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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 that in the *Standard Industrial Classification of all Economic Activities* (SIC), Fifth Edition, and Report No. 09-09-02 of January 1993.

This survey covers employment 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 September 2016

Figure A: Employment in the non-agricultural formal sector, June 2015 – September 2016.

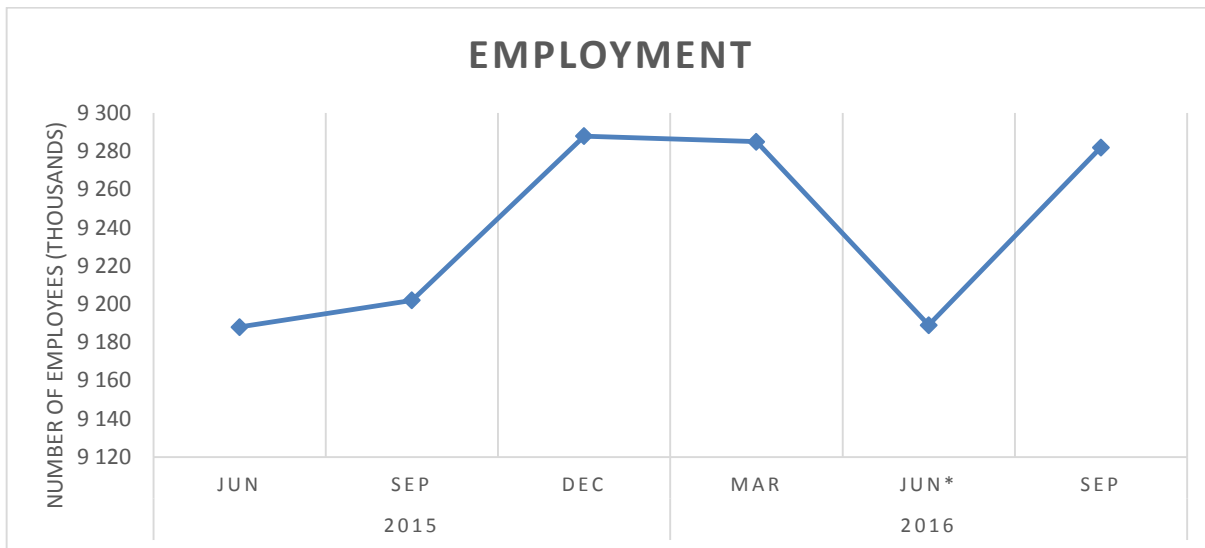


Table A: Employment by industry

Industry	Sep 2015	Jun* 2016	Sep 2016	Q/Q Change	Y/Y Change	Q/Q Change	Y/Y Change
	Thousand			%			
Mining	476	458	460	2	-16	0,4	-3,4
Manufacturing	1 153	1 133	1 130	-3	-23	-0,3	-2,0
Electricity	59	61	61	0	2	0,0	3,4
Construction	541	539	545	6	4	1,1	0,7
Trade	1 896	1 907	1 914	7	18	0,4	0,9
Transport	460	445	442	-3	-18	-0,7	-3,9
Business services	2 083	2 099	2 105	6	22	0,3	1,1
Community services	2 534	2 547	2 625	78	91	3,1	3,6
Total	9 202	9 189	9 282	93	80	1,0	0,9

*Revised estimates.

Table A shows that employment increased by 93 000 quarter-on-quarter, from 9 189 000 in June 2016 to 9 282 000 in September 2016. This was largely due to increases in the following industries: community services (78 000 or 3,1%); trade (7 000 or 0,4%); construction (6 000 or 1,1%); business services (6 000 or 0,3%) and mining and quarrying (2 000 or 0,4%).

The electricity industry remained unchanged.

However there were decreases in the following industries: manufacturing (-3 000 or -0,3%) and transport (-3 000 or -0,7%).

Employment increased by 80 000 or 0,9% year-on-year between September 2015 and September 2016. These increases were reported by: community services (91 000 or 3,6%); business services (22 000 or 1,1%); trade (18 000 or 0,9%); construction (4 000 or 0,7%) and electricity (2 000 or 3,4%).

The following industries reported annual decreases: manufacturing (-23 000 or -2,0%); transport (-18 000 or -3,9%); and mining and quarrying (-16 000 or -3,4%).

Figure B: Gross earnings (R'000) of employees in the formal non-agricultural sector, June 2015 – September 2016

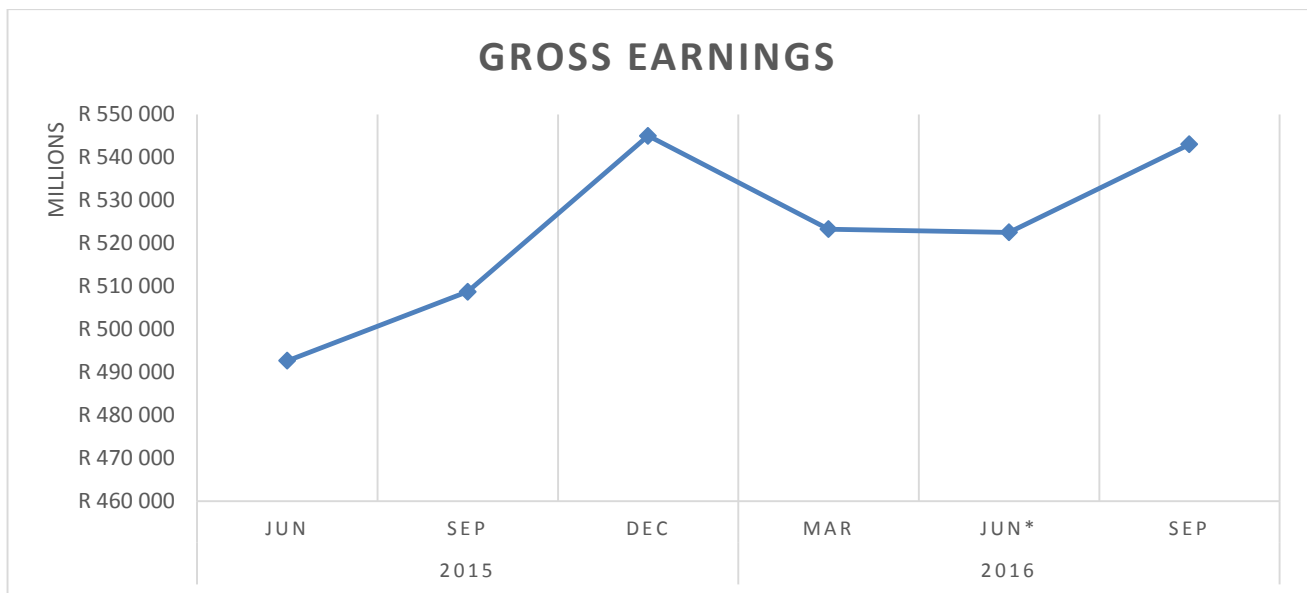


Table B: Gross earnings by industry

Industry	Sep 2015	Jun* 2016	Sep 2016	Q/Q Change	Y/Y Change	Q/Q Change	Y/Y Change
	Rands (Million)					%	
Mining	28 908	29 084	30 063	979	1 155	3,4	4,0
Manufacturing	56 527	57 016	58 880	1 864	2 353	3,3	4,2
Electricity	6 247	6 584	8 409	1 825	2 162	27,7	34,6
Construction	22 423	22 304	22 984	680	561	3,0	2,5
Trade	69 509	72 236	74 999	2 763	5 490	3,8	7,9
Transport	31 647	31 864	31 110	-754	-537	-2,4	-1,7
Business services	128 738	128 068	137 816	9 748	9 078	7,6	7,1
Community services	164 739	175 428	178 805	3 377	14 066	1,9	8,5
Total	508 738	522 584	543 066	20 482	34 328	3,9	6,7

*Revised estimates.

Table B shows that gross earnings paid to employees increased by R20 482 million (3,9%) from R522 584 million in June 2016 to R543 066 million in September 2016. The increase was mainly due to increases in the business services; community services; trade; manufacturing; electricity; mining and quarrying and construction industries.

There was a decrease reported by the transport industry.

Year-on-year, gross earnings increased by R34 328 million (6,7%).

Average monthly earnings

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

Average monthly earnings (including bonuses and overtime payments)	August 2015	May* 2016	August 2016	Q/Q Change	Y/Y Change
	Rands			%	
		17 344	18 077	18 104	0,1

*Revised estimates.

Table C shows a quarter-on-quarter increase of 0,1% in average monthly earnings paid to employees in the formal non-agricultural sector from R18 077 in May 2016 to R18 104 in August 2016.

On an annual basis, average monthly earnings paid to employees increased by 4,4% from R17 344 in August 2015 to R18 104 in August 2016.

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

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

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

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

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

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

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

PJ Lehohla
Statistician-General

Detailed employment changes by industry

The *mining and quarrying industry* reported an annual decrease of 16 000 employees (-3,4%) in September 2016 compared with September 2015. There was a quarterly increase of 2 000 employees (0,4%) in September 2016 compared with June 2016.

See explanatory note on page 24.

The *manufacturing industry* reported an annual decrease of 23 000 employees (-2,0%) in September 2016 compared with September 2015. There was a quarterly decrease of 3 000 employees (-0,3%) in September 2016 compared with June 2016. This was mainly due to decreases in employment in the food, beverages and tobacco; furniture, manufacturing n.e.c; recycling and electrical machinery and apparatus n.e.c.

The *electricity, gas and water supply industry* reported an annual increase of 2 000 employees (3,4%) in September 2016 compared with September 2015. There was no quarterly change in September 2016 compared to with June 2016.

The *construction industry* reported an annual increase of 4 000 employees (0,7%) in September 2016 compared with September 2015. There was a quarterly increase of 6 000 employees (1,1%) in September 2016 compared with June 2016. This was mainly due to increases in employment in the building of complete constructions or parts thereof, civil engineering.

The *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reported an annual increase of 18 000 employees (0,9%) in September 2016 compared with September 2015. There was a quarterly increase of 7 000 employees (0,4%) in September 2016 compared with June 2016. This was mainly due to increases in employment in hotels and restaurants; and retail trade.

The *transport, storage and communication industry* reported an annual decrease of 18 000 employees (-3,9%) in September 2016 compared with September 2015. There was a quarterly decrease of 3 000 employees (-0,7%) in September 2016 compared with June 2016. This was mainly due to decreases in employment in land transport and transport via pipelines and post and telecommunications.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 22 000 employees (1,1%) in September 2016 compared with September 2015. There was a quarterly increase of 6 000 employees (0,3%) in September 2016 compared with June 2016. This was mainly due to increases in business activities n.e.c; financial intermediation (i.e. Banks) except insurance and pension funding; activities auxiliary to financial intermediation; legal, accounting, bookkeeping and auditing activities.

The *community, social and personal services industry* reported an annual increase of 91 000 employees (3,6%) in September 2016 compared with September 2015. There was a quarterly increase of 78 000 employees (3,1%) in September 2016 compared with June 2016. This was mainly due to increases in employment in extra budgetary institutions; universities and technikons; recreational, cultural and sporting activities; health and social work.

Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R1 155 million (4,0%) in September 2016 compared with September 2015. There was a quarterly increase of R979 million (3,4%) in September 2016 compared with June 2016.

See explanatory note on page 24.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R2 353 million (4,2%) in September 2016 compared with September 2015. There was a quarterly increase of R1 864 million (3,3%) in September 2016 compared with June 2016. This was mainly due to the increases in gross earnings of Coke, refined petroleum products and nuclear fuel, chemicals and chemical products, rubber and plastic; basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; food, beverages and tobacco; and transport equipment.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R2 162 million (34,6%) in September 2016 compared with September 2015. There was a quarterly increase of R1 825 million (27,7%) in September 2016 compared with June 2016. This was mainly due to the increases in gross earnings of electricity, gas, steam and water supply.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R561 million (2,5%) in September 2016 compared with September 2015. There was a quarterly increase of R680 million (3,0%) in September 2016 compared with June 2016. This was mainly due to the increases in gross earnings of building of complete constructions or parts thereof, civil engineering and building installation.

Gross earnings paid to employees in the *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reflected an annual increase of R5 490 million (7,9%) in September 2016 compared with September 2015. There was a quarterly increase of R2 763 million (3,8%) in September 2016 compared with June 2016. This was mainly due to the increases in gross earnings of wholesale trade and retail trade.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual decrease of R537 million (-1,7%) in September 2016 compared with September 2015. There was a quarterly decrease of R754 million (-2,4%) in September 2016 compared with June 2016. This was mainly due to the decreases in gross earnings of post and telecommunications; and land transport and transport via pipelines.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R9 078 (7,1%) in September 2016 compared with September 2015. There was a quarterly increase of R9 748 million (7,6%) in September 2016 compared with June 2016. This was mainly due to the increases in gross earnings of financial intermediation (i.e. Banks) except insurance and pension funding; real estate activities; business activities n.e.c and activities auxiliary to financial intermediation.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R14 066 (8,5%) in September 2016 compared with September 2015. There was a quarterly increase of R3 377 million (1,9%) in September 2016 compared with June 2016. This was mainly due to the increases in gross earnings of extra budgetary institutions; provincial departments and local government.

Part 1 – Estimation of number of employees and their earnings

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

1.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
2015 Jun	9 188 000	-	-	-	-
Sep	9 202 000	14 000	0,2	-	-
Dec	9 288 000	86 000	0,9	-	-
2016 Mar	9 285 000	-3 000	0,0	-	-
Jun*	9 189 000	-96 000	-1,0	1 000	0,0
Sep	9 282 000	93 000	1,0	80 000	0,9

*Revised estimates.

1.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
2015 Jun	492 681 000	-	-	-	-
Sep	508 738 000	16 057 000	3,3	-	-
Dec	545 027 000	36 289 000	7,1	-	-
2016 Mar	523 311 000	-21 716 000	-4,0	-	-
Jun*	522 584 000	-727 000	-0,1	29 903 000	6,1
Sep	543 066 000	20 482 000	3,9	34 328 000	6,7

*Revised estimates.

Table 2 - Mining and quarrying industry

2.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
2015 Jun	489 000	-	-	-	-
Sep	476 000	-13 000	-2,7	-	-
Dec	459 000	-17 000	-3,6	-	-
2016 Mar	458 000	-1 000	-0,2	-	-
Jun*	458 000	0	0,0	-31 000	-6,3
Sep	460 000	2 000	0,4	-16 000	-3,4

*Revised estimates.

2.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
2015 Jun	27 465 000	-	-	-	-
Sep	28 908 000	1 443 000	5,3	-	-
Dec	29 168 000	260 000	0,9	-	-
2016 Mar	28 248 000	-920 000	-3,2	-	-
Jun*	29 084 000	836 000	3,0	1 619 000	5,9
Sep	30 063 000	979 000	3,4	1 155 000	4,0

*Revised estimates.

Table 3 - Manufacturing industry

3.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	1 152 000	-	-	-	-
Sep	1 153 000	1 000	0,1	-	-
Dec	1 149 000	-4 000	-0,3	-	-
2016 Mar	1 143 000	-6 000	-0,5	-	-
Jun*	1 133 000	-10 000	-0,9	-19 000	-1,6
Sep	1 130 000	-3 000	-0,3	-23 000	-2,0

*Revised estimates.

3.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	54 698 000	-	-	-	-
Sep	56 527 000	1 829 000	3,3	-	-
Dec	62 460 000	5 933 000	10,5	-	-
2016 Mar	56 224 000	-6 236 000	-10,0	-	-
Jun*	57 016 000	792 000	1,4	2 318 000	4,2
Sep	58 880 000	1 864 000	3,3	2 353 000	4,2

*Revised estimates.

Table 4 - Electricity, gas and water supply industry

4.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	60 000	-	-	-	-
Sep	59 000	-1 000	-1,7	-	-
Dec	60 000	1 000	1,7	-	-
2016 Mar	61 000	1 000	1,7	-	-
Jun	61 000	0	0,0	1 000	1,7
Sep	61 000	0	0,0	2 000	3,4

4.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	6 039 000	-	-	-	-
Sep	6 247 000	208 000	3,4	-	-
Dec	7 584 000	1 337 000	21,4	-	-
2016 Mar	6 517 000	-1 067 000	-14,1	-	-
Jun*	6 584 000	67 000	1,0	545 000	9,0
Sep	8 409 000	1 825 000	27,7	2 162 000	34,6

*Revised estimates.

Table 5 - Construction industry

5.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	538 000	-	-	-	-
Sep	541 000	3 000	0,6	-	-
Dec	533 000	-8 000	-1,5	-	-
2016 Mar	544 000	11 000	2,1	-	-
Jun*	539 000	-5 000	-0,9	1 000	0,2
Sep	545 000	6 000	1,1	4 000	0,7

*Revised estimates.

5.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	22 060 000	-	-	-	-
Sep	22 423 000	363 000	1,6	-	-
Dec	25 221 000	2 798 000	12,5	-	-
2016 Mar	21 306 000	-3 915 000	-15,5	-	-
Jun*	22 304 000	998 000	4,7	244 000	1,1
Sep	22 984 000	680 000	3,0	561 000	2,5

*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 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	1 891 000	-	-	-	-
Sep	1 896 000	5 000	0,3	-	-
Dec	1 954 000	58 000	3,1	-	-
2016 Mar	1 915 000	-39 000	-2,0	-	-
Jun*	1 907 000	-8 000	-0,4	16 000	0,8
Sep	1 914 000	7 000	0,4	18 000	0,9

*Revised estimates.

6.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	68 961 000	-	-	-	-
Sep	69 509 000	548 000	0,8	-	-
Dec	78 930 000	9 421 000	13,6	-	-
2016 Mar	71 912 000	-7 018 000	-8,9	-	-
Jun*	72 236 000	324 000	0,5	3 275 000	4,7
Sep	74 999 000	2 763 000	3,8	5 490 000	7,9

*Revised estimates.

Table 7 - Transport, storage and communication industry

7.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	460 000	-	-	-	-
Sep	460 000	0	0,0	-	-
Dec	461 000	1 000	0,2	-	-
2016 Mar	459 000	-2 000	-0,4	-	-
Jun*	445 000	-14 000	-3,1	-15 000	-3,3
Sep	442 000	-3 000	-0,7	-18 000	-3,9

*Revised estimates.

7.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	31 344 000	-	-	-	-
Sep	31 647 000	303 000	1,0	-	-
Dec	34 003 000	2 356 000	7,4	-	-
2016 Mar	30 436 000	-3 567 000	-10,5	-	-
Jun*	31 864 000	1 428 000	4,7	520 000	1,7
Sep	31 110 000	-754 000	-2,4	-537 000	-1,7

*Revised estimates.

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

8.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	2 069 000	-	-	-	-
Sep	2 083 000	14 000	0,7	-	-
Dec	2 125 000	42 000	2,0	-	-
2016 Mar	2 110 000	-15 000	-0,7	-	-
Jun*	2 099 000	-11 000	-0,5	30 000	1,4
Sep	2 105 000	6 000	0,3	22 000	1,1

*Revised estimates.

8.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	123 188 000	-	-	-	-
Sep	128 738 000	5 550 000	4,5	-	-
Dec	137 372 000	8 634 000	6,7	-	-
2016 Mar	140 970 000	3 598 000	2,6	-	-
Jun*	128 068 000	-12 902 000	-9,2	4 880 000	4,0
Sep	137 816 000	9 748 000	7,6	9 078 000	7,1

*Revised estimates.

Table 9 - Community, social and personal services industry

9.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	2 529 000	-	-	-	-
Sep	2 534 000	5 000	0,2	-	-
Dec	2 547 000	13 000	0,5	-	-
2016 Mar	2 595 000	48 000	1,9	-	-
Jun	2 547 000	-48 000	-1,8	18 000	0,7
Sep	2 625 000	78 000	3,1	91 000	3,6

9.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	158 926 000	-	-	-	-
Sep	164 739 000	5 813 000	3,7	-	-
Dec	170 289 000	5 550 000	3,4	-	-
2016 Mar	167 698 000	-2 591 000	-1,5	-	-
Jun*	175 428 000	7 730 000	4,6	16 502 000	10,4
Sep	178 805 000	3 377 000	1,9	14 066 000	8,5

*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	16 787	-	-
Aug	17 344	3,3	-
Nov	17 422	0,4	-
2016 Feb	17 396	-0,1	-
May*	18 077	3,9	7,7
Aug	18 104	0,1	4,4

*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	22 141	0,4	10,2

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes on page 24). 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	15 302	-	-	14 109	-	-
Aug	15 401	0,6	-	14 448	2,4	-
Nov	15 692	1,9	-	14 513	0,4	-
2016 Feb	15 474	-1,4	-	14 537	0,2	-
May*	15 975	3,2	4,4	14 914	2,6	5,7
Aug	16 376	2,5	6,3	15 302	2,6	5,9

*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	33 382	-	-	30 645	-	-
Aug	34 112	2,2	-	31 828	3,9	-
Nov	36 753	7,7	-	34 031	6,9	-
2016 Feb	35 399	-3,7	-	32 711	-3,9	-
May*	35 609	0,6	6,7	32 858	0,4	7,2
Aug	37 200	4,5	9,1	34 424	4,8	8,2

*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	13 274	-	-	12 674	-	-
Aug	13 372	0,7	-	12 723	0,4	-
Nov	13 529	1,2	-	12 778	0,4	-
2016 Feb	12 938	-4,4	-	12 297	-3,8	-
May*	13 261	2,5	-0,1	12 594	2,4	-0,6
Aug	13 635	2,8	2,0	12 942	2,8	1,7

*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	11 577	-	-	11 245	-	-
Aug	11 686	0,9	-	11 397	1,4	-
Nov	11 591	-0,8	-	11 298	-0,9	-
2016 Feb	11 681	0,8	-	11 373	0,7	-
May*	12 076	3,4	4,3	11 713	3,0	4,2
Aug	12 305	1,9	5,3	11 976	2,2	5,1

*Revised estimates.

1.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	21 032	-	-	19 882	-	-
Aug	21 402	1,8	-	20 178	1,5	-
Nov	21 355	-0,2	-	20 101	-0,4	-
2016 Feb	21 122	-1,1	-	19 908	-1,0	-
May*	21 958	4,0	4,4	20 750	4,2	4,4
Aug	22 475	2,4	5,0	21 203	2,2	5,1

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	18 227	-	-	17 802	-	-
Aug	18 433	1,1	-	18 086	1,6	-
Nov	18 485	0,3	-	18 078	0,0	-
2016 Feb	18 792	1,7	-	18 383	1,7	-
May*	19 000	1,1	4,2	18 614	1,3	4,6
Aug	19 302	1,6	4,7	18 915	1,6	4,6

*Revised estimates.

1.9 Community, social and personal services industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	19 419	-	-	19 028	-	-
Aug	20 799	7,1	-	20 461	7,5	-
Nov	20 777	-0,1	-	20 398	-0,3	-
2016 Feb	20 759	-0,1	-	20 369	-0,1	-
May*	21 996	6,0	13,3	21 576	5,9	13,4
Aug	21 118	-4,0	1,5	20 678	-4,2	1,1

*Revised estimates.

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

2.1 Total (all formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	14 674	-	-
Aug	14 939	1,8	-
Nov	14 955	0,1	-
2016 Feb	14 582	-2,5	-
May*	14 890	2,1	1,5
Aug	14 719	-1,1	-1,5

*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	16 260	-	-
Aug	17 303	6,4	-
Nov	18 033	4,2	-
2016 Feb	16 942	-6,1	-
May*	18 161	7,2	11,7
Aug	18 001	-0,9	4,0

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes on page 24). 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	13 376	-	-	12 333	-	-
Aug	13 265	-0,8	-	12 444	0,9	-
Nov	13 470	1,5	-	12 458	0,1	-
2016 Feb	12 971	-3,7	-	12 185	-2,2	-
May*	13 159	1,4	-1,6	12 285	0,8	-0,4
Aug	13 314	1,2	0,4	12 441	1,3	0,0

*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	29 180	-	-	26 788	-	-
Aug	29 382	0,7	-	27 414	2,3	-
Nov	31 548	7,4	-	29 211	6,6	-
2016 Feb	29 672	-5,9	-	27 419	-6,1	-
May*	29 332	-1,1	0,5	27 066	-1,3	1,0
Aug	30 244	3,1	2,9	27 987	3,4	2,1

*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	11 603	-	-	11 079	-	-
Aug	11 518	-0,7	-	10 959	-1,1	-
Nov	11 613	0,8	-	10 968	0,1	-
2016 Feb	10 845	-6,6	-	10 308	-6,0	-
May*	10 923	0,7	-5,9	10 374	0,6	-6,4
Aug	11 085	1,5	-3,8	10 522	1,4	-4,0

*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	10 120	-	-	9 830	-	-
Aug	10 065	-0,5	-	9 817	-0,1	-
Nov	9 949	-1,2	-	9 698	-1,2	-
2016 Feb	9 791	-1,6	-	9 533	-1,7	-
May*	9 947	1,6	-1,7	9 648	1,2	-1,9
Aug	10 004	0,6	-0,6	9 737	0,9	-0,8

*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	18 385	-	-	17 379	-	-
Aug	18 434	0,3	-	17 380	0,0	-
Nov	18 330	-0,6	-	17 254	-0,7	-
2016 Feb	17 705	-3,4	-	16 687	-3,3	-
May*	18 087	2,2	-1,6	17 092	2,4	-1,7
Aug	18 272	1,0	-0,9	17 238	0,9	-0,8

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	15 933	-	-	15 561	-	-
Aug	15 877	-0,4	-	15 578	0,1	-
Nov	15 867	-0,1	-	15 518	-0,4	-
2016 Feb	15 752	-0,7	-	15 409	-0,7	-
May*	15 651	-0,6	-1,8	15 333	-0,5	-1,5
Aug	15 693	0,3	-1,2	15 378	0,3	-1,3

*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	16 975	-	-	16 633	-	-
Aug	17 915	5,5	-	17 624	6,0	-
Nov	17 834	-0,5	-	17 509	-0,7	-
2016 Feb	17 401	-2,4	-	17 074	-2,5	-
May*	18 119	4,1	6,7	17 773	4,1	6,9
Aug	17 169	-5,2	-4,2	16 811	-5,4	-4,6

*Revised estimates.

Additional information

Technical notes

1. Confidence intervals

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

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

Lower limit

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

and

Upper limit

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

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

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

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

Industry	Quarter ended June* 2016				Quarter ended September 2016			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	458 346	458 346	458 346	0,0	459 552	459 552	459 552
Manufacturing	0,5	1 122 185	1 133 343	1 144 501	0,5	1 119 060	1 130 482	1 141 904
Electricity, gas and water supply	0,8	60 025	60 991	61 957	0,8	59 796	60 750	61 704
Construction	1,5	523 854	539 288	554 722	1,4	529 249	544 568	559 886
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,7	1 881 010	1 907 049	1 933 089	0,7	1 885 865	1 913 575	1 941 286
Transport, storage and communication	1,1	435 522	444 714	453 906	1,0	433 155	441 950	450 745
Financial intermediation, insurance, real estate and business services	1,0	2 056 452	2 099 314	2 142 176	1,1	2 058 215	2 104 893	2 151 571
Community, social and personal services	0,3	2 533 524	2 547 291	2 561 057	0,3	2 611 503	2 625 183	2 638 863
Total	0,3	9 135 402	9 190 337	9 245 272	0,3	9 221 872	9 280 954	9 340 036

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes on page 24).

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

Industry	Quarter ended June* 2016				Quarter ended September 2016			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	29 083 603	29 083 603	29 083 603	0,0	30 062 537	30 062 537	30 062 537
Manufacturing	0,6	56 335 207	57 015 977	57 696 748	0,6	58 219 930	58 880 187	59 540 445
Electricity, gas and water supply	0,7	6 488 887	6 584 867	6 680 847	0,4	8 341 094	8 408 757	8 476 420
Construction	2,1	21 403 582	22 303 700	23 203 818	2,0	22 098 972	22 984 289	23 869 605
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,2	70 482 227	72 236 832	73 991 437	1,4	72 947 008	74 999 380	77 051 752
Transport, storage and communication	1,4	30 965 916	31 863 664	32 761 413	1,3	30 304 526	31 110 285	31 916 045
Financial intermediation, insurance, real estate and business services	1,9	123 376 562	128 068 937	132 761 312	2,0	132 508 454	137 815 835	143 123 217
Community, social and personal services	0,7	172 996 136	175 428 058	177 859 980	0,7	176 415 605	178 804 978	181 194 350
Total	0,6	516 858 309	522 585 639	528 312 969	0,6	536 737 369	543 066 248	549 395 126

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes on page 24).

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

Industry	May* 2016				August 2016			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	22 047	22 047	22 047	0,0	22 141	22 141	22 141
Manufacturing	0,7	15 745	15 975	16 205	0,8	16 132	16 376	16 620
Electricity, gas and water supply	0,9	34 956	35 609	36 262	1,0	36 507	37 200	37 893
Construction	2,4	12 640	13 261	13 882	2,4	12 986	13 635	14 284
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,4	11 749	12 076	12 403	1,6	11 918	12 305	12 692
Transport, storage and communication	1,5	21 293	21 958	22 623	1,5	21 799	22 475	23 151
Financial intermediation, insurance, real estate and business services	1,9	18 290	19 000	19 710	2,1	18 526	19 302	20 078
Community, social and personal services	0,8	21 665	21 996	22 327	0,7	20 812	21 118	21 424
Total	0,6	17 869	18 077	18 285	0,6	17 884	18 104	18 324

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes on page 24).

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

Industry	May* 2016				August 2016			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying	-	-	-	-	-	-	-	-
Manufacturing	0,8	14 693	14 914	15 135	0,8	15 068	15 302	15 536
Electricity, gas and water supply	1,0	32 241	32 858	33 475	0,9	33 792	34 424	35 056
Construction	2,4	11 994	12 594	13 194	2,5	12 315	12 942	13 569
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,4	11 391	11 713	12 035	1,6	11 595	11 976	12 357
Transport, storage and communication	1,6	20 104	20 750	21 396	1,6	20 550	21 203	21 856
Financial intermediation, insurance, real estate and business services	1,9	17 909	18 614	19 319	2,1	18 146	18 915	19 684
Community, social and personal services	0,8	21 258	21 576	21 894	0,7	20 388	20 678	20 968

*Revised estimates.

**Data obtained from the Department of Mineral Resources (See explanatory notes on page 24). At this stage the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.

Explanatory notes

Introduction

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

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

Part 2 deals with the estimation of average monthly earnings.

Scope of the survey

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

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

Classification

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

Statistical unit

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

Purpose of the survey

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

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

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

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

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

Response rate 13. The response rate for the quarter ended September 2016 was 87.7%.

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

Glossary

Annual percentage change	An annual percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given period compared with the employment, the gross earnings or the average monthly earnings of the corresponding period of the previous year expressed as a percentage.
Average monthly earnings at constant 2012 prices	Average monthly earnings at constant 2012 prices measure average monthly earnings after the direct effects of inflation have been eliminated. The deflator used to deflate the current average earnings is the consumer price index (December 2012=100).
Average monthly earnings at current prices	Average monthly earnings at current prices are calculated by dividing the total gross earnings, excluding severance, termination and redundancy payments, for the reference month by the number of employees as at the end of the reference month.
Casual employees	Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employee'. Such employees are typically working daily or hourly. Employers can dispense with their services at a very short notice, usually not exceeding a period of one week. Casual employees are not entitled to benefits such as paid leave and medical aid contributions paid by employers. Casual employees can be part-time or full time.
Enterprises	Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their production activities.
Formal sector	The formal sector includes all businesses that are registered in any way.
Full-time employees	Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 hours or more per week. This excludes the self-employed and working proprietors. (Refer to notes on number of employees below.)
Gross earnings	Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc., but excludes earnings of sole proprietors or partners of unincorporated businesses; commission where a retainer, wage or salary was not paid; payments to subcontractors and consultants who are not part of the enterprise; and severance, termination and redundancy payments. Gross earnings are the total sum of the earnings including performance and others bonuses; overtime payments for the three months of the reference quarter (e.g. gross earnings of quarter ended September is the sum of total earnings of July, August and September).
Industries	Industries consist of groups of enterprises engaged in the same or similar kind of activity. The definition of industries is based on the <i>System of National Accounts (SNA)</i> and is in line with that in the <i>Standard Industrial Classification of all Economic Activities (SIC)</i> , Fifth Edition, and Report No. 09-09-02 of January 1993.

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

Severance, termination and redundancy payments

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

Temporary employees

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

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