (10,6%) in December 2016 compared with September 2016. This was mainly due to the increases in gross earnings of wholesale trade and retail trade.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R299 million (0,9%) in December 2015 compared with December 2015. There was a quarterly increase of R3 166 million (9,9%) in December 2016 compared with September 2016. This was mainly due to increase in gross earnings of land transport and transport via pipelines and, supporting and auxiliary transport activities

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R7 072 million (4,9%) in December 2015 compared with December 2015. There was a quarterly increase of R6 020 million (4,1%) in December 2016 compared with September 2016. This was mainly due to the increase in gross earnings of business activities n.e.c; legal, accounting, bookkeeping and auditing activities.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R15 594 million (9,0%) in December 2015 compared with December 2015. There was a quarterly increase of R5 790 million (3,1%) in December 2016 compared with September 2016. This was mainly due to the increases in gross earnings of health and social work; provincial departments and local government.

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
		Quarterly		Annual	
2015 Jun	9 293 000	-	-	-	-
Sep	9 410 000	117 000	1.3	-	-
Dec	9 600 000	190 000	2.0	-	-
2016 Mar	9 702 000	102 000	1.1	-	-
Jun	9 604 000	-98 000	-1.0	311 000	3.3
Sep	9 672 000	68 000	0.7	262 000	2.8
Dec	9 690 000	18 000	0.2	90 000	0.9

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
		Quarterly		Annual	
2015 Jun	499 935 000	-	-	-	-
Sep	523 371 000	23 436 000	4.7	-	-
Dec	569 467 000	46 096 000	8.8	-	-
2016 Mar	554 554 000	-14 913 000	-2.6	-	-
Jun	552 350 000	-2 204 000	-0.4	52 415 000	10.5
Sep	571 686 000	19 336 000	3.5	48 315 000	9.2
Dec	607 246 000	35 560 000	6.2	37 779 000	6.6

Table 2 - Mining and quarrying industry

2.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	489 000	-	-	-	-
Sep	476 000	-13 000	-2.7	-	-
Dec	459 000	-17 000	-3.6	-	-
2016 Mar	458 000	-1 000	-0.2	-	-
Jun	458 000	0	0.0	-31 000	-6.3
Sep	458 000	0	0.0	-18 000	-3.8
Dec	455 000	-3 000	-0.7	-4 000	-0.9

2.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	27 465 000	-	-	-	-
Sep	28 908 000	1 443 000	5.3	-	-
Dec	29 168 000	260 000	0.9	-	-
2016 Mar	28 248 000	-920 000	-3.2	-	-
Jun	29 084 000	836 000	3.0	1 619 000	5.9
Sep	30 180 000	1 096 000	3.8	1 272 000	4.4
Dec	30 847 000	667 000	2.2	1 679 000	5.8

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
		Quarterly		Annual	
2015 Jun	1 164 000	-	-	-	-
Sep	1 177 000	13 000	1.1	-	-
Dec	1 185 000	8 000	0.7	-	-
2016 Mar	1 191 000	6 000	0.5	-	-
Jun	1 179 000	-12 000	-1.0	15 000	1.3
Sep	1 178 000	-1 000	-0.1	1 000	0.1
Dec	1 191 000	13 000	1.1	6 000	0.5

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
		Quarterly		Annual	
2015 Jun	55 164 000	-	-	-	-
Sep	57 475 000	2 311 000	4.2	-	-
Dec	64 053 000	6 578 000	11.4	-	-
2016 Mar	58 176 000	-5 877 000	-9.2	-	-
Jun	58 906 000	730 000	1.3	3 742 000	6.8
Sep	60 574 000	1 668 000	2.8	3 099 000	5.4
Dec	68 492 000	7 918 000	13.1	4 439 000	6.9

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
		Quarterly		Annual	
2015 Jun	60 000	-	-	-	-
Sep	60 000	0	0.0	-	-
Dec	61 000	1 000	1.7	-	-
2016 Mar	62 000	1 000	1.6	-	-
Jun	62 000	0	0.0	2 000	3.3
Sep	61 000	-1 000	-1.6	1 000	1.7
Dec	61 000	0	0.0	0	0.0

4.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	6 055 000	-	-	-	-
Sep	6 280 000	225 000	3.7	-	-
Dec	7 642 000	1 362 000	21.7	-	-
2016 Mar	6 584 000	-1 058 000	-13.8	-	-
Jun	6 653 000	69 000	1.0	598 000	9.9
Sep	8 493 000	1 840 000	27.7	2 213 000	35.2
Dec	8 332 000	-161 000	-1.9	690 000	9.0

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
		Quarterly		Annual	
2015 Jun	556 000	-	-	-	-
Sep	576 000	20 000	3.6	-	-
Dec	585 000	9 000	1.6	-	-
2016 Mar	614 000	29 000	5.0	-	-
Jun	609 000	-5 000	-0.8	53 000	9.5
Sep	610 000	1 000	0.2	34 000	5.9
Dec	599 000	-11 000	-1.8	14 000	2.4

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
		Quarterly		Annual	
2015 Jun	23 169 000	-	-	-	-
Sep	24 667 000	1 498 000	6.5	-	-
Dec	29 016 000	4 349 000	17.6	-	-
2016 Mar	25 567 000	-3 449 000	-11.9	-	-
Jun	26 746 000	1 179 000	4.6	3 577 000	15.4
Sep	27 716 000	970 000	3.6	3 049 000	12.4
Dec	31 172 000	3 456 000	12.5	2 156 000	7.4

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
		Quarterly		Annual	
2015 Jun	1 926 000	-	-	-	-
Sep	1 967 000	41 000	2.1	-	-
Dec	2 062 000	95 000	4.8	-	-
2016 Mar	2 057 000	-5 000	-0.2	-	-
Jun	2 049 000	-8 000	-0.4	123 000	6.4
Sep	2 051 000	2 000	0.1	84 000	4.3
Dec	2 119 000	68 000	3.3	57 000	2.8

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
		Quarterly		Annual	
2015 Jun	70 812 000	-	-	-	-
Sep	73 232 000	2 420 000	3.4	-	-
Dec	85 227 000	11 995 000	16.4	-	-
2016 Mar	79 669 000	-5 558 000	-6.5	-	-
Jun	80 008 000	339 000	0.4	9 196 000	13.0
Sep	82 373 000	2 365 000	3.0	9 141 000	12.5
Dec	91 077 000	8 704 000	10.6	5 850 000	6.9

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
		Quarterly		Annual	
2015 Jun	464 000	-	-	-	-
Sep	467 000	3 000	0.6	-	-
Dec	472 000	5 000	1.1	-	-
2016 Mar	474 000	2 000	0.4	-	-
Jun	459 000	-15 000	-3.2	-5 000	-1.1
Sep	458 000	-1 000	-0.2	-9 000	-1.9
Dec	457 000	-1 000	-0.2	-15 000	-3.2

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
		Quarterly		Annual	
2015 Jun	31 522 000	-	-	-	-
Sep	31 992 000	470 000	1.5	-	-
Dec	34 985 000	2 993 000	9.4	-	-
2016 Mar	31 558 000	-3 427 000	-9.8	-	-
Jun	32 766 000	1 208 000	3.8	1 244 000	3.9
Sep	32 118 000	-648 000	-2.0	126 000	0.4
Dec	35 284 000	3 166 000	9.9	299 000	0.9

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
		Quarterly		Annual	
2015 Jun	2 089 000	-	-	-	-
Sep	2 121 000	32 000	1.5	-	-
Dec	2 181 000	60 000	2.8	-	-
2016 Mar	2 187 000	6 000	0.3	-	-
Jun	2 177 000	-10 000	-0.5	88 000	4.2
Sep	2 164 000	-13 000	-0.6	43 000	2.0
Dec	2 197 000	33 000	1.5	16 000	0.7

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
		Quarterly		Annual	
2015 Jun	125 688 000	-	-	-	-
Sep	133 761 000	8 073 000	6.4	-	-
Dec	145 331 000	11 570 000	8.6	-	-
2016 Mar	152 305 000	6 974 000	4.8	-	-
Jun	137 858 000	-14 447 000	-9.5	12 170 000	9.7
Sep	146 383 000	8 525 000	6.2	12 622 000	9.4
Dec	152 403 000	6 020 000	4.1	7 072 000	4.9

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
		Quarterly		Annual	
2015 Jun	2 545 000	-	-	-	-
Sep	2 566 000	21 000	0.8	-	-
Dec	2 595 000	29 000	1.1	-	-
2016 Mar	2 659 000	64 000	2.5	-	-
Jun	2 611 000	-48 000	-1.8	66 000	2.6
Sep	2 692 000	81 000	3.1	126 000	4.9
Dec	2 611 000	-81 000	-3.0	16 000	0.6

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
		Quarterly		Annual	
2015 Jun	160 060 000	-	-	-	-
Sep	167 056 000	6 996 000	4.4	-	-
Dec	174 045 000	6 989 000	4.2	-	-
2016 Mar	172 447 000	-1 598 000	-0.9	-	-
Jun	180 329 000	7 882 000	4.6	20 269 000	12.7
Sep	183 849 000	3 520 000	2.0	16 793 000	10.1
Dec	189 639 000	5 790 000	3.1	15 594 000	9.0

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
2015 May	16 755	-	-
Aug	17 277	3.1	-
Nov	17 322	0.3	-
2016 Feb	17 262	-0.3	-
May	17 938	3.9	7.1
Aug	18 035	0.5	4.4
Nov	18 502	2.6	6.8

1.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	18 601	-	-
Aug	20 089	8.0	-
Nov	21 009	4.6	-
2016 Feb	20 212	-3.8	-
May	22 047	9.1	18.5
Aug	22 241	0.9	10.7
Nov	22 899	3.0	9.0

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

1.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	15 272	-	-	13 432	-	-
Aug	15 341	0.4	-	13 062	-2.8	-
Nov	15 600	1.7	-	12 425	-4.9	-
2016 Feb	15 353	-1.6	-	11 748	-5.4	-
May	15 850	3.2	3.8	12 053	2.6	-10.3
Aug	16 313	2.9	6.3	12 053	0.0	-7.7
Nov	16 830	3.2	7.9	12 053	0.0	-3.0

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
2015 May	33 315	-	-	30 587	-	-
Aug	33 976	2.0	-	31 707	3.7	-
Nov	36 533	7.5	-	33 838	6.7	-
2016 Feb	35 117	-3.9	-	32 463	-4.1	-
May	35 325	0.6	6.0	32 609	0.4	6.6
Aug	37 026	4.8	9.0	34 269	5.1	8.1
Nov	38 239	3.3	4.7	34 910	1.9	3.2

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
2015 May	13 213	-	-	12 622	-	-
Aug	13 249	0.3	-	12 618	0.0	-
Nov	13 343	0.7	-	12 620	0.0	-
2016 Feb	12 701	-4.8	-	12 094	-4.2	-
May	13 018	2.5	-1.5	12 386	2.4	-1.9
Aug	13 560	4.2	2.3	12 894	4.1	2.2
Nov	13 967	3.0	4.7	13 226	2.6	4.8

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
2015 May	11 612	-	-	11 283	-	-
Aug	11 757	1.2	-	11 474	1.7	-
Nov	11 696	-0.5	-	11 413	-0.5	-
2016 Feb	11 822	1.1	-	11 527	1.0	-
May	12 222	3.4	5.3	11 872	3.0	5.2
Aug	12 455	1.9	5.9	12 132	2.2	5.7
Nov	12 433	-0.2	6.3	12 103	-0.2	6.0

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
2015 May	20 985	-	-	19 841	-	-
Aug	21 306	1.5	-	20 094	1.3	-
Nov	21 211	-0.4	-	19 975	-0.6	-
2016 Feb	20 932	-1.3	-	19 742	-1.2	-
May	21 760	4.0	3.7	20 577	4.2	3.7
Aug	22 275	2.4	4.6	21 053	2.3	4.8
Nov	22 524	1.1	6.2	21 113	0.3	5.7

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
2015 May	18 235	-	-	17 811	-	-
Aug	18 449	1.2	-	18 105	1.6	-
Nov	18 509	0.3	-	18 106	0.0	-
2016 Feb	18 825	1.7	-	18 422	1.7	-
May	19 033	1.1	4.4	18 653	1.3	4.7
Aug	19 442	2.1	5.4	19 063	2.2	5.3
Nov	19 426	-0.1	5.0	19 051	-0.1	5.2

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
2015 May	19 422	-	-	19 031	-	-
Aug	20 806	7.1	-	20 467	7.5	-
Nov	20 787	-0.1	-	20 407	-0.3	-
2016 Feb	20 772	-0.1	-	20 381	-0.1	-
May	22 010	6.0	13.3	21 589	5.9	13.4
Aug	21 085	-4.2	1.3	20 646	-4.4	0.9
Nov	22 199	5.3	6.8	21 775	5.5	6.7

Table 2 – Average monthly earnings at constant prices (Dec 2016=100), 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
2015 May	18 271	-	-
Aug	18 558	1.6	-
Nov	18 546	-0.1	-
2016 Feb	18 038	-2.7	-
May	18 417	2.1	0.8
Aug	18 291	-0.7	-1.4
Nov	18 576	1.6	0.2

2.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	20 285	-	-
Aug	21 578	6.4	-
Nov	22 494	4.2	-
2016 Feb	21 120	-6.1	-
May	22 636	7.2	11.6
Aug	22 557	-0.3	4.5
Nov	22 991	1.9	2.2

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

2.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	16 654	-	-	14 648	-	-
Aug	16 478	-1.1	-	14 030	-4.2	-
Nov	16 702	1.4	-	13 303	-5.2	-
2016 Feb	16 043	-3.9	-	12 276	-7.7	-
May	16 273	1.4	-2.3	12 375	0.8	-15.5
Aug	16 545	1.7	0.4	12 224	-1.2	-12.9
Nov	16 898	2.1	1.2	12 101	-1.0	-9.0

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
2015 May	36 331	-	-	33 355	-	-
Aug	36 494	0.4	-	34 057	2.1	-
Nov	39 115	7.2	-	36 229	6.4	-
2016 Feb	36 695	-6.2	-	33 922	-6.4	-
May	36 268	-1.2	-0.2	33 479	-1.3	0.4
Aug	37 552	3.5	2.9	34 756	3.8	2.1
Nov	38 393	2.2	-1.8	35 050	0.8	-3.3

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
2015 May	14 409	-	-	13 764	-	-
Aug	14 231	-1.2	-	13 553	-1.5	-
Nov	14 286	0.4	-	13 511	-0.3	-
2016 Feb	13 272	-7.1	-	12 637	-6.5	-
May	13 366	0.7	-7.2	12 717	0.6	-7.6
Aug	13 753	2.9	-3.4	13 077	2.8	-3.5
Nov	14 023	2.0	-1.8	13 279	1.5	-1.7

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
2015 May	12 663	-	-	12 304	-	-
Aug	12 628	-0.3	-	12 325	0.2	-
Nov	12 523	-0.8	-	12 220	-0.9	-
2016 Feb	12 353	-1.4	-	12 045	-1.4	-
May	12 548	1.6	-0.9	12 189	1.2	-0.9
Aug	12 632	0.7	0.0	12 304	0.9	-0.2
Nov	12 483	-1.2	-0.3	12 152	-1.2	-0.6

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
2015 May	22 884	-	-	21 636	-	-
Aug	22 885	0.0	-	21 583	-0.2	-
Nov	22 709	-0.8	-	21 387	-0.9	-
2016 Feb	21 872	-3.7	-	20 629	-3.5	-
May	22 341	2.1	-2.4	21 126	2.4	-2.4
Aug	22 591	1.1	-1.3	21 352	1.1	-1.1
Nov	22 614	0.1	-0.4	21 198	-0.7	-0.9

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
2015 May	19 885	-	-	19 423	-	-
Aug	19 816	-0.3	-	19 447	0.1	-
Nov	19 817	0.0	-	19 386	-0.3	-
2016 Feb	19 670	-0.7	-	19 249	-0.7	-
May	19 541	-0.7	-1.7	19 151	-0.5	-1.4
Aug	19 718	0.9	-0.5	19 334	1.0	-0.6
Nov	19 504	-1.1	-1.6	19 128	-1.1	-1.3

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
2015 May	21 180	-	-	20 753	-	-
Aug	22 348	5.5	-	21 984	5.9	-
Nov	22 256	-0.4	-	21 849	-0.6	-
2016 Feb	21 706	-2.5	-	21 297	-2.5	-
May	22 598	4.1	6.7	22 165	4.1	6.8
Aug	21 384	-5.4	-4.3	20 939	-5.5	-4.8
Nov	22 288	4.2	0.1	21 862	4.4	0.1

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)

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

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

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

Industry	Quarter ended September 2016				Quarter ended December 2016			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	458 011	458 011	458 011	0,0	455 109	455 109	455 109
Manufacturing	0,4	1 168 748	1 178 027	1 187 307	0,5	1 179 988	1 190 561	1 201 134
Electricity, gas and water supply	0,6	60 634	61 349	62 063	0,6	60 412	61 121	61 829
Construction	1,1	596 594	609 980	623 365	1,3	583 654	599 208	614 762
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,6	2 027 051	2 051 103	2 075 155	0,7	2 089 879	2 118 824	2 147 769
Transport, storage and communication	0,8	450 818	458 016	465 213	0,8	449 714	457 196	464 679
Financial intermediation, insurance, real estate and business services	0,8	2 127 747	2 163 651	2 199 555	0,9	2 158 501	2 197 343	2 236 184
Community, social and personal services	0,3	2 676 724	2 691 724	2 706 724	0,3	2 594 703	2 610 580	2 626 456
Total	0,3	9 622 898	9 671 860	9 720 821	0,3	9 635 126	9 689 941	9 744 756

**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 2016				Quarter ended December 2016			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	30 179 666	30 179 666	30 179 666	0,0	30 847 087	30 847 087	30 847 087
Manufacturing	0,5	59 929 381	60 574 160	61 218 938	0,6	67 669 134	68 492 022	69 314 909
Electricity, gas and water supply	0,5	8 415 680	8 493 268	8 570 855	0,6	8 237 105	8 332 186	8 427 268
Construction	2,3	26 460 506	27 715 821	28 971 137	2,5	29 631 215	31 171 600	32 711 985
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,3	80 326 325	82 372 883	84 419 440	1,2	89 001 229	91 076 809	93 152 388
Transport, storage and communication	1,2	31 388 971	32 117 661	32 846 350	1,3	34 416 817	35 283 861	36 150 905
Financial intermediation, insurance, real estate and business services	1,9	140 945 857	146 382 789	151 819 722	1,9	146 820 950	152 403 323	157 985 696
Community, social and personal services	0,9	180 624 670	183 849 098	187 073 525	0,9	186 182 858	189 638 604	193 094 350
Total	0,6	564 841 020	571 685 346	578 529 671	0,6	600 068 812	607 245 492	614 422 172

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

Industry	August 2016				November 2016			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	22 241	22 241	22 241	0,0	22 899	22 899	22 899
Manufacturing	0,9	16 024	16 313	16 602	0,8	16 560	16 830	17 100
Electricity, gas and water supply	1,1	36 256	37 026	37 796	0,9	37 573	38 239	38 905
Construction	2,6	12 867	13 560	14 253	2,6	13 262	13 967	14 672
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,9	11 993	12 455	12 917	1,5	12 067	12 433	12 799
Transport, storage and communication	1,9	21 464	22 275	23 086	1,6	21 807	22 524	23 241
Financial intermediation, insurance, real estate and business services	2,5	18 493	19 442	20 391	2,2	18 589	19 426	20 263
Community, social and personal services	1,0	20 656	21 085	21 514	0,8	21 854	22 199	22 544
Total	0,8	17 757	18 035	18 313	0,7	18 263	18 502	18 741

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

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

Industry	August 2016				November 2016			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying	0,0	22 241	22 241	22 241	0,0	22 899	22 899	22 899
Manufacturing	0,9	14 997	15 275	15 553	0,8	15 393	15 650	15 907
Electricity, gas and water supply	1,0	33 566	34 269	34 972	0,9	34 290	34 910	35 530
Construction	2,7	12 221	12 894	13 567	2,6	12 545	13 226	13 907
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,9	11 679	12 132	12 585	1,5	11 747	12 103	12 459
Transport, storage and communication	1,9	20 265	21 053	21 841	1,7	20 422	21 113	21 804
Financial intermediation, insurance, real estate and business services	2,5	18 121	19 063	20 005	2,2	18 221	19 051	19 881
Community, social and personal services	1,0	20 229	20 646	21 063	0,8	21 441	21 775	22 109
Total	0,8	17 244	17 518	17 792	0,7	17 718	17 953	18 188

**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 20 000 (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 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 estimates or statistics.
- 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 up 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:

- *Stats in Brief*
- *Quarterly Labour Force Survey*

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

Response rate 13. The response rate for the quarter ended September 2016 was 87.7%.

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
QLFS	Quarterly 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
n.e.c	Not elsewhere classified
-	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 December 2016 prices	Average monthly earnings at constant December 2016 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 (December 2016=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</i> (SNA) and is in line with that in the <i>Standard Industrial Classification of all Economic Activities</i> (SIC), 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 change	A quarterly percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given quarter/month compared with the employment, the gross earnings or the average monthly earnings of the previous quarter/month expressed as a percentage.
Reference quarter/month/period	<p>Reference quarter/period in part 1 of this publication refers to the three months up to the end of March, June, September or December.</p> <p>Reference month/period in part 2 of this publication refers to the months of October, November and December.</p>

**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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Produced by Statistics South Africa