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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

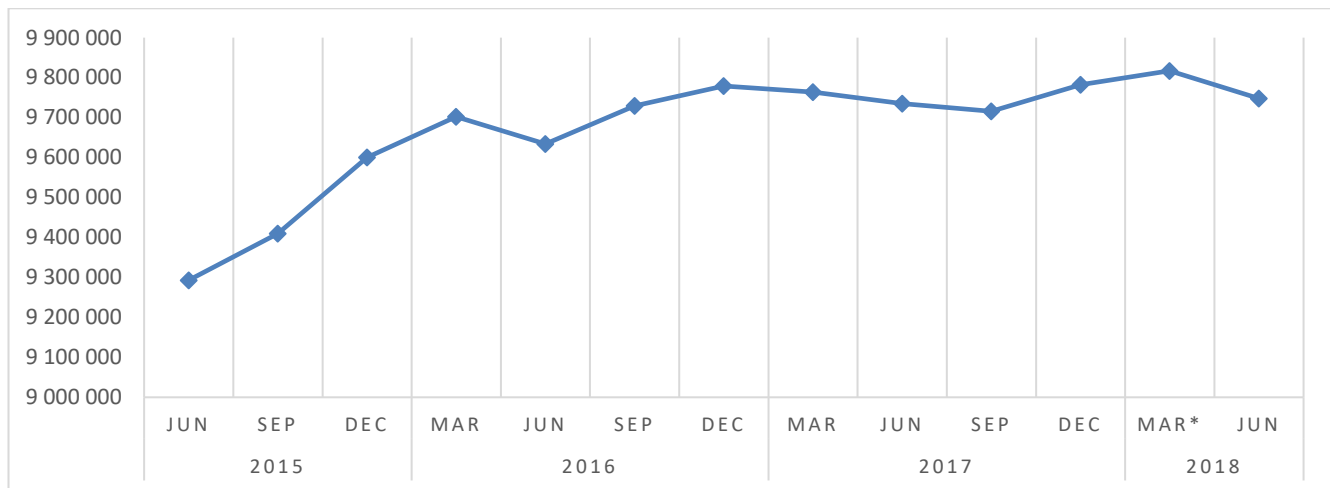
The *Quarterly employment statistics* (QES) is an enterprise-based sample survey conducted by Statistics South Africa (Stats SA). The samples are drawn from private non-agricultural businesses such as factories, firms, offices, and stores, as well as from national, provincial and local government entities.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

This survey covers employment statistics of the following industries:

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

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

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



*Revised estimates

Table A: Employment by industry (thousand)

Industry	June 2017	Mar* 2018	June 2018	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
					%		%
Mining	471	454	452	-2	-0,4	-19	-4,0
Manufacturing	1 191	1 192	1 179	-13	-1,1	-12	-1,0
Electricity	64	63	63	0	0,0	-1	-1,6
Construction	617	602	603	1	0,2	-14	-2,3
Trade	2 105	2 122	2 129	7	0,3	24	1,1
Transport	466	464	462	-2	-0,4	-4	-0,9
Business services	2 213	2 224	2 231	7	0,3	18	0,8
Community services	2 607	2 696	2 629	-67	-2,5	22	0,8
Total	9 735	9 817	9 748	-69	-0,7	13	0,1

*Revised estimates

Table A shows that employment decreased by 69 000 quarter-on-quarter, from 9 817 000 in March 2018 to 9 748 000 in June 2018. This was largely due to decreases in the following industries: community services (-67 000 or -2,5%), manufacturing (-13 000 or -1,1%), mining and quarrying (-2 000 or -0,4%) and transport (-2 000 or -0,4%).

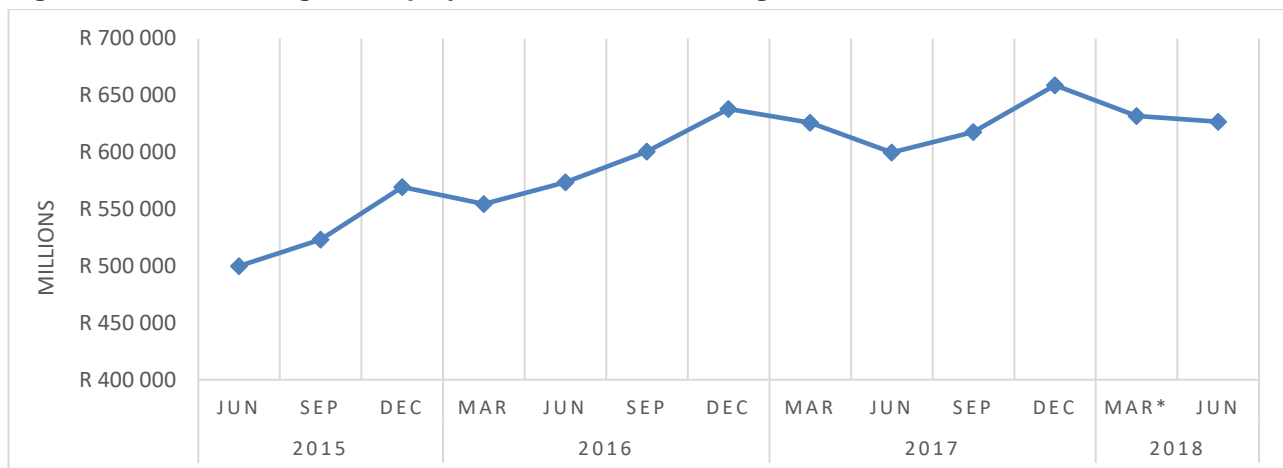
The electricity industry remained unchanged.

However there were increases in the following industries: trade (7 000 or 0,3%), business services (7 000 or 0,3%), and construction (1 000 or 0,2%).

Employment increased by 13 000 or 0,1% year-on-year between June 2017 and June 2018. These increases were reported by: trade (24 000 or 1,1%), community services (22 000 or 0,8%), and business services (18 000 or 0,8%).

The following industries reported annual decreases: mining and quarrying (-19 000 or -4,0%), construction (-14 000 or -2,3%) manufacturing (-12 000 or -1,0%), transport (-4 000 or -0,9%) and electricity (-1 000 or -1,6%).

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



*Revised estimates

Table B: Gross earnings by industry (R million)

Industry	June 2017	Mar* 2018	June 2018	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
					%		%
Mining	31 208	32 198	31 499	-699	-2,2	291	0,9
Manufacturing	62 860	64 930	65 500	570	0,9	2 640	4,2
Electricity	7 519	7 971	8 065	94	1,2	546	7,3
Construction	28 521	27 573	28 709	1 136	4,1	188	0,7
Trade	87 643	91 754	92 061	307	0,3	4 418	5,0
Transport	35 518	34 243	36 509	2 266	6,6	991	2,8
Business services	149 877	172 226	159 825	-12 401	-7,2	9 948	6,6
Community services	196 721	201 123	204 662	3 539	1,8	7 941	4,0
Total	599 867	632 018	626 830	-5 188	-0,8	26 963	4,5

*Revised estimates

Table B shows that gross earnings paid to employees decreased by R5 188 million (-0,8%) from R632 018 million in March 2018 to R626 830 million in June 2018. The decrease was mainly due to the decreases in business services, mining and quarrying industries.

There were increases reported by community services, transport, construction, manufacturing, trade and electricity.

Year-on-year, gross earnings increased by R26 963 million or (4,5%).

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 2017	Feb *2018	May 2018	Q/Q Change	Y/Y Change
	Rands			%	
	19 447	19 853	20 176	1,6	3,7

*Revised estimates

Table C shows a quarter-on-quarter increase of 1,6% in average monthly earnings paid to employees in the formal non-agricultural sector from R19 853 in February 2018 to R20 176 in May 2018.

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

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

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

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

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

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

Statistics based on sample surveys are subject to both *sampling* and *non-sampling error*. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the true population values they represent. The component of this difference that occurs because samples differ by chance is known as *sampling error*, and its variability is measured by the standard error of the estimate. The household

and enterprise based surveys are also affected by *non-sampling error*, which can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information on a timely basis, mistakes made by respondents, and errors made in the collection or processing of the data.


 **Risenga Maluleke**
Statistician-General

Detailed employment changes by industry

The *mining and quarrying industry* reported an annual decrease of 19 000 employees (-4,0%) in June 2018 compared with June 2017. There was a quarterly decrease of 2 000 employees (-0,4%) in June 2018 compared with March 2018. This was mainly due to decreases in employment in gold and platinum group metals mining.

See explanatory note on page 32.

The *manufacturing industry* reported an annual decrease of 12 000 employees (-1,0%) in June 2018 compared with June 2017. There was a quarterly decrease of 13 000 employees (-1,1%) in June 2018 compared with March 2018. This was mainly due to decreases in employment in the food, beverages and tobacco; basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; coke, refined petroleum products and nuclear fuel; chemicals and chemical products, rubber and plastic and furniture, manufacturing n.e.c.; recycling.

The *electricity, gas and water supply industry* reported an annual decrease of 1 000 employees (-1,6%) in June 2018 compared to June 2017. There was no quarterly change of employment in June 2018 compared with March 2018.

The *construction industry* reported an annual decrease of 14 000 employees (-2,3%) in June 2018 compared with June 2017. There was a quarterly increase of 1 000 employees (0,2%) in June 2018 compared with March 2018. This was mainly due to increases in employment in the 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 24 000 employees (1,1%) in June 2018 compared with June 2017. There was a quarterly increase of 7 000 employees (0,3%) in June 2018 compared with March 2018. This was mainly due to increases in employment in retail trade and hotels and restaurants.

The *transport, storage and communication industry* reported an annual decrease of 4 000 employees (-0,9%) in June 2018 compared with June 2017. There was a quarterly decrease of 2 000 employees (-0,4%) in June 2018 compared with March 2018. This was mainly due to decreases in employment in land transport and transport via pipelines.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 18 000 employees (0,8%) in June 2018 compared with June 2017. There was a quarterly increase of 7 000 employees (0,3%) in June 2018 compared with March 2018. This was mainly due to increases in real estate activities; business activities n.e.c and computer and related activities.

The *community, social and personal services industry* reported an annual increase of 22 000 employees (0,8%) in June 2018 compared with June 2017. There was a quarterly decrease of 67 000 employees (-2,5%) in June 2018 compared with March 2018. This was mainly due to decreases in employment in extra Budgetary institutions; provincial 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 R291 million (0,9%) in June 2018 compared with June 2017. There was a quarterly decrease of R699 million (-2,2%) in June 2018 compared with March 2018. This was mainly due to decrease in gross earnings of platinum group metals and gold mining.

See explanatory note on page 32.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R2 640 million (4,2%) in June 2018 compared with June 2017. There was a quarterly increase of R570 million (0,9%) in June 2018 compared with March 2018. This was mainly due to increases in gross earnings of transport equipment; basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; wood and products of wood and cork, except furniture, articles of straw and planting materials, paper and paper products, publishing, printing and reproduction of recorded media and textiles, clothing and leather.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R546 million (7,3%) in June 2018 compared with June 2017. There was a quarterly increase of R94 million (1,2%) in June 2018 compared with March 2018. This was mainly due to increases in gross earnings of electricity, gas, steam and water supply.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R188 million (0,7%) in June 2018 compared with June 2017. There was a quarterly increase of R1 136 million (4,1%) in June 2018 compared with March 2018. This was mainly due to increases in gross earnings of building of complete constructions or parts thereof, civil engineering and building installation.

Gross earnings paid to employees in the *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reflected an annual increase of R4 418 million (5,0%) in June 2018 compared with June 2017. There was a quarterly increase of R307 million (0,3%) in June 2018 compared with March 2018. This was mainly due to the increases in gross earnings of retail trade and hotels and restaurants.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R991million (2,8%) in June 2018 compared with June 2017. There was a quarterly increase of R2 266 million (6,6%) in June 2018 compared with March 2018. This was mainly due to increases in gross earnings of post and telecommunications; land transport and transport via pipelines and air transport.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R9 948 million (6,6%) in June 2018 compared with June 2017. There was a quarterly decrease of R12 401 million (-7,2%) in June 2018 compared with March 2018. This was mainly due to the decreases in gross earnings of financial intermediation (i.e. Banks) except insurance; activities auxiliary to financial intermediation; real estate activities and legal, accounting, bookkeeping and auditing activities.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R7 941 million (4,0%) in June 2018 compared with June 2017. There was a quarterly increase of R3 539 million (1,8%) in June 2018 compared with March 2018. This was mainly due to the increases in gross earnings of health and social work; universities and technikons; provincial departments; extra Budgetary institutions; recreational, cultural and sporting activities and local government.

Part 1 – Estimation of number of employees and their earnings

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

1.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	9 293 000	-	-	-	-
Sep	9 410 000	117 000	1,3	-	-
Dec	9 600 000	190 000	2,0	-	-
2016 Mar	9 702 000	102 000	1,1	-	-
Jun	9 634 000	-68 000	-0,7	341 000	3,7
Sep	9 729 000	95 000	1,0	319 000	3,4
Dec	9 779 000	50 000	0,5	179 000	1,9
2017 Mar	9 764 000	-15 000	-0,2	62 000	0,6
Jun	9 735 000	-29 000	-0,3	101 000	1,0
Sep	9 716 000	-19 000	-0,2	-13 000	-0,1
Dec	9 782 000	66 000	0,7	3 000	0,0
2018 Mar*	9 817 000	35 000	0,4	53 000	0,5
Jun	9 748 000	-69 000	-0,7	13 000	0,1

*Revised estimates

1.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	499 935 000	-	-	-	-
Sep	523 371 000	23 436 000	4,7	-	-
Dec	569 467 000	46 096 000	8,8	-	-
2016 Mar	554 554 000	-14 913 000	-2,6	-	-
Jun	573 597 000	19 043 000	3,4	73 662 000	14,7
Sep	600 595 000	26 998 000	4,7	77 224 000	14,8
Dec	638 083 000	37 488 000	6,2	68 616 000	12,0
2017 Mar	626 098 000	-11 985 000	-1,9	71 544 000	12,9
Jun	599 867 000	-26 231 000	-4,2	26 270 000	4,6
Sep	617 847 000	17 980 000	3,0	17 252 000	2,9
Dec	658 897 000	41 050 000	6,6	20 814 000	3,3
2018 Mar*	632 018 000	-26 879 000	-4,1	5 920 000	0,9
Jun	626 830 000	-5 188 000	-0,8	26 963 000	4,5

*Revised estimates

Table 2 - Mining and quarrying industry

2.1 Number of employees

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarterly		Annual	
2015	Jun	489 000	-	-	-	-
	Sep	476 000	-13 000	-2,7	-	-
	Dec	459 000	-17 000	-3,6	-	-
2016	Mar	458 000	-1 000	-0,2	-	-
	Jun	458 000	0	0,0	-31 000	-6,3
	Sep	458 000	0	0,0	-18 000	-3,8
	Dec	456 000	-2 000	-0,4	-3 000	-0,7
2017	Mar	464 000	8 000	1,8	6 000	1,3
	Jun	471 000	7 000	1,5	13 000	2,8
	Sep	460 000	-11 000	-2,3	2 000	0,4
	Dec	457 000	-3 000	-0,7	1 000	0,2
2018	Mar*	454 000	-3 000	-0,7	-10 000	-2,2
	Jun	452 000	-2 000	-0,4	-19 000	-4,0

*Revised estimates

2.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2015	Jun	27 465 000	-	-	-	-
	Sep	28 908 000	1 443 000	5,3	-	-
	Dec	29 168 000	260 000	0,9	-	-
2016	Mar	28 248 000	-920 000	-3,2	-	-
	Jun	29 084 000	836 000	3,0	1 619 000	5,9
	Sep	30 180 000	1 096 000	3,8	1 272 000	4,4
	Dec	30 987 000	807 000	2,7	1 819 000	6,2
2017	Mar	30 954 000	-33 000	-0,1	2 706 000	9,6
	Jun	31 208 000	254 000	0,8	2 124 000	7,3
	Sep	31 972 000	764 000	2,4	1 792 000	5,9
	Dec	32 437 000	465 000	1,5	1 450 000	4,7
2018	Mar*	32 198 000	-239 000	-0,7	1 244 000	4,0
	Jun	31 499 000	-699 000	-2,2	291 000	0,9

*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	1 164 000	-	-	-	-
	Sep	1 177 000	13 000	1,1	-	-
	Dec	1 185 000	8 000	0,7	-	-
2016	Mar	1 191 000	6 000	0,5	-	-
	Jun	1 182 000	-9 000	-0,8	18 000	1,5
	Sep	1 183 000	1 000	0,1	6 000	0,5
2017	Dec	1 197 000	14 000	1,2	12 000	1,0
	Mar	1 203 000	6 000	0,5	12 000	1,0
	Jun	1 191 000	-12 000	-1,0	9 000	0,8
2018	Sep	1 187 000	-4 000	-0,3	4 000	0,3
	Dec	1 190 000	3 000	0,3	-7 000	-0,6
	Mar*	1 192 000	2 000	0,2	-11 000	-0,9
	Jun	1 179 000	-13 000	-1,1	-12 000	-1,0

*Revised estimates

3.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2015	Jun	55 164 000	-	-	-	-
	Sep	57 475 000	2 311 000	4,2	-	-
	Dec	64 053 000	6 578 000	11,4	-	-
2016	Mar	58 176 000	-5 877 000	-9,2	-	-
	Jun	59 192 000	1 016 000	1,7	4 028 000	7,3
	Sep	61 176 000	1 984 000	3,4	3 701 000	6,4
2017	Dec	69 487 000	8 311 000	13,6	5 434 000	8,5
	Mar	62 836 000	-6 651 000	-9,6	4 660 000	8,0
	Jun	62 860 000	24 000	0,0	3 668 000	6,2
2018	Sep	63 924 000	1 064 000	1,7	2 748 000	4,5
	Dec	71 950 000	8 026 000	12,6	2 463 000	3,5
	Mar*	64 930 000	-7 020 000	-9,8	2 094 000	3,3
	Jun	65 500 000	570 000	0,9	2 640 000	4,2

*Revised estimates

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

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	60 000	-	-	-	-
Sep	60 000	0	0,0	-	-
Dec	61 000	1 000	1,7	-	-
2016 Mar	62 000	1 000	1,6	-	-
Jun	62 000	0	0,0	2 000	3,3
Sep	62 000	0	0,0	2 000	3,3
Dec	63 000	1 000	1,6	2 000	3,3
2017 Mar	63 000	0	0,0	1 000	1,6
Jun	64 000	1 000	1,6	2 000	3,2
Sep	64 000	0	0,0	2 000	3,2
Dec	63 000	-1 000	-1,6	0	0,0
2018 Mar	63 000	0	0,0	0	0,0
Jun	63 000	0	0,0	-1 000	-1,6

4.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	6 055 000	-	-	-	-
Sep	6 280 000	225 000	3,7	-	-
Dec	7 642 000	1 362 000	21,7	-	-
2016 Mar	6 584 000	-1 058 000	-13,8	-	-
Jun	6 735 000	151 000	2,3	680 000	11,2
Sep	8 715 000	1 980 000	29,4	2 435 000	38,8
Dec	8 643 000	-72 000	-0,8	1 001 000	13,1
2017 Mar	7 481 000	-1 162 000	-13,4	897 000	13,6
Jun	7 519 000	38 000	0,5	784 000	11,6
Sep	9 702 000	2 183 000	29,0	987 000	11,3
Dec	9 287 000	-415 000	-4,3	644 000	7,5
2018 Mar*	7 971 000	-1 316 000	-14,2	490 000	6,5
Jun	8 065 000	94 000	1,2	546 000	7,3

*Revised estimates

Table 5 - Construction industry

5.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	556 000	-	-	-	-
Sep	576 000	20 000	3,6	-	-
Dec	585 000	9 000	1,6	-	-
2016 Mar	614 000	29 000	5,0	-	-
Jun	614 000	0	0,0	58 000	10,4
Sep	620 000	6 000	1,0	44 000	7,6
Dec	612 000	-8 000	-1,3	27 000	4,6
2017 Mar	631 000	19 000	3,1	17 000	2,8
Jun	617 000	-14 000	-2,2	3 000	0,5
Sep	620 000	3 000	0,5	0	0,0
Dec	598 000	-22 000	-3,5	-14 000	-2,3
2018 Mar*	602 000	4 000	0,7	-29 000	-4,6
Jun	603 000	1 000	0,2	-14 000	-2,3

*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	23 169 000	-	-	-	-
Sep	24 667 000	1 498 000	6,5	-	-
Dec	29 016 000	4 349 000	17,6	-	-
2016 Mar	25 567 000	-3 449 000	-11,9	-	-
Jun	26 946 000	1 379 000	5,4	3 777 000	16,3
Sep	28 124 000	1 178 000	4,4	3 457 000	14,0
Dec	32 065 000	3 941 000	14,0	3 049 000	10,5
2017 Mar	27 987 000	-4 078 000	-12,7	2 420 000	9,5
Jun	28 521 000	534 000	1,9	1 575 000	5,8
Sep	28 593 000	72 000	0,3	469 000	1,7
Dec	32 463 000	3 870 000	13,5	398 000	1,2
2018 Mar*	27 573 000	-4 890 000	-15,1	-414 000	-1,5
Jun	28 709 000	1 136 000	4,1	188 000	0,7

*Revised estimates

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

6.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	1 926 000	-	-	-	-
Sep	1 967 000	41 000	2,1	-	-
Dec	2 062 000	95 000	4,8	-	-
2016 Mar	2 057 000	-5 000	-0,2	-	-
Jun	2 051 000	-6 000	-0,3	125 000	6,5
Sep	2 056 000	5 000	0,2	89 000	4,5
Dec	2 131 000	75 000	3,6	69 000	3,3
2017 Mar	2 103 000	-28 000	-1,3	46 000	2,2
Jun	2 105 000	2 000	0,1	54 000	2,6
Sep	2 098 000	-7 000	-0,3	42 000	2,0
Dec	2 153 000	55 000	2,6	22 000	1,0
2018 Mar*	2 122 000	-31 000	-1,4	19 000	0,9
Jun	2 129 000	7 000	0,3	24 000	1,1

*Revised estimates

6.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	70 812 000	-	-	-	-
Sep	73 232 000	2 420 000	3,4	-	-
Dec	85 227 000	11 995 000	16,4	-	-
2016 Mar	79 669 000	-5 558 000	-6,5	-	-
Jun	80 411 000	742 000	0,9	9 599 000	13,6
Sep	83 196 000	2 785 000	3,5	9 964 000	13,6
Dec	92 453 000	9 257 000	11,1	7 226 000	8,5
2017 Mar	86 772 000	-5 681 000	-6,1	7 103 000	8,9
Jun	87 643 000	871 000	1,0	7 232 000	9,0
Sep	88 073 000	430 000	0,5	4 877 000	5,9
Dec	98 561 000	10 488 000	11,9	6 108 000	6,6
2018 Mar*	91 754 000	-6 807 000	-6,9	4 982 000	5,7
Jun	92 061 000	307 000	0,3	4 418 000	5,0

*Revised estimates

Table 7 - Transport, storage and communication industry

7.1 Number of employees

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarterly		Annual	
2015	Jun	464 000	-	-	-	-
	Sep	467 000	3 000	0,6	-	-
	Dec	472 000	5 000	1,1	-	-
2016	Mar	474 000	2 000	0,4	-	-
	Jun	464 000	-10 000	-2,1	0	0,0
	Sep	466 000	2 000	0,4	-1 000	-0,2
2017	Dec	469 000	3 000	0,6	-3 000	-0,6
	Mar	470 000	1 000	0,2	-4 000	-0,8
	Jun	466 000	-4 000	-0,9	2 000	0,4
2018	Sep	471 000	5 000	1,1	5 000	1,1
	Dec	468 000	-3 000	-0,6	-1 000	-0,2
	Mar*	464 000	-4 000	-0,9	-6 000	-1,3
	Jun	462 000	-2 000	-0,4	-4 000	-0,9

*Revised estimates

7.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2015	Jun	31 522 000	-	-	-	-
	Sep	31 992 000	470 000	1,5	-	-
	Dec	34 985 000	2 993 000	9,4	-	-
2016	Mar	31 558 000	-3 427 000	-9,8	-	-
	Jun	33 025 000	1 467 000	4,6	1 503 000	4,8
	Sep	32 628 000	-397 000	-1,2	636 000	2,0
2017	Dec	36 042 000	3 414 000	10,5	1 057 000	3,0
	Mar	33 335 000	-2 707 000	-7,5	1 777 000	5,6
	Jun	35 518 000	2 183 000	6,5	2 493 000	7,5
2018	Sep	35 380 000	-138 000	-0,4	2 752 000	8,4
	Dec	37 894 000	2 514 000	7,1	1 852 000	5,1
	Mar*	34 243 000	-3 651 000	-9,6	908 000	2,7
	Jun	36 509 000	2 266 000	6,6	991 000	2,8

*Revised estimates

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

8.1 Number of employees

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarterly		Annual	
2015	Jun	2 089 000	-	-	-	-
	Sep	2 121 000	32 000	1,5	-	-
	Dec	2 181 000	60 000	2,8	-	-
2016	Mar	2 187 000	6 000	0,3	-	-
	Jun	2 189 000	2 000	0,1	100 000	4,8
	Sep	2 186 000	-3 000	-0,1	65 000	3,1
2017	Dec	2 232 000	46 000	2,1	51 000	2,3
	Mar	2 220 000	-12 000	-0,5	33 000	1,5
	Jun	2 213 000	-7 000	-0,3	24 000	1,1
2018	Sep	2 211 000	-2 000	-0,1	25 000	1,1
	Dec	2 232 000	21 000	0,9	0	0,0
	Mar*	2 224 000	-8 000	-0,4	4 000	0,2
	Jun	2 231 000	7 000	0,3	18 000	0,8

*Revised estimates

8.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2015	Jun	125 688 000	-	-	-	-
	Sep	133 761 000	8 073 000	6,4	-	-
	Dec	145 331 000	11 570 000	8,6	-	-
2016	Mar	152 305 000	6 974 000	4,8	-	-
	Jun	157 077 000	4 772 000	3,1	31 389 000	25,0
	Sep	171 102 000	14 025 000	8,9	37 341 000	27,9
2017	Dec	176 080 000	4 978 000	2,9	30 749 000	21,2
	Mar	188 155 000	12 075 000	6,9	35 850 000	23,5
	Jun	149 877 000	-38 278 000	-20,3	-7 200 000	-4,6
2018	Sep	158 771 000	8 894 000	5,9	-12 331 000	-7,2
	Dec	166 388 000	7 617 000	4,8	-9 692 000	-5,5
	Mar*	172 226 000	5 838 000	3,5	-15 929 000	-8,5
	Jun	159 825 000	-12 401 000	-7,2	9 948 000	6,6

*Revised estimates

Table 9 - Community, social and personal services industry

9.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	2 545 000	-	-	-	-
Sep	2 566 000	21 000	0,8	-	-
Dec	2 595 000	29 000	1,1	-	-
2016 Mar	2 659 000	64 000	2,5	-	-
Jun	2 614 000	-45 000	-1,7	69 000	2,7
Sep	2 698 000	84 000	3,2	132 000	5,1
Dec	2 619 000	-79 000	-2,9	24 000	0,9
2017 Mar	2 610 000	-9 000	-0,3	-49 000	-1,8
Jun	2 607 000	-3 000	-0,1	-7 000	-0,3
Sep	2 605 000	-2 000	-0,1	-93 000	-3,4
Dec	2 621 000	16 000	0,6	2 000	0,1
2018 Mar*	2 696 000	75 000	2,9	86 000	3,3
Jun	2 629 000	-67 000	-2,5	22 000	0,8

*Revised estimates

9.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	160 060 000	-	-	-	-
Sep	167 056 000	6 996 000	4,4	-	-
Dec	174 045 000	6 989 000	4,2	-	-
2016 Mar	172 447 000	-1 598 000	-0,9	-	-
Jun	181 127 000	8 680 000	5,0	21 067 000	13,2
Sep	185 474 000	4 347 000	2,4	18 418 000	11,0
Dec	192 326 000	6 852 000	3,7	18 281 000	10,5
2017 Mar	188 578 000	-3 748 000	-1,9	16 131 000	9,4
Jun	196 721 000	8 143 000	4,3	15 594 000	8,6
Sep	201 432 000	4 711 000	2,4	15 958 000	8,6
Dec	209 917 000	8 485 000	4,2	17 591 000	9,1
2018 Mar*	201 123 000	-8 794 000	-4,2	12 545 000	6,7
Jun	204 662 000	3 539 000	1,8	7 941 000	4,0

*Revised estimates

Part 2 – Estimation of average monthly earnings

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

1.1 Total (all formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	16 755	-	-
Aug	17 277	3,1	-
Nov	17 322	0,3	-
2016 Feb	17 262	-0,3	-
May	17 998	4,3	7,4
Aug	18 156	0,9	5,1
Nov	18 723	3,1	8,1
2017 Feb	18 913	1,0	9,6
May	19 447	2,8	8,0
Aug	19 865	2,1	9,4
Nov	20 060	1,0	7,1
2018 Feb*	19 853	-1,0	5,0
May	20 176	1,6	3,7

*Revised estimates

1.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	18 601	-	-
Aug	20 089	8,0	-
Nov	21 009	4,6	-
2016 Feb	20 212	-3,8	-
May	22 047	9,1	18,5
Aug	22 241	0,9	10,7
Nov	22 953	3,2	9,3
2017 Feb	22 193	-3,3	9,8
May	22 223	0,1	0,8
Aug	23 077	3,8	3,8
Nov	23 572	2,1	2,7
2018 Feb*	22 903	-2,8	3,2
May	23 064	0,7	3,8

*Revised estimates

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

1.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	15 272	-	-	14 086	-	-
Aug	15 341	0,4	-	14 400	2,2	-
Nov	15 600	1,7	-	14 441	0,3	-
2016 Feb	15 353	-1,6	-	14 441	0,0	-
May	15 916	3,7	4,2	14 887	3,1	5,7
Aug	16 450	3,4	7,2	15 424	3,6	7,1
Nov	16 759	1,9	7,4	15 879	2,9	10,0
2017 Feb	16 557	-1,2	7,8	15 674	-1,3	8,5
May	16 816	1,6	5,7	15 810	0,9	6,2
Aug	17 314	3,0	5,3	16 257	2,8	5,4
Nov	17 592	1,6	5,0	16 443	1,1	3,6
2018 Feb*	17 166	-2,4	3,7	16 183	-1,6	3,2
May	17 674	3,0	5,1	16 590	2,5	4,9

*Revised estimates

1.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	33 315	-	-	30 587	-	-
Aug	33 976	2,0	-	31 707	3,7	-
Nov	36 533	7,5	-	33 838	6,7	-
2016 Feb	35 117	-3,9	-	32 463	-4,1	-
May	35 558	1,3	6,7	32 858	1,2	7,4
Aug	37 514	5,5	10,4	34 792	5,9	9,7
Nov	38 584	2,9	5,6	35 410	1,8	4,6
2017 Feb	38 930	0,9	10,9	36 067	1,9	11,1
May	39 197	0,7	10,2	35 740	-0,9	8,8
Aug	39 923	1,9	6,4	37 463	4,8	7,7
Nov	41 748	4,6	8,2	39 295	4,9	11,0
2018 Feb*	41 212	-1,3	5,9	38 687	-1,5	7,3
May	42 332	2,7	8,0	39 267	1,5	9,9

*Revised estimates

1.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	13 213	-	-	12 622	-	-
Aug	13 249	0,3	-	12 618	-0,03	-
Nov	13 343	0,7	-	12 620	0,01	-
2016 Feb	12 701	-4,8	-	12 094	-4,2	-
May	13 052	2,8	-1,2	12 423	2,7	-1,6
Aug	13 631	4,4	2,9	12 971	4,4	2,8
Nov	14 757	8,3	10,6	13 980	7,8	10,8
2017 Feb	14 812	0,4	16,6	14 076	0,7	16,4
May	14 951	0,9	14,5	14 173	0,7	14,1
Aug	15 090	0,9	10,7	14 278	0,7	10,1
Nov	15 571	3,2	5,5	14 615	2,4	4,5
2018 Feb*	15 076	-3,2	1,8	14 363	-1,7	2,0
May	15 423	2,3	3,2	14 614	1,7	3,1

*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	11 612	-	-	11 283	-	-
Aug	11 757	1,2	-	11 474	1,7	-
Nov	11 696	-0,5	-	11 413	-0,5	-
2016 Feb	11 822	1,1	-	11 527	1,0	-
May	12 255	3,7	5,5	11 905	3,3	5,5
Aug	12 521	2,2	6,5	12 200	2,5	6,3
Nov	12 575	0,4	7,5	12 264	0,5	7,5
2017 Feb	12 659	0,7	7,1	12 367	0,8	7,3
May	13 002	2,7	6,1	12 616	2,0	6,0
Aug	13 103	0,8	4,6	12 775	1,3	4,7
Nov	13 291	1,4	5,7	12 941	1,3	5,5
2018 Feb*	13 285	0,0	4,9	12 963	0,2	4,8
May	13 487	1,5	3,7	13 080	0,9	3,7

*Revised estimates

1.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	20 985	-	-	19 841	-	-
Aug	21 306	1,5	-	20 094	1,3	-
Nov	21 211	-0,4	-	19 975	-0,6	-
2016 Feb	20 932	-1,3	-	19 742	-1,2	-
May	21 745	3,9	3,6	20 565	4,2	3,7
Aug	22 243	2,3	4,4	21 029	2,3	4,7
Nov	22 458	1,0	5,9	21 114	0,4	5,7
2017 Feb	22 353	-0,5	6,8	21 166	0,2	7,2
May	23 541	5,3	8,3	22 140	4,6	7,7
Aug	23 581	0,2	6,0	22 213	0,3	5,6
Nov	23 382	-0,8	4,1	21 974	-1,1	4,1
2018 Feb*	22 975	-1,7	2,8	21 816	-0,7	3,1
May	23 961	4,3	1,8	22 507	3,2	1,7

*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	18 235	-	-	17 811	-	-
Aug	18 449	1,2	-	18 105	1,6	-
Nov	18 509	0,3	-	18 106	0,0	-
2016 Feb	18 825	1,7	-	18 422	1,7	-
May	19 100	1,5	4,7	18 720	1,6	5,1
Aug	19 579	2,5	6,1	19 201	2,6	6,1
Nov	20 226	3,3	9,3	19 857	3,4	9,7
2017 Feb	20 756	2,6	10,3	20 407	2,8	10,8
May	21 139	1,8	10,7	20 774	1,8	11,0
Aug	21 729	2,8	11,0	21 346	2,8	11,2
Nov	22 134	1,9	9,4	21 754	1,9	9,6
2018 Feb*	22 027	-0,5	6,1	21 616	-0,6	5,9
May	22 115	0,4	4,6	21 662	0,2	4,3

*Revised estimates

1.9 Community, social and personal services industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	19 422	-	-	19 031	-	-
	Aug	20 806	7,1	-	20 467	7,5	-
	Nov	20 787	-0,1	-	20 407	-0,3	-
2016	Feb	20 772	-0,1	-	20 381	-0,1	-
	May	22 098	6,4	13,8	21 680	6,4	13,9
	Aug	21 254	-3,8	2,2	20 820	-4,0	1,7
	Nov	22 354	5,2	7,5	21 925	5,3	7,4
2017	Feb	22 713	1,6	9,3	22 283	1,6	9,3
	May	23 808	4,8	7,7	23 275	4,5	7,4
	Aug	24 292	2,0	14,3	23 821	2,3	14,4
	Nov	24 230	-0,3	8,4	23 761	-0,3	8,4
2018	Feb*	24 018	-0,9	5,7	23 586	-0,7	5,8
	May	24 535	2,2	3,1	24 017	1,8	3,2

*Revised estimates

Table 2 – Average monthly earnings at constant prices (Dec 2016=100), by industry**2.1 Total (all formal non-agricultural industries)**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	18 271	-	-
Aug	18 558	1,6	-
Nov	18 546	-0,1	-
2016 Feb	18 038	-2,7	-
May	18 479	2,4	1,1
Aug	18 414	-0,4	-0,8
Nov	18 797	2,1	1,4
2017 Feb	18 596	-1,1	3,1
May	18 936	1,8	2,5
Aug	19 230	1,6	4,4
Nov	19 251	0,1	2,4
2018 Feb*	18 765	-2,5	0,9
May	18 821	0,3	-0,6

*Revised estimates

2.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	20 285	-	-
Aug	21 578	6,4	-
Nov	22 494	4,2	-
2016 Feb	21 120	-6,1	-
May	22 636	7,2	11,6
Aug	22 557	-0,3	4,5
Nov	23 045	2,2	2,5
2017 Feb	21 822	-5,3	3,3
May	21 639	-0,8	-4,4
Aug	22 340	3,2	-1,0
Nov	22 622	1,3	-1,8
2018 Feb*	21 647	-4,3	-0,8
May	21 515	-0,6	-0,6

*Revised estimates

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

2.3 Manufacturing industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	16 654	-	-	15 361	-	-
	Aug	16 478	-1,1	-	15 467	0,7	-
	Nov	16 702	1,4	-	15 461	0,0	-
2016	Feb	16 043	-3,9	-	15 089	-2,4	-
	May	16 341	1,9	-1,9	15 285	1,3	-0,5
	Aug	16 683	2,1	1,2	15 643	2,3	1,1
2017	Nov	16 826	0,9	0,7	15 942	1,9	3,1
	Feb	16 280	-3,2	1,5	15 412	-3,3	2,1
	May	16 374	0,6	0,2	15 394	-0,1	0,7
2018	Aug	16 761	2,4	0,5	15 738	2,2	0,6
	Nov	16 883	0,7	0,3	15 780	0,3	-1,0
	Feb*	16 225	-3,9	-0,3	15 296	-3,1	-0,8
	May	16 487	1,6	0,7	15 476	1,2	0,5

*Revised estimates

2.4 Electricity, gas and water supply industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	36 331	-	-	33 355	-	-
	Aug	36 494	0,4	-	34 057	2,1	-
	Nov	39 115	7,2	-	36 229	6,4	-
2016	Feb	36 695	-6,2	-	33 922	-6,4	-
	May	36 507	-0,5	0,5	33 735	-0,6	1,1
	Aug	38 047	4,2	4,3	35 286	4,6	3,6
2017	Nov	38 740	1,8	-1,0	35 552	0,8	-1,9
	Feb	38 280	-1,2	4,3	35 464	-0,2	4,5
	May	38 167	-0,3	4,5	34 800	-1,9	3,2
2018	Aug	38 648	1,3	1,6	36 266	4,2	2,8
	Nov	40 065	3,7	3,4	37 711	4,0	6,1
	Feb*	38 953	-2,8	1,8	36 566	-3,0	3,1
	May	39 489	1,4	3,5	36 630	0,2	5,3

*Revised estimates

2.5 Construction industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	14 409	-	-	13 764	-	-
	Aug	14 231	-1,2	-	13 553	-1,5	-
	Nov	14 286	0,4	-	13 511	-0,3	-
2016	Feb	13 272	-7,1	-	12 637	-6,5	-
	May	13 401	1,0	-7,0	12 755	0,9	-7,3
	Aug	13 825	3,2	-2,9	13 155	3,1	-2,9
2017	Nov	14 816	7,2	3,7	14 036	6,7	3,9
	Feb	14 564	-1,7	9,7	13 839	-1,4	9,5
	May	14 558	0,0	8,6	13 800	-0,3	8,2
2018	Aug	14 608	0,3	5,7	13 822	0,2	5,1
	Nov	14 943	2,3	0,9	14 026	1,5	-0,1
	Feb*	14 250	-4,6	-2,2	13 576	-3,2	-1,9
	May	14 387	1,0	-1,2	13 632	0,4	-1,2

*Revised estimates

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

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	12 663	-	-	12 304	-	-
	Aug	12 628	-0,3	-	12 325	0,2	-
	Nov	12 523	-0,8	-	12 220	-0,9	-
2016	Feb	12 353	-1,4	-	12 045	-1,4	-
	May	12 582	1,8	-0,6	12 223	1,5	-0,7
	Aug	12 699	0,9	0,6	12 373	1,2	0,4
2017	Nov	12 625	-0,6	0,8	12 313	-0,5	0,8
	Feb	12 448	-1,4	0,8	12 161	-1,2	1,0
	May	12 660	1,7	0,6	12 284	1,0	0,5
2018	Aug	12 684	0,2	-0,1	12 367	0,7	0,0
	Nov	12 755	0,6	1,0	12 419	0,4	0,9
	Feb*	12 557	-1,6	0,9	12 252	-1,3	0,8
	May	12 581	0,2	-0,6	12 201	-0,4	-0,7

*Revised estimates

2.7 Transport, storage and communication industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	22 884	-	-	21 636	-	-
	Aug	22 885	0,0	-	21 583	-0,2	-
	Nov	22 709	-0,8	-	21 387	-0,9	-
2016	Feb	21 872	-3,7	-	20 629	-3,5	-
	May	22 325	2,1	-2,4	21 114	2,4	-2,4
	Aug	22 559	1,0	-1,4	21 327	1,0	-1,2
2017	Nov	22 548	0,0	-0,7	21 198	-0,6	-0,9
	Feb	21 980	-2,5	0,5	20 812	-1,8	0,9
	May	22 922	4,3	2,7	21 558	3,6	2,1
2018	Aug	22 828	-0,4	1,2	21 503	-0,3	0,8
	Nov	22 440	-1,7	-0,5	21 088	-1,9	-0,5
	Feb*	21 716	-3,2	-1,2	20 620	-2,2	-0,9
	May	22 352	2,9	-2,5	20 995	1,8	-2,6

*Revised estimates

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

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	19 885	-	-	19 423	-	-
	Aug	19 816	-0,3	-	19 447	0,1	-
	Nov	19 817	0,0	-	19 386	-0,3	-
2016	Feb	19 670	-0,7	-	19 249	-0,7	-
	May	19 610	-0,3	-1,4	19 220	-0,2	-1,0
	Aug	19 857	1,3	0,2	19 473	1,3	0,1
2017	Nov	20 306	2,3	2,5	19 937	2,4	2,8
	Feb	20 409	0,5	3,8	20 066	0,6	4,2
	May	20 583	0,9	5,0	20 228	0,8	5,2
2018	Aug	21 035	2,2	5,9	20 664	2,2	6,1
	Nov	21 242	1,0	4,6	20 877	1,0	4,7
	Feb*	20 819	-2,0	2,0	20 431	-2,1	1,8
	May	20 630	-0,9	0,2	20 207	-1,1	-0,1

*Revised estimates

2.9 Community, social and personal services industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	21 180	-	-	20 753	-	-
	Aug	22 348	5,5	-	21 984	5,9	-
	Nov	22 256	-0,4	-	21 849	-0,6	-
2016	Feb	21 706	-2,5	-	21 297	-2,5	-
	May	22 688	4,5	7,1	22 259	4,5	7,3
	Aug	21 556	-5,0	-3,5	21 115	-5,1	-4,0
	Nov	22 444	4,1	0,8	22 013	4,3	0,8
2017	Feb	22 333	-0,5	2,9	21 911	-0,5	2,9
	May	23 182	3,8	2,2	22 663	3,4	1,8
	Aug	23 516	1,4	9,1	23 060	1,8	9,2
	Nov	23 253	-1,1	3,6	22 803	-1,1	3,6
2018	Feb*	22 701	-2,4	1,6	22 293	-2,2	1,7
	May	22 887	0,8	-1,3	22 404	0,5	-1,1

*Revised estimates

Additional information

Technical notes

1. **Response rate** The response rate for the quarter ended **June 2018 was 89.0%.**
2. **Confidence intervals** **The estimated population value will be contained within the interval between the lower and upper 95% confidence limits.**

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

Lower limit

= lower 95% confidence limit of a population parameter

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

and

Upper limit

= upper 95% confidence limit of a population parameter

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

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

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

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

Industry	Quarter ended March* 2018				Quarter ended June 2018			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	454 097	454 097	454 097	0,0	451 638	451 638	451 638
Manufacturing	0,5	1 181 506	1 192 119	1 202 732	0,5	1 167 994	1 179 024	1 190 053
Electricity, gas and water supply	0,7	62 202	63 068	63 933	0,7	61 980	62 867	63 753
Construction	1,4	585 313	601 659	618 005	1,6	584 597	603 376	622 155
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,6	2 096 057	2 122 202	2 148 347	0,7	2 097 984	2 128 984	2 159 985
Transport, storage and communication	0,9	456 264	464 284	472 305	1,0	452 386	461 849	471 313
Financial intermediation, insurance, real estate and business services	1,0	2 181 407	2 223 510	2 265 613	1,0	2 184 685	2 230 566	2 276 447
Community, social and personal services	0,3	2 678 747	2 695 714	2 712 682	0,3	2 611 480	2 628 573	2 645 666
Total	0,3	9 760 459	9 816 653	9 872 847	0,3	9 684 566	9 746 877	9 809 187

*Revised estimates

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

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

Industry	Quarter ended March* 2018				Quarter ended June 2018			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	32 198 355 576	32 198 355 576	32 198 355 576	0,0	31 498 590 149	31 498 590 149	31 498 590 149
Manufacturing	0,6	64 130 675 760	64 930 439 797	65 730 203 832	0,7	64 606 416 463	65 499 971 824	66 393 527 186
Electricity, gas and water supply	1,1	7 803 266 065	7 971 487 056	8 139 708 046	1,0	7 908 838 029	8 064 754 881	8 220 671 733
Construction	2,6	26 158 634 620	27 573 044 279	28 987 453 938	2,5	27 313 206 113	28 708 691 304	30 104 176 495
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,2	89 527 369 574	91 753 865 475	93 980 361 375	1,2	89 856 164 916	92 060 716 052	94 265 267 189
Transport, storage and communication	1,3	33 379 209 396	34 242 805 511	35 106 401 625	1,2	35 681 159 881	36 509 384 863	37 337 609 846
Financial intermediation, insurance, real estate and business services	2,0	165 469 681 817	172 226 111 114	178 982 540 410	1,7	154 369 520 324	159 825 240 725	165 280 961 125
Community, social and personal services	1,1	196 809 099 758	201 122 642 413	205 436 185 069	1,2	199 679 528 640	204 662 034 459	209 644 540 278
Total	0,7	623 510 810 708	632 018 751 219	640 526 691 730	0,6	618 904 602 785	626 829 384 257	634 754 165 730

*Revised estimates

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

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

Industry	February* 2018				May 2018			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	22 903	22 903	22 903	0,0	23 064	23 064	23 064
Manufacturing	0,8	16 911	17 166	17 421	0,8	17 393	17 674	17 955
Electricity, gas and water supply	1,4	40 073	41 212	42 351	1,4	41 178	42 332	43 486
Construction	2,7	14 282	15 076	15 870	2,8	14 562	15 423	16 284
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,3	12 955	13 285	13 615	1,4	13 128	13 487	13 846
Transport, storage and communication	1,3	22 389	22 975	23 561	1,5	23 267	23 961	24 655
Financial intermediation, insurance, real estate and business services	1,9	21 225	22 027	22 829	1,9	21 285	22 115	22 945
Community, social and personal services	1,2	23 445	24 018	24 591	1,3	23 887	24 535	25 183
Total	0,7	19 593	19 853	20 113	0,7	19 895	20 176	20 457

*Revised estimates

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

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

Industry	February* 2018				May 2018			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	0,8	15 938	16 183	16 428	0,8	16 320	16 590	16 860
Electricity, gas and water supply	1,5	37 566	38 687	39 808	1,5	38 137	39 267	40 397
Construction	2,8	13 588	14 363	15 138	2,9	13 776	14 614	15 452
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,3	12 637	12 963	13 289	1,4	12 727	13 080	13 433
Transport, storage and communication	1,3	21 248	21 816	22 384	1,5	21 837	22 507	23 177
Financial intermediation, insurance, real estate and business services	1,9	20 827	21 616	22 405	1,9	20 845	21 662	22 479
Community, social and personal services	1,2	23 027	23 586	24 145	1,4	23 381	24 017	24 653

*Revised estimates

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

Explanatory notes

Introduction

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

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

Part 2 deals with the estimation of average monthly earnings.

Scope of the survey

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

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

Classification

2. The *Standard Industrial Classification of All Economic Activities* (SIC), Fifth edition, January 1993, was used to classify the statistical units in the survey. The SIC is based on the 1989 *International Standard Industrial Classification of all Economic Activities* (ISIC), with suitable adaptations for local conditions. Statistics in this publication are only presented at the SIC major division (one digit) level. **Each enterprise is classified to the industry which reflects the predominant activity of the enterprise.**

Statistical unit

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

Purpose of the survey

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

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

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

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

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

Glossary

Annual percentage change	An annual percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given period compared with the employment, the gross earnings or the average monthly earnings of the corresponding period of the previous year expressed as a percentage.
Average monthly earnings at constant	Average monthly earnings at constant prices measure average monthly earnings after the direct effects of inflation have been eliminated. The deflator used to deflate the current average earnings is the consumer price index (December 2016=100).
Average monthly earnings at current prices	Average monthly earnings at current prices are calculated by dividing the total gross earnings, excluding severance, termination and redundancy payments, for the reference month by the number of employees as at the end of the reference month.
Casual employees	Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employee'. Such employees are typically working daily or hourly. Employers can dispense with their services at a very short notice, usually not exceeding a period of one week. Casual employees are not entitled to benefits such as paid leave and medical aid contributions paid by employers. Casual employees can be part-time or full time.
Enterprises	Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their production activities.
Formal sector	The formal sector includes all businesses that are registered in any way.
Full-time employees	Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 hours or more per week. This excludes the self-employed and working proprietors. (Refer to notes on number of employees below.)
Gross earnings	Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc., but excludes earnings of sole proprietors or partners of unincorporated businesses; commission where a retainer, wage or salary was not paid; payments to subcontractors and consultants who are not part of the enterprise; and severance, termination and redundancy payments. Gross earnings are the total sum of the earnings including performance and others bonuses; overtime payments for the three months of the reference quarter (e.g. gross earnings of quarter ended September is the sum of total earnings of July, August and September).
Industries	Industries consist of groups of enterprises engaged in the same or similar kind of activity. The definition of industries is based on the <i>System of National Accounts</i> (SNA) and is in line with that in the <i>Standard Industrial Classification of all Economic Activities</i> (SIC), Fifth Edition, Report No. 09-09-02 of January 1993.

Informal sector	The informal sector consists of those organisations that are not registered in any way. They are generally small in nature, and are seldom run from business premises. Instead, they are generally run from homes, street pavements and other informal arrangements.
Number of employees	The number of employees is the number of people employed by the organisation who received payment (in salaries; wages; commission, in addition to a retainer, salary or wage; piece rates; or payments in kind) for any part of the reference period. This excludes independent contractors and consultants; working proprietors; sole and joint owners; and employees paid on a commission basis where a retainer, salary or wage was not paid. The number of employees refers to the number of people employed at the end of the reference period (see Reference quarter/month/period below).
Ordinary-time hours	Ordinary-time hours are those hours actually worked during normal periods of work. These hours include hours of paid leave taken during the reference period (e.g. sick leave, annual leave) and hours of normal shift work. Ordinary-time hours paid for exclude overtime hours worked, hours relating to payment in advance and hours relating to back pay.
Overtime hours paid for	Overtime hours paid for are those hours worked in excess of ordinary-time hours, standard or agreed hours of work that were paid for in the reference period.
Overtime payments	Overtime payments refer to payment for hours worked and paid for in excess of ordinary-time hours, standard or agreed hours worked for the reference period. Penalty payments that relate to overtime are also included.
Part-time employees	Part-time employees are those permanent, temporary or casual employees who are not full-time employees as defined above or who normally work less than 40 hours per week. This excludes the self-employed at work or with an enterprise but temporarily not at work.
Performance and other bonuses	<p>Performance and other bonuses cover seasonal, end-of-year and one-time bonuses and additional payments supplementary to normal payments.</p> <p>Performance and other bonuses include profit-sharing bonuses, merit bonuses, incentive bonuses, total amounts of payments that were paid during the reference period but relate to other pay periods, e.g. annual leave, thirteenth cheques. Performance and other bonuses exclude reimbursements for expenses incurred whilst conducting employer's business; severance, termination and redundancy payments.</p>
Permanent employees	Permanent employees are employees appointed on an open-ended contract with no stipulated termination date, and who are entitled to benefits such as paid leave and medical aid contributions paid by employers. This excludes the self-employed at work.
Quarterly percentage change	A quarterly percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given quarter/month compared with the employment, the gross earnings or the average monthly earnings of the previous quarter/month expressed as a percentage.
Reference quarter/month/period	<p>Reference quarter/period in part 1 of this publication refers to the three months up to the end of March, June, September or December.</p> <p>Reference month/period in part 2 of this publication refers to the months of October, November and December.</p>

**Severance, termination
and redundancy payments**

Severance, termination and redundancy payments include payments of accumulated leave made to employees who finished work during the reference period as well as payments intended to compensate for loss of employment.

Temporary employees

Temporary employees are employees appointed on a short-term contract basis for periods normally not exceeding one year. Such contracts would typically stipulate a termination date, but could be renewed by mutual agreement between the employer and the employee. This excludes the self-employed with an enterprise but temporarily not at work.

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(012) 336 6427 (technical enquiries)
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(012) 310 4883 /4885 / 8018 (library)

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

Produced by Statistics South Africa