

STATISTICAL RELEASE

P0277

Quarterly employment statistics

December 2018

Statistics South Africa has pledged to provide updated and quality statistics from the Quarterly Employment Statistics survey to correctly inform users and policy makers.

Since 2015, Statistics South Africa has drawn QES samples on an annual basis with the latest QES 2018 sample drawn in April 2018.

The results published today are based on 2018 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

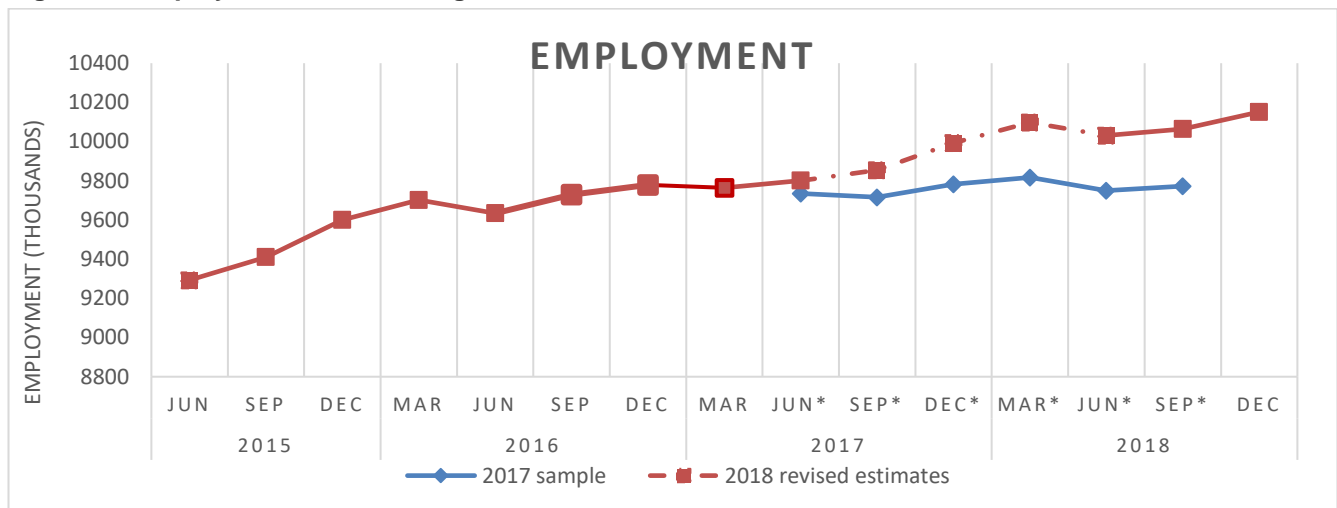
The *Quarterly employment statistics* (QES) is an enterprise-based sample survey conducted by Statistics South Africa (Stats SA). The samples are drawn from private non-agricultural businesses such as factories, firms, offices, and stores, as well as from national, provincial and local government entities. 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.

Key findings: Employment and earnings for the quarter ending December 2018

Figure A: Employment in the non-agricultural formal sector, June 2015 – December 2018.



*Revised estimates.

Table A : Employment by industry (thousand)

Industry	Dec* 2017	Sep* 2018	Dec 2018	Q/Q Change	Q/Q Change %	Y/Y Change	Y/Y Change %
Mining	457	456	449	-7	-1,5	-8	-1,8
Manufacturing	1 208	1 216	1 213	-3	-0,2	5	0,4
Electricity	62	62	61	-1	-1,6	-1	-1,6
Construction	627	636	618	-18	-2,8	-9	-1,4
Trade	2 206	2 212	2 261	49	2,2	55	2,5
Transport	481	483	488	5	1,0	7	1,5
Business services	2 291	2 315	2 368	53	2,3	77	3,4
Community services	2 661	2 684	2 693	9	0,3	32	1,2
Total	9 993	10 064	10 151	87	0,9	158	1,6

*Revised estimates.

Table A shows that total employment increased by 87 000 quarter-on-quarter, from 10 064 000 in September 2018 to 10 151 000 in December 2018. This was largely due to increases in the following industries: business services

(53 000 or 2,3%), trade (49 000 or 2,2%), community services (9 000 or 0,3%) and transport industry (5 000 or 1,0%).

However there were decreases in the construction (-18 000 or -2,8%), mining and quarrying (-7 000 or -1,5%), manufacturing (-3 000 or -0,2%) and electricity industry (-1 000 or -1,6%).

Employment increased by 158 000 or 1,6% year-on-year between December 2017 and December 2018. These increases were reported by: business services (77 000 or 3,4%), trade (55 000 or 2,5%), community services (32 000 or 1,2%), transport (7 000 or 1,5%) and manufacturing industry (5 000 or 0,4%).

The following industries reported annual decreases: construction (-9 000 or -1,4%), mining and quarrying (-8 000 or -1,8%) and electricity industry (-1 000 or -1,6%).

Table B : Full-time employees

Industry	Dec 2017	Sep 2018	Dec 2018	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
					%		%
Mining	457	456	449	-7	-1,5	-8	-1,8
Manufacturing	1 125	1 133	1 130	-3	-0,3	5	0,4
Electricity	61	61	60	-1	-1,6	-1	-1,6
Construction	539	542	522	-20	-3,7	-17	-3,2
Trade	1 981	2 002	2 026	24	1,2	45	2,3
Transport	463	465	468	3	0,6	5	1,1
Business services	2 031	2 064	2 119	55	2,7	88	4,3
Community services	2 295	2 313	2 312	-1	0,0	17	0,7
Total	8 952	9 036	9 086	50	0,6	134	1,5

Table B shows that full-time employment increased by 50 000 quarter-on-quarter, from 9 036 000 in September 2018 to 9 086 000 in December 2018. This was largely due to increases in the following industries: business services (55 000 or 2,7%), trade (24 000 or 1,2%) and transport industry (3 000 or 0,6%).

However there were decreases in the construction (-20 000 or -3,7%), mining and quarrying (-7 000 or -1,5%), manufacturing (-3 000 or -0,3%), electricity (-1 000 or -1,6%) and community services (-1 000 or 0,0%).

Employment increased by 134 000 or 1,5% year-on-year between December 2017 and December 2018. These increases were reported by: business services (88 000 or 4,3%), trade (45 000 or 2,3%), community services (17 000 or 0,7%), manufacturing industry (5 000 or 0,4%) and transport industry (5 000 or 1,1%).

The following industries reported annual decreases: construction (-17 000 or -3,2%), mining and quarrying (-8 000 or -1,8%) and electricity industry (-1 000 or -1,6%).

Table C : Part-time employees

Industry	Dec 2017	Sep 2018	Dec 2018	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
					%		%
Mining							
Manufacturing	83	83	83	0	0,0	0	0,0
Electricity	1	1	1	0	0,0	0	0,0
Construction	88	94	96	2	2,1	8	9,1
Trade	225	210	235	25	11,9	10	4,4
Transport	18	18	20	2	11,1	2	11,1
Business services	260	251	249	-2	-0,8	-11	-4,2
Community services	366	371	381	10	2,7	15	4,1
Total	1 041	1 028	1 065	37	3,6	24	2,3

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

Table C shows that part-time employment increased by 37 000 quarter-on-quarter, from 1 028 000 in September 2018 to 1 065 000 in December 2018. This was largely due to increases in the following industries: trade (25 000 or 11,9%) , community services (10 000 or 2,7%), construction (2 000 or 2,1%) and transport industry (2 000 or 11,1%).

The manufacturing and electricity industries remained unchanged.

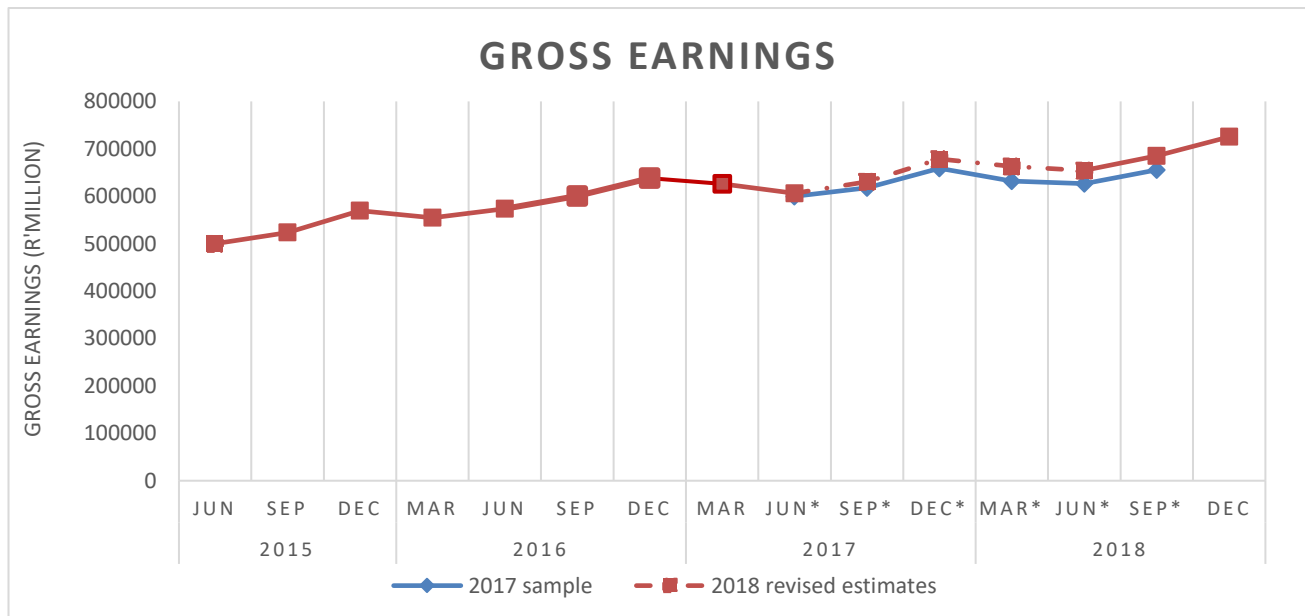
However there was a decrease in the business services industry (-2 000 or -0,8%).

Employment increased by 24 000 or 2,3% year-on-year between December 2017 and December 2018. These increases were reported by: community services (15 000 or 4,1%), trade (10 000 or 4,4%), construction (8 000 or 9,1%) and transport industry (2 000 or 11,1%).

The manufacturing and electricity industries remained unchanged.

The business services industry reported an annual decrease of 11 000 employees or -4,2%.

Figure B: Gross earnings of employees in the formal non-agricultural sector, June 2015 – December 2018



*Revised estimates.

Table D : Total gross earnings by industry (R million).

Industry	Dec* 2017	Sep* 2018	Dec 2018	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
					%		%
Mining	32 437	33 754	34 298	544	1,6	1 861	5,7
Manufacturing	73 067	68 615	76 859	8 244	12,0	3 792	5,2
Electricity	8 792	8 112	9 629	1 517	18,7	837	9,5
Construction	36 241	32 128	35 633	3 505	10,9	-608	-1,7
Trade	100 994	96 986	107 968	10 982	11,3	6 974	6,9
Transport	39 001	38 129	40 696	2 567	6,7	1 695	4,3
Business services	176 133	181 471	188 528	7 057	3,9	12 395	7,0
Community services	211 907	226 047	231 564	5 517	2,4	19 657	9,3
Total	678 572	685 242	725 175	39 933	5,8	46 603	6,9

*Revised estimates.

Table D shows that total gross earnings paid to employees increased by R39 933 million (5,8%) from R685 242 million in September 2018 to R725 175 million in December 2018. The increase was mainly due to the increases in trade, manufacturing, business services, community services, construction, transport, electricity and mining and quarrying industries.

Year-on-year, total gross earnings increased by R46 603 million or (6,9%).

Table E : Basic salary/wages payments by industry.

Industry	Dec 2017	Sep 2018	Dec 2018	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
					%		%
Mining	32 437	33 754	34 298	544	1,6	1 861	5,7
Manufacturing	60 349	62 406	63 403	997	1,6	3 054	5,1
Electricity	7 270	7 566	7 702	136	1,8	432	5,9
Construction	29 756	30 199	30 017	-182	-0,6	261	0,9
Trade	86 578	90 055	92 288	2 233	2,5	5 710	6,6
Transport	31 921	33 386	33 876	490	1,5	1 955	6,1
Business services	153 289	157 076	160 768	3 692	2,4	7 479	4,9
Community services	192 238	210 804	207 912	-2 892	-1,4	15 674	8,2
Total	593 838	625 246	630 264	5 018	0,8	36 426	6,1

Table E shows that basic salary/wages paid to employees increased by R5 018 million (0,8%) from R625 246 million in September 2018 to R630 264 million in December 2018. The increase was mainly due to the increases in business services, trade, manufacturing, mining and quarrying, transport and electricity industries.

There was a decrease reported by the community services and construction industries.

Year-on-year, basic salary/wages increased by R36 426 million or (6,1%).

Table F : Bonus and overtime payments by industry.

Industry	Dec 2017	Sep 2018	Dec 2018	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
					%		%
Mining							
Manufacturing	12 718	6 209	13 456	7 247	116,7	738	5,8
Electricity	1 522	546	1 927	1 381	252,9	405	26,6
Construction	6 485	1 929	5 616	3 687	191,1	-869	-13,4
Trade	14 416	6 931	15 680	8 749	126,2	1 264	8,8
Transport	7 080	4 743	6 820	2 077	43,8	-260	-3,7
Business services	22 844	24 395	27 760	3 365	13,8	4 916	21,5
Community services	19 669	15 243	23 652	8 409	55,2	3 983	20,3
Total	84 734	59 996	94 911	34 915	58,2	10 177	12,0

**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.

Table F shows that bonus and overtime paid to employees increased by R34 915 million (58,2%) from R59 996 million in September 2018 to R94 911 million in December 2018. The increase was mainly due to the increases in trade, community services, manufacturing, construction, business services, transport and electricity industries.

Year-on-year, bonus and overtime increased by R10 177 million or (12,0%).

Average monthly earnings

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

Average monthly earnings (including bonuses and overtime payments)	Nov* 2017	August* 2018	Nov 2018	Q/Q Change	Y/Y Change
	Rands			%	
	20 193	21 192	21 190	0,0	4,9

*Revised estimates.

Table G shows average monthly earnings paid to employees in the formal non-agricultural sector remained unchanged quarter to quarter, however annually it increased by 4,9%.

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;

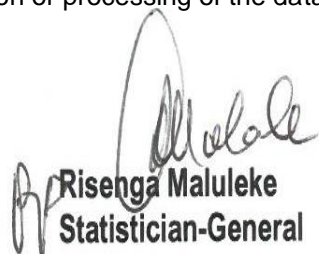
- Description of the employed e.g. their demographic profile, education level, hours of work etc.; and
- Unemployment and descriptors of the unemployed.

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.



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Statistician-General

Detailed employment changes by industry

The *mining and quarrying industry* reported an annual decrease of 8 000 employees (-1,8%) in December 2018 compared with December 2017. There was a quarterly decrease of 7 000 employees (-1,5%) in December 2018 compared with September 2018. This was mainly due to decreases in employment in gold, other minerals and coal mining.

See explanatory note on page 45.

The *manufacturing industry* reported an annual increase of 5 000 employees (0,4%) in December 2018 compared with December 2017. There was a quarterly decrease of 3 000 employees (-0,2%) in December 2018 compared with September 2018. This was mainly due to decreases in employment in the basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; wood and products of wood and cork, except furniture, articles of straw and planting materials, paper and paper products, publishing, printing and reproduction of recorded media; transport equipment and electrical machinery and apparatus n.e.c.

The *electricity, gas and water supply industry* reported an annual decrease of 1 000 employees (-1,6%) in December 2018 compared to December 2017. There was a quarterly decrease of 1 000 employees (-1,6%) in December 2018 compared with September 2018. This was mainly due to decreases in employment in electricity, gas, steam and water supply.

The *construction industry* reported an annual decrease of 9 000 employees (-1,4%) in December 2018 compared with December 2017. There was a quarterly decrease of 18 000 employees (-2,8%) in December 2018 compared with September 2018. This was mainly due to decreases in employment in the building of complete constructions or parts thereof, civil engineering; building installation and building completion.

The *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reported an annual increase of 55 000 employees (2,5%) in December 2018 compared with December 2017. There was a quarterly increase of 49 000 employees (2,2%) in December 2018 compared with September 2018. This was mainly due to increases in employment retail trade; wholesale trade and hotels and restaurants.

The *transport, storage and communication industry* reported an annual increase of 7 000 employees (1,5%) in December 2018 compared with December 2017. There was a quarterly increase of 5 000 employees (1,0%) in December 2018 compared with September 2018. This was mainly due to increases in employment in supporting and auxiliary transport activities and land transport and transport via pipelines.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 77 000 employees (3,4%) in December 2018 compared with December 2017. There was a quarterly increase of 53 000 employees (2,3%) in December 2018 compared with September 2018. This was mainly due to increases in business activities n.e.c and real estate activities.

The *community, social and personal services industry* reported an annual increase of 32 000 employees (1,2%) in December 2018 compared with December 2017. There was a quarterly increase of 9 000 employees (0,3%) in December 2018 compared with September 2018. This was mainly due to increases in employment in local government; provincial departments; recreational, cultural and sporting activities and other service activities.

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 861 million (5,7%) in December 2018 compared with December 2017. There was a quarterly increase of R544 million (1,6%) in December 2018 compared with September 2018. This was mainly due to increases in gross earnings of platinum group metals, coal and diamonds mining.

See explanatory note on page 45.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R3 792 million (5,2%) in December 2018 compared with December 2017. There was a quarterly increase of R8 244 million (12,0%) in December 2018 compared with September 2018. This was mainly due to increases in gross earnings of basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; food, beverages and tobacco; transport equipment and coke, refined petroleum products and nuclear fuel; chemicals and chemical products; rubber and plastic.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R837 million (9,5%) in December 2018 compared with December 2017. There was a quarterly increase of R1 517 million (18,7%) in December 2018 compared with September 2018. This was mainly due to increases in gross earnings of electricity, gas, steam and water supply.

Gross earnings paid to employees in the *construction industry* reflected an annual decrease of R608 million (-1,7%) in December 2018 compared with December 2017. There was a quarterly increase of R3 505 million (10,9%) in December 2018 compared with September 2018. This was mainly due to increases in gross earnings of building of complete constructions or parts thereof, civil engineering; building installation and building completion.

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 974 million (6,9%) in December 2018 compared with December 2017. There was a quarterly increase of R10 982 million (11,3%) in December 2018 compared with September 2018. This was mainly due to the increases in gross earnings of wholesale trade; retail trade; motor trade and hotels and restaurants.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R1 695 million (4,3%) in December 2018 compared with December 2017. There was a quarterly increase of R2 567 million (6,7%) in December 2018 compared with September 2018. This was mainly due to increases in gross earnings of supporting and auxiliary transport activities; land transport and transport via pipelines and air transport.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R12 395 million (7,0%) in December 2018 compared with December 2017. There was a quarterly increase of R7 057 million (3,9%) in December 2018 compared with September 2018. This was mainly due to the increases in gross earnings of business activities n.e.c; real estate activities; legal, accounting, bookkeeping and auditing activities; insurance and pension funding; 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 R19 657 million (9,3%) in December 2018 compared with December 2017. There was a quarterly increase of R5 517 million (2,4%) in December 2018 compared with September 2018. This was mainly due to the increases in gross earnings of health and social work; local government; recreational, cultural and sporting activities and universities and technikons.

Part 1 – Estimation of number of employees and their earnings

Table 1 - All formal non-agricultural industries

1.1 Total number of employees.

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun*	9 801 000				
	Sep*	9 854 000	53 000	0,5		
	Dec*	9 993 000	139 000	1,4		
2018	Mar*	10 098 000	105 000	1,1		
	Jun*	10 031 000	-67 000	-0,7	230 000	2,3
	Sep*	10 064 000	33 000	0,3	210 000	2,1
	Dec	10 151 000	87 000	0,9	158 000	1,6

*Revised estimates.

1.2 Full-time employees.

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	8 786 000				
	Sep	8 842 000	56 000	0,6		
	Dec	8 952 000	110 000	1,2		
2018	Mar	9 003 000	51 000	0,6		
	Jun	9 013 000	10 000	0,1	227 000	2,6
	Sep	9 036 000	23 000	0,3	194 000	2,2
	Dec	9 086 000	50 000	0,6	134 000	1,5

1.3 Part-time employees.

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	1 015 000				
	Sep	1 012 000	-3 000	-0,3		
	Dec	1 041 000	29 000	2,9		
2018	Mar	1 095 000	54 000	5,2		
	Jun	1 018 000	-77 000	-7,0	3 000	0,3
	Sep	1 028 000	10 000	1,0	16 000	1,6
	Dec	1 065 000	37 000	3,6	24 000	2,3

1.4 Total gross earnings.

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun*	606 186 000				
	Sep*	630 909 000	24 723 000	4,1		
	Dec*	678 572 000	47 663 000	7,6		
2018	Mar*	663 269 000	-15 303 000	-2,3		
	Jun*	654 517 000	-8 752 000	-1,3	48 331 000	8,0
	Sep*	685 242 000	30 725 000	4,7	54 333 000	8,6
	Dec	725 175 000	39 933 000	5,8	46 603 000	6,9

*Revised estimates.

1.5 Basic salary/wages.

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	559 520 000				
	Sep	575 276 000	15 756 000	2,8		
	Dec	593 838 000	18 562 000	3,2		
2018	Mar	591 947 000	-1 891 000	-0,3		
	Jun	601 257 000	9 310 000	1,6	41 737 000	7,5
	Sep	625 246 000	23 989 000	4,0	49 970 000	8,7
	Dec	630 264 000	5 018 000	0,8	36 426 000	6,1

1.6 Bonus and overtime payments.

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	46 666 000				
	Sep	55 633 000	8 967 000	19,2		
	Dec	84 734 000	29 101 000	52,3		
2018	Mar	71 322 000	-13 412 000	-15,8		
	Jun	53 260 000	-18 062 000	-25,3	6 594 000	14,1
	Sep	59 996 000	6 736 000	12,6	4 363 000	7,8
	Dec	94 911 000	34 915 000	58,2	10 177 000	12,0

Table 2 - Mining and quarrying industry**2.1 Total number of employees.**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	472 000				
	Sep	460 000	-12 000	-2,5		
	Dec	457 000	-3 000	-0,7		
2018	Mar	454 000	-3 000	-0,7		
	Jun	459 000	5 000	1,1	-13 000	-2,8
	Sep*	456 000	-3 000	-0,7	-4 000	-0,9
	Dec	449 000	-7 000	-1,5	-8 000	-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 full-time and part-time employees separately.

2.2 Total gross earnings

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	31 208 000				
	Sep	31 972 000	764 000	2,4		
	Dec	32 437 000	465 000	1,5		
2018	Mar	32 198 000	-239 000	-0,7		
	Jun	31 902 000	-296 000	-0,9	694 000	2,2
	Sep*	33 754 000	1 852 000	5,8	1 782 000	5,6
	Dec	34 298 000	544 000	1,6	1 861 000	5,7

*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.

Table 3 - Manufacturing industry**3.1 Total Number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun*	1 193 000				
	Sep*	1 197 000	4 000	0,3		
	Dec*	1 208 000	11 000	0,9		
2018	Mar*	1 218 000	10 000	0,8		
	Jun*	1 210 000	-8 000	-0,7	17 000	1,4
	Sep*	1 216 000	6 000	0,5	19 000	1,6
	Dec	1 213 000	-3 000	-0,2	5 000	0,4

*Revised estimates.

3.2 Full-time employees.

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	1 111 000				
	Sep	1 116 000	5 000	0,5		
	Dec	1 125 000	9 000	0,8		
2018	Mar	1 134 000	9 000	0,8		
	Jun	1 131 000	-3 000	-0,3	20 000	1,8
	Sep	1 133 000	2 000	0,2	17 000	1,5
	Dec	1 130 000	-3 000	-0,3	5 000	0,4

3.3 Part-time employees.

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	82 000				
	Sep	81 000	-1 000	-1,2		
	Dec	83 000	2 000	2,5		
2018	Mar	84 000	1 000	1,2		
	Jun	79 000	-5 000	-6,0	-3 000	-3,7
	Sep	83 000	4 000	5,1	2 000	2,5
	Dec	83 000	0	0,0	0	0,0

3.4 Total gross earnings.

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun*	62 974 000				
	Sep*	64 498 000	1 524 000	2,4		
	Dec*	73 067 000	8 569 000	13,3		
2018	Mar*	66 427 000	-6 640 000	-9,1		
	Jun*	67 457 000	1 030 000	1,6	4 483 000	7,1
	Sep*	68 615 000	1 158 000	1,7	4 117 000	6,4
	Dec	76 859 000	8 244 000	12,0	3 792 000	5,2

*Revised estimates.

3.5 Basic salary/wages.

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	56 772 000				
	Sep	58 302 000	1 530 000	2,7		
	Dec	60 349 000	2 047 000	3,5		
2018	Mar	59 196 000	-1 153 000	-1,9		
	Jun	60 852 000	1 656 000	2,8	4 080 000	7,2
	Sep	62 406 000	1 554 000	2,6	4 104 000	7,0
	Dec	63 403 000	997 000	1,6	3 054 000	5,1

3.6 Bonus and overtime payments.

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	6 202 000				
	Sep	6 196 000	-6 000	-0,1		
	Dec	12 718 000	6 522 000	105,3		
2018	Mar	7 231 000	-5 487 000	-43,1		
	Jun	6 605 000	-626 000	-8,7	403 000	6,5
	Sep	6 209 000	-396 000	-6,0	13 000	0,2
	Dec	13 456 000	7 247 000	116,7	738 000	5,8

Table 4 - Electricity, gas and water supply industry

4.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun*	64 000				
	Sep*	63 000	-1 000	-1,6		
	Dec*	62 000	-1 000	-1,6		
2018	Mar*	62 000	0	0,0		
	Jun*	62 000	0	0,0	-2 000	-3,1
	Sep*	62 000	0	0,0	-1 000	-1,6
	Dec	61 000	-1 000	-1,6	-1 000	-1,6

*Revised estimates.

4.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	62 000				
	Sep	62 000	0	0,0		
	Dec	61 000	-1 000	-1,6		
2018	Mar	61 000	0	0,0		
	Jun	61 000	0	0,0	-1 000	-1,6
	Sep	61 000	0	0,0	-1 000	-1,6
	Dec	60 000	-1 000	-1,6	-1 000	-1,6

4.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	2 000				
	Sep	1 000	-1 000	-50,0		
	Dec	1 000	0	0,0		
2018	Mar	1 000	0	0,0		
	Jun	1 000	0	0,0	-1 000	-50,0
	Sep	1 000	0	0,0	0	0,0
	Dec	1 000	0	0,0	0	0,0

4.4 Total gross earnings

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun*	7 488 000				
	Sep*	9 255 000	1 767 000	23,6		
	Dec*	8 792 000	-463 000	-5,0		
2018	Mar*	7 807 000	-985 000	-11,2		
	Jun*	7 924 000	117 000	1,5	436 000	5,8
	Sep*	8 112 000	188 000	2,4	-1 143 000	-12,4
	Dec	9 629 000	1 517 000	18,7	837 000	9,5

*Revised estimates.

4.5 Basic salary/wages

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	6 820 000				
	Sep	7 353 000	533 000	7,8		
	Dec	7 270 000	-83 000	-1,1		
2018	Mar	7 253 000	-17 000	-0,2		
	Jun	7 315 000	62 000	0,9	495 000	7,3
	Sep	7 566 000	251 000	3,4	213 000	2,9
	Dec	7 702 000	136 000	1,8	432 000	5,9

4.6 Bonus and overtime payments

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	668 000				
	Sep	1 902 000	1 234 000	184,7		
	Dec	1 522 000	-380 000	-20,0		
2018	Mar	554 000	-968 000	-63,6		
	Jun	609 000	55 000	9,9	-59 000	-8,8
	Sep	546 000	-63 000	-10,3	-1 356 000	-71,3
	Dec	1 927 000	1 381 000	252,9	405 000	26,6

Table 5 - Construction industry**5.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun*	626 000				
	Sep*	641 000	15 000	2,4		
	Dec*	627 000	-14 000	-2,2		
2018	Mar*	641 000	14 000	2,2		
	Jun*	641 000	0	0,0	15 000	2,4
	Sep*	636 000	-5 000	-0,8	-5 000	-0,8
	Dec	618 000	-18 000	-2,8	-9 000	-1,4

*Revised estimates.

5.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	538 000				
	Sep	546 000	8 000	1,5		
	Dec	539 000	-7 000	-1,3		
2018	Mar	550 000	11 000	2,0		
	Jun	543 000	-7 000	-1,3	5 000	0,9
	Sep	542 000	-1 000	-0,2	-4 000	-0,7
	Dec	522 000	-20 000	-3,7	-17 000	-3,2

5.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	88 000				
	Sep	95 000	7 000	8,0		
	Dec	88 000	-7 000	-7,4		
2018	Mar	91 000	3 000	3,4		
	Jun	98 000	7 000	7,7	10 000	11,4
	Sep	94 000	-4 000	-4,1	-1 000	-1,1
	Dec	96 000	2 000	2,1	8 000	9,1

5.4 Total gross earnings

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun*	29 548 000				
	Sep*	30 645 000	1 097 000	3,7		
	Dec*	36 241 000	5 596 000	18,3		
2018	Mar*	31 517 000	-4 724 000	-13,0		
	Jun*	32 874 000	1 357 000	4,3	3 326 000	11,3
	Sep*	32 128 000	-746 000	-2,3	1 483 000	4,8
	Dec	35 633 000	3 505 000	10,9	-608 000	-1,7

*Revised estimates.

5.5 Basic salary/wages

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	27 284 000				
	Sep	28 271 000	987 000	3,6		
	Dec	29 756 000	1 485 000	5,3		
2018	Mar	29 358 000	-398 000	-1,3		
	Jun	30 435 000	1 077 000	3,7	3 151 000	11,5
	Sep	30 199 000	-236 000	-0,8	1 928 000	6,8
	Dec	30 017 000	-182 000	-0,6	261 000	0,9

5.6 Bonus and overtime payments

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	2 264 000				
	Sep	2 374 000	110 000	4,9		
	Dec	6 485 000	4 111 000	173,2		
2018	Mar	2 159 000	-4 326 000	-66,7		
	Jun	2 439 000	280 000	13,0	175 000	7,7
	Sep	1 929 000	-510 000	-20,9	-445 000	-18,7
	Dec	5 616 000	3 687 000	191,1	-869 000	-13,4

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

6.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun*	2 123 000				
	Sep*	2 132 000	9 000	0,4		
	Dec*	2 206 000	74 000	3,5		
2018	Mar*	2 191 000	-15 000	-0,7		
	Jun*	2 194 000	3 000	0,1	71 000	3,3
	Sep*	2 212 000	18 000	0,8	80 000	3,8
	Dec	2 261 000	49 000	2,2	55 000	2,5

*Revised estimates.

6.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	1 909 000				
	Sep	1 924 000	15 000	0,8		
	Dec	1 981 000	57 000	3,0		
2018	Mar	1 982 000	1 000	0,1		
	Jun	1 985 000	3 000	0,2	76 000	4,0
	Sep	2 002 000	17 000	0,9	78 000	4,1
	Dec	2 026 000	24 000	1,2	45 000	2,3

6.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	214 000				
	Sep	208 000	-6 000	-2,8		
	Dec	225 000	17 000	8,2		
2018	Mar	209 000	-16 000	-7,1		
	Jun	209 000	0	0,0	-5 000	-2,3
	Sep	210 000	1 000	0,5	2 000	1,0
	Dec	235 000	25 000	11,9	10 000	4,4

6.4 Total gross earnings

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun*	88 392 000				
	Sep*	89 567 000	1 175 000	1,3		
	Dec*	100 994 000	11 427 000	12,8		
2018	Mar*	94 864 000	-6 130 000	-6,1		
	Jun*	95 087 000	223 000	0,2	6 695 000	7,6
	Sep*	96 986 000	1 899 000	2,0	7 419 000	8,3
	Dec	107 968 000	10 982 000	11,3	6 974 000	6,9

*Revised estimates.

6.5 Basic salary/wages

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	81 968 000				
	Sep	83 546 000	1 578 000	1,9		
	Dec	86 578 000	3 032 000	3,6		
2018	Mar	87 043 000	465 000	0,5		
	Jun	88 081 000	1 038 000	1,2	6 113 000	7,5
	Sep	90 055 000	1 974 000	2,2	6 509 000	7,8
	Dec	92 288 000	2 233 000	2,5	5 710 000	6,6

6.6 Bonus and overtime payments

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	6 424 000				
	Sep	6 021 000	-403 000	-6,3		
	Dec	14 416 000	8 395 000	139,4		
2018	Mar	7 821 000	-6 595 000	-45,7		
	Jun	7 006 000	-815 000	-10,4	582 000	9,1
	Sep	6 931 000	-75 000	-1,1	910 000	15,1
	Dec	15 680 000	8 749 000	126,2	1 264 000	8,8

Table 7 - Transport, storage and communication industry

7.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun*	470 000				
	Sep*	479 000	9 000	1,9		
	Dec*	481 000	2 000	0,4		
2018	Mar*	481 000	0	0,0		
	Jun*	479 000	-2 000	-0,4	9 000	1,9
	Sep*	483 000	4 000	0,8	4 000	0,8
	Dec	488 000	5 000	1,0	7 000	1,5

*Revised estimates.

7.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	453 000				
	Sep	461 000	8 000	1,8		
	Dec	463 000	2 000	0,4		
2018	Mar	465 000	2 000	0,4		
	Jun	463 000	-2 000	-0,4	10 000	2,2
	Sep	465 000	2 000	0,4	4 000	0,9
	Dec	468 000	3 000	0,6	5 000	1,1

7.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	17 000				
	Sep	18 000	1 000	5,9		
	Dec	18 000	0	0,0		
2018	Mar	16 000	-2 000	-11,1		
	Jun	16 000	0	0,0	-1 000	-5,9
	Sep	18 000	2 000	12,5	0	0,0
	Dec	20 000	2 000	11,1	2 000	11,1

7.4 Total gross earnings

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun*	35 852 000				
	Sep*	36 083 000	231 000	0,6		
	Dec*	39 001 000	2 918 000	8,1		
2018	Mar*	35 518 000	-3 483 000	-8,9		
	Jun*	37 663 000	2 145 000	6,0	1 811 000	5,1
	Sep*	38 129 000	466 000	1,2	2 046 000	5,7
	Dec	40 696 000	2 567 000	6,7	1 695 000	4,3

*Revised estimates.

7.5 Basic salary/wages

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	31 116 000				
	Sep	31 839 000	723 000	2,3		
	Dec	31 921 000	82 000	0,3		
2018	Mar	31 637 000	-284 000	-0,9		
	Jun	32 693 000	1 056 000	3,3	1 577 000	5,1
	Sep	33 386 000	693 000	2,1	1 547 000	4,9
	Dec	33 876 000	490 000	1,5	1 955 000	6,1

7.6 Bonus and overtime payments

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	4 736 000				
	Sep	4 244 000	-492 000	-10,4		
	Dec	7 080 000	2 836 000	66,8		
2018	Mar	3 881 000	-3 199 000	-45,2		
	Jun	4 970 000	1 089 000	28,1	234 000	4,9
	Sep	4 743 000	-227 000	-4,6	499 000	11,8
	Dec	6 820 000	2 077 000	43,8	-260 000	-3,7

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

8.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun*	2 233 000				
	Sep*	2 250 000	17 000	0,8		
	Dec*	2 291 000	41 000	1,8		
2018	Mar*	2 300 000	9 000	0,4		
	Jun*	2 305 000	5 000	0,2	72 000	3,2
	Sep*	2 315 000	10 000	0,4	65 000	2,9
	Dec	2 368 000	53 000	2,3	77 000	3,4

*Revised estimates.

8.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	1 971 000				
	Sep	1 992 000	21 000	1,1		
	Dec	2 031 000	39 000	2,0		
2018	Mar	2 053 000	22 000	1,1		
	Jun	2 061 000	8 000	0,4	90 000	4,6
	Sep	2 064 000	3 000	0,1	72 000	3,6
	Dec	2 119 000	55 000	2,7	88 000	4,3

8.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	262 000				
	Sep	258 000	-4 000	-1,5		
	Dec	260 000	2 000	0,8		
2018	Mar	247 000	-13 000	-5,0		
	Jun	244 000	-3 000	-1,2	-18 000	-6,9
	Sep	251 000	7 000	2,9	-7 000	-2,7
	Dec	249 000	-2 000	-0,8	-11 000	-4,2

8.4 Total gross earnings

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun*	153 009 000				
	Sep*	165 444 000	12 435 000	8,1		
	Dec*	176 133 000	10 689 000	6,5		
2018	Mar*	189 734 000	13 601 000	7,7		
	Jun*	172 615 000	-17 119 000	-9,0	19 606 000	12,8
	Sep*	181 471 000	8 856 000	5,1	16 027 000	9,7
	Dec	188 528 000	7 057 000	3,9	12 395 000	7,0

*Revised estimates.

8.5 Basic salary/wages

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	140 187 000				
	Sep	144 369 000	4 182 000	3,0		
	Dec	153 289 000	8 920 000	6,2		
2018	Mar	153 219 000	-70 000	0,0		
	Jun	154 908 000	1 689 000	1,1	14 721 000	10,5
	Sep	157 076 000	2 168 000	1,4	12 707 000	8,8
	Dec	160 768 000	3 692 000	2,4	7 479 000	4,9

8.6 Bonus and overtime payments

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	12 822 000				
	Sep	21 075 000	8 253 000	64,4		
	Dec	22 844 000	1 769 000	8,4		
2018	Mar	36 515 000	13 671 000	59,8		
	Jun	17 707 000	-18 808 000	-51,5	4 885 000	38,1
	Sep	24 395 000	6 688 000	37,8	3 320 000	15,8
	Dec	27 760 000	3 365 000	13,8	4 916 000	21,5

Table 9 - Community, social and personal services industry

9.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun*	2 620 000				
	Sep*	2 632 000	12 000	0,5		
	Dec*	2 661 000	29 000	1,1		
2018	Mar*	2 751 000	90 000	3,4		
	Jun*	2 681 000	-70 000	-2,5	61 000	2,3
	Sep*	2 684 000	3 000	0,1	52 000	2,0
	Dec	2 693 000	9 000	0,3	32 000	1,2

*Revised estimates.

9.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	2 270 000				
	Sep	2 281 000	11 000	0,5		
	Dec	2 295 000	14 000	0,6		
2018	Mar	2 304 000	9 000	0,4		
	Jun	2 310 000	6 000	0,3	40 000	1,8
	Sep	2 313 000	3 000	0,1	32 000	1,4
	Dec	2 312 000	-1 000	0,0	17 000	0,7

9.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	350 000				
	Sep	351 000	1 000	0,3		
	Dec	366 000	15 000	4,3		
2018	Mar	447 000	81 000	22,1		
	Jun	371 000	-76 000	-17,0	21 000	6,0
	Sep	371 000	0	0,0	20 000	5,7
	Dec	381 000	10 000	2,7	15 000	4,1

9.4 Total gross earnings

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun*	197 715 000				
	Sep*	203 445 000	5 730 000	2,9		
	Dec*	211 907 000	8 462 000	4,2		
2018	Mar*	205 204 000	-6 703 000	-3,2		
	Jun*	208 995 000	3 791 000	1,8	11 280 000	5,7
	Sep*	226 047 000	17 052 000	8,2	22 602 000	11,1
	Dec	231 564 000	5 517 000	2,4	19 657 000	9,3

*Revised estimates.

9.5 Basic salary/wages

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	184 165 000				
	Sep	189 624 000	5 459 000	3,0		
	Dec	192 238 000	2 614 000	1,4		
2018	Mar	192 043 000	-195 000	-0,1		
	Jun	195 071 000	3 028 000	1,6	10 906 000	5,9
	Sep	210 804 000	15 733 000	8,1	21 180 000	11,2
	Dec	207 912 000	-2 892 000	-1,4	15 674 000	8,2

9.6 Bonus and overtime payments

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	13 550 000				
	Sep	13 821 000	271 000	2,0		
	Dec	19 669 000	5 848 000	42,3		
2018	Mar	13 161 000	-6 508 000	-33,1		
	Jun	13 924 000	763 000	5,8	374 000	2,8
	Sep	15 243 000	1 319 000	9,5	1 422 000	10,3
	Dec	23 652 000	8 409 000	55,2	3 983 000	20,3

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*	19 499	3,1	8,3
Aug*	19 996	2,6	10,1
Nov*	20 193	1,0	7,9
2018 Feb*	20 092	-0,5	6,2
May*	20 433	1,7	4,8
Aug*	21 192	3,7	6,0
Nov	21 190	0,0	4,9

*Revised estimates.

1.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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
2018 Feb	22 903	-2,8	3,2
May	23 265	1,6	4,7
Aug*	25 021	7,5	8,4
Nov	25 510	2,0	8,2

*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*	16 873	1,9	6,0	15 864	1,2	6,6
Aug*	17 415	3,2	5,9	16 375	3,2	6,2
Nov*	17 668	1,5	5,4	16 541	1,0	4,2
2018 Feb*	17 297	-2,1	4,5	16 342	-1,2	4,3
May*	17 845	3,2	5,8	16 784	2,7	5,8
Aug*	18 425	3,3	5,8	17 351	3,4	6,0
Nov	18 510	0,5	4,8	17 330	-0,1	4,8

*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*	38 715	-0,6	8,9	35 280	-2,2	7,4
Aug*	38 950	0,6	3,8	36 527	3,5	5,0
Nov*	40 071	2,9	3,9	37 684	3,2	6,4
2018 Feb*	38 934	-2,8	0,0	36 494	-3,2	1,2
May*	39 992	2,7	3,3	37 042	1,5	5,0
Aug*	41 953	4,9	7,7	39 942	7,8	9,3
Nov	44 228	5,4	10,4	41 847	4,8	11,0

*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*	15 245	2,9	16,8	14 462	2,7	16,4
Aug*	15 683	2,9	15,1	14 864	2,8	14,6
Nov*	16 463	5,0	11,6	15 497	4,3	10,9
2018 Feb*	16 165	-1,8	9,1	15 465	-0,2	9,9
May*	16 565	2,5	8,7	15 761	1,9	9,0
Aug*	16 793	1,4	7,1	16 005	1,5	7,7
Nov	16 528	-1,6	0,4	15 719	-1,8	1,4

*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*	13 006	2,7	6,1	12 623	2,1	6,0
Aug*	13 103	0,7	4,6	12 782	1,3	4,8
Nov*	13 279	1,3	5,6	12 943	1,3	5,5
2018 Feb*	13 282	0,0	4,9	12 981	0,3	5,0
May*	13 486	1,5	3,7	13 098	0,9	3,8
Aug*	13 876	2,9	5,9	13 502	3,1	5,6
Nov	13 725	-1,1	3,4	13 366	-1,0	3,3

*Revised estimates.

1.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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*	23 638	5,7	8,7	22 240	5,1	8,1
Aug*	23 787	0,6	6,9	22 430	0,9	6,7
Nov*	23 600	-0,8	5,1	22 210	-1,0	5,2
2018 Feb*	23 236	-1,5	3,9	22 107	-0,5	4,4
May*	24 243	4,3	2,6	22 820	3,2	2,6
Aug*	24 884	2,6	4,6	23 586	3,4	5,2
Nov	24 770	-0,5	5,0	23 356	-1,0	5,2

*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*	21 385	3,0	12,0	21 025	3,0	12,3
Aug*	22 199	3,8	13,4	21 826	3,8	13,7
Nov*	22 620	1,9	11,8	22 260	2,0	12,1
2018 Feb*	22 765	0,6	9,7	22 379	0,5	9,7
May*	22 835	0,3	6,8	22 437	0,3	6,7
Aug*	23 513	3,0	5,9	23 119	3,0	5,9
Nov	23 436	-0,3	3,6	22 978	-0,6	3,2

*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*	23 676	4,2	7,1	23 151	3,9	6,8
	Aug*	24 195	2,2	13,8	23 732	2,5	14,0
	Nov*	24 133	-0,3	8,0	23 675	-0,2	8,0
2018	Feb*	24 078	-0,2	6,0	23 658	-0,1	6,2
	May*	24 640	2,3	4,1	24 133	2,0	4,2
	Aug*	25 901	5,1	7,0	25 407	5,3	7,1
	Nov	26 062	0,6	8,0	25 404	0,0	7,3

*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*	18 986	2,1	2,7
Aug*	19 358	2,0	5,1
Nov*	19 379	0,1	3,1
2018 Feb*	18 991	-2,0	2,1
May*	19 061	0,4	0,4
Aug*	19 550	2,6	1,0
Nov	19 334	-1,1	-0,2

*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
2018 Feb	21 647	-4,3	-0,8
May	21 702	0,3	0,3
Aug*	23 082	6,4	3,3
Nov	23 276	0,8	2,9

*Revised estimates.

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

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*	16 429	0,9	0,5	15 447	0,2	1,1
	Aug*	16 858	2,6	1,0	15 852	2,6	1,3
	Nov*	16 956	0,6	0,8	15 875	0,1	-0,4
2018	Feb*	16 348	-3,6	0,4	15 446	-2,7	0,2
	May*	16 646	1,8	1,3	15 657	1,4	1,4
	Aug*	16 997	2,1	0,8	16 006	2,2	1,0
	Nov	16 889	-0,6	-0,4	15 812	-1,2	-0,4

*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*	37 698	-1,5	3,3	34 352	-3,1	1,8
	Aug*	37 705	0,0	-0,9	35 360	2,9	0,2
	Nov*	38 456	2,0	-0,7	36 166	2,3	1,7
2018	Feb*	36 800	-4,3	-3,9	34 493	-4,6	-2,7
	May*	37 306	1,4	-1,0	34 554	0,2	0,6
	Aug*	38 702	3,7	2,6	36 847	6,6	4,2
	Nov	40 354	4,3	4,9	38 182	3,6	5,6

*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*	14 844	1,9	10,8	14 082	1,7	10,4
Aug*	15 182	2,3	9,8	14 389	2,2	9,4
Nov*	15 799	4,1	6,6	14 872	3,4	6,0
2018 Feb*	15 279	-3,3	4,9	14 617	-1,7	5,6
May*	15 452	1,1	4,1	14 702	0,6	4,4
Aug*	15 492	0,3	2,0	14 765	0,4	2,6
Nov	15 080	-2,7	-4,6	14 342	-2,9	-3,6

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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*	12 664	1,7	0,7	12 291	1,1	0,6
Aug*	12 683	0,2	-0,1	12 374	0,7	0,0
Nov*	12 744	0,5	0,9	12 421	0,4	0,9
2018 Feb*	12 554	-1,5	0,9	12 269	-1,2	0,9
May*	12 580	0,2	-0,7	12 218	-0,4	-0,6
Aug*	12 801	1,8	0,9	12 456	1,9	0,7
Nov	12 523	-2,2	-1,7	12 195	-2,1	-1,8

*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*	23 017	4,7	3,1	21 655	4,1	2,6
	Aug*	23 028	0,0	2,1	21 713	0,3	1,8
	Nov*	22 649	-1,6	0,4	21 315	-1,8	0,6
2018	Feb*	21 962	-3,0	-0,1	20 896	-2,0	0,4
	May*	22 615	3,0	-1,7	21 287	1,9	-1,7
	Aug*	22 956	1,5	-0,3	21 758	2,2	0,2
	Nov	22 600	-1,6	-0,2	21 310	-2,1	0,0

*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*	20 822	2,0	6,2	20 473	2,0	6,5
	Aug*	21 490	3,2	8,2	21 129	3,2	8,5
	Nov*	21 709	1,0	6,9	21 363	1,1	7,2
2018	Feb*	21 517	-0,9	5,4	21 152	-1,0	5,4
	May*	21 301	-1,0	2,3	20 930	-1,0	2,2
	Aug*	21 691	1,8	0,9	21 327	1,9	0,9
	Nov	21 383	-1,4	-1,5	20 965	-1,7	-1,9

*Revised estimates.

2.9 Community, social and personal services industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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*	23 054	3,2	1,6	22 542	2,9	1,3
	Aug*	23 423	1,6	8,7	22 974	1,9	8,8
	Nov*	23 160	-1,1	3,2	22 721	-1,1	3,2
2018	Feb*	22 757	-1,7	1,9	22 361	-1,6	2,1
	May*	22 985	1,0	-0,3	22 512	0,7	-0,1
	Aug*	23 894	4,0	2,0	23 438	4,1	2,0
	Nov	23 779	-0,5	2,7	23 179	-1,1	2,0

*Revised estimates.

Additional information

Technical notes

1. **Response rate** The collection rate for the quarter ended **December 2018 was 84.8%.**
2. **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)

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

$$2.2 \text{ Relative Standard Error (RSE)} = \frac{SE(\text{estimate})}{\text{estimate}} \times 100$$

Table H : Estimates of total employees by industry within 95% confidence limits

Industry	Quarter ended September* 2018				Quarter ended December 2018			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	455 729	455 729	455 729	0,0	449 285	449 285	449 285
Manufacturing	0,6	1 202 609	1 216 182	1 229 755	0,6	1 199 093	1 212 668	1 226 243
Electricity, gas and water supply	0,8	60 680	61 693	62 705	0,8	60 235	61 139	62 042
Construction	1,8	613 679	636 420	659 162	1,7	597 648	618 400	639 152
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,7	2 179 874	2 212 060	2 244 247	0,7	2 228 266	2 260 535	2 292 804
Transport, storage and communication	1,3	471 396	483 348	495 300	1,2	475 557	487 366	499 175
Financial intermediation, insurance, real estate and business services	1,3	2 258 480	2 315 335	2 372 189	1,3	2 306 524	2 368 013	2 429 503
Community, social and personal services	0,4	2 661 868	2 684 183	2 706 498	0,4	2 669 397	2 692 534	2 715 671
Total	0,4	9 990 967	10 064 950	10 138 934	0,4	10 072 145	10 149 939	10 227 734

*Revised estimates.

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

Table I : Estimates of full-time employees by industry within 95% confidence limits

Industry	Quarter ended September 2018				Quarter ended December 2018			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	455 729	455 729	455 729	0,0	449 285	449 285	449 285
Manufacturing	0,6	1 120 181	1 133 066	1 145 950	0,6	1 117 183	1 130 055	1 142 927
Electricity, gas and water supply	0,8	59 654	60 649	61 645	0,8	59 354	60 254	61 154
Construction	1,7	524 108	541 972	559 837	1,7	504 307	521 992	539 677
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,8	1 969 717	2 001 652	2 033 586	0,8	1 994 196	2 026 001	2 057 806
Transport, storage and communication	1,3	453 110	464 965	476 819	1,3	456 138	467 851	479 564
Financial intermediation, insurance, real estate and business services	1,4	2 007 693	2 063 944	2 120 195	1,4	2 060 644	2 119 247	2 177 849
Community, social and personal services	0,5	2 291 281	2 312 906	2 334 532	0,5	2 290 070	2 311 546	2 333 021
Total	0,4	8 963 188	9 034 883	9 106 578	0,4	9 012 376	9 086 230	9 160 084

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

Table J : Estimates of part-time employees by industry within 95% confidence limits

Industry	Quarter ended September 2018				Quarter ended December 2018			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	2,2	79 586	83 117	86 647	1,9	79 456	82 613	85 770
Electricity, gas and water supply	9,0	858	1 043	1 228	5,3	793	885	976
Construction	9,2	77 359	94 448	111 536	6,3	84 537	96 408	108 279
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,2	201 358	210 409	219 459	2,0	225 539	234 534	243 529
Transport, storage and communication	3,4	17 163	18 383	19 604	3,1	18 326	19 515	20 705
Financial intermediation, insurance, real estate and business services	3,3	235 078	251 390	267 703	3,3	232 690	248 767	264 844
Community, social and personal services	0,7	366 008	371 277	376 546	1,1	372 402	380 988	389 574
Total	1,3	1 004 103	1 030 067	1 056 031	1,1	1 039 818	1 063 709	1 087 600

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

Table K : Estimates of gross earnings by industry within 95% confidence limits

Industry	Quarter ended* September 2018				Quarter ended December 2018			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	33 753 865 816	33 753 865 816	33 753 865 816	0,0	34 297 853 514	34 297 853 514	34 297 853 514
Manufacturing	0,8	67 571 596 058	68 614 660 693	69 657 725 327	0,8	75 670 470 959	76 859 330 874	78 048 190 789
Electricity, gas and water supply	0,6	8 020 203 771	8 111 798 326	8 203 392 882	0,5	9 537 775 829	9 629 176 888	9 720 577 947
Construction	3,8	29 709 027 473	32 127 675 632	34 546 323 792	3,6	33 153 064 476	35 632 735 450	38 112 406 426
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,4	94 367 036 215	96 986 326 118	99 605 616 021	1,5	104 737 285 677	107 968 036 659	111 198 787 641
Transport, storage and communication	1,4	37 095 456 566	38 128 535 732	39 161 614 897	1,4	39 602 138 213	40 695 880 555	41 789 622 898
Financial intermediation, insurance, real estate and business services	3,3	169 863 244 234	181 470 985 485	193 078 726 737	2,8	178 314 896 160	188 527 940 535	198 740 984 910
Community, social and personal services	1,5	219 266 234 244	226 047 505 934	232 828 777 623	1,6	224 370 021 692	231 564 189 107	238 758 356 521
Total	1,0	671 291 940 180	685 241 353 736	699 190 767 292	0,9	711 940 636 314	725 175 143 582	738 409 650 853

*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 L : Estimates of basic salaries/wages by industry within 95% confidence limits

Industry	Quarter ended September 2018				Quarter ended December 2018			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	33 753 865 816	33 753 865 816	33 753 865 816	0,0	34 297 853 514	34 297 853 514	34 297 853 514
Manufacturing	0,8	61 438 969 514	62 406 081 189	63 373 192 863	0,9	62 341 865 063	63 403 173 470	64 464 481 877
Electricity, gas and water supply	0,6	7 474 592 804	7 565 583 183	7 656 573 563	0,6	7 617 726 874	7 701 689 072	7 785 651 270
Construction	4,0	27 838 034 888	30 199 035 969	32 560 037 051	3,3	28 060 801 164	30 016 579 238	31 972 357 313
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,4	87 666 146 972	90 054 878 349	92 443 609 726	1,3	89 868 663 001	92 288 210 964	94 707 758 926
Transport, storage and communication	1,3	32 522 109 945	33 385 512 258	34 248 914 570	1,3	32 989 124 533	33 875 684 856	34 762 245 179
Financial intermediation, insurance, real estate and business services	2,3	150 030 212 880	157 075 711 582	164 121 210 283	2,1	154 196 843 415	160 767 893 009	167 338 942 604
Community, social and personal services	1,6	204 132 750 691	210 804 305 586	217 475 860 480	1,6	201 238 848 802	207 912 086 860	214 585 324 917
Total	0,8	614 888 993 457	625 244 973 931	635 600 954 405	0,8	620 279 738 557	630 263 170 982	640 246 603 408

Table M : Estimates of bonus payments by industry within 95% confidence limits

Industry	Quarter ended September 2018				Quarter ended December 2018			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	2,2	2 244 305 605	2 347 259 659	2 450 213 713	1,2	9 253 700 472	9 483 229 177	9 712 757 883
Electricity, gas and water supply	0,2	91 906 820	92 322 506	92 738 193	0,7	1 441 154 099	1 460 124 025	1 479 093 950
Construction	12,0	427 945 070	558 990 628	690 036 187	11,8	3 269 886 436	4 255 128 308	5 240 370 181
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	8,5	3 840 918 331	4 607 451 650	5 373 984 969	5,1	11 851 973 535	13 154 119 638	14 456 265 742
Transport, storage and communication	6,7	2 453 720 940	2 826 661 734	3 199 602 527	3,9	4 470 470 709	4 837 001 196	5 203 531 684
Financial intermediation, insurance, real estate and business services	17,9	14 069 293 143	21 658 815 112	29 248 337 082	11,2	19 378 262 888	24 813 645 971	30 249 029 054
Community, social and personal services	1,6	11 011 757 106	11 365 932 966	11 720 108 826	4,5	16 521 067 316	18 109 404 823	19 697 742 329
Total	9,0	35 809 240 103	43 457 434 256	51 105 628 410	4,0	70 202 727 777	76 112 653 138	82 022 578 499

**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 N : Estimates of overtime payments by industry within 95% confidence limits

Industry	Quarter ended September 2018				Quarter ended December 2018			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	1,2	3 767 300 658	3 861 319 845	3 955 339 033	0,9	3 900 539 102	3 972 928 227	4 045 317 352
Electricity, gas and water supply	0,4	450 665 660	453 892 637	457 119 613	0,2	465 290 857	467 363 791	469 436 725
Construction	3,4	1 277 072 980	1 369 649 035	1 462 225 090	3,3	1 272 293 906	1 361 027 904	1 449 761 901
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,7	2 201 485 853	2 323 996 119	2 446 506 385	3,3	2 363 040 373	2 525 706 057	2 688 371 742
Transport, storage and communication	2,3	1 829 244 543	1 916 361 740	2 003 478 937	2,5	1 886 966 481	1 983 194 503	2 079 422 525
Financial intermediation, insurance, real estate and business services	1,8	2 640 596 418	2 736 458 791	2 832 321 165	5,7	2 615 793 259	2 946 401 555	3 277 009 851
Community, social and personal services	6,0	3 418 225 563	3 877 267 382	4 336 309 201	4,3	5 076 585 422	5 542 697 424	6 008 809 426
Total	1,6	16 021 218 379	16 538 945 549	17 056 672 718	1,7	18 185 622 453	18 799 319 462	19 413 016 471

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

Industry	August* 2018				November 2018			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	25 021	25 021	25 021	0,0	25 510	25 510	25 510
Manufacturing	0,9	18 085	18 425	18 765	0,9	18 170	18 510	18 850
Electricity, gas and water supply	1,3	40 844	41 953	43 062	1,3	43 079	44 228	45 377
Construction	4,1	15 449	16 793	18 137	3,6	15 371	16 528	17 685
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,5	13 475	13 876	14 277	1,4	13 350	13 725	14 100
Transport, storage and communication	1,7	24 048	24 884	25 720	1,7	23 925	24 770	25 615
Financial intermediation, insurance, real estate and business services	2,5	22 374	23 513	24 652	2,6	22 240	23 436	24 632
Community, social and personal services	1,8	24 996	25 901	26 806	1,7	25 172	26 062	26 952
Total	0,9	20 811	21 192	21 573	0,9	20 805	21 190	21 575

*Revised estimates.

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

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

Industry	August* 2018				November 2018			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	0,9	17 028	17 351	17 674	1,0	17 005	17 330	17 655
Electricity, gas and water supply	1,4	38 868	39 942	41 016	1,4	40 740	41 847	42 954
Construction	4,2	14 684	16 005	17 326	3,7	14 585	15 719	16 853
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,5	13 106	13 502	13 898	1,4	12 994	13 366	13 738
Transport, storage and communication	1,7	22 781	23 586	24 391	1,8	22 546	23 356	24 166
Financial intermediation, insurance, real estate and business services	2,5	21 983	23 119	24 255	2,6	21 806	22 978	24 150
Community, social and personal services	1,8	24 510	25 407	26 304	1,8	24 523	25 404	26 285

*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 the 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 1989 *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*

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	Average monthly earnings at constant 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 a 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.

General information

Stats SA publishes approximately 300 different releases each year. It is not economically viable to produce them in more than one of South Africa's eleven official languages. Since the releases are used extensively, not only locally but also by international economic and social- scientific communities, Stats SA releases are published in English only.

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