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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 2019

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



\*Revised estimates.

**Table A : Employment by industry (thousand)**

| Industry           | Mar 2018      | Dec* 2018     | Mar 2019      | Q/Q Change | Q/Q Change | Y/Y Change | Y/Y Change |
|--------------------|---------------|---------------|---------------|------------|------------|------------|------------|
|                    |               |               |               |            | %          |            | %          |
| Mining             | 454           | 453           | 459           | 6          | 1,3        | 5          | 1,1        |
| Manufacturing      | 1 218         | 1 222         | 1 227         | 5          | 0,4        | 9          | 0,7        |
| Electricity        | 62            | 61            | 60            | -1         | -1,6       | -2         | -3,2       |
| Construction       | 641           | 619           | 618           | -1         | -0,2       | -23        | -3,6       |
| Trade              | 2 191         | 2 266         | 2 258         | -8         | -0,4       | 67         | 3,1        |
| Transport          | 481           | 487           | 484           | -3         | -0,6       | 3          | 0,6        |
| Business services  | 2 300         | 2 352         | 2 357         | 5          | 0,2        | 57         | 2,5        |
| Community services | 2 751         | 2 692         | 2 711         | 19         | 0,7        | -40        | -1,5       |
| <b>Total</b>       | <b>10 098</b> | <b>10 152</b> | <b>10 174</b> | <b>22</b>  | <b>0,2</b> | <b>76</b>  | <b>0,8</b> |

\*Revised estimates.

Table A shows that total employment increased by 22 000 or 0,2% quarter-on-quarter, from 10 152 000 in December 2018 to 10 174 000 in March 2019. This was largely due to increases in the following industries: community services (19 000 or 0,7%), mining and quarrying (6 000 or 1,3%), manufacturing (5 000 or 0,4%) and business services (5 000 or 0,2%).

However there were decreases in the trade (-8 000 or -0,4%), transport industry (-3 000 or -0,6%), electricity industry (-1 000 or -1,6%) and construction industry (-1 000 or -0,2%).

Total employment increased by 76 000 or 0,8% year-on-year between March 2018 and March 2019. These increases were reported by: trade (67 000 or 3,1%), business services (57 000 or 2,5%), manufacturing (9 000 or 0,7%), mining and quarrying (5 000 or 1,1%) and transport industry (3 000 or 0,6%).

The following industries reported annual decreases: community services (-40 000 or -1,5%), construction (-23 000 or -3,6%) and electricity industry (-2 000 or -3,2%).

**Table B : Full-time employees (thousands)**

| Industry           | Mar 2018     | Dec* 2018    | Mar 2019     | Q/Q Change | Q/Q Change | Y/Y Change | Y/Y Change |
|--------------------|--------------|--------------|--------------|------------|------------|------------|------------|
|                    |              |              |              |            | %          |            | %          |
| Mining             | 454          | 453          | 459          | 6          | 1,3        | 5          | 1,1        |
| Manufacturing      | 1 134        | 1 139        | 1 146        | 7          | 0,6        | 12         | 1,1        |
| Electricity        | 61           | 60           | 59           | -1         | -1,7       | -2         | -3,3       |
| Construction       | 550          | 528          | 533          | 5          | 0,9        | -17        | -3,1       |
| Trade              | 1 982        | 2 030        | 2 042        | 12         | 0,6        | 60         | 3,0        |
| Transport          | 465          | 467          | 466          | -1         | -0,2       | 1          | 0,2        |
| Business services  | 2 053        | 2 105        | 2 111        | 6          | 0,3        | 58         | 2,8        |
| Community services | 2 304        | 2 317        | 2 317        | 0          | 0,0        | 13         | 0,6        |
| <b>Total</b>       | <b>9 003</b> | <b>9 099</b> | <b>9 133</b> | <b>34</b>  | <b>0,4</b> | <b>130</b> | <b>1,4</b> |

\*Revised estimates.

Table B shows that full-time employment increased by 34 000 or 0,4% quarter-on-quarter, from 9 099 000 in December 2018 to 9 133 000 in March 2019. This was largely due to increases in the following industries: trade (12 000 or 0,6%), manufacturing (7 000 or 0,6%), mining and quarrying (6 000 or 1,3%), business services (6 000 or 0,3%) and construction (5 000 or 0,9%).

The community services industry remained unchanged.

However there were decreases in the, electricity (-1 000 or -1,7%) and transport industries (-1 000 or -0,2%).

Full-time employment increased by 130 000 or 1,4% year-on-year between March 2018 and March 2019. These increases were reported by: trade (60 000 or 3,0%), business services (58 000 or 2,8%), community services (13 000 or 0,6%), manufacturing (12 000 or 1,1%), mining and quarrying (5 000 or 1,1%) and transport industry (1 000 or 0,2%).

The following industries reported annual decreases: construction (-17 000 or -3,1%), and electricity industry (-2 000 or -3,3%).

**Table C : Part-time employees (thousands)**

| Industry           | Mar 2018     | Dec* 2018    | Mar 2019     | Q/Q Change | Q/Q Change  | Y/Y Change | Y/Y Change  |
|--------------------|--------------|--------------|--------------|------------|-------------|------------|-------------|
|                    |              |              |              |            | %           |            | %           |
| Mining **          | -            | -            | -            | -          | -           | -          | -           |
| Manufacturing      | 84           | 83           | 81           | -2         | -2,4        | -3         | -3,6        |
| Electricity        | 1            | 1            | 1            | 0          | 0,0         | 0          | 0,0         |
| Construction       | 91           | 91           | 85           | -6         | -6,6        | -6         | -6,6        |
| Trade              | 209          | 236          | 216          | -20        | -8,5        | 7          | 3,3         |
| Transport          | 16           | 20           | 18           | -2         | -10,0       | 2          | 12,5        |
| Business services  | 247          | 247          | 246          | -1         | -0,4        | -1         | -0,4        |
| Community services | 447          | 375          | 394          | 19         | 5,1         | -53        | -11,9       |
| <b>Total</b>       | <b>1 095</b> | <b>1 053</b> | <b>1 041</b> | <b>-12</b> | <b>-1,1</b> | <b>-54</b> | <b>-4,9</b> |

\*Revised estimates.

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

Table C shows that part-time employment decreased by 12 000 or -1,1% quarter-on-quarter, from 1 053 000 in December 2018 to 1 041 000 in March 2019. This was largely due to decreases in the following industries: trade (-20 000 or -8,5%), construction (-6 000 or -6,6%), manufacturing (-2 000 or -2,4%), transport (-2 000 or -10,0%) and business services (-1 000 or -0,4%).

The electricity industry remained unchanged.

However there was an increase in the community services (19 000 or 5,1%).

Part-time employment decreased by 54 000 or -4,9% year-on-year between March 2018 and March 2019. These decreases were reported by: community services (-53 000 or -11,9%), construction (-6 000 or -6,6%), manufacturing (-3 000 or -3,6%) and business services (-1 000 or -0,4%).

The electricity industry remained unchanged.

However there were increases in the trade (7 000 or 3,3%), and transport industry (2 000 or 12,5%).

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

\*Revised estimates.

**Table D : Total gross earnings by industry (R million)**

| Industry           | Mar 2018       | Dec* 2018      | Mar 2019       | Q/Q Change     | Q/Q Change  | Y/Y Change    | Y/Y Change |
|--------------------|----------------|----------------|----------------|----------------|-------------|---------------|------------|
|                    |                |                |                |                | %           |               | %          |
| Mining             | 32 198         | 34 427         | 33 900         | -527           | -1,5        | 1 702         | 5,3        |
| Manufacturing      | 66 427         | 77 438         | 69 596         | -7 842         | -10,1       | 3 169         | 4,8        |
| Electricity        | 7 807          | 9 590          | 8 078          | -1 512         | -15,8       | 271           | 3,5        |
| Construction       | 31 517         | 35 986         | 31 257         | -4 729         | -13,1       | -260          | -0,8       |
| Trade              | 94 864         | 108 260        | 100 213        | -8 047         | -7,4        | 5 349         | 5,6        |
| Transport          | 35 518         | 40 943         | 37 356         | -3 587         | -8,8        | 1 838         | 5,2        |
| Business services  | 189 734        | 189 687        | 185 042        | -4 645         | -2,4        | -4 692        | -2,5       |
| Community services | 205 204        | 232 018        | 222 459        | -9 559         | -4,1        | 17 255        | 8,4        |
| <b>Total</b>       | <b>663 269</b> | <b>728 349</b> | <b>687 901</b> | <b>-40 448</b> | <b>-5,6</b> | <b>24 632</b> | <b>3,7</b> |

\*Revised estimates.

Table D shows that total gross earnings paid to employees decreased by R40 448 million (-5,6%) from R728 349 million in December 2018 to R687 901 million in March 2019. The decrease was mainly due to the decreases in community services, trade, manufacturing, construction, business services, transport, electricity and mining and quarrying industries.

Year-on-year, total gross earnings increased by R24 632 million or (3,7%).

**Table E : Basic salary/wages payments by industry**

| Industry           | Mar 2018       | Dec* 2018      | Mar 2019       | Q/Q Change    | Q/Q Change  | Y/Y Change    | Y/Y Change |
|--------------------|----------------|----------------|----------------|---------------|-------------|---------------|------------|
|                    |                |                |                |               | %           |               | %          |
| Mining             | 32 198         | 34 427         | 33 900         | -527          | -1,5        | 1 702         | 5,3        |
| Manufacturing      | 59 196         | 63 860         | 62 548         | -1 312        | -2,1        | 3 352         | 5,7        |
| Electricity        | 7 253          | 7 662          | 7 492          | -170          | -2,2        | 239           | 3,3        |
| Construction       | 29 358         | 30 340         | 29 109         | -1 231        | -4,1        | -249          | -0,8       |
| Trade              | 87 043         | 92 428         | 92 322         | -106          | -0,1        | 5 279         | 6,1        |
| Transport          | 31 637         | 33 839         | 33 860         | 21            | 0,1         | 2 223         | 7,0        |
| Business services  | 153 219        | 161 630        | 160 681        | -949          | -0,6        | 7 462         | 4,9        |
| Community services | 192 043        | 208 286        | 206 503        | -1 783        | -0,9        | 14 460        | 7,5        |
| <b>Total</b>       | <b>591 947</b> | <b>632 472</b> | <b>626 415</b> | <b>-6 057</b> | <b>-1,0</b> | <b>34 468</b> | <b>5,8</b> |

\*Revised estimates.

Table E shows that basic salary/wages paid to employees decreased by R6 057 million (-1,0%) from R632 472 million in December 2018 to R626 415 million in March 2019. The decrease was mainly due to the decreases in community services, manufacturing, construction, business services, mining and quarrying, electricity and trade industries.

There was an increase reported by the transport industry.

Year-on-year, basic salary/wages increased by R34 468 million or (5,8%).

**Table F : Bonus and overtime payments by industry**

| Industry           | Mar 2018      | Dec* 2018     | Mar 2019      | Q/Q Change     | Q/Q Change   | Y/Y Change    | Y/Y Change   |
|--------------------|---------------|---------------|---------------|----------------|--------------|---------------|--------------|
|                    |               |               |               |                | %            |               | %            |
| Mining **          | -             | -             | -             | -              | -            | -             | -            |
| Manufacturing      | 7 231         | 13 578        | 7 048         | -6 530         | -48,1        | -183          | -2,5         |
| Electricity        | 554           | 1 928         | 586           | -1 342         | -69,6        | 32            | 5,8          |
| Construction       | 2 159         | 5 646         | 2 148         | -3 498         | -62,0        | -11           | -0,5         |
| Trade              | 7 821         | 15 832        | 7 891         | -7 941         | -50,2        | 70            | 0,9          |
| Transport          | 3 881         | 7 104         | 3 496         | -3 608         | -50,8        | -385          | -9,9         |
| Business services  | 36 515        | 28 057        | 24 361        | -3 696         | -13,2        | -12 154       | -33,3        |
| Community services | 13 161        | 23 732        | 15 956        | -7 776         | -32,8        | 2 795         | 21,2         |
| <b>Total</b>       | <b>71 322</b> | <b>95 877</b> | <b>61 486</b> | <b>-34 391</b> | <b>-35,9</b> | <b>-9 836</b> | <b>-13,8</b> |

\*Revised estimates.

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

Table F shows that bonus and overtime paid to employees decreased by R34 391 million (-35,9%) from R95 877 million in December 2018 to R61 486 million in March 2019. The decrease was mainly due to the decreases in trade, community services, manufacturing, business services, transport, construction and electricity industries.

Year-on-year, bonus and overtime payments decreased by R9 836 million or (-13,8%).

## Average monthly earnings

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

| Average monthly earnings (including bonuses and overtime payments) | Feb 2018 | Nov *2018 | Feb 2019 | Q/Q Change | Y/Y Change |
|--------------------------------------------------------------------|----------|-----------|----------|------------|------------|
|                                                                    | Rands    |           |          | %          |            |
|                                                                    | 20 092   | 21 256    | 20 855   | -1,9       | 3,8        |

\*Revised estimates.

Table G shows a quarter-on-quarter decrease of 1,9% in average monthly earnings paid to employees in the formal non-agricultural sector from R21 256 thousands in November 2018 to R20 855 thousands in February 2019.

Year-on-year, average monthly earnings paid to employees in the formal non-agricultural sector increased by 3,8%.

## 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                                                    |
|----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------|
| <b>Coverage</b>                                                                  | 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)                  |
| <b>Sample size</b>                                                               | 30 000 dwelling units in which households reside                                                     | 20 000 VAT registered businesses                       |
| <b>Reference period</b>                                                          | One week prior to the interview                                                                      | Payroll at the end of the reference quarter            |
| <b>Formal sector definition (excluding Agriculture &amp; Private households)</b> | 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.

  
 PP Risenga Maluleke  
 Statistician-General

## Detailed employment changes by industry

The *mining and quarrying industry* reported an annual increase of 5 000 employees (1,1%) in March 2019 compared with March 2018. There was a quarterly increase of 6 000 employees (1,3%) in March 2019 compared with December 2018. This was mainly due to increases in employment in coal, platinum group metals and other minerals.

**See explanatory note on page 44.**

The *manufacturing industry* reported an annual increase of 9 000 employees (0,7%) in March 2019 compared with March 2018. There was a quarterly increase of 5 000 employees (0,4%) in March 2019 compared with December 2018. 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; transport equipment and non-metallic mineral products.

The *electricity, gas and water supply industry* reported an annual decrease of 2 000 employees (-3,2%) in March 2019 compared to March 2018. There was a quarterly decrease of 1 000 employees (-1,6%) in March 2019 compared with December 2018. This was mainly due to decreases in employment in electricity, gas, steam and water supply.

The *construction industry* reported an annual decrease of 23 000 employees (-3,6%) in March 2019 compared with March 2018. There was a quarterly decrease of 1 000 employees (-0,2%) in March 2019 compared with December 2018. This was mainly due to decreases in employment in the building completion and building of complete constructions or parts thereof, civil engineering.

The *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reported an annual increase of 67 000 employees (3,1%) in March 2019 compared with March 2018. There was a quarterly decrease of 8 000 employees (-0,4%) in March 2019 compared with December 2018. This was mainly due to decreases in employment retail trade.

The *transport, storage and communication industry* reported an annual increase of 3 000 employees (0,6%) in March 2019 compared with March 2018. There was a quarterly decrease of 3 000 employees (-0,6%) in March 2019 compared with December 2018. This was mainly due to decreases in employment in land transport and transport via pipelines; post and telecommunications.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 57 000 employees (2,5%) in March 2019 compared with March 2018. There was a quarterly increase of 5 000 employees (0,2%) in March 2019 compared with December 2018. This was mainly due to increases in business activities n.e.c ; legal, accounting, bookkeeping and auditing activities.

The *community, social and personal services industry* reported an annual decrease of 40 000 employees (-1,5%) in March 2019 compared with March 2018. There was a quarterly increase of 19 000 employees (0,7%) in March 2019 compared with December 2018. This was mainly due to increases in employment in national departments; extra Budgetary institutions; health and social work and other educational institutions.

## 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 702 million (5,3%) in March 2019 compared with March 2018. There was a quarterly decrease of R527 million (-1,5%) in March 2019 compared with December 2018. This was mainly due to decreases in gross earnings of platinum group metals, gold and diamonds mining.

**See explanatory note on page 44.**

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R3 169 million (4,8%) in March 2019 compared with March 2018. There was a quarterly decrease of R7 842 million (-10,1%) in March 2019 compared with December 2018. This was mainly due to decreases in gross earnings of basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; coke, refined petroleum products and nuclear fuel; chemicals and chemical products; rubber and plastic; transport equipment; wood and products of wood and cork, except furniture, articles of straw and painting materials, paper and paper products, publishing, printing and reproduction of recorded media.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R271 million (3,5%) in March 2019 compared with March 2018. There was a quarterly decrease of R1 512 million (-15,8%) in March 2019 compared with December 2018. This was mainly due to decreases in gross earnings of electricity, gas, steam and water supply.

Gross earnings paid to employees in the *construction industry* reflected an annual decrease of R260 million (-0,8%) in March 2019 compared with March 2018. There was a quarterly decrease of R4 729 million (-13,1%) in March 2019 compared with December 2018. This was mainly due to decreases in gross earnings of building of complete constructions or parts thereof, civil engineering; building installation and building completion.

Gross earnings paid to employees in the *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reflected an annual increase of R5 349 million (5,6%) in March 2019 compared with March 2018. There was a quarterly decrease of R8 047 million (-7,4%) in March 2019 compared with December 2018. 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 838 million (5,2%) in March 2019 compared with March 2018. There was a quarterly decrease of R3 587 million (-8,8%) in March 2019 compared with December 2018. This was mainly due to decreases in gross earnings of land transport and transport via pipelines; supporting and auxiliary transport activities; post and telecommunications and air transport.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual decrease of R4 692 million (-2,5%) in March 2019 compared with March 2018. There was a quarterly decrease of R4 645 million (-2,4%) in March 2019 compared with December 2018. This was mainly due to the decreases in gross earnings of business activities n.e.c; real estate activities; activities auxiliary to financial intermediation; architectural, engineering and other technical activities.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R17 255 million (8,4%) in March 2019 compared with March 2018. There was a quarterly decrease of R9 559 million (-4,1%) in March 2019 compared with December 2018. This was mainly due to the decreases in gross earnings of provincial departments; health and social work; local government; recreational, cultural and sporting activities.

## Part 1 – Estimation of number of employees and their earnings

**Table 1 - All formal non-agricultural industries**

### 1.1 Total number of employees.

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

\*Revised estimates.

### 1.2 Full-time employees.

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
|      |         | Full-time           | Quarterly                     |                                 | Annual                        |                                 |
| 2017 | Jun     | 8 786 000           |                               |                                 |                               |                                 |
|      | Sep     | 8 842 000           | 56 000                        | 0,6                             |                               |                                 |
|      | Dec     | 8 952 000           | 110 000                       | 1,2                             |                               |                                 |
| 2018 | Mar     | 9 003 000           | 51 000                        | 0,6                             |                               |                                 |
|      | Jun     | 9 013 000           | 10 000                        | 0,1                             | 227 000                       | 2,6                             |
|      | Sep     | 9 036 000           | 23 000                        | 0,3                             | 194 000                       | 2,2                             |
|      | Dec*    | 9 099 000           | 63 000                        | 0,7                             | 147 000                       | 1,6                             |
| 2019 | Mar     | 9 133 000           | 34 000                        | 0,4                             | 130 000                       | 1,4                             |

\*Revised estimates.

### 1.3 Part-time employees.

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

\*Revised estimates.

#### 1.4 Total gross earnings.

| Year | Quarter | Total gross earnings | Change in gross earnings | % change in gross earnings | Change in gross earnings | % change in gross earnings |
|------|---------|----------------------|--------------------------|----------------------------|--------------------------|----------------------------|
|      |         |                      | Quarterly                |                            | Annual                   |                            |
| 2017 | Jun     | 606 186 000          |                          |                            |                          |                            |
|      | Sep     | 630 909 000          | 24 723 000               | 4,1                        |                          |                            |
|      | Dec     | 678 572 000          | 47 663 000               | 7,6                        |                          |                            |
| 2018 | Mar     | 663 269 000          | -15 303 000              | -2,3                       |                          |                            |
|      | Jun     | 654 517 000          | -8 752 000               | -1,3                       | 48 331 000               | 8,0                        |
|      | Sep     | 685 242 000          | 30 725 000               | 4,7                        | 54 333 000               | 8,6                        |
|      | Dec*    | 728 349 000          | 43 107 000               | 6,3                        | 49 777 000               | 7,3                        |
| 2019 | Mar     | 687 901 000          | -40 448 000              | -5,6                       | 24 632 000               | 3,7                        |

\*Revised estimates.

#### 1.5 Basic salary/wages.

| Year | Quarter | Basic Salary/Wages | Change in basic salary/wages | % change in basic salary/wages | Change in basic salary/wages | % change in basic salary/wages |
|------|---------|--------------------|------------------------------|--------------------------------|------------------------------|--------------------------------|
|      |         |                    | Quarterly                    |                                | Annual                       |                                |
| 2017 | Jun     | 559 520 000        |                              |                                |                              |                                |
|      | Sep     | 575 276 000        | 15 756 000                   | 2,8                            |                              |                                |
|      | Dec     | 593 838 000        | 18 562 000                   | 3,2                            |                              |                                |
| 2018 | Mar     | 591 947 000        | -1 891 000                   | -0,3                           |                              |                                |
|      | Jun     | 601 257 000        | 9 310 000                    | 1,6                            | 41 737 000                   | 7,5                            |
|      | Sep     | 625 246 000        | 23 989 000                   | 4,0                            | 49 970 000                   | 8,7                            |
|      | Dec*    | 632 472 000        | 7 226 000                    | 1,2                            | 38 634 000                   | 6,5                            |
| 2019 | Mar     | 626 415 000        | -6 057 000                   | -1,0                           | 34 468 000                   | 5,8                            |

\*Revised estimates.

#### 1.6 Bonus and overtime payments.

| Year | Quarter | Bonus and overtime payments | Change in bonus and overtime payments | % change in bonus and overtime payments | Change in bonus and overtime payments | % change in bonus and overtime payments |
|------|---------|-----------------------------|---------------------------------------|-----------------------------------------|---------------------------------------|-----------------------------------------|
|      |         |                             | Quarterly                             |                                         | Annual                                |                                         |
| 2017 | Jun     | 46 666 000                  |                                       |                                         |                                       |                                         |
|      | Sep     | 55 633 000                  | 8 967 000                             | 19,2                                    |                                       |                                         |
|      | Dec     | 84 734 000                  | 29 101 000                            | 52,3                                    |                                       |                                         |
| 2018 | Mar     | 71 322 000                  | -13 412 000                           | -15,8                                   |                                       |                                         |
|      | Jun     | 53 260 000                  | -18 062 000                           | -25,3                                   | 6 594 000                             | 14,1                                    |
|      | Sep     | 59 996 000                  | 6 736 000                             | 12,6                                    | 4 363 000                             | 7,8                                     |
|      | Dec*    | 95 877 000                  | 35 881 000                            | 59,8                                    | 11 143 000                            | 13,2                                    |
| 2019 | Mar     | 61 486 000                  | -34 391 000                           | -35,9                                   | -9 836 000                            | -13,8                                   |

\*Revised estimates.

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

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
|      |         | Total               | Quarterly                     |                                 | Annual                        |                                 |
| 2017 | Jun     | 472 000             |                               |                                 |                               |                                 |
|      | Sep     | 460 000             | -12 000                       | -2,5                            |                               |                                 |
|      | Dec     | 457 000             | -3 000                        | -0,7                            |                               |                                 |
| 2018 | Mar     | 454 000             | -3 000                        | -0,7                            |                               |                                 |
|      | Jun     | 459 000             | 5 000                         | 1,1                             | -13 000                       | -2,8                            |
|      | Sep     | 456 000             | -3 000                        | -0,7                            | -4 000                        | -0,9                            |
| 2019 | Dec*    | 453 000             | -3 000                        | -0,7                            | -4 000                        | -0,9                            |
|      | Mar     | 459 000             | 6 000                         | 1,3                             | 5 000                         | 1,1                             |

\*Revised estimates.

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

**2.2 Total gross earnings**

| Year | Quarter | Total gross earnings | Change in gross earnings | % change in gross earnings | Change in gross earnings | % change in gross earnings |
|------|---------|----------------------|--------------------------|----------------------------|--------------------------|----------------------------|
|      |         |                      | Quarterly                |                            | Annual                   |                            |
| 2017 | Jun     | 31 208 000           |                          |                            |                          |                            |
|      | Sep     | 31 972 000           | 764 000                  | 2,4                        |                          |                            |
|      | Dec     | 32 437 000           | 465 000                  | 1,5                        |                          |                            |
| 2018 | Mar     | 32 198 000           | -239 000                 | -0,7                       |                          |                            |
|      | Jun     | 31 902 000           | -296 000                 | -0,9                       | 694 000                  | 2,2                        |
|      | Sep     | 33 754 000           | 1 852 000                | 5,8                        | 1 782 000                | 5,6                        |
| 2019 | Dec*    | 34 427 000           | 673 000                  | 2,0                        | 1 990 000                | 6,1                        |
|      | Mar     | 33 900 000           | -527 000                 | -1,5                       | 1 702 000                | 5,3                        |

\*Revised estimates.

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

**Table 3 - Manufacturing industry**

**3.1 Total Number of employees**

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
|      |         | Total               | Quarterly                     |                                 | Annual                        |                                 |
| 2017 | Jun     | 1 193 000           |                               |                                 |                               |                                 |
|      | Sep     | 1 197 000           | 4 000                         | 0,3                             |                               |                                 |
|      | Dec     | 1 208 000           | 11 000                        | 0,9                             |                               |                                 |
| 2018 | Mar     | 1 218 000           | 10 000                        | 0,8                             |                               |                                 |
|      | Jun     | 1 210 000           | -8 000                        | -0,7                            | 17 000                        | 1,4                             |
|      | Sep     | 1 216 000           | 6 000                         | 0,5                             | 19 000                        | 1,6                             |
|      | Dec*    | 1 222 000           | 6 000                         | 0,5                             | 14 000                        | 1,2                             |
| 2019 | Mar     | 1 227 000           | 5 000                         | 0,4                             | 9 000                         | 0,7                             |

\*Revised estimates.

**3.2 Full-time employees.**

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
|      |         | Full-time           | Quarterly                     |                                 | Annual                        |                                 |
| 2017 | Jun     | 1 111 000           |                               |                                 |                               |                                 |
|      | Sep     | 1 116 000           | 5 000                         | 0,5                             |                               |                                 |
|      | Dec     | 1 125 000           | 9 000                         | 0,8                             |                               |                                 |
| 2018 | Mar     | 1 134 000           | 9 000                         | 0,8                             |                               |                                 |
|      | Jun     | 1 131 000           | -3 000                        | -0,3                            | 20 000                        | 1,8                             |
|      | Sep     | 1 133 000           | 2 000                         | 0,2                             | 17 000                        | 1,5                             |
|      | Dec*    | 1 139 000           | 6 000                         | 0,5                             | 14 000                        | 1,2                             |
| 2019 | Mar     | 1 146 000           | 7 000                         | 0,6                             | 12 000                        | 1,1                             |

\*Revised estimates.

**3.3 Part-time employees.**

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

### 3.4 Total gross earnings.

| Year | Quarter | Total gross earnings | Change in gross earnings | % change in gross earnings | Change in gross earnings | % change in gross earnings |
|------|---------|----------------------|--------------------------|----------------------------|--------------------------|----------------------------|
|      |         |                      | Quarterly                |                            | Annual                   |                            |
| 2017 | Jun     | 62 974 000           |                          |                            |                          |                            |
|      | Sep     | 64 498 000           | 1 524 000                | 2,4                        |                          |                            |
|      | Dec     | 73 067 000           | 8 569 000                | 13,3                       |                          |                            |
| 2018 | Mar     | 66 427 000           | -6 640 000               | -9,1                       |                          |                            |
|      | Jun     | 67 457 000           | 1 030 000                | 1,6                        | 4 483 000                | 7,1                        |
|      | Sep     | 68 615 000           | 1 158 000                | 1,7                        | 4 117 000                | 6,4                        |
| 2019 | Dec*    | 77 438 000           | 8 823 000                | 12,9                       | 4 371 000                | 6,0                        |
|      | Mar     | 69 596 000           | -7 842 000               | -10,1                      | 3 169 000                | 4,8                        |

\*Revised estimates.

### 3.5 Basic salary/wages.

| Year | Quarter | Basic Salary/Wages | Change in basic salary/wages | % change in basic salary/wages | Change in basic salary/wages | % change in basic salary/wages |
|------|---------|--------------------|------------------------------|--------------------------------|------------------------------|--------------------------------|
|      |         |                    | Quarterly                    |                                | Annual                       |                                |
| 2017 | Jun     | 56 772 000         |                              |                                |                              |                                |
|      | Sep     | 58 302 000         | 1 530 000                    | 2,7                            |                              |                                |
|      | Dec     | 60 349 000         | 2 047 000                    | 3,5                            |                              |                                |
| 2018 | Mar     | 59 196 000         | -1 153 000                   | -1,9                           |                              |                                |
|      | Jun     | 60 852 000         | 1 656 000                    | 2,8                            | 4 080 000                    | 7,2                            |
|      | Sep     | 62 406 000         | 1 554 000                    | 2,6                            | 4 104 000                    | 7,0                            |
| 2019 | Dec*    | 63 860 000         | 1 454 000                    | 2,3                            | 3 511 000                    | 5,8                            |
|      | Mar     | 62 548 000         | -1 312 000                   | -2,1                           | 3 352 000                    | 5,7                            |

\*Revised estimates.

### 3.6 Bonus and overtime payments.

| Year | Quarter | Bonus and overtime payments | Change in bonus and overtime payments | % change in bonus and overtime payments | Change in bonus and overtime payments | % change in bonus and overtime payments |
|------|---------|-----------------------------|---------------------------------------|-----------------------------------------|---------------------------------------|-----------------------------------------|
|      |         |                             | Quarterly                             |                                         | Annual                                |                                         |
| 2017 | Jun     | 6 202 000                   |                                       |                                         |                                       |                                         |
|      | Sep     | 6 196 000                   | -6 000                                | -0,1                                    |                                       |                                         |
|      | Dec     | 12 718 000                  | 6 522 000                             | 105,3                                   |                                       |                                         |
| 2018 | Mar     | 7 231 000                   | -5 487 000                            | -43,1                                   |                                       |                                         |
|      | Jun     | 6 605 000                   | -626 000                              | -8,7                                    | 403 000                               | 6,5                                     |
|      | Sep     | 6 209 000                   | -396 000                              | -6,0                                    | 13 000                                | 0,2                                     |
| 2019 | Dec*    | 13 578 000                  | 7 369 000                             | 118,7                                   | 860 000                               | 6,8                                     |
|      | Mar     | 7 048 000                   | -6 530 000                            | -48,1                                   | -183 000                              | -2,5                                    |

\*Revised estimates.

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

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

**4.2 Full-time employees**

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

**4.3 Part-time employees**

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

#### 4.4 Total gross earnings

| Year | Quarter | Total gross earnings | Change in gross earnings | % change in gross earnings | Change in gross earnings | % change in gross earnings |
|------|---------|----------------------|--------------------------|----------------------------|--------------------------|----------------------------|
|      |         |                      | Quarterly                |                            | Annual                   |                            |
| 2017 | Jun     | 7 488 000            |                          |                            |                          |                            |
|      | Sep     | 9 255 000            | 1 767 000                | 23,6                       |                          |                            |
|      | Dec     | 8 792 000            | -463 000                 | -5,0                       |                          |                            |
| 2018 | Mar     | 7 807 000            | -985 000                 | -11,2                      |                          |                            |
|      | Jun     | 7 924 000            | 117 000                  | 1,5                        | 436 000                  | 5,8                        |
|      | Sep     | 8 112 000            | 188 000                  | 2,4                        | -1 143 000               | -12,4                      |
| 2019 | Dec*    | 9 590 000            | 1 478 000                | 18,2                       | 798 000                  | 9,1                        |
|      | Mar     | 8 078 000            | -1 512 000               | -15,8                      | 271 000                  | 3,5                        |

\*Revised estimates.

#### 4.5 Basic salary/wages

| Year | Quarter | Basic Salary/Wages | Change in basic salary/wages | % change in basic salary/wages | Change in basic salary/wages | % change in basic salary/wages |
|------|---------|--------------------|------------------------------|--------------------------------|------------------------------|--------------------------------|
|      |         |                    | Quarterly                    |                                | Annual                       |                                |
| 2017 | Jun     | 6 820 000          |                              |                                |                              |                                |
|      | Sep     | 7 353 000          | 533 000                      | 7,8                            |                              |                                |
|      | Dec     | 7 270 000          | -83 000                      | -1,1                           |                              |                                |
| 2018 | Mar     | 7 253 000          | -17 000                      | -0,2                           |                              |                                |
|      | Jun     | 7 315 000          | 62 000                       | 0,9                            | 495 000                      | 7,3                            |
|      | Sep     | 7 566 000          | 251 000                      | 3,4                            | 213 000                      | 2,9                            |
| 2019 | Dec*    | 7 662 000          | 96 000                       | 1,3                            | 392 000                      | 5,4                            |
|      | Mar     | 7 492 000          | -170 000                     | -2,2                           | 239 000                      | 3,3                            |

\*Revised estimates.

#### 4.6 Bonus and overtime payments

| Year | Quarter | Bonus and overtime payments | Change in bonus and overtime payments | % change in bonus and overtime payments | Change in bonus and overtime payments | % change in bonus and overtime payments |
|------|---------|-----------------------------|---------------------------------------|-----------------------------------------|---------------------------------------|-----------------------------------------|
|      |         |                             | Quarterly                             |                                         | Annual                                |                                         |
| 2017 | Jun     | 668 000                     |                                       |                                         |                                       |                                         |
|      | Sep     | 1 902 000                   | 1 234 000                             | 184,7                                   |                                       |                                         |
|      | Dec     | 1 522 000                   | -380 000                              | -20,0                                   |                                       |                                         |
| 2018 | Mar     | 554 000                     | -968 000                              | -63,6                                   |                                       |                                         |
|      | Jun     | 609 000                     | 55 000                                | 9,9                                     | -59 000                               | -8,8                                    |
|      | Sep     | 546 000                     | -63 000                               | -10,3                                   | -1 356 000                            | -71,3                                   |
| 2019 | Dec*    | 1 928 000                   | 1 382 000                             | 253,1                                   | 406 000                               | 26,7                                    |
|      | Mar     | 586 000                     | -1 342 000                            | -69,6                                   | 32 000                                | 5,8                                     |

\*Revised estimates.

**Table 5 - Construction industry**

**5.1 Total number of employees**

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
|      |         | Total               | Quarterly                     |                                 | Annual                        |                                 |
| 2017 | Jun     | 626 000             |                               |                                 |                               |                                 |
|      | Sep     | 641 000             | 15 000                        | 2,4                             |                               |                                 |
|      | Dec     | 627 000             | -14 000                       | -2,2                            |                               |                                 |
| 2018 | Mar     | 641 000             | 14 000                        | 2,2                             |                               |                                 |
|      | Jun     | 641 000             | 0                             | 0,0                             | 15 000                        | 2,4                             |
|      | Sep     | 636 000             | -5 000                        | -0,8                            | -5 000                        | -0,8                            |
|      | Dec*    | 619 000             | -17 000                       | -2,7                            | -8 000                        | -1,3                            |
| 2019 | Mar     | 618 000             | -1 000                        | -0,2                            | -23 000                       | -3,6                            |

\*Revised estimates.

**5.2 Full-time employees**

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
|      |         | Full-time           | Quarterly                     |                                 | Annual                        |                                 |
| 2017 | Jun     | 538 000             |                               |                                 |                               |                                 |
|      | Sep     | 546 000             | 8 000                         | 1,5                             |                               |                                 |
|      | Dec     | 539 000             | -7 000                        | -1,3                            |                               |                                 |
| 2018 | Mar     | 550 000             | 11 000                        | 2,0                             |                               |                                 |
|      | Jun     | 543 000             | -7 000                        | -1,3                            | 5 000                         | 0,9                             |
|      | Sep     | 542 000             | -1 000                        | -0,2                            | -4 000                        | -0,7                            |
|      | Dec*    | 528 000             | -14 000                       | -2,6                            | -11 000                       | -2,0                            |
| 2019 | Mar     | 533 000             | 5 000                         | 0,9                             | -17 000                       | -3,1                            |

\*Revised estimates.

**5.3 Part-time employees**

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
|      |         | Part-time           | Quarterly                     |                                 | Annual                        |                                 |
| 2017 | Jun     | 88 000              |                               |                                 |                               |                                 |
|      | Sep     | 95 000              | 7 000                         | 8,0                             |                               |                                 |
|      | Dec     | 88 000              | -7 000                        | -7,4                            |                               |                                 |
| 2018 | Mar     | 91 000              | 3 000                         | 3,4                             |                               |                                 |
|      | Jun     | 98 000              | 7 000                         | 7,7                             | 10 000                        | 11,4                            |
|      | Sep     | 94 000              | -4 000                        | -4,1                            | -1 000                        | -1,1                            |
|      | Dec*    | 91 000              | -3 000                        | -3,2                            | 3 000                         | 3,4                             |
| 2019 | Mar     | 85 000              | -6 000                        | -6,6                            | -6 000                        | -6,6                            |

\*Revised estimates.

## 5.4 Total gross earnings

| Year | Quarter | Total gross earnings | Change in gross earnings | % change in gross earnings | Change in gross earnings | % change in gross earnings |
|------|---------|----------------------|--------------------------|----------------------------|--------------------------|----------------------------|
|      |         |                      | Quarterly                |                            | Annual                   |                            |
| 2017 | Jun     | 29 548 000           |                          |                            |                          |                            |
|      | Sep     | 30 645 000           | 1 097 000                | 3,7                        |                          |                            |
|      | Dec     | 36 241 000           | 5 596 000                | 18,3                       |                          |                            |
| 2018 | Mar     | 31 517 000           | -4 724 000               | -13,0                      |                          |                            |
|      | Jun     | 32 874 000           | 1 357 000                | 4,3                        | 3 326 000                | 11,3                       |
|      | Sep     | 32 128 000           | -746 000                 | -2,3                       | 1 483 000                | 4,8                        |
| 2019 | Dec*    | 35 986 000           | 3 858 000                | 12,0                       | -255 000                 | -0,7                       |
|      | Mar     | 31 257 000           | -4 729 000               | -13,1                      | -260 000                 | -0,8                       |

\*Revised estimates.

## 5.5 Basic salary/wages

| Year | Quarter | Basic Salary/Wages | Change in basic salary/wages | % change in basic salary/wages | Change in basic salary/wages | % change in basic salary/wages |
|------|---------|--------------------|------------------------------|--------------------------------|------------------------------|--------------------------------|
|      |         |                    | Quarterly                    |                                | Annual                       |                                |
| 2017 | Jun     | 27 284 000         |                              |                                |                              |                                |
|      | Sep     | 28 271 000         | 987 000                      | 3,6                            |                              |                                |
|      | Dec     | 29 756 000         | 1 485 000                    | 5,3                            |                              |                                |
| 2018 | Mar     | 29 358 000         | -398 000                     | -1,3                           |                              |                                |
|      | Jun     | 30 435 000         | 1 077 000                    | 3,7                            | 3 151 000                    | 11,5                           |
|      | Sep     | 30 199 000         | -236 000                     | -0,8                           | 1 928 000                    | 6,8                            |
| 2019 | Dec*    | 30 340 000         | 141 000                      | 0,5                            | 584 000                      | 2,0                            |
|      | Mar     | 29 109 000         | -1 231 000                   | -4,1                           | -249 000                     | -0,8                           |

\*Revised estimates.

## 5.6 Bonus and overtime payments

| Year | Quarter | Bonus and overtime payments | Change in bonus and overtime payments | % change in bonus and overtime payments | Change in bonus and overtime payments | % change in bonus and overtime payments |
|------|---------|-----------------------------|---------------------------------------|-----------------------------------------|---------------------------------------|-----------------------------------------|
|      |         |                             | Quarterly                             |                                         | Annual                                |                                         |
| 2017 | Jun     | 2 264 000                   |                                       |                                         |                                       |                                         |
|      | Sep     | 2 374 000                   | 110 000                               | 4,9                                     |                                       |                                         |
|      | Dec     | 6 485 000                   | 4 111 000                             | 173,2                                   |                                       |                                         |
| 2018 | Mar     | 2 159 000                   | -4 326 000                            | -66,7                                   |                                       |                                         |
|      | Jun     | 2 439 000                   | 280 000                               | 13,0                                    | 175 000                               | 7,7                                     |
|      | Sep     | 1 929 000                   | -510 000                              | -20,9                                   | -445 000                              | -18,7                                   |
| 2019 | Dec*    | 5 646 000                   | 3 717 000                             | 192,7                                   | -839 000                              | -12,9                                   |
|      | Mar     | 2 148 000                   | -3 498 000                            | -62,0                                   | -11 000                               | -0,5                                    |

\*Revised estimates.

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

**6.1 Total number of employees**

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
|      |         | Total               | Quarterly                     |                                 | Annual                        |                                 |
| 2017 | Jun     | 2 123 000           |                               |                                 |                               |                                 |
|      | Sep     | 2 132 000           | 9 000                         | 0,4                             |                               |                                 |
|      | Dec     | 2 206 000           | 74 000                        | 3,5                             |                               |                                 |
| 2018 | Mar     | 2 191 000           | -15 000                       | -0,7                            |                               |                                 |
|      | Jun     | 2 194 000           | 3 000                         | 0,1                             | 71 000                        | 3,3                             |
|      | Sep     | 2 212 000           | 18 000                        | 0,8                             | 80 000                        | 3,8                             |
|      | Dec*    | 2 266 000           | 54 000                        | 2,4                             | 60 000                        | 2,7                             |
| 2019 | Mar     | 2 258 000           | -8 000                        | -0,4                            | 67 000                        | 3,1                             |

\*Revised estimates.

**6.2 Full-time employees**

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
|      |         | Full-time           | Quarterly                     |                                 | Annual                        |                                 |
| 2017 | Jun     | 1 909 000           |                               |                                 |                               |                                 |
|      | Sep     | 1 924 000           | 15 000                        | 0,8                             |                               |                                 |
|      | Dec     | 1 981 000           | 57 000                        | 3,0                             |                               |                                 |
| 2018 | Mar     | 1 982 000           | 1 000                         | 0,1                             |                               |                                 |
|      | Jun     | 1 985 000           | 3 000                         | 0,2                             | 76 000                        | 4,0                             |
|      | Sep     | 2 002 000           | 17 000                        | 0,9                             | 78 000                        | 4,1                             |
|      | Dec*    | 2 030 000           | 28 000                        | 1,4                             | 49 000                        | 2,5                             |
| 2019 | Mar     | 2 042 000           | 12 000                        | 0,6                             | 60 000                        | 3,0                             |

\*Revised estimates.

**6.3 Part-time employees**

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
|      |         | Part-time           | Quarterly                     |                                 | Annual                        |                                 |
| 2017 | Jun     | 214 000             |                               |                                 |                               |                                 |
|      | Sep     | 208 000             | -6 000                        | -2,8                            |                               |                                 |
|      | Dec     | 225 000             | 17 000                        | 8,2                             |                               |                                 |
| 2018 | Mar     | 209 000             | -16 000                       | -7,1                            |                               |                                 |
|      | Jun     | 209 000             | 0                             | 0,0                             | -5 000                        | -2,3                            |
|      | Sep     | 210 000             | 1 000                         | 0,5                             | 2 000                         | 1,0                             |
|      | Dec*    | 236 000             | 26 000                        | 12,4                            | 11 000                        | 4,9                             |
| 2019 | Mar     | 216 000             | -20 000                       | -8,5                            | 7 000                         | 3,3                             |

\*Revised estimates.

## 6.4 Total gross earnings

| Year | Quarter | Total gross earnings | Change in gross earnings | % change in gross earnings | Change in gross earnings | % change in gross earnings |
|------|---------|----------------------|--------------------------|----------------------------|--------------------------|----------------------------|
|      |         |                      | Quarterly                |                            | Annual                   |                            |
| 2017 | Jun     | 88 392 000           |                          |                            |                          |                            |
|      | Sep     | 89 567 000           | 1 175 000                | 1,3                        |                          |                            |
|      | Dec     | 100 994 000          | 11 427 000               | 12,8                       |                          |                            |
| 2018 | Mar     | 94 864 000           | -6 130 000               | -6,1                       |                          |                            |
|      | Jun     | 95 087 000           | 223 000                  | 0,2                        | 6 695 000                | 7,6                        |
|      | Sep     | 96 986 000           | 1 899 000                | 2,0                        | 7 419 000                | 8,3                        |
| 2019 | Dec*    | 108 260 000          | 11 274 000               | 11,6                       | 7 266 000                | 7,2                        |
|      | Mar     | 100 213 000          | -8 047 000               | -7,4                       | 5 349 000                | 5,6                        |

\*Revised estimates.

## 6.5 Basic salary/wages

| Year | Quarter | Basic Salary/Wages | Change in basic salary/wages | % change in basic salary/wages | Change in basic salary/wages | % change in basic salary/wages |
|------|---------|--------------------|------------------------------|--------------------------------|------------------------------|--------------------------------|
|      |         |                    | Quarterly                    |                                | Annual                       |                                |
| 2017 | Jun     | 81 968 000         |                              |                                |                              |                                |
|      | Sep     | 83 546 000         | 1 578 000                    | 1,9                            |                              |                                |
|      | Dec     | 86 578 000         | 3 032 000                    | 3,6                            |                              |                                |
| 2018 | Mar     | 87 043 000         | 465 000                      | 0,5                            |                              |                                |
|      | Jun     | 88 081 000         | 1 038 000                    | 1,2                            | 6 113 000                    | 7,5                            |
|      | Sep     | 90 055 000         | 1 974 000                    | 2,2                            | 6 509 000                    | 7,8                            |
| 2019 | Dec*    | 92 428 000         | 2 373 000                    | 2,6                            | 5 850 000                    | 6,8                            |
|      | Mar     | 92 322 000         | -106 000                     | -0,1                           | 5 279 000                    | 6,1                            |

\*Revised estimates.

## 6.6 Bonus and overtime payments

| Year | Quarter | Bonus and overtime payments | Change in bonus and overtime payments | % change in bonus and overtime payments | Change in bonus and overtime payments | % change in bonus and overtime payments |
|------|---------|-----------------------------|---------------------------------------|-----------------------------------------|---------------------------------------|-----------------------------------------|
|      |         |                             | Quarterly                             |                                         | Annual                                |                                         |
| 2017 | Jun     | 6 424 000                   |                                       |                                         |                                       |                                         |
|      | Sep     | 6 021 000                   | -403 000                              | -6,3                                    |                                       |                                         |
|      | Dec     | 14 416 000                  | 8 395 000                             | 139,4                                   |                                       |                                         |
| 2018 | Mar     | 7 821 000                   | -6 595 000                            | -45,7                                   |                                       |                                         |
|      | Jun     | 7 006 000                   | -815 000                              | -10,4                                   | 582 000                               | 9,1                                     |
|      | Sep     | 6 931 000                   | -75 000                               | -1,1                                    | 910 000                               | 15,1                                    |
| 2019 | Dec*    | 15 832 000                  | 8 901 000                             | 128,4                                   | 1 416 000                             | 9,8                                     |
|      | Mar     | 7 891 000                   | -7 941 000                            | -50,2                                   | 70 000                                | 0,9                                     |

\*Revised estimates.

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

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
|      |         | Total               | Quarterly                     |                                 | Annual                        |                                 |
| 2017 | Jun     | 470 000             |                               |                                 |                               |                                 |
|      | Sep     | 479 000             | 9 000                         | 1,9                             |                               |                                 |
|      | Dec     | 481 000             | 2 000                         | 0,4                             |                               |                                 |
| 2018 | Mar     | 481 000             | 0                             | 0,0                             |                               |                                 |
|      | Jun     | 479 000             | -2 000                        | -0,4                            | 9 000                         | 1,9                             |
|      | Sep     | 483 000             | 4 000                         | 0,8                             | 4 000                         | 0,8                             |
| 2019 | Dec*    | 487 000             | 4 000                         | 0,8                             | 6 000                         | 1,2                             |
|      | Mar     | 484 000             | -3 000                        | -0,6                            | 3 000                         | 0,6                             |

\*Revised estimates.

**7.2 Full-time employees**

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
|      |         | Full-time           | Quarterly                     |                                 | Annual                        |                                 |
| 2017 | Jun     | 453 000             |                               |                                 |                               |                                 |
|      | Sep     | 461 000             | 8 000                         | 1,8                             |                               |                                 |
|      | Dec     | 463 000             | 2 000                         | 0,4                             |                               |                                 |
| 2018 | Mar     | 465 000             | 2 000                         | 0,4                             |                               |                                 |
|      | Jun     | 463 000             | -2 000                        | -0,4                            | 10 000                        | 2,2                             |
|      | Sep     | 465 000             | 2 000                         | 0,4                             | 4 000                         | 0,9                             |
| 2019 | Dec*    | 467 000             | 2 000                         | 0,4                             | 4 000                         | 0,9                             |
|      | Mar     | 466 000             | -1 000                        | -0,2                            | 1 000                         | 0,2                             |

\*Revised estimates.

**7.3 Part-time employees**

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
|      |         | Part-time           | Quarterly                     |                                 | Annual                        |                                 |
| 2017 | Jun     | 17 000              |                               |                                 |                               |                                 |
|      | Sep     | 18 000              | 1 000                         | 5,9                             |                               |                                 |
|      | Dec     | 18 000              | 0                             | 0,0                             |                               |                                 |
| 2018 | Mar     | 16 000              | -2 000                        | -11,1                           |                               |                                 |
|      | Jun     | 16 000              | 0                             | 0,0                             | -1 000                        | -5,9                            |
|      | Sep     | 18 000              | 2 000                         | 12,5                            | 0                             | 0,0                             |
| 2019 | Dec     | 20 000              | 2 000                         | 11,1                            | 2 000                         | 11,1                            |
|      | Mar     | 18 000              | -2 000                        | -10,0                           | 2 000                         | 12,5                            |

## 7.4 Total gross earnings

| Year | Quarter | Total gross earnings | Change in gross earnings | % change in gross earnings | Change in gross earnings | % change in gross earnings |
|------|---------|----------------------|--------------------------|----------------------------|--------------------------|----------------------------|
|      |         |                      | Quarterly                |                            | Annual                   |                            |
| 2017 | Jun     | 35 852 000           |                          |                            |                          |                            |
|      | Sep     | 36 083 000           | 231 000                  | 0,6                        |                          |                            |
|      | Dec     | 39 001 000           | 2 918 000                | 8,1                        |                          |                            |
| 2018 | Mar     | 35 518 000           | -3 483 000               | -8,9                       |                          |                            |
|      | Jun     | 37 663 000           | 2 145 000                | 6,0                        | 1 811 000                | 5,1                        |
|      | Sep     | 38 129 000           | 466 000                  | 1,2                        | 2 046 000                | 5,7                        |
| 2019 | Dec*    | 40 943 000           | 2 814 000                | 7,4                        | 1 942 000                | 5,0                        |
|      | Mar     | 37 356 000           | -3 587 000               | -8,8                       | 1 838 000                | 5,2                        |

\*Revised estimates.

## 7.5 Basic salary/wages

| Year | Quarter | Basic Salary/Wages | Change in basic salary/wages | % change in basic salary/wages | Change in basic salary/wages | % change in basic salary/wages |
|------|---------|--------------------|------------------------------|--------------------------------|------------------------------|--------------------------------|
|      |         |                    | Quarterly                    |                                | Annual                       |                                |
| 2017 | Jun     | 31 116 000         |                              |                                |                              |                                |
|      | Sep     | 31 839 000         | 723 000                      | 2,3                            |                              |                                |
|      | Dec     | 31 921 000         | 82 000                       | 0,3                            |                              |                                |
| 2018 | Mar     | 31 637 000         | -284 000                     | -0,9                           |                              |                                |
|      | Jun     | 32 693 000         | 1 056 000                    | 3,3                            | 1 577 000                    | 5,1                            |
|      | Sep     | 33 386 000         | 693 000                      | 2,1                            | 1 547 000                    | 4,9                            |
| 2019 | Dec*    | 33 839 000         | 453 000                      | 1,4                            | 1 918 000                    | 6,0                            |
|      | Mar     | 33 860 000         | 21 000                       | 0,1                            | 2 223 000                    | 7,0                            |

\*Revised estimates.

## 7.6 Bonus and overtime payments

| Year | Quarter | Bonus and overtime payments | Change in bonus and overtime payments | % change in bonus and overtime payments | Change in bonus and overtime payments | % change in bonus and overtime payments |
|------|---------|-----------------------------|---------------------------------------|-----------------------------------------|---------------------------------------|-----------------------------------------|
|      |         |                             | Quarterly                             |                                         | Annual                                |                                         |
| 2017 | Jun     | 4 736 000                   |                                       |                                         |                                       |                                         |
|      | Sep     | 4 244 000                   | -492 000                              | -10,4                                   |                                       |                                         |
|      | Dec     | 7 080 000                   | 2 836 000                             | 66,8                                    |                                       |                                         |
| 2018 | Mar     | 3 881 000                   | -3 199 000                            | -45,2                                   |                                       |                                         |
|      | Jun     | 4 970 000                   | 1 089 000                             | 28,1                                    | 234 000                               | 4,9                                     |
|      | Sep     | 4 743 000                   | -227 000                              | -4,6                                    | 499 000                               | 11,8                                    |
| 2019 | Dec*    | 7 104 000                   | 2 361 000                             | 49,8                                    | 24 000                                | 0,3                                     |
|      | Mar     | 3 496 000                   | -3 608 000                            | -50,8                                   | -385 000                              | -9,9                                    |

\*Revised estimates.

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

**8.1 Total number of employees**

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

\*Revised estimates.

**8.2 Full-time employees**

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
|      |         | Full-time           | Quarterly                     |                                 | Annual                        |                                 |
| 2017 | Jun     | 1 971 000           |                               |                                 |                               |                                 |
|      | Sep     | 1 992 000           | 21 000                        | 1,1                             |                               |                                 |
|      | Dec     | 2 031 000           | 39 000                        | 2,0                             |                               |                                 |
| 2018 | Mar     | 2 053 000           | 22 000                        | 1,1                             |                               |                                 |
|      | Jun     | 2 061 000           | 8 000                         | 0,4                             | 90 000                        | 4,6                             |
|      | Sep     | 2 064 000           | 3 000                         | 0,1                             | 72 000                        | 3,6                             |
|      | Dec*    | 2 105 000           | 41 000                        | 2,0                             | 74 000                        | 3,6                             |
| 2019 | Mar     | 2 111 000           | 6 000                         | 0,3                             | 58 000                        | 2,8                             |

\*Revised estimates.

**8.3 Part-time employees**

| Year | Quarter | Number of employees | Change in number of employees | % change in number of employees | Change in number of employees | % change in number of employees |
|------|---------|---------------------|-------------------------------|---------------------------------|-------------------------------|---------------------------------|
|      |         | Part-time           | Quarterly                     |                                 | Annual                        |                                 |
| 2017 | Jun     | 262 000             |                               |                                 |                               |                                 |
|      | Sep     | 258 000             | -4 000                        | -1,5                            |                               |                                 |
|      | Dec     | 260 000             | 2 000                         | 0,8                             |                               |                                 |
| 2018 | Mar     | 247 000             | -13 000                       | -5,0                            |                               |                                 |
|      | Jun     | 244 000             | -3 000                        | -1,2                            | -18 000                       | -6,9                            |
|      | Sep     | 251 000             | 7 000                         | 2,9                             | -7 000                        | -2,7                            |
|      | Dec*    | 247 000             | -4 000                        | -1,6                            | -13 000                       | -5,0                            |
| 2019 | Mar     | 246 000             | -1 000                        | -0,4                            | -1 000                        | -0,4                            |

\*Revised estimates.

## 8.4 Total gross earnings

| Year | Quarter | Total gross earnings | Change in gross earnings | % change in gross earnings | Change in gross earnings | % change in gross earnings |
|------|---------|----------------------|--------------------------|----------------------------|--------------------------|----------------------------|
|      |         |                      | Quarterly                |                            | Annual                   |                            |
| 2017 | Jun     | 153 009 000          |                          |                            |                          |                            |
|      | Sep     | 165 444 000          | 12 435 000               | 8,1                        |                          |                            |
|      | Dec     | 176 133 000          | 10 689 000               | 6,5                        |                          |                            |
| 2018 | Mar     | 189 734 000          | 13 601 000               | 7,7                        |                          |                            |
|      | Jun     | 172 615 000          | -17 119 000              | -9,0                       | 19 606 000               | 12,8                       |
|      | Sep     | 181 471 000          | 8 856 000                | 5,1                        | 16 027 000               | 9,7                        |
| 2019 | Dec*    | 189 687 000          | 8 216 000                | 4,5                        | 13 554 000               | 7,7                        |
|      | Mar     | 185 042 000          | -4 645 000               | -2,4                       | -4 692 000               | -2,5                       |

\*Revised estimates.

## 8.5 Basic salary/wages

| Year | Quarter | Basic Salary/Wages | Change in basic salary/wages | % change in basic salary/wages | Change in basic salary/wages | % change in basic salary/wages |
|------|---------|--------------------|------------------------------|--------------------------------|------------------------------|--------------------------------|
|      |         |                    | Quarterly                    |                                | Annual                       |                                |
| 2017 | Jun     | 140 187 000        |                              |                                |                              |                                |
|      | Sep     | 144 369 000        | 4 182 000                    | 3,0                            |                              |                                |
|      | Dec     | 153 289 000        | 8 920 000                    | 6,2                            |                              |                                |
| 2018 | Mar     | 153 219 000        | -70 000                      | 0,0                            |                              |                                |
|      | Jun     | 154 908 000        | 1 689 000                    | 1,1                            | 14 721 000                   | 10,5                           |
|      | Sep     | 157 076 000        | 2 168 000                    | 1,4                            | 12 707 000                   | 8,8                            |
| 2019 | Dec*    | 161 630 000        | 4 554 000                    | 2,9                            | 8 341 000                    | 5,4                            |
|      | Mar     | 160 681 000        | -949 000                     | -0,6                           | 7 462 000                    | 4,9                            |

\*Revised estimates.

## 8.6 Bonus and overtime payments

| Year | Quarter | Bonus and overtime payments | Change in bonus and overtime payments | % change in bonus and overtime payments | Change in bonus and overtime payments | % change in bonus and overtime payments |
|------|---------|-----------------------------|---------------------------------------|-----------------------------------------|---------------------------------------|-----------------------------------------|
|      |         |                             | Quarterly                             |                                         | Annual                                |                                         |
| 2017 | Jun     | 12 822 000                  |                                       |                                         |                                       |                                         |
|      | Sep     | 21 075 000                  | 8 253 000                             | 64,4                                    |                                       |                                         |
|      | Dec     | 22 844 000                  | 1 769 000                             | 8,4                                     |                                       |                                         |
| 2018 | Mar     | 36 515 000                  | 13 671 000                            | 59,8                                    |                                       |                                         |
|      | Jun     | 17 707 000                  | -18 808 000                           | -51,5                                   | 4 885 000                             | 38,1                                    |
|      | Sep     | 24 395 000                  | 6 688 000                             | 37,8                                    | 3 320 000                             | 15,8                                    |
| 2019 | Dec*    | 28 057 000                  | 3 662 000                             | 15,0                                    | 5 213 000                             | 22,8                                    |
|      | Mar     | 24 361 000                  | -3 696 000                            | -13,2                                   | -12 154 000                           | -33,3                                   |

\*Revised estimates.

**Table 9 - Community, social and personal services industry**

**9.1 Total number of employees**

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

\*Revised estimates.

**9.2 Full-time employees**

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

\*Revised estimates.

**9.3 Part-time employees**

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

\*Revised estimates.

## 9.4 Total gross earnings

| Year | Quarter | Total gross earnings | Change in gross earnings | % change in gross earnings | Change in gross earnings | % change in gross earnings |
|------|---------|----------------------|--------------------------|----------------------------|--------------------------|----------------------------|
|      |         |                      | Quarterly                |                            | Annual                   |                            |
| 2017 | Jun     | 197 715 000          |                          |                            |                          |                            |
|      | Sep     | 203 445 000          | 5 730 000                | 2,9                        |                          |                            |
|      | Dec     | 211 907 000          | 8 462 000                | 4,2                        |                          |                            |
| 2018 | Mar     | 205 204 000          | -6 703 000               | -3,2                       |                          |                            |
|      | Jun     | 208 995 000          | 3 791 000                | 1,8                        | 11 280 000               | 5,7                        |
|      | Sep     | 226 047 000          | 17 052 000               | 8,2                        | 22 602 000               | 11,1                       |
| 2019 | Dec*    | 232 018 000          | 5 971 000                | 2,6                        | 20 111 000               | 9,5                        |
|      | Mar     | 222 459 000          | -9 559 000               | -4,1                       | 17 255 000               | 8,4                        |

\*Revised estimates.

## 9.5 Basic salary/wages

| Year | Quarter | Basic Salary/Wages | Change in basic salary/wages | % change in basic salary/wages | Change in basic salary/wages | % change in basic salary/wages |
|------|---------|--------------------|------------------------------|--------------------------------|------------------------------|--------------------------------|
|      |         |                    | Quarterly                    |                                | Annual                       |                                |
| 2017 | Jun     | 184 165 000        |                              |                                |                              |                                |
|      | Sep     | 189 624 000        | 5 459 000                    | 3,0                            |                              |                                |
|      | Dec     | 192 238 000        | 2 614 000                    | 1,4                            |                              |                                |
| 2018 | Mar     | 192 043 000        | -195 000                     | -0,1                           |                              |                                |
|      | Jun     | 195 071 000        | 3 028 000                    | 1,6                            | 10 906 000                   | 5,9                            |
|      | Sep     | 210 804 000        | 15 733 000                   | 8,1                            | 21 180 000                   | 11,2                           |
| 2019 | Dec*    | 208 286 000        | -2 518 000                   | -1,2                           | 16 048 000                   | 8,3                            |
|      | Mar     | 206 503 000        | -1 783 000                   | -0,9                           | 14 460 000                   | 7,5                            |

\*Revised estimates.

## 9.6 Bonus and overtime payments

| Year | Quarter | Bonus and overtime payments | Change in bonus and overtime payments | % change in bonus and overtime payments | Change in bonus and overtime payments | % change in bonus and overtime payments |
|------|---------|-----------------------------|---------------------------------------|-----------------------------------------|---------------------------------------|-----------------------------------------|
|      |         |                             | Quarterly                             |                                         | Annual                                |                                         |
| 2017 | Jun     | 13 550 000                  |                                       |                                         |                                       |                                         |
|      | Sep     | 13 821 000                  | 271 000                               | 2,0                                     |                                       |                                         |
|      | Dec     | 19 669 000                  | 5 848 000                             | 42,3                                    |                                       |                                         |
| 2018 | Mar     | 13 161 000                  | -6 508 000                            | -33,1                                   |                                       |                                         |
|      | Jun     | 13 924 000                  | 763 000                               | 5,8                                     | 374 000                               | 2,8                                     |
|      | Sep     | 15 243 000                  | 1 319 000                             | 9,5                                     | 1 422 000                             | 10,3                                    |
| 2019 | Dec*    | 23 732 000                  | 8 489 000                             | 55,7                                    | 4 063 000                             | 20,7                                    |
|      | Mar     | 15 956 000                  | -7 776 000                            | -32,8                                   | 2 795 000                             | 21,2                                    |

\*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            | 19 499                          | 3,1                       | 8,3                    |
| Aug            | 19 996                          | 2,6                       | 10,1                   |
| Nov            | 20 193                          | 1,0                       | 7,9                    |
| 2018 Feb       | 20 092                          | -0,5                      | 6,2                    |
| May            | 20 433                          | 1,7                       | 4,8                    |
| Aug            | 21 192                          | 3,7                       | 6,0                    |
| Nov*           | 21 256                          | 0,3                       | 5,3                    |
| 2019 Feb       | 20 855                          | -1,9                      | 3,8                    |

\*Revised estimates.

### 1.2 Mining and quarrying industry\*\*

| Year and month | Including bonuses and overtime  |                           |                        |
|----------------|---------------------------------|---------------------------|------------------------|
|                | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2015 May       | 18 601                          | -                         | -                      |
| Aug            | 20 089                          | 8,0                       | -                      |
| Nov            | 21 009                          | 4,6                       | -                      |
| 2016 Feb       | 20 212                          | -3,8                      | -                      |
| May            | 22 047                          | 9,1                       | 18,5                   |
| Aug            | 22 241                          | 0,9                       | 10,7                   |
| Nov            | 22 953                          | 3,2                       | 9,3                    |
| 2017 Feb       | 22 193                          | -3,3                      | 9,8                    |
| May            | 22 223                          | 0,1                       | 0,8                    |
| Aug            | 23 077                          | 3,8                       | 3,8                    |
| Nov            | 23 572                          | 2,1                       | 2,7                    |
| 2018 Feb       | 22 903                          | -2,8                      | 3,2                    |
| May            | 23 265                          | 1,6                       | 4,7                    |
| Aug            | 25 021                          | 7,5                       | 8,4                    |
| Nov            | 25 510                          | 2,0                       | 8,2                    |
| 2019 Feb       | 24 118                          | -5,5                      | 5,3                    |

\*\*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            | 16 873                          | 1,9                       | 6,0                    | 15 864                          | 1,2                       | 6,6                    |
| Aug            | 17 415                          | 3,2                       | 5,9                    | 16 375                          | 3,2                       | 6,2                    |
| Nov            | 17 668                          | 1,5                       | 5,4                    | 16 541                          | 1,0                       | 4,2                    |
| 2018 Feb       | 17 297                          | -2,1                      | 4,5                    | 16 342                          | -1,2                      | 4,3                    |
| May            | 17 845                          | 3,2                       | 5,8                    | 16 784                          | 2,7                       | 5,8                    |
| Aug            | 18 425                          | 3,3                       | 5,8                    | 17 351                          | 3,4                       | 6,0                    |
| Nov*           | 18 642                          | 1,2                       | 5,5                    | 17 436                          | 0,5                       | 5,4                    |
| 2019 Feb       | 18 167                          | -2,5                      | 5,0                    | 17 097                          | -1,9                      | 4,6                    |

\*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            | 38 715                          | -0,6                      | 8,9                    | 35 280                          | -2,2                      | 7,4                    |
| Aug            | 38 950                          | 0,6                       | 3,8                    | 36 527                          | 3,5                       | 5,0                    |
| Nov            | 40 071                          | 2,9                       | 3,9                    | 37 684                          | 3,2                       | 6,4                    |
| 2018 Feb       | 38 934                          | -2,8                      | 0,0                    | 36 494                          | -3,2                      | 1,2                    |
| May            | 39 992                          | 2,7                       | 3,3                    | 37 042                          | 1,5                       | 5,0                    |
| Aug            | 41 953                          | 4,9                       | 7,7                    | 39 942                          | 7,8                       | 9,3                    |
| Nov*           | 44 152                          | 5,2                       | 10,2                   | 41 764                          | 4,6                       | 10,8                   |
| 2019 Feb       | 43 071                          | -2,4                      | 10,6                   | 40 566                          | -2,9                      | 11,2                   |

\*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*           | 15 245                          | 2,9                       | 16,8                   | 14 462                          | 2,7                       | 16,4                   |
| Aug            | 15 683                          | 2,9                       | 15,1                   | 14 864                          | 2,8                       | 14,6                   |
| Nov            | 16 463                          | 5,0                       | 11,6                   | 15 497                          | 4,3                       | 10,9                   |
| 2018 Feb       | 16 165                          | -1,8                      | 9,1                    | 15 465                          | -0,2                      | 9,9                    |
| May            | 16 565                          | 2,5                       | 8,7                    | 15 761                          | 1,9                       | 9,0                    |
| Aug            | 16 793                          | 1,4                       | 7,1                    | 16 005                          | 1,5                       | 7,7                    |
| Nov*           | 16 573                          | -1,3                      | 0,7                    | 15 793                          | -1,3                      | 1,9                    |
| 2019 Feb       | 15 899                          | -4,1                      | -1,6                   | 15 252                          | -3,4                      | -1,4                   |

\*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            | 13 006                          | 2,7                       | 6,1                    | 12 623                          | 2,1                       | 6,0                    |
| Aug            | 13 103                          | 0,7                       | 4,6                    | 12 782                          | 1,3                       | 4,8                    |
| Nov            | 13 279                          | 1,3                       | 5,6                    | 12 943                          | 1,3                       | 5,5                    |
| 2018 Feb       | 13 282                          | 0,0                       | 4,9                    | 12 981                          | 0,3                       | 5,0                    |
| May            | 13 486                          | 1,5                       | 3,7                    | 13 098                          | 0,9                       | 3,8                    |
| Aug            | 13 876                          | 2,9                       | 5,9                    | 13 502                          | 3,1                       | 5,6                    |
| Nov            | 13 725                          | -1,1                      | 3,4                    | 13 358                          | -1,1                      | 3,2                    |
| 2019 Feb       | 13 675                          | -0,4                      | 3,0                    | 13 344                          | -0,1                      | 2,8                    |

## 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            | 23 638                          | 5,7                       | 8,7                    | 22 240                          | 5,1                       | 8,1                    |
| Aug            | 23 787                          | 0,6                       | 6,9                    | 22 430                          | 0,9                       | 6,7                    |
| Nov            | 23 600                          | -0,8                      | 5,1                    | 22 210                          | -1,0                      | 5,2                    |
| 2018 Feb       | 23 236                          | -1,5                      | 3,9                    | 22 107                          | -0,5                      | 4,4                    |
| May            | 24 243                          | 4,3                       | 2,6                    | 22 820                          | 3,2                       | 2,6                    |
| Aug            | 24 884                          | 2,6                       | 4,6                    | 23 586                          | 3,4                       | 5,2                    |
| Nov*           | 24 715                          | -0,7                      | 4,7                    | 23 303                          | -1,2                      | 4,9                    |
| 2019 Feb       | 24 315                          | -1,6                      | 4,6                    | 23 163                          | -0,6                      | 4,8                    |

\*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            | 21 385                          | 3,0                       | 12,0                   | 21 025                          | 3,0                       | 12,3                   |
| Aug            | 22 199                          | 3,8                       | 13,4                   | 21 826                          | 3,8                       | 13,7                   |
| Nov            | 22 620                          | 1,9                       | 11,8                   | 22 260                          | 2,0                       | 12,1                   |
| 2018 Feb       | 22 765                          | 0,6                       | 9,7                    | 22 379                          | 0,5                       | 9,7                    |
| May            | 22 835                          | 0,3                       | 6,8                    | 22 437                          | 0,3                       | 6,7                    |
| Aug            | 23 513                          | 3,0                       | 5,9                    | 23 119                          | 3,0                       | 5,9                    |
| Nov*           | 23 597                          | 0,4                       | 4,3                    | 23 144                          | 0,1                       | 4,0                    |
| 2019 Feb       | 23 623                          | 0,1                       | 3,8                    | 23 240                          | 0,4                       | 3,8                    |

\*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  | 23 676                          | 4,2                       | 7,1                    | 23 151                          | 3,9                       | 6,8                    |
|                | Aug  | 24 195                          | 2,2                       | 13,8                   | 23 732                          | 2,5                       | 14,0                   |
|                | Nov  | 24 133                          | -0,3                      | 8,0                    | 23 675                          | -0,2                      | 8,0                    |
| 2018           | Feb  | 24 078                          | -0,2                      | 6,0                    | 23 658                          | -0,1                      | 6,2                    |
|                | May  | 24 640                          | 2,3                       | 4,1                    | 24 133                          | 2,0                       | 4,2                    |
|                | Aug  | 25 901                          | 5,1                       | 7,0                    | 25 407                          | 5,3                       | 7,1                    |
|                | Nov* | 26 108                          | 0,8                       | 8,2                    | 25 448                          | 0,2                       | 7,5                    |
| 2019           | Feb  | 25 148                          | -3,7                      | 4,4                    | 24 470                          | -3,8                      | 3,4                    |

\*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                   |
| 2017           | Nov  | 18 797                          | 2,1                       | 1,4                    |
|                | Feb  | 18 596                          | -1,1                      | 3,1                    |
|                | May  | 18 986                          | 2,1                       | 2,7                    |
| 2018           | Aug  | 19 358                          | 2,0                       | 5,1                    |
|                | Nov  | 19 379                          | 0,1                       | 3,1                    |
|                | Feb  | 18 991                          | -2,0                      | 2,1                    |
| 2019           | May  | 19 061                          | 0,4                       | 0,4                    |
|                | Aug  | 19 550                          | 2,6                       | 1,0                    |
|                | Nov* | 19 394                          | -0,8                      | 0,1                    |
| 2019           | Feb  | 18 942                          | -2,3                      | -0,3                   |

\*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                    |
| 2017           | Nov  | 23 045                          | 2,2                       | 2,5                    |
|                | Feb  | 21 822                          | -5,3                      | 3,3                    |
|                | May  | 21 639                          | -0,8                      | -4,4                   |
| 2018           | Aug  | 22 340                          | 3,2                       | -1,0                   |
|                | Nov  | 22 622                          | 1,3                       | -1,8                   |
|                | Feb  | 21 647                          | -4,3                      | -0,8                   |
| 2019           | May  | 21 702                          | 0,3                       | 0,3                    |
|                | Aug  | 23 082                          | 6,4                       | 3,3                    |
|                | Nov* | 23 276                          | 0,8                       | 2,9                    |
| 2019           | Feb  | 21 906                          | -5,9                      | 1,2                    |

\*\*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            | 16 429                          | 0,9                       | 0,5                    | 15 447                          | 0,2                       | 1,1                    |
| Aug            | 16 858                          | 2,6                       | 1,0                    | 15 852                          | 2,6                       | 1,3                    |
| Nov            | 16 956                          | 0,6                       | 0,8                    | 15 875                          | 0,1                       | -0,4                   |
| 2018 Feb       | 16 348                          | -3,6                      | 0,4                    | 15 446                          | -2,7                      | 0,2                    |
| May            | 16 646                          | 1,8                       | 1,3                    | 15 657                          | 1,4                       | 1,4                    |
| Aug            | 16 997                          | 2,1                       | 0,8                    | 16 006                          | 2,2                       | 1,0                    |
| Nov*           | 17 009                          | 0,1                       | 0,3                    | 15 909                          | -0,6                      | 0,2                    |
| 2019 Feb       | 16 500                          | -3,0                      | 0,9                    | 15 529                          | -2,4                      | 0,5                    |

\*Revised estimates.

## 2.4 Electricity, gas and water supply industry

| Year and month | Including bonuses and overtime  |                           |                        | Excluding bonuses and overtime  |                           |                        |
|----------------|---------------------------------|---------------------------|------------------------|---------------------------------|---------------------------|------------------------|
|                | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2015 May       | 36 331                          | -                         | -                      | 33 355                          | -                         | -                      |
| Aug            | 36 494                          | 0,4                       | -                      | 34 057                          | 2,1                       | -                      |
| Nov            | 39 115                          | 7,2                       | -                      | 36 229                          | 6,4                       | -                      |
| 2016 Feb       | 36 695                          | -6,2                      | -                      | 33 922                          | -6,4                      | -                      |
| May            | 36 507                          | -0,5                      | 0,5                    | 33 735                          | -0,6                      | 1,1                    |
| Aug            | 38 047                          | 4,2                       | 4,3                    | 35 286                          | 4,6                       | 3,6                    |
| 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            | 37 698                          | -1,5                      | 3,3                    | 34 352                          | -3,1                      | 1,8                    |
| Aug            | 37 705                          | 0,0                       | -0,9                   | 35 360                          | 2,9                       | 0,2                    |
| Nov            | 38 456                          | 2,0                       | -0,7                   | 36 166                          | 2,3                       | 1,7                    |
| 2018 Feb       | 36 800                          | -4,3                      | -3,9                   | 34 493                          | -4,6                      | -2,7                   |
| May            | 37 306                          | 1,4                       | -1,0                   | 34 554                          | 0,2                       | 0,6                    |
| Aug            | 38 702                          | 3,7                       | 2,6                    | 36 847                          | 6,6                       | 4,2                    |
| Nov*           | 40 285                          | 4,1                       | 4,8                    | 38 106                          | 3,4                       | 5,4                    |
| 2019 Feb       | 39 120                          | -2,9                      | 6,3                    | 36 845                          | -3,3                      | 6,8                    |

\*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            | 14 844                          | 1,9                       | 10,8                   | 14 082                          | 1,7                       | 10,4                   |
| Aug            | 15 182                          | 2,3                       | 9,8                    | 14 389                          | 2,2                       | 9,4                    |
| Nov            | 15 799                          | 4,1                       | 6,6                    | 14 872                          | 3,4                       | 6,0                    |
| 2018 Feb       | 15 279                          | -3,3                      | 4,9                    | 14 617                          | -1,7                      | 5,6                    |
| May            | 15 452                          | 1,1                       | 4,1                    | 14 702                          | 0,6                       | 4,4                    |
| Aug            | 15 492                          | 0,3                       | 2,0                    | 14 765                          | 0,4                       | 2,6                    |
| Nov*           | 15 121                          | -2,4                      | -4,3                   | 14 410                          | -2,4                      | -3,1                   |
| 2019 Feb       | 14 441                          | -4,5                      | -5,5                   | 13 853                          | -3,9                      | -5,2                   |

\*Revised estimates.

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

| Year and month | Including bonuses and overtime  |                           |                        | Excluding bonuses and overtime  |                           |                        |
|----------------|---------------------------------|---------------------------|------------------------|---------------------------------|---------------------------|------------------------|
|                | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2015 May       | 12 663                          | -                         | -                      | 12 304                          | -                         | -                      |
| Aug            | 12 628                          | -0,3                      | -                      | 12 325                          | 0,2                       | -                      |
| Nov            | 12 523                          | -0,8                      | -                      | 12 220                          | -0,9                      | -                      |
| 2016 Feb       | 12 353                          | -1,4                      | -                      | 12 045                          | -1,4                      | -                      |
| May            | 12 582                          | 1,8                       | -0,6                   | 12 223                          | 1,5                       | -0,7                   |
| Aug            | 12 699                          | 0,9                       | 0,6                    | 12 373                          | 1,2                       | 0,4                    |
| 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            | 12 664                          | 1,7                       | 0,7                    | 12 291                          | 1,1                       | 0,6                    |
| Aug            | 12 683                          | 0,2                       | -0,1                   | 12 374                          | 0,7                       | 0,0                    |
| Nov            | 12 744                          | 0,5                       | 0,9                    | 12 421                          | 0,4                       | 0,9                    |
| 2018 Feb       | 12 554                          | -1,5                      | 0,9                    | 12 269                          | -1,2                      | 0,9                    |
| May            | 12 580                          | 0,2                       | -0,7                   | 12 218                          | -0,4                      | -0,6                   |
| Aug            | 12 801                          | 1,8                       | 0,9                    | 12 456                          | 1,9                       | 0,7                    |
| Nov*           | 12 523                          | -2,2                      | -1,7                   | 12 188                          | -2,2                      | -1,9                   |
| 2019 Feb       | 12 421                          | -0,8                      | -1,1                   | 12 120                          | -0,6                      | -1,2                   |

\*Revised estimates.

## 2.7 Transport, storage and communication industry

| Year and month |      | Including bonuses and overtime  |                           |                        | Excluding bonuses and overtime  |                           |                        |
|----------------|------|---------------------------------|---------------------------|------------------------|---------------------------------|---------------------------|------------------------|
|                |      | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2015           | May  | 22 884                          | -                         | -                      | 21 636                          | -                         | -                      |
|                | Aug  | 22 885                          | 0,0                       | -                      | 21 583                          | -0,2                      | -                      |
|                | Nov  | 22 709                          | -0,8                      | -                      | 21 387                          | -0,9                      | -                      |
| 2016           | Feb  | 21 872                          | -3,7                      | -                      | 20 629                          | -3,5                      | -                      |
|                | May  | 22 325                          | 2,1                       | -2,4                   | 21 114                          | 2,4                       | -2,4                   |
|                | Aug  | 22 559                          | 1,0                       | -1,4                   | 21 327                          | 1,0                       | -1,2                   |
| 2017           | Nov  | 22 548                          | 0,0                       | -0,7                   | 21 198                          | -0,6                      | -0,9                   |
|                | Feb  | 21 980                          | -2,5                      | 0,5                    | 20 812                          | -1,8                      | 0,9                    |
|                | May  | 23 017                          | 4,7                       | 3,1                    | 21 655                          | 4,1                       | 2,6                    |
| 2018           | Aug  | 23 028                          | 0,0                       | 2,1                    | 21 713                          | 0,3                       | 1,8                    |
|                | Nov  | 22 649                          | -1,6                      | 0,4                    | 21 315                          | -1,8                      | 0,6                    |
|                | Feb  | 21 962                          | -3,0                      | -0,1                   | 20 896                          | -2,0                      | 0,4                    |
| 2019           | May  | 22 615                          | 3,0                       | -1,7                   | 21 287                          | 1,9                       | -1,7                   |
|                | Aug  | 22 956                          | 1,5                       | -0,3                   | 21 758                          | 2,2                       | 0,2                    |
|                | Nov* | 22 550                          | -1,8                      | -0,4                   | 21 262                          | -2,3                      | -0,2                   |
| 2019           | Feb  | 22 084                          | -2,1                      | 0,6                    | 21 038                          | -1,1                      | 0,7                    |

\*Revised estimates.

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

| Year and month |      | Including bonuses and overtime  |                           |                        | Excluding bonuses and overtime  |                           |                        |
|----------------|------|---------------------------------|---------------------------|------------------------|---------------------------------|---------------------------|------------------------|
|                |      | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y | Average monthly earnings (Rand) | Quarterly changes (%) q/q | Annual changes (%) y/y |
| 2015           | May  | 19 885                          | -                         | -                      | 19 423                          | -                         | -                      |
|                | Aug  | 19 816                          | -0,3                      | -                      | 19 447                          | 0,1                       | -                      |
|                | Nov  | 19 817                          | 0,0                       | -                      | 19 386                          | -0,3                      | -                      |
| 2016           | Feb  | 19 670                          | -0,7                      | -                      | 19 249                          | -0,7                      | -                      |
|                | May  | 19 610                          | -0,3                      | -1,4                   | 19 220                          | -0,2                      | -1,0                   |
|                | Aug  | 19 857                          | 1,3                       | 0,2                    | 19 473                          | 1,3                       | 0,1                    |
| 2017           | Nov  | 20 306                          | 2,3                       | 2,5                    | 19 937                          | 2,4                       | 2,8                    |
|                | Feb  | 20 409                          | 0,5                       | 3,8                    | 20 066                          | 0,6                       | 4,2                    |
|                | May  | 20 822                          | 2,0                       | 6,2                    | 20 473                          | 2,0                       | 6,5                    |
| 2018           | Aug  | 21 490                          | 3,2                       | 8,2                    | 21 129                          | 3,2                       | 8,5                    |
|                | Nov  | 21 709                          | 1,0                       | 6,9                    | 21 363                          | 1,1                       | 7,2                    |
|                | Feb  | 21 517                          | -0,9                      | 5,4                    | 21 152                          | -1,0                      | 5,4                    |
| 2019           | May  | 21 301                          | -1,0                      | 2,3                    | 20 930                          | -1,0                      | 2,2                    |
|                | Aug  | 21 691                          | 1,8                       | 0,9                    | 21 327                          | 1,9                       | 0,9                    |
|                | Nov* | 21 530                          | -0,7                      | -0,8                   | 21 117                          | -1,0                      | -1,2                   |
| 2019           | Feb  | 21 456                          | -0,3                      | -0,3                   | 21 108                          | 0,0                       | -0,2                   |

\*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                   |
| 2017           | Nov  | 22 444                          | 4,1                       | 0,8                    | 22 013                          | 4,3                       | 0,8                    |
|                | Feb  | 22 333                          | -0,5                      | 2,9                    | 21 911                          | -0,5                      | 2,9                    |
|                | May  | 23 054                          | 3,2                       | 1,6                    | 22 542                          | 2,9                       | 1,3                    |
| 2018           | Aug  | 23 423                          | 1,6                       | 8,7                    | 22 974                          | 1,9                       | 8,8                    |
|                | Nov  | 23 160                          | -1,1                      | 3,2                    | 22 721                          | -1,1                      | 3,2                    |
|                | Feb  | 22 757                          | -1,7                      | 1,9                    | 22 361                          | -1,6                      | 2,1                    |
| 2019           | May  | 22 985                          | 1,0                       | -0,3                   | 22 512                          | 0,7                       | -0,1                   |
|                | Aug  | 23 894                          | 4,0                       | 2,0                    | 23 438                          | 4,1                       | 2,0                    |
|                | Nov* | 23 821                          | -0,3                      | 2,9                    | 23 219                          | -0,9                      | 2,2                    |
| 2019           | Feb  | 22 841                          | -4,1                      | 0,4                    | 22 225                          | -4,3                      | -0,6                   |

\*Revised estimates.

## Additional information

### Technical notes

1. **Response rate**      The collection rate for the quarter ended **March 2019** was **87,8%**.
2. **Confidence intervals**      **The estimated population value will be contained within the interval between the lower and upper 95% confidence limits.**

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

Lower limit

= lower 95% confidence limit of a population parameter

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

and

Upper limit

= upper 95% confidence limit of a population parameter

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

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

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

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

| Industry                                                                                                              | Quarter ended December* 2018 |                   |                   |                   | Quarter ended March 2019 |                   |                   |                   |
|-----------------------------------------------------------------------------------------------------------------------|------------------------------|-------------------|-------------------|-------------------|--------------------------|-------------------|-------------------|-------------------|
|                                                                                                                       | RSE                          | Lower limit       | Estimate          | Upper limit       | RSE                      | Lower limit       | Estimate          | Upper limit       |
| Mining and quarrying**                                                                                                | 0,0                          | 452 524           | 452 524           | 452 524           | 0,0                      | 458 584           | 458 584           | 458 584           |
| Manufacturing                                                                                                         | 0,6                          | 1 209 046         | 1 222 803         | 1 236 560         | 0,6                      | 1 212 338         | 1 227 313         | 1 242 288         |
| Electricity, gas and water supply                                                                                     | 0,8                          | 59 980            | 60 913            | 61 846            | 0,8                      | 59 109            | 60 078            | 61 047            |
| Construction                                                                                                          | 1,6                          | 600 106           | 619 336           | 638 566           | 1,7                      | 597 944           | 617 983           | 638 022           |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 0,7                          | 2 235 966         | 2 266 877         | 2 297 789         | 0,7                      | 2 225 476         | 2 258 158         | 2 290 840         |
| Transport, storage and communication                                                                                  | 0,9                          | 477 693           | 486 592           | 495 490           | 1,0                      | 473 696           | 483 197           | 492 698           |
| Financial intermediation, insurance, real estate and business services                                                | 1,3                          | 2 292 445         | 2 351 123         | 2 409 801         | 1,3                      | 2 296 317         | 2 356 924         | 2 417 530         |
| Community, social and personal services                                                                               | 0,4                          | 2 669 693         | 2 691 883         | 2 714 072         | 0,5                      | 2 686 906         | 2 710 966         | 2 735 025         |
| <b>Total</b>                                                                                                          | <b>0,4</b>                   | <b>10 078 008</b> | <b>10 152 051</b> | <b>10 226 094</b> | <b>0,4</b>               | <b>10 095 559</b> | <b>10 173 203</b> | <b>10 250 847</b> |

\*Revised estimates.

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

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

| Industry                                                                                                              | Quarter ended December* 2018 |                  |                  |                  | Quarter ended March 2019 |                  |                  |                  |
|-----------------------------------------------------------------------------------------------------------------------|------------------------------|------------------|------------------|------------------|--------------------------|------------------|------------------|------------------|
|                                                                                                                       | RSE                          | Lower limit      | Estimate         | Upper limit      | RSE                      | Lower limit      | Estimate         | Upper limit      |
| Mining and quarrying**                                                                                                | 0,0                          | 452 524          | 452 524          | 452 524          | 0,0                      | 458 584          | 458 584          | 458 584          |
| Manufacturing                                                                                                         | 0,6                          | 1 126 294        | 1 139 363        | 1 152 432        | 0,6                      | 1 132 086        | 1 145 980        | 1 159 874        |
| Electricity, gas and water supply                                                                                     | 0,8                          | 59 119           | 60 048           | 60 978           | 0,8                      | 58 042           | 58 968           | 59 895           |
| Construction                                                                                                          | 1,7                          | 510 261          | 528 016          | 545 771          | 1,8                      | 513 852          | 532 771          | 551 689          |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 0,8                          | 2 000 031        | 2 030 461        | 2 060 891        | 0,8                      | 2 009 510        | 2 042 004        | 2 074 498        |
| Transport, storage and communication                                                                                  | 1,0                          | 457 864          | 466 597          | 475 330          | 1,0                      | 456 402          | 465 669          | 474 937          |
| Financial intermediation, insurance, real estate and business services                                                | 1,4                          | 2 048 381        | 2 104 603        | 2 160 826        | 1,4                      | 2 052 927        | 2 110 690        | 2 168 453        |
| Community, social and personal services                                                                               | 0,5                          | 2 295 426        | 2 316 744        | 2 338 061        | 0,5                      | 2 294 877        | 2 317 288        | 2 339 699        |
| <b>Total</b>                                                                                                          | <b>0,4</b>                   | <b>9 027 299</b> | <b>9 098 357</b> | <b>9 169 415</b> | <b>0,4</b>               | <b>9 057 712</b> | <b>9 131 955</b> | <b>9 206 198</b> |

\*Revised estimates.

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

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

| Industry                                                                                                              | Quarter ended December* 2018 |                  |                  |                  | Quarter ended March 2019 |                  |                  |                  |
|-----------------------------------------------------------------------------------------------------------------------|------------------------------|------------------|------------------|------------------|--------------------------|------------------|------------------|------------------|
|                                                                                                                       | RSE                          | Lower limit      | Estimate         | Upper limit      | RSE                      | Lower limit      | Estimate         | Upper limit      |
| Mining and quarrying**                                                                                                | -                            | -                | -                | -                | -                        | -                | -                | -                |
| Manufacturing                                                                                                         | 1,9                          | 80 285           | 83 440           | 86 595           | 3,0                      | 76 571           | 81 333           | 86 095           |
| Electricity, gas and water supply                                                                                     | 5,6                          | 770              | 865              | 959              | 11,1                     | 868              | 1 109            | 1 351            |
| Construction                                                                                                          | 5,4                          | 81 646           | 91 320           | 100 993          | 4,3                      | 77 990           | 85 212           | 92 434           |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 2,0                          | 227 148          | 236 416          | 245 685          | 1,9                      | 208 115          | 216 154          | 224 193          |
| Transport, storage and communication                                                                                  | 3,1                          | 18 783           | 19 995           | 21 206           | 4,3                      | 16 035           | 17 528           | 19 020           |
| Financial intermediation, insurance, real estate and business services                                                | 3,3                          | 230 441          | 246 520          | 262 598          | 4,9                      | 222 500          | 246 234          | 269 968          |
| Community, social and personal services                                                                               | 0,8                          | 369 497          | 375 139          | 380 781          | 0,9                      | 386 634          | 393 678          | 400 721          |
| <b>Total</b>                                                                                                          | <b>1,1</b>                   | <b>1 031 617</b> | <b>1 053 694</b> | <b>1 075 771</b> | <b>1,4</b>               | <b>1 013 477</b> | <b>1 041 248</b> | <b>1 069 018</b> |

\*Revised estimates.

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

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

| Industry                                                                                                              | Quarter ended December* 2018 |                        |                        |                        | Quarter ended March 2019 |                        |                        |                        |
|-----------------------------------------------------------------------------------------------------------------------|------------------------------|------------------------|------------------------|------------------------|--------------------------|------------------------|------------------------|------------------------|
|                                                                                                                       | RSE                          | Lower limit            | Estimate               | Upper limit            | RSE                      | Lower limit            | Estimate               | Upper limit            |
| Mining and quarrying**                                                                                                | 0,0                          | 34 426 638 898         | 34 426 638 898         | 34 426 638 898         | 0,0                      | 33 900 171 395         | 33 900 171 395         | 33 900 171 395         |
| Manufacturing                                                                                                         | 0,8                          | 76 207 683 236         | 77 437 759 782         | 78 667 836 327         | 0,8                      | 68 477 266 352         | 69 595 207 461         | 70 713 148 571         |
| Electricity, gas and water supply                                                                                     | 0,5                          | 9 496 720 140          | 9 590 823 051          | 9 684 925 961          | 0,6                      | 7 984 351 221          | 8 077 874 487          | 8 171 397 752          |
| Construction                                                                                                          | 3,6                          | 33 461 791 851         | 35 986 753 847         | 38 511 715 844         | 4,0                      | 28 813 814 408         | 31 257 174 035         | 33 700 533 661         |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 1,5                          | 104 980 761 586        | 108 260 261 839        | 111 539 762 093        | 1,4                      | 97 519 149 488         | 100 213 572 875        | 102 907 996 263        |
| Transport, storage and communication                                                                                  | 1,3                          | 39 889 042 227         | 40 942 360 741         | 41 995 679 255         | 1,4                      | 36 357 570 556         | 37 355 281 905         | 38 352 993 252         |
| Financial intermediation, insurance, real estate and business services                                                | 2,8                          | 179 145 642 383        | 189 687 065 604        | 200 228 488 825        | 2,4                      | 176 315 162 137        | 185 041 915 243        | 193 768 668 349        |
| Community, social and personal services                                                                               | 1,6                          | 224 806 290 836        | 232 017 399 385        | 239 228 507 935        | 1,4                      | 216 154 976 849        | 222 459 014 025        | 228 763 051 200        |
| <b>Total</b>                                                                                                          | <b>0,9</b>                   | <b>714 833 473 596</b> | <b>728 349 063 147</b> | <b>741 864 652 699</b> | <b>0,9</b>               | <b>676 395 333 336</b> | <b>687 900 211 425</b> | <b>699 405 089 513</b> |

\*Revised estimates.

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

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

| Industry                                                                                                              | Quarter ended December* 2018 |                        |                        |                        | Quarter ended March 2019 |                        |                        |                        |
|-----------------------------------------------------------------------------------------------------------------------|------------------------------|------------------------|------------------------|------------------------|--------------------------|------------------------|------------------------|------------------------|
|                                                                                                                       | RSE                          | Lower limit            | Estimate               | Upper limit            | RSE                      | Lower limit            | Estimate               | Upper limit            |
| Mining and quarrying**                                                                                                | 0,0                          | 34 426 638 898         | 34 426 638 898         | 34 426 638 898         | 0,0                      | 33 900 171 395         | 33 900 171 395         | 33 900 171 395         |
| Manufacturing                                                                                                         | 0,9                          | 62 757 817 409         | 63 860 229 351         | 64 962 641 292         | 0,8                      | 61 507 034 716         | 62 547 671 582         | 63 588 308 449         |
| Electricity, gas and water supply                                                                                     | 0,6                          | 7 576 220 304          | 7 662 346 138          | 7 748 471 972          | 0,6                      | 7 405 012 810          | 7 491 615 455          | 7 578 218 099          |
| Construction                                                                                                          | 3,4                          | 28 347 704 568         | 30 340 475 190         | 32 333 245 812         | 3,9                      | 26 891 089 846         | 29 108 803 996         | 31 326 518 145         |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 1,3                          | 89 992 276 147         | 92 428 059 316         | 94 863 842 485         | 1,3                      | 89 897 281 424         | 92 322 433 581         | 94 747 585 738         |
| Transport, storage and communication                                                                                  | 1,2                          | 33 018 488 708         | 33 838 800 497         | 34 659 112 286         | 1,3                      | 33 007 989 831         | 33 859 647 473         | 34 711 305 114         |
| Financial intermediation, insurance, real estate and business services                                                | 2,2                          | 154 804 995 190        | 161 629 565 817        | 168 454 136 444        | 2,1                      | 153 966 182 067        | 160 681 065 951        | 167 395 949 836        |
| Community, social and personal services                                                                               | 1,6                          | 201 606 055 111        | 208 285 647 626        | 214 965 240 142        | 1,5                      | 200 605 066 760        | 206 503 446 989        | 212 401 827 218        |
| <b>Total</b>                                                                                                          | <b>0,8</b>                   | <b>622 309 448 193</b> | <b>632 471 762 834</b> | <b>642 634 077 474</b> | <b>0,8</b>               | <b>616 757 227 339</b> | <b>626 414 856 422</b> | <b>636 072 485 505</b> |

\*Revised estimates.

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

| Industry                                                                                                              | Quarter ended December* 2018 |                       |                       |                       | Quarter ended March 2019 |                       |                       |                       |
|-----------------------------------------------------------------------------------------------------------------------|------------------------------|-----------------------|-----------------------|-----------------------|--------------------------|-----------------------|-----------------------|-----------------------|
|                                                                                                                       | RSE                          | Lower limit           | Estimate              | Upper limit           | RSE                      | Lower limit           | Estimate              | Upper limit           |
| Mining and quarrying**                                                                                                | -                            | -                     | -                     | -                     | -                        | -                     | -                     | -                     |
| Manufacturing                                                                                                         | 1,3                          | 9 321 669 092         | 9 556 768 707         | 9 791 868 322         | 2,1                      | 3 063 302 406         | 3 196 021 172         | 3 328 739 939         |
| Electricity, gas and water supply                                                                                     | 0,7                          | 1 441 322 241         | 1 461 048 078         | 1 480 773 914         | 10,7                     | 70 217 714            | 88 916 018            | 107 614 321           |
| Construction                                                                                                          | 11,9                         | 3 288 513 256         | 4 293 063 067         | 5 297 612 878         | 18,4                     | 602 637 229           | 941 372 813           | 1 280 108 396         |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 5,2                          | 11 918 121 691        | 13 264 108 776        | 14 610 095 861        | 8,1                      | 4 594 041 681         | 5 461 651 816         | 6 329 261 951         |
| Transport, storage and communication                                                                                  | 3,7                          | 4 741 386 688         | 5 112 063 294         | 5 482 739 900         | 10,6                     | 1 273 309 059         | 1 608 884 565         | 1 944 460 071         |
| Financial intermediation, insurance, real estate and business services                                                | 11,3                         | 19 547 203 580        | 25 130 336 764        | 30 713 469 948        | 8,7                      | 17 923 811 140        | 21 617 425 063        | 25 311 038 986        |
| Community, social and personal services                                                                               | 4,5                          | 16 562 766 956        | 18 172 851 886        | 19 782 936 816        | 5,6                      | 8 976 050 697         | 10 072 428 581        | 11 168 806 465        |
| <b>Total</b>                                                                                                          | <b>4,0</b>                   | <b>70 925 218 102</b> | <b>76 990 240 572</b> | <b>83 055 263 042</b> | <b>4,7</b>               | <b>39 007 315 805</b> | <b>42 986 700 027</b> | <b>46 966 084 249</b> |

\*Revised estimates.

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

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

| Industry                                                                                                              | Quarter ended December* 2018 |                       |                       |                       | Quarter ended March 2019 |                       |                       |                       |
|-----------------------------------------------------------------------------------------------------------------------|------------------------------|-----------------------|-----------------------|-----------------------|--------------------------|-----------------------|-----------------------|-----------------------|
|                                                                                                                       | RSE                          | Lower limit           | Estimate              | Upper limit           | RSE                      | Lower limit           | Estimate              | Upper limit           |
| Mining and quarrying**                                                                                                | -                            | -                     | -                     | -                     | -                        | -                     | -                     | -                     |
| Manufacturing                                                                                                         | 0,9                          | 3 946 722 647         | 4 020 761 724         | 4 094 800 801         | 1,2                      | 3 764 289 283         | 3 851 514 707         | 3 938 740 132         |
| Electricity, gas and water supply                                                                                     | 0,2                          | 465 280 010           | 467 428 835           | 469 577 660           | 0,2                      | 495 498 764           | 497 343 014           | 499 187 265           |
| Construction                                                                                                          | 3,4                          | 1 263 108 502         | 1 353 215 590         | 1 443 322 678         | 3,6                      | 1 120 968 882         | 1 206 997 226         | 1 293 025 570         |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 3,2                          | 2 408 769 901         | 2 568 093 747         | 2 727 417 593         | 2,2                      | 2 323 350 678         | 2 429 487 478         | 2 535 624 279         |
| Transport, storage and communication                                                                                  | 2,5                          | 1 892 961 126         | 1 991 496 950         | 2 090 032 774         | 2,3                      | 1 802 178 970         | 1 886 749 867         | 1 971 320 763         |
| Financial intermediation, insurance, real estate and business services                                                | 5,9                          | 2 587 355 996         | 2 927 163 023         | 3 266 970 049         | 1,9                      | 2 641 294 551         | 2 743 424 229         | 2 845 553 907         |
| Community, social and personal services                                                                               | 4,3                          | 5 086 763 075         | 5 558 899 873         | 6 031 036 670         | 4,6                      | 5 350 835 882         | 5 883 138 455         | 6 415 441 027         |
| <b>Total</b>                                                                                                          | <b>1,7</b>                   | <b>18 261 848 031</b> | <b>18 887 059 741</b> | <b>19 512 271 451</b> | <b>1,6</b>               | <b>17 919 808 893</b> | <b>18 498 654 976</b> | <b>19 077 501 058</b> |

\*Revised estimates.

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

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

| Industry                                                                                                              | November* 2018 |               |               |               | February 2019 |               |               |               |
|-----------------------------------------------------------------------------------------------------------------------|----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
|                                                                                                                       | RSE            | Lower limit   | Estimate      | Upper limit   | RSE           | Lower limit   | Estimate      | Upper limit   |
| Mining and quarrying**                                                                                                | 0,0            | 25 510        | 25 510        | 25 510        | 0,0           | 24 118        | 24 118        | 24 118        |
| Manufacturing                                                                                                         | 2,4            | 17 752        | 18 642        | 19 532        | 1,1           | 17 760        | 18 167        | 18 574        |
| Electricity, gas and water supply                                                                                     | 1,4            | 42 956        | 44 152        | 45 348        | 1,5           | 41 844        | 43 071        | 44 298        |
| Construction                                                                                                          | 3,6            | 15 410        | 16 573        | 17 736        | 4,4           | 14 540        | 15 899        | 17 258        |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 1,4            | 13 346        | 13 725        | 14 104        | 1,6           | 13 257        | 13 675        | 14 093        |
| Transport, storage and communication                                                                                  | 1,8            | 23 859        | 24 715        | 25 571        | 1,8           | 23 466        | 24 315        | 25 164        |
| Financial intermediation, insurance, real estate and business services                                                | 2,7            | 22 370        | 23 597        | 24 824        | 2,4           | 22 503        | 23 623        | 24 743        |
| Community, social and personal services                                                                               | 1,8            | 25 204        | 26 108        | 27 012        | 1,5           | 24 386        | 25 148        | 25 910        |
| <b>Total</b>                                                                                                          | <b>1,0</b>     | <b>20 850</b> | <b>21 256</b> | <b>21 662</b> | <b>0,9</b>    | <b>20 493</b> | <b>20 855</b> | <b>21 217</b> |

\*Revised estimates.

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

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

| Industry                                                                                                              | November* 2018 |             |          |             | February 2019 |             |          |             |
|-----------------------------------------------------------------------------------------------------------------------|----------------|-------------|----------|-------------|---------------|-------------|----------|-------------|
|                                                                                                                       | RSE            | Lower limit | Estimate | Upper limit | RSE           | Lower limit | Estimate | Upper limit |
| Mining and quarrying**                                                                                                | -              | -           | -        | -           | -             | -           | -        | -           |
| Manufacturing                                                                                                         | 2,4            | 16 625      | 17 436   | 18 247      | 1,1           | 16 714      | 17 097   | 17 480      |
| Electricity, gas and water supply                                                                                     | 1,4            | 40 611      | 41 764   | 42 917      | 1,5           | 39 384      | 40 566   | 41 748      |
| Construction                                                                                                          | 3,7            | 14 652      | 15 793   | 16 934      | 4,4           | 13 927      | 15 252   | 16 577      |
| Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants | 1,4            | 12 983      | 13 358   | 13 733      | 1,6           | 12 930      | 13 344   | 13 758      |
| Transport, storage and communication                                                                                  | 1,8            | 22 483      | 23 303   | 24 123      | 1,8           | 22 344      | 23 163   | 23 982      |
| Financial intermediation, insurance, real estate and business services                                                | 2,7            | 21 941      | 23 144   | 24 347      | 2,4           | 22 127      | 23 240   | 24 353      |
| Community, social and personal services                                                                               | 1,8            | 24 552      | 25 448   | 26 344      | 1,6           | 23 720      | 24 470   | 25 220      |

\*Revised estimates.

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

## Explanatory notes

### Introduction

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

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

Part 2 deals with the estimation of average monthly earnings.

### Scope of the survey

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

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

### Classification

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

### Statistical unit

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

### Purpose of the survey

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

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

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

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

**Abbreviations and symbols**

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

## Glossary

|                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|---------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Annual percentage change</b>                   | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Average monthly earnings at constant</b>       | Average monthly earnings at constant prices measure average monthly earnings after the direct effects of inflation have been eliminated. The deflator used to deflate the current average earnings is the consumer price index (December 2016=100).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Average monthly earnings at current prices</b> | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Casual employees</b>                           | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Enterprises</b>                                | Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their production activities.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Formal sector</b>                              | The formal sector includes all businesses that are registered in any way.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Full-time employees</b>                        | 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.)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Gross earnings</b>                             | 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). |
| <b>Industries</b>                                 | Industries consist of groups of enterprises engaged in the same or similar kind of activity. The definition of industries is based on the <i>System of National Accounts</i> (SNA) and is in line with that in the <i>Standard Industrial Classification of all Economic Activities</i> (SIC), Fifth Edition, Report No. 09-09-02 of January 1993.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

|                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|---------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Informal sector</b>                | 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.                                                                                                                                                                                                                                                                                                                                   |
| <b>Number of employees</b>            | 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 <b>Reference quarter/month/period</b> below). |
| <b>Ordinary-time hours</b>            | 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.                                                                                                                                                                                                                                          |
| <b>Overtime hours paid for</b>        | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Overtime payments</b>              | 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.                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Part-time employees</b>            | 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.                                                                                                                                                                                                                                                                                                                                   |
| <b>Performance and other bonuses</b>  | <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>                                  |
| <b>Permanent employees</b>            | 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.                                                                                                                                                                                                                                                                                                                                               |
| <b>Quarterly percentage change</b>    | A quarterly percentage change is a change in the employment, the gross earnings or the average monthly earnings of the given quarter/month compared with the employment, the gross earnings or the average monthly earnings of the previous quarter/month expressed as a percentage.                                                                                                                                                                                                                                                                                                                   |
| <b>Reference quarter/month/period</b> | <p>Reference quarter/period in part 1 of this publication refers to the three months up to the end of March, June, September or December.</p> <p>Reference month/period in part 2 of this publication refers to the months of October, November and December.</p>                                                                                                                                                                                                                                                                                                                                      |

**Severance, termination  
and redundancy payments**

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

**Temporary employees**

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

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