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Quarterly employment statistics (QES)

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Introduction

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

The results are based on the 2013 sample.

Key findings employment and earnings for the quarter ending March 2015

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



Table A: Employment by industry

Industry	Mar 2014	Dec 2014	Mar 2015	Q/Q Change	Y/Y Change	Q/Q Change	Y/Y Change
	Thousand			%			
Mining	491	491	488	-3	-3	-0,6	-0,6
Manufacturing	1 154	1 134	1 138	4	-16	0,4	-1,4
Electricity	59	58	58	0	-1	0,0	-1,7
Construction	503	490	488	-2	-15	-0,4	-3,0
Trade	1 818	1 860	1 837	-23	19	-1,2	1,0
Transport	448	441	441	0	-7	0,0	-1,6
Business services	1 997	1 987	1 986	-1	-11	-0,1	-0,6
Community services	2 515	2 525	2 506	-19	-9	-0,8	-0,4
Total	8 985	8 986	8 942	-44	-43	-0,5	-0,5

Table A shows that there was a quarter-on-quarter decrease in employment of 44 000 from 8 986 000 in December 2014 to 8 942 000 in March 2015. This was largely due to decreases in the following industries: trade industry decreased by 23 000 (-1,2%); community industry decreased by 19 000 (-0,8%); mining and quarrying industry decreased by 3 000 (-0,6); construction industry decreased by 2 000 (-0,4%); and business services industry decreased by 1 000 (-0,1%).

There were increases reported by manufacturing industry (4 000 or 0,4%); transport industry and electricity industry remained unchanged.

Employment decreased by 43 000 (or -0,5%) year-on-year between March 2014 and March 2015. Most decreases were reported by the following industries:

- manufacturing (-16 000 or -1,4%);
- construction (-15 000 or -3,0%);
- business services (-11 000 or -0,6%);
- community services (-9 000 or -0,4%);
- transport (-7 000 or -1,6%);
- mining and quarrying (-3 000 or -0,6%); and
- electricity industry (-1 000 or -1,7%).

Trade industry increased by 19 000 or 1,0%.

Figure B: Gross earnings (R000) of employees in the formal non-agricultural sector, June 2013 – March 2015

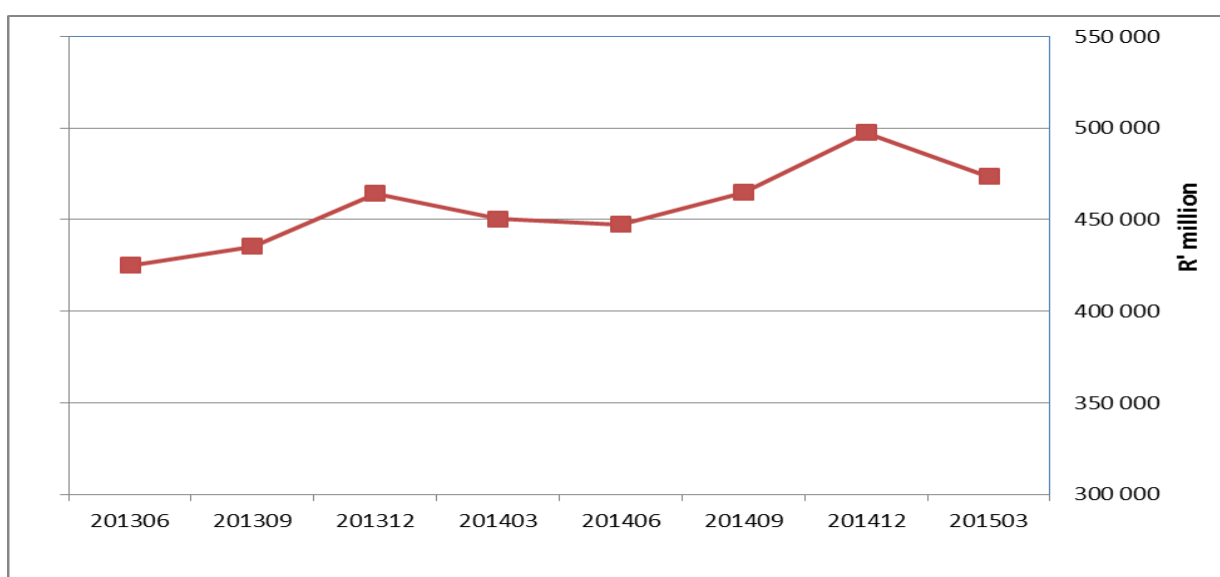


Table B: Gross earnings by industry

Industry	Mar 2014	Dec 2014	Mar 2015	Q/Q Change	Y/Y Change	Q/Q Change	Y/Y Change
	Rands (Million)			%			
Mining	23 237	27 921	27 216	-705	3 979	-2,5	17,1
Manufacturing	50 924	59 275	53 514	-5 761	2 590	-9,7	5,1
Electricity	5 499	6 916	5 893	-1 023	394	-14,8	7,2
Construction	18 156	21 719	18 648	-3 071	492	-14,1	2,7
Trade	62 954	71 071	66 742	-4 329	3 788	-6,1	6,0
Transport	26 639	31 101	28 308	-2 793	1 669	-9,0	6,3
Business services	121 137	121 783	122 771	988	1 634	0,8	1,3
Community services	141 730	157 494	152 178	-5 316	10 448	-3,4	7,4
Total	450 276	497 280	475 270	-22 010	24 994	-4,4	5,6

Table B shows that gross earnings paid to employees decreased by R22 010 million (-4,4%) from R497 280 million in December 2014 to R475 270 million in March 2015. The decrease was mainly due to decreases in the manufacturing industry; community services; trade industry; construction industry; transport industry and mining and quarrying industry.

Year-on-year, gross earnings increased by R24 994 million (5,6%).

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)	February 2014	November 2014*	February 2015	Q/Q Change	Y/Y Change
	Rands			%	
	15 277	16 424	16 461	0,2	7,8

Table C shows a quarter-on-quarter increase of 0,2% in average monthly earnings paid to employees in the formal non-agricultural sector from R16 424 in November 2014 to R16 461 in February 2015.

On an annual basis, average monthly earnings paid to employees increased by 7,8% from R15 277 in February 2014 to R16 461 in February 2015.

PJ Lehohla
Statistician-General

Scope of the survey

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

- mining and quarrying 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; and 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.

Comparison of QLFS (formal sector employees) and QES

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

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

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

Detailed employment changes by industry

The *mining and quarrying industry* reported an annual decrease of 3 000 employees (-0,6%) in March 2015 compared with March 2014.

There was a quarterly decrease of 3 000 employees (-0,6%) in March 2015 compared with December 2014.

See explanatory note on page 35.

The *manufacturing industry* reported an annual decrease of 16 000 employees (-1,4%) in March 2015 compared with March 2014.

There was quarterly increase of 4 000 employees (+0,4%) in March 2015 compared with December 2014.

This was mainly due to increases in employment in the production, processing and preservation of meat, fish, fruit, vegetables, oils and fats; other fabricated metal products, metalwork service activities; beverages and tobacco products; and furniture.

The *electricity, gas and water supply industry* reported an annual decrease of 1 000 employees (-1,7%) in March 2015 compared with March 2014.

There was no quarterly change in March 2015 compared with December 2014.

The *construction industry* reported an annual decrease of 15 000 employees (-3,0%) in March 2015 compared with March 2014.

There was a quarterly decrease of 2 000 employees (-0,4%) in March 2015 compared with December 2014.

This was mainly due to decreases 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 19 000 employees (+1,0%) in March 2015 compared with March 2014.

There was a quarterly decrease of 23 000 employees (-1,2%) in March 2015 compared with December 2014.

This was mainly due to decreases in employment in retail trade; hotels and restaurants.

The *transport, storage and communication industry* reported an annual decrease of 7 000 employees (-1,6%) in March 2015 compared with March 2014.

There was no quarterly change in March 2015 compared with December 2014.

The *financial intermediation, insurance, real estate and business services industry* reported an annual decrease of 11 000 employees (-0,6%) in March 2015 compared with March 2014.

There was a quarterly decrease of 1 000 employees (-0,1%) in March 2015 compared with December 2014.

This was mainly due to decreases in business activities n.e.c; insurance and pension funding; computer and related activities; and activities auxiliary to financial intermediation.

The *community, social and personal services industry* reported an annual decrease of 9 000 employees (-0,4%) in March 2015 compared with March 2014.

There was a quarterly decrease of 19 000 employees (-0,8%) in March 2015 compared with December 2014.

This was mainly due to decreases in employment in provincial departments; other government institutions; national departments; and local government.

Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R3 979 million (+17,1%) for the quarter ended March 2015 compared with the quarter ended March 2014. There was a quarterly decrease of R705 million (-2,5%) for the quarter ended March 2015 compared with the quarter ended December 2014.

See explanatory note on page 35.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R2 590 million (+5,1%) for the quarter ended March 2015 compared with the quarter ended March 2014.

There was a quarterly decrease of R5 761 million (-9,7%) for the quarter ended March 2015 compared with the quarter ended December 2014.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R394 million (+7,2%) for the quarter ended March 2015 compared with the quarter ended March 2014.

There was a quarterly decrease of R1 023 million (-14,8%) for the quarter ended March 2015 compared with the quarter ended December 2014.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R492 million (+2,7%) for the quarter ended March 2015 compared with the quarter ended March 2014.

There was a quarterly decrease of R3 071 million (-14,1%) for the quarter March 2015 compared with the quarter ended December 2014.

Gross earnings paid to employees in the *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reflected an annual increase of R3 788 million (+6,0%) for the quarter ended March 2015 compared with the quarter ended March 2014.

There was a quarterly decrease of R4 329 million (-6,1%) for the quarter ended March 2015 compared with the quarter ended December 2014.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R1 669 million (+6,3%) for the quarter ended March 2015 compared with the quarter ended March 2014.

There was a quarterly decrease of R2 793 million (-9,0%) for the quarter ended March 2015 compared with the quarter ended December 2014.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R1 634 million (+1,3%) for the quarter ended March 2015 compared with the quarter ended March 2014.

There was a quarterly increase of R988 million (+0,8%) for the quarter ended March 2015 compared with the quarter ended December 2014.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R10 448 million (+7,4%) for the quarter ended March 2015 compared with the quarter ended March 2014.

There was a quarterly decrease of R5 316 million (-3,4%) for the quarter ended March 2015 compared with the quarter ended December 2014.

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
		Quarter		Annual	
2013 Jun	8 965 000	-	-	-	-
Sep	8 979 000	14 000	0,2	-	-
Dec	9 009 000	30 000	0,3	-	-
2014 Mar	8 985 000	-24 000	-0,3	-	-
Jun	9 105 000	120 000	1,3	140 000	1,6
Sep	8 947 000	-158 000	-1,7	-32 000	-0,4
Dec*	8 986 000	39 000	0,4	-23 000	-0,3
2015 Mar	8 942 000	-44 000	-0,5	-43 000	-0,5

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
		Quarter		Annual	
2013 Jun	425 034 000	-	-	-	-
Sep	435 475 000	10 441 000	2,5	-	-
Dec	464 130 000	28 655 000	6,6	-	-
2014 Mar	450 276 000	-13 854 000	-3,0	-	-
Jun	447 264 000	-3 012 000	-0,7	22 230 000	5,2
Sep	464 668 000	17 404 000	3,9	29 193 000	6,7
Dec*	497 280 000	32 612 000	7,0	33 150 000	7,1
2015 Mar	475 270 000	-22 010 000	-4,4	24 994 000	5,6

*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	
				Quarter	Annual
2013 Jun	511 000	-	-	-	-
Sep	507 000	-4 000	-0,8	-	-
Dec	499 000	-8 000	-1,6	-	-
2014 Mar	491 000	-8 000	-1,6	-	-
Jun	491 000	0	0,0	-20 000	-3,9
Sep	498 000	7 000	1,4	-9 000	-1,8
Dec*	491 000	-7 000	-1,4	-8 000	-1,6
2015 Mar	488 000	-3 000	-0,6	-3 000	-0,6

2.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	
				Quarter	Annual
2013 Jun	24 013 000	-	-	-	-
Sep	25 243 000	1 230 000	5,1	-	-
Dec	26 047 000	804 000	3,2	-	-
2014 Mar	23 237 000	-2 810 000	-10,8	-	-
Jun	22 615 000	-622 000	-2,7	-1 398 000	-5,8
Sep	27 390 000	4 775 000	21,1	2 147 000	8,5
Dec*	27 921 000	531 000	1,9	1 874 000	7,2
2015 Mar	27 216 000	-705 000	-2,5	3 979 000	17,1

*Revised estimates

Table 3 Manufacturing industry

3.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2013 Jun	1 158 000	-	-	-	-
Sep	1 160 000	2 000	0,2	-	-
Dec	1 165 000	5 000	0,4	-	-
2014 Mar	1 154 000	-11 000	-0,9	-	-
Jun	1 142 000	-12 000	-1,0	-16 000	-1,4
Sep	1 133 000	-9 000	-0,8	-27 000	-2,3
Dec	1 134 000	1 000	0,1	-31 000	-2,7
2015 Mar	1 138 000	4 000	0,4	-16 000	-1,4

3.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2013 Jun	49 936 000	-	-	-	-
Sep	50 528 000	592 000	1,2	-	-
Dec	56 960 000	6 432 000	12,7	-	-
2014 Mar	50 924 000	-6 036 000	-10,6	-	-
Jun	51 718 000	794 000	1,6	1 782 000	3,6
Sep	52 127 000	409 000	0,8	1 599 000	3,2
Dec*	59 275 000	7 148 000	13,7	2 315 000	4,1
2015 Mar	53 514 000	-5 761 000	-9,7	2 590 000	5,1

*Revised estimates

Table 4 Electricity, gas and water supply industry

4.1 Number of employees

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

4.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2013 Jun	5 320 000	-	-	-	-
Sep	6 254 000	934 000	17,6	-	-
Dec	6 378 000	124 000	2,0	-	-
2014 Mar	5 499 000	-879 000	-13,8	-	-
Jun	5 548 000	49 000	0,9	228 000	4,3
Sep	6 621 000	1 073 000	19,3	367 000	5,9
Dec	6 916 000	295 000	4,5	538 000	8,4
2015 Mar	5 893 000	-1 023 000	-14,8	394 000	7,2

*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
2013 Jun	514 000	-	-	-	-
Sep	509 000	-5 000	-1,0	-	-
Dec	500 000	-9 000	-1,8	-	-
2014 Mar	503 000	3 000	0,6	-	-
Jun	505 000	2 000	0,4	-9 000	-1,8
Sep	497 000	-8 000	-1,6	-12 000	-2,4
Dec*	490 000	-7 000	-1,4	-10 000	-2,0
2015 Mar	488 000	-2 000	-0,4	-15 000	-3,0

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
2013 Jun	18 314 000	-	-	-	-
Sep	18 168 000	-146 000	-0,8	-	-
Dec	21 045 000	2 877 000	15,8	-	-
2014 Mar	18 156 000	-2 889 000	-13,7	-	-
Jun	18 836 000	680 000	3,7	522 000	2,9
Sep	19 283 000	447 000	2,4	1 115 000	6,1
Dec*	21 719 000	2 436 000	12,6	674 000	3,2
2015 Mar	18 648 000	-3 071 000	-14,1	492 000	2,7

*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
		Quarter		Annual	
2013 Jun	1 834 000	-	-	-	-
Sep	1 834 000	0	0,0	-	-
Dec	1 866 000	32 000	1,7	-	-
2014 Mar	1 818 000	-48 000	-2,6	-	-
Jun	1 839 000	21 000	1,2	5 000	0,3
Sep	1 832 000	-7 000	-0,4	-2 000	-0,1
Dec*	1 860 000	28 000	1,5	-6 000	-0,3
2015 Mar	1 837 000	-23 000	-1,2	19 000	1,0

6.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2013 Jun	58 730 000	-	-	-	-
Sep	60 375 000	1 645 000	2,8	-	-
Dec	66 850 000	6 475 000	10,7	-	-
2014 Mar	62 954 000	-3 896 000	-5,8	-	-
Jun	62 937 000	-17 000	0,0	4 207 000	7,2
Sep	64 586 000	1 649 000	2,6	4 211 000	7,0
Dec*	71 071 000	6 485 000	10,0	4 221 000	6,3
2015 Mar	66 742 000	-4 329 000	-6,1	3 788 000	6,0

*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
		Quarter		Annual	
2013 Jun	450 000	-	-	-	-
Sep	450 000	0	0,0	-	-
Dec	450 000	0	0,0	-	-
2014 Mar	448 000	-2 000	-0,4	-	-
Jun	443 000	-5 000	-1,1	-7 000	-1,6
Sep	438 000	-5 000	-1,1	-12 000	-2,7
Dec*	441 000	3 000	0,7	-9 000	-2,0
2015 Mar	441 000	0	0,0	-7 000	-1,6

7.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2013 Jun	26 231 000	-	-	-	-
Sep	27 221 000	990 000	3,8	-	-
Dec	29 214 000	1 993 000	7,3	-	-
2014 Mar	26 639 000	-2 575 000	-8,8	-	-
Jun	28 343 000	1 704 000	6,4	2 112 000	8,1
Sep	28 179 000	-164 000	-0,6	958 000	3,5
Dec*	31 101 000	2 922 000	10,4	1 887 000	6,5
2015 Mar	28 308 000	-2 793 000	-9,0	1 669 000	6,3

*Revised estimates

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

8.1 Number of employees

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarter		Annual	
2013	Jun	1 996 000	-	-	-	-
	Sep	2 006 000	10 000	0,5	-	-
	Dec	2 004 000	-2 000	-0,1	-	-
2014	Mar	1 997 000	-7 000	-0,3	-	-
	Jun	1 972 000	-25 000	-1,3	-24 000	-1,2
	Sep	1 967 000	-5 000	-0,3	-39 000	-1,9
	Dec*	1 987 000	20 000	1,0	-17 000	-0,8
2015	Mar	1 986 000	-1 000	-0,1	-11 000	-0,6

8.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarter		Annual	
2013	Jun	105 715 000	-	-	-	-
	Sep	108 343 000	2 628 000	2,5	-	-
	Dec	113 404 000	5 061 000	4,7	-	-
2014	Mar	121 137 000	7 733 000	6,8	-	-
	Jun	108 718 000	-12 419 000	-10,3	3 003 000	2,8
	Sep	112 976 000	4 258 000	3,9	4 633 000	4,3
	Dec*	121 783 000	8 807 000	7,8	8 379 000	7,4
2015	Mar	122 771 000	988 000	0,8	1 634 000	1,3

*Revised estimates

Table 9 Community, social and personal services industry

9.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2013 Jun	2 443 000	-	-	-	-
Sep	2 454 000	11 000	0,5	-	-
Dec	2 466 000	12 000	0,5	-	-
2014 Mar	2 515 000	49 000	2,0	-	-
Jun	2 655 000	140 000	5,6	212 000	8,7
Sep	2 524 000	-131 000	-4,9	70 000	2,9
Dec	2 525 000	1 000	0,0	59 000	2,4
2015 Mar	2 506 000	-19 000	-0,8	-9 000	-0,4

9.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2013 Jun	136 775 000	-	-	-	-
Sep	139 343 000	2 568 000	1,9	-	-
Dec	144 232 000	4 889 000	3,5	-	-
2014 Mar	141 730 000	-2 502 000	-1,7	-	-
Jun	148 549 000	6 819 000	4,8	11 774 000	8,6
Sep	153 506 000	4 957 000	3,3	14 163 000	10,2
Dec*	157 494 000	3 988 000	2,6	13 262 000	9,2
2015 Mar	152 178 000	-5 316 000	-3,4	10 448 000	7,4

*Revised estimates

Part 2 – Estimation of average monthly earnings

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

1.1 Total (all formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	15 027	-	-
Aug	15 232	1,4	-
Nov	15 413	1,2	-
2014 Feb	15 277	-0,9	-
May	15 762	3,2	4,9
Aug	16 371	3,9	7,5
Nov*	16 424	0,3	6,6
2015 Feb	16 461	0,2	7,8

*Revised estimates

1.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	15 469	-	-
Aug	16 659	7,7	-
Nov	17 631	5,8	-
2014 Feb	15 155	-14,0	-
May	15 319	1,1	-1,0
Aug	18 201	18,8	9,3
Nov*	19 018	4,5	7,9
2015 Feb	18 326	-3,6	20,9

*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
2013 May	13 734	-	-	12 813	-	-
Aug	13 868	1,0	-	12 970	1,2	-
Nov	14 225	2,6	-	13 179	1,6	-
2014 Feb	13 913	-2,2	-	13 025	-1,2	-
May	14 366	3,3	4,6	13 352	2,5	4,2
Aug	14 733	2,6	6,2	13 799	3,3	6,4
Nov*	15 030	2,0	5,7	13 963	1,2	5,9
2015 Feb	14 912	-0,8	7,2	14 029	0,5	7,7

*Revised estimates

1.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	29 611	-	-	27 317	-	-
Aug	29 400	-0,7	-	27 472	0,6	-
Nov	31 260	6,3	-	29 145	6,1	-
2014 Feb	31 043	-0,7	-	28 857	-1,0	-
May	31 705	2,1	7,1	29 085	0,8	6,5
Aug	32 048	1,1	9,0	29 906	2,8	8,9
Nov*	34 304	7,0	9,7	32 187	7,6	10,4
2015 Feb	33 649	-1,9	8,4	31 460	-2,3	9,0

*Revised estimates

1.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	11 686	-	-	11 093	-	-
Aug	11 794	0,9	-	11 215	1,1	-
Nov	11 828	0,3	-	11 187	-0,2	-
2014 Feb	11 802	-0,2	-	11 297	1,0	-
May	12 300	4,2	5,3	11 719	3,7	5,6
Aug	12 656	2,9	7,3	12 095	3,2	7,8
Nov*	12 313	-2,7	4,1	11 742	-2,9	5,0
2015 Feb	12 647	2,7	7,2	12 096	3,0	7,1

*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
2013 May	10 305	-	-	9 972	-	-
Aug	10 352	0,5	-	10 023	0,5	-
Nov	10 554	2,0	-	10 223	2,0	-
2014 Feb	10 707	1,4	-	10 377	1,5	-
May	10 941	2,2	6,2	10 519	1,4	5,5
Aug	11 180	2,2	8,0	10 887	3,5	8,6
Nov*	11 269	0,8	6,8	10 959	0,7	7,2
2015 Feb	11 267	0,0	5,2	10 989	0,3	5,9

*Revised estimates

1.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	18 652	-	-	17 132	-	-
Aug	18 776	0,7	-	17 595	2,7	-
Nov	19 134	1,9	-	17 924	1,9	-
2014 Feb	18 794	-1,8	-	17 659	-1,5	-
May	20 171	7,3	8,1	18 793	6,4	9,7
Aug	20 609	2,2	9,8	19 320	2,8	9,8
Nov*	20 841	1,1	8,9	19 138	-0,9	6,8
2015 Feb	20 629	-1,0	9,8	19 274	0,7	9,1

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	16 355	-	-	15 956	-	-
Aug	16 637	1,7	-	16 292	2,1	-
Nov	16 826	1,1	-	16 477	1,1	-
2014 Feb	16 895	0,4	-	16 435	-0,3	-
May	17 002	0,6	4,0	16 632	1,2	4,2
Aug	17 562	3,3	5,6	17 220	3,5	5,7
Nov*	17 512	-0,3	4,1	17 156	-0,4	4,1
2015 Feb	17 854	2,0	5,7	17 377	1,3	5,7

*Revised estimates

1.9 Community, social and personal services industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	17 717	-	-	17 374	-	-
Aug	17 820	0,6	-	17 504	0,7	-
Nov	17 693	-0,7	-	17 389	-0,7	-
2014 Feb	17 619	-0,4	-	17 270	-0,7	-
May	18 431	4,6	4,0	18 086	4,7	4,1
Aug	19 218	4,3	7,8	18 908	4,5	8,0
Nov	19 089	-0,7	7,9	18 760	-0,8	7,9
2015 Feb	19 105	0,1	8,4	18 750	-0,1	8,6

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

2.1 Total (all formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	14 646	-	-
Aug	14 604	-0,3	-
Nov	14 665	0,4	-
2014 Feb	14 238	-2,9	-
May	14 408	1,2	-1,6
Aug	14 749	2,4	1,0
Nov*	14 770	0,1	0,7
2015 Feb	14 763	0,0	3,7

*Revised estimates

2.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	15 077	-	-
Aug	15 972	5,9	-
Nov	16 775	5,0	-
2014 Feb	14 124	-15,8	-
May	14 003	-0,9	-7,1
Aug	16 397	17,1	2,7
Nov*	17 103	4,3	2,0
2015 Feb	16 436	-3,9	16,4

*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
2013 May	13 386	-	-	12 488	-	-
Aug	13 296	-0,7	-	12 435	-0,4	-
Nov	13 535	1,8	-	12 539	0,8	-
2014 Feb	12 966	-4,2	-	12 139	-3,2	-
May	13 132	1,3	-1,9	12 205	0,5	-2,3
Aug	13 273	1,1	-0,2	12 432	1,9	0,0
Nov*	13 516	1,8	-0,1	12 557	1,0	0,1
2015 Feb	13 374	-1,1	3,1	12 582	0,2	3,6

*Revised estimates

2.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	28 861	-	-	26 625	-	-
Aug	28 188	-2,3	-	26 339	-1,1	-
Nov	29 743	5,5	-	27 731	5,3	-
2014 Feb	28 931	-2,7	-	26 894	-3,0	-
May	28 981	0,2	0,4	26 586	-1,1	-0,1
Aug	28 872	-0,4	2,4	26 942	1,3	2,3
Nov*	30 849	6,8	3,7	28 945	7,4	4,4
2015 Feb	30 178	-2,2	4,3	28 215	-2,5	4,9

*Revised estimates

2.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	11 390	-	-	10 812	-	-
Aug	11 308	-0,7	-	10 753	-0,5	-
Nov	11 254	-0,5	-	10 644	-1,0	-
2014 Feb	10 999	-2,3	-	10 528	-1,1	-
May	11 243	2,2	-1,3	10 712	1,7	-0,9
Aug	11 402	1,4	0,8	10 896	1,7	1,3
Nov*	11 073	-2,9	-1,6	10 559	-3,1	-0,8
2015 Feb	11 343	2,4	3,1	10 848	2,7	3,0

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	10 044	-	-	9 719	-	-
Aug	9 925	-1,2	-	9 610	-1,1	-
Nov	10 042	1,2	-	9 727	1,2	-
2014 Feb	9 979	-0,6	-	9 671	-0,6	-
May	10 001	0,2	-0,4	9 615	-0,6	-1,1
Aug	10 072	0,7	1,5	9 808	2,0	2,1
Nov*	10 134	0,6	0,9	9 855	0,5	1,3
2015 Feb	10 105	-0,3	1,3	9 856	0,0	1,9

*Revised estimates

2.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	18 179	-	-	16 698	-	-
Aug	18 002	-1,0	-	16 870	1,0	-
Nov	18 206	1,1	-	17 054	1,1	-
2014 Feb	17 515	-3,8	-	16 458	-3,5	-
May	18 438	5,3	1,4	17 178	4,4	2,9
Aug	18 567	0,7	3,1	17 405	1,3	3,2
Nov*	18 742	0,9	2,9	17 210	-1,1	0,9
2015 Feb	18 501	-1,3	5,6	17 286	0,4	5,0

*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	15 941	-	-	15 552	-	-
Aug	15 951	0,1	-	15 620	0,4	-
Nov	16 010	0,4	-	15 677	0,4	-
2014 Feb	15 746	-1,6	-	15 317	-2,3	-
May	15 541	-1,3	-2,5	15 203	-0,7	-2,2
Aug	15 822	1,8	-0,8	15 514	2,0	-0,7
Nov*	15 748	-0,5	-1,6	15 428	-0,6	-1,6
2015 Feb	16 013	1,7	1,7	15 585	1,0	1,7

*Revised estimates

2.9 Community, social and personal services industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	17 268	-	-	16 934	-	-
Aug	17 085	-1,1	-	16 782	-0,9	-
Nov	16 834	-1,5	-	16 545	-1,4	-
2014 Feb	16 420	-2,5	-	16 095	-2,7	-
May	16 847	2,6	-2,4	16 532	2,7	-2,4
Aug	17 314	2,8	1,3	17 034	3,0	1,5
Nov	17 166	-0,9	2,0	16 871	-1,0	2,0
2015 Feb	17 135	-0,2	4,4	16 816	-0,3	4,5

Additional information

Technical notes

- 1 Confidence intervals** **The estimated population value will be contained within the interval between the lower and upper 95% confidence limits.**

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

Lower limit

= lower 95% confidence limit of a population parameter
= estimate – 1,96*Standard Error (estimate)

and

Upper limit

= upper 95% confidence limit of a population parameter
= estimate + 1,96*Standard Error (estimate)

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

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

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

Industry	Quarter ended December 2014				Quarter ended March 2015			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	491 189	491 189	491 189	0,0	488 071	488 071	488 071	0,0
Manufacturing	1 123 939	1 133 980	1 144 021	0,5	1 127 912	1 138 438	1 148 965	0,5
Electricity, gas and water supply	57 547	58 001	58 455	0,4	57 361	57 823	58 286	0,4
Construction	475 643	489 599	503 554	1,5	473 689	488 253	502 817	1,5
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 835 051	1 859 624	1 884 196	0,7	1 811 739	1 837 317	1 862 895	0,7
Transport, storage and communication	433 393	440 640	447 887	0,8	432 671	440 676	448 680	0,9
Financial intermediation, insurance, real estate and business services	1 952 601	1 986 879	2 021 156	0,9	1 949 888	1 986 366	2 022 844	0,9
Community, social and personal services	2 511 057	2 524 888	2 538 719	0,3	2 490 403	2 505 726	2 521 050	0,3
Total	8 936 679	8 984 799	9 032 920	0,3	8 891 697	8 942 671	8 993 645	0,3

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

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

Industry	Quarter ended December 2014				Quarter ended March 2015			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	27 921 480	27 921 480	27 921 480	0,0	27 215 522	27 215 522	27 215 522	0,0
Manufacturing	58 566 969	59 274 541	59 982 113	0,6	52 865 093	53 514 202	54 163 310	0,6
Electricity, gas and water supply	6 875 627	6 916 423	6 957 219	0,3	5 854 151	5 893 365	5 932 580	0,3
Construction	20 681 278	21 719 310	22 757 342	2,4	17 884 361	18 647 909	19 411 456	2,1
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	69 318 379	71 071 052	72 823 725	1,3	64 693 296	66 741 559	68 789 822	1,6
Transport, storage and communication	30 497 551	31 101 477	31 705 403	1,0	27 775 311	28 307 668	28 840 025	1,0
Financial intermediation, insurance, real estate and business services	117 690 655	121 783 165	125 875 675	1,7	118 925 980	122 771 114	126 616 249	1,6
Community, social and personal services	155 150 455	157 493 757	159 837 060	0,8	149 937 316	152 177 978	154 418 641	0,8
Total	492 060 303	497 281 206	502 502 109	0,5	470 240 711	475 269 317	480 297 923	0,5

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

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

Industry	November 2014				February 2015			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	18 326	18 326	18 326	0,0	19 018	19 018	19 018	0,0
Manufacturing	14 691	14 912	15 133	0,7	14 819	15 030	15 241	0,8
Electricity, gas and water supply	33 300	33 649	33 998	0,5	33 955	34 304	34 653	0,5
Construction	12 018	12 647	13 276	2,5	11 713	12 313	12 913	2,5
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	10 921	11 267	11 613	1,4	10 956	11 269	11 582	1,6
Transport, storage and communication	20 069	20 629	21 189	1,2	20 346	20 841	21 336	1,4
Financial intermediation, insurance, real estate and business services	17 188	17 854	18 520	1,7	16 919	17 512	18 105	1,9
Community, social and personal services	18 823	19 105	19 387	0,8	18 807	19 089	19 371	0,8
Total	16 270	16 461	16 652	0,5	16 249	16 424	16 599	0,6

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

Industry	November 2014				February 2015			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	-	-	-	-	-	-	-	-
Manufacturing	13 762	13 963	14 164	0,7	13 817	14 029	14 241	0,8
Electricity, gas and water supply	31 854	32 187	32 520	0,5	31 128	31 460	31 792	0,5
Construction	11 159	11 742	12 325	2,5	11 484	12 096	12 708	2,6
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	10 649	10 959	11 269	1,4	10 646	10 989	11 332	1,6
Transport, storage and communication	18 671	19 138	19 605	1,2	18 741	19 274	19 807	1,4
Financial intermediation, insurance, real estate and business services	16 567	17 156	17 745	1,8	16 772	17 377	17 982	1,8
Community, social and personal services	18 493	18 760	19 027	0,7	18 486	18 750	19 014	0,7
Total	-	-	-	-	-	-	-	-

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

Explanatory notes

Introduction

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

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

Part 2 deals with the estimation of average monthly earnings.

Scope of the survey

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

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

Classification

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

Statistical unit

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

Purpose of the survey

4. The *Quarterly Employment Statistics* survey is a quarterly survey covering a sample of approximately 20 797 (VAT registered) private and public enterprises in the formal non-agricultural sector of the South African economy. The information received is used to estimate employment and gross earnings that are used as inputs to the gross domestic product (GDP) and to estimate key economic statistics on average monthly earnings that are mainly used for monitoring economic indicators of the South African economy.

- Mining** 5. Stats SA receives information regarding the mining and quarrying industry from the Department of Mineral Resources. The information for the latest quarter is preliminary and will be revised by the Minerals Bureau as soon as they receive more information from the different mines. Users must take note that gross earnings estimates based on the 2013 frame exclude severance, termination and redundancy payments paid during the reference quarter.
- Notes on estimates** 6. Average monthly earnings statistics represent average gross (before tax) earnings of employees and do not relate to the earnings of the 'average' person. Estimates of average monthly earnings are derived by dividing estimates of monthly total earnings by estimates of number of employees. Changes in the average may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force. There are several aspects which can contribute to compositional changes, including variations over time in the proportions of full-time, part-time and casual employees.
- Reliability of estimates** 7. Inaccuracies may occur because of imperfections in reporting by enterprises and errors made with the collection and processing of the data. Inaccuracies of this kind are referred to as non-sampling errors. Every effort is made to reduce non-sampling errors to a minimum by designing the questionnaire carefully, undertaking pilot studies, editing the data and efficient operating procedures. Fluctuations may occur in consecutive quarters as a result of seasonal and economic factors.
- Standard errors** 8. The estimates in this publication are based on a sample drawn from units in the surveyed population. As a result of the entire population not being surveyed, the published estimates are subject to sampling error. The most common way of quantifying such sampling error is to calculate the standard error for the published estimate or statistic.
- 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 to the total.
B. Estimates of employment are rounded to the nearest thousand, while earnings are rounded to the nearest million. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates. The sum of the rounded industry estimates do not necessarily add to the total.
- Revised figures** 10. Figures for the quarters published in this release are preliminary and may be revised in subsequent publications.

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

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

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

Response rate The response rate for the quarter ended March 2015 was 93,2%.

Abbreviations and symbols

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

Glossary

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 2000 prices	Average monthly earnings at constant 2012 prices measure average monthly earnings after the direct effects of inflation have been eliminated. The deflator used to deflate the current average earnings is the consumer price index (December 2012=100).
Average monthly earnings at current prices	Average monthly earnings at current prices are calculated by dividing the total gross earnings, excluding severance, termination and redundancy payments, for the reference month by the number of employees as at the end of the reference month.
Casual employees	Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employee'. Such employees are typically working daily or hourly. Employers can dispense with their services at a very short notice, usually not exceeding a period of one week. Casual employees are not entitled to benefits such as paid leave and medical aid contributions paid by employers. Casual employees can be part-time or full time.
Enterprises	Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their production activities.
Formal sector	The formal sector includes all businesses that are registered in any way.
Full-time employees	Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 hours or more per week. This excludes the self-employed and working proprietors. (Refer to notes on number of employees below.)
Gross earnings	Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc., but excludes earnings of sole proprietors or partners of unincorporated businesses; commission where a retainer, wage or salary was not paid; payments to subcontractors and consultants who are not part of the enterprise; and severance, termination and redundancy payments. Gross earnings are the total sum of the earnings including performance and others bonuses; overtime payments for the three months of the reference quarter (e.g. gross earnings of quarter ended September is the sum of total earnings of July, August and September).

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

change	gross earnings or the average monthly earnings of the given quarter/month compared with the employment, the gross earnings or the average monthly earnings of the previous quarter/month expressed as a percentage.
Reference quarter/month/period	Reference quarter/period in part 1 of this publication refers to the three months up to the end of March, June, September or December. Reference month/period in part 2 of this publication refers to the months of February, May, August or November.
Severance, termination and redundancy payments	Severance, termination and redundancy payments include payments of accumulated leave made to employees who finished work during the reference period as well as payments intended to compensate for loss of employment.
Temporary employees	Temporary employees are employees appointed on a short-term contract basis for periods normally not exceeding one year. Such contracts would typically stipulate a termination date, but could be renewed by mutual agreement between the employer and the employee. This excludes the self-employed with an enterprise but temporarily not at work.

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