

STATISTICAL RELEASE

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Quarterly employment statistics

December 2017

The Quarterly Employment Statistics (QES) survey has pledged to provide updated and quality statistics on employment in the non-agricultural business sector of the South African economy. Since 2015, Statistics South Africa has drawn QES samples on an annual basis with the latest QES 2017 sample drawn in April 2017.

The results published today are based on 2017 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).

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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 *Standard Industrial Classification of all Economic Activities* (SIC), Fifth Edition, 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 2017 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 2016 and 2017 samples have been going on for two quarters. Results from the parallel collection show that, the 2017 sample generates higher employment compared to the 2016 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 2016 to September 2017 have been revised using adjustment factors generated from the parallel collection to avoid a break in series.

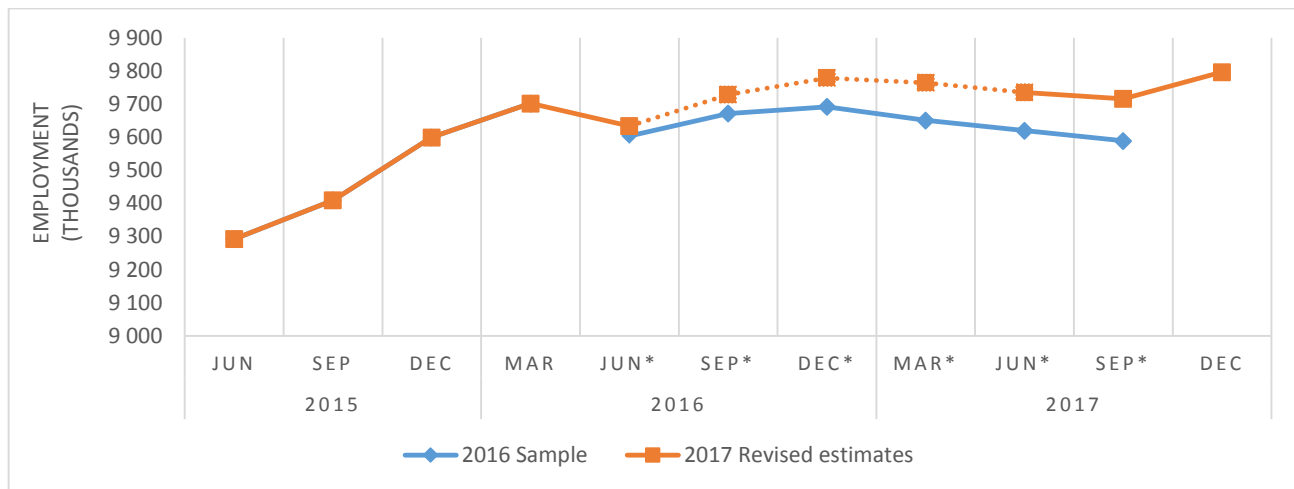
Table A: Frame comparison

Industry	SIC1	2016 Frame	2017 Frame	Difference	% difference
		Frequency	Frequency		
Mining	2	11	11	0	0,0
Manufacturing	3	29 823	30 835	1 012	3,4
Electricity	4	526	630	104	19,8
Construction	5	20 523	21 220	697	3,4
Trade	6	65 885	65 999	114	0,2
Transport	7	9 938	10 035	97	1,0
Business	8	77 173	79 400	2 227	2,9
Community	9	19 912	20 628	716	3,6
Total		223 791	228 758	4 967	2,2

The table above shows the number of businesses which were eligible for inclusion in the QES sample in 2016 and 2017. The table shows that in 2017 there were 4 967 more businesses compared to 2016. 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 to determine the impact of introducing the new sample.

Key findings: Employment and earnings for the quarter ending December 2017

Figure A: Employment in the non-agricultural formal sector, June 2015 – December 2017.



*Revised estimates

Figure A above shows the revised employment trend. The figure shows that employment grew in December 2017 following three quarters of consecutive decline in employment.

Table B: Employment by industry

Industry	Dec 2016	Sep 2017	Dec 2017	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousands				%	Thousands	%
Mining	456	460	453	-7	-1,5	-3	-0,7
Manufacturing	1 197	1 187	1 191	4	0,3	-6	-0,5
Electricity	63	64	64	0	0,0	1	1,6
Construction	612	620	601	-19	-3,1	-11	-1,8
Trade	2 131	2 098	2 154	56	2,7	23	1,1
Transport	469	471	468	-3	-0,6	-1	-0,2
Business services	2 232	2 211	2 240	29	1,3	8	0,4
Community services	2 619	2 605	2 626	21	0,8	7	0,3
Total	9 779	9 716	9 797	81	0,8	18	0,2

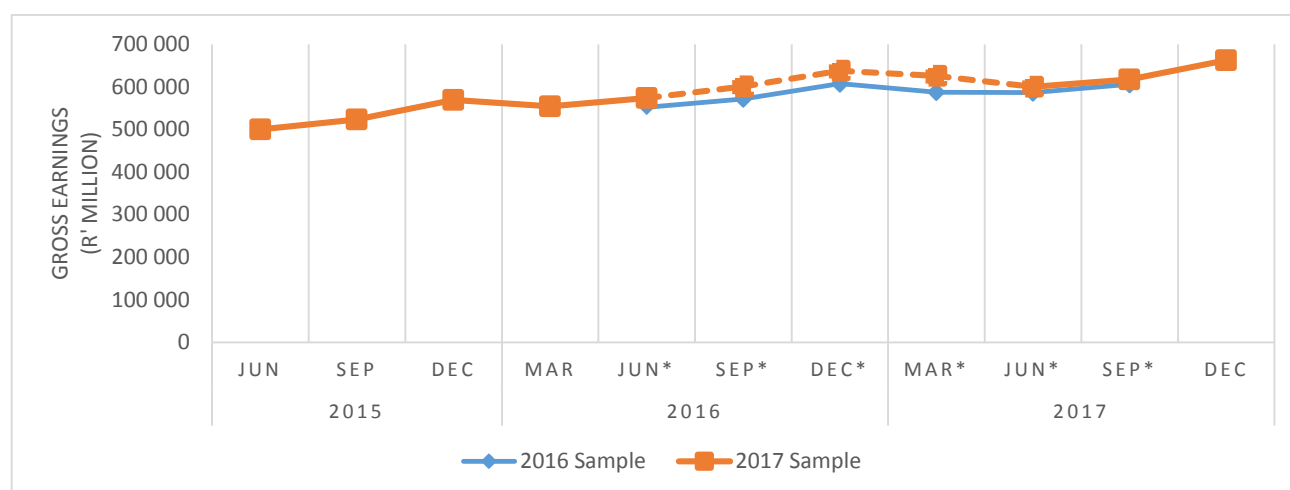
Table B shows that employment increased by 81 000 quarter-on-quarter, from 9 716 000 in September 2017 to 9 797 000 in December 2017. This was largely due to increases in the following industries: trade (56 000 or 2,7%), business services (29 000 or 1,3%), community services (21 000 or 0,8%) and manufacturing (4 000 or 0,3%).

The electricity industry remained unchanged.

However there were decreases in the following industries: construction (-19 000 or -3,1%), mining and quarrying (-7 000 or -1,5%) and transport (-3 000 or -0,6%).

Employment increased by 18 000 or 0,2% year-on-year between December 2016 and December 2017. These increases were reported by: trade (23 000 or 1,1%), business services (8 000 or 0,4%), community services (7 000 or 0,3%) and electricity (1 000 or 1,6%).

The following industries reported annual decreases: construction (-11 000 or -1,8%), manufacturing (-6 000 or -0,5%), mining and quarrying (-3 000 or -0,7%) and transport (-1 000 or -0,2%).

Figure B: Gross earnings of employees in the formal non-agricultural sector, June 2015 – December 2017

*Revised estimates

Table C: Gross earnings by industry

Industry	Dec 2016	Sep 2017	Dec 2017	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Rands(Million)				%	Rands(Million)	%
Mining	30 987	31 972	31 912	-60	-0,2	925	3,0
Manufacturing	69 487	63 924	72 161	8 237	12,9	2 674	3,8
Electricity	8 643	9 702	9 312	-390	-4,0	669	7,7
Construction	32 065	28 593	32 607	4 014	14,0	542	1,7
Trade	92 453	88 073	98 630	10 557	12,0	6 177	6,7
Transport	36 042	35 380	41 399	6 019	17,0	5 357	14,9
Business services	176 080	158 771	165 677	6 906	4,3	-10 403	-5,9
Community services	192 326	201 432	210 708	9 276	4,6	18 382	9,6
Total	638 083	617 847	662 406	44 559	7,2	24 323	3,8

Table C shows that gross earnings paid to employees increased by R44 559 million (7,2%) from R617 847 million in September 2017 to R662 406 million in December 2017. The increase was mainly due to increases in transport; construction; trade; manufacturing; community services and business services industries.

There was a decrease reported by the electricity industry and mining and quarrying industries.

Year-on-year, gross earnings increased by R24 323 million (3,8%).

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)	Nov 2016	August* 2017	Nov 2017	Q/Q Change	Y/Y Change
	Rands			%	
	18 723	19 865	20 004	0,7	6,8

*Revised estimates

Table D shows a quarter-on-quarter increase of 0,7% in average monthly earnings paid to employees in the formal non-agricultural sector from R19 865 in August 2017 to R20 004 in November 2017.

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; and
- QLFS allows proxy respondents, this can introduce misclassification of items e.g formal/informal classification.

	QLFS	QES
Coverage	Private households and workers' 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.



Risenga Maluleke
Statistician-General

Detailed employment changes by industry

The *mining and quarrying industry* reported an annual decrease of 3 000 employees (-0,7%) in December 2017 compared with December 2016. There was a quarterly decrease of 7 000 employees (-1,5%) in December 2017 compared with September 2017. This was mainly due to decreases in employment in gold and diamonds mining.

See explanatory note on page 30.

The *manufacturing industry* reported an annual decrease of 6 000 employees (-0,5%) in December 2017 compared with December 2016. There was a quarterly increase of 4 000 employees (0,3%) in December 2017 compared with September 2017. This was mainly due to increases in employment in the coke, refined petroleum products and nuclear fuel; chemicals and chemical products; rubber and plastic, textiles, clothing and leather and food, beverages and tobacco.

The *electricity, gas and water supply industry* reported an annual increase of 1 000 (1,6%) in December 2017 compared with December 2016. There was no quarterly change in employment in December 2017 compared with September 2017.

The *construction industry* reported an annual decrease of 11 000 employees (-1,8%) in December 2017 compared with December 2016. There was a quarterly decrease of 19 000 employees (-3,1%) in December 2017 compared with September 2017. 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 23 000 employees (1,1%) in December 2017 compared with December 2016. There was a quarterly increase of 56 000 employees (2,7%) in December 2017 compared with September 2017. This was mainly due to increases in employment in retail trade; hotels and restaurants and wholesale trade.

The *transport, storage and communication industry* reported an annual decrease of 1 000 employees (-0,2%) in December 2017 compared with December 2016. There was a quarterly decrease of 3 000 employees (-0,6%) in December 2017 compared with September 2017. 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 8 000 employees (0,4%) in December 2017 compared with December 2016. There was a quarterly increase of 29 000 employees (1,3%) in December 2017 compared with September 2017. This was mainly due to increases in business activities not elsewhere classified (n.e.c); real estate activities; activities auxiliary to financial intermediation; financial intermediation (i.e. Banks) except insurance and pension funding.

The *community, social and personal services industry* reported an annual increase of 7 000 employees (0,3%) in December 2017 compared with December 2016. There was a quarterly increase of 21 000 employees (0,8%) in December 2017 compared with September 2017. This was mainly due to increases in employment in provincial departments; local government; health and social work; recreational, cultural and sporting activities and other community, social and personal services.

Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R925 million (3,0%) in December 2017 compared with December 2016. There was a quarterly decrease of R60 million (-0,2%) in December 2017 compared with September 2017. This was mainly due to increase in gross earnings of coal and platinum mining.

See explanatory note on page 30.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R2 674 million (3,8%) in December 2017 compared with December 2016. There was a quarterly increase of R8 237 million (12,9%) in December 2017 compared with September 2017. This was mainly due to increase in gross earnings of basic metals, fabricated metal products, machinery and equipment and office, transport equipment and food, beverages and tobacco.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R669 million (7,7%) in December 2017 compared with December 2016. There was a quarterly decrease of R390 million (-4,0%) in December 2017 compared with September 2017. 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 R542 million (1,7%) in December 2017 compared with December 2016. There was a quarterly increase of R4 014 million (14,0%) in December 2017 compared with September 2017. This was mainly due to increase in gross earnings of building of complete constructions or parts thereof, civil engineering 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 R6 177 million (6,7%) in December 2017 compared with December 2016. There was a quarterly increase of R10 557 million (12,0%) in December 2017 compared with September 2017. 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 R5 357 million (14,9%) in December 2017 compared with December 2016. There was a quarterly increase of R6 019 million (17,0%) in December 2017 compared with September 2017. 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 decrease of R10 403 million (-5,9%) in December 2017 compared with December 2016. There was a quarterly increase of R6 906 million (4,3%) in December 2017 compared with September 2017. This was mainly due to the increase in gross earnings of business activities n.e.c; real estate activities; legal, accounting, bookkeeping and auditing activities; and architectural, engineering and other technical activities.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R18 382 million (9,6%) in December 2017 compared with December 2016. There was a quarterly increase of R9 276 million (4,6%) in December 2017 compared with September 2017. This was mainly due to the increases in gross earnings of provincial departments; health and social work; local government and extra Budgetary institutions.

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*	9 634 000	-68 000	-0,7	341 000	3,7
Sep*	9 729 000	95 000	1,0	319 000	3,4
Dec*	9 779 000	50 000	0,5	179 000	1,9
2017 Mar*	9 764 000	-15 000	-0,2	62 000	0,6
Jun*	9 735 000	-29 000	-0,3	101 000	1,0
Sep*	9 716 000	-19 000	-0,2	-13 000	-0,1
Dec	9 797 000	81 000	0,8	18 000	0,2

*Revised estimates

1.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		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*	573 597 000	19 043 000	3,4	73 662 000	14,7
Sep*	600 595 000	26 998 000	4,7	77 224 000	14,8
Dec*	638 083 000	37 488 000	6,2	68 616 000	12,0
2017 Mar*	626 098 000	-11 985 000	-1,9	71 544 000	12,9
Jun*	599 867 000	-26 231 000	-4,2	26 270 000	4,6
Sep*	617 847 000	17 980 000	3,0	17 252 000	2,9
Dec	662 406 000	44 559 000	7,2	24 323 000	3,8

*Revised estimates

Table 2 - Mining and quarrying industry**2.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		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	456 000	-2 000	-0,4	-3 000	-0,7
2017 Mar	464 000	8 000	1,8	6 000	1,3
Jun	471 000	7 000	1,5	13 000	2,8
Sep*	460 000	-11 000	-2,3	2 000	0,4
Dec	453 000	-7 000	-1,5	-3 000	-0,7

*Revised estimates

2.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		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	30 987 000	807 000	2,7	1 819 000	6,2
2017 Mar	30 954 000	-33 000	-0,1	2 706 000	9,6
Jun*	31 208 000	254 000	0,8	2 124 000	7,3
Sep*	31 972 000	682 000	2,2	1 792 000	5,9
Dec	31 912 000	-60 000	-0,2	925 000	3,0

*Revised estimates

Table 3 - Manufacturing industry

3.1 Number of employees

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			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*	1 182 000	-9 000	-0,8	18 000	1,5
	Sep*	1 183 000	1 000	0,1	6 000	0,5
	Dec*	1 197 000	14 000	1,2	12 000	1,0
2017	Mar*	1 203 000	6 000	0,5	12 000	1,0
	Jun*	1 191 000	-12 000	-1,0	9 000	0,8
	Sep*	1 187 000	-4 000	-0,3	4 000	0,3
	Dec	1 191 000	4 000	0,3	-6 000	-0,5

*Revised estimates

3.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			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*	59 192 000	1 016 000	1,7	4 028 000	7,3
	Sep*	61 176 000	1 984 000	3,4	3 701 000	6,4
	Dec*	69 487 000	8 311 000	13,6	5 434 000	8,5
2017	Mar*	62 836 000	-6 651 000	-9,6	4 660 000	8,0
	Jun*	62 860 000	24 000	0,0	3 668 000	6,2
	Sep*	63 924 000	1 064 000	1,7	2 748 000	4,5
	Dec	72 161 000	8 237 000	12,9	2 674 000	3,8

*Revised estimates

Table 4 - Electricity, gas and water supply industry**4.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		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*	62 000	0	0,0	2 000	3,3
Dec*	63 000	1 000	1,6	2 000	3,3
2017 Mar*	63 000	0	0,0	1 000	1,6
Jun*	64 000	1 000	1,6	2 000	3,2
Sep*	64 000	0	0,0	2 000	3,2
Dec	64 000	0	0,0	1 000	1,6

*Revised estimates

4.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		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*	6 735 000	151 000	2,3	680 000	11,2
Sep*	8 715 000	1 980 000	29,4	2 435 000	38,8
Dec*	8 643 000	-72 000	-0,8	1 001 000	13,1
2017 Mar*	7 481 000	-1 162 000	-13,4	897 000	13,6
Jun*	7 519 000	38 000	0,5	784 000	11,6
Sep*	9 702 000	2 183 000	29,0	987 000	11,3
Dec	9 312 000	-390 000	-4,0	669 000	7,7

*Revised estimates

Table 5 - Construction industry**5.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		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*	614 000	0	0,0	58 000	10,4
Sep*	620 000	6 000	1,0	44 000	7,6
Dec*	612 000	-8 000	-1,3	27 000	4,6
2017 Mar*	631 000	19 000	3,1	17 000	2,8
Jun*	617 000	-14 000	-2,2	3 000	0,5
Sep*	620 000	3 000	0,5	0	0,0
Dec	601 000	-19 000	-3,1	-11 000	-1,8

*Revised estimates

5.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		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*	26 946 000	1 379 000	5,4	3 777 000	16,3
Sep*	28 124 000	1 178 000	4,4	3 457 000	14,0
Dec*	32 065 000	3 941 000	14,0	3 049 000	10,5
2017 Mar*	27 987 000	-4 078 000	-12,7	2 420 000	9,5
Jun*	28 521 000	534 000	1,9	1 575 000	5,8
Sep*	28 593 000	72 000	0,3	469 000	1,7
Dec	32 607 000	4 014 000	14,0	542 000	1,7

*Revised estimates

Table 6 - Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry**6.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		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*	2 051 000	-6 000	-0,3	125 000	6,5
Sep*	2 056 000	5 000	0,2	89 000	4,5
Dec*	2 131 000	75 000	3,6	69 000	3,3
2017 Mar*	2 103 000	-28 000	-1,3	46 000	2,2
Jun*	2 105 000	2 000	0,1	54 000	2,6
Sep*	2 098 000	-7 000	-0,3	42 000	2,0
Dec	2 154 000	56 000	2,7	23 000	1,1

*Revised estimates

6.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		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*	80 411 000	742 000	0,9	9 599 000	13,6
Sep*	83 196 000	2 785 000	3,5	9 964 000	13,6
Dec*	92 453 000	9 257 000	11,1	7 226 000	8,5
2017 Mar*	86 772 000	-5 681 000	-6,1	7 103 000	8,9
Jun*	87 643 000	871 000	1,0	7 232 000	9,0
Sep*	88 073 000	430 000	0,5	4 877 000	5,9
Dec	98 630 000	10 557 000	12,0	6 177 000	6,7

*Revised estimates

Table 7 - Transport, storage and communication industry

7.1 Number of employees

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			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*	464 000	-10 000	-2,1	0	0,0
	Sep*	466 000	2 000	0,4	-1 000	-0,2
	Dec*	469 000	3 000	0,6	-3 000	-0,6
2017	Mar*	470 000	1 000	0,2	-4 000	-0,8
	Jun*	466 000	-4 000	-0,9	2 000	0,4
	Sep*	471 000	5 000	1,1	5 000	1,1
	Dec	468 000	-3 000	-0,6	-1 000	-0,2

*Revised estimates

7.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			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*	33 025 000	1 467 000	4,6	1 503 000	4,8
	Sep*	32 628 000	-397 000	-1,2	636 000	2,0
	Dec*	36 042 000	3 414 000	10,5	1 057 000	3,0
2017	Mar*	33 335 000	-2 707 000	-7,5	1 777 000	5,6
	Jun*	35 518 000	2 183 000	6,5	2 493 000	7,5
	Sep*	35 380 000	-138 000	-0,4	2 752 000	8,4
	Dec	41 399 000	6 019 000	17,0	5 357 000	14,9

*Revised estimates

Table 8 - Financial intermediation, insurance, real estate and business services industry**8.1 Number of employees**

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			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*	2 189 000	2 000	0,1	100 000	4,8
	Sep*	2 186 000	-3 000	-0,1	65 000	3,1
	Dec*	2 232 000	46 000	2,1	51 000	2,3
2017	Mar*	2 220 000	-12 000	-0,5	33 000	1,5
	Jun*	2 213 000	-7 000	-0,3	24 000	1,1
	Sep*	2 211 000	-2 000	-0,1	25 000	1,1
	Dec	2 240 000	29 000	1,3	8 000	0,4

*Revised estimates

8.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			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*	157 077 000	4 772 000	3,1	31 389 000	25,0
	Sep*	171 102 000	14 025 000	8,9	37 341 000	27,9
	Dec*	176 080 000	4 978 000	2,9	30 749 000	21,2
2017	Mar*	188 155 000	12 075 000	6,9	35 850 000	23,5
	Jun*	149 877 000	-38 278 000	-20,3	-7 200 000	-4,6
	Sep*	158 771 000	8 894 000	5,9	-12 331 000	-7,2
	Dec	165 677 000	6 906 000	4,3	-10 403 000	-5,9

*Revised estimates

Table 9 - Community, social and personal services industry

9.1 Number of employees

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			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*	2 614 000	-45 000	-1,7	69 000	2,7
	Sep*	2 698 000	84 000	3,2	132 000	5,1
	Dec*	2 619 000	-79 000	-2,9	24 000	0,9
2017	Mar*	2 610 000	-9 000	-0,3	-49 000	-1,8
	Jun*	2 607 000	-3 000	-0,1	-7 000	-0,3
	Sep*	2 605 000	-2 000	-0,1	-93 000	-3,4
	Dec	2 626 000	21 000	0,8	7 000	0,3

*Revised estimates

9.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			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*	181 127 000	8 680 000	5,0	21 067 000	13,2
	Sep*	185 474 000	4 347 000	2,4	18 418 000	11,0
	Dec*	192 326 000	6 852 000	3,7	18 281 000	10,5
2017	Mar*	188 578 000	-3 748 000	-1,9	16 131 000	9,4
	Jun*	196 721 000	8 143 000	4,3	15 594 000	8,6
	Sep*	201 432 000	4 711 000	2,4	15 958 000	8,6
	Dec	210 708 000	9 276 000	4,6	18 382 000	9,6

*Revised estimates

Part 2 – Estimation of average monthly earnings

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

1.1 Total (all formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	16 755	-	-
Aug	17 277	3,1	-
Nov	17 322	0,3	-
2016 Feb	17 262	-0,3	-
May*	17 998	4,3	7,4
Aug*	18 156	0,9	5,1
Nov*	18 723	3,1	8,1
2017 Feb*	18 913	1,0	9,6
May*	19 447	2,8	8,0
Aug*	19 865	2,1	9,4
Nov	20 004	0,7	6,8

*Revised estimates

1.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	22 953	3,2	9,3
2017 Feb	22 193	-3,3	9,8
May	22 223	0,1	0,8
Aug*	23 077	3,8	3,8
Nov	23 572	2,1	2,7

*Revised estimates

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

1.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	15 272	-	-	14 086	-	-
Aug	15 341	0,4	-	14 400	2,2	-
Nov	15 600	1,7	-	14 441	0,3	-
2016 Feb	15 353	-1,6	-	14 441	0,0	-
May*	15 916	3,7	4,2	14 887	3,1	5,7
Aug*	16 450	3,4	7,2	15 424	3,6	7,1
Nov*	16 759	1,9	7,4	15 879	2,9	10,0
2017 Feb*	16 557	-1,2	7,8	15 674	-1,3	8,5
May*	16 816	1,6	5,7	15 810	0,9	6,2
Aug*	17 314	3,0	5,3	16 257	2,8	5,4
Nov	17 595	1,6	5,0	16 447	1,2	3,6

*Revised estimates

1.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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*	35 558	1,3	6,7	32 858	1,2	7,4
Aug*	37 514	5,5	10,4	34 792	5,9	9,7
Nov*	38 584	2,9	5,6	35 410	1,8	4,6
2017 Feb*	38 930	0,9	10,9	36 067	1,9	11,1
May*	39 197	0,7	10,2	35 740	-0,9	8,8
Aug*	39 923	1,9	6,4	37 463	4,8	7,7
Nov	41 678	4,4	8,0	39 237	4,7	10,8

*Revised estimates

1.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	13 213	-	-	12 622	-	-
Aug	13 249	0,3	-	12 618	-0,03	-
Nov	13 343	0,7	-	12 620	0,01	-
2016 Feb	12 701	-4,8	-	12 094	-4,2	-
May*	13 052	2,8	-1,2	12 423	2,7	-1,6
Aug*	13 631	4,4	2,9	12 971	4,4	2,8
Nov*	14 757	8,3	10,6	13 980	7,8	10,8
2017 Feb*	14 812	0,4	16,6	14 076	0,7	16,4
May*	14 951	0,9	14,5	14 173	0,7	14,1
Aug*	15 090	0,9	10,7	14 278	0,7	10,1
Nov	15 515	2,8	5,1	14 566	2,0	4,2

*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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*	12 255	3,7	5,5	11 905	3,3	5,5
Aug*	12 521	2,2	6,5	12 200	2,5	6,3
Nov*	12 575	0,4	7,5	12 264	0,5	7,5
2017 Feb*	12 659	0,7	7,1	12 367	0,8	7,3
May*	13 002	2,7	6,1	12 616	2,0	6,0
Aug*	13 103	0,8	4,6	12 775	1,3	4,7
Nov	13 286	1,4	5,7	12 936	1,3	5,5

*Revised estimates

1.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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*	21 745	3,9	3,6	20 565	4,2	3,7
Aug*	22 243	2,3	4,4	21 029	2,3	4,7
Nov*	22 458	1,0	5,9	21 114	0,4	5,7
2017 Feb*	22 353	-0,5	6,8	21 166	0,2	7,2
May*	23 541	5,3	8,3	22 140	4,6	7,7
Aug*	23 581	0,2	6,0	22 213	0,3	5,6
Nov	23 350	-1,0	4,0	21 943	-1,2	3,9

*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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*	19 100	1,5	4,7	18 720	1,6	5,1
Aug*	19 579	2,5	6,1	19 201	2,6	6,1
Nov*	20 226	3,3	9,3	19 857	3,4	9,7
2017 Feb*	20 756	2,6	10,3	20 407	2,8	10,8
May*	21 139	1,8	10,7	20 774	1,8	11,0
Aug*	21 729	2,8	11,0	21 346	2,8	11,2
Nov	21 949	1,0	8,5	21 572	1,1	8,6

*Revised estimates

1.9 Community, social and personal services industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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*	22 098	6,4	13,8	21 680	6,4	13,9
	Aug*	21 254	-3,8	2,2	20 820	-4,0	1,7
	Nov*	22 354	5,2	7,5	21 925	5,3	7,4
2017	Feb*	22 713	1,6	9,3	22 283	1,6	9,3
	May*	23 808	4,8	7,7	23 275	4,5	7,4
	Aug*	24 292	2,0	14,3	23 821	2,3	14,4
	Nov	24 222	-0,3	8,4	23 751	-0,3	8,3

*Revised estimates

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*	18 479	2,4	1,1
Aug*	18 414	-0,4	-0,8
Nov*	18 797	2,1	1,4
2017 Feb*	18 596	-1,1	3,1
May*	18 936	1,8	2,5
Aug*	19 230	1,6	4,4
Nov	19 198	-0,2	2,1

*Revised estimates

2.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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	23 045	2,2	2,5
2017 Feb	21 822	-5,3	3,3
May	21 639	-0,8	-4,4
Aug*	22 340	3,2	-1,0
Nov	22 622	1,3	-1,8

*Revised estimates

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

2.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	16 654	-	-	15 361	-	-
Aug	16 478	-1,1	-	15 467	0,7	-
Nov	16 702	1,4	-	15 461	0,0	-
2016 Feb	16 043	-3,9	-	15 089	-2,4	-
May*	16 341	1,9	-1,9	15 285	1,3	-0,5
Aug*	16 683	2,1	1,2	15 643	2,3	1,1
Nov*	16 826	0,9	0,7	15 942	1,9	3,1
2017 Feb*	16 280	-3,2	1,5	15 412	-3,3	2,1
May*	16 374	0,6	0,2	15 394	-0,1	0,7
Aug*	16 761	2,4	0,5	15 738	2,2	0,6
Nov	16 886	0,7	0,4	15 784	0,3	-1,0

*Revised estimates

2.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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*	36 507	-0,5	0,5	33 735	-0,6	1,1
Aug*	38 047	4,2	4,3	35 286	4,6	3,6
Nov*	38 740	1,8	-1,0	35 552	0,8	-1,9
2017 Feb*	38 280	-1,2	4,3	35 464	-0,2	4,5
May*	38 167	-0,3	4,5	34 800	-1,9	3,2
Aug*	38 648	1,3	1,6	36 266	4,2	2,8
Nov	39 998	3,5	3,2	37 655	3,8	5,9

*Revised estimates

2.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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*	13 401	1,0	-7,0	12 755	0,9	-7,3
Aug*	13 825	3,2	-2,9	13 155	3,1	-2,9
Nov*	14 816	7,2	3,7	14 036	6,7	3,9
2017 Feb*	14 564	-1,7	9,7	13 839	-1,4	9,5
May*	14 558	0,0	8,6	13 800	-0,3	8,2
Aug*	14 608	0,3	5,7	13 822	0,2	5,1
Nov	14 890	1,9	0,5	13 979	1,1	-0,4

*Revised estimates

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

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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*	12 582	1,8	-0,6	12 223	1,5	-0,7
	Aug*	12 699	0,9	0,6	12 373	1,2	0,4
	Nov*	12 625	-0,6	0,8	12 313	-0,5	0,8
2017	Feb*	12 448	-1,4	0,8	12 161	-1,2	1,0
	May*	12 660	1,7	0,6	12 284	1,0	0,5
	Aug*	12 684	0,2	-0,1	12 367	0,7	0,0
	Nov	12 750	0,5	1,0	12 415	0,4	0,8

*Revised estimates

2.7 Transport, storage and communication industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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*	22 325	2,1	-2,4	21 114	2,4	-2,4
	Aug*	22 559	1,0	-1,4	21 327	1,0	-1,2
	Nov*	22 548	0,0	-0,7	21 198	-0,6	-0,9
2017	Feb*	21 980	-2,5	0,5	20 812	-1,8	0,9
	May*	22 922	4,3	2,7	21 558	3,6	2,1
	Aug*	22 828	-0,4	1,2	21 503	-0,3	0,8
	Nov	22 409	-1,8	-0,6	21 059	-2,1	-0,7

*Revised estimates

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

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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*	19 610	-0,3	-1,4	19 220	-0,2	-1,0
	Aug*	19 857	1,3	0,2	19 473	1,3	0,1
	Nov*	20 306	2,3	2,5	19 937	2,4	2,8
2017	Feb*	20 409	0,5	3,8	20 066	0,6	4,2
	May*	20 583	0,9	5,0	20 228	0,8	5,2
	Aug*	21 035	2,2	5,9	20 664	2,2	6,1
	Nov	21 064	0,1	3,7	20 702	0,2	3,8

*Revised estimates

2.9 Community, social and personal services industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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*	22 688	4,5	7,1	22 259	4,5	7,3
	Aug*	21 556	-5,0	-3,5	21 115	-5,1	-4,0
	Nov*	22 444	4,1	0,8	22 013	4,3	0,8
2017	Feb*	22 333	-0,5	2,9	21 911	-0,5	2,9
	May*	23 182	3,8	2,2	22 663	3,4	1,8
	Aug*	23 516	1,4	9,1	23 060	1,8	9,2
	Nov	23 246	-1,1	3,6	22 794	-1,2	3,5

*Revised estimates

Additional information

Technical notes

1. Confidence intervals

The estimated population value will be contained within the interval between the lower and upper 95% confidence limits.

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

Lower limit

= lower 95% confidence limit of a population parameter

= estimate – 1,96*Standard Error (estimate)

and

Upper limit

= upper 95% confidence limit of a population parameter

= estimate + 1,96*Standard Error (estimate)

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

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

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

Industry	Quarter ended September* 2017				Quarter ended December 2017			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	459 955	459 955	459 955	0,0	452 862	452 862	452 862
Manufacturing	0,4	1 177 988	1 187 019	1 196 050	0,4	1 180 355	1 190 512	1 200 668
Electricity, gas and water supply	0,5	62 886	63 561	64 236	0,6	62 857	63 625	64 394
Construction	1,2	606 395	620 390	634 386	1,3	586 343	601 098	615 852
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,6	2 073 583	2 097 938	2 122 292	0,6	2 128 888	2 154 203	2 179 518
Transport, storage and communication	0,8	463 344	471 057	478 769	0,8	460 033	467 819	475 605
Financial intermediation, insurance, real estate and business services	0,8	2 175 222	2 210 765	2 246 308	0,9	2 202 401	2 240 143	2 277 886
Community, social and personal services	0,3	2 587 994	2 604 947	2 621 901	0,3	2 609 318	2 626 448	2 643 577
Total	0,3	9 665 983	9 715 632	9 765 281	0,3	9 744 533	9 796 709	9 848 885

*Revised estimates

**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* 2017				Quarter ended December 2017			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	31 972 099 749	31 972 099 749	31 972 099 749	0,0	31 912 120 704	31 912 120 704	31 912 120 704
Manufacturing	0,6	63 181 432 610	63 923 907 986	64 666 383 364	0,7	71 235 861 273	72 160 720 807	73 085 580 341
Electricity, gas and water supply	0,7	9 564 784 786	9 702 118 593	9 839 452 400	0,8	9 171 414 637	9 312 016 731	9 452 618 825
Construction	2,4	27 247 443 699	28 592 577 432	29 937 711 164	2,8	30 831 602 378	32 606 828 298	34 382 054 219
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,2	85 917 867 350	88 072 599 532	90 227 331 711	1,3	96 213 008 964	98 629 721 038	101 046 433 112
Transport, storage and communication	1,0	34 680 325 525	35 379 789 791	36 079 254 055	1,0	40 613 634 606	41 399 254 279	42 184 873 951
Financial intermediation, insurance, real estate and business services	1,6	153 698 020 476	158 771 316 848	163 844 613 219	1,8	159 691 446 226	165 677 332 270	171 663 218 313
Community, social and personal services	1,1	196 989 764 540	201 431 638 689	205 873 512 838	1,1	206 145 888 656	210 707 963 283	215 270 037 910
Total	0,6	610 535 867 752	617 846 048 619	625 156 229 484	0,6	654 210 671 227	662 405 957 411	670 601 243 594

*Revised estimates

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

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

Industry	August* 2017				November 2017			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	23 077	23 077	23 077	0,0	23 572	23 572	23 572
Manufacturing	0,7	17 080	17 314	17 548	0,7	17 345	17 595	17 845
Electricity, gas and water supply	1,2	39 004	39 923	40 842	1,2	40 668	41 678	42 688
Construction	2,4	14 380	15 090	15 800	2,7	14 699	15 515	16 331
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,2	12 789	13 103	13 417	1,2	12 966	13 286	13 606
Transport, storage and communication	1,2	23 031	23 581	24 131	1,2	22 794	23 350	23 906
Financial intermediation, insurance, real estate and business services	1,7	20 998	21 729	22 460	1,8	21 194	21 949	22 704
Community, social and personal services	1,3	23 684	24 292	24 900	1,3	23 608	24 222	24 836
Total	0,6	19 614	19 865	20 116	0,7	19 746	20 004	20 262

*Revised estimates

**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* 2017				November 2017			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	0,7	16 034	16 257	16 480	0,7	16 210	16 447	16 684
Electricity, gas and water supply	1,2	36 554	37 463	38 372	1,3	38 241	39 237	40 233
Construction	2,5	13 584	14 278	14 972	2,8	13 776	14 566	15 356
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,2	12 464	12 775	13 086	1,2	12 620	12 936	13 252
Transport, storage and communication	1,2	21 680	22 213	22 746	1,3	21 405	21 943	22 481
Financial intermediation, insurance, real estate and business services	1,7	20 618	21 346	22 074	1,8	20 821	21 572	22 323
Community, social and personal services	1,3	23 226	23 821	24 416	1,3	23 148	23 751	24 354

*Revised estimates

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

Explanatory notes

Introduction

This publication contains results of the *Quarterly employment statistics* (QES) survey of enterprises in the formal non-agricultural business sector of the South African economy. The survey is designed to obtain information regarding: the number of persons employed in the organisation; gross earnings paid; bonuses paid; overtime payments; and severance, termination and redundancy payments paid to employees for each month of the reference quarter.

Part 1 deals with the estimation of the number of employees and their earnings.

Part 2 deals with the estimation of average monthly earnings.

Scope of the survey

1. This survey covers employment statistics of the following industries according to the *Standard Industrial Classification of All Economic Activities* (SIC), Fifth edition, January 1993:

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

Classification

2. The *Standard Industrial Classification of All Economic Activities* (SIC), Fifth edition, January 1993, was used to classify the statistical units in the survey. The SIC is based on the 1990 *International Standard Industrial Classification of all Economic Activities* (ISIC), with suitable adaptations for local conditions. Statistics in this publication are only presented at the SIC major division (one digit) level. **Each enterprise is classified to the industry which reflects the predominant activity of the enterprise.**

Statistical unit

3. The statistical unit for the collection of information is an enterprise. An enterprise is a legal unit or a combination of legal units that includes and directly controls all functions necessary to carry out its production activities.

Purpose of the survey

4. The *Quarterly employment statistics* survey is a quarterly survey covering a sample of approximately 20 000 (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 December 2017 was 85.95%.

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 2017 prices	Average monthly earnings at constant December 2017 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, 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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