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Quarterly employment statistics

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www.statssa.gov.za
info@statssa.gov.za
T +27 12 310 8911
F +27 12 310 8500

Private Bag X44, Pretoria, 0001, South Africa
ISibalo House, Koch Street, Salvokop, Pretoria, 0002

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Introduction

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

This survey covers employment statistics of the following industries:

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

Key findings: employment and earnings for the quarter ending June 2016

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

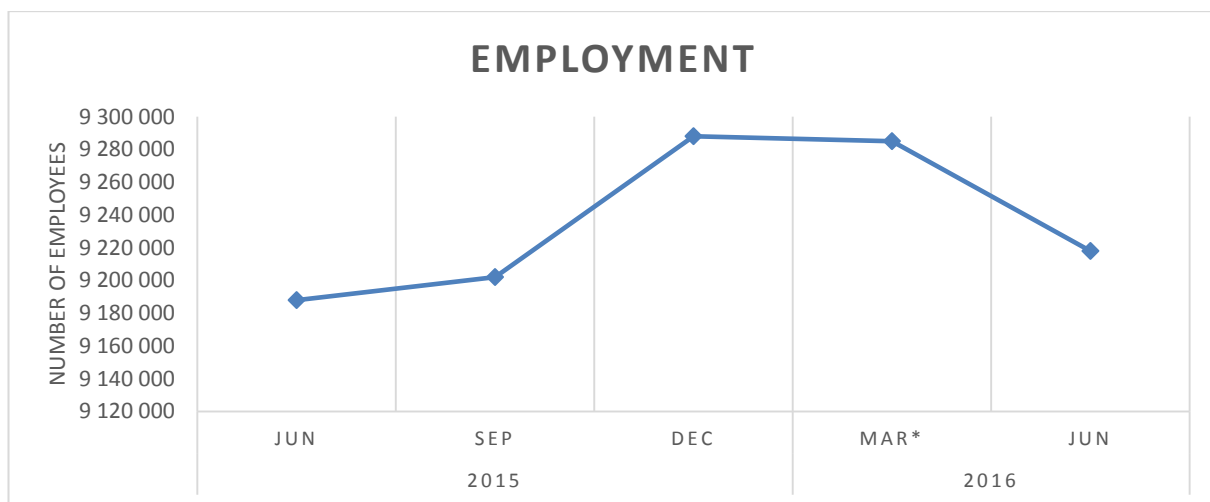


Table A: Employment by industry

Industry	Jun 2015	Mar* 2016	Jun 2016	Q/Q Change	Y/Y Change	Q/Q Change	Y/Y Change
	Thousand				%		
Mining	489	458	457	-1	-32	-0,2	-6,5
Manufacturing	1 152	1 143	1 136	-7	-16	-0,6	-1,4
Electricity	60	61	61	0	1	0,0	1,7
Construction	538	544	545	1	7	0,2	1,3
Trade	1 891	1 915	1 911	-4	20	-0,2	1,1
Transport	460	459	452	-7	-8	-1,5	-1,7
Business services	2 069	2 110	2 109	-1	40	0,0	1,9
Community services	2 529	2 595	2 547	-48	18	-1,8	0,7
Total	9 188	9 285	9 218	-67	30	-0,7	0,3

*Revised estimates.

Table A shows that employment decreased by 67 000 quarter-on-quarter, from 9 285 000 in March 2016 to 9 218 000 in June 2016. This was largely due to decreases in the following industries: community services (48 000 or -1,8%); manufacturing (-7 000 or -0,6%); transport (-7 000 or -1,5%); trade (-4 000 or -0,2%); mining and quarrying (-1 000 or -0,2%) and business services (-1 000 or 0,0%).

However there was an increase of 1000 employees or (+0,2%) by construction industry.

The electricity industry remained unchanged.

Employment increased by 30 000 or 0,3% year-on-year between June 2015 and June 2016. These increases were reported by; business services (40 000 or 1,9%); trade (20 000 or 1,1%); community services (18 000 or 0,7%); construction (7 000 or 1,3%) and Electricity (1 000 or 1,7%).

The following industries reported annual decreases: transport (-8 000 or -1,7%); manufacturing (-16 000 or -1,4%); and mining and quarrying (-32 000 or -6,5%).

Besides mining, manufacturing and transport which declined both quarter-quarter and year-on year, employment in other industries was still higher in June 2016 compared to the same period last year.

Figure B: Gross earnings (R'000) of employees in the formal non-agricultural sector, June 2015 – June 2016

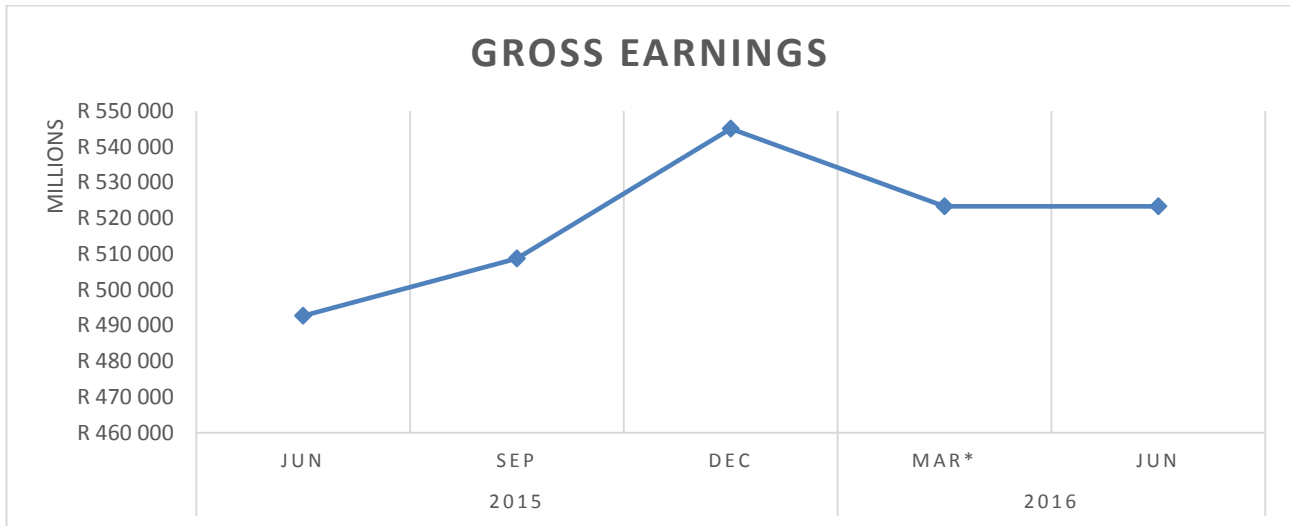


Table B: Gross earnings by industry

Industry	Jun 2015	Mar* 2016	Jun 2016	Q/Q Change	Y/Y Change	Q/Q Change	Y/Y Change
	Rands (Million)				%		
Mining	27 465	28 248	29 075	827	1 610	2,9	5,9
Manufacturing	54 698	56 224	57 095	871	2 397	1,5	4,4
Electricity	6 039	6 517	6 562	45	523	0,7	8,7
Construction	22 060	21 306	22 476	1 170	416	5,5	1,9
Trade	68 961	71 912	72 246	334	3 285	0,5	4,8
Transport	31 344	30 436	31 970	1 534	626	5,0	2,0
Business services	123 188	140 970	128 450	-12 520	5 262	-8,9	4,3
Community services	158 926	167 698	175 469	7 771	16 543	4,6	10,4
Total	492 681	523 311	523 343	32	30 662	0,0	6,2

*Revised estimates.

Table B shows that gross earnings paid to employees increased by R32 million (0,01%) from R523 311 million in March 2016 to R523 343 million in June 2016. The increase was mainly due to increases in the community services; transport; construction; manufacturing; mining and quarrying; trade and electricity industries.

There was a decrease reported by the business services industry.
 Year-on-year, gross earnings increased by R30 662 million (6,2%).

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 2015	Feb* 2016	May 2016	Q/Q Change	Y/Y Change
	Rands			%	
	16 787	17 396	18 045	3,7	7,5

*Revised estimates.

Table C shows a quarter-on-quarter increase of 3,7% in average monthly earnings paid to employees in the formal non-agricultural sector from R17 396 in February 2016 to R18 045 in May 2016.

On an annual basis, average monthly earnings paid to employees increased by 7,5% from R16 787 in May 2015 to R18 045 in May 2016.

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

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

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

For the first time this release will include information from the QLFS quarter 2:2016 to supplement the QES. This will provide the profile of the formal sector employees in terms of demographic, level of education and their hours of work etc. This will be provided in proportions rather than absolute numbers because at times QES and QLFS produce different totals because of the difference discussed below.

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

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

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

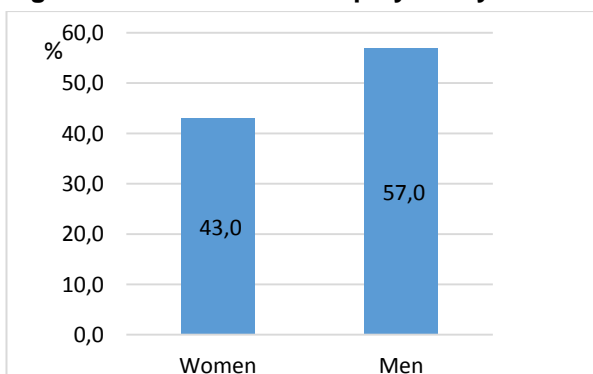
	QLFS	QES
Coverage	Private households and worker's hostels	Payroll of VAT registered businesses
	Non-institutional population (15 years and older)	Employees only
	Employment (including the informal sector; private households; agriculture and small businesses)	Formal sector (excluding agriculture)
Sample size	30 000 dwelling units in which households reside	20 000 VAT registered businesses
Reference period	One week prior to the interview	Payroll at the end of the reference quarter
Formal sector definition (excluding Agriculture & Private households)	Employers and own-account workers registered for VAT or income tax	Excludes agriculture and private households
	Employees paying income tax and those not paying tax but working for firms with five or more workers	Employees on the payroll of VAT registered businesses.

Statistics based on sample surveys are subject to both *sampling* and *nonsampling 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 *nonsampling 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.

Profile of formal sector employees.

Employees in the non-agricultural formal sector can be identified in the QLFS notwithstanding the differences in definition of formal sector. The definition in QLFS is wider than that of QES and usually QLFS reports approximately 10% more than the QES. However, the distribution in terms of demographic profile, education, hours work is likely to be maintained between the two sources. This section provides the profile of non-agricultural formal sector employees from the QLFS.

Figure C: Formal sector employees by sex



Figures C show that 43% of non-agricultural formal sector employees are women. Young people aged 15-34 constitute approximately 40,9% of employees in the formal sector as shown in Figure D. Education do matter, in that those who completed secondary education constitute 37,5% of the formal sector employees, those with tertiary education contribute 25,2 % of the employee in the sector.

Figure D: Formal sector employees by age

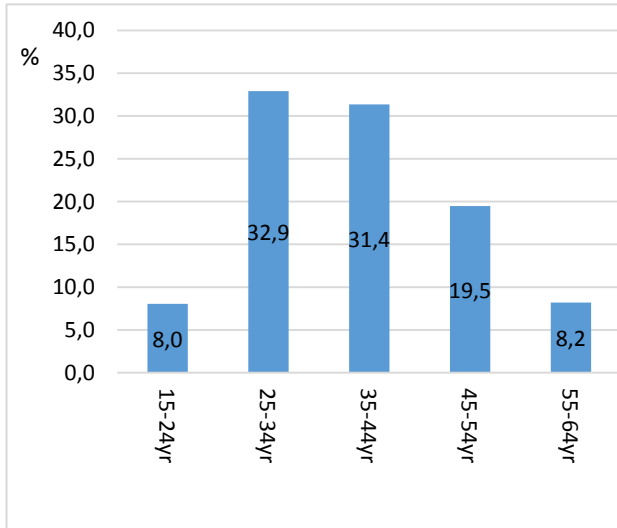


Figure E: Formal sector employees by education.

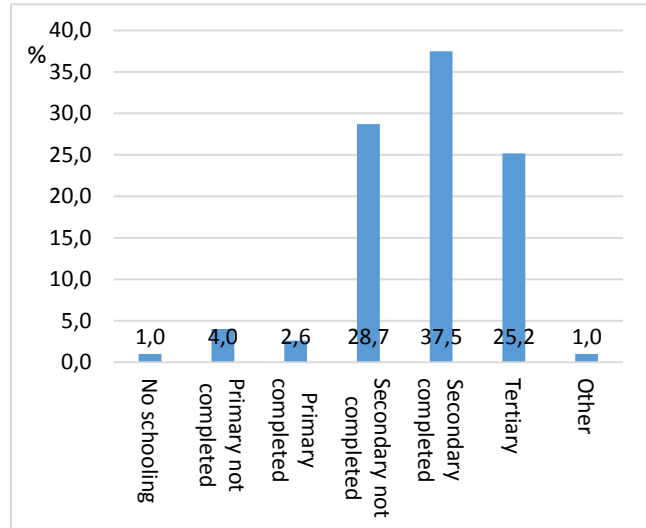
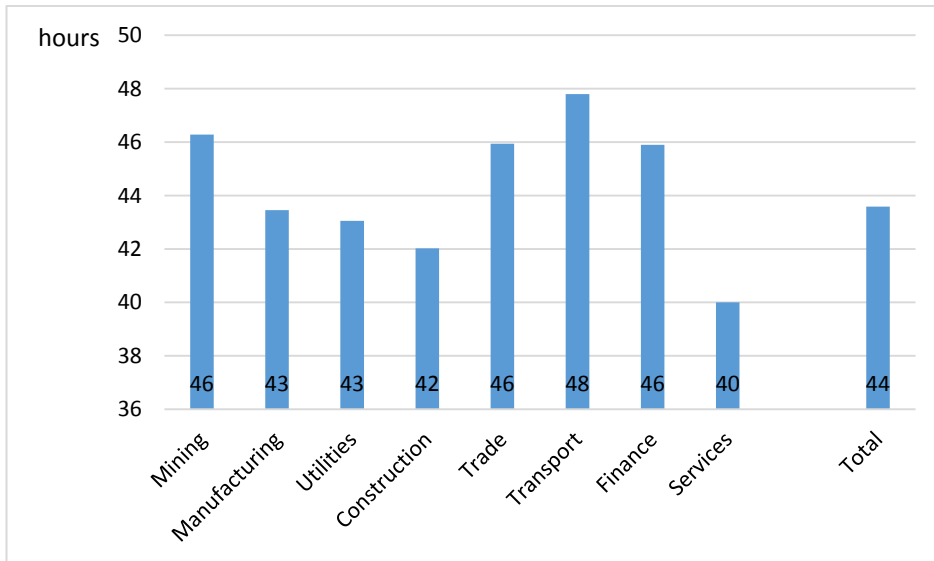


Figure F: Median weekly hours of work.



Employees in the non-agricultural formal sector work 44 hours per week. Employees in mining, trade, transport and finance work longer hours per week compared to the national average with those in transport working the longest at 48 hours per week.

PJ Lehohla
Statistician-General

Detailed employment changes by industry

The *mining and quarrying industry* reported an annual decrease of 32 000 employees (-6,5%) in June 2016 compared with June 2015. There was quarterly decrease of 1 000 employees (-0,2%) in June 2016 compared with March 2016.

See explanatory note on page 26.

The *manufacturing industry* reported an annual decrease of 16 000 employees (-1,4%) in June 2016 compared with June 2015. There was quarterly decrease of 7 000 employees (-0,6%) in June 2016 compared with March 2016. This was mainly due to decreases in employment in the food, beverages and tobacco; textiles, clothing and leather and furniture, manufacturing n.e.c, recycling.

The *electricity, gas and water supply industry* reported an annual increase of 1 000 employees (1,7%) in June 2016 compared with June 2015. There was no quarterly change in June 2016 compared to with March 2016.

The *construction industry* reported an annual increase of 7 000 employees (1,3%) in June 2016 compared with June 2015. There was a quarterly increase of 1 000 employees (0,2%) in June 2016 compared with March 2016. This was mainly due to increases in employment in the building completion and building installation.

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 20 000 employees (1,1%) in June 2016 compared with June 2015. There was a quarterly decrease of 4 000 employees (-0,2%) in June 2016 compared with March 2016. This was mainly due to decreases in employment in hotels and restaurants; and motor trade.

The *transport, storage and communication industry* reported an annual decrease of 8 000 employees (-1,7%) in June 2016 compared with June 2015. There was a quarterly decrease of 7 000 employees (-1,5%) in June 2016 compared with March 2016. This was mainly due to decreases in employment in supporting and auxiliary transport activities and post and telecommunications.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 40 000 employees (1,9%) in June 2016 compared with June 2015. There was a quarterly decrease of 1 000 employees (-0,05%) in June 2016 compared with March 2016. This was mainly due to decreases in financial intermediation (i.e. Banks) except insurance and pension funding; architectural, engineering and other technical activities and real estate activities.

The *community, social and personal services industry* reported an annual increase of 18 000 employees (0,7%) in June 2016 compared with June 2015. There was a quarterly decrease of 48 000 employees (-1,8%) in June 2016 compared with March 2016. This was mainly due to decreases in employment in extra budgetary institutions; national departments and recreational, cultural and sporting 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 610 million (5,9%) in June 2016 compared with June 2015. There was a quarterly increase of R827 million (2,9%) in June 2016 compared with March 2016.

See explanatory note on page 26.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R2 397 million (4,4%) in June 2016 compared with June 2015. There was a quarterly increase of R871 million (1,5%) in June 2016 compared with March 2016. This was mainly due to the increases in gross earnings of basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; electrical machinery and apparatus n.e.c; non-metallic mineral products and transport equipment.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R523 million (8,7%) in June 2016 compared with June 2015. There was a quarterly increase of R45 million (0,7%) in June 2016 compared with March 2016. This was mainly due to the increases in gross earnings of electricity, gas, steam and water supply.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R416 million (1,9%) in June 2016 compared with June 2015. There was a quarterly increase of R1 170 million (5,5%) in June 2016 compared with March 2016. This was mainly due to the 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 R3 285 million (4,8%) in June 2016 compared with June 2015. There was a quarterly increase of R334 million (0,5%) in June 2016 compared with March 2016. This was mainly due to the increases in gross earnings of retail trade; hotels and restaurants.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R626 million (2,0%) in June 2016 compared with June 2015. There was a quarterly increase of R1 534 million (5,0%) in June 2016 compared with March 2016. This was mainly due to the increases in gross earnings of post and telecommunications; supporting and auxiliary transport activities; and land transport and transport via pipelines.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R5 262 (4,3%) in June 2016 compared with June 2015. There was a quarterly decrease of R12 520 million (-8,9%) in June 2016 compared with March 2016. This was mainly due to the decreases in gross earnings of financial intermediation (i.e. Banks) except insurance and pension funding; activities auxiliary to financial intermediation; insurance and pension funding and business activities n.e.c.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R16 543 (10,4%) in June 2016 compared with June 2015. There was a quarterly increase of R7 771 million (4,6%) in June 2016 compared with March 2016. This was mainly due to the increases in gross earnings of provincial departments; national departments; health and social work.

Part 1 – Estimation of number of employees and their earnings

Table 1 - Total (all formal non-agricultural industries)

1.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	9 188 000	-	-	-	-
Sep	9 202 000	14 000	0,2	-	-
Dec	9 288 000	86 000	0,9	-	-
2016 Mar*	9 285 000	-3 000	0,0	-	-
Jun	9 218 000	-67 000	-0,7	30 000	0,3

*Revised estimates.

1.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	492 681 000	-	-	-	-
Sep	508 738 000	16 057 000	3,3	-	-
Dec	545 027 000	36 289 000	7,1	-	-
2016 Mar*	523 311 000	-21 716 000	-4,0	-	-
Jun	523 343 000	32 000	0,0	30 662 000	6,2

*Revised estimates.

Table 2 - Mining and quarrying industry

2.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	489 000	-	-	-	-
Sep	476 000	-13 000	-2,7	-	-
Dec	459 000	-17 000	-3,6	-	-
2016 Mar*	458 000	-1 000	-0,2	-	-
Jun	457 000	-1 000	-0,2	-32 000	-6,5

*Revised estimates.

2.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	27 465 000	-	-	-	-
Sep	28 908 000	1 443 000	5,3	-	-
Dec	29 168 000	260 000	0,9	-	-
2016 Mar*	28 248 000	-920 000	-3,2	-	-
Jun	29 075 000	827 000	2,9	1 610 000	5,9

*Revised estimates.

Table 3 - Manufacturing industry

3.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	1 152 000	-	-	-	-
Sep	1 153 000	1 000	0,1	-	-
Dec	1 149 000	-4 000	-0,3	-	-
2016 Mar*	1 143 000	-6 000	-0,5	-	-
Jun	1 136 000	-7 000	-0,6	-16 000	-1,4

*Revised estimates.

3.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	54 698 000	-	-	-	-
Sep	56 527 000	1 829 000	3,3	-	-
Dec	62 460 000	5 933 000	10,5	-	-
2016 Mar*	56 224 000	-6 236 000	-10,0	-	-
Jun	57 095 000	871 000	1,5	2 397 000	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
		Quarterly		Annual	
2015 Jun	60 000	-	-	-	-
Sep	59 000	-1 000	-1,7	-	-
Dec	60 000	1 000	1,7	-	-
2016 Mar*	61 000	1 000	1,7	-	-
Jun	61 000	0	0,0	1 000	1,7

*Revised estimates.

4.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	6 039 000	-	-	-	-
Sep	6 247 000	208 000	3,4	-	-
Dec	7 584 000	1 337 000	21,4	-	-
2016 Mar	6 517 000	-1 067 000	-14,1	-	-
Jun	6 562 000	45 000	0,7	523 000	8,7

Table 5 - Construction industry

5.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	538 000	-	-	-	-
Sep	541 000	3 000	0,6	-	-
Dec	533 000	-8 000	-1,5	-	-
2016 Mar*	544 000	11 000	2,1	-	-
Jun	545 000	1 000	0,2	7 000	1,3

*Revised estimates.

5.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	22 060 000	-	-	-	-
Sep	22 423 000	363 000	1,6	-	-
Dec	25 221 000	2 798 000	12,5	-	-
2016 Mar*	21 306 000	-3 915 000	-15,5	-	-
Jun	22 476 000	1 170 000	5,5	416 000	1,9

*Revised estimates.

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

6.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	1 891 000	-	-	-	-
Sep	1 896 000	5 000	0,3	-	-
Dec	1 954 000	58 000	3,1	-	-
2016 Mar*	1 915 000	-39 000	-2,0	-	-
Jun	1 911 000	-4 000	-0,2	20 000	1,1

*Revised estimates.

6.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	68 961 000	-	-	-	-
Sep	69 509 000	548 000	0,8	-	-
Dec	78 930 000	9 421 000	13,6	-	-
2016 Mar*	71 912 000	-7 018 000	-8,9	-	-
Jun	72 246 000	334 000	0,5	3 285 000	4,8

*Revised estimates.

Table 7 - Transport, storage and communication industry

7.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	460 000	-	-	-	-
Sep	460 000	0	0,0	-	-
Dec	461 000	1 000	0,2	-	-
2016 Mar*	459 000	-2 000	-0,4	-	-
Jun	452 000	-7 000	-1,5	-8 000	-1,7

*Revised estimates.

7.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	31 344 000	-	-	-	-
Sep	31 647 000	303 000	1,0	-	-
Dec	34 003 000	2 356 000	7,4	-	-
2016 Mar*	30 436 000	-3 567 000	-10,5	-	-
Jun	31 970 000	1 534 000	5,0	626 000	2,0

*Revised estimates.

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

8.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	2 069 000	-	-	-	-
Sep	2 083 000	14 000	0,7	-	-
Dec	2 125 000	42 000	2,0	-	-
2016 Mar*	2 110 000	-15 000	-0,7	-	-
Jun	2 109 000	-1 000	0,0	40 000	1,9

*Revised estimates.

8.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	123 188 000	-	-	-	-
Sep	128 738 000	5 550 000	4,5	-	-
Dec	137 372 000	8 634 000	6,7	-	-
2016 Mar*	140 970 000	3 598 000	2,6	-	-
Jun	128 450 000	-12 520 000	-8,9	5 262 000	4,3

*Revised estimates.

Table 9 - Community, social and personal services industry

9.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	2 529 000	-	-	-	-
Sep	2 534 000	5 000	0,2	-	-
Dec	2 547 000	13 000	0,5	-	-
2016 Mar*	2 595 000	48 000	1,9	-	-
Jun	2 547 000	-48 000	-1,8	18 000	0,7

*Revised estimates.

9.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	158 926 000	-	-	-	-
Sep	164 739 000	5 813 000	3,7	-	-
Dec	170 289 000	5 550 000	3,4	-	-
2016 Mar*	167 698 000	-2 591 000	-1,5	-	-
Jun	175 469 000	7 771 000	4,6	16 543 000	10,4

*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
2015 May	16 787	-	-
Aug	17 344	3,3	-
Nov	17 422	0,4	-
2016 Feb*	17 396	-0,1	-
May	18 045	3,7	7,5

*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	21 954	8,6	18,0

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes on page 26). 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	15 302	-	-	14 109	-	-
Aug	15 401	0,6	-	14 448	2,4	-
Nov	15 692	1,9	-	14 513	0,4	-
2016 Feb*	15 474	-1,4	-	14 537	0,2	-
May	15 920	2,9	4,0	14 857	2,2	5,3

*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	33 382	-	-	30 645	-	-
Aug	34 112	2,2	-	31 828	3,9	-
Nov	36 753	7,7	-	34 031	6,9	-
2016 Feb	35 399	-3,7	-	32 711	-3,9	-
May	35 695	0,8	6,9	32 926	0,7	7,4

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	13 274	-	-	12 674	-	-
Aug	13 372	0,7	-	12 723	0,4	-
Nov	13 529	1,2	-	12 778	0,4	-
2016 Feb*	12 938	-4,4	-	12 297	-3,8	-
May	13 215	2,1	-0,4	12 545	2,0	-1,0

*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	11 577	-	-	11 245	-	-
Aug	11 686	0,9	-	11 397	1,4	-
Nov	11 591	-0,8	-	11 298	-0,9	-
2016 Feb*	11 681	0,8	-	11 373	0,7	-
May	12 058	3,2	4,2	11 696	2,8	4,0

*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	21 032	-	-	19 882	-	-
Aug	21 402	1,8	-	20 178	1,5	-
Nov	21 355	-0,2	-	20 101	-0,4	-
2016 Feb*	21 122	-1,1	-	19 908	-1,0	-
May	21 814	3,3	3,7	20 572	3,3	3,5

*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	18 227	-	-	17 802	-	-
Aug	18 433	1,1	-	18 086	1,6	-
Nov	18 485	0,3	-	18 078	0,0	-
2016 Feb*	18 792	1,7	-	18 383	1,7	-
May	18 982	1,0	4,1	18 588	1,1	4,4

*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	19 419	-	-	19 028	-	-
Aug	20 799	7,1	-	20 461	7,5	-
Nov	20 777	-0,1	-	20 398	-0,3	-
2016 Feb*	20 759	-0,1	-	20 369	-0,1	-
May	22 000	6,0	13,3	21 580	5,9	13,4

*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
2015 May	14 674	-	-
Aug	14 939	1,8	-
Nov	14 955	0,1	-
2016 Feb*	14 582	-2,5	-
May	14 864	1,9	1,3

*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	16 260	-	-
Aug	17 303	6,4	-
Nov	18 033	4,2	-
2016 Feb*	16 942	-6,1	-
May	18 084	6,7	11,2

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes on page 26). 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	13 376	-	-	12 333	-	-
Aug	13 265	-0,8	-	12 444	0,9	-
Nov	13 470	1,5	-	12 458	0,1	-
2016 Feb*	12 971	-3,7	-	12 185	-2,2	-
May	13 114	1,1	-2,0	12 238	0,4	-0,8

*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	29 180	-	-	26 788	-	-
Aug	29 382	0,7	-	27 414	2,3	-
Nov	31 548	7,4	-	29 211	6,6	-
2016 Feb	29 672	-5,9	-	27 419	-6,1	-
May	29 403	-0,9	0,8	27 122	-1,1	1,2

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	11 603	-	-	11 079	-	-
Aug	11 518	-0,7	-	10 959	-1,1	-
Nov	11 613	0,8	-	10 968	0,1	-
2016 Feb*	10 845	-6,6	-	10 308	-6,0	-
May	10 886	0,4	-6,2	10 334	0,3	-6,7

*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	10 120	-	-	9 830	-	-
Aug	10 065	-0,5	-	9 817	-0,1	-
Nov	9 949	-1,2	-	9 698	-1,2	-
2016 Feb*	9 791	-1,6	-	9 533	-1,7	-
May	9 932	1,4	-1,9	9 634	1,1	-2,0

*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	18 385	-	-	17 379	-	-
Aug	18 434	0,3	-	17 380	0,0	-
Nov	18 330	-0,6	-	17 254	-0,7	-
2016 Feb*	17 705	-3,4	-	16 687	-3,3	-
May	17 969	1,5	-2,3	16 946	1,6	-2,5

*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	15 933	-	-	15 561	-	-
Aug	15 877	-0,4	-	15 578	0,1	-
Nov	15 867	-0,1	-	15 518	-0,4	-
2016 Feb*	15 752	-0,7	-	15 409	-0,7	-
May	15 636	-0,7	-1,9	15 311	-0,6	-1,6

*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
2015 May	16 975	-	-	16 633	-	-
Aug	17 915	5,5	-	17 624	6,0	-
Nov	17 834	-0,5	-	17 509	-0,7	-
2016 Feb*	17 401	-2,4	-	17 074	-2,5	-
May	18 122	4,1	6,8	17 776	4,1	6,9

*Revised estimates.

Additional information

Technical notes

1. Confidence intervals

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

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

Lower limit

= lower 95% confidence limit of a population parameter

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

and

Upper limit

= upper 95% confidence limit of a population parameter

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

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

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

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

Industry	Quarter ended March* 2016				Quarter ended June 2016			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	457 860	457 860	457 860	0,0	457 309	457 309	457 309
Manufacturing	0,4	1 133 091	1 143 165	1 153 239	0,5	1 125 358	1 136 463	1 147 567
Electricity, gas and water supply	0,6	60 200	60 900	61 599	0,6	59 912	60 616	61 320
Construction	1,6	527 171	543 850	560 529	1,5	528 436	544 970	561 504
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,6	1 890 814	1 914 909	1 939 003	0,7	1 885 133	1 910 878	1 936 622
Transport, storage and communication	1,1	449 059	458 760	468 460	1,2	441 236	452 002	462 768
Financial intermediation, insurance, real estate and business services	1,1	2 065 258	2 109 724	2 154 189	1,1	2 062 548	2 108 726	2 154 905
Community, social and personal services	0,3	2 581 756	2 595 079	2 608 402	0,3	2 533 003	2 546 833	2 560 664
Total	0,3	9 229 284	9 284 246	9 339 208	0,3	9 160 054	9 217 797	9 275 541

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes on page 26).

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

Industry	Quarter ended March* 2016				Quarter ended June 2016			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	28 248 205	28 248 205	28 248 205	0,0	29 074 573	29 074 573	29 074 573
Manufacturing	0,6	55 556 622	56 223 883	56 891 145	0,6	56 403 777	57 094 489	57 785 201
Electricity, gas and water supply	0,5	6 450 702	6 517 207	6 583 712	0,7	6 473 774	6 561 727	6 649 681
Construction	2,0	20 460 680	21 306 421	22 152 163	2,0	21 573 265	22 475 802	23 378 339
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,4	69 966 631	71 912 364	73 858 097	1,2	70 496 626	72 245 539	73 994 452
Transport, storage and communication	1,6	29 489 449	30 435 544	31 381 639	1,5	31 031 973	31 969 491	32 907 010
Financial intermediation, insurance, real estate and business services	2,4	134 357 512	140 969 584	147 581 656	1,9	123 752 715	128 449 149	133 145 582
Community, social and personal services	0,7	165 357 206	167 697 860	170 038 514	0,7	173 024 682	175 468 977	177 913 271
Total	0,7	515 927 944	523 311 068	530 694 192	0,6	517 605 555	523 339 747	529 073 938

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes on page 26).

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

Industry	Feb* 2016				May 2016			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	20 212	20 212	20 212	0,0	21 954	21 954	21 954
Manufacturing	0,7	15 262	15 474	15 682	0,8	15 661	15 920	16 179
Electricity, gas and water supply	0,6	34 968	35 399	35 830	0,7	35 213	35 695	36 177
Construction	2,4	12 322	12 938	13 554	2,5	12 579	13 215	13 851
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,3	11 378	11 681	11 983	1,4	11 728	12 058	12 388
Transport, storage and communication	1,7	20 425	21 122	21 819	1,7	21 082	21 814	22 546
Financial intermediation, insurance, real estate and business services	1,9	18 083	18 792	19 501	1,9	18 262	18 982	19 702
Community, social and personal services	0,8	20 443	20 759	21 075	0,8	21 668	22 000	22 332
Total	0,6	17 193	17 396	17 598	0,6	17 834	18 045	18 256

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes on page 26).

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

Industry	Feb* 2016				May 2016			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying	-	-	-	-	-	-	-	-
Manufacturing	0,7	14 332	14 537	14 742	0,8	14 612	14 857	15 102
Electricity, gas and water supply	0,6	32 312	32 711	33 110	0,7	32 473	32 926	33 379
Construction	2,5	11 703	12 297	12 891	2,5	11 931	12 545	13 159
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,3	11 075	11 373	11 671	1,4	11 371	11 696	12 021
Transport, storage and communication	1,7	19 235	19 908	20 581	1,7	19 882	20 572	21 262
Financial intermediation, insurance, real estate and business services	1,9	17 688	18 383	19 078	2,0	17 873	18 588	19 303
Community, social and personal services	0,7	20 071	20 369	20 667	0,8	21 261	21 580	21 899

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes on page 26). At this stage the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.

Explanatory notes

Introduction

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

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

Part 2 deals with the estimation of average monthly earnings.

Scope of the survey

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

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

Classification

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

Statistical unit

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

Purpose of the survey

4. The *Quarterly employment statistics* survey is a quarterly survey covering a sample of approximately 20 000 (VAT registered) private and public enterprises in the formal non-agricultural sector of the South African economy. The information received is used to estimate employment and gross earnings that are used as inputs to the gross domestic product (GDP) and to estimate key economic statistics on average monthly earnings that are mainly used for monitoring economic indicators of the South African economy.

- Mining** 5. Stats SA receives information regarding the mining and quarrying industry from the Department of Mineral Resources. The information for the latest quarter is preliminary and will be revised by the Minerals Bureau as soon as they receive more information from the different mines. Users must take note that gross earnings estimates based on the 2015 sample 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(discontinued)*
- *Quarterly Labour Force Survey*
- *South African Statistics (discontinued).*

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

Response rate 13. The response rate for the quarter ended June 2016 was 91,1%.

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 2012 prices	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).
Average monthly earnings at current prices	Average monthly earnings at current prices are calculated by dividing the total gross earnings, excluding severance, termination and redundancy payments, for the reference month by the number of employees as at the end of the reference month.
Casual employees	Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employee'. Such employees are typically working daily or hourly. Employers can dispense with their services at a very short notice, usually not exceeding a period of one week. Casual employees are not entitled to benefits such as paid leave and medical aid contributions paid by employers. Casual employees can be part-time or full time.
Enterprises	Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their production activities.
Formal sector	The formal sector includes all businesses that are registered in any way.
Full-time employees	Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 hours or more per week. This excludes the self-employed and working proprietors. (Refer to notes on number of employees below.)
Gross earnings	Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc., but excludes earnings of sole proprietors or partners of unincorporated businesses; commission where a retainer, wage or salary was not paid; payments to subcontractors and consultants who are not part of the enterprise; and severance, termination and redundancy payments. Gross earnings are the total sum of the earnings including performance and others bonuses; overtime payments for the three months of the reference quarter (e.g. gross earnings of quarter ended September is the sum of total earnings of July, August and September).

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

Quarterly percentage change	A quarterly percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given quarter/month compared with the employment, the gross earnings or the average monthly earnings of the previous quarter/month expressed as a percentage.
Reference quarter/month/period	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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(012) 310 2153 (technical enquiries)
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Fax number: (012) 310 8648 (technical enquiries)

Email: labourquestions@statssa.gov.za (technical enquiries)
info@statssa.gov.za (user information services)

Postal address: Private Bag X44, Pretoria, 0001

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