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Quarterly employment statistics

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

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



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Introduction

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

This survey covers employment and earnings statistics of the following industries:

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

Key findings: Employment and earnings for the quarter ending March 2017

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

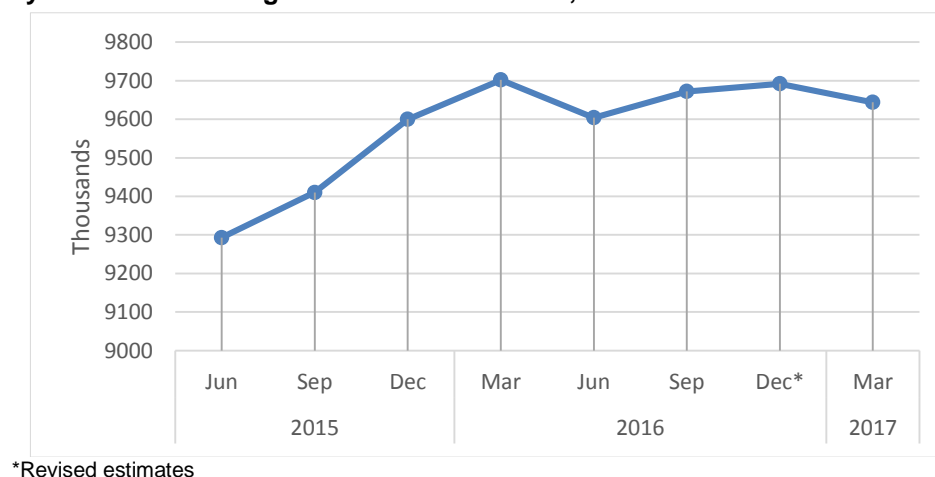


Figure A above shows that employment shrunk by 48 000 jobs from December 2016 to March 2017.

Table B: Employment by industry (thousands)

Industry	Mar 2016	Dec 2016*	Mar 2017	Q/Q Change	Q/Q Change %	Y/Y Change	Y/Y Change %
					%		%
Mining	458	456	464	8	1,8	6	1,3
Manufacturing	1 191	1 191	1 187	-4	-0,3	-4	-0,3
Electricity	62	61	61	0	0,0	-1	-1,6
Construction	614	596	608	12	2,0	-6	-1,0
Trade	2 057	2 124	2 092	-32	-1,5	35	1,7
Transport	474	457	456	-1	-0,2	-18	-3,8
Business services	2 187	2 197	2 174	-23	-1,0	-13	-0,6
Community services	2 659	2 610	2 602	-8	-0,3	-57	-2,1
Total	9 702	9 692	9 644	-48	-0,5	-58	-0,6

*Revised figures

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

Table B shows that employment decreased by 48 000 quarter-on-quarter, from 9 692 000 in December 2016 to 9 644 000 in March 2017. This was largely due to decreases in the following industries: trade (32 000 or -1.5%),

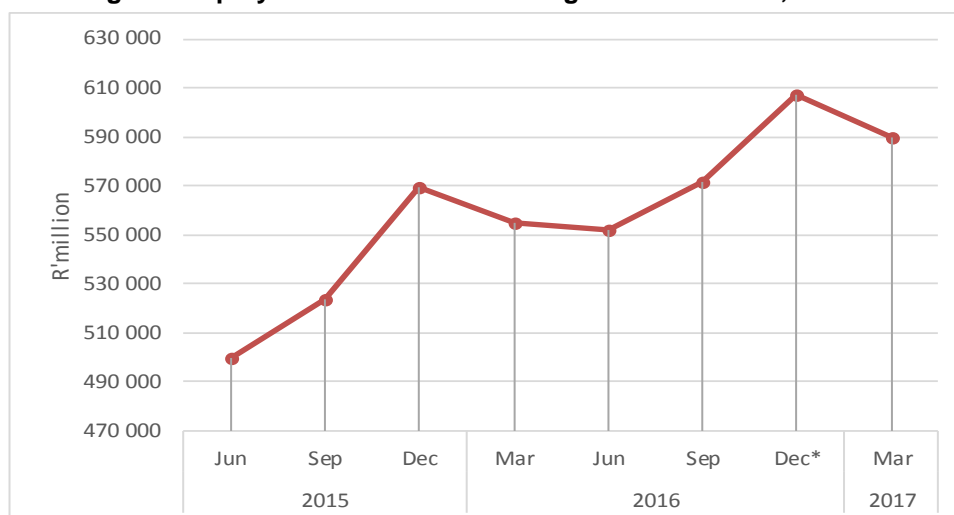
business services (23 000 or -1.0%) , community services (8 000 or -0.3%), manufacturing (4 000 or -0.3%) and transport (1 000 or -0.2%).

The electricity industry remained unchanged.

However there were increases in the following industries: construction (12 000 or 2.0%) and mining (8 000 or 1.8%).

Employment decreased by 58 000 or -0.6% year-on-year between March 2017 and March 2016.

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



*Revised estimates

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

Industry	Mar 2016	Dec 2016*	Mar 2017	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
					%		%
Mining	28 248	30 987	30 992	5	0,02	2 744	9,7
Manufacturing	58 176	68 499	61 353	-7 146	-10,4	3 177	5,5
Electricity	6 584	8 330	7 130	-1 200	-14,4	546	8,3
Construction	25 567	31 402	27 028	-4 374	-13,9	1 461	5,7
Trade	79 669	91 076	85 125	-5 951	-6,5	5 456	6,8
Transport	31 558	35 208	32 149	-3 059	-8,7	591	1,9
Business services	152 305	152 104	158 899	6 795	4,5	6 594	4,3
Community services	172 447	189 734	185 269	-4 465	-2,4	12 822	7,4
Total	554 554	607 340	587 945	-19 395	-3,2	33 391	6,0

*Revised figures

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

Table C shows that gross earnings paid to employees decreased by R19 395 million (-3.2%) from R607 340 million in December 2016 to R587 945 million in March 2017. The decrease was mainly due to decreases in manufacturing; trade; community services; construction; transport and electricity industries.

There was an increase reported by business services and mining industries.

Year-on-year, gross earnings increased by R33 391 million (6.0%).

Average monthly earnings

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

Average monthly earnings (including bonuses and overtime payments)	February 2016	November 2016*	February 2017	Q/Q Change	Y/Y Change
				%	%
	R17 262	R18 536	R18 687	0,8	8,3

*Revised figures

Table D shows a quarter-on-quarter increase of 0.8% in average monthly earnings paid to employees in the formal non-agricultural sector from R18 536 in November 2016 to R18 687 in February 2017. Year-on-year, average monthly earnings increased by 8.3%.

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

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

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

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

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

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

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

PJ Lehohla
Statistician-General

Detailed employment changes by industry

The *mining and quarrying industry* reported an annual increase of 6 000 employees (1.3%) in March 2017 compared with March 2016. There was a quarterly increase of 8 000 employees (1.8%) in March 2017 compared with December 2016. This was mainly due to increases in employment in coal and platinum group metals mining.

See explanatory note on page 24.

The *manufacturing industry* reported an annual decrease of 4 000 employees (-0.3%) in March 2017 compared with March 2016. There was a quarterly decrease of 4 000 employees (-0.3%) in March 2017 compared with December 2016. This was mainly due to decreases in employment in the Electrical machinery and apparatus n.e.c.; Wood and products of wood and cork, except furniture, articles of straw and plaiting materials, paper and paper products, publishing, printing and reproduction of recorded media; Textiles, clothing and leather.

The *electricity, gas and water supply industry* reported an annual decrease of 1 000 (-1.6%) in March 2017 compared with March 2016. There was no quarterly change in employment in March 2017 compared with December 2016.

The *construction industry* reported an annual decrease of 6 000 employees (-1.0%) in March 2017 compared with March 2016. There was a quarterly increase of 12 000 employees (2.0%) in March 2017 compared with December 2016. This was mainly due to increases in employment in the Building of complete constructions or parts thereof, civil engineering and Building completion.

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 35 000 employees (1.7%) in March 2017 compared with March 2016. There was a quarterly decrease of 32 000 employees (-1.5%) in March 2017 compared with December 2016. This was mainly due to decreases in employment in Retail trade; Hotels and restaurants and Wholesale trade.

The *transport, storage and communication industry* reported an annual decrease of 18 000 employees (-3.8%) in March 2017 compared with March 2016. There was a quarterly decrease of 1 000 employees (-0.2%) in March 2017 compared with December 2016. This was mainly due to decreases in employment in Land transport and transport via pipelines; and Air transport.

The *financial intermediation, insurance, real estate and business services industry* reported an annual decrease of 13 000 employees (-0.6%) in March 2017 compared with March 2016. There was a quarterly decrease of 23 000 employees (-1.0%) in March 2017 compared with December 2016. This was mainly due to decreases in Business activities n.e.c., Financial intermediation (i.e. Banks) except insurance and pension funding and Activities auxiliary to financial intermediation.

The *community, social and personal services industry* reported an annual decrease of 57 000 employees (-2.1%) in March 2017 compared with March 2016. There was a quarterly decrease of 8 000 employees (-0.3%) in March 2017 compared with December 2016. This was mainly due to decreases in employment in Local government; Provincial departments and Health and social work.

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 744 million (9.7%) in March 2017 compared with March 2016. There was a quarterly increase of R5 million (0.02%) in March 2017 compared with December 2016. This was mainly due to increase in gross earnings of gold, coal and other minerals.

See explanatory note on page 24.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R3 177 million (5.5%) in March 2017 compared with March 2016. There was a quarterly decrease of R7 146 million (-10.4%) in March 2017 compared with December 2016. This was mainly due to decreases in gross earnings of basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; transport equipment; and food, beverages and tobacco.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R546 million (8.3%) in March 2017 compared with March 2016. There was a quarterly decrease of R1 200 million (-14.4%) in March 2017 compared with December 2016. This was mainly due to a decrease in electricity, gas, steam and water supply.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R1 461 million (5.7%) in March 2017 compared with March 2016. There was a quarterly decrease of R4 374 million (-13.9%) in March 2017 compared with December 2016. This was mainly due to decreases in gross earnings of building of complete constructions or parts thereof, civil engineering and building installation.

Gross earnings paid to employees in the *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reflected an annual increase of R5 456 million (6.8%) in March 2017 compared with March 2016. There was a quarterly decrease of R5 951 million (-6.5%) in March 2017 compared with December 2016. This was mainly due to decreases in gross earnings of wholesale trade and retail trade.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R591 million (1.9%) in March 2017 compared with March 2016. There was a quarterly decrease of R3 059 million (-8.7%) in March 2017 compared with December 2016. This was mainly due to decreases in gross earnings of 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 R6 594 million (4.3%) in March 2017 compared with March 2016. There was a quarterly increase of R6 795 million (4.5%) in March 2017 compared with December 2016. This was mainly due to the increases in gross earnings of financial intermediation (i.e. Banks) except insurance and pension funding and Activities auxiliary to financial intermediation.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R12 822 million (7.4%) in March 2017 compared with March 2016. There was a quarterly decrease of R4 465 million (-2.4%) in March 2017 compared with December 2016. This was mainly due to the decreases in gross earnings of Provincial departments; Health and social work and Local government.

Part 1 – Estimation of number of employees and their earnings

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

1.1 Number of employees

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarterly		Annual	
2015	Jun	9 293 000	-	-	-	-
	Sep	9 410 000	117 000	1,3	-	-
	Dec	9 600 000	190 000	2,0	-	-
2016	Mar	9 702 000	102 000	1,1	-	-
	Jun	9 604 000	-98 000	-1,0	311 000	3,3
	Sep	9 672 000	68 000	0,7	262 000	2,8
	Dec*	9 692 000	20 000	0,2	92 000	1,0
2017	Mar	9 644 000	-48 000	-0,5	-58 000	-0,6

*Revised figures

1.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2015	Jun	499 935 000	-	-	-	-
	Sep	523 371 000	23 436 000	4,7	-	-
	Dec	569 467 000	46 096 000	8,8	-	-
2016	Mar	554 554 000	-14 913 000	-2,6	-	-
	Jun	552 350 000	-2 204 000	-0,4	52 415 000	10,5
	Sep	571 686 000	19 336 000	3,5	48 315 000	9,2
	Dec*	607 340 000	35 654 000	6,2	37 873 000	6,7
2017	Mar	587 945 000	-19 395 000	-3,2	33 391 000	6,0

*Revised figures

Table 2 - Mining and quarrying industry

2.1 Number of employees

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

*Revised figures

2.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2015	Jun	27 465 000	-	-	-	-
	Sep	28 908 000	1 443 000	5,3	-	-
	Dec	29 168 000	260 000	0,9	-	-
2016	Mar	28 248 000	-920 000	-3,2	-	-
	Jun	29 084 000	836 000	3,0	1 619 000	5,9
	Sep	30 180 000	1 096 000	3,8	1 272 000	4,4
	Dec*	30 987 000	807 000	2,7	1 819 000	6,2
2017	Mar	30 992 000	5 000	0,02	2 744 000	9,7

*Revised figures

Table 3 - Manufacturing industry

3.1 Number of employees

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarterly		Annual	
2015	Jun	1 164 000	-	-	-	-
	Sep	1 177 000	13 000	1,1	-	-
	Dec	1 185 000	8 000	0,7	-	-
2016	Mar	1 191 000	6 000	0,5	-	-
	Jun	1 179 000	-12 000	-1,0	15 000	1,3
	Sep	1 178 000	-1 000	-0,1	1 000	0,1
	Dec*	1 191 000	13 000	1,1	6 000	0,5
2017	Mar	1 187 000	-4 000	-0,3	-4 000	-0,3

*Revised figures

3.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2015	Jun	55 164 000	-	-	-	-
	Sep	57 475 000	2 311 000	4,2	-	-
	Dec	64 053 000	6 578 000	11,4	-	-
2016	Mar	58 176 000	-5 877 000	-9,2	-	-
	Jun	58 906 000	730 000	1,3	3 742 000	6,8
	Sep	60 574 000	1 668 000	2,8	3 099 000	5,4
	Dec*	68 499 000	7 925 000	13,1	4 446 000	6,9
2017	Mar	61 353 000	-7 146 000	-10,4	3 177 000	5,5

*Revised figures

Table 4 - Electricity, gas and water supply industry

4.1 Number of employees

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

*Revised figures

4.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2015	Jun	6 055 000	-	-	-	-
	Sep	6 280 000	225 000	3,7	-	-
	Dec	7 642 000	1 362 000	21,7	-	-
2016	Mar	6 584 000	-1 058 000	-13,8	-	-
	Jun	6 653 000	69 000	1,0	598 000	9,9
	Sep	8 493 000	1 840 000	27,7	2 213 000	35,2
	Dec*	8 330 000	-163 000	-1,9	688 000	9,0
2017	Mar	7 130 000	-1 200 000	-14,4	546 000	8,3

*Revised figures

Table 5 - Construction industry

5.1 Number of employees

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarterly		Annual	
2015	Jun	556 000	-	-	-	-
	Sep	576 000	20 000	3,6	-	-
	Dec	585 000	9 000	1,6	-	-
2016	Mar	614 000	29 000	5,0	-	-
	Jun	609 000	-5 000	-0,8	53 000	9,5
	Sep	610 000	1 000	0,2	34 000	5,9
	Dec*	596 000	-14 000	-2,3	11 000	1,9
2017	Mar	608 000	12 000	2,0	-6 000	-1,0

*Revised figures

5.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2015	Jun	23 169 000	-	-	-	-
	Sep	24 667 000	1 498 000	6,5	-	-
	Dec	29 016 000	4 349 000	17,6	-	-
2016	Mar	25 567 000	-3 449 000	-11,9	-	-
	Jun	26 746 000	1 179 000	4,6	3 577 000	15,4
	Sep	27 716 000	970 000	3,6	3 049 000	12,4
	Dec*	31 402 000	3 686 000	13,3	2 386 000	8,2
2017	Mar	27 028 000	-4 374 000	-13,9	1 461 000	5,7

*Revised figures

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

6.1 Number of employees

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarterly		Annual	
2015	Jun	1 926 000	-	-	-	-
	Sep	1 967 000	41 000	2,1	-	-
	Dec	2 062 000	95 000	4,8	-	-
2016	Mar	2 057 000	-5 000	-0,2	-	-
	Jun	2 049 000	-8 000	-0,4	123 000	6,4
	Sep	2 051 000	2 000	0,1	84 000	4,3
	Dec*	2 124 000	73 000	3,6	62 000	3,0
2017	Mar	2 092 000	-32 000	-1,5	35 000	1,7

*Revised figures

6.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2015	Jun	70 812 000	-	-	-	-
	Sep	73 232 000	2 420 000	3,4	-	-
	Dec	85 227 000	11 995 000	16,4	-	-
2016	Mar	79 669 000	-5 558 000	-6,5	-	-
	Jun	80 008 000	339 000	0,4	9 196 000	13,0
	Sep	82 373 000	2 365 000	3,0	9 141 000	12,5
	Dec*	91 076 000	8 703 000	10,6	5 849 000	6,9
2017	Mar	85 125 000	-5 951 000	-6,5	5 456 000	6,8

*Revised figures

Table 7 - Transport, storage and communication industry

7.1 Number of employees

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarterly		Annual	
2015	Jun	464 000	-	-	-	-
	Sep	467 000	3 000	0,6	-	-
	Dec	472 000	5 000	1,1	-	-
2016	Mar	474 000	2 000	0,4	-	-
	Jun	459 000	-15 000	-3,2	-5 000	-1,1
	Sep	458 000	-1 000	-0,2	-9 000	-1,9
2017	Dec*	457 000	-1 000	-0,2	-15 000	-3,2
	Mar	456 000	-1 000	-0,2	-18 000	-3,8

*Revised figures

7.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2015	Jun	31 522 000	-	-	-	-
	Sep	31 992 000	470 000	1,5	-	-
	Dec	34 985 000	2 993 000	9,4	-	-
2016	Mar	31 558 000	-3 427 000	-9,8	-	-
	Jun	32 766 000	1 208 000	3,8	1 244 000	3,9
	Sep	32 118 000	-648 000	-2,0	126 000	0,4
2017	Dec*	35 208 000	3 090 000	9,6	223 000	0,6
	Mar	32 149 000	-3 059 000	-8,7	591 000	1,9

*Revised figures

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

8.1 Number of employees

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarterly		Annual	
2015	Jun	2 089 000	-	-	-	-
	Sep	2 121 000	32 000	1,5	-	-
	Dec	2 181 000	60 000	2,8	-	-
2016	Mar	2 187 000	6 000	0,3	-	-
	Jun	2 177 000	-10 000	-0,5	88 000	4,2
	Sep	2 164 000	-13 000	-0,6	43 000	2,0
2017	Dec*	2 197 000	33 000	1,5	16 000	0,7
	Mar	2 174 000	-23 000	-1,0	-13 000	-0,6

*Revised figures

8.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2015	Jun	125 688 000	-	-	-	-
	Sep	133 761 000	8 073 000	6,4	-	-
	Dec	145 331 000	11 570 000	8,6	-	-
2016	Mar	152 305 000	6 974 000	4,8	-	-
	Jun	137 858 000	-14 447 000	-9,5	12 170 000	9,7
	Sep	146 383 000	8 525 000	6,2	12 622 000	9,4
2017	Dec*	152 104 000	5 721 000	3,9	6 773 000	4,7
	Mar	158 899 000	6 795 000	4,5	6 594 000	4,3

*Revised figures

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

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarterly		Annual	
2015	Jun	2 545 000	-	-	-	-
	Sep	2 566 000	21 000	0,8	-	-
	Dec	2 595 000	29 000	1,1	-	-
2016	Mar	2 659 000	64 000	2,5	-	-
	Jun	2 611 000	-48 000	-1,8	66 000	2,6
	Sep	2 692 000	81 000	3,1	126 000	4,9
	Dec*	2 610 000	-82 000	-3,0	15 000	0,6
2017	Mar	2 602 000	-8 000	-0,3	-57 000	-2,1

*Revised figures

9.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2015	Jun	160 060 000	-	-	-	-
	Sep	167 056 000	6 996 000	4,4	-	-
	Dec	174 045 000	6 989 000	4,2	-	-
2016	Mar	172 447 000	-1 598 000	-0,9	-	-
	Jun	180 329 000	7 882 000	4,6	20 269 000	12,7
	Sep	183 849 000	3 520 000	2,0	16 793 000	10,1
	Dec*	189 734 000	5 885 000	3,2	15 689 000	9,0
2017	Mar	185 269 000	-4 465 000	-2,4	12 822 000	7,4

*Revised figures

Part 2 – Estimation of average monthly earnings

Table 1 – Average monthly earnings at current prices

1.1 Total (all formal non-agricultural industries)

Year and month		Including bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	16 755	-	-
	Aug	17 277	3,1	-
	Nov	17 322	0,3	-
2016	Feb	17 262	-0,3	-
	May	17 938	3,9	7,1
	Aug	18 035	0,5	4,4
2017	Nov*	18 536	2,8	7,0
	Feb	18 687	0,8	8,3

*Revised figures

1.2 Mining and quarrying industry**

Year and month		Including bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	18 601	-	-
	Aug	20 089	8,0	-
	Nov	21 009	4,6	-
2016	Feb	20 212	-3,8	-
	May	22 047	9,1	18,5
	Aug	22 241	0,9	10,7
2017	Nov*	22 953	3,2	9,3
	Feb	22 185	-3,3	9,8

*Revised figures

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

1.3 Manufacturing industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	15 272	-	-	13 432	-	-
	Aug	15 341	0,4	-	13 062	-2,8	-
	Nov	15 600	1,7	-	12 425	-4,9	-
2016	Feb	15 353	-1,6	-	11 748	-5,4	-
	May	15 850	3,2	3,8	12 053	2,6	-10,3
	Aug	16 313	2,9	6,3	12 053	0,0	-7,7
2017	Nov*	16 551	1,5	6,1	15 445	28,1	24,3
	Feb	16 270	-1,7	6,0	15 366	-0,5	30,8

*Revised figures

1.4 Electricity, gas and water supply industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	33 315	-	-	30 587	-	-
	Aug	33 976	2,0	-	31 707	3,7	-
	Nov	36 533	7,5	-	33 838	6,7	-
2016	Feb	35 117	-3,9	-	32 463	-4,1	-
	May	35 325	0,6	6,0	32 609	0,4	6,6
	Aug	37 026	4,8	9,0	34 269	5,1	8,1
2017	Nov*	37 836	2,2	3,6	34 618	1,0	2,3
	Feb	37 898	0,2	7,9	34 972	1,0	7,7

Revised figures

1.5 Construction industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	13 213	-	-	12 622	-	-
	Aug	13 249	0,3	-	12 618	0,0	-
	Nov	13 343	0,7	-	12 620	0,0	-
2016	Feb	12 701	-4,8	-	12 094	-4,2	-
	May	13 018	2,5	-1,5	12 386	2,4	-1,9
	Aug	13 560	4,2	2,3	12 894	4,1	2,2
2017	Nov*	14 641	8,0	9,7	13 855	7,5	9,8
	Feb	14 660	0,1	15,4	13 939	0,6	15,3

*Revised figures

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

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	11 612	-	-	11 283	-	-
	Aug	11 757	1,2	-	11 474	1,7	-
	Nov	11 696	-0,5	-	11 413	-0,5	-
2016	Feb	11 822	1,1	-	11 527	1,0	-
	May	12 222	3,4	5,3	11 872	3,0	5,2
	Aug	12 455	1,9	5,9	12 132	2,2	5,7
2017	Nov*	12 475	0,2	6,7	12 162	0,2	6,6
	Feb	12 567	0,7	6,3	12 220	0,5	6,0

*Revised figures

1.7 Transport, storage and communication industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	20 985	-	-	19 841	-	-
	Aug	21 306	1,5	-	20 094	1,3	-
	Nov	21 211	-0,4	-	19 975	-0,6	-
2016	Feb	20 932	-1,3	-	19 742	-1,2	-
	May	21 760	4,0	3,7	20 577	4,2	3,7
	Aug	22 275	2,4	4,6	21 053	2,3	4,8
2017	Nov*	22 506	1,0	6,1	21 150	0,5	5,9
	Feb	22 349	-0,7	6,8	21 174	0,1	7,3

*Revised figures

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

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	18 235	-	-	17 811	-	-
	Aug	18 449	1,2	-	18 105	1,6	-
	Nov	18 509	0,3	-	18 106	0,0	-
2016	Feb	18 825	1,7	-	18 422	1,7	-
	May	19 033	1,1	4,4	18 653	1,3	4,7
	Aug	19 442	2,1	5,4	19 063	2,2	5,3
2017	Nov*	20 014	2,9	8,1	19 644	3,0	8,5
	Feb	20 556	2,7	9,2	20 205	2,9	9,7

*Revised figures

1.9 Community, social and personal services industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	19 422	-	-	19 031	-	-
	Aug	20 806	7,1	-	20 467	7,5	-
	Nov	20 787	-0,1	-	20 407	-0,3	-
2016	Feb	20 772	-0,1	-	20 381	-0,1	-
	May	22 010	6,0	13,3	21 589	5,9	13,4
	Aug	21 085	-4,2	1,3	20 646	-4,4	0,9
	Nov*	22 088	4,8	6,3	21 652	4,9	6,1
2017	Feb	22 335	1,1	7,5	21 896	1,1	7,4

*Revised figures

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

2.1 Total (all formal non-agricultural industries)

Year and month		Including bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	18 271	-	-
	Aug	18 558	1,6	-
	Nov	18 546	-0,1	-
2016	Feb	18 038	-2,7	-
	May	18 417	2,1	0,8
	Aug	18 291	-0,7	-1,4
	Nov*	18 610	1,7	0,3
2017	Feb	18 375	-1,3	1,9

*Revised figures

2.2 Mining and quarrying industry**

Year and month		Including bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	20 285	-	-
	Aug	21 578	6,4	-
	Nov	22 494	4,2	-
2016	Feb	21 120	-6,1	-
	May	22 636	7,2	11,6
	Aug	22 557	-0,3	4,5
	Nov*	23 045	2,2	2,5
2017	Feb	21 814	-5,3	3,3

*Revised figures

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

2.3 Manufacturing industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	16 654	-	-	14 648	-	-
	Aug	16 478	-1,1	-	14 030	-4,2	-
	Nov	16 702	1,4	-	13 303	-5,2	-
2016	Feb	16 043	-3,9	-	12 276	-7,7	-
	May	16 273	1,4	-2,3	12 375	0,8	-15,5
	Aug	16 545	1,7	0,4	12 224	-1,2	-12,9
	Nov*	16 617	0,4	-0,5	15 507	26,9	16,6
2017	Feb	15 998	-3,7	-0,3	15 109	-2,6	23,1

*Revised figures

2.4 Electricity, gas and water supply industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	36 331	-	-	33 355	-	-
	Aug	36 494	0,4	-	34 057	2,1	-
	Nov	39 115	7,2	-	36 229	6,4	-
2016	Feb	36 695	-6,2	-	33 922	-6,4	-
	May	36 268	-1,2	-0,2	33 479	-1,3	0,4
	Aug	37 552	3,5	2,9	34 756	3,8	2,1
	Nov*	37 988	1,2	-2,9	34 757	0,0	-4,1
2017	Feb	37 265	-1,9	1,6	34 387	-1,1	1,4

*Revised figures

2.5 Construction industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	14 409	-	-	13 764	-	-
	Aug	14 231	-1,2	-	13 553	-1,5	-
	Nov	14 286	0,4	-	13 511	-0,3	-
2016	Feb	13 272	-7,1	-	12 637	-6,5	-
	May	13 366	0,7	-7,2	12 717	0,6	-7,6
	Aug	13 753	2,9	-3,4	13 077	2,8	-3,5
	Nov*	14 700	6,9	2,9	13 911	6,4	3,0
2017	Feb	14 415	-1,9	8,6	13 706	-1,5	8,5

*Revised figures

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

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	12 663	-	-	12 304	-	-
	Aug	12 628	-0,3	-	12 325	0,2	-
	Nov	12 523	-0,8	-	12 220	-0,9	-
2016	Feb	12 353	-1,4	-	12 045	-1,4	-
	May	12 548	1,6	-0,9	12 189	1,2	-0,9
	Aug	12 632	0,7	0,0	12 304	0,9	-0,2
	Nov*	12 525	-0,8	0,0	12 211	-0,8	-0,1
2017	Feb	12 357	-1,3	0,0	12 016	-1,6	-0,2

*Revised figures

2.7 Transport, storage and communication industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	22 884	-	-	21 636	-	-
	Aug	22 885	0,0	-	21 583	-0,2	-
	Nov	22 709	-0,8	-	21 387	-0,9	-
2016	Feb	21 872	-3,7	-	20 629	-3,5	-
	May	22 341	2,1	-2,4	21 126	2,4	-2,4
	Aug	22 591	1,1	-1,3	21 352	1,1	-1,1
	Nov*	22 596	0,0	-0,5	21 235	-0,5	-0,7
2017	Feb	21 975	-2,7	0,5	20 820	-2,0	0,9

*Revised figures

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

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	19 885	-	-	19 423	-	-
	Aug	19 816	-0,3	-	19 447	0,1	-
	Nov	19 817	0,0	-	19 386	-0,3	-
2016	Feb	19 670	-0,7	-	19 249	-0,7	-
	May	19 541	-0,7	-1,7	19 151	-0,5	-1,4
	Aug	19 718	0,9	-0,5	19 334	1,0	-0,6
	Nov*	20 094	1,9	1,4	19 723	2,0	1,7
2017	Feb	20 212	0,6	2,8	19 867	0,7	3,2

*Revised figures

2.9 Community, social and personal services industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015	May	21 180	-	-	20 753	-	-
	Aug	22 348	5,5	-	21 984	5,9	-
	Nov	22 256	-0,4	-	21 849	-0,6	-
2016	Feb	21 706	-2,5	-	21 297	-2,5	-
	May	22 598	4,1	6,7	22 165	4,1	6,8
	Aug	21 384	-5,4	-4,3	20 939	-5,5	-4,8
	Nov*	22 177	3,7	-0,4	21 739	3,8	-0,5
2017	Feb	21 962	-1,0	1,2	21 530	-1,0	1,1

*Revised figures

Additional information

Technical notes

1. Confidence intervals

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

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

Lower limit

= lower 95% confidence limit of a population parameter

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

and

Upper limit

= upper 95% confidence limit of a population parameter

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

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

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

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

Industry	Quarter ended December 2016				Quarter ended March 2017			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	456 192	456 192	456 192	0,0	463 935	463 935	463 935
Manufacturing	0,5	1 179 862	1 190 368	1 200 875	0,5	1 176 652	1 187 712	1 198 772
Electricity, gas and water supply	0,6	60 393	61 102	61 811	0,6	60 527	61 239	61 950
Construction	1,3	582 139	596 850	611 561	1,4	589 968	607 091	624 213
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,7	2 094 802	2 123 598	2 152 394	0,7	2 062 939	2 092 524	2 122 108
Transport, storage and communication	0,8	449 077	456 530	463 983	0,9	448 104	456 216	464 328
Financial intermediation, insurance, real estate and business services	0,9	2 157 025	2 197 301	2 237 576	1,1	2 127 480	2 174 069	2 220 658
Community, social and personal services	0,3	2 594 016	2 609 858	2 625 700	0,3	2 585 057	2 601 231	2 617 405
Total	0,3	9 636 298	9 691 800	9 747 302	0,3	9 582 705	9 644 016	9 705 327

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

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

Industry	Quarter ended December 2016				Quarter ended March 2017			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	30 986 959 902	30 986 959 902	30 986 959 902	0,0	30 992 276 250	30 992 276 250	30 992 276 250
Manufacturing	0,6	67 677 630 384	68 499 920 315	69 322 210 247	0,6	60 630 748 671	61 352 882 745	62 075 016 819
Electricity, gas and water supply	0,6	8 234 078 022	8 329 260 133	8 424 442 243	0,6	7 042 370 708	7 129 590 910	7 216 811 112
Construction	2,6	29 828 503 221	31 401 814 190	32 975 125 159	2,7	25 623 854 897	27 028 056 181	28 432 257 465
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,2	89 001 252 797	91 076 069 320	93 150 885 844	1,4	82 836 890 852	85 124 914 957	87 412 939 061
Transport, storage and communication	1,3	34 342 683 549	35 209 225 149	36 075 766 750	1,3	31 316 153 793	32 148 793 099	32 981 432 405
Financial intermediation, insurance, real estate and business services	1,9	146 505 316 603	152 104 308 619	157 703 300 635	2,4	151 396 794 612	158 898 833 757	166 400 872 903
Community, social and personal services	0,9	186 278 153 422	189 734 278 985	193 190 404 548	0,9	181 855 617 395	185 268 771 522	188 681 925 650
Total	0,6	600 152 086 529	607 341 836 614	614 531 586 700	0,8	579 182 567 304	587 944 119 421	596 705 671 539

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

Industry	November 2016				February 2017			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	22 953	22 953	22 953	0,0	22 185	22 185	22 185
Manufacturing	0,7	16 316	16 551	16 786	0,8	16 025	16 270	16 515
Electricity, gas and water supply	1,0	37 066	37 836	38 606	1,1	37 106	37 898	38 690
Construction	2,6	13 901	14 641	15 381	2,7	13 875	14 660	15 445
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,3	12 162	12 475	12 788	1,4	12 228	12 567	12 906
Transport, storage and communication	1,3	21 939	22 506	23 073	1,3	21 778	22 349	22 920
Financial intermediation, insurance, real estate and business services	2,0	19 215	20 014	20 813	2,1	19 696	20 556	21 416
Community, social and personal services	1,0	21 639	22 088	22 537	1,0	21 893	22 335	22 777
Total	0,7	18 297	18 536	18 775	0,7	18 436	18 687	18 938

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

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

Industry	November 2016				February 2017			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	0,7	15 220	15 445	15 670	0,8	15 130	15 366	15 602
Electricity, gas and water supply	1,1	33 881	34 618	35 355	1,1	34 209	34 972	35 735
Construction	2,6	13 136	13 855	14 574	2,8	13 171	13 939	14 707
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,3	11 853	12 162	12 471	1,3	11 902	12 220	12 538
Transport, storage and communication	1,3	20 622	21 150	21 678	1,3	20 618	21 174	21 730
Financial intermediation, insurance, real estate and business services	2,1	18 851	19 644	20 437	2,2	19 349	20 205	21 061
Community, social and personal services	1,0	21 216	21 652	22 088	1,0	21 469	21 896	22 323

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

Explanatory notes

Introduction

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

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

Part 2 deals with the estimation of average monthly earnings.

Scope of the survey

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

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

Classification

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

Statistical unit

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

Purpose of the survey

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

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

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

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

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

Response rate 13. The response rate for the quarter ended March 2017 was 90.6%.

Abbreviations and symbols

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

Glossary

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

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

**Severance, termination
and redundancy payments**

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

Temporary employees

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

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Enquiries

Telephone number: (012) 310 8095 /8390 /8351 /8600 /8496 /4892 (user information services)
(012) 336 6427 (survey areas)
(012) 336 6427 (technical enquiries)
(012) 310 8161 (orders)
(012) 310 4883 /4885 / 8018 (library)

Fax number: (012) 310 8648 (technical enquiries)

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

Postal address: Private Bag X44, Pretoria, 0001

Produced by Statistics South Africa