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The South Africa I know, the home I understand



CONTENTS

INTRODUCTION	4
KEY FINDINGS: EMPLOYMENT AND EARNINGS FOR THE QUARTER ENDING JUNE 2019.....	4
AVERAGE MONTHLY EARNINGS	9
KEY DIFFERENCES BETWEEN THE QUARTERLY LABOUR FORCE SURVEY (QLFS) AND THE QUARTERLY EMPLOYMENT SURVEY (QES)	9
DETAILED EMPLOYMENT CHANGES BY INDUSTRY	11
DETAILED CHANGES IN GROSS EARNINGS PAID TO EMPLOYEES	12
PART 1 – ESTIMATION OF NUMBER OF EMPLOYEES AND THEIR EARNINGS	13
PART 2 – ESTIMATION OF AVERAGE MONTHLY EARNINGS	30
EXPLANATORY NOTES	41
TECHNICAL NOTES	44
GLOSSARY	45
TECHNICAL ENQUIRIES.....	48
GENERAL INFORMATION.....	49

DETAILED RESULTS

Tables

Table A : Employment by industry.....	5
Table B : Full-time employees.....	5
Table C : Part-time employees	6
Table D : Total gross earnings by industry	7
Table E : Basic salary/wages payments by industry	8
Table F : Bonus and overtime payments by industry.....	8
Table G : Average monthly earnings paid to employees in the formal non-agricultural sector	9
Table 1 - All formal non-agricultural industries.....	13
Table 2 - Mining and quarrying industry.....	15
Table 3 - Manufacturing industry.....	16
Table 4 - Electricity, gas and water supply industry	18
Table 5 - Construction industry	20
Table 6 - Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry	22
Table 7 - Transport, storage and communication industry	24
Table 8 - Financial intermediation, insurance, real estate and business services industry	26
Table 9 - Community, social and personal services industry.....	28
Table 10 - Average monthly earnings at current prices, by industry.....	30
Table 11 - Average monthly earnings at constant prices (Dec 2016=100), by industry	33
Table H : Estimates of total employees by industry within 95% confidence limits	36
Table I : Estimates of full-time employees by industry within 95% confidence limits	36
Table J : Estimates of part-time employees by industry within 95% confidence limits.....	37
Table K : Estimates of gross earnings by industry within 95% confidence limits.....	38
Table L : Estimates of basic salaries/wages by industry within 95% confidence limits	38

Table M :	Estimates of bonus payments by industry within 95% confidence limits	39
Table N :	Estimates of overtime payments by industry within 95% confidence limits	39
Table O :	Estimates of average monthly earnings, including bonuses and overtime payments, at current prices, by industry within 95% confidence limits	40
Table P :	Estimates of average monthly earnings, excluding bonuses and overtime payments, at current prices, by industry within 95% confidence limits	40

Figures

Figure A: Employment in the non-agricultural formal sector, June 2015 – June 2019.....	4
Figure B: Gross earnings of employees in the formal non-agricultural sector, June 2015 – June 2019.....	7

INTRODUCTION

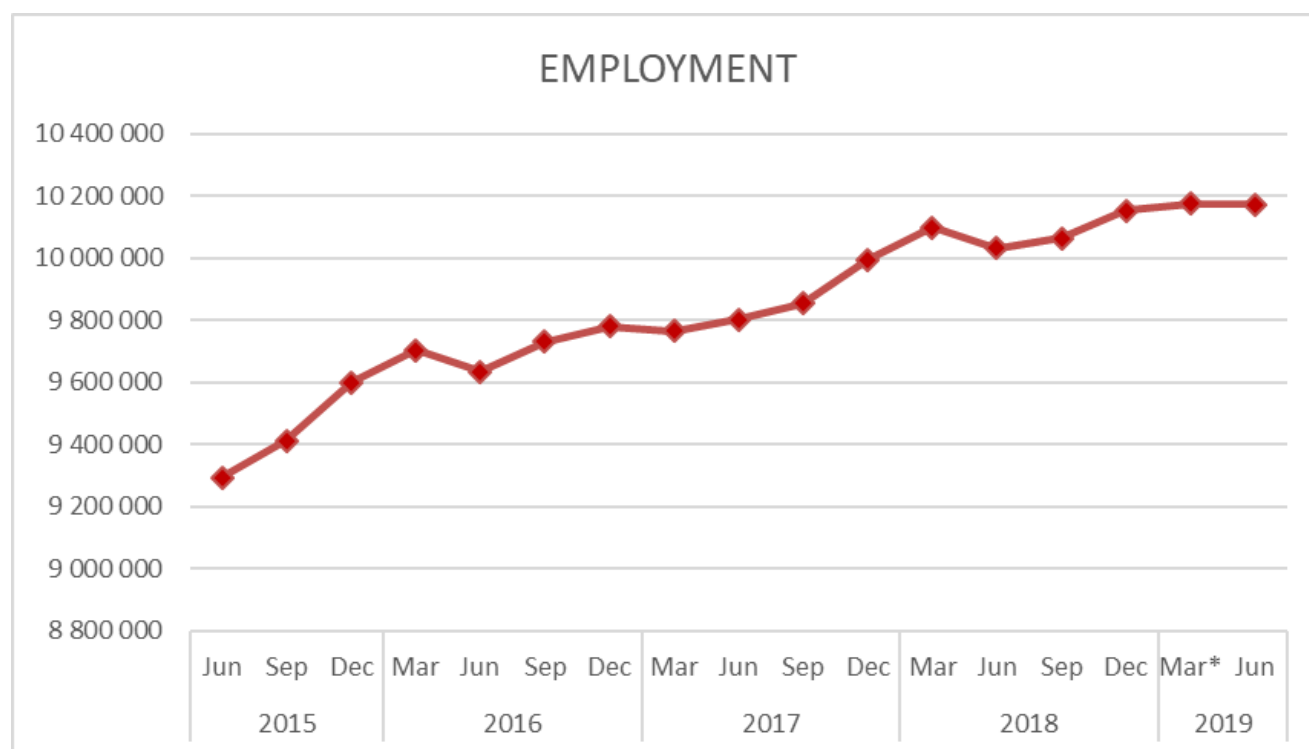
The *Quarterly employment statistics* (QES) is an enterprise-based sample survey conducted by Statistics South Africa (Stats SA). The samples are drawn from private non-agricultural businesses such as factories, firms, offices, and stores, as well as from national, provincial and local government entities. 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 2019

Figure A: Employment in the non-agricultural formal sector, June 2015 – June 2019.



*Revised estimates.

Table A : Employment by industry

Industry	Jun 2018	Mar* 2019	Jun 2019	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	459	455	458	3	0,7	-1	-0,2
Manufacturing	1 210	1 224	1 209	-15	-1,2	-1	-0,1
Electricity	62	60	59	-1	-1,7	-3	-4,8
Construction	641	620	611	-9	-1,5	-30	-4,7
Trade	2 194	2 262	2 252	-10	-0,4	58	2,6
Transport	479	485	485	0	0,0	6	1,3
Business services	2 305	2 357	2 343	-14	-0,6	38	1,6
Community services	2 681	2 711	2 755	44	1,6	74	2,8
Total	10 031	10 174	10 172	-2	0,0	141	1,4

*Revised estimates.

Table A shows that total employment decreased by 2 000 or 0,0% quarter-on-quarter, from 10 174 000 in March 2019 to 10 172 000 in June 2019. This was largely due to decreases in the following industries: manufacturing (-15 000 or -1,2%), business services (-14 000 or -0,6%), trade (-10 000 or -0,4%), construction (-9 000 or -1,5%) and electricity (-1 000 or -1,7%).

The transport industry remained unchanged.

However there were increases in the following industries: community services (44 000 or 1,6%), mining and quarrying (3 000 or 0,7%).

Total employment increased by 141 000 or 1,4% year-on-year between June 2018 and June 2019. This was largely due to increases in the following industries: community services (74 000 or 2,8%), trade (58 000 or 2,6%), business services (38 000 or 1,6%) and transport (6 000 or 1,3%).

However the following industries reported annual decreases: construction (-30 000 or -4,7%), electricity (-3 000 or -4,8%), mining and quarrying (-1 000 or -0,2%) and manufacturing (-1 000 or -0,1%).

Table B : Full-time employees

Industry	Jun 2018	Mar* 2019	Jun 2019	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	459	455	458	3	0,7	-1	-0,2
Manufacturing	1 131	1 142	1 130	-12	-1,1	-1	-0,1
Electricity	61	59	58	-1	-1,7	-3	-4,9
Construction	543	534	518	-16	-3,0	-25	-4,6
Trade	1 985	2 044	2 030	-14	-0,7	45	2,3
Transport	463	468	470	2	0,4	7	1,5
Business services	2 061	2 110	2 106	-4	-0,2	45	2,2
Community services	2 310	2 317	2 333	16	0,7	23	1,0
Total	9 013	9 129	9 103	-26	-0,3	90	1,0

*Revised estimates.

Table B shows that full-time employment decreased by 26 000 or -0,3% quarter-on-quarter, from 9 129 000 in March 2019 to 9 103 000 in June 2019. This was largely due to decreases in the following industries: construction (-16 000 or -3,0%), trade (-14 000 or -0,7%), manufacturing (-12 000 or -1,1%), business services (-4 000 or -0,2%) and electricity (-1 000 or -1,7%).

However there were increases in the following industries: community services (16 000 or 0,7%), mining and quarrying (3 000 or 0,7%) and transport (2 000 or 0,4%).

Full-time employment increased by 90 000 or 1,0% year-on-year between June 2018 and June 2019. This was largely due to increases in the following industries: business services (45 000 or 2,2%), trade (45 000 or 2,3%), community services (23 000 or 1,0%) and transport (7 000 or 1,5%).

However the following industries reported annual decreases: construction (-25 000 or -4,6%), electricity industry (-3 000 or -4,9%) mining and quarrying (-1 000 or -0,2%) and manufacturing (-1 000 or -0,1%).

Table C : Part-time employees

Industry	Jun 2018	Mar* 2019	Jun 2019	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	-	-	-	-	-	-	-
Manufacturing	79	82	79	-3	-3,7	0	0,0
Electricity	1	1	1	0	0,0	0	0,0
Construction	98	86	93	7	8,1	-5	-5,1
Trade	209	218	222	4	1,8	13	6,2
Transport	16	17	15	-2	-11,8	-1	-6,3
Business services	244	247	237	-10	-4,0	-7	-2,9
Community services	371	394	422	28	7,1	51	13,7
Total	1 018	1 045	1 069	24	2,3	51	5,0

*Revised estimates.

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

Table C shows that part-time employment increased by 24 000 or 2,3% quarter-on-quarter, from 1 045 000 in March 2019 to 1 069 000 in June 2019. This was largely due to increases in the following industries: community services (28 000 or 7,1%), construction (7 000 or 8,1%) and trade (4 000 or 1,8%).

The electricity industry remained unchanged.

However there were decreases in the following industries: business services (-10 000 or -4,0%), manufacturing (-3 000 or -3,7%) and transport (-2 000 or -11,8%).

Part-time employment increased by 51 000 or 5,0% year-on-year between June 2018 and June 2019. These increases were reported by the following industries: community services (51 000 or 13,7%) and trade (13 000 or 6,2%).

The electricity and manufacturing industries remained unchanged.

However there were decreases in the following industries: business services (-7 000 or -2,9%), construction (-5 000 or -5,1%), and transport (-1 000 or -6,3%).

Figure B: Gross earnings of employees in the formal non-agricultural sector, June 2015 – March 2019

*Revised estimates.

Table D : Total gross earnings by industry

Industry	Jun 2018	Mar* 2019	Jun 2019	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining	31 902	33 570	34 374	804	2,4	2 472	7,7
Manufacturing	67 457	69 677	70 446	769	1,1	2 989	4,4
Electricity	7 924	8 018	7 979	-39	-0,5	55	0,7
Construction	32 874	30 920	31 257	337	1,1	-1 617	-4,9
Trade	95 087	100 716	102 230	1 514	1,5	7 143	7,5
Transport	37 663	37 714	41 456	3 742	9,9	3 793	10,1
Business services	172 615	185 180	180 227	-4 953	-2,7	7 612	4,4
Community services	208 995	222 570	231 971	9 401	4,2	22 976	11,0
Total	654 517	688 365	699 940	11 575	1,7	45 423	6,9

*Revised estimates.

Table D shows that total gross earnings paid to employees increased by R11,6 billion (1,7%) from R688,4 billion in March 2019 to R699,9 billion in June 2019. This was largely due to increases in the following industries: community services, transport, trade, mining and quarrying, manufacturing and construction.

However, there were decreases in the following industries: business services and electricity.

Year-on-year, total gross earnings increased by R45,4 billion or (6,9%).

Table E : Basic salary/wages payments by industry

Industry	Jun 2018	Mar* 2019	Jun 2019	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining	31 902	33 570	34 374	804	2,4	2 472	7,7
Manufacturing	60 852	62 544	63 384	840	1,3	2 532	4,2
Electricity	7 315	7 431	7 334	-97	-1,3	19	0,3
Construction	30 435	28 770	29 225	455	1,6	-1 210	-4,0
Trade	88 081	92 749	94 387	1 638	1,8	6 306	7,2
Transport	32 693	33 754	35 009	1 255	3,7	2 316	7,1
Business services	154 908	160 789	162 055	1 266	0,8	7 147	4,6
Community services	195 071	206 608	215 455	8 847	4,3	20 384	10,4
Total	601 257	626 215	641 223	15 008	2,4	39 966	6,6

*Revised estimates.

Table E shows that basic salary/wages paid to employees increased by R15 billion (2,4%) from R626,2 billion in March 2019 to R641,2 billion in June 2019. This was largely due to increases in the following industries: community services, trade, business services, transport, manufacturing, mining and quarrying and construction.

However, there was a decrease reported by the electricity industry.

Year-on-year, basic salary/wages increased by R40 billion or (6,6%).

Table F : Bonus and overtime payments by industry

Industry	Jun 2018	Mar* 2019	Jun 2019	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining	-	-	-	-	-	-	-
Manufacturing	6 605	7 133	7 062	-71	-1,0	457	6,9
Electricity	609	587	645	58	9,9	36	5,9
Construction	2 439	2 150	2 032	-118	-5,5	-407	-16,7
Trade	7 006	7 967	7 843	-124	-1,6	837	11,9
Transport	4 970	3 960	6 447	2 487	62,8	1 477	29,7
Business services	17 707	24 391	18 172	-6 219	-25,5	465	2,6
Community services	13 924	15 962	16 516	554	3,5	2 592	18,6
Total	53 260	62 150	58 717	-3 433	-5,5	5 457	10,2

*Revised estimates.

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

Table F shows that bonus and overtime paid to employees decreased by R3,4 billion (-5,5%) from R62,2 billion in March 2019 to R58,7 billion in June 2019. This was largely due to decreases in the following industries: business services, trade, construction and manufacturing.

However, there were increases in the following industries: transport, community services and electricity.

Year-on-year, bonus and overtime payments increased by R5,5 billion or (10,2%).

AVERAGE MONTHLY EARNINGS

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

Average monthly earnings (including bonuses and overtime payments)	May 2018	Feb* 2019	May 2019	Q/Q Change	Y/Y Change
	Rands			%	
	20 433	20 859	21 432	2,7	4,9

*Revised estimates.

Table G shows a quarter-on-quarter increase of 2,7% in average monthly earnings paid to employees in the formal non-agricultural sector from R20 859 in February 2019 to R21 432 in May 2019.

Year-on-year, average monthly earnings paid to employees in the formal non-agricultural sector increased by 4,9%.

KEY DIFFERENCES BETWEEN THE QUARTERLY LABOUR FORCE SURVEY (QLFS) AND THE QUARTERLY EMPLOYMENT SURVEY (QES)

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

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

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

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

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

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


Risenga Maluleke
Statistician-General

DETAILED EMPLOYMENT CHANGES BY INDUSTRY

The *mining and quarrying industry* reported an annual decrease of 1 000 employees (-0,2%) in June 2019 compared with June 2018. There was a quarterly increase of 3 000 employees (0,7%) in June 2019 compared with March 2019. This was mainly due to increases in employment in coal and platinum group metals.

See explanatory note on page 42.

The *manufacturing industry* reported an annual decrease of 1 000 employees (-0,1%) in June 2019 compared with June 2018. There was a quarterly decrease of 15 000 employees (-1,2%) in June 2019 compared with March 2019. This was mainly due to decreases in employment in the food, beverages and tobacco; furniture, manufacturing n.e.c.; recycling; coke, refined petroleum products and nuclear fuel; chemicals and chemical products; rubber and plastic; basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery and 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.

The *electricity, gas and water supply industry* reported an annual decrease of 3 000 employees (-4,8%) in June 2019 compared to June 2018. There was a quarterly decrease of 1 000 employees (-1,7%) in June 2019 compared with March 2019. This was mainly due to decreases in employment in electricity, gas, steam and water supply.

The *construction industry* reported an annual decrease of 30 000 employees (-4,7%) in June 2019 compared with June 2018. There was a quarterly decrease of 9 000 employees (-1,5%) in June 2019 compared with March 2019. This was mainly due to decreases in employment in the building of complete constructions or parts thereof, civil engineering and renting of construction/demolition equipment with operators.

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 58 000 employees (2,6%) in June 2019 compared with June 2018. There was a quarterly decrease of 10 000 employees (-0,4%) in June 2019 compared with March 2019. This was mainly due to decreases in employment in hotels and restaurants; retail trade and motor trade.

The *transport, storage and communication industry* reported an annual increase of 6 000 employees (1,3%) in June 2019 compared with June 2018. There was no quarterly change between June 2019 compared to March 2019.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 38 000 employees (1,6%) in June 2019 compared with June 2018. There was a quarterly decrease of 14 000 employees (-0,6%) in June 2019 compared with March 2019. This was mainly due to decreases in employment in financial intermediation (i.e. Banks) except insurance and pension funding; business activities n.e.c; computer and related activities and real estate activities.

The *community, social and personal services industry* reported an annual increase of 74 000 employees (2,8%) in June 2019 compared with June 2018. There was a quarterly increase of 44 000 employees (1,6%) in June 2019 compared with March 2019. This was mainly due to increases in employment in extra budgetary institutions; provincial departments; health and social work; local government and universities and technikons.

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 472 million (7,7%) in June 2019 compared with June 2018. There was a quarterly increase of R804 million (2,4%) in June 2019 compared with March 2019. This was mainly due to increases in gross earnings of gold, platinum group metals and chrome mining.

See explanatory note on page 42.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R2 989 million (4,4%) in June 2019 compared with June 2018. There was a quarterly increase of R769 million (1,1%) in June 2019 compared with March 2019. This was mainly due to increases in gross earnings of basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; transport equipment and non-metallic mineral products.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R55 million (0,7%) in June 2019 compared with June 2018. There was a quarterly decrease of R39 million (-0,5%) in June 2019 compared with March 2019. This was mainly due to decreases in gross earnings of collection, purification and distribution of water.

Gross earnings paid to employees in the *construction industry* reflected an annual decrease of R1 617 million (-4,9%) in June 2019 compared with June 2018. There was a quarterly increase of R337 million (1,1%) in June 2019 compared with March 2019. This was mainly due to increases in gross earnings of building installation and building completion.

Gross earnings paid to employees in the *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reflected an annual increase of R7 143 million (7,5%) in June 2019 compared with June 2018. There was a quarterly increase of R1 514 million (1,5%) in June 2019 compared with March 2019. This was mainly due to the increases in gross earnings of retail trade and wholesale trade.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R3 793 million (10,1%) in June 2019 compared with June 2018. There was a quarterly increase of R3 742 million (9,9%) in June 2019 compared with March 2019. This was mainly due to increases in gross earnings of post and telecommunications; land transport and transport via pipelines and supporting and auxiliary transport activities.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R7 612 million (4,4%) in June 2019 compared with June 2018. There was a quarterly decrease of R4 953 million (-2,7%) in June 2019 compared with March 2019. This was mainly due to the decreases in gross earnings of financial intermediation (i.e. Banks) except insurance and pension funding; activities auxiliary to financial intermediation and insurance and pension funding.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R22 976 million (11,0%) in June 2019 compared with June 2018. There was a quarterly increase of R9 401 million (4,2%) in June 2019 compared with March 2019. This was mainly due to the increases in gross earnings of provincial departments; national departments and health and social work.

PART 1 – ESTIMATION OF NUMBER OF EMPLOYEES AND THEIR EARNINGS**Table 1 - All formal non-agricultural industries****1.1 Total number of employees.**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	9 801 000				
	Sep	9 854 000	53 000	0,5		
	Dec	9 993 000	139 000	1,4		
2018	Mar	10 098 000	105 000	1,1		
	Jun	10 031 000	-67 000	-0,7	230 000	2,3
	Sep	10 064 000	33 000	0,3	210 000	2,1
2019	Dec	10 152 000	88 000	0,9	159 000	1,6
	Mar	10 174 000	22 000	0,2	76 000	0,8
	Jun	10 172 000	-2 000	0,0	141 000	1,4

1.2 Full-time employees.

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	8 786 000				
	Sep	8 842 000	56 000	0,6		
	Dec	8 952 000	110 000	1,2		
2018	Mar	9 003 000	51 000	0,6		
	Jun	9 013 000	10 000	0,1	227 000	2,6
	Sep	9 036 000	23 000	0,3	194 000	2,2
2019	Dec	9 099 000	63 000	0,7	147 000	1,6
	Mar*	9 129 000	30 000	0,3	126 000	1,4
	Jun	9 103 000	-26 000	-0,3	90 000	1,0

*Revised estimates.

1.3 Part-time employees.

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	1 015 000				
	Sep	1 012 000	-3 000	-0,3		
	Dec	1 041 000	29 000	2,9		
2018	Mar	1 095 000	54 000	5,2		
	Jun	1 018 000	-77 000	-7,0	3 000	0,3
	Sep	1 028 000	10 000	1,0	16 000	1,6
2019	Dec	1 053 000	25 000	2,4	12 000	1,2
	Mar*	1 045 000	-8 000	-0,8	-50 000	-4,6
	Jun	1 069 000	24 000	2,3	51 000	5,0

*Revised estimates.

1.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	606 186 000				
	Sep	630 909 000	24 723 000	4,1		
	Dec	678 572 000	47 663 000	7,6		
2018	Mar	663 269 000	-15 303 000	-2,3		
	Jun	654 517 000	-8 752 000	-1,3	48 331 000	8,0
	Sep	685 242 000	30 725 000	4,7	54 333 000	8,6
2019	Dec	728 349 000	43 107 000	6,3	49 777 000	7,3
	Mar*	688 365 000	-39 984 000	-5,5	25 096 000	3,8
	Jun	699 940 000	11 575 000	1,7	45 423 000	6,9

*Revised estimates.

1.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	559 520 000				
	Sep	575 276 000	15 756 000	2,8		
	Dec	593 838 000	18 562 000	3,2		
2018	Mar	591 947 000	-1 891 000	-0,3		
	Jun	601 257 000	9 310 000	1,6	41 737 000	7,5
	Sep	625 246 000	23 989 000	4,0	49 970 000	8,7
2019	Dec	632 472 000	7 226 000	1,2	38 634 000	6,5
	Mar*	626 215 000	-6 257 000	-1,0	34 268 000	5,8
	Jun	641 223 000	15 008 000	2,4	39 966 000	6,6

*Revised estimates.

1.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	46 666 000				
	Sep	55 633 000	8 967 000	19,2		
	Dec	84 734 000	29 101 000	52,3		
2018	Mar	71 322 000	-13 412 000	-15,8		
	Jun	53 260 000	-18 062 000	-25,3	6 594 000	14,1
	Sep	59 996 000	6 736 000	12,6	4 363 000	7,8
2019	Dec	95 877 000	35 881 000	59,8	11 143 000	13,2
	Mar*	62 150 000	-33 727 000	-35,2	-9 172 000	-12,9
	Jun	58 717 000	-3 433 000	-5,5	5 457 000	10,2

*Revised estimates.

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

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	472 000				
	Sep	460 000	-12 000	-2,5		
	Dec	457 000	-3 000	-0,7		
2018	Mar	454 000	-3 000	-0,7		
	Jun	459 000	5 000	1,1	-13 000	-2,8
	Sep	456 000	-3 000	-0,7	-4 000	-0,9
2019	Dec	453 000	-3 000	-0,7	-4 000	-0,9
	Mar*	455 000	2 000	0,4	1 000	0,2
	Jun	458 000	3 000	0,7	-1 000	-0,2

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes). At this stage, the Department of Mineral Resources is unable to provide data items with regard to full-time and part-time employees separately.

2.2 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	31 208 000				
	Sep	31 972 000	764 000	2,4		
	Dec	32 437 000	465 000	1,5		
2018	Mar	32 198 000	-239 000	-0,7		
	Jun	31 902 000	-296 000	-0,9	694 000	2,2
	Sep	33 754 000	1 852 000	5,8	1 782 000	5,6
2019	Dec	34 427 000	673 000	2,0	1 990 000	6,1
	Mar*	33 570 000	-857 000	-2,5	1 372 000	4,3
	Jun	34 374 000	804 000	2,4	2 472 000	7,7

*Revised estimates.

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

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

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	1 193 000				
	Sep	1 197 000	4 000	0,3		
	Dec	1 208 000	11 000	0,9		
2018	Mar	1 218 000	10 000	0,8		
	Jun	1 210 000	-8 000	-0,7	17 000	1,4
	Sep	1 216 000	6 000	0,5	19 000	1,6
	Dec	1 222 000	6 000	0,5	14 000	1,2
2019	Mar*	1 224 000	2 000	0,2	6 000	0,5
	Jun	1 209 000	-15 000	-1,2	-1 000	-0,1

*Revised estimates.

3.2 Full-time employees.

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	1 111 000				
	Sep	1 116 000	5 000	0,5		
	Dec	1 125 000	9 000	0,8		
2018	Mar	1 134 000	9 000	0,8		
	Jun	1 131 000	-3 000	-0,3	20 000	1,8
	Sep	1 133 000	2 000	0,2	17 000	1,5
	Dec	1 139 000	6 000	0,5	14 000	1,2
2019	Mar*	1 142 000	3 000	0,3	8 000	0,7
	Jun	1 130 000	-12 000	-1,1	-1 000	-0,1

*Revised estimates.

3.3 Part-time employees.

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	82 000				
	Sep	81 000	-1 000	-1,2		
	Dec	83 000	2 000	2,5		
2018	Mar	84 000	1 000	1,2		
	Jun	79 000	-5 000	-6,0	-3 000	-3,7
	Sep	83 000	4 000	5,1	2 000	2,5
	Dec	83 000	0	0,0	0	0,0
2019	Mar*	82 000	-1 000	-1,2	-2 000	-2,4
	Jun	79 000	-3 000	-3,7	0	0,0

*Revised estimates.

3.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	62 974 000				
	Sep	64 498 000	1 524 000	2,4		
	Dec	73 067 000	8 569 000	13,3		
2018	Mar	66 427 000	-6 640 000	-9,1		
	Jun	67 457 000	1 030 000	1,6	4 483 000	7,1
	Sep	68 615 000	1 158 000	1,7	4 117 000	6,4
2019	Dec	77 438 000	8 823 000	12,9	4 371 000	6,0
	Mar*	69 677 000	-7 761 000	-10,0	3 250 000	4,9
	Jun	70 446 000	769 000	1,1	2 989 000	4,4

*Revised estimates.

3.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	56 772 000				
	Sep	58 302 000	1 530 000	2,7		
	Dec	60 349 000	2 047 000	3,5		
2018	Mar	59 196 000	-1 153 000	-1,9		
	Jun	60 852 000	1 656 000	2,8	4 080 000	7,2
	Sep	62 406 000	1 554 000	2,6	4 104 000	7,0
2019	Dec	63 860 000	1 454 000	2,3	3 511 000	5,8
	Mar*	62 544 000	-1 316 000	-2,1	3 348 000	5,7
	Jun	63 384 000	840 000	1,3	2 532 000	4,2

*Revised estimates.

3.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	6 202 000				
	Sep	6 196 000	-6 000	-0,1		
	Dec	12 718 000	6 522 000	105,3		
2018	Mar	7 231 000	-5 487 000	-43,1		
	Jun	6 605 000	-626 000	-8,7	403 000	6,5
	Sep	6 209 000	-396 000	-6,0	13 000	0,2
2019	Dec	13 578 000	7 369 000	118,7	860 000	6,8
	Mar*	7 133 000	-6 445 000	-47,5	-98 000	-1,4
	Jun	7 062 000	-71 000	-1,0	457 000	6,9

*Revised estimates.

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

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	64 000				
	Sep	63 000	-1 000	-1,6		
	Dec	62 000	-1 000	-1,6		
2018	Mar	62 000	0	0,0		
	Jun	62 000	0	0,0	-2 000	-3,1
	Sep	62 000	0	0,0	-1 000	-1,6
2019	Dec	61 000	-1 000	-1,6	-1 000	-1,6
	Mar	60 000	-1 000	-1,6	-2 000	-3,2
	Jun	59 000	-1 000	-1,7	-3 000	-4,8

4.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	62 000				
	Sep	62 000	0	0,0		
	Dec	61 000	-1 000	-1,6		
2018	Mar	61 000	0	0,0		
	Jun	61 000	0	0,0	-1 000	-1,6
	Sep	61 000	0	0,0	-1 000	-1,6
2019	Dec	60 000	-1 000	-1,6	-1 000	-1,6
	Mar	59 000	-1 000	-1,7	-2 000	-3,3
	Jun	58 000	-1 000	-1,7	-3 000	-4,9

4.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	2 000				
	Sep	1 000	-1 000	-50,0		
	Dec	1 000	0	0,0		
2018	Mar	1 000	0	0,0		
	Jun	1 000	0	0,0	-1 000	-50,0
	Sep	1 000	0	0,0	0	0,0
2019	Dec	1 000	0	0,0	0	0,0
	Mar	1 000	0	0,0	0	0,0
	Jun	1 000	0	0,0	0	0,0

4.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	7 488 000				
	Sep	9 255 000	1 767 000	23,6		
	Dec	8 792 000	-463 000	-5,0		
2018	Mar	7 807 000	-985 000	-11,2		
	Jun	7 924 000	117 000	1,5	436 000	5,8
	Sep	8 112 000	188 000	2,4	-1 143 000	-12,4
2019	Dec	9 590 000	1 478 000	18,2	798 000	9,1
	Mar*	8 018 000	-1 572 000	-16,4	211 000	2,7
	Jun	7 979 000	-39 000	-0,5	55 000	0,7

*Revised estimates.

4.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	6 820 000				
	Sep	7 353 000	533 000	7,8		
	Dec	7 270 000	-83 000	-1,1		
2018	Mar	7 253 000	-17 000	-0,2		
	Jun	7 315 000	62 000	0,9	495 000	7,3
	Sep	7 566 000	251 000	3,4	213 000	2,9
2019	Dec	7 662 000	96 000	1,3	392 000	5,4
	Mar*	7 431 000	-231 000	-3,0	178 000	2,5
	Jun	7 334 000	-97 000	-1,3	19 000	0,3

*Revised estimates.

4.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	668 000				
	Sep	1 902 000	1 234 000	184,7		
	Dec	1 522 000	-380 000	-20,0		
2018	Mar	554 000	-968 000	-63,6		
	Jun	609 000	55 000	9,9	-59 000	-8,8
	Sep	546 000	-63 000	-10,3	-1 356 000	-71,3
2019	Dec	1 928 000	1 382 000	253,1	406 000	26,7
	Mar*	587 000	-1 341 000	-69,6	33 000	6,0
	Jun	645 000	58 000	9,9	36 000	5,9

*Revised estimates.

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

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	626 000				
	Sep	641 000	15 000	2,4		
	Dec	627 000	-14 000	-2,2		
2018	Mar	641 000	14 000	2,2		
	Jun	641 000	0	0,0	15 000	2,4
	Sep	636 000	-5 000	-0,8	-5 000	-0,8
2019	Dec	619 000	-17 000	-2,7	-8 000	-1,3
	Mar*	620 000	1 000	0,2	-21 000	-3,3
	Jun	611 000	-9 000	-1,5	-30 000	-4,7

*Revised estimates.

5.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	538 000				
	Sep	546 000	8 000	1,5		
	Dec	539 000	-7 000	-1,3		
2018	Mar	550 000	11 000	2,0		
	Jun	543 000	-7 000	-1,3	5 000	0,9
	Sep	542 000	-1 000	-0,2	-4 000	-0,7
2019	Dec	528 000	-14 000	-2,6	-11 000	-2,0
	Mar*	534 000	6 000	1,1	-16 000	-2,9
	Jun	518 000	-16 000	-3,0	-25 000	-4,6

*Revised estimates.

5.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	88 000				
	Sep	95 000	7 000	8,0		
	Dec	88 000	-7 000	-7,4		
2018	Mar	91 000	3 000	3,4		
	Jun	98 000	7 000	7,7	10 000	11,4
	Sep	94 000	-4 000	-4,1	-1 000	-1,1
2019	Dec	91 000	-3 000	-3,2	3 000	3,4
	Mar*	86 000	-5 000	-5,5	-5 000	-5,5
	Jun	93 000	7 000	8,1	-5 000	-5,1

*Revised estimates.

5.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	29 548 000				
	Sep	30 645 000	1 097 000	3,7		
	Dec	36 241 000	5 596 000	18,3		
2018	Mar	31 517 000	-4 724 000	-13,0		
	Jun	32 874 000	1 357 000	4,3	3 326 000	11,3
	Sep	32 128 000	-746 000	-2,3	1 483 000	4,8
2019	Dec	35 986 000	3 858 000	12,0	-255 000	-0,7
	Mar*	30 920 000	-5 066 000	-14,1	-597 000	-1,9
	Jun	31 257 000	337 000	1,1	-1 617 000	-4,9

*Revised estimates.

5.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	27 284 000				
	Sep	28 271 000	987 000	3,6		
	Dec	29 756 000	1 485 000	5,3		
2018	Mar	29 358 000	-398 000	-1,3		
	Jun	30 435 000	1 077 000	3,7	3 151 000	11,5
	Sep	30 199 000	-236 000	-0,8	1 928 000	6,8
2019	Dec	30 340 000	141 000	0,5	584 000	2,0
	Mar*	28 770 000	-1 570 000	-5,2	-588 000	-2,0
	Jun	29 225 000	455 000	1,6	-1 210 000	-4,0

*Revised estimates.

5.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	2 264 000				
	Sep	2 374 000	110 000	4,9		
	Dec	6 485 000	4 111 000	173,2		
2018	Mar	2 159 000	-4 326 000	-66,7		
	Jun	2 439 000	280 000	13,0	175 000	7,7
	Sep	1 929 000	-510 000	-20,9	-445 000	-18,7
2019	Dec	5 646 000	3 717 000	192,7	-839 000	-12,9
	Mar*	2 150 000	-3 496 000	-61,9	-9 000	-0,4
	Jun	2 032 000	-118 000	-5,5	-407 000	-16,7

*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 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	2 123 000				
	Sep	2 132 000	9 000	0,4		
	Dec	2 206 000	74 000	3,5		
2018	Mar	2 191 000	-15 000	-0,7		
	Jun	2 194 000	3 000	0,1	71 000	3,3
	Sep	2 212 000	18 000	0,8	80 000	3,8
2019	Dec	2 266 000	54 000	2,4	60 000	2,7
	Mar*	2 262 000	-4 000	-0,2	71 000	3,2
	Jun	2 252 000	-10 000	-0,4	58 000	2,6

*Revised estimates.

6.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	1 909 000				
	Sep	1 924 000	15 000	0,8		
	Dec	1 981 000	57 000	3,0		
2018	Mar	1 982 000	1 000	0,1		
	Jun	1 985 000	3 000	0,2	76 000	4,0
	Sep	2 002 000	17 000	0,9	78 000	4,1
2019	Dec	2 030 000	28 000	1,4	49 000	2,5
	Mar*	2 044 000	14 000	0,7	62 000	3,1
	Jun	2 030 000	-14 000	-0,7	45 000	2,3

*Revised estimates.

6.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	214 000				
	Sep	208 000	-6 000	-2,8		
	Dec	225 000	17 000	8,2		
2018	Mar	209 000	-16 000	-7,1		
	Jun	209 000	0	0,0	-5 000	-2,3
	Sep	210 000	1 000	0,5	2 000	1,0
2019	Dec	236 000	26 000	12,4	11 000	4,9
	Mar*	218 000	-18 000	-7,6	9 000	4,3
	Jun	222 000	4 000	1,8	13 000	6,2

*Revised estimates.

6.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	88 392 000				
	Sep	89 567 000	1 175 000	1,3		
	Dec	100 994 000	11 427 000	12,8		
2018	Mar	94 864 000	-6 130 000	-6,1		
	Jun	95 087 000	223 000	0,2	6 695 000	7,6
	Sep	96 986 000	1 899 000	2,0	7 419 000	8,3
2019	Dec	108 260 000	11 274 000	11,6	7 266 000	7,2
	Mar*	100 716 000	-7 544 000	-7,0	5 852 000	6,2
	Jun	102 230 000	1 514 000	1,5	7 143 000	7,5

*Revised estimates.

6.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	81 968 000				
	Sep	83 546 000	1 578 000	1,9		
	Dec	86 578 000	3 032 000	3,6		
2018	Mar	87 043 000	465 000	0,5		
	Jun	88 081 000	1 038 000	1,2	6 113 000	7,5
	Sep	90 055 000	1 974 000	2,2	6 509 000	7,8
2019	Dec	92 428 000	2 373 000	2,6	5 850 000	6,8
	Mar*	92 749 000	321 000	0,3	5 706 000	6,6
	Jun	94 387 000	1 638 000	1,8	6 306 000	7,2

*Revised estimates.

6.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	6 424 000				
	Sep	6 021 000	-403 000	-6,3		
	Dec	14 416 000	8 395 000	139,4		
2018	Mar	7 821 000	-6 595 000	-45,7		
	Jun	7 006 000	-815 000	-10,4	582 000	9,1
	Sep	6 931 000	-75 000	-1,1	910 000	15,1
2019	Dec	15 832 000	8 901 000	128,4	1 416 000	9,8
	Mar*	7 967 000	-7 865 000	-49,7	146 000	1,9
	Jun	7 843 000	-124 000	-1,6	837 000	11,9

*Revised estimates.

Table 7 - Transport, storage and communication industry**7.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	470 000				
	Sep	479 000	9 000	1,9		
	Dec	481 000	2 000	0,4		
2018	Mar	481 000	0	0,0		
	Jun	479 000	-2 000	-0,4	9 000	1,9
	Sep	483 000	4 000	0,8	4 000	0,8
2019	Dec	487 000	4 000	0,8	6 000	1,2
	Mar*	485 000	-2 000	-0,4	4 000	0,8
	Jun	485 000	0	0,0	6 000	1,3

*Revised estimates.

7.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	453 000				
	Sep	461 000	8 000	1,8		
	Dec	463 000	2 000	0,4		
2018	Mar	465 000	2 000	0,4		
	Jun	463 000	-2 000	-0,4	10 000	2,2
	Sep	465 000	2 000	0,4	4 000	0,9
2019	Dec	467 000	2 000	0,4	4 000	0,9
	Mar*	468 000	1 000	0,2	3 000	0,6
	Jun	470 000	2 000	0,4	7 000	1,5

*Revised estimates.

7.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	17 000				
	Sep	18 000	1 000	5,9		
	Dec	18 000	0	0,0		
2018	Mar	16 000	-2 000	-11,1		
	Jun	16 000	0	0,0	-1 000	-5,9
	Sep	18 000	2 000	12,5	0	0,0
2019	Dec	20 000	2 000	11,1	2 000	11,1
	Mar*	17 000	-3 000	-15,0	1 000	6,3
	Jun	15 000	-2 000	-11,8	-1 000	-6,3

*Revised estimates.

7.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	35 852 000				
	Sep	36 083 000	231 000	0,6		
	Dec	39 001 000	2 918 000	8,1		
2018	Mar	35 518 000	-3 483 000	-8,9		
	Jun	37 663 000	2 145 000	6,0	1 811 000	5,1
	Sep	38 129 000	466 000	1,2	2 046 000	5,7
2019	Dec	40 943 000	2 814 000	7,4	1 942 000	5,0
	Mar*	37 714 000	-3 229 000	-7,9	2 196 000	6,2
	Jun	41 456 000	3 742 000	9,9	3 793 000	10,1

*Revised estimates.

7.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	31 116 000				
	Sep	31 839 000	723 000	2,3		
	Dec	31 921 000	82 000	0,3		
2018	Mar	31 637 000	-284 000	-0,9		
	Jun	32 693 000	1 056 000	3,3	1 577 000	5,1
	Sep	33 386 000	693 000	2,1	1 547 000	4,9
2019	Dec	33 839 000	453 000	1,4	1 918 000	6,0
	Mar*	33 754 000	-85 000	-0,3	2 117 000	6,7
	Jun	35 009 000	1 255 000	3,7	2 316 000	7,1

*Revised estimates.

7.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	4 736 000				
	Sep	4 244 000	-492 000	-10,4		
	Dec	7 080 000	2 836 000	66,8		
2018	Mar	3 881 000	-3 199 000	-45,2		
	Jun	4 970 000	1 089 000	28,1	234 000	4,9
	Sep	4 743 000	-227 000	-4,6	499 000	11,8
2019	Dec	7 104 000	2 361 000	49,8	24 000	0,3
	Mar*	3 960 000	-3 144 000	-44,3	79 000	2,0
	Jun	6 447 000	2 487 000	62,8	1 477 000	29,7

*Revised estimates.

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

8.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	2 233 000				
	Sep	2 250 000	17 000	0,8		
	Dec	2 291 000	41 000	1,8		
2018	Mar	2 300 000	9 000	0,4		
	Jun	2 305 000	5 000	0,2	72 000	3,2
	Sep	2 315 000	10 000	0,4	65 000	2,9
2019	Dec	2 352 000	37 000	1,6	61 000	2,7
	Mar	2 357 000	5 000	0,2	57 000	2,5
	Jun	2 343 000	-14 000	-0,6	38 000	1,6

8.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	1 971 000				
	Sep	1 992 000	21 000	1,1		
	Dec	2 031 000	39 000	2,0		
2018	Mar	2 053 000	22 000	1,1		
	Jun	2 061 000	8 000	0,4	90 000	4,6
	Sep	2 064 000	3 000	0,1	72 000	3,6
2019	Dec	2 105 000	41 000	2,0	74 000	3,6
	Mar*	2 110 000	5 000	0,2	57 000	2,8
	Jun	2 106 000	-4 000	-0,2	45 000	2,2

*Revised estimates.

8.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	262 000				
	Sep	258 000	-4 000	-1,5		
	Dec	260 000	2 000	0,8		
2018	Mar	247 000	-13 000	-5,0		
	Jun	244 000	-3 000	-1,2	-18 000	-6,9
	Sep	251 000	7 000	2,9	-7 000	-2,7
2019	Dec	247 000	-4 000	-1,6	-13 000	-5,0
	Mar*	247 000	0	0,0	0	0,0
	Jun	237 000	-10 000	-4,0	-7 000	-2,9

*Revised estimates.

8.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	153 009 000				
	Sep	165 444 000	12 435 000	8,1		
	Dec	176 133 000	10 689 000	6,5		
2018	Mar	189 734 000	13 601 000	7,7		
	Jun	172 615 000	-17 119 000	-9,0	19 606 000	12,8
	Sep	181 471 000	8 856 000	5,1	16 027 000	9,7
2019	Dec	189 687 000	8 216 000	4,5	13 554 000	7,7
	Mar*	185 180 000	-4 507 000	-2,4	-4 554 000	-2,4
	Jun	180 227 000	-4 953 000	-2,7	7 612 000	4,4

*Revised estimates.

8.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	140 187 000				
	Sep	144 369 000	4 182 000	3,0		
	Dec	153 289 000	8 920 000	6,2		
2018	Mar	153 219 000	-70 000	0,0		
	Jun	154 908 000	1 689 000	1,1	14 721 000	10,5
	Sep	157 076 000	2 168 000	1,4	12 707 000	8,8
2019	Dec	161 630 000	4 554 000	2,9	8 341 000	5,4
	Mar*	160 789 000	-841 000	-0,5	7 570 000	4,9
	Jun	162 055 000	1 266 000	0,8	7 147 000	4,6

*Revised estimates.

8.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	12 822 000				
	Sep	21 075 000	8 253 000	64,4		
	Dec	22 844 000	1 769 000	8,4		
2018	Mar	36 515 000	13 671 000	59,8		
	Jun	17 707 000	-18 808 000	-51,5	4 885 000	38,1
	Sep	24 395 000	6 688 000	37,8	3 320 000	15,8
2019	Dec	28 057 000	3 662 000	15,0	5 213 000	22,8
	Mar*	24 391 000	-3 666 000	-13,1	-12 124 000	-33,2
	Jun	18 172 000	-6 219 000	-25,5	465 000	2,6

*Revised estimates.

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

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	2 620 000				
	Sep	2 632 000	12 000	0,5		
	Dec	2 661 000	29 000	1,1		
2018	Mar	2 751 000	90 000	3,4		
	Jun	2 681 000	-70 000	-2,5	61 000	2,3
	Sep	2 684 000	3 000	0,1	52 000	2,0
2019	Dec	2 692 000	8 000	0,3	31 000	1,2
	Mar	2 711 000	19 000	0,7	-40 000	-1,5
	Jun	2 755 000	44 000	1,6	74 000	2,8

9.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	2 270 000				
	Sep	2 281 000	11 000	0,5		
	Dec	2 295 000	14 000	0,6		
2018	Mar	2 304 000	9 000	0,4		
	Jun	2 310 000	6 000	0,3	40 000	1,8
	Sep	2 313 000	3 000	0,1	32 000	1,4
2019	Dec	2 317 000	4 000	0,2	22 000	1,0
	Mar	2 317 000	0	0,0	13 000	0,6
	Jun	2 333 000	16 000	0,7	23 000	1,0

9.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	350 000				
	Sep	351 000	1 000	0,3		
	Dec	366 000	15 000	4,3		
2018	Mar	447 000	81 000	22,1		
	Jun	371 000	-76 000	-17,0	21 000	6,0
	Sep	371 000	0	0,0	20 000	5,7
2019	Dec	375 000	4 000	1,1	9 000	2,5
	Mar	394 000	19 000	5,1	-53 000	-11,9
	Jun	422 000	28 000	7,1	51 000	13,7

9.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	197 715 000				
	Sep	203 445 000	5 730 000	2,9		
	Dec	211 907 000	8 462 000	4,2		
2018	Mar	205 204 000	-6 703 000	-3,2		
	Jun	208 995 000	3 791 000	1,8	11 280 000	5,7
	Sep	226 047 000	17 052 000	8,2	22 602 000	11,1
2019	Dec	232 018 000	5 971 000	2,6	20 111 000	9,5
	Mar*	222 570 000	-9 448 000	-4,1	17 366 000	8,5
	Jun	231 971 000	9 401 000	4,2	22 976 000	11,0

*Revised estimates.

9.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	184 165 000				
	Sep	189 624 000	5 459 000	3,0		
	Dec	192 238 000	2 614 000	1,4		
2018	Mar	192 043 000	-195 000	-0,1		
	Jun	195 071 000	3 028 000	1,6	10 906 000	5,9
	Sep	210 804 000	15 733 000	8,1	21 180 000	11,2
2019	Dec	208 286 000	-2 518 000	-1,2	16 048 000	8,3
	Mar*	206 608 000	-1 678 000	-0,8	14 565 000	7,6
	Jun	215 455 000	8 847 000	4,3	20 384 000	10,4

*Revised estimates.

9.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	13 550 000				
	Sep	13 821 000	271 000	2,0		
	Dec	19 669 000	5 848 000	42,3		
2018	Mar	13 161 000	-6 508 000	-33,1		
	Jun	13 924 000	763 000	5,8	374 000	2,8
	Sep	15 243 000	1 319 000	9,5	1 422 000	10,3
2019	Dec	23 732 000	8 489 000	55,7	4 063 000	20,7
	Mar*	15 962 000	-7 770 000	-32,7	2 801 000	21,3
	Jun	16 516 000	554 000	3,5	2 592 000	18,6

*Revised estimates.

PART 2 – ESTIMATION OF AVERAGE MONTHLY EARNINGS

Table 10 - Average monthly earnings at current prices, by industry

10.1 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
2017 May	19 499	-	-
Aug	19 996	2,6	-
Nov	20 193	1,0	-
2018 Feb	20 092	-0,5	-
May	20 433	1,7	4,8
Aug	21 192	3,7	6,0
Nov	21 256	0,3	5,3
2019 Feb*	20 859	-1,9	3,8
May	21 432	2,7	4,9

*Revised estimates.

10.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	22 223	-	-
Aug	23 077	3,8	-
Nov	23 572	2,1	-
2018 Feb	22 903	-2,8	-
May	23 265	1,6	4,7
Aug	25 021	7,5	8,4
Nov	25 510	2,0	8,2
2019 Feb	24 118	-5,5	5,3
May	25 139	4,2	8,1

**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.

10.3 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
2017 May	16 873	-	-	15 864	-	-
Aug	17 415	3,2	-	16 375	3,2	-
Nov	17 668	1,5	-	16 541	1,0	-
2018 Feb	17 297	-2,1	-	16 342	-1,2	-
May	17 845	3,2	5,8	16 784	2,7	5,8
Aug	18 425	3,3	5,8	17 351	3,4	6,0
Nov	18 642	1,2	5,5	17 436	0,5	5,4
2019 Feb*	18 224	-2,2	5,4	17 131	-1,7	4,8
May	18 798	3,1	5,3	17 615	2,8	5,0

*Revised estimates.

10.4 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
2017 May	38 715	-	-	35 280	-	-
Aug	38 950	0,6	-	36 527	3,5	-
Nov	40 071	2,9	-	37 684	3,2	-
2018 Feb	38 934	-2,8	-	36 494	-3,2	-
May	39 992	2,7	3,3	37 042	1,5	5,0
Aug	41 953	4,9	7,7	39 942	7,8	9,3
Nov	44 152	5,2	10,2	41 764	4,6	10,8
2019 Feb*	42 938	-2,7	10,3	40 406	-3,3	10,7
May	43 487	1,3	8,7	40 368	-0,1	9,0

*Revised estimates.

10.5 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
2017 May	15 245	-	-	14 462	-	-
Aug	15 683	2,9	-	14 864	2,8	-
Nov	16 463	5,0	-	15 497	4,3	-
2018 Feb	16 165	-1,8	-	15 465	-0,2	-
May	16 565	2,5	8,7	15 761	1,9	9,0
Aug	16 793	1,4	7,1	16 005	1,5	7,7
Nov	16 573	-1,3	0,7	15 793	-1,3	1,9
2019 Feb*	15 894	-4,1	-1,7	15 248	-3,5	-1,4
May	16 752	5,4	1,1	15 990	4,9	1,5

*Revised estimates.

10.6 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
2017 May	13 006	-	-	12 623	-	-
Aug	13 103	0,7	-	12 782	1,3	-
Nov	13 279	1,3	-	12 943	1,3	-
2018 Feb	13 282	0,0	-	12 981	0,3	-
May	13 486	1,5	3,7	13 098	0,9	3,8
Aug	13 876	2,9	5,9	13 502	3,1	5,6
Nov	13 725	-1,1	3,4	13 358	-1,1	3,2
2019 Feb*	13 723	0,0	3,3	13 388	0,2	3,1
May	14 266	4,0	5,8	13 814	3,2	5,5

*Revised estimates.

10.7 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
2017 May	23 638	-	-	22 240	-	-
Aug	23 787	0,6	-	22 430	0,9	-
Nov	23 600	-0,8	-	22 210	-1,0	-
2018 Feb	23 236	-1,5	-	22 107	-0,5	-
May	24 243	4,3	2,6	22 820	3,2	2,6
Aug	24 884	2,6	4,6	23 586	3,4	5,2
Nov	24 715	-0,7	4,7	23 303	-1,2	4,9
2019 Feb*	23 943	-3,1	3,0	22 794	-2,2	3,1
May	25 538	6,7	5,3	24 094	5,7	5,6

*Revised estimates.

10.8 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
2017 May	21 385	-	-	21 025	-	-
Aug	22 199	3,8	-	21 826	3,8	-
Nov	22 620	1,9	-	22 260	2,0	-
2018 Feb	22 765	0,6	-	22 379	0,5	-
May	22 835	0,3	6,8	22 437	0,3	6,7
Aug	23 513	3,0	5,9	23 119	3,0	5,9
Nov	23 597	0,4	4,3	23 144	0,1	4,0
2019 Feb*	23 628	0,1	3,8	23 244	0,4	3,9
May	24 036	1,7	5,3	23 515	1,2	4,8

*Revised estimates.

10.9 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
2017 May	23 676	-	-	23 151	-	-
Aug	24 195	2,2	-	23 732	2,5	-
Nov	24 133	-0,3	-	23 675	-0,2	-
2018 Feb	24 078	-0,2	-	23 658	-0,1	-
May	24 640	2,3	4,1	24 133	2,0	4,2
Aug	25 901	5,1	7,0	25 407	5,3	7,1
Nov	26 108	0,8	8,2	25 448	0,2	7,5
2019 Feb*	25 167	-3,6	4,5	24 488	-3,8	3,5
May	25 385	0,9	3,0	24 619	0,5	2,0

*Revised estimates.

Table 11 - Average monthly earnings at constant prices (Dec 2016=100), by industry**11.1 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
2017	May	18 986	-	-
	Aug	19 358	2,0	-
	Nov	19 379	0,1	-
2018	Feb	18 991	-2,0	-
	May	19 061	0,4	0,4
	Aug	19 550	2,6	1,0
2019	Nov	19 394	-0,8	0,1
	Feb*	18 946	-2,3	-0,2
	May	19 136	1,0	0,4

*Revised estimates.

11.2 Mining and quarrying industry**

Year and month		Including bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017	May	21 639	-	-
	Aug	22 340	3,2	-
	Nov	22 622	1,3	-
2018	Feb	21 647	-4,3	-
	May	21 702	0,3	0,3
	Aug	23 082	6,4	3,3
2019	Nov	23 276	0,8	2,9
	Feb	21 906	-5,9	1,2
	May	22 446	2,5	3,4

**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.

11.3 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
2017	May	16 429	-	-	15 447	-	-
	Aug	16 858	2,6	-	15 852	2,6	-
	Nov	16 956	0,6	-	15 875	0,1	-
2018	Feb	16 348	-3,6	-	15 446	-2,7	-
	May	16 646	1,8	1,3	15 657	1,4	1,4
	Aug	16 997	2,1	0,8	16 006	2,2	1,0
2019	Nov	17 009	0,1	0,3	15 909	-0,6	0,2
	Feb*	16 552	-2,7	1,2	15 559	-2,2	0,7
	May	16 784	1,4	0,8	15 728	1,1	0,5

*Revised estimates.

11.4 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
2017 May	37 698	-	-	34 352	-	-
Aug	37 705	0,0	-	35 360	2,9	-
Nov	38 456	2,0	-	36 166	2,3	-
2018 Feb	36 800	-4,3	-	34 493	-4,6	-
May	37 306	1,4	-1,0	34 554	0,2	0,6
Aug	38 702	3,7	2,6	36 847	6,6	4,2
Nov	40 285	4,1	4,8	38 106	3,4	5,4
2019 Feb*	38 999	-3,2	6,0	36 699	-3,7	6,4
May	38 828	-0,4	4,1	36 043	-1,8	4,3

*Revised estimates.

11.5 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
2017 May	14 844	-	-	14 082	-	-
Aug	15 182	2,3	-	14 389	2,2	-
Nov	15 799	4,1	-	14 872	3,4	-
2018 Feb	15 279	-3,3	-	14 617	-1,7	-
May	15 452	1,1	4,1	14 702	0,6	4,4
Aug	15 492	0,3	2,0	14 765	0,4	2,6
Nov	15 121	-2,4	-4,3	14 410	-2,4	-3,1
2019 Feb*	14 436	-4,5	-5,5	13 849	-3,9	-5,3
May	14 957	3,6	-3,2	14 277	3,1	-2,9

*Revised estimates.

11.6 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
2017 May	12 664	-	-	12 291	-	-
Aug	12 683	0,2	-	12 374	0,7	-
Nov	12 744	0,5	-	12 421	0,4	-
2018 Feb	12 554	-1,5	-	12 269	-1,2	-
May	12 580	0,2	-0,7	12 218	-0,4	-0,6
Aug	12 801	1,8	0,9	12 456	1,9	0,7
Nov	12 523	-2,2	-1,7	12 188	-2,2	-1,9
2019 Feb*	12 464	-0,5	-0,7	12 160	-0,2	-0,9
May	12 738	2,2	1,3	12 334	1,4	0,9

*Revised estimates.

11.7 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
2017	May	23 017	-	-	21 655	-	-
	Aug	23 028	0,0	-	21 713	0,3	-
	Nov	22 649	-1,6	-	21 315	-1,8	-
2018	Feb	21 962	-3,0	-	20 896	-2,0	-
	May	22 615	3,0	-1,7	21 287	1,9	-1,7
	Aug	22 956	1,5	-0,3	21 758	2,2	0,2
2019	Nov	22 550	-1,8	-0,4	21 262	-2,3	-0,2
	Feb*	21 747	-3,6	-1,0	20 703	-2,6	-0,9
	May	22 802	4,9	0,8	21 513	3,9	1,1

*Revised estimates.

11.8 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
2017	May	20 822	-	-	20 473	-	-
	Aug	21 490	3,2	-	21 129	3,2	-
	Nov	21 709	1,0	-	21 363	1,1	-
2018	Feb	21 517	-0,9	-	21 152	-1,0	-
	May	21 301	-1,0	2,3	20 930	-1,0	2,2
	Aug	21 691	1,8	0,9	21 327	1,9	0,9
2019	Nov	21 530	-0,7	-0,8	21 117	-1,0	-1,2
	Feb*	21 460	-0,3	-0,3	21 112	0,0	-0,2
	May	21 461	0,0	0,8	20 996	-0,5	0,3

*Revised estimates.

11.9 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
2017	May	23 054	-	-	22 542	-	-
	Aug	23 423	1,6	-	22 974	1,9	-
	Nov	23 160	-1,1	-	22 721	-1,1	-
2018	Feb	22 757	-1,7	-	22 361	-1,6	-
	May	22 985	1,0	-0,3	22 512	0,7	-0,1
	Aug	23 894	4,0	2,0	23 438	4,1	2,0
2019	Nov	23 821	-0,3	2,9	23 219	-0,9	2,2
	Feb*	22 858	-4,0	0,4	22 242	-4,2	-0,5
	May	22 665	-0,8	-1,4	21 981	-1,2	-2,4

*Revised estimates.

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

Industry	Quarter ended March* 2019				Quarter ended June 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	454 556	454 556	454 556	0,0	458 370	458 370	458 370
Manufacturing	0,6	1 209 298	1 223 899	1 238 501	0,6	1 194 679	1 209 259	1 223 838
Electricity, gas and water supply	0,7	58 869	59 731	60 592	0,7	58 447	59 276	60 105
Construction	1,7	599 531	619 727	639 922	1,9	588 142	611 315	634 489
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,8	2 227 917	2 261 690	2 295 462	0,8	2 215 894	2 251 337	2 286 780
Transport, storage and communication	1,3	473 484	485 817	498 149	1,3	472 998	485 362	497 727
Financial intermediation, insurance, real estate and business services	1,3	2 296 104	2 356 732	2 417 360	1,4	2 278 084	2 343 150	2 408 217
Community, social and personal services	0,5	2 687 028	2 711 073	2 735 117	0,5	2 729 404	2 755 209	2 781 015
Total	0,4	10 094 828	10 173 224	10 251 619	0,4	10 089 455	10 173 279	10 257 103

*Revised estimates.

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

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

Industry	Quarter ended March* 2019				Quarter ended June 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	454 556	454 556	454 556	0,0	458 370	458 370	458 370
Manufacturing	0,6	1 128 320	1 142 024	1 155 729	0,6	1 116 010	1 129 793	1 143 577
Electricity, gas and water supply	0,7	57 804	58 618	59 433	0,7	57 138	57 965	58 791
Construction	1,8	514 505	533 563	552 621	1,9	498 681	518 351	538 020
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,8	2 009 878	2 043 507	2 077 136	0,9	1 994 544	2 029 606	2 064 668
Transport, storage and communication	1,3	456 146	468 324	480 502	1,3	458 002	470 267	482 532
Financial intermediation, insurance, real estate and business services	1,4	2 052 128	2 109 912	2 167 697	1,5	2 046 267	2 106 331	2 166 396
Community, social and personal services	0,5	2 294 900	2 317 285	2 339 669	0,5	2 308 905	2 332 951	2 356 997
Total	0,4	9 052 715	9 127 790	9 202 865	0,4	9 025 487	9 103 634	9 181 782

*Revised estimates.

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

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

Industry	Quarter ended March* 2019				Quarter ended June 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	2,9	77 181	81 875	86 569	3,1	74 704	79 465	84 226
Electricity, gas and water supply	11,1	871	1 112	1 353	2,1	1 258	1 311	1 365
Construction	4,3	78 827	86 164	93 501	6,8	80 645	92 965	105 285
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,0	209 498	218 183	226 867	2,0	213 182	221 731	230 279
Transport, storage and communication	4,3	16 008	17 492	18 977	4,4	13 794	15 095	16 397
Financial intermediation, insurance, real estate and business services	4,9	223 076	246 820	270 564	5,9	209 259	236 819	264 379
Community, social and personal services	0,9	386 604	393 788	400 972	0,8	415 764	422 258	428 753
Total	1,4	1 017 408	1 045 434	1 073 460	1,6	1 037 016	1 069 645	1 102 273

*Revised estimates.

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

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

Industry	Quarter ended March* 2019				Quarter ended June 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	33 570 161 965	33 570 161 965	33 570 161 965	0,0	34 374 255 920	34 374 255 920	34 374 255 920
Manufacturing	0,8	68 545 719 046	69 677 214 414	70 808 709 781	0,8	69 296 029 069	70 445 957 075	71 595 885 082
Electricity, gas and water supply	0,5	7 943 407 109	8 018 119 341	8 092 831 573	0,4	7 910 814 476	7 979 149 011	8 047 483 545
Construction	3,3	28 942 015 588	30 919 828 577	32 897 641 566	3,2	29 312 184 234	31 256 682 810	33 201 181 386
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,4	97 999 377 388	100 715 391 953	103 431 406 518	1,4	99 339 806 338	102 229 495 599	105 119 184 859
Transport, storage and communication	1,4	36 686 729 908	37 713 639 399	38 740 548 890	1,3	40 361 830 379	41 455 398 708	42 548 967 038
Financial intermediation, insurance, real estate and business services	2,4	176 402 683 572	185 179 975 753	193 957 267 935	2,4	171 670 772 706	180 226 304 863	188 781 837 018
Community, social and personal services	1,4	216 266 811 993	222 569 473 901	228 872 135 808	1,6	224 847 400 213	231 970 965 621	239 094 531 028
Total	0,8	676 921 268 911	688 363 805 302	699 806 341 694	0,9	688 174 051 772	699 938 209 606	711 702 367 441

*Revised estimates.

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

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

Industry	Quarter ended March* 2019				Quarter ended June 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	33 570 161 965	33 570 161 965	33 570 161 965	0,0	34 374 255 920	34 374 255 920	34 374 255 920
Manufacturing	0,9	61 489 907 787	62 544 326 607	63 598 745 427	0,9	62 320 184 125	63 383 602 741	64 447 021 357
Electricity, gas and water supply	0,5	7 365 812 451	7 431 362 598	7 496 912 745	0,4	7 271 423 758	7 334 432 740	7 397 441 722
Construction	3,1	26 994 458 104	28 769 905 146	30 545 352 188	3,3	27 351 087 368	29 224 538 326	31 097 989 285
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,3	90 299 596 475	92 748 742 314	95 197 888 153	1,4	91 800 868 579	94 386 959 954	96 973 051 328
Transport, storage and communication	1,4	32 857 646 818	33 753 993 997	34 650 341 175	1,4	34 050 481 250	35 008 618 620	35 966 755 990
Financial intermediation, insurance, real estate and business services	2,2	154 008 617 219	160 788 762 543	167 568 907 867	2,2	155 059 396 746	162 054 673 204	169 049 949 662
Community, social and personal services	1,5	200 710 957 489	206 607 852 137	212 504 746 784	1,6	208 489 773 519	215 454 629 129	222 419 484 739
Total	0,8	616 611 042 902	626 215 107 306	635 819 171 710	0,8	630 758 047 628	641 221 710 634	651 685 373 640

*Revised estimates.

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

Industry	Quarter ended March* 2019				Quarter ended June 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	2,1	3 072 593 969	3 205 576 797	3 338 559 625	2,7	2 681 685 371	2 832 249 669	2 982 813 968
Electricity, gas and water supply	10,7	70 217 714	88 916 018	107 614 321	4,6	96 716 327	106 253 146	115 789 964
Construction	18,3	603 176 839	941 924 903	1 280 672 967	17,1	490 105 393	737 356 830	984 608 268
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	8,0	4 645 756 854	5 514 869 528	6 383 982 202	6,5	4 426 280 576	5 070 589 789	5 714 899 002
Transport, storage and communication	8,4	1 727 922 095	2 066 791 910	2 405 661 726	4,1	3 944 843 262	4 286 550 343	4 628 257 425
Financial intermediation, insurance, real estate and business services	8,7	17 948 617 635	21 641 564 247	25 334 510 860	10,8	11 738 549 948	14 882 527 418	18 026 504 887
Community, social and personal services	5,6	8 977 940 640	10 074 325 834	11 170 711 028	2,0	9 747 902 283	10 150 116 447	10 552 330 610
Total	4,7	39 554 468 045	43 533 969 237	47 513 470 429	4,4	34 800 346 949	38 065 643 641	41 330 940 333

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

Industry	Quarter ended March* 2019				Quarter ended June 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	1,1	3 839 808 023	3 927 311 010	4 014 813 997	1,3	4 123 243 705	4 230 104 665	4 336 965 625
Electricity, gas and water supply	0,2	495 886 066	497 840 725	499 795 385	0,2	536 016 157	538 463 125	540 910 094
Construction	3,6	1 121 808 363	1 207 998 528	1 294 188 693	4,5	1 181 204 382	1 294 787 654	1 408 370 925
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,2	2 344 392 189	2 451 780 111	2 559 168 033	2,3	2 644 725 307	2 771 945 856	2 899 166 405
Transport, storage and communication	2,2	1 810 679 013	1 892 853 492	1 975 027 972	2,2	2 068 371 759	2 160 229 745	2 252 087 732
Financial intermediation, insurance, real estate and business services	1,9	2 647 029 124	2 749 648 963	2 852 268 801	3,6	3 056 071 768	3 289 104 241	3 522 136 714
Community, social and personal services	4,6	5 354 541 402	5 887 295 930	6 420 050 457	4,1	5 849 425 713	6 366 220 045	6 883 014 377
Total	1,6	18 034 386 227	18 614 728 759	19 195 071 291	1,5	20 042 426 835	20 650 855 331	21 259 283 828

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

Industry	February* 2019				May 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	24 118	24 118	24 118	0,0	25 139	25 139	25 139
Manufacturing	1,1	17 790	18 187	18 584	1,0	18 381	18 757	19 133
Electricity, gas and water supply	0,8	43 135	43 846	44 557	0,8	43 829	44 571	45 313
Construction	4,4	14 523	15 900	17 277	3,7	15 557	16 757	17 957
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,6	13 468	13 910	14 352	1,6	14 004	14 450	14 896
Transport, storage and communication	1,8	23 141	23 988	24 835	1,9	24 618	25 553	26 488
Financial intermediation, insurance, real estate and business services	2,5	21 975	23 125	24 275	2,5	22 375	23 548	24 721
Community, social and personal services	1,5	24 713	25 450	26 187	1,6	24 944	25 751	26 558
Total	0,9	20 516	20 880	21 244	0,9	21 117	21 491	21 865

*Revised estimates.

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

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

Industry	February* 2019				May 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	1,1	16 723	17 098	17 473	1,0	17 217	17 572	17 927
Electricity, gas and water supply	0,8	40 582	41 261	41 940	0,9	40 662	41 362	42 062
Construction	4,5	13 914	15 257	16 600	3,7	14 827	15 999	17 171
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,6	13 142	13 579	14 016	1,6	13 563	14 004	14 445
Transport, storage and communication	1,8	21 980	22 796	23 612	1,9	23 157	24 056	24 955
Financial intermediation, insurance, real estate and business services	2,6	21 609	22 751	23 893	2,6	21 878	23 042	24 206
Community, social and personal services	1,5	24 034	24 758	25 482	1,6	24 174	24 970	25 766

*Revised estimates.

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

EXPLANATORY NOTES

Introduction

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

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

Part 2 deals with the estimation of average monthly earnings.

Scope of the survey

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

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

Classification

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

Statistical unit

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

Purpose of the survey

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

- Mining** 5. Stats SA receives information regarding the mining and quarrying industry from the Department of Mineral Resources. The information for the latest quarter is preliminary and will be revised by the Minerals Bureau as soon as they receive more information from the different mines. Users must take note that gross earnings estimates exclude severance, termination and redundancy payments paid during the reference quarter.
- Notes on estimates** 6. Average monthly earnings statistics represent average gross (before tax) earnings of employees and do not relate to the earnings of the 'average' person. Estimates of average monthly earnings are derived by dividing estimates of monthly total earnings by estimates of number of employees. Changes in the average may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force. There are several aspects which can contribute to compositional changes, including variations over time in the proportions of full-time, part-time and casual employees.
- Reliability of estimates** 7. Inaccuracies may occur because of imperfections in reporting by enterprises and errors made with the collection and processing of the data. Inaccuracies of this kind are referred to as non-sampling errors. Every effort is made to reduce non-sampling errors to a minimum by designing the questionnaire carefully, undertaking pilot studies, editing the data and efficient operating procedures. Fluctuations may occur in consecutive quarters as a result of seasonal and economic factors.
- Standard errors** 8. The estimates in this publication are based on a sample drawn from units in the surveyed population. As a result of the entire population not being surveyed, the published estimates are subject to sampling error. The most common way of quantifying such sampling error is to calculate the standard error for the published estimates or statistics.
- Effects of rounding** 9. (a) Estimates of average monthly earnings are rounded to the nearest rand. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates. The sum of the rounded industry estimates do not necessarily add up to the total.
- (b) Estimates of employment are rounded to the nearest thousand, while earnings are rounded to the nearest million. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates. The sum of the rounded industry estimates do not necessarily add to the total.
- Revised figures** 10. Figures for the quarters published in this release are preliminary and may be revised in subsequent publications.
- Related publications** 11. Users may also wish to refer to the following publications which are available from Stats SA:
- *Stats in Brief*
 - *Quarterly Labour Force Survey*

Abbreviations and symbols

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

TECHNICAL NOTES**1. Response rate**

The collection rate for the quarter ended **June 2019 was 86,8%.**

2. Confidence intervals

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

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

Lower limit

= lower 95% confidence limit of a population parameter

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

and

Upper limit

= upper 95% confidence limit of a population parameter

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

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

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

GLOSSARY

Annual change	percentage	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 earnings at current prices	monthly	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, 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 change	percentage	A quarterly percentage change is a change in the employment, the gross earnings or the average monthly earnings of the given quarter/month compared with the employment, the gross earnings or the average monthly earnings of the previous quarter/month expressed as a percentage.
Reference quarter/month/period		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 October, November and December.
Severance, and redundancy payments	termination	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.
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