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Quarterly employment statistics

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Introduction

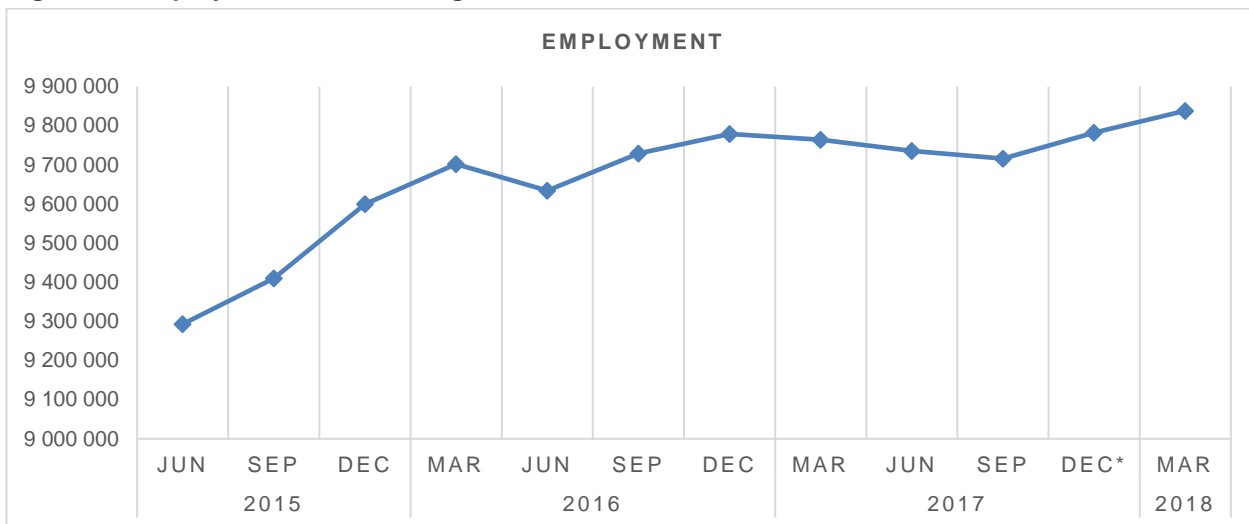
The *Quarterly employment statistics* (QES) is an enterprise-based sample survey conducted by Statistics South Africa (Stats SA). The samples are drawn from private non-agricultural businesses such as factories, firms, offices, and stores, as well as from national, provincial and local government entities.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

This survey covers employment statistics of the following industries:

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

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

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



*Revised estimates

Table A: Employment by industry (thousand)

Industry	Mar 2017	Dec* 2017	Mar 2018	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
					%		%
Mining	464	457	450	-7	-1,5	-14	-3,0
Manufacturing	1 203	1 190	1 199	9	0,8	-4	-0,3
Electricity	63	63	63	0	0,0	0	0,0
Construction	631	598	610	12	2,0	-21	-3,3
Trade	2 103	2 153	2 127	-26	-1,2	24	1,1
Transport	470	468	465	-3	-0,6	-5	-1,1
Business services	2 220	2 232	2 236	4	0,2	16	0,7
Community services	2 610	2 621	2 688	67	2,6	78	3,0
Total	9 764	9 782	9 838	56	0,6	74	0,8

*Revised estimates

Table A shows that employment increased by 56 000 quarter-on-quarter, from 9 782 000 in December 2017 to 9 838 000 in March 2018. This was largely due to increases in the following industries: community services (67 000 or 2,6%), construction (12 000 or 2,0%), manufacturing (9 000 or 0,8%) and business services (4 000 or 0,2%).

The electricity industry remained unchanged.

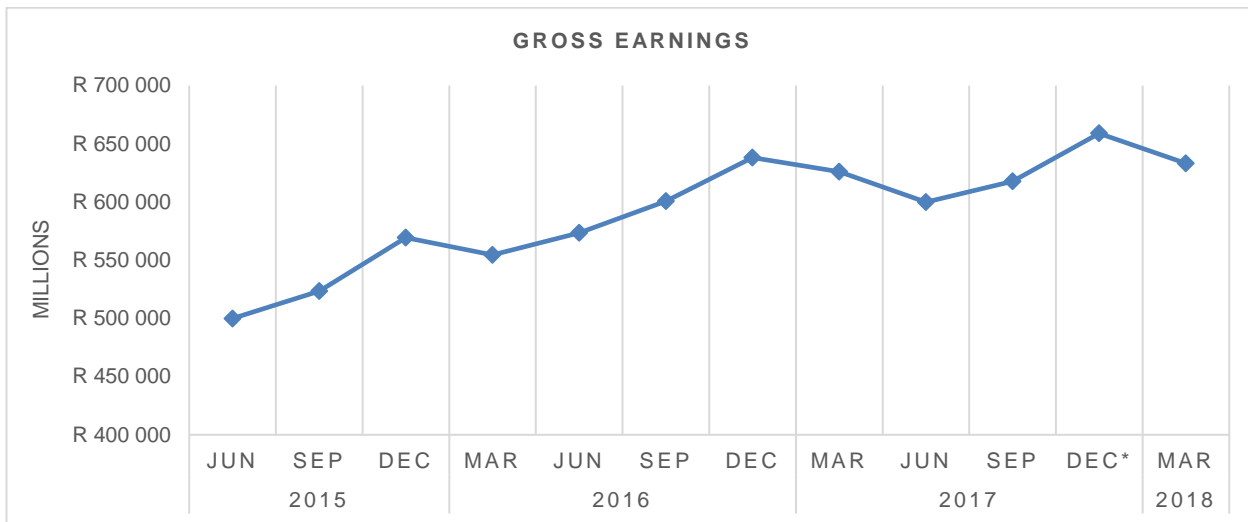
However there were decreases in the following industries: trade (-26 000 or -1,2%), mining and quarrying (-7 000 or -1,5%), and transport (-3 000 or -0,6%).

Employment increased by 74 000 or 0,8% year-on-year between March 2017 and March 2018. These increases were reported by: community services (78 000 or 3,0%) , trade (24 000 or 1,1%) and business services (16 000 or 0,7%).

The electricity industry remained unchanged.

The following industries reported annual decreases: construction (-21 000 or -3,3%), mining and quarrying (-14 000 or -3,0%), transport (-5 000 or -1,1%) and manufacturing (-4 000 or -0,3%).

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



*Revised estimates

Table B: Gross earnings by industry (R million)

Industry	Mar 2017	Dec* 2017	Mar 2018	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
					%		%
Mining	30 954	32 437	32 132	-305	-0,9	1 178	3,8
Manufacturing	62 836	71 950	65 149	-6 801	-9,5	2 313	3,7
Electricity	7 481	9 287	7 953	-1 334	-14,4	472	6,3
Construction	27 987	32 463	27 684	-4 779	-14,7	-303	-1,1
Trade	86 772	98 561	91 679	-6 882	-7,0	4 907	5,7
Transport	33 335	37 894	34 355	-3 539	-9,3	1 020	3,1
Business services	188 155	166 388	172 660	6 272	3,8	-15 495	-8,2
Community services	188 578	209 917	201 660	-8 257	-3,9	13 082	6,9
Total	626 098	658 897	633 272	-25 625	-3,9	7 174	1,1

*Revised estimates

Table B shows that gross earnings paid to employees decreased by R25 625 million (-3,9%) from R658 897 million in December 2017 to R633 272 million in March 2018. The decrease was mainly due to decreases in community services; trade; manufacturing; construction; transport; electricity and mining and quarrying industries.

There was an increase reported by the business services industry.

Year-on-year, gross earnings increased by R7 174 million (1,1%).

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)	Feb 2017	Nov 2017*	Feb 2018	Q/Q Change	Y/Y Change
	Rands			%	
	18 913	20 060	19 858	-1,0	5,0

*Revised estimates

Table C shows a quarter-on-quarter decrease of 1,0% in average monthly earnings paid to employees in the formal non-agricultural sector from R20 060 in November 2017 to R19 858 in February 2018.

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

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

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

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

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

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

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


Risenga Maluleke
Statistician-General

Detailed employment changes by industry

The *mining and quarrying industry* reported an annual decrease of 14 000 employees (-3,0%) in March 2018 compared with March 2017. There was a quarterly decrease of 7 000 employees (-1,5%) in March 2018 compared with December 2017. This was mainly due to decreases in employment in gold and platinum group metals mining.

See explanatory note on page 32.

The *manufacturing industry* reported an annual decrease of 4 000 employees (-0,3%) in March 2018 compared with March 2017. There was a quarterly increase of 9 000 employees (0,8%) in March 2018 compared with December 2017. This was mainly due to increases in employment in the food, beverages and tobacco; basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery and coke, refined petroleum products and nuclear fuel; chemicals and chemical products, rubber and plastic.

The *electricity, gas and water supply industry* reported no annual changes of employment in March 2018 compared to March 2017. There was no quarterly change of employment in March 2018 compared with December 2017.

The *construction industry* reported an annual decrease of 21 000 employees (-3,3%) in March 2018 compared with March 2017. There was a quarterly increase of 12 000 employees (2,0%) in March 2018 compared with December 2017. This was mainly due to increases in employment in the building of complete constructions or parts thereof, civil engineering and building installation.

The *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reported an annual increase of 24 000 employees (1,1%) in March 2018 compared with March 2017. There was a quarterly decrease of 26 000 employees (-1,2%) in March 2018 compared with December 2017. This was mainly due to decreases in employment in retail trade and hotels and restaurants.

The *transport, storage and communication industry* reported an annual decrease of 5 000 employees (-1,1%) in March 2018 compared with March 2017. There was a quarterly decrease of 3 000 employees (-0,6%) in March 2018 compared with December 2017. This was mainly due to decreases in employment in supporting and auxiliary transport activities and land transport and transport via pipelines.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 16 000 employees (0,7%) in March 2018 compared with March 2017. There was a quarterly increase of 4 000 employees (0,2%) in March 2018 compared with December 2017. This was mainly due to increases in business activities not elsewhere classified (n.e.c); insurance and pension funding; legal, accounting, bookkeeping and auditing activities and activities auxiliary to financial intermediation.

The *community, social and personal services industry* reported an annual increase of 78 000 employees (3,0%) in March 2018 compared with March 2017. There was a quarterly increase of 67 000 employees (2,6%) in March 2018 compared with December 2017. This was mainly due to increases in employment in extra Budgetary institutions; universities and technikons 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 R1 178 million (3,8%) in March 2018 compared with March 2017. There was a quarterly decrease of R305 million (-0,9%) in March 2018 compared with December 2017. This was mainly due to increase in gross earnings of gold and platinum group metals mining.

See explanatory note on page 32.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R2 313 million (3,7%) in March 2018 compared with March 2017. There was a quarterly decrease of R6 801 million (-9,5%) in March 2018 compared with December 2017. This was mainly due to increase in gross earnings of basic metals, fabricated metal products, machinery and equipment and office, transport equipment; 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 R472 million (6,3%) in March 2018 compared with March 2017. There was a quarterly decrease of R1 334 million (-14,4%) in March 2018 compared with December 2017. This was mainly due to a decrease in gross earnings of electricity, gas, steam and water supply.

Gross earnings paid to employees in the *construction industry* reflected an annual decrease of R303 million (-1,1%) in March 2018 compared with March 2017. There was a quarterly decrease of R4 779 million (-14,7%) in March 2018 compared with December 2017. 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 R4 907 million (5,7%) in March 2018 compared with March 2017. There was a quarterly decrease of R6 882 million (-7,0%) in March 2018 compared with December 2017. This was mainly due to the decreases in gross earnings of wholesale trade; retail trade and motor trade.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R1 020 million (3,1%) in March 2018 compared with March 2017. There was a quarterly decrease of R3 539 million (-9,3%) in March 2018 compared with December 2017. This was mainly due to increase in gross earnings of land transport and transport via pipelines; supporting and auxiliary transport activities and air transport.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual decrease of R15 495 million (-8,2%) in March 2018 compared with March 2017. There was a quarterly increase of R6 272 million (3,8%) in March 2018 compared with December 2017. 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 R13 082 million (6,9%) in March 2018 compared with March 2017. There was a quarterly decrease of R8 257 million (-3,9%) in March 2018 compared with December 2017. This was mainly due to the decreases in gross earnings of provincial departments; health and social work and extra budgetary institutions.

Part 1 – Estimation of number of employees and their earnings

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

1.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	9 293 000	-	-	-	-
Sep	9 410 000	117 000	1,3	-	-
Dec	9 600 000	190 000	2,0	-	-
2016 Mar	9 702 000	102 000	1,1	-	-
Jun	9 634 000	-68 000	-0,7	341 000	3,7
Sep	9 729 000	95 000	1,0	319 000	3,4
Dec	9 779 000	50 000	0,5	179 000	1,9
2017 Mar	9 764 000	-15 000	-0,2	62 000	0,6
Jun	9 735 000	-29 000	-0,3	101 000	1,0
Sep	9 716 000	-19 000	-0,2	-13 000	-0,1
Dec*	9 782 000	66 000	0,7	3 000	0,0
2018 Mar	9 838 000	56 000	0,6	74 000	0,8

*Revised estimates

1.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	499 935 000	-	-	-	-
Sep	523 371 000	23 436 000	4,7	-	-
Dec	569 467 000	46 096 000	8,8	-	-
2016 Mar	554 554 000	-14 913 000	-2,6	-	-
Jun	573 597 000	19 043 000	3,4	73 662 000	14,7
Sep	600 595 000	26 998 000	4,7	77 224 000	14,8
Dec	638 083 000	37 488 000	6,2	68 616 000	12,0
2017 Mar	626 098 000	-11 985 000	-1,9	71 544 000	12,9
Jun	599 867 000	-26 231 000	-4,2	26 270 000	4,6
Sep	617 847 000	17 980 000	3,0	17 252 000	2,9
Dec*	658 897 000	41 050 000	6,6	20 814 000	3,3
2018 Mar	633 272 000	-25 625 000	-3,9	7 174 000	1,1

*Revised estimates

Table 2 - Mining and quarrying industry

2.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015	Jun	489 000	-	-	-
	Sep	476 000	-13 000	-2,7	-
	Dec	459 000	-17 000	-3,6	-
2016	Mar	458 000	-1 000	-0,2	-
	Jun	458 000	0	0,0	-31 000
	Sep	458 000	0	0,0	-18 000
2017	Dec	456 000	-2 000	-0,4	-3 000
	Mar	464 000	8 000	1,8	6 000
	Jun	471 000	7 000	1,5	13 000
2018	Sep	460 000	-11 000	-2,3	2 000
	Dec*	457 000	-3 000	-0,7	1 000
2018	Mar	450 000	-7 000	-1,5	-14 000

*Revised estimates

2.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015	Jun	27 465 000	-	-	-
	Sep	28 908 000	1 443 000	5,3	-
	Dec	29 168 000	260 000	0,9	-
2016	Mar	28 248 000	-920 000	-3,2	-
	Jun	29 084 000	836 000	3,0	1 619 000
	Sep	30 180 000	1 096 000	3,8	1 272 000
2017	Dec	30 987 000	807 000	2,7	1 819 000
	Mar	30 954 000	-33 000	-0,1	2 706 000
	Jun	31 208 000	254 000	0,8	2 124 000
2018	Sep	31 972 000	764 000	2,4	1 792 000
	Dec*	32 437 000	465 000	1,5	1 450 000
2018	Mar	32 132 000	-305 000	-0,9	1 178 000

*Revised estimates

Table 3 - Manufacturing industry

3.1 Number of employees

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarterly		Annual	
2015	Jun	1 164 000	-	-	-	-
	Sep	1 177 000	13 000	1,1	-	-
	Dec	1 185 000	8 000	0,7	-	-
2016	Mar	1 191 000	6 000	0,5	-	-
	Jun	1 182 000	-9 000	-0,8	18 000	1,5
	Sep	1 183 000	1 000	0,1	6 000	0,5
2017	Dec	1 197 000	14 000	1,2	12 000	1,0
	Mar	1 203 000	6 000	0,5	12 000	1,0
	Jun	1 191 000	-12 000	-1,0	9 000	0,8
2018	Sep	1 187 000	-4 000	-0,3	4 000	0,3
	Dec*	1 190 000	3 000	0,3	-7 000	-0,6
	Mar	1 199 000	9 000	0,8	-4 000	-0,3

*Revised estimates

3.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2015	Jun	55 164 000	-	-	-	-
	Sep	57 475 000	2 311 000	4,2	-	-
	Dec	64 053 000	6 578 000	11,4	-	-
2016	Mar	58 176 000	-5 877 000	-9,2	-	-
	Jun	59 192 000	1 016 000	1,7	4 028 000	7,3
	Sep	61 176 000	1 984 000	3,4	3 701 000	6,4
2017	Dec	69 487 000	8 311 000	13,6	5 434 000	8,5
	Mar	62 836 000	-6 651 000	-9,6	4 660 000	8,0
	Jun	62 860 000	24 000	0,0	3 668 000	6,2
2018	Sep	63 924 000	1 064 000	1,7	2 748 000	4,5
	Dec*	71 950 000	8 026 000	12,6	2 463 000	3,5
	Mar	65 149 000	-6 801 000	-9,5	2 313 000	3,7

*Revised estimates

Table 4 - Electricity, gas and water supply industry

4.1 Number of employees

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

*Revised estimates

4.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015	Jun	6 055 000	-	-	-
	Sep	6 280 000	225 000	3,7	-
	Dec	7 642 000	1 362 000	21,7	-
2016	Mar	6 584 000	-1 058 000	-13,8	-
	Jun	6 735 000	151 000	2,3	680 000
	Sep	8 715 000	1 980 000	29,4	2 435 000
2017	Dec	8 643 000	-72 000	-0,8	1 001 000
	Mar	7 481 000	-1 162 000	-13,4	897 000
	Jun	7 519 000	38 000	0,5	784 000
2018	Sep	9 702 000	2 183 000	29,0	987 000
	Dec*	9 287 000	-415 000	-4,3	644 000
	Mar	7 953 000	-1 334 000	-14,4	472 000

*Revised estimates

Table 5 - Construction industry

5.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015	Jun	556 000	-	-	-
	Sep	576 000	20 000	3,6	-
	Dec	585 000	9 000	1,6	-
2016	Mar	614 000	29 000	5,0	-
	Jun	614 000	0	0,0	58 000
	Sep	620 000	6 000	1,0	44 000
	Dec	612 000	-8 000	-1,3	27 000
2017	Mar	631 000	19 000	3,1	17 000
	Jun	617 000	-14 000	-2,2	3 000
	Sep	620 000	3 000	0,5	0
	Dec*	598 000	-22 000	-3,5	-14 000
2018	Mar	610 000	12 000	2,0	-21 000

*Revised estimates

5.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015	Jun	23 169 000	-	-	-
	Sep	24 667 000	1 498 000	6,5	-
	Dec	29 016 000	4 349 000	17,6	-
2016	Mar	25 567 000	-3 449 000	-11,9	-
	Jun	26 946 000	1 379 000	5,4	3 777 000
	Sep	28 124 000	1 178 000	4,4	3 457 000
	Dec	32 065 000	3 941 000	14,0	3 049 000
2017	Mar	27 987 000	-4 078 000	-12,7	2 420 000
	Jun	28 521 000	534 000	1,9	1 575 000
	Sep	28 593 000	72 000	0,3	469 000
	Dec*	32 463 000	3 870 000	13,5	398 000
2018	Mar	27 684 000	-4 779 000	-14,7	-303 000

*Revised estimates

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

6.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	1 926 000	-	-	-	-
Sep	1 967 000	41 000	2,1	-	-
Dec	2 062 000	95 000	4,8	-	-
2016 Mar	2 057 000	-5 000	-0,2	-	-
Jun	2 051 000	-6 000	-0,3	125 000	6,5
Sep	2 056 000	5 000	0,2	89 000	4,5
Dec	2 131 000	75 000	3,6	69 000	3,3
2017 Mar	2 103 000	-28 000	-1,3	46 000	2,2
Jun	2 105 000	2 000	0,1	54 000	2,6
Sep	2 098 000	-7 000	-0,3	42 000	2,0
Dec*	2 153 000	55 000	2,6	22 000	1,0
2018 Mar	2 127 000	-26 000	-1,2	24 000	1,1

*Revised estimates

6.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	70 812 000	-	-	-	-
Sep	73 232 000	2 420 000	3,4	-	-
Dec	85 227 000	11 995 000	16,4	-	-
2016 Mar	79 669 000	-5 558 000	-6,5	-	-
Jun	80 411 000	742 000	0,9	9 599 000	13,6
Sep	83 196 000	2 785 000	3,5	9 964 000	13,6
Dec	92 453 000	9 257 000	11,1	7 226 000	8,5
2017 Mar	86 772 000	-5 681 000	-6,1	7 103 000	8,9
Jun	87 643 000	871 000	1,0	7 232 000	9,0
Sep	88 073 000	430 000	0,5	4 877 000	5,9
Dec*	98 561 000	10 488 000	11,9	6 108 000	6,6
2018 Mar	91 679 000	-6 882 000	-7,0	4 907 000	5,7

*Revised estimates

Table 7 - Transport, storage and communication industry

7.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	464 000	-	-	-	-
Sep	467 000	3 000	0,6	-	-
Dec	472 000	5 000	1,1	-	-
2016 Mar	474 000	2 000	0,4	-	-
Jun	464 000	-10 000	-2,1	0	0,0
Sep	466 000	2 000	0,4	-1 000	-0,2
Dec	469 000	3 000	0,6	-3 000	-0,6
2017 Mar	470 000	1 000	0,2	-4 000	-0,8
Jun	466 000	-4 000	-0,9	2 000	0,4
Sep	471 000	5 000	1,1	5 000	1,1
Dec	468 000	-3 000	-0,6	-1 000	-0,2
2018 Mar	465 000	-3 000	-0,6	-5 000	-1,1

7.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	31 522 000	-	-	-	-
Sep	31 992 000	470 000	1,5	-	-
Dec	34 985 000	2 993 000	9,4	-	-
2016 Mar	31 558 000	-3 427 000	-9,8	-	-
Jun	33 025 000	1 467 000	4,6	1 503 000	4,8
Sep	32 628 000	-397 000	-1,2	636 000	2,0
Dec	36 042 000	3 414 000	10,5	1 057 000	3,0
2017 Mar	33 335 000	-2 707 000	-7,5	1 777 000	5,6
Jun	35 518 000	2 183 000	6,5	2 493 000	7,5
Sep	35 380 000	-138 000	-0,4	2 752 000	8,4
Dec*	37 894 000	2 514 000	7,1	1 852 000	5,1
2018 Mar	34 355 000	-3 539 000	-9,3	1 020 000	3,1

*Revised estimates

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

8.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	2 089 000	-	-	-	-
Sep	2 121 000	32 000	1,5	-	-
Dec	2 181 000	60 000	2,8	-	-
2016 Mar	2 187 000	6 000	0,3	-	-
Jun	2 189 000	2 000	0,1	100 000	4,8
Sep	2 186 000	-3 000	-0,1	65 000	3,1
Dec	2 232 000	46 000	2,1	51 000	2,3
2017 Mar	2 220 000	-12 000	-0,5	33 000	1,5
Jun	2 213 000	-7 000	-0,3	24 000	1,1
Sep	2 211 000	-2 000	-0,1	25 000	1,1
Dec*	2 232 000	21 000	0,9	0	0,0
2018 Mar	2 236 000	4 000	0,2	16 000	0,7

*Revised estimates

8.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	125 688 000	-	-	-	-
Sep	133 761 000	8 073 000	6,4	-	-
Dec	145 331 000	11 570 000	8,6	-	-
2016 Mar	152 305 000	6 974 000	4,8	-	-
Jun	157 077 000	4 772 000	3,1	31 389 000	25,0
Sep	171 102 000	14 025 000	8,9	37 341 000	27,9
Dec	176 080 000	4 978 000	2,9	30 749 000	21,2
2017 Mar	188 155 000	12 075 000	6,9	35 850 000	23,5
Jun	149 877 000	-38 278 000	-20,3	-7 200 000	-4,6
Sep	158 771 000	8 894 000	5,9	-12 331 000	-7,2
Dec*	166 388 000	7 617 000	4,8	-9 692 000	-5,5
2018 Mar	172 660 000	6 272 000	3,8	-15 495 000	-8,2

*Revised estimates

Table 9 - Community, social and personal services industry

9.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015	Jun	2 545 000	-	-	-
	Sep	2 566 000	21 000	0,8	-
	Dec	2 595 000	29 000	1,1	-
2016	Mar	2 659 000	64 000	2,5	-
	Jun	2 614 000	-45 000	-1,7	69 000
	Sep	2 698 000	84 000	3,2	132 000
2017	Dec	2 619 000	-79 000	-2,9	24 000
	Mar	2 610 000	-9 000	-0,3	-49 000
	Jun	2 607 000	-3 000	-0,1	-7 000
2018	Sep	2 605 000	-2 000	-0,1	-93 000
	Dec*	2 621 000	16 000	0,6	2 000
	Mar	2 688 000	67 000	2,6	78 000

*Revised estimates

9.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015	Jun	160 060 000	-	-	-
	Sep	167 056 000	6 996 000	4,4	-
	Dec	174 045 000	6 989 000	4,2	-
2016	Mar	172 447 000	-1 598 000	-0,9	-
	Jun	181 127 000	8 680 000	5,0	21 067 000
	Sep	185 474 000	4 347 000	2,4	18 418 000
2017	Dec	192 326 000	6 852 000	3,7	18 281 000
	Mar	188 578 000	-3 748 000	-1,9	16 131 000
	Jun	196 721 000	8 143 000	4,3	15 594 000
2018	Sep	201 432 000	4 711 000	2,4	15 958 000
	Dec*	209 917 000	8 485 000	4,2	17 591 000
	Mar	201 660 000	-8 257 000	-3,9	13 082 000

*Revised estimates

Part 2 – Estimation of average monthly earnings

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

1.1 Total (all formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	16 755	-	-
Aug	17 277	3,1	-
Nov	17 322	0,3	-
2016 Feb	17 262	-0,3	-
May	17 998	4,3	7,4
Aug	18 156	0,9	5,1
Nov	18 723	3,1	8,1
2017 Feb	18 913	1,0	9,6
May	19 447	2,8	8,0
Aug	19 865	2,1	9,4
Nov*	20 060	1,0	7,1
2018 Feb	19 858	-1,0	5,0

*Revised estimates

1.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	18 601	-	-
Aug	20 089	8,0	-
Nov	21 009	4,6	-
2016 Feb	20 212	-3,8	-
May	22 047	9,1	18,5
Aug	22 241	0,9	10,7
Nov	22 953	3,2	9,3
2017 Feb	22 193	-3,3	9,8
May	22 223	0,1	0,8
Aug	23 077	3,8	3,8
Nov	23 572	2,1	2,7
2018 Feb	22 939	-2,7	3,4

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

1.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	15 272	-	-	14 086	-	-
Aug	15 341	0,4	-	14 400	2,2	-
Nov	15 600	1,7	-	14 441	0,3	-
2016 Feb	15 353	-1,6	-	14 441	0,0	-
May	15 916	3,7	4,2	14 887	3,1	5,7
Aug	16 450	3,4	7,2	15 424	3,6	7,1
Nov	16 759	1,9	7,4	15 879	2,9	10,0
2017 Feb	16 557	-1,2	7,8	15 674	-1,3	8,5
May	16 816	1,6	5,7	15 810	0,9	6,2
Aug	17 314	3,0	5,3	16 257	2,8	5,4
Nov*	17 592	1,6	5,0	16 443	1,1	3,6
2018 Feb	17 146	-2,5	3,6	16 168	-1,7	3,1

*Revised estimates

1.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	33 315	-	-	30 587	-	-
Aug	33 976	2,0	-	31 707	3,7	-
Nov	36 533	7,5	-	33 838	6,7	-
2016 Feb	35 117	-3,9	-	32 463	-4,1	-
May	35 558	1,3	6,7	32 858	1,2	7,4
Aug	37 514	5,5	10,4	34 792	5,9	9,7
Nov	38 584	2,9	5,6	35 410	1,8	4,6
2017 Feb	38 930	0,9	10,9	36 067	1,9	11,1
May	39 197	0,7	10,2	35 740	-0,9	8,8
Aug	39 923	1,9	6,4	37 463	4,8	7,7
Nov*	41 748	4,6	8,2	39 295	4,9	11,0
2018 Feb	41 146	-1,4	5,7	38 619	-1,7	7,1

*Revised estimates

1.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	13 213	-	-	12 622	-	-
Aug	13 249	0,3	-	12 618	-0,03	-
Nov	13 343	0,7	-	12 620	0,01	-
2016 Feb	12 701	-4,8	-	12 094	-4,2	-
May	13 052	2,8	-1,2	12 423	2,7	-1,6
Aug	13 631	4,4	2,9	12 971	4,4	2,8
Nov	14 757	8,3	10,6	13 980	7,8	10,8
2017 Feb	14 812	0,4	16,6	14 076	0,7	16,4
May	14 951	0,9	14,5	14 173	0,7	14,1
Aug	15 090	0,9	10,7	14 278	0,7	10,1
Nov*	15 571	3,2	5,5	14 615	2,4	4,5
2018 Feb	14 885	-4,4	0,5	14 191	-2,9	0,8

*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	11 612	-	-	11 283	-	-
Aug	11 757	1,2	-	11 474	1,7	-
Nov	11 696	-0,5	-	11 413	-0,5	-
2016 Feb	11 822	1,1	-	11 527	1,0	-
May	12 255	3,7	5,5	11 905	3,3	5,5
Aug	12 521	2,2	6,5	12 200	2,5	6,3
Nov	12 575	0,4	7,5	12 264	0,5	7,5
2017 Feb	12 659	0,7	7,1	12 367	0,8	7,3
May	13 002	2,7	6,1	12 616	2,0	6,0
Aug	13 103	0,8	4,6	12 775	1,3	4,7
Nov*	13 291	1,4	5,7	12 941	1,3	5,5
2018 Feb	13 269	-0,2	4,8	12 951	0,1	4,7

*Revised estimates

1.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	20 985	-	-	19 841	-	-
Aug	21 306	1,5	-	20 094	1,3	-
Nov	21 211	-0,4	-	19 975	-0,6	-
2016 Feb	20 932	-1,3	-	19 742	-1,2	-
May	21 745	3,9	3,6	20 565	4,2	3,7
Aug	22 243	2,3	4,4	21 029	2,3	4,7
Nov	22 458	1,0	5,9	21 114	0,4	5,7
2017 Feb	22 353	-0,5	6,8	21 166	0,2	7,2
May	23 541	5,3	8,3	22 140	4,6	7,7
Aug	23 581	0,2	6,0	22 213	0,3	5,6
Nov*	23 382	-0,8	4,1	21 974	-1,1	4,1
2018 Feb	23 012	-1,6	2,9	21 844	-0,6	3,2

*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	18 235	-	-	17 811	-	-
Aug	18 449	1,2	-	18 105	1,6	-
Nov	18 509	0,3	-	18 106	0,0	-
2016 Feb	18 825	1,7	-	18 422	1,7	-
May	19 100	1,5	4,7	18 720	1,6	5,1
Aug	19 579	2,5	6,1	19 201	2,6	6,1
Nov	20 226	3,3	9,3	19 857	3,4	9,7
2017 Feb	20 756	2,6	10,3	20 407	2,8	10,8
May	21 139	1,8	10,7	20 774	1,8	11,0
Aug	21 729	2,8	11,0	21 346	2,8	11,2
Nov*	22 134	1,9	9,4	21 754	1,9	9,6
2018 Feb	21 962	-0,8	5,8	21 554	-0,9	5,6

*Revised estimates

1.9 Community, social and personal services industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	19 422	-	-	19 031	-	-
Aug	20 806	7,1	-	20 467	7,5	-
Nov	20 787	-0,1	-	20 407	-0,3	-
2016 Feb	20 772	-0,1	-	20 381	-0,1	-
May	22 098	6,4	13,8	21 680	6,4	13,9
Aug	21 254	-3,8	2,2	20 820	-4,0	1,7
Nov	22 354	5,2	7,5	21 925	5,3	7,4
2017 Feb	22 713	1,6	9,3	22 283	1,6	9,3
May	23 808	4,8	7,7	23 275	4,5	7,4
Aug	24 292	2,0	14,3	23 821	2,3	14,4
Nov*	24 230	-0,3	8,4	23 761	-0,3	8,4
2018 Feb	24 200	-0,1	6,5	23 761	0,0	6,6

*Revised estimates

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

2.1 Total (all formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	18 271	-	-
Aug	18 558	1,6	-
Nov	18 546	-0,1	-
2016 Feb	18 038	-2,7	-
May	18 479	2,4	1,1
Aug	18 414	-0,4	-0,8
Nov	18 797	2,1	1,4
2017 Feb	18 596	-1,1	3,1
May	18 936	1,8	2,5
Aug	19 230	1,6	4,4
Nov*	19 251	0,1	2,4
2018 Feb	18 769	-2,5	0,9

*Revised estimates

2.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	20 285	-	-
Aug	21 578	6,4	-
Nov	22 494	4,2	-
2016 Feb	21 120	-6,1	-
May	22 636	7,2	11,6
Aug	22 557	-0,3	4,5
Nov	23 045	2,2	2,5
2017 Feb	21 822	-5,3	3,3
May	21 639	-0,8	-4,4
Aug	22 340	3,2	-1,0
Nov	22 622	1,3	-1,8
2018 Feb	21 681	-4,2	-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.

2.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	16 654	-	-	15 361	-	-
Aug	16 478	-1,1	-	15 467	0,7	-
Nov	16 702	1,4	-	15 461	0,0	-
2016 Feb	16 043	-3,9	-	15 089	-2,4	-
May	16 341	1,9	-1,9	15 285	1,3	-0,5
Aug	16 683	2,1	1,2	15 643	2,3	1,1
Nov	16 826	0,9	0,7	15 942	1,9	3,1
2017 Feb	16 280	-3,2	1,5	15 412	-3,3	2,1
May	16 374	0,6	0,2	15 394	-0,1	0,7
Aug	16 761	2,4	0,5	15 738	2,2	0,6
Nov*	16 883	0,7	0,3	15 780	0,3	-1,0
2018 Feb	16 206	-4,0	-0,5	15 282	-3,2	-0,8

*Revised estimates

2.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	36 331	-	-	33 355	-	-
Aug	36 494	0,4	-	34 057	2,1	-
Nov	39 115	7,2	-	36 229	6,4	-
2016 Feb	36 695	-6,2	-	33 922	-6,4	-
May	36 507	-0,5	0,5	33 735	-0,6	1,1
Aug	38 047	4,2	4,3	35 286	4,6	3,6
Nov	38 740	1,8	-1,0	35 552	0,8	-1,9
2017 Feb	38 280	-1,2	4,3	35 464	-0,2	4,5
May	38 167	-0,3	4,5	34 800	-1,9	3,2
Aug	38 648	1,3	1,6	36 266	4,2	2,8
Nov*	40 065	3,7	3,4	37 711	4,0	6,1
2018 Feb	38 890	-2,9	1,6	36 502	-3,2	2,9

*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
2015 May	14 409	-	-	13 764	-	-
Aug	14 231	-1,2	-	13 553	-1,5	-
Nov	14 286	0,4	-	13 511	-0,3	-
2016 Feb	13 272	-7,1	-	12 637	-6,5	-
May	13 401	1,0	-7,0	12 755	0,9	-7,3
Aug	13 825	3,2	-2,9	13 155	3,1	-2,9
Nov	14 816	7,2	3,7	14 036	6,7	3,9
2017 Feb	14 564	-1,7	9,7	13 839	-1,4	9,5
May	14 558	0,0	8,6	13 800	-0,3	8,2
Aug	14 608	0,3	5,7	13 822	0,2	5,1
Nov*	14 943	2,3	0,9	14 026	1,5	-0,1
2018 Feb	14 069	-5,8	-3,4	13 413	-4,4	-3,1

*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	12 663	-	-	12 304	-	-
Aug	12 628	-0,3	-	12 325	0,2	-
Nov	12 523	-0,8	-	12 220	-0,9	-
2016 Feb	12 353	-1,4	-	12 045	-1,4	-
May	12 582	1,8	-0,6	12 223	1,5	-0,7
Aug	12 699	0,9	0,6	12 373	1,2	0,4
Nov	12 625	-0,6	0,8	12 313	-0,5	0,8
2017 Feb	12 448	-1,4	0,8	12 161	-1,2	1,0
May	12 660	1,7	0,6	12 284	1,0	0,5
Aug	12 684	0,2	-0,1	12 367	0,7	0,0
Nov*	12 755	0,6	1,0	12 419	0,4	0,9
2018 Feb	12 542	-1,7	0,8	12 241	-1,4	0,7

*Revised estimates

2.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	22 884	-	-	21 636	-	-
Aug	22 885	0,0	-	21 583	-0,2	-
Nov	22 709	-0,8	-	21 387	-0,9	-
2016 Feb	21 872	-3,7	-	20 629	-3,5	-
May	22 325	2,1	-2,4	21 114	2,4	-2,4
Aug	22 559	1,0	-1,4	21 327	1,0	-1,2
Nov	22 548	0,0	-0,7	21 198	-0,6	-0,9
2017 Feb	21 980	-2,5	0,5	20 812	-1,8	0,9
May	22 922	4,3	2,7	21 558	3,6	2,1
Aug	22 828	-0,4	1,2	21 503	-0,3	0,8
Nov*	22 440	-1,7	-0,5	21 088	-1,9	-0,5
2018 Feb	21 750	-3,1	-1,0	20 647	-2,1	-0,8

*Revised estimates

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	19 885	-	-	19 423	-	-
Aug	19 816	-0,3	-	19 447	0,1	-
Nov	19 817	0,0	-	19 386	-0,3	-
2016 Feb	19 670	-0,7	-	19 249	-0,7	-
May	19 610	-0,3	-1,4	19 220	-0,2	-1,0
Aug	19 857	1,3	0,2	19 473	1,3	0,1
Nov	20 306	2,3	2,5	19 937	2,4	2,8
2017 Feb	20 409	0,5	3,8	20 066	0,6	4,2
May	20 583	0,9	5,0	20 228	0,8	5,2
Aug	21 035	2,2	5,9	20 664	2,2	6,1
Nov*	21 242	1,0	4,6	20 877	1,0	4,7
2018 Feb	20 758	-2,3	1,7	20 372	-2,4	1,5

*Revised estimates

2.9 Community, social and personal services industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	21 180	-	-	20 753	-	-
Aug	22 348	5,5	-	21 984	5,9	-
Nov	22 256	-0,4	-	21 849	-0,6	-
2016 Feb	21 706	-2,5	-	21 297	-2,5	-
May	22 688	4,5	7,1	22 259	4,5	7,3
Aug	21 556	-5,0	-3,5	21 115	-5,1	-4,0
Nov	22 444	4,1	0,8	22 013	4,3	0,8
2017 Feb	22 333	-0,5	2,9	21 911	-0,5	2,9
May	23 182	3,8	2,2	22 663	3,4	1,8
Aug	23 516	1,4	9,1	23 060	1,8	9,2
Nov*	23 253	-1,1	3,6	22 803	-1,1	3,6
2018 Feb	22 873	-1,6	2,4	22 458	-1,5	2,5

*Revised estimates

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

Industry	Quarter ended December* 2017				Quarter ended March 2018			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	456 592	456 592	456 592	0,0	450 429	450 429	450 429
Manufacturing	0,4	1 180 199	1 190 399	1 200 599	0,5	1 187 905	1 198 706	1 209 507
Electricity, gas and water supply	0,6	62 571	63 346	64 122	0,7	62 177	63 062	63 946
Construction	1,3	582 878	597 596	612 314	1,4	592 290	609 571	626 853
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,6	2 127 534	2 153 094	2 178 653	0,6	2 100 279	2 127 070	2 153 862
Transport, storage and communication	0,8	460 534	468 168	475 802	0,9	457 171	465 229	473 287
Financial intermediation, insurance, real estate and business services	0,9	2 193 911	2 232 335	2 270 759	0,9	2 194 086	2 235 566	2 277 046
Community, social and personal services	0,3	2 603 462	2 620 586	2 637 709	0,3	2 671 445	2 688 469	2 705 494
Total	0,3	9 729 393	9 782 116	9 834 839	0,3	9 781 797	9 838 103	9 894 409

*Revised estimates

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

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

Industry	Quarter ended December* 2017				Quarter ended March 2018			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	32 437 336 685	32 437 336 685	32 437 336 685	0,0	32 131 896 110	32 131 896 110	32 131 896 110
Manufacturing	0,7	71 021 360 467	71 949 680 515	72 878 000 563	0,6	64 334 101 344	65 148 872 146	65 963 642 950
Electricity, gas and water supply	0,8	9 146 267 157	9 287 029 944	9 427 792 730	1,1	7 786 697 023	7 952 647 276	8 118 597 530
Construction	2,8	30 689 610 223	32 463 144 644	34 236 679 065	2,6	26 267 986 411	27 684 269 198	29 100 551 987
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,2	96 147 334 563	98 561 264 083	100 975 193 604	1,2	89 475 189 859	91 678 606 856	93 882 023 853
Transport, storage and communication	1,1	37 104 577 957	37 893 854 469	38 683 130 982	1,3	33 489 126 242	34 355 099 169	35 221 072 095
Financial intermediation, insurance, real estate and business services	1,8	160 367 710 360	166 388 455 223	172 409 200 086	2,0	165 921 912 456	172 659 926 412	179 397 940 369
Community, social and personal services	1,1	205 362 431 124	209 916 710 085	214 470 989 046	1,1	197 357 642 730	201 660 277 192	205 962 911 655
Total	0,6	650 681 656 888	658 897 475 649	667 113 294 410	0,7	624 791 381 433	633 271 594 361	641 751 807 288

*Revised estimates

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

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

Industry	November* 2017				February 2018			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	23 572	23 572	23 572	0,0	22 939	22 939	22 939
Manufacturing	0,7	17 340	17 592	17 844	0,8	16 885	17 146	17 407
Electricity, gas and water supply	1,2	40 726	41 748	42 770	1,5	39 954	41 146	42 338
Construction	2,7	14 750	15 571	16 392	2,8	14 076	14 885	15 694
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,2	12 969	13 291	13 613	1,3	12 939	13 269	13 599
Transport, storage and communication	1,2	22 831	23 382	23 933	1,3	22 423	23 012	23 601
Financial intermediation, insurance, real estate and business services	1,8	21 365	22 134	22 903	1,8	21 167	21 962	22 757
Community, social and personal services	1,3	23 615	24 230	24 845	1,2	23 625	24 200	24 775
Total	0,7	19 800	20 060	20 320	0,7	19 598	19 858	20 118

*Revised estimates

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

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

Industry	November* 2017				February 2018			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	0,7	16 204	16 443	16 682	0,8	15 917	16 168	16 419
Electricity, gas and water supply	1,3	38 288	39 295	40 302	1,5	37 447	38 619	39 791
Construction	2,8	13 820	14 615	15 410	2,8	13 402	14 191	14 980
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,3	12 623	12 941	13 259	1,3	12 625	12 951	13 277
Transport, storage and communication	1,2	21 441	21 974	22 507	1,3	21 273	21 844	22 415
Financial intermediation, insurance, real estate and business services	1,8	20 988	21 754	22 520	1,9	20 771	21 554	22 337
Community, social and personal services	1,3	23 158	23 761	24 364	1,2	23 201	23 761	24 321

*Revised estimates

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

Explanatory notes

Introduction

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

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

Part 2 deals with the estimation of average monthly earnings.

Scope of the survey

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

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

Classification

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

Statistical unit

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

Purpose of the survey

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

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

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

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

Response rate 12. The response rate for the quarter ended March 2018 was 86,5%.

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 March 2018 prices	Average monthly earnings at constant March 2018 prices measure average monthly earnings after the direct effects of inflation have been eliminated. The deflator used to deflate the current average earnings is the consumer price index (December 2016=100).
Average monthly earnings at current prices	Average monthly earnings at current prices are calculated by dividing the total gross earnings, excluding severance, termination and redundancy payments, for the reference month by the number of employees as at the end of the reference month.
Casual employees	Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employee'. Such employees are typically working daily or hourly. Employers can dispense with their services at a very short notice, usually not exceeding a period of one week. Casual employees are not entitled to benefits such as paid leave and medical aid contributions paid by employers. Casual employees can be part-time or full time.
Enterprises	Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their production activities.
Formal sector	The formal sector includes all businesses that are registered in any way.
Full-time employees	Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 hours or more per week. This excludes the self-employed and working proprietors. (Refer to notes on number of employees below.)
Gross earnings	Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc., but excludes earnings of sole proprietors or partners of unincorporated businesses; commission where a retainer, wage or salary was not paid; payments to subcontractors and consultants who are not part of the enterprise; and severance, termination and redundancy payments. Gross earnings are the total sum of the earnings including performance and others bonuses; overtime payments for the three months of the reference quarter (e.g. gross earnings of quarter ended September is the sum of total earnings of July, August and September).
Industries	Industries consist of groups of enterprises engaged in the same or similar kind of activity. The definition of industries is based on the <i>System of National Accounts (SNA)</i> and is in line with that in the <i>Standard Industrial Classification of all Economic Activities (SIC)</i> , Fifth Edition, Report No. 09-09-02 of January 1993.

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

Severance, termination and redundancy payments

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

Temporary employees

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

General information

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