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# Statistical release

## P0277

# Quarterly employment statistics (QES)

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## Introduction

This publication analyses the results of the *Quarterly employment statistics* (QES) survey which collects data from value-added tax (VAT) registered businesses (excluding agriculture). Statistical tables provide detailed information regarding the number of persons employed; gross earnings and average monthly earnings for the reference quarter.

## Key findings employment and earnings for the quarter ending June 2015

Figure A: Employment in the non-agricultural formal sector, June 2013 – June 2015

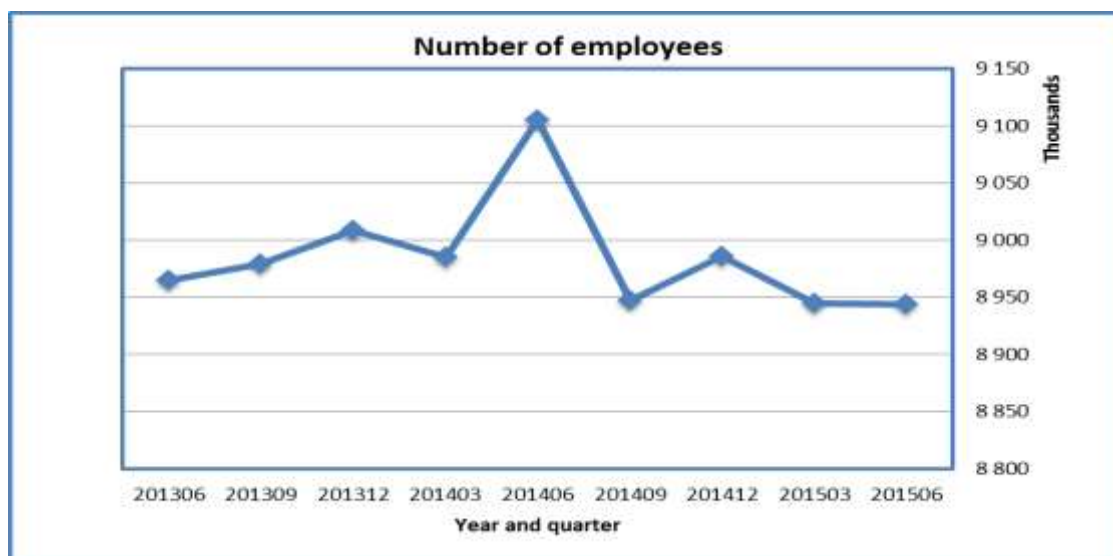


Table A: Employment by industry

Industry	Jun 2014	Mar* 2015	Jun 2015	Q/Q Change	Y/Y Change	Q/Q Change	Y/Y Change
	Thousand			%			
Mining	491	490	490	0	-1	0,0	-0,2
Manufacturing	1 142	1 141	1 134	-7	-8	-0,6	-0,7
Electricity	58	58	58	0	0	0,0	0,0
Construction	505	483	481	-2	-24	-0,4	-4,8
Trade	1 839	1 837	1 845	8	6	0,4	0,3
Transport	443	441	437	-4	-6	-0,9	-1,4
Business services	1 972	1 988	1 985	-3	13	-0,2	0,7
Community services	2 655	2 507	2 514	7	-141	0,3	-5,3
<b>Total</b>	<b>9 105</b>	<b>8 945</b>	<b>8 944</b>	<b>-1</b>	<b>-161</b>	<b>0,0</b>	<b>-1,8</b>

\*Revised estimates.

Table A shows that employment decreased by 1 000 quarter-on-quarter, from 8 945 000 in March 2015 to 8 944 000 in June 2015. This was largely due to decreases in the following industries:

- manufacturing (-7 000 or -0,6%);
- transport (-4 000 or -0,9%);
- business services (-3 000 or -0,2%); and
- construction (-2 000 or -0,4%).

There were increases reported by trade industry (8 000 or 0,4%) and community services industry (7 000 or 0,3%).

Mining and quarrying industry and electricity industry remained unchanged.

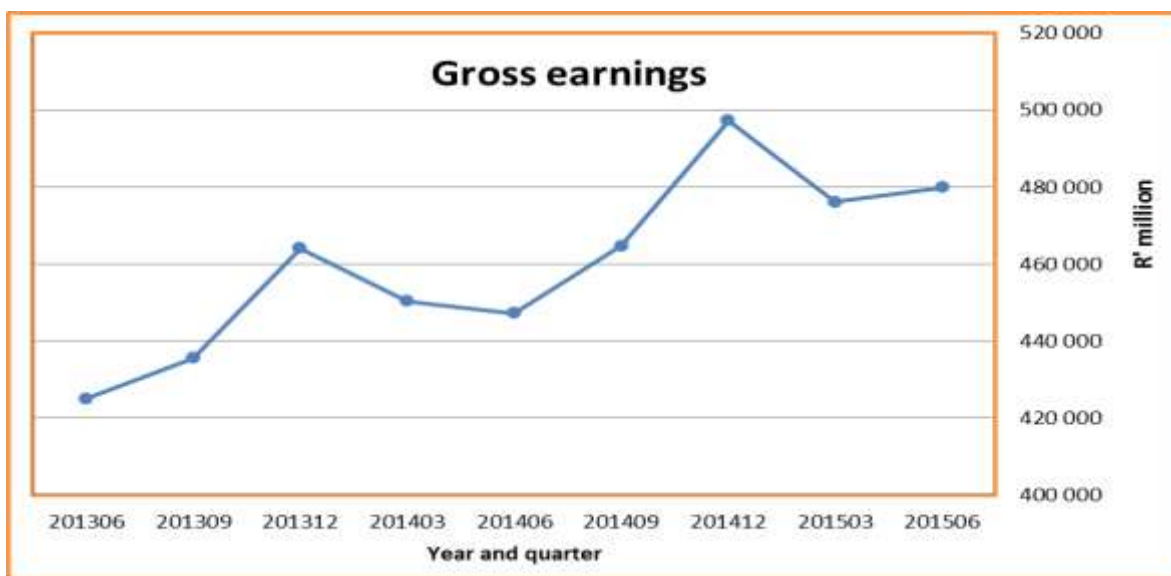
Employment decreased by 161 000 or -1,8% year-on-year between June 2014 and June 2015. Most decreases were reported by the following industries:

- community services (-141 000 or -5,3%);
- construction (-24 000 or -4,8%);
- manufacturing (-8 000 or -0,7%);
- transport (-6 000 or -1,4%); and
- mining and quarrying (-1 000 or -0,2%).

The following industries reported increases: business services (13 000 or 0,7%) and trade (6 000 or 0,3%).

Electricity industry remained unchanged.

**Figure B: Gross earnings (R'000) of employees in the formal non-agricultural sector, June 2013 – June 2015**



**Table B: Gross earnings by industry**

Industry	Jun 2014	Mar* 2015	Jun 2015	Q/Q Change	Y/Y Change	Q/Q Change	Y/Y Change
	Rands (Million)				%		
Mining	22 615	27 334	27 497	163	4 882	0,6	21,6
Manufacturing	51 718	53 582	53 993	411	2 275	0,8	4,4
Electricity	5 548	5 897	5 941	44	393	0,7	7,1
Construction	18 836	18 678	19 284	606	448	3,2	2,4
Trade	62 937	66 747	67 726	979	4 789	1,5	7,6
Transport	28 343	28 305	29 673	1 368	1 330	4,8	4,7
Business services	108 718	123 024	117 835	-5 189	9 117	-4,2	8,4
Community services	148 549	152 598	157 988	5 390	9 439	3,5	6,4
<b>Total</b>	<b>447 264</b>	<b>476 165</b>	<b>479 937</b>	<b>3 772</b>	<b>32 673</b>	<b>0,8</b>	<b>7,3</b>

\*Revised estimates.

Table B shows that gross earnings paid to employees increased by R3 772 million (0,8%) from R476 165 million in March 2015 to R479 937 million in June 2015. The increase was mainly due to increases in the community services; transport; trade; construction; manufacturing; mining and quarrying and electricity industries.

Year-on-year, gross earnings increased by R32 673 million (7,3%).

### Average monthly earnings

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

Average monthly earnings (including bonuses and overtime payments)	May 2014	February* 2015	May 2015	Q/Q Change	Y/Y Change
	Rands			%	
	15 762	16 506	16 796	1,8	6,6

\*Revised estimates.

Table C shows a quarter-on-quarter increase of 1,8% in average monthly earnings paid to employees in the formal non-agricultural sector from R16 506 in February 2015 to R16 796 in May 2015.

On an annual basis, average monthly earnings paid to employees increased by 6,6% from R15 762 in May 2014 to R16 796 in May 2015.

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

## Scope of the survey

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

- mining and quarrying;
- 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.

## Comparison of QLFS (formal sector employees) and QES

**Table D: Key differences between the Quarterly labour force survey (QLFS) and the Quarterly employment survey (QES)**

	QLFS	QES
<b>Coverage</b>	Private households and worker's hostels	Payroll of VAT registered businesses
	Non-institutional population (15 years and older)	Employees only
	Employment (including the informal sector; private households; agriculture and small businesses)	Formal sector (excluding agriculture)
<b>Sample size</b>	30 000 dwelling units in which households reside	20 000 VAT registered businesses
<b>Reference period</b>	One week prior to the interview	Payroll at the end of the reference quarter
<b>Formal sector definition (excluding Agriculture &amp; Private households)</b>	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.

**Note:** Statistics South Africa (Stats SA) also collects information regarding employment from the QLFS which is a household based survey. The results of the QES and the QLFS differ in several respects and are thus not fully comparable. **Table D** highlights key differences between the two surveys. Nonetheless, the trend in employment over the past seven years between the QES and QLFS are similar and in both surveys the industries which contribute the most to employment are services, trade and finance.

## Detailed employment changes by industry

The *mining and quarrying industry* reported an annual decrease of 1 000 employees (-0,2%) in June 2015 compared with June 2014. There was no quarterly change in June 2015 compared with March 2015.

**See explanatory note on page 33.**

The *manufacturing industry* reported an annual decrease of 8 000 employees (-0,7%) in June 2015 compared with June 2014. There was a quarterly decrease of 7 000 employees (-0,6%) in June 2015 compared with March 2015. This was mainly due to decreases in employment in the production, processing and preservation of meat, fish, fruit, vegetables, oils and fats; beverages and tobacco products; special purpose machinery; and paper and paper products.

The *electricity, gas and water supply industry* reported no annual change in June 2015 compared with June 2014. There was no quarterly change in June 2015 compared with March 2015.

The *construction industry* reported an annual decrease of 24 000 employees (-4,8%) in June 2015 compared with June 2014. There was a quarterly decrease of 2 000 employees (-0,4%) in June 2015 compared with March 2015. This was mainly due to decreases in employment in the site preparations' category.

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 6 000 employees (+0,3%) in June 2015 compared with June 2014. There was a quarterly increase of 8 000 employees (+0,4%) in June 2015 compared with March 2015. This was mainly due to increases in employment in retail trade; wholesale trade; and motor trade.

The *transport, storage and communication industry* reported an annual decrease of 6 000 employees (-1,4%) in June 2015 compared with June 2014. There was a quarterly decrease of 4 000 employees (-0,9%) in June 2015 compared with March 2015. This was mainly due to decreases in employment in post and telecommunications; and land transport and transport via pipelines.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 13 000 employees (+0,7%) in June 2015 compared with June 2014. There was a quarterly decrease of 3 000 employees (-0,2%) in June 2015 compared with March 2015. This was mainly due to decreases in real estate activities; financial intermediation (i.e. Banks) except insurance and pension funding; legal, accounting, bookkeeping and auditing activities; insurance and pension funding; and architectural, engineering and other technical activities.

The *community, social and personal services industry* reported an annual decrease of 141 000 employees (-5,3%) in June 2015 compared with June 2014. There was a quarterly increase of 7 000 employees (+0,3%) in June 2015 compared with March 2015. This was mainly due to increases in employment in national departments; universities and technikons; other educational institutions; 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 R4 882 million (+21,6%) for the quarter ended June 2015 compared with the quarter ended June 2014. There was a quarterly increase of R163 million (+0,6%) for the quarter ended June 2015 compared with the quarter ended March 2015.

**See explanatory note on page 33.**

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R2 275 million (+4,4%) for the quarter ended June 2015 compared with the quarter ended June 2014. There was a quarterly increase of R411 million (+0,8%) for the quarter ended June 2015 compared with the quarter ended March 2015.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R393 million (+7,1%) for the quarter ended June 2015 compared with the quarter ended June 2014. There was a quarterly increase of R44 million (+0,7%) for the quarter ended June 2015 compared with the quarter ended March 2015.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R448 million (+2,4%) for the quarter ended June 2015 compared with the quarter ended June 2014. There was a quarterly increase of R606 million (+3,2%) for the quarter June 2015 compared with the quarter ended March 2015.

Gross earnings paid to employees in the *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reflected an annual increase of R4 789 million (+7,6%) for the quarter ended June 2015 compared with the quarter ended June 2014. There was a quarterly increase of R979 million (+1,5%) for the quarter ended June 2015 compared with the quarter ended March 2015.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R1 330 million (+4,7%) for the quarter ended June 2015 compared with the quarter ended June 2014. There was a quarterly increase of R1 368 million (+4,8%) for the quarter ended June 2015 compared with the quarter ended March 2015.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R9 117 million (+8,4%) for the quarter ended June 2015 compared with the quarter ended June 2014. There was a quarterly decrease of R5 189 million (-4,2%) for the quarter ended June 2015 compared with the quarter ended March 2015.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R9 439 million (+6,4%) for the quarter ended June 2015 compared with the quarter ended June 2014. There was a quarterly increase of R5 390 million (+3,5%) for the quarter ended June 2015 compared with the quarter ended March 2015.



**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	
				Quarter	Annual
2013 Jun	8 965 000	-	-	-	-
Sep	8 979 000	14 000	0,2	-	-
Dec	9 009 000	30 000	0,3	-	-
2014 Mar	8 985 000	-24 000	-0,3	-	-
Jun	9 105 000	120 000	1,3	140 000	1,6
Sep	8 947 000	-158 000	-1,7	-32 000	-0,4
Dec	8 986 000	39 000	0,4	-23 000	-0,3
2015 Mar*	8 945 000	-41 000	-0,5	-40 000	-0,4
Jun	8 944 000	-1 000	0,0	-161 000	-1,8

\*Revised estimates.

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	
				Quarter	Annual
2013 Jun	425 034 000	-	-	-	-
Sep	435 475 000	10 441 000	2,5	-	-
Dec	464 130 000	28 655 000	6,6	-	-
2014 Mar	450 276 000	-13 854 000	-3,0	-	-
Jun	447 264 000	-3 012 000	-0,7	22 230 000	5,2
Sep	464 668 000	17 404 000	3,9	29 193 000	6,7
Dec	497 280 000	32 612 000	7,0	33 150 000	7,1
2015 Mar*	476 165 000	-21 115 000	-4,2	25 889 000	5,7
Jun	479 937 000	3 772 000	0,8	32 673 000	7,3

\*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
		Quarter		Annual	
2013 Jun	511 000	-	-	-	-
Sep	507 000	-4 000	-0,8	-	-
Dec	499 000	-8 000	-1,6	-	-
2014 Mar	491 000	-8 000	-1,6	-	-
Jun	491 000	0	0,0	-20 000	-3,9
Sep	498 000	7 000	1,4	-9 000	-1,8
Dec	491 000	-7 000	-1,4	-8 000	-1,6
2015 Mar*	490 000	-1 000	-0,2	-1 000	-0,2
Jun	490 000	0	0,0	-1 000	-0,2

\*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
		Quarter		Annual	
2013 Jun	24 013 000	-	-	-	-
Sep	25 243 000	1 230 000	5,1	-	-
Dec	26 047 000	804 000	3,2	-	-
2014 Mar	23 237 000	-2 810 000	-10,8	-	-
Jun	22 615 000	-622 000	-2,7	-1 398 000	-5,8
Sep	27 390 000	4 775 000	21,1	2 147 000	8,5
Dec	27 921 000	531 000	1,9	1 874 000	7,2
2015 Mar*	27 334 000	-587 000	-2,1	4 097 000	17,6
Jun	27 497 000	163 000	0,6	4 882 000	21,6

\*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
		Quarter		Annual	
2013 Jun	1 158 000	-	-	-	-
Sep	1 160 000	2 000	0,2	-	-
Dec	1 165 000	5 000	0,4	-	-
2014 Mar	1 154 000	-11 000	-0,9	-	-
Jun	1 142 000	-12 000	-1,0	-16 000	-1,4
Sep	1 133 000	-9 000	-0,8	-27 000	-2,3
Dec	1 134 000	1 000	0,1	-31 000	-2,7
2015 Mar*	1 141 000	7 000	0,6	-13 000	-1,1
Jun	1 134 000	-7 000	-0,6	-8 000	-0,7

\*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
		Quarter		Annual	
2013 Jun	49 936 000	-	-	-	-
Sep	50 528 000	592 000	1,2	-	-
Dec	56 960 000	6 432 000	12,7	-	-
2014 Mar	50 924 000	-6 036 000	-10,6	-	-
Jun	51 718 000	794 000	1,6	1 782 000	3,6
Sep	52 127 000	409 000	0,8	1 599 000	3,2
Dec	59 275 000	7 148 000	13,7	2 315 000	4,1
2015 Mar*	53 582 000	-5 693 000	-9,6	2 658 000	5,2
Jun	53 993 000	411 000	0,8	2 275 000	4,4

\*Revised estimates.

**Table 4 - Electricity, gas and water supply industry**

**4.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2013 Jun	59 000	-	-	-	-
Sep	59 000	0	0,0	-	-
Dec	59 000	0	0,0	-	-
2014 Mar	59 000	0	0,0	-	-
Jun	58 000	-1 000	-1,7	-1 000	-1,7
Sep	58 000	0	0,0	-1 000	-1,7
Dec	58 000	0	0,0	-1 000	-1,7
2015 Mar	58 000	0	0,0	-1 000	-1,7
Jun	58 000	0	0,0	0	0,0

\*Revised estimates.

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2013 Jun	5 320 000	-	-	-	-
Sep	6 254 000	934 000	17,6	-	-
Dec	6 378 000	124 000	2,0	-	-
2014 Mar	5 499 000	-879 000	-13,8	-	-
Jun	5 548 000	49 000	0,9	228 000	4,3
Sep	6 621 000	1 073 000	19,3	367 000	5,9
Dec	6 916 000	295 000	4,5	538 000	8,4
2015 Mar*	5 897 000	-1 019 000	-14,7	398 000	7,2
Jun	5 941 000	44 000	0,7	393 000	7,1

\*Revised estimates.

**Table 5 - Construction industry**

**5.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2013 Jun	514 000	-	-	-	-
Sep	509 000	-5 000	-1,0	-	-
Dec	500 000	-9 000	-1,8	-	-
2014 Mar	503 000	3 000	0,6	-	-
Jun	505 000	2 000	0,4	-9 000	-1,8
Sep	497 000	-8 000	-1,6	-12 000	-2,4
Dec	490 000	-7 000	-1,4	-10 000	-2,0
2015 Mar*	483 000	-7 000	-1,4	-20 000	-4,0
Jun	481 000	-2 000	-0,4	-24 000	-4,8

\*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
		Quarter		Annual	
2013 Jun	18 314 000	-	-	-	-
Sep	18 168 000	-146 000	-0,8	-	-
Dec	21 045 000	2 877 000	15,8	-	-
2014 Mar	18 156 000	-2 889 000	-13,7	-	-
Jun	18 836 000	680 000	3,7	522 000	2,9
Sep	19 283 000	447 000	2,4	1 115 000	6,1
Dec	21 719 000	2 436 000	12,6	674 000	3,2
2015 Mar*	18 678 000	-3 041 000	-14,0	522 000	2,9
Jun	19 284 000	606 000	3,2	448 000	2,4

\*Revised estimates.

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

**6.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2013 Jun	1 834 000	-	-	-	-
Sep	1 834 000	0	0,0	-	-
Dec	1 866 000	32 000	1,7	-	-
2014 Mar	1 818 000	-48 000	-2,6	-	-
Jun	1 839 000	21 000	1,2	5 000	0,3
Sep	1 832 000	-7 000	-0,4	-2 000	-0,1
Dec	1 860 000	28 000	1,5	-6 000	-0,3
2015 Mar	1 837 000	-23 000	-1,2	19 000	1,0
Jun	1 845 000	8 000	0,4	6 000	0,3

\*Revised estimates.

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2013 Jun	58 730 000	-	-	-	-
Sep	60 375 000	1 645 000	2,8	-	-
Dec	66 850 000	6 475 000	10,7	-	-
2014 Mar	62 954 000	-3 896 000	-5,8	-	-
Jun	62 937 000	-17 000	0,0	4 207 000	7,2
Sep	64 586 000	1 649 000	2,6	4 211 000	7,0
Dec	71 071 000	6 485 000	10,0	4 221 000	6,3
2015 Mar*	66 747 000	-4 324 000	-6,1	3 793 000	6,0
Jun	67 726 000	979 000	1,5	4 789 000	7,6

\*Revised estimates.

**Table 7 - Transport, storage and communication industry**

**7.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2013	Jun	450 000	-	-	-
	Sep	450 000	0	0,0	-
	Dec	450 000	0	0,0	-
2014	Mar	448 000	-2 000	-0,4	-
	Jun	443 000	-5 000	-1,1	-7 000
	Sep	438 000	-5 000	-1,1	-12 000
2015	Dec	441 000	3 000	0,7	-9 000
	Mar*	441 000	0	0,0	-7 000
	Jun	437 000	-4 000	-0,9	-6 000

\*Revised estimates.

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2013	Jun	26 231 000	-	-	-
	Sep	27 221 000	990 000	3,8	-
	Dec	29 214 000	1 993 000	7,3	-
2014	Mar	26 639 000	-2 575 000	-8,8	-
	Jun	28 343 000	1 704 000	6,4	2 112 000
	Sep	28 179 000	-164 000	-0,6	958 000
2015	Dec	31 101 000	2 922 000	10,4	1 887 000
	Mar*	28 305 000	-2 796 000	-9,0	1 666 000
	Jun	29 673 000	1 368 000	4,8	1 330 000

\*Revised estimates.

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

**8.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2013 Jun	1 996 000	-	-	-	-
Sep	2 006 000	10 000	0,5	-	-
Dec	2 004 000	-2 000	-0,1	-	-
2014 Mar	1 997 000	-7 000	-0,3	-	-
Jun	1 972 000	-25 000	-1,3	-24 000	-1,2
Sep	1 967 000	-5 000	-0,3	-39 000	-1,9
Dec	1 987 000	20 000	1,0	-17 000	-0,8
2015 Mar*	1 988 000	1 000	0,1	-9 000	-0,5
Jun	1 985 000	-3 000	-0,2	13 000	0,7

\*Revised estimates.

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2013 Jun	105 715 000	-	-	-	-
Sep	108 343 000	2 628 000	2,5	-	-
Dec	113 404 000	5 061 000	4,7	-	-
2014 Mar	121 137 000	7 733 000	6,8	-	-
Jun	108 718 000	-12 419 000	-10,3	3 003 000	2,8
Sep	112 976 000	4 258 000	3,9	4 633 000	4,3
Dec	121 783 000	8 807 000	7,8	8 379 000	7,4
2015 Mar*	123 024 000	1 241 000	1,0	1 887 000	1,6
Jun	117 835 000	-5 189 000	-4,2	9 117 000	8,4

\*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
		Quarter		Annual	
2013 Jun	2 443 000	-	-	-	-
Sep	2 454 000	11 000	0,5	-	-
Dec	2 466 000	12 000	0,5	-	-
2014 Mar	2 515 000	49 000	2,0	-	-
Jun	2 655 000	140 000	5,6	212 000	8,7
Sep	2 524 000	-131 000	-4,9	70 000	2,9
Dec	2 525 000	1 000	0,0	59 000	2,4
2015 Mar*	2 507 000	-18 000	-0,7	-8 000	-0,3
Jun	2 514 000	7 000	0,3	-141 000	-5,3

\*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
		Quarter		Annual	
2013 Jun	136 775 000	-	-	-	-
Sep	139 343 000	2 568 000	1,9	-	-
Dec	144 232 000	4 889 000	3,5	-	-
2014 Mar	141 730 000	-2 502 000	-1,7	-	-
Jun	148 549 000	6 819 000	4,8	11 774 000	8,6
Sep	153 506 000	4 957 000	3,3	14 163 000	10,2
Dec	157 494 000	3 988 000	2,6	13 262 000	9,2
2015 Mar*	152 598 000	-4 896 000	-3,1	10 868 000	7,7
Jun	157 988 000	5 390 000	3,5	9 439 000	6,4

\*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
2013 May	15 027	-	-
Aug	15 232	1,4	-
Nov	15 413	1,2	-
2014 Feb	15 277	-0,9	-
May	15 762	3,2	4,9
Aug	16 371	3,9	7,5
Nov	16 424	0,3	6,6
2015 Feb*	16 506	0,5	8,0
May	16 796	1,8	6,6

\*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
2013 May	15 469	-	-
Aug	16 659	7,7	-
Nov	17 631	5,8	-
2014 Feb	15 155	-14,0	-
May	15 319	1,1	-1,0
Aug	18 201	18,8	9,3
Nov	19 018	4,5	7,9
2015 Feb*	18 335	-3,6	21,0
May	18 606	1,5	21,5

\*Revised estimates.

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes on page 33). 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
2013 May	13 734	-	-	12 813	-	-
Aug	13 868	1,0	-	12 970	1,2	-
Nov	14 225	2,6	-	13 179	1,6	-
2014 Feb	13 913	-2,2	-	13 025	-1,2	-
May	14 366	3,3	4,6	13 352	2,5	4,2
Aug	14 733	2,6	6,2	13 799	3,3	6,4
Nov	15 030	2,0	5,7	13 963	1,2	5,9
2015 Feb*	14 900	-0,9	7,1	14 017	0,4	7,6
May	15 342	3,0	6,8	14 132	0,8	5,8

\*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
2013 May	29 611	-	-	27 317	-	-
Aug	29 400	-0,7	-	27 472	0,6	-
Nov	31 260	6,3	-	29 145	6,1	-
2014 Feb	31 043	-0,7	-	28 857	-1,0	-
May	31 705	2,1	7,1	29 085	0,8	6,5
Aug	32 048	1,1	9,0	29 906	2,8	8,9
Nov	34 304	7,0	9,7	32 187	7,6	10,4
2015 Feb*	33 650	-1,9	8,4	31 458	-2,3	9,0
May	33 754	0,3	6,5	30 959	-1,6	6,4

\*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
2013 May	11 686	-	-	11 093	-	-
Aug	11 794	0,9	-	11 215	1,1	-
Nov	11 828	0,3	-	11 187	-0,2	-
2014 Feb	11 802	-0,2	-	11 297	1,0	-
May	12 300	4,2	5,3	11 719	3,7	5,6
Aug	12 656	2,9	7,3	12 095	3,2	7,8
Nov	12 313	-2,7	4,1	11 742	-2,9	5,0
2015 Feb*	12 807	4,0	8,5	12 253	4,4	8,5
May	13 015	1,6	5,8	12 445	1,6	6,2

\*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
2013 May	10 305	-	-	9 972	-	-
Aug	10 352	0,5	-	10 023	0,5	-
Nov	10 554	2,0	-	10 223	2,0	-
2014 Feb	10 707	1,4	-	10 377	1,5	-
May	10 941	2,2	6,2	10 519	1,4	5,5
Aug	11 180	2,2	8,0	10 887	3,5	8,6
Nov	11 269	0,8	6,8	10 959	0,7	7,2
2015 Feb*	11 262	-0,1	5,2	10 989	0,3	5,9
May	11 591	2,9	5,9	11 244	2,3	6,9

\*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
2013 May	18 652	-	-	17 132	-	-
Aug	18 776	0,7	-	17 595	2,7	-
Nov	19 134	1,9	-	17 924	1,9	-
2014 Feb	18 794	-1,8	-	17 659	-1,5	-
May	20 171	7,3	8,1	18 793	6,4	9,7
Aug	20 609	2,2	9,8	19 320	2,8	9,8
Nov	20 841	1,1	8,9	19 138	-0,9	6,8
2015 Feb*	20 608	-1,1	9,7	19 269	0,7	9,1
May	20 884	1,3	3,5	19 683	2,1	4,7

\*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
2013 May	16 355	-	-	15 956	-	-
Aug	16 637	1,7	-	16 292	2,1	-
Nov	16 826	1,1	-	16 477	1,1	-
2014 Feb	16 895	0,4	-	16 435	-0,3	-
May	17 002	0,6	4,0	16 632	1,2	4,2
Aug	17 562	3,3	5,6	17 220	3,5	5,7
Nov	17 512	-0,3	4,1	17 156	-0,4	4,1
2015 Feb*	17 961	2,6	6,3	17 480	1,9	6,4
May	18 250	1,6	7,3	17 840	2,1	7,3

\*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
2013	May	17 717	-	-	17 374	-	-
	Aug	17 820	0,6	-	17 504	0,7	-
	Nov	17 693	-0,7	-	17 389	-0,7	-
2014	Feb	17 619	-0,4	-	17 270	-0,7	-
	May	18 431	4,6	4,0	18 086	4,7	4,1
	Aug	19 218	4,3	7,8	18 908	4,5	8,0
2015	Nov	19 089	-0,7	7,9	18 760	-0,8	7,9
	Feb*	19 152	0,3	8,7	18 796	0,2	8,8
	May	19 398	1,3	5,2	18 995	1,1	5,0

\*Revised estimates.

**Table 2 – Average monthly earnings at constant prices, by industry**

**2.1 Total (all formal non-agricultural industries)**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	14 646	-	-
Aug	14 604	-0,3	-
Nov	14 665	0,4	-
2014 Feb	14 238	-2,9	-
May	14 408	1,2	-1,6
Aug	14 749	2,4	1,0
Nov	14 770	0,1	0,7
2015 Feb*	14 804	0,2	4,0
May	14 682	-0,8	1,9

\*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
2013 May	15 077	-	-
Aug	15 972	5,9	-
Nov	16 775	5,0	-
2014 Feb	14 124	-15,8	-
May	14 003	-0,9	-7,1
Aug	16 397	17,1	2,7
Nov	17 103	4,3	2,0
2015 Feb*	16 444	-3,9	16,4
May	16 264	-1,1	16,1

\*Revised estimates.

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes on page 33). 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
2013 May	13 386	-	-	12 488	-	-
Aug	13 296	-0,7	-	12 435	-0,4	-
Nov	13 535	1,8	-	12 539	0,8	-
2014 Feb	12 966	-4,2	-	12 139	-3,2	-
May	13 132	1,3	-1,9	12 205	0,5	-2,3
Aug	13 273	1,1	-0,2	12 432	1,9	0,0
Nov	13 516	1,8	-0,1	12 557	1,0	0,1
2015 Feb*	13 363	-1,1	3,1	12 571	0,1	3,6
May	13 411	0,4	2,1	12 353	-1,7	1,2

\*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	28 861	-	-	26 625	-	-
Aug	28 188	-2,3	-	26 339	-1,1	-
Nov	29 743	5,5	-	27 731	5,3	-
2014 Feb	28 931	-2,7	-	26 894	-3,0	-
May	28 981	0,2	0,4	26 586	-1,1	-0,1
Aug	28 872	-0,4	2,4	26 942	1,3	2,3
Nov	30 849	6,8	3,7	28 945	7,4	4,4
2015 Feb*	30 179	-2,2	4,3	28 213	-2,5	4,9
May	29 505	-2,2	1,8	27 062	-4,1	1,8

\*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
2013 May	11 390	-	-	10 812	-	-
Aug	11 308	-0,7	-	10 753	-0,5	-
Nov	11 254	-0,5	-	10 644	-1,0	-
2014 Feb	10 999	-2,3	-	10 528	-1,1	-
May	11 243	2,2	-1,3	10 712	1,7	-0,9
Aug	11 402	1,4	0,8	10 896	1,7	1,3
Nov	11 073	-2,9	-1,6	10 559	-3,1	-0,8
2015 Feb*	11 486	3,7	4,4	10 989	4,1	4,4
May	11 377	-0,9	1,2	10 878	-1,0	1,5

\*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
2013 May	10 044	-	-	9 719	-	-
Aug	9 925	-1,2	-	9 610	-1,1	-
Nov	10 042	1,2	-	9 727	1,2	-
2014 Feb	9 979	-0,6	-	9 671	-0,6	-
May	10 001	0,2	-0,4	9 615	-0,6	-1,1
Aug	10 072	0,7	1,5	9 808	2,0	2,1
Nov	10 134	0,6	0,9	9 855	0,5	1,3
2015 Feb*	10 100	-0,3	1,2	9 856	0,0	1,9
May	10 132	0,3	1,3	9 829	-0,3	2,2

\*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
2013 May	18 179	-	-	16 698	-	-
Aug	18 002	-1,0	-	16 870	1,0	-
Nov	18 206	1,1	-	17 054	1,1	-
2014 Feb	17 515	-3,8	-	16 458	-3,5	-
May	18 438	5,3	1,4	17 178	4,4	2,9
Aug	18 567	0,7	3,1	17 405	1,3	3,2
Nov	18 742	0,9	2,9	17 210	-1,1	0,9
2015 Feb*	18 483	-1,4	5,5	17 282	0,4	5,0
May	18 255	-1,2	-1,0	17 205	-0,4	0,2

\*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
2013 May	15 941	-	-	15 552	-	-
Aug	15 951	0,1	-	15 620	0,4	-
Nov	16 010	0,4	-	15 677	0,4	-
2014 Feb	15 746	-1,6	-	15 317	-2,3	-
May	15 541	-1,3	-2,5	15 203	-0,7	-2,2
Aug	15 822	1,8	-0,8	15 514	2,0	-0,7
Nov	15 748	-0,5	-1,6	15 428	-0,6	-1,6
2015 Feb*	16 109	2,3	2,3	15 677	1,6	2,4
May	15 953	-1,0	2,7	15 594	-0,5	2,6

\*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
2013 May	17 268	-	-	16 934	-	-
Aug	17 085	-1,1	-	16 782	-0,9	-
Nov	16 834	-1,5	-	16 545	-1,4	-
2014 Feb	16 420	-2,5	-	16 095	-2,7	-
May	16 847	2,6	-2,4	16 532	2,7	-2,4
Aug	17 314	2,8	1,3	17 034	3,0	1,5
Nov	17 166	-0,9	2,0	16 871	-1,0	2,0
2015 Feb*	17 177	0,1	4,6	16 857	-0,1	4,7
May	16 956	-1,3	0,6	16 604	-1,5	0,4

\*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)

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

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

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

Industry	Quarter ended March* 2015				Quarter ended June 2015			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	489 788	489 788	489 788	0,0	489 515	489 515	489 515	0,0
Manufacturing	1 130 081	1 140 672	1 151 263	0,5	1 123 012	1 134 413	1 145 814	0,5
Electricity, gas and water supply	57 389	57 849	58 309	0,4	57 940	58 372	58 805	0,4
Construction	468 636	483 303	497 969	1,5	465 065	480 970	496 875	1,7
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 811 574	1 837 158	1 862 743	0,7	1 817 890	1 844 849	1 871 809	0,7
Transport, storage and communication	432 600	440 603	448 605	0,9	429 276	437 491	445 707	1,0
Financial intermediation, insurance, real estate and business services	1 951 738	1 988 450	2 025 161	0,9	1 945 360	1 985 465	2 025 571	1,0
Community, social and personal services	2 491 937	2 507 110	2 522 284	0,3	2 497 693	2 513 757	2 529 821	0,3
<b>Total</b>	<b>8 893 792</b>	<b>8 944 933</b>	<b>8 996 074</b>	<b>0,3</b>	<b>8 889 807</b>	<b>8 944 833</b>	<b>8 999 858</b>	<b>0,3</b>

\*Revised estimates.

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes on page 33).

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

Industry	Quarter ended March* 2015				Quarter ended June 2015			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	27 333 937	27 333 937	27 333 937	0,0	27 496 528	27 496 528	27 496 528	0,0
Manufacturing	52 935 462	53 582 398	54 229 333	0,6	53 336 619	53 993 384	54 650 149	0,6
Electricity, gas and water supply	5 857 685	5 896 769	5 935 854	0,3	5 895 464	5 941 226	5 986 988	0,4
Construction	17 909 008	18 678 423	19 447 838	2,1	18 426 113	19 283 879	20 141 645	2,3
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	64 700 384	66 746 976	68 793 568	1,6	65 970 267	67 725 926	69 481 586	1,3
Transport, storage and communication	27 774 082	28 305 135	28 836 187	1,0	29 153 736	29 672 967	30 192 197	0,9
Financial intermediation, insurance, real estate and business services	119 169 638	123 023 814	126 877 989	1,6	113 443 602	117 834 702	122 225 802	1,9
Community, social and personal services	150 284 399	152 598 144	154 911 890	0,8	155 789 547	157 987 897	160 186 246	0,7
<b>Total</b>	<b>471 097 331</b>	<b>476 165 596</b>	<b>481 233 861</b>	<b>0,5</b>	<b>474 583 383</b>	<b>479 936 508</b>	<b>485 289 633</b>	<b>0,6</b>

\*Revised estimates.

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes on page 33).

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

Industry	February* 2015				May 2015			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	18 335	18 335	18 335	0,0	18 606	18 606	18 606	0,0
Manufacturing	14 680	14 900	15 120	0,8	15 111	15 342	15 573	0,8
Electricity, gas and water supply	33 301	33 650	33 999	0,5	33 402	33 754	34 106	0,5
Construction	12 161	12 807	13 453	2,6	12 335	13 015	13 695	2,7
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	10 916	11 262	11 608	1,6	11 242	11 591	11 940	1,5
Transport, storage and communication	20 050	20 608	21 166	1,4	20 331	20 884	21 437	1,4
Financial intermediation, insurance, real estate and business services	17 291	17 961	18 631	1,9	17 562	18 250	18 938	1,9
Community, social and personal services	18 861	19 152	19 443	0,8	19 091	19 398	19 705	0,8
<b>Total</b>	<b>16 314</b>	<b>16 506</b>	<b>16 698</b>	<b>0,6</b>	<b>16 598</b>	<b>16 796</b>	<b>16 994</b>	<b>0,6</b>

\*Revised estimates.

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes page 33). At this stage the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.

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

Industry	February* 2015				May 2015			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	18 335	18 335	18 335	0,0	18 606	18 606	18 606	0,0
Manufacturing	13 806	14 017	14 228	0,8	13 913	14 132	14 351	0,8
Electricity, gas and water supply	31 126	31 458	31 790	0,5	30 635	30 959	31 283	0,5
Construction	11 624	12 253	12 882	2,6	11 784	12 445	13 106	2,7
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	10 646	10 989	11 332	1,6	10 900	11 244	11 588	1,6
Transport, storage and communication	18 737	19 269	19 801	1,4	19 156	19 683	20 210	1,4
Financial intermediation, insurance, real estate and business services	16 871	17 480	18 089	1,8	17 159	17 840	18 521	1,9
Community, social and personal services	18 522	18 796	19 070	0,7	18 703	18 995	19 287	0,8

\*Revised estimates.

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes on page 33). 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 20 797 (VAT registered) private and public enterprises in the formal non-agricultural sector of the South African economy. The information received is used to estimate employment and gross earnings that are used as inputs to the gross domestic product (GDP) and to estimate key economic statistics on average monthly earnings that are mainly used for monitoring economic indicators of the South African economy.

- Mining** 5. Stats SA receives information regarding the mining and quarrying industry from the Department of Mineral Resources. The information for the latest quarter is preliminary and will be revised by the Minerals Bureau as soon as they receive more information from the different mines. Users must take note that gross earnings estimates based on the 2013 frame exclude severance, termination and redundancy payments paid during the reference quarter.
- Notes on estimates** 6. Average monthly earnings statistics represent average gross (before tax) earnings of employees and do not relate to the earnings of the 'average' person. Estimates of average monthly earnings are derived by dividing estimates of monthly total earnings by estimates of number of employees. Changes in the average may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force. There are several aspects which can contribute to compositional changes, including variations over time in the proportions of full-time, part-time and casual employees.
- Reliability of estimates** 7. Inaccuracies may occur because of imperfections in reporting by enterprises and errors made with the collection and processing of the data. Inaccuracies of this kind are referred to as non-sampling errors. Every effort is made to reduce non-sampling errors to a minimum by designing the questionnaire carefully, undertaking pilot studies, editing the data and efficient operating procedures. Fluctuations may occur in consecutive quarters as a result of seasonal and economic factors.
- Standard errors** 8. The estimates in this publication are based on a sample drawn from units in the surveyed population. As a result of the entire population not being surveyed, the published estimates are subject to sampling error. The most common way of quantifying such sampling error is to calculate the standard error for the published 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:

- *Bulletin of Statistics;*
- *Quarterly Labour Force Survey;* and
- *South African Statistics.*

**Pre-release policy** 12. Stats SA's pre-release policy may be inspected at its website, [www.statssa.gov.za](http://www.statssa.gov.za)

**Response rate** The response rate for the quarter ended June 2015 was 91,7%.

**Abbreviations and symbols**

BSF	Business Sampling Frame
DMR	Department of Mineral Resources
GDP	Gross Domestic Product
IBR	Integrated Business Register
ILO	International Labour Organisation
IT	Income Tax
LFS	Labour Force Survey
QES	Quarterly Employment Statistics
RSE	Relative Standard Error
SARS	South African Revenue Service
SE	Standard Error
SEE	Survey of Employment and Earnings
SIC	Standard Industrial Classification of all Economic Activities
SNA	System of National Accounts
Stats SA	Statistics South Africa
VAT	Value added-Tax
-	Not available

## Glossary

<b>Annual percentage change</b>	An annual percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given period compared with the employment, the gross earnings or the average monthly earnings of the corresponding period of the previous year expressed as a percentage.
<b>Average monthly earnings at constant 2000 prices</b>	Average monthly earnings at constant 2012 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 2012=100).
<b>Average monthly earnings at current prices</b>	Average monthly earnings at current prices are calculated by dividing the total gross earnings, excluding severance, termination and redundancy payments, for the reference month by the number of employees as at the end of the reference month.
<b>Casual employees</b>	Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employee'. Such employees are typically working daily or hourly. Employers can dispense with their services at a very short notice, usually not exceeding a period of one week. Casual employees are not entitled to benefits such as paid leave and medical aid contributions paid by employers. Casual employees can be part-time or full time.
<b>Enterprises</b>	Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their production activities.
<b>Formal sector</b>	The formal sector includes all businesses that are registered in any way.
<b>Full-time employees</b>	Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 hours or more per week. This excludes the self-employed and working proprietors. (Refer to notes on number of employees below.)
<b>Gross earnings</b>	Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc., but excludes earnings of sole proprietors or partners of unincorporated businesses; commission where a retainer, wage or salary was not paid; payments to subcontractors and consultants who are not part of the enterprise; 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).
<b>Industries</b>	Industries consist of groups of enterprises engaged in the same or similar kind of activity. The definition of industries is based on the <i>System of National Accounts (SNA)</i> and is in line with that in the <i>Standard Industrial Classification of all Economic Activities (SIC)</i> , Fifth Edition, and Report No. 09-09-02 of January 1993.

<b>Informal sector</b>	The informal sector consists of those 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.
<b>Number of employees</b>	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 <b>Reference quarter/month/period</b> below).
<b>Ordinary-time hours</b>	Ordinary-time hours are those hours actually worked during normal periods of work. These hours include hours of paid leave taken during the reference period (e.g. sick leave, annual leave) and hours of normal shift work. Ordinary-time hours paid for exclude overtime hours worked, hours relating to payment in advance and hours relating to back pay.
<b>Overtime hours paid for</b>	Overtime hours paid for are those hours worked in excess of ordinary-time hours, standard or agreed hours of work that were paid for in the reference period.
<b>Overtime payments</b>	Overtime payments refer to payment for hours worked and paid for in excess of ordinary-time hours, standard or agreed hours worked for the reference period. Penalty payments that relate to overtime are also included.
<b>Part-time employees</b>	Part-time employees are those permanent, temporary or casual employees who are not full-time employees as defined above or who normally work less than 40 hours per week. This excludes the self-employed at work or with an enterprise but temporarily not at work.
<b>Performance and other bonuses</b>	<p>Performance and other bonuses cover seasonal, end-of-year and one-time bonuses and additional payments supplementary to normal payments.</p> <p>Performance and other bonuses include profit-sharing bonuses, merit bonuses, incentive bonuses, total amounts of payments that were paid during the reference period but relate to other pay periods, e.g. annual leave, thirteenth cheques. Performance and other bonuses exclude reimbursements for expenses incurred whilst conducting employer's business; severance, termination and redundancy payments.</p>
<b>Permanent employees</b>	Permanent employees are employees appointed on an open-ended contract with no stipulated termination date, and who are entitled to benefits such as paid leave and medical aid contributions paid by employers. This excludes the self-employed at work.
<b>Quarterly percentage change</b>	A quarterly percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given quarter/month compared with the employment, the gross earnings or the average monthly earnings of the previous quarter/month expressed as a percentage.
<b>Reference quarter/month/period</b>	Reference quarter/period in part 1 of this publication refers to the three months up to the end of March, June, September or December. Reference month/period in part 2 of this publication refers to the months of February, May, August or November.

**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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