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Quarterly employment statistics (QES)

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Introduction

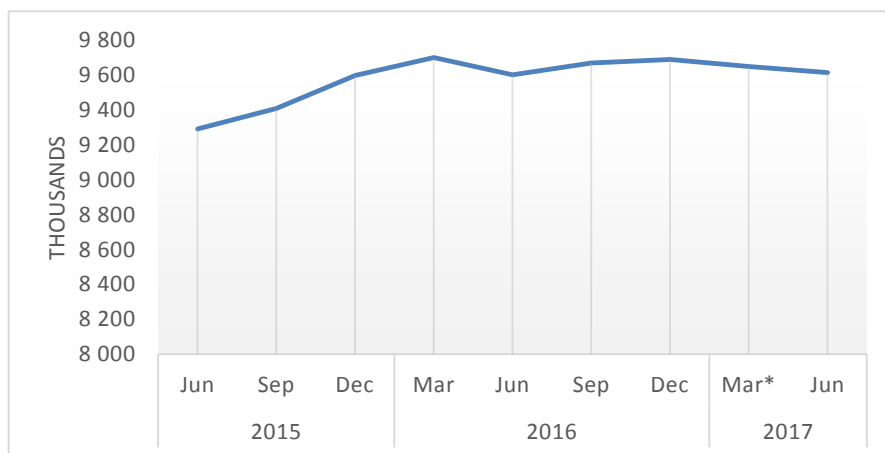
The *Quarterly employment statistics* (QES) is an enterprise-based sample survey conducted by Statistics South Africa (Stats SA). The samples are drawn from private non-agricultural businesses such as factories, firms, offices, and stores, as well as from national, provincial and local government entities. 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 and earnings 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 2017

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



*Revised estimates

Figure A above shows that employment decrease by 34 000 jobs from March 2017 to June 2017.

Table B: Employment by industry (thousands)

Industry	Jun 2016	Mar 2017*	Jun2017	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
					%		%
Mining	458	464	467	3	0,6	9	2,0
Manufacturing	1 179	1 194	1 181	-13	-1,1	2	0,2
Electricity	62	61	61	0	0,0	-1	-1,6
Construction	609	611	600	-11	-1,8	-9	-1,5
Trade	2 049	2 094	2 097	3	0,1	48	2,3
Transport	459	453	448	-5	-1,1	-11	-2,4
Business services	2 177	2 175	2 174	-1	-0,05	-3	-0,1
Community services	2 611	2 599	2 589	-10	-0,4	-22	-0,8
Total	9 604	9 651	9 617	-34	-0,4	13	0,1

*Revised figures

Note: Due to rounding, figures do not necessarily add up to totals

Table B shows that employment decreased by 34 000 quarter-on-quarter, from 9 651 000 in March 2017 to 9 617 000 in June 2017. This was largely due to decreases in the following industries: manufacturing (13 000 or -1,1%), construction (11 000 or -1,8%), community services (10 000 or -0,4%), transport (5 000 or -1,1%) and business services (1 000 or -0,05%).

The electricity industry remained unchanged.

However there were increases in the following industries: mining (3 000 or 0,6%) and trade (3 000 or 0,1%).

Employment increased by 13 000 or 0,1% year-on-year between June 2016 and June 2017.

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



*Revised estimates

Table C: Gross earnings by industry (R'million)

Industry	Jun 2016	Mar 2017*	Jun2017	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
					%		%
Mining	29 084	30 954	31 136	182	0,6	2 052	7,1
Manufacturing	58 906	61 668	61 812	144	0,2	2 906	4,9
Electricity	6 653	7 126	7 170	44	0,6	517	7,8
Construction	26 746	27 232	27 701	469	1,7	955	3,6
Trade	80 008	85 049	86 019	970	1,1	6 011	7,5
Transport	32 766	32 305	34 276	1 971	6,1	1 510	4,6
Business services	137 858	158 187	144 630	-13 557	-8,6	6 772	4,9
Community services	180 329	185 264	192 713	7 449	4,0	12 384	6,9
Total	552 350	587 785	585 457	-2 328	-0,4	33 107	6,0

*Revised figures

Note: Due to rounding, figures do not necessarily add up to totals

Table C shows that gross earnings paid to employees decreased by R2 328 million (-0,4%) from R587 785 million in March 2017 to R585 457 million in June 2017. The decrease was mainly due to decreases in business services industries.

There was an increase in gross earnings reported by transport, electricity; mining; construction; manufacturing, trade and community services industries.

Year-on-year, gross earnings increased by R33 107 million (6,0%).

Average monthly earnings

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

Average monthly earnings (including bonuses and overtime payments)	May 2016	February 2017*	May 2017	Q/Q Change	Y/Y Change
				%	%
	17 938	18 662	19 170	2,7	6,9

*Revised figures

Table D shows a quarter-on-quarter increase of 2,7% in average monthly earnings paid to employees in the formal non-agricultural sector from R18 662 in February 2017 to R19 170 in May 2017. Year-on-year, average monthly earnings increased by 6,9%.

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

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

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

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

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

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

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

PJ Lehohla
Statistician-General

Detailed employment changes by industry

The *mining and quarrying industry* reported an annual increase of 9 000 employees (2,0%) in June 2017 compared with June 2016. There was a quarterly increase of 3 000 employees (0,6%) in June 2017 compared with March 2017. This was mainly due to increases in employment of coal and platinum group metals mining.

See explanatory note on page 24.

The *manufacturing industry* reported an annual increase of 2 000 employees (0,2%) in June 2017 compared with June 2016. There was a quarterly decrease of 13 000 employees (-1,1%) in June 2017 compared with March 2017. This was mainly due to decreases in employment in the food, beverages and tobacco; textiles, clothing and leather; basic metals, fabricated metal products, machinery and equipment and office; accounting and computing machinery.

The *electricity, gas and water supply industry* reported an annual decrease of 1 000 employees (-1,6%) in June 2017 compared with June 2016. There was no change in employment in June 2017 compared with March 2017.

The *construction industry* reported an annual decrease of 9 000 employees (-1,5%) in June 2017 compared with June 2016. There was a quarterly decrease of 11 000 employees (-1,8%) in June 2017 compared with March 2017. This was mainly due to decreases in employment in the building installation and building of complete constructions or parts thereof, civil engineering.

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 48 000 employees (2,3%) in June 2017 compared with June 2016. There was a quarterly increase of 3 000 employees (0,1%) in June 2017 compared with March 2017. This was mainly due to increases in employment in wholesale trade and motor trade.

The *transport, storage and communication industry* reported an annual decrease of 11 000 employees (-2,4%) in June 2017 compared with June 2016. There was a quarterly decrease of 5 000 employees (-1,1%) in June 2017 compared with March 2017. This was mainly due to decreases in employment in land transport and transport via pipelines; and post and telecommunications.

The *financial intermediation, insurance, real estate and business services industry* reported an annual decrease of 3 000 employees (-0,1%) in June 2017 compared with June 2016. There was a quarterly decrease of 1 000 employees (-0,05%) in June 2017 compared with March 2017. This was mainly due to decreases in business activities n.e.c; computer and related activities and; Renting of machinery and equipment, without operator and of personal and household goods.

The *community, social and personal services industry* reported an annual decrease of 22 000 employees (-0,8%) in June 2017 compared with June 2016. There was a quarterly decrease of 10 000 employees (-0,4%) in June 2017 compared with March 2017. This was mainly due to decreases in employment in provincial departments and national departments.

Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R2 052 million (7,1%) in June 2017 compared with June 2016. There was a quarterly increase of R182 million (0,6%) in June 2017 compared with March 2017. This was mainly due to increase in gross earnings of platinum group metals and chrome mining.

See explanatory note on page 24.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R2 906 million (4,9%) in June 2017 compared with June 2016. There was a quarterly increase of R144 million (0,2%) in June 2017 compared with March 2017. This was mainly due to increases in gross earnings of transport equipment and basic metals, fabricated metal products, machinery and equipment and office.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R517 million (7,8%) in June 2017 compared with June 2016. There was a quarterly increase of R44 million (0,6%) in June 2017 compared with March 2017. This was mainly due to an increase in electricity, gas, steam and water supply.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R955 million (3,6%) in June 2017 compared with June 2016. There was a quarterly increase of R469 million (1,7%) in June 2017 compared with March 2017. This was mainly due to increases in gross earnings of building of complete constructions or parts thereof, civil engineering.

Gross earnings paid to employees in the *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reflected an annual increase of R6 011 million (7,5%) in June 2017 compared with June 2016. There was a quarterly increase of R970 million (1,1%) in June 2017 compared with March 2017. This was mainly due to increases in gross earnings of retail trade and motor trade.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R1 510 million (4,6%) in June 2017 compared with June 2016. There was a quarterly increase of R1 971 million (6,1%) in June 2017 compared with March 2017. This was mainly due to decreases in gross earnings of post and telecommunications 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 R6 772 million (4,9%) in June 2017 compared with June 2016. There was a quarterly decrease of R13 557 million (-8,6%) in June 2017 compared with March 2017. This was mainly due to the decreases in gross earnings of financial intermediation (i.e. Banks) except insurance and pension funding and, activities auxiliary to financial intermediation.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R12 384 million (6,9%) in June 2017 compared with June 2016. There was a quarterly increase of R7 449 million (4,0%) in June 2017 compared with March 2017. This was mainly due to the increases in gross earnings of provincial departments, extra budgetary institutions and national departments.

Part 1 – Estimation of number of employees and their earnings

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

1.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	9 293 000	-	-	-	-
Sep	9 410 000	117 000	1,3	-	-
Dec	9 600 000	190 000	2,0	-	-
2016 Mar	9 702 000	102 000	1,1	-	-
Jun	9 604 000	-98 000	-1,0	311 000	3,3
Sep	9 672 000	68 000	0,7	262 000	2,8
Dec	9 692 000	20 000	0,2	92 000	1,0
2017 Mar*	9 651 000	-41 000	-0,4	-51 000	-0,5
Jun	9 617 000	-34 000	-0,4	13 000	0,1

*Revised figures

1.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	499 935 000	-	-	-	-
Sep	523 371 000	23 436 000	4,7	-	-
Dec	569 467 000	46 096 000	8,8	-	-
2016 Mar	554 554 000	-14 913 000	-2,6	-	-
Jun	552 350 000	-2 204 000	-0,4	52 415 000	10,5
Sep	571 686 000	19 336 000	3,5	48 315 000	9,2
Dec	607 340 000	35 654 000	6,2	37 873 000	6,7
2017 Mar*	587 785 000	-19 555 000	-3,2	33 231 000	6,0
Jun	585 457 000	-2 328 000	-0,4	33 107 000	6,0

*Revised figures

Table 2 - Mining and quarrying industry

2.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	489 000	-	-	-	-
Sep	476 000	-13 000	-2,7	-	-
Dec	459 000	-17 000	-3,6	-	-
2016 Mar	458 000	-1 000	-0,2	-	-
Jun	458 000	0	0,0	-31 000	-6,3
Sep	458 000	0	0,0	-18 000	-3,8
Dec	456 000	-2 000	-0,4	-3 000	-0,7
2017 Mar*	464 000	8 000	1,8	6 000	1,3
Jun	467 000	3 000	0,6	9 000	2,0

*Revised figures

2.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	27 465 000	-	-	-	-
Sep	28 908 000	1 443 000	5,3	-	-
Dec	29 168 000	260 000	0,9	-	-
2016 Mar	28 248 000	-920 000	-3,2	-	-
Jun	29 084 000	836 000	3,0	1 619 000	5,9
Sep	30 180 000	1 096 000	3,8	1 272 000	4,4
Dec	30 987 000	807 000	2,7	1 819 000	6,2
2017 Mar*	30 954 000	-33 000	-0,1	2 706 000	9,6
Jun	31 136 000	182 000	0,6	2 052 000	7,1

*Revised figures

Table 3 - Manufacturing industry

3.1 Number of employees

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarterly		Annual	
2015	Jun	1 164 000	-	-	-	-
	Sep	1 177 000	13 000	1,1	-	-
	Dec	1 185 000	8 000	0,7	-	-
2016	Mar	1 191 000	6 000	0,5	-	-
	Jun	1 179 000	-12 000	-1,0	15 000	1,3
	Sep	1 178 000	-1 000	-0,1	1 000	0,1
	Dec	1 191 000	13 000	1,1	6 000	0,5
2017	Mar*	1 194 000	3 000	0,3	3 000	0,3
	Jun	1 181 000	-13 000	-1,1	2 000	0,2

*Revised figures

3.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2015	Jun	55 164 000	-	-	-	-
	Sep	57 475 000	2 311 000	4,2	-	-
	Dec	64 053 000	6 578 000	11,4	-	-
2016	Mar	58 176 000	-5 877 000	-9,2	-	-
	Jun	58 906 000	730 000	1,3	3 742 000	6,8
	Sep	60 574 000	1 668 000	2,8	3 099 000	5,4
	Dec	68 499 000	7 925 000	13,1	4 446 000	6,9
2017	Mar*	61 668 000	-6 831 000	-10,0	3 492 000	6,0
	Jun	61 812 000	144 000	0,2	2 906 000	4,9

*Revised figures

Table 4 - Electricity, gas and water supply industry

4.1 Number of employees

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarterly		Annual	
2015	Jun	60 000	-	-	-	-
	Sep	60 000	0	0,0	-	-
	Dec	61 000	1 000	1,7	-	-
2016	Mar	62 000	1 000	1,6	-	-
	Jun	62 000	0	0,0	2 000	3,3
	Sep	61 000	-1 000	-1,6	1 000	1,7
	Dec	61 000	0	0,0	0	0,0
2017	Mar*	61 000	0	0,0	-1 000	-1,6
	Jun	61 000	0	0,0	-1 000	-1,6

*Revised figures

4.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2015	Jun	6 055 000	-	-	-	-
	Sep	6 280 000	225 000	3,7	-	-
	Dec	7 642 000	1 362 000	21,7	-	-
2016	Mar	6 584 000	-1 058 000	-13,8	-	-
	Jun	6 653 000	69 000	1,0	598 000	9,9
	Sep	8 493 000	1 840 000	27,7	2 213 000	35,2
	Dec	8 330 000	-163 000	-1,9	688 000	9,0
2017	Mar*	7 126 000	-1 204 000	-14,5	542 000	8,2
	Jun	7 170 000	44 000	0,6	517 000	7,8

*Revised figures

Table 5 - Construction industry

5.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	556 000	-	-	-	-
Sep	576 000	20 000	3,6	-	-
Dec	585 000	9 000	1,6	-	-
2016 Mar	614 000	29 000	5,0	-	-
Jun	609 000	-5 000	-0,8	53 000	9,5
Sep	610 000	1 000	0,2	34 000	5,9
Dec	596 000	-14 000	-2,3	11 000	1,9
2017 Mar*	611 000	15 000	2,5	-3 000	-0,5
Jun	600 000	-11 000	-1,8	-9 000	-1,5

*Revised figures

5.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	23 169 000	-	-	-	-
Sep	24 667 000	1 498 000	6,5	-	-
Dec	29 016 000	4 349 000	17,6	-	-
2016 Mar	25 567 000	-3 449 000	-11,9	-	-
Jun	26 746 000	1 179 000	4,6	3 577 000	15,4
Sep	27 716 000	970 000	3,6	3 049 000	12,4
Dec	31 402 000	3 686 000	13,3	2 386 000	8,2
2017 Mar*	27 232 000	-4 170 000	-13,3	1 665 000	6,5
Jun	27 701 000	469 000	1,7	955 000	3,6

*Revised figures

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

6.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	1 926 000	-	-	-	-
Sep	1 967 000	41 000	2,1	-	-
Dec	2 062 000	95 000	4,8	-	-
2016 Mar	2 057 000	-5 000	-0,2	-	-
Jun	2 049 000	-8 000	-0,4	123 000	6,4
Sep	2 051 000	2 000	0,1	84 000	4,3
Dec	2 124 000	73 000	3,6	62 000	3,0
2017 Mar*	2 094 000	-30 000	-1,4	37 000	1,8
Jun	2 097 000	3 000	0,1	48 000	2,3

*Revised figures

6.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	70 812 000	-	-	-	-
Sep	73 232 000	2 420 000	3,4	-	-
Dec	85 227 000	11 995 000	16,4	-	-
2016 Mar	79 669 000	-5 558 000	-6,5	-	-
Jun	80 008 000	339 000	0,4	9 196 000	13,0
Sep	82 373 000	2 365 000	3,0	9 141 000	12,5
Dec	91 076 000	8 703 000	10,6	5 849 000	6,9
2017 Mar*	85 049 000	-6 027 000	-6,6	5 380 000	6,8
Jun	86 019 000	970 000	1,1	6 011 000	7,5

*Revised figures

Table 7 - Transport, storage and communication industry

7.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	464 000	-	-	-	-
Sep	467 000	3 000	0,6	-	-
Dec	472 000	5 000	1,1	-	-
2016 Mar	474 000	2 000	0,4	-	-
Jun	459 000	-15 000	-3,2	-5 000	-1,1
Sep	458 000	-1 000	-0,2	-9 000	-1,9
Dec	457 000	-1 000	-0,2	-15 000	-3,2
2017 Mar*	453 000	-4 000	-0,9	-21 000	-4,4
Jun	448 000	-5 000	-1,1	-11 000	-2,4

*Revised figures

7.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	31 522 000	-	-	-	-
Sep	31 992 000	470 000	1,5	-	-
Dec	34 985 000	2 993 000	9,4	-	-
2016 Mar	31 558 000	-3 427 000	-9,8	-	-
Jun	32 766 000	1 208 000	3,8	1 244 000	3,9
Sep	32 118 000	-648 000	-2,0	126 000	0,4
Dec	35 208 000	3 090 000	9,6	223 000	0,6
2017 Mar*	32 305 000	-2 903 000	-8,2	747 000	2,4
Jun	34 276 000	1 971 000	6,1	1 510 000	4,6

*Revised figures

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

8.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	2 089 000	-	-	-	-
Sep	2 121 000	32 000	1,5	-	-
Dec	2 181 000	60 000	2,8	-	-
2016 Mar	2 187 000	6 000	0,3	-	-
Jun	2 177 000	-10 000	-0,5	88 000	4,2
Sep	2 164 000	-13 000	-0,6	43 000	2,0
Dec	2 197 000	33 000	1,5	16 000	0,7
2017 Mar*	2 175 000	-22 000	-1,0	-12 000	-0,5
Jun	2 174 000	-1 000	-0,05	-3 000	-0,1

*Revised figures

8.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	125 688 000	-	-	-	-
Sep	133 761 000	8 073 000	6,4	-	-
Dec	145 331 000	11 570 000	8,6	-	-
2016 Mar	152 305 000	6 974 000	4,8	-	-
Jun	137 858 000	-14 447 000	-9,5	12 170 000	9,7
Sep	146 383 000	8 525 000	6,2	12 622 000	9,4
Dec	152 104 000	5 721 000	3,9	6 773 000	4,7
2017 Mar*	158 187 000	6 083 000	4,0	5 882 000	3,9
Jun	144 630 000	-13 557 000	-8,6	6 772 000	4,9

*Revised figures

Table 9 - Community, social and personal services industry**9.1 Number of employees**

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarterly		Annual	
2015	Jun	2 545 000	-	-	-	-
	Sep	2 566 000	21 000	0,8	-	-
	Dec	2 595 000	29 000	1,1	-	-
2016	Mar	2 659 000	64 000	2,5	-	-
	Jun	2 611 000	-48 000	-1,8	66 000	2,6
	Sep	2 692 000	81 000	3,1	126 000	4,9
	Dec	2 610 000	-82 000	-3,0	15 000	0,6
2017	Mar*	2 599 000	-11 000	-0,4	-60 000	-2,3
	Jun	2 589 000	-10 000	-0,4	-22 000	-0,8

*Revised figures

9.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2015	Jun	160 060 000	-	-	-	-
	Sep	167 056 000	6 996 000	4,4	-	-
	Dec	174 045 000	6 989 000	4,2	-	-
2016	Mar	172 447 000	-1 598 000	-0,9	-	-
	Jun	180 329 000	7 882 000	4,6	20 269 000	12,7
	Sep	183 849 000	3 520 000	2,0	16 793 000	10,1
	Dec	189 734 000	5 885 000	3,2	15 689 000	9,0
2017	Mar*	185 264 000	-4 470 000	-2,4	12 817 000	7,4
	Jun	192 713 000	7 449 000	4,0	12 384 000	6,9

*Revised figures

Part 2 – Estimation of average monthly earnings

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

1.1 Total (all formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	16 755	-	-
Aug	17 277	3,1	-
Nov	17 322	0,3	-
2016 Feb	17 262	-0,3	-
May	17 938	3,9	7,1
Aug	18 035	0,5	4,4
Nov	18 536	2,8	7,0
2017 Feb*	18 662	0,7	8,1
May	19 170	2,7	6,9

*Revised figures

1.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	18 601	-	-
Aug	20 089	8,0	-
Nov	21 009	4,6	-
2016 Feb	20 212	-3,8	-
May	22 047	9,1	18,5
Aug	22 241	0,9	10,7
Nov	22 953	3,2	9,3
2017 Feb*	22 193	-3,3	9,8
May	22 303	0,5	1,2

*Revised figures

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

1.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	15 272	-	-	14 086	-	-
Aug	15 341	0,4	-	14 400	2,2	-
Nov	15 600	1,7	-	14 441	0,3	-
2016 Feb	15 353	-1,6	-	14 441	0,0	-
May	15 850	3,2	3,8	14 815	2,6	5,2
Aug	16 313	2,9	6,3	15 275	3,1	6,1
Nov	16 551	1,5	6,1	15 650	2,5	8,4
2017 Feb*	16 284	-1,6	6,1	15 375	-1,8	6,5
May	16 680	2,4	5,2	15 649	1,8	5,6

*Revised figures

1.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	33 315	-	-	30 587	-	-
Aug	33 976	2,0	-	31 707	3,7	-
Nov	36 533	7,5	-	33 838	6,7	-
2016 Feb	35 117	-3,9	-	32 463	-4,1	-
May	35 325	0,6	6,0	32 609	0,4	6,6
Aug	37 026	4,8	9,0	34 269	5,1	8,1
Nov	37 836	2,2	3,6	34 618	1,0	2,3
2017 Feb*	37 930	0,2	8,0	34 999	1,1	7,8
May	38 471	1,4	8,9	34 946	-0,2	7,2

*Revised figures

1.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	13 213	-	-	12 622	-	-
Aug	13 249	0,3	-	12 618	0,0	-
Nov	13 343	0,7	-	12 620	0,0	-
2016 Feb	12 701	-4,8	-	12 094	-4,2	-
May	13 018	2,5	-1,5	12 386	2,4	-1,9
Aug	13 560	4,2	2,3	12 894	4,1	2,2
Nov	14 641	8,0	9,7	13 855	7,5	9,8
2017 Feb*	14 657	0,1	15,4	13 909	0,4	15,0
May	14 708	0,3	13,0	13 929	0,1	12,5

*Revised figures

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	11 612	-	-	11 283	-	-
Aug	11 757	1,2	-	11 474	1,7	-
Nov	11 696	-0,5	-	11 413	-0,5	-
2016 Feb	11 822	1,1	-	11 527	1,0	-
May	12 222	3,4	5,3	11 872	3,0	5,2
Aug	12 455	1,9	5,9	12 132	2,2	5,7
Nov	12 475	0,2	6,7	12 162	0,2	6,6
2017 Feb*	12 526	0,4	6,0	12 231	0,6	6,1
May	12 858	2,7	5,2	12 473	2,0	5,1

*Revised figures

1.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	20 985	-	-	19 841	-	-
Aug	21 306	1,5	-	20 094	1,3	-
Nov	21 211	-0,4	-	19 975	-0,6	-
2016 Feb	20 932	-1,3	-	19 742	-1,2	-
May	21 760	4,0	3,7	20 577	4,2	3,7
Aug	22 275	2,4	4,6	21 053	2,3	4,8
Nov	22 506	1,0	6,1	21 150	0,5	5,9
2017 Feb*	22 417	-0,4	7,1	21 215	0,3	7,5
May	23 597	5,3	8,4	22 179	4,5	7,8

*Revised figures

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	18 235	-	-	17 811	-	-
Aug	18 449	1,2	-	18 105	1,6	-
Nov	18 509	0,3	-	18 106	0,0	-
2016 Feb	18 825	1,7	-	18 422	1,7	-
May	19 033	1,1	4,4	18 653	1,3	4,7
Aug	19 442	2,1	5,4	19 063	2,2	5,3
Nov	20 014	2,9	8,1	19 644	3,0	8,5
2017 Feb*	20 467	2,3	8,7	20 116	2,4	9,2
May	20 714	1,2	8,8	20 341	1,1	9,0

*Revised figures

1.9 Community, social and personal services industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	19 422	-	-	19 031	-	-
	Aug	20 806	7,1	-	20 467	7,5	-
	Nov	20 787	-0,1	-	20 407	-0,3	-
2016	Feb	20 772	-0,1	-	20 381	-0,1	-
	May	22 010	6,0	13,3	21 589	5,9	13,4
	Aug	21 085	-4,2	1,3	20 646	-4,4	0,9
	Nov	22 088	4,8	6,3	21 652	4,9	6,1
2017	Feb*	22 354	1,2	7,6	21 914	1,2	7,5
	May	23 431	4,8	6,5	22 890	4,5	6,0

*Revised figures

Table 2 – Average monthly earnings at constant prices (Dec 2016=100), by industry

2.1 Total (all formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	18 271	-	-
Aug	18 558	1,6	-
Nov	18 546	-0,1	-
2016 Feb	18 038	-2,7	-
May	18 417	2,1	0,8
Aug	18 291	-0,7	-1,4
Nov	18 610	1,7	0,3
2017 Feb*	18 350	-1,4	1,7
May	18 666	1,7	1,4

*Revised figures

2.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	20 285	-	-
Aug	21 578	6,4	-
Nov	22 494	4,2	-
2016 Feb	21 120	-6,1	-
May	22 636	7,2	11,6
Aug	22 557	-0,3	4,5
Nov	23 045	2,2	2,5
2017 Feb*	21 822	-5,3	3,3
May	21 717	-0,5	-4,1

*Revised figures

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

2.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	16 654	-	-	15 361	-	-
Aug	16 478	-1,1	-	15 467	0,7	-
Nov	16 702	1,4	-	15 461	0,0	-
2016 Feb	16 043	-3,9	-	15 089	-2,4	-
May	16 273	1,4	-2,3	15 210	0,8	-1,0
Aug	16 545	1,7	0,4	15 492	1,9	0,2
Nov	16 617	0,4	-0,5	15 713	1,4	1,6
2017 Feb*	16 012	-3,6	-0,2	15 118	-3,8	0,2
May	16 241	1,4	-0,2	15 238	0,8	0,2

*Revised figures

2.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	36 331	-	-	33 355	-	-
Aug	36 494	0,4	-	34 057	2,1	-
Nov	39 115	7,2	-	36 229	6,4	-
2016 Feb	36 695	-6,2	-	33 922	-6,4	-
May	36 268	-1,2	-0,2	33 479	-1,3	0,4
Aug	37 552	3,5	2,9	34 756	3,8	2,1
Nov	37 988	1,2	-2,9	34 757	0,0	-4,1
2017 Feb*	37 296	-1,8	1,6	34 414	-1,0	1,5
May	37 460	0,4	3,3	34 027	-1,1	1,6

*Revised figures

2.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	14 409	-	-	13 764	-	-
Aug	14 231	-1,2	-	13 553	-1,5	-
Nov	14 286	0,4	-	13 511	-0,3	-
2016 Feb	13 272	-7,1	-	12 637	-6,5	-
May	13 366	0,7	-7,2	12 717	0,6	-7,6
Aug	13 753	2,9	-3,4	13 077	2,8	-3,5
Nov	14 700	6,9	2,9	13 911	6,4	3,0
2017 Feb*	14 412	-2,0	8,6	13 676	-1,7	8,2
May	14 321	-0,6	7,1	13 563	-0,8	6,7

*Revised figures

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	12 663	-	-	12 304	-	-
Aug	12 628	-0,3	-	12 325	0,2	-
Nov	12 523	-0,8	-	12 220	-0,9	-
2016 Feb	12 353	-1,4	-	12 045	-1,4	-
May	12 548	1,6	-0,9	12 189	1,2	-0,9
Aug	12 632	0,7	0,0	12 304	0,9	-0,2
Nov	12 525	-0,8	0,0	12 211	-0,8	-0,1
2017 Feb*	12 317	-1,7	-0,3	12 027	-1,5	-0,2
May	12 520	1,6	-0,2	12 145	1,0	-0,4

*Revised figures

2.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	22 884	-	-	21 636	-	-
Aug	22 885	0,0	-	21 583	-0,2	-
Nov	22 709	-0,8	-	21 387	-0,9	-
2016 Feb	21 872	-3,7	-	20 629	-3,5	-
May	22 341	2,1	-2,4	21 126	2,4	-2,4
Aug	22 591	1,1	-1,3	21 352	1,1	-1,1
Nov	22 596	0,0	-0,5	21 235	-0,5	-0,7
2017 Feb*	22 042	-2,5	0,8	20 860	-1,8	1,1
May	22 977	4,2	2,8	21 596	3,5	2,2

*Revised figures

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	19 885	-	-	19 423	-	-
Aug	19 816	-0,3	-	19 447	0,1	-
Nov	19 817	0,0	-	19 386	-0,3	-
2016 Feb	19 670	-0,7	-	19 249	-0,7	-
May	19 541	-0,7	-1,7	19 151	-0,5	-1,4
Aug	19 718	0,9	-0,5	19 334	1,0	-0,6
Nov	20 094	1,9	1,4	19 723	2,0	1,7
2017 Feb*	20 125	0,2	2,3	19 780	0,3	2,8
May	20 169	0,2	3,2	19 806	0,1	3,4

*Revised figures

2.9 Community, social and personal services industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	21 180	-	-	20 753	-	-
	Aug	22 348	5,5	-	21 984	5,9	-
	Nov	22 256	-0,4	-	21 849	-0,6	-
2016	Feb	21 706	-2,5	-	21 297	-2,5	-
	May	22 598	4,1	6,7	22 165	4,1	6,8
	Aug	21 384	-5,4	-4,3	20 939	-5,5	-4,8
	Nov	22 177	3,7	-0,4	21 739	3,8	-0,5
2017	Feb*	21 980	-0,9	1,3	21 548	-0,9	1,2
	May	22 815	3,8	1,0	22 288	3,4	0,6

*Revised figures

Additional information

Technical notes

1. Confidence intervals

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

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

Lower limit

= lower 95% confidence limit of a population parameter

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

and

Upper limit

= upper 95% confidence limit of a population parameter

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

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

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

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

Industry	Quarter ended March 2017				Quarter ended June 2017			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	463 831	463 831	463 831	0,0	467 462	467 462	467 462
Manufacturing	0,5	1 181 908	1 193 516	1 205 123	0,6	1 168 285	1 181 615	1 194 945
Electricity, gas and water supply	0,6	60 450	61 159	61 868	0,6	60 963	61 660	62 357
Construction	1,6	591 930	610 714	629 498	1,6	580 946	599 915	618 885
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,7	2 064 286	2 093 639	2 122 993	0,8	2 065 556	2 097 091	2 128 626
Transport, storage and communication	0,9	445 583	453 537	461 492	1,0	440 052	448 431	456 810
Financial intermediation, insurance, real estate and business services	1,1	2 127 722	2 174 733	2 221 745	1,2	2 123 759	2 173 831	2 223 903
Community, social and personal services	0,3	2 582 773	2 599 022	2 615 270	0,3	2 572 084	2 588 843	2 605 602
Total	0,3	9 588 139	9 650 151	9 712 163	0,3	9 552 872	9 618 848	9 684 824

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

Note: Due to rounding, figures do not necessarily add up to totals

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

Industry	Quarter ended March 2017				Quarter ended June 2017			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	30 954 492 907	30 954 492 907	30 954 492 907	0,0	31 135 862 069	31 135 862 069	31 135 862 069
Manufacturing	0,6	60 940 430 162	61 667 933 341	62 395 436 522	0,6	61 089 457 112	61 811 533 441	62 533 609 771
Electricity, gas and water supply	0,6	7 038 290 618	7 125 521 122	7 212 751 625	0,6	7 087 784 088	7 169 273 993	7 250 763 897
Construction	2,8	25 715 062 905	27 232 158 800	28 749 254 695	2,6	26 310 290 366	27 701 560 815	29 092 831 265
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,3	82 876 199 414	85 049 002 959	87 221 806 505	1,3	83 906 834 795	86 018 091 467	88 129 348 137
Transport, storage and communication	1,3	31 503 637 523	32 305 168 921	33 106 700 320	1,1	33 533 759 160	34 275 809 287	35 017 859 414
Financial intermediation, insurance, real estate and business services	2,4	150 663 029 326	158 185 866 143	165 708 702 961	1,8	139 596 065 450	144 630 249 858	149 664 434 266
Community, social and personal services	0,9	181 848 235 298	185 263 831 840	188 679 428 380	0,9	189 303 580 760	192 712 992 244	196 122 403 729
Total	0,8	579 038 874 242	587 783 976 033	596 529 077 824	0,6	578 792 899 927	585 455 373 174	592 117 846 420

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

Note: Due to rounding, figures do not necessarily add up to totals

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

Industry	February 2017				May 2017			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	22 193	22 193	22 193	0,0	22 303	22 303	22 303
Manufacturing	0,8	16 036	16 284	16 532	0,8	16 402	16 680	16 958
Electricity, gas and water supply	1,1	37 136	37 930	38 724	1,1	37 646	38 471	39 296
Construction	3,0	13 798	14 657	15 516	2,8	13 893	14 708	15 523
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,3	12 204	12 526	12 848	1,4	12 509	12 858	13 207
Transport, storage and communication	1,3	21 828	22 417	23 006	1,3	22 977	23 597	24 217
Financial intermediation, insurance, real estate and business services	2,5	19 464	20 467	21 470	2,2	19 827	20 714	21 601
Community, social and personal services	1,0	21 910	22 354	22 798	1,1	22 940	23 431	23 922
Total	0,8	18 386	18 662	18 938	0,7	18 904	19 170	19 436

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

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

Industry	February 2017				May 2017			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	0,8	15 137	15 375	15 613	0,9	15 384	15 649	15 914
Electricity, gas and water supply	1,1	34 233	34 999	35 765	1,2	34 155	34 946	35 737
Construction	3,0	13 088	13 909	14 730	2,9	13 137	13 929	14 721
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,3	11 912	12 231	12 550	1,4	12 129	12 473	12 817
Transport, storage and communication	1,4	20 642	21 215	21 788	1,4	21 577	22 179	22 781
Financial intermediation, insurance, real estate and business services	2,5	19 122	20 116	21 110	2,2	19 459	20 341	21 223
Community, social and personal services	1,0	21 486	21 914	22 342	1,1	22 414	22 890	23 366

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

Explanatory notes

Introduction

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

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

Part 2 deals with the estimation of average monthly earnings.

Scope of the survey

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

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

Classification

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

Statistical unit

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

Purpose of the survey

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

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

Related publications 11. Users may also wish to refer to the following publications which are available from Stats SA:

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

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

Response rate 13. The response rate for the quarter ended June 2017 was 90,4%.

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

Glossary

Annual percentage change	An annual percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given period compared with the employment, the gross earnings or the average monthly earnings of the corresponding period of the previous year expressed as a percentage.
Average monthly earnings at constant December 2016 prices	Average monthly earnings at constant December 2016 prices measure average monthly earnings after the direct effects of inflation have been eliminated. The deflator used to deflate the current average earnings is the consumer price index (December 2016=100).
Average monthly earnings at current prices	Average monthly earnings at current prices are calculated by dividing the total gross earnings, excluding severance, termination and redundancy payments, for the reference month by the number of employees as at the end of the reference month.
Casual employees	Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employee'. Such employees are typically working daily or hourly. Employers can dispense with their services at a very short notice, usually not exceeding a period of one week. Casual employees are not entitled to benefits such as paid leave and medical aid contributions paid by employers. Casual employees can be part-time or full time.
Enterprises	Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their production activities.
Formal sector	The formal sector includes all businesses that are registered in any way.
Full-time employees	Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 hours or more per week. This excludes the self-employed and working proprietors. (Refer to notes on number of employees below.)
Gross earnings	Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc., but excludes earnings of sole proprietors or partners of unincorporated businesses; commission where a retainer, wage or salary was not paid; payments to subcontractors and consultants who are not part of the enterprise; and severance, termination and redundancy payments. Gross earnings are the total sum of the earnings including performance and others bonuses; overtime payments for the three months of the reference quarter (e.g. gross earnings of quarter ended September is the sum of total earnings of July, August and September).
Industries	Industries consist of groups of enterprises engaged in the same or similar kind of activity. The definition of industries is based on the <i>System of National Accounts (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 and 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.

General information

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

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