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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 September 2018

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



*Revised estimates.

Table A: Employment by industry (thousand)

Industry	Sep 2017	June* 2018	Sep 2018	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
					%		%
Mining	460	459	457	-2	-0,4	-3	-0,7
Manufacturing	1 187	1 178	1 171	-7	-0,6	-16	-1,3
Electricity	64	63	63	0	0,0	-1	-1,6
Construction	620	603	598	-5	-0,8	-22	-3,5
Trade	2 098	2 125	2 123	-2	-0,1	25	1,2
Transport	471	463	462	-1	-0,2	-9	-1,9
Business services	2 211	2 230	2 232	2	0,1	21	0,9
Community services	2 605	2 628	2 627	-1	0,0	22	0,8
Total	9 716	9 749	9 733	-16	-0,2	17	0,2

*Revised estimates.

Table A shows that employment decreased by 16 000 quarter-on-quarter, from 9 749 000 in June 2018 to 9 733 000 in September 2018. This was largely due to decreases in the following industries: manufacturing (-7 000 or -0,6%), construction (-5 000 or -0,8%), mining and quarrying (-2 000 or -0,4%), trade (-2 000 or -0,1%), transport (-1 000 or -0,2%) and community services (-1 000 or 0,0%).

The electricity industry remained unchanged.

However there was an increase in the business services industry (2 000 or 0,1%).

Employment increased by 17 000 or 0,2% year-on-year between September 2017 and September 2018. These increases were reported by: trade (25 000 or 1,2%), community services (22 000 or 0,8%) and business services (21 000 or 0,9%).

The following industries reported annual decreases: construction (-22 000 or -3,5%), manufacturing (-16 000 or -1,3%), transport (-9 000 or -1,9%), mining and quarrying (-3 000 or -0,7%), and electricity industry (-1 000 or -1,6%).

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



*Revised estimates.

Table B: Gross earnings by industry (R million)

Industry	Sep 2017	June* 2018	Sep 2018	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
					%		%
Mining	31 972	31 902	33 744	1 842	5,8	1 772	5,5
Manufacturing	63 924	65 600	66 311	711	1,1	2 387	3,7
Electricity	9 702	8 064	8 156	92	1,1	-1 546	-15,9
Construction	28 593	28 730	28 338	-392	-1,4	-255	-0,9
Trade	88 073	91 975	92 771	796	0,9	4 698	5,3
Transport	35 380	36 331	36 405	74	0,2	1 025	2,9
Business services	158 771	159 155	166 992	7 837	4,9	8 221	5,2
Community services	201 432	204 744	219 894	15 150	7,4	18 462	9,2
Total	617 847	626 501	652 611	26 110	4,2	34 764	5,6

*Revised estimates.

Table B shows that gross earnings paid to employees increased by R26 110 million (4,2%) from R626 501 million in June 2018 to R652 611 million in September 2018. The increase was mainly due to the increases in community services, business services, mining and quarrying, trade, manufacturing, electricity and transport industries.

There was a decrease reported by the construction industry.

Year-on-year, gross earnings increased by R34 764 million or (5,6%).

Average monthly earnings

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

Average monthly earnings (including bonuses and overtime payments)	August 2017	May *2018	August 2018	Q/Q Change	Y/Y Change
	Rands			%	
	19 865	20 163	20 860	3,5	5,0

*Revised estimates

Table C shows a quarter-on-quarter increase of 3,5% in average monthly earnings paid to employees in the formal non-agricultural sector increased from R20 163 in May 2018 to R20 860 in August 2018.

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

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

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

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

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

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

Statistics based on sample surveys are subject to both *sampling* and *non-sampling error*. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the true population values they represent. The component of this difference that occurs because samples differ by chance is known as *sampling error*, and its variability is measured by the standard error of the estimate. The household

and enterprise based surveys are also affected by *non-sampling error*, which can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information on a timely basis, mistakes made by respondents, and errors made in the collection or processing of the data.

A handwritten signature in black ink, appearing to read 'Risenga Maluleke', with a stylized, cursive script.

Risenga Maluleke

Statistician-General

Detailed employment changes by industry

The *mining and quarrying industry* reported an annual decrease of 3 000 employees (-0,7%) in September 2018 compared with September 2017. There was a quarterly decrease of 2 000 employees (-0,4%) in September 2018 compared with June 2018. This was mainly due to decreases in employment in gold and platinum group metals mining.

See explanatory note on page 32.

The *manufacturing industry* reported an annual decrease of 16 000 employees (-1,3%) in September 2018 compared with September 2017. There was a quarterly decrease of 7 000 employees (-0,6%) in September 2018 compared with June 2018. This was mainly due to decreases in employment in the basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; food, beverages and tobacco; non-metallic mineral products and furniture, manufacturing n.e.c. recycling.

The *electricity, gas and water supply industry* reported an annual decrease of 1 000 employees (-1,6%) in September 2018 compared to September 2017. There was no quarterly change of employment in September 2018 compared with June 2018.

The *construction industry* reported an annual decrease of 22 000 employees (-3,5%) in September 2018 compared with September 2017. There was a quarterly decrease of 5 000 employees (-0,8%) in September 2018 compared with June 2018. This was mainly due to decreases in employment in the building of complete constructions or parts thereof, civil engineering; building installation and site preparation.

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 25 000 employees (1,2%) in September 2018 compared with September 2017. There was a quarterly decrease of 2 000 employees (-0,1%) in September 2018 compared with June 2018. This was mainly due to increases in employment wholesale trade; hotels and restaurants and motor trade.

The *transport, storage and communication industry* reported an annual decrease of 9 000 employees (-1,9%) in September 2018 compared with September 2017. There was a quarterly decrease of 1 000 employees (-0,2%) in September 2018 compared with June 2018. This was mainly due to decreases in employment in land transport and transport via pipelines.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 21 000 employees (0,9%) in September 2018 compared with September 2017. There was a quarterly increase of 2 000 employees (0,1%) in September 2018 compared with June 2018. This was mainly due to increases in business activities n.e.c; insurance and pension funding and advertising.

The *community, social and personal services industry* reported an annual increase of 22 000 employees (0,8%) in September 2018 compared with September 2017. There was a quarterly decrease of 1 000 employees (0,0%) in September 2018 compared with June 2018. This was mainly due to decreases in employment in national departments; health and social work; other educational institutions and local government.

Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R1 772 million (5,5%) in September 2018 compared with September 2017. There was a quarterly increase of R1 842 million (5,8%) in September 2018 compared with June 2018. This was mainly due to increases in gross earnings of platinum group metals, coal and iron mining.

See explanatory note on page 32.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R2 387 million (3,7%) in September 2018 compared with September 2017. There was a quarterly increase of R711 million (1,1%) in September 2018 compared with June 2018. This was mainly due to 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; 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 and non-metallic mineral products.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual decrease of R1 546 million (-15,9%) in September 2018 compared with September 2017. There was a quarterly increase of R92 million (1,1%) in September 2018 compared with June 2018. This was mainly due to increases in gross earnings of electricity, gas, steam and water supply.

Gross earnings paid to employees in the *construction industry* reflected an annual decrease of R255 million (-0,9%) in September 2018 compared with September 2017. There was a quarterly decrease of R392 million (-1,4%) in September 2018 compared with June 2018. This was mainly due to decreases in gross earnings of building of complete constructions or parts thereof, civil engineering and site preparation.

Gross earnings paid to employees in the *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reflected an annual increase of R4 698 million (5,3%) in September 2018 compared with September 2017. There was a quarterly increase of R796 million (0,9%) in September 2018 compared with June 2018. This was mainly due to the increases in gross earnings of retail trade and wholesale trade.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R1 025 million (2,9%) in September 2018 compared with September 2017. There was a quarterly increase of R74 million (0,2%) in September 2018 compared with June 2018. This was mainly due to increases in gross earnings of land transport and transport via pipelines; supporting and auxiliary transport activities and sea and coastal water transport.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R8 221 million (5,2%) in September 2018 compared with September 2017. There was a quarterly increase of R7 837 million (4,9%) in September 2018 compared with June 2018. This was mainly due to the increases in gross earnings of financial intermediation (i.e. Banks) except insurance and pension funding; business activities n.e.c.; activities auxiliary to financial intermediation and Insurance and pension funding.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R18 462 million (9,2%) in September 2018 compared with September 2017. There was a quarterly increase of R15 150 million (7,4%) in September 2018 compared with June 2018. This was mainly due to the increases in gross earnings of provincial departments; national departments; extra Budgetary institutions; Local government and other community, social and personal services.

Part 1 – Estimation of number of employees and their earnings

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

1.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	9 293 000	-	-	-	-
Sep	9 410 000	117 000	1,3	-	-
Dec	9 600 000	190 000	2,0	-	-
2016 Mar	9 702 000	102 000	1,1	-	-
Jun	9 634 000	-68 000	-0,7	341 000	3,7
Sep	9 729 000	95 000	1,0	319 000	3,4
Dec	9 779 000	50 000	0,5	179 000	1,9
2017 Mar	9 764 000	-15 000	-0,2	62 000	0,6
Jun	9 735 000	-29 000	-0,3	101 000	1,0
Sep	9 716 000	-19 000	-0,2	-13 000	-0,1
Dec	9 782 000	66 000	0,7	3 000	0,0
2018 Mar	9 817 000	35 000	0,4	53 000	0,5
Jun*	9 749 000	-68 000	-0,7	14 000	0,1
Sep	9 733 000	-16 000	-0,2	17 000	0,2

*Revised estimates.

1.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	499 935 000	-	-	-	-
Sep	523 371 000	23 436 000	4,7	-	-
Dec	569 467 000	46 096 000	8,8	-	-
2016 Mar	554 554 000	-14 913 000	-2,6	-	-
Jun	573 597 000	19 043 000	3,4	73 662 000	14,7
Sep	600 595 000	26 998 000	4,7	77 224 000	14,8
Dec	638 083 000	37 488 000	6,2	68 616 000	12,0
2017 Mar	626 098 000	-11 985 000	-1,9	71 544 000	12,9
Jun	599 867 000	-26 231 000	-4,2	26 270 000	4,6
Sep	617 847 000	17 980 000	3,0	17 252 000	2,9
Dec	658 897 000	41 050 000	6,6	20 814 000	3,3
2018 Mar	632 018 000	-26 879 000	-4,1	5 920 000	0,9
Jun*	626 501 000	-5 517 000	-0,9	26 634 000	4,4
Sep	652 611 000	26 110 000	4,2	34 764 000	5,6

*Revised estimates.

Table 2 - Mining and quarrying industry

2.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015	Jun	489 000	-	-	-
	Sep	476 000	-13 000	-2,7	-
	Dec	459 000	-17 000	-3,6	-
2016	Mar	458 000	-1 000	-0,2	-
	Jun	458 000	0	0,0	-31 000
	Sep	458 000	0	0,0	-18 000
2017	Dec	456 000	-2 000	-0,4	-3 000
	Mar	464 000	8 000	1,8	6 000
	Jun	471 000	7 000	1,5	13 000
2018	Sep	460 000	-11 000	-2,3	2 000
	Dec	457 000	-3 000	-0,7	1 000
	Mar	454 000	-3 000	-0,7	-10 000
	Jun*	459 000	5 000	1,1	-12 000
	Sep	457 000	-2 000	-0,4	-3 000

*Revised estimates.

2.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015	Jun	27 465 000	-	-	-
	Sep	28 908 000	1 443 000	5,3	-
	Dec	29 168 000	260 000	0,9	-
2016	Mar	28 248 000	-920 000	-3,2	-
	Jun	29 084 000	836 000	3,0	1 619 000
	Sep	30 180 000	1 096 000	3,8	1 272 000
2017	Dec	30 987 000	807 000	2,7	1 819 000
	Mar	30 954 000	-33 000	-0,1	2 706 000
	Jun	31 208 000	254 000	0,8	2 124 000
2018	Sep	31 972 000	764 000	2,4	1 792 000
	Dec	32 437 000	465 000	1,5	1 450 000
	Mar	32 198 000	-239 000	-0,7	1 244 000
	Jun*	31 902 000	-296 000	-0,9	694 000
	Sep	33 744 000	1 842 000	5,8	1 772 000

*Revised estimates.

Table 3 - Manufacturing industry

3.1 Number of employees

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarterly		Annual	
2015	Jun	1 164 000	-	-	-	-
	Sep	1 177 000	13 000	1,1	-	-
	Dec	1 185 000	8 000	0,7	-	-
2016	Mar	1 191 000	6 000	0,5	-	-
	Jun	1 182 000	-9 000	-0,8	18 000	1,5
	Sep	1 183 000	1 000	0,1	6 000	0,5
2017	Dec	1 197 000	14 000	1,2	12 000	1,0
	Mar	1 203 000	6 000	0,5	12 000	1,0
	Jun	1 191 000	-12 000	-1,0	9 000	0,8
2018	Sep	1 187 000	-4 000	-0,3	4 000	0,3
	Dec	1 190 000	3 000	0,3	-7 000	-0,6
	Mar	1 192 000	2 000	0,2	-11 000	-0,9
	Jun*	1 178 000	-14 000	-1,2	-13 000	-1,1
	Sep	1 171 000	-7 000	-0,6	-16 000	-1,3

*Revised estimates.

3.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2015	Jun	55 164 000	-	-	-	-
	Sep	57 475 000	2 311 000	4,2	-	-
	Dec	64 053 000	6 578 000	11,4	-	-
2016	Mar	58 176 000	-5 877 000	-9,2	-	-
	Jun	59 192 000	1 016 000	1,7	4 028 000	7,3
	Sep	61 176 000	1 984 000	3,4	3 701 000	6,4
2017	Dec	69 487 000	8 311 000	13,6	5 434 000	8,5
	Mar	62 836 000	-6 651 000	-9,6	4 660 000	8,0
	Jun	62 860 000	24 000	0,0	3 668 000	6,2
2018	Sep	63 924 000	1 064 000	1,7	2 748 000	4,5
	Dec	71 950 000	8 026 000	12,6	2 463 000	3,5
	Mar	64 930 000	-7 020 000	-9,8	2 094 000	3,3
	Jun*	65 600 000	670 000	1,0	2 740 000	4,4
	Sep	66 311 000	711 000	1,1	2 387 000	3,7

*Revised estimates.

Table 4 - Electricity, gas and water supply industry

4.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	60 000	-	-	-	-
Sep	60 000	0	0,0	-	-
Dec	61 000	1 000	1,7	-	-
2016 Mar	62 000	1 000	1,6	-	-
Jun	62 000	0	0,0	2 000	3,3
Sep	62 000	0	0,0	2 000	3,3
Dec	63 000	1 000	1,6	2 000	3,3
2017 Mar	63 000	0	0,0	1 000	1,6
Jun	64 000	1 000	1,6	2 000	3,2
Sep	64 000	0	0,0	2 000	3,2
Dec	63 000	-1 000	-1,6	0	0,0
2018 Mar	63 000	0	0,0	0	0,0
Jun*	63 000	0	0,0	-1 000	-1,6
Sep	63 000	0	0,0	-1 000	-1,6

4.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	6 055 000	-	-	-	-
Sep	6 280 000	225 000	3,7	-	-
Dec	7 642 000	1 362 000	21,7	-	-
2016 Mar	6 584 000	-1 058 000	-13,8	-	-
Jun	6 735 000	151 000	2,3	680 000	11,2
Sep	8 715 000	1 980 000	29,4	2 435 000	38,8
Dec	8 643 000	-72 000	-0,8	1 001 000	13,1
2017 Mar	7 481 000	-1 162 000	-13,4	897 000	13,6
Jun	7 519 000	38 000	0,5	784 000	11,6
Sep	9 702 000	2 183 000	29,0	987 000	11,3
Dec	9 287 000	-415 000	-4,3	644 000	7,5
2018 Mar	7 971 000	-1 316 000	-14,2	490 000	6,5
Jun*	8 064 000	93 000	1,2	545 000	7,2
Sep	8 156 000	92 000	1,1	-1 546 000	-15,9

*Revised estimates.

Table 5 - Construction industry

5.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015	Jun	556 000	-	-	-
	Sep	576 000	20 000	3,6	-
	Dec	585 000	9 000	1,6	-
2016	Mar	614 000	29 000	5,0	-
	Jun	614 000	0	0,0	58 000
	Sep	620 000	6 000	1,0	44 000
2017	Dec	612 000	-8 000	-1,3	27 000
	Mar	631 000	19 000	3,1	17 000
	Jun	617 000	-14 000	-2,2	3 000
2018	Sep	620 000	3 000	0,5	0
	Dec	598 000	-22 000	-3,5	-14 000
	Mar	602 000	4 000	0,7	-29 000
	Jun*	603 000	1 000	0,2	-14 000
	Sep	598 000	-5 000	-0,8	-22 000

*Revised estimates.

5.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015	Jun	23 169 000	-	-	-
	Sep	24 667 000	1 498 000	6,5	-
	Dec	29 016 000	4 349 000	17,6	-
2016	Mar	25 567 000	-3 449 000	-11,9	-
	Jun	26 946 000	1 379 000	5,4	3 777 000
	Sep	28 124 000	1 178 000	4,4	3 457 000
2017	Dec	32 065 000	3 941 000	14,0	3 049 000
	Mar	27 987 000	-4 078 000	-12,7	2 420 000
	Jun	28 521 000	534 000	1,9	1 575 000
2018	Sep	28 593 000	72 000	0,3	469 000
	Dec	32 463 000	3 870 000	13,5	398 000
	Mar	27 573 000	-4 890 000	-15,1	-414 000
	Jun*	28 730 000	1 157 000	4,2	209 000
	Sep	28 338 000	-392 000	-1,4	-255 000

*Revised estimates.

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

6.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	1 926 000	-	-	-	-
Sep	1 967 000	41 000	2,1	-	-
Dec	2 062 000	95 000	4,8	-	-
2016 Mar	2 057 000	-5 000	-0,2	-	-
Jun	2 051 000	-6 000	-0,3	125 000	6,5
Sep	2 056 000	5 000	0,2	89 000	4,5
Dec	2 131 000	75 000	3,6	69 000	3,3
2017 Mar	2 103 000	-28 000	-1,3	46 000	2,2
Jun	2 105 000	2 000	0,1	54 000	2,6
Sep	2 098 000	-7 000	-0,3	42 000	2,0
Dec	2 153 000	55 000	2,6	22 000	1,0
2018 Mar	2 122 000	-31 000	-1,4	19 000	0,9
Jun*	2 125 000	3 000	0,1	20 000	1,0
Sep	2 123 000	-2 000	-0,1	25 000	1,2

*Revised estimates.

6.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015 Jun	70 812 000	-	-	-	-
Sep	73 232 000	2 420 000	3,4	-	-
Dec	85 227 000	11 995 000	16,4	-	-
2016 Mar	79 669 000	-5 558 000	-6,5	-	-
Jun	80 411 000	742 000	0,9	9 599 000	13,6
Sep	83 196 000	2 785 000	3,5	9 964 000	13,6
Dec	92 453 000	9 257 000	11,1	7 226 000	8,5
2017 Mar	86 772 000	-5 681 000	-6,1	7 103 000	8,9
Jun	87 643 000	871 000	1,0	7 232 000	9,0
Sep	88 073 000	430 000	0,5	4 877 000	5,9
Dec	98 561 000	10 488 000	11,9	6 108 000	6,6
2018 Mar	91 754 000	-6 807 000	-6,9	4 982 000	5,7
Jun*	91 975 000	221 000	0,2	4 332 000	4,9
Sep	92 771 000	796 000	0,9	4 698 000	5,3

*Revised estimates.

Table 7 - Transport, storage and communication industry

7.1 Number of employees

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarterly		Annual	
2015	Jun	464 000	-	-	-	-
	Sep	467 000	3 000	0,6	-	-
	Dec	472 000	5 000	1,1	-	-
2016	Mar	474 000	2 000	0,4	-	-
	Jun	464 000	-10 000	-2,1	0	0,0
	Sep	466 000	2 000	0,4	-1 000	-0,2
2017	Dec	469 000	3 000	0,6	-3 000	-0,6
	Mar	470 000	1 000	0,2	-4 000	-0,8
	Jun	466 000	-4 000	-0,9	2 000	0,4
2018	Sep	471 000	5 000	1,1	5 000	1,1
	Dec	468 000	-3 000	-0,6	-1 000	-0,2
	Mar	464 000	-4 000	-0,9	-6 000	-1,3
2018	Jun*	463 000	-1 000	-0,2	-3 000	-0,6
	Sep	462 000	-1 000	-0,2	-9 000	-1,9

*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	31 522 000	-	-	-	-
	Sep	31 992 000	470 000	1,5	-	-
	Dec	34 985 000	2 993 000	9,4	-	-
2016	Mar	31 558 000	-3 427 000	-9,8	-	-
	Jun	33 025 000	1 467 000	4,6	1 503 000	4,8
	Sep	32 628 000	-397 000	-1,2	636 000	2,0
2017	Dec	36 042 000	3 414 000	10,5	1 057 000	3,0
	Mar	33 335 000	-2 707 000	-7,5	1 777 000	5,6
	Jun	35 518 000	2 183 000	6,5	2 493 000	7,5
2018	Sep	35 380 000	-138 000	-0,4	2 752 000	8,4
	Dec	37 894 000	2 514 000	7,1	1 852 000	5,1
	Mar	34 243 000	-3 651 000	-9,6	908 000	2,7
2018	Jun*	36 331 000	2 088 000	6,1	813 000	2,3
	Sep	36 405 000	74 000	0,2	1 025 000	2,9

*Revised estimates.

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

8.1 Number of employees

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarterly		Annual	
2015	Jun	2 089 000	-	-	-	-
	Sep	2 121 000	32 000	1,5	-	-
	Dec	2 181 000	60 000	2,8	-	-
2016	Mar	2 187 000	6 000	0,3	-	-
	Jun	2 189 000	2 000	0,1	100 000	4,8
	Sep	2 186 000	-3 000	-0,1	65 000	3,1
2017	Dec	2 232 000	46 000	2,1	51 000	2,3
	Mar	2 220 000	-12 000	-0,5	33 000	1,5
	Jun	2 213 000	-7 000	-0,3	24 000	1,1
2018	Sep	2 211 000	-2 000	-0,1	25 000	1,1
	Dec	2 232 000	21 000	0,9	0	0,0
	Mar	2 224 000	-8 000	-0,4	4 000	0,2
	Jun*	2 230 000	6 000	0,3	17 000	0,8
	Sep	2 232 000	2 000	0,1	21 000	0,9

*Revised estimates.

8.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2015	Jun	125 688 000	-	-	-	-
	Sep	133 761 000	8 073 000	6,4	-	-
	Dec	145 331 000	11 570 000	8,6	-	-
2016	Mar	152 305 000	6 974 000	4,8	-	-
	Jun	157 077 000	4 772 000	3,1	31 389 000	25,0
	Sep	171 102 000	14 025 000	8,9	37 341 000	27,9
2017	Dec	176 080 000	4 978 000	2,9	30 749 000	21,2
	Mar	188 155 000	12 075 000	6,9	35 850 000	23,5
	Jun	149 877 000	-38 278 000	-20,3	-7 200 000	-4,6
2018	Sep	158 771 000	8 894 000	5,9	-12 331 000	-7,2
	Dec	166 388 000	7 617 000	4,8	-9 692 000	-5,5
	Mar	172 226 000	5 838 000	3,5	-15 929 000	-8,5
	Jun*	159 155 000	-13 071 000	-7,6	9 278 000	6,2
	Sep	166 992 000	7 837 000	4,9	8 221 000	5,2

*Revised estimates.

Table 9 - Community, social and personal services industry

9.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015	Jun	2 545 000	-	-	-
	Sep	2 566 000	21 000	0,8	-
	Dec	2 595 000	29 000	1,1	-
2016	Mar	2 659 000	64 000	2,5	-
	Jun	2 614 000	-45 000	-1,7	69 000
	Sep	2 698 000	84 000	3,2	132 000
2017	Dec	2 619 000	-79 000	-2,9	24 000
	Mar	2 610 000	-9 000	-0,3	-49 000
	Jun	2 607 000	-3 000	-0,1	-7 000
2018	Sep	2 605 000	-2 000	-0,1	-93 000
	Dec	2 621 000	16 000	0,6	2 000
	Mar	2 696 000	75 000	2,9	86 000
	Jun*	2 628 000	-68 000	-2,5	21 000
	Sep	2 627 000	-1 000	0,0	22 000

*Revised estimates.

9.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarterly		Annual	
2015	Jun	160 060 000	-	-	-
	Sep	167 056 000	6 996 000	4,4	-
	Dec	174 045 000	6 989 000	4,2	-
2016	Mar	172 447 000	-1 598 000	-0,9	-
	Jun	181 127 000	8 680 000	5,0	21 067 000
	Sep	185 474 000	4 347 000	2,4	18 418 000
2017	Dec	192 326 000	6 852 000	3,7	18 281 000
	Mar	188 578 000	-3 748 000	-1,9	16 131 000
	Jun	196 721 000	8 143 000	4,3	15 594 000
2018	Sep	201 432 000	4 711 000	2,4	15 958 000
	Dec	209 917 000	8 485 000	4,2	17 591 000
	Mar	201 123 000	-8 794 000	-4,2	12 545 000
	Jun*	204 744 000	3 621 000	1,8	8 023 000
	Sep	219 894 000	15 150 000	7,4	18 462 000

*Revised estimates.

Part 2 – Estimation of average monthly earnings

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

1.1 Total (all formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	16 755	-	-
Aug	17 277	3,1	-
Nov	17 322	0,3	-
2016 Feb	17 262	-0,3	-
May	17 998	4,3	7,4
Aug	18 156	0,9	5,1
Nov	18 723	3,1	8,1
2017 Feb	18 913	1,0	9,6
May	19 447	2,8	8,0
Aug	19 865	2,1	9,4
Nov	20 060	1,0	7,1
2018 Feb	19 853	-1,0	5,0
May*	20 163	1,6	3,7
Aug	20 860	3,5	5,0

*Revised estimates.

1.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	18 601	-	-
Aug	20 089	8,0	-
Nov	21 009	4,6	-
2016 Feb	20 212	-3,8	-
May	22 047	9,1	18,5
Aug	22 241	0,9	10,7
Nov	22 953	3,2	9,3
2017 Feb	22 193	-3,3	9,8
May	22 223	0,1	0,8
Aug	23 077	3,8	3,8
Nov	23 572	2,1	2,7
2018 Feb	22 903	-2,8	3,2
May*	23 265	1,6	4,7
Aug	24 958	7,3	8,2

*Revised estimates.

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

1.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	15 272	-	-	14 086	-	-
Aug	15 341	0,4	-	14 400	2,2	-
Nov	15 600	1,7	-	14 441	0,3	-
2016 Feb	15 353	-1,6	-	14 441	0,0	-
May	15 916	3,7	4,2	14 887	3,1	5,7
Aug	16 450	3,4	7,2	15 424	3,6	7,1
Nov	16 759	1,9	7,4	15 879	2,9	10,0
2017 Feb	16 557	-1,2	7,8	15 674	-1,3	8,5
May	16 816	1,6	5,7	15 810	0,9	6,2
Aug	17 314	3,0	5,3	16 257	2,8	5,4
Nov	17 592	1,6	5,0	16 443	1,1	3,6
2018 Feb	17 166	-2,4	3,7	16 183	-1,6	3,2
May*	17 736	3,3	5,5	16 660	2,9	5,4
Aug	18 344	3,4	5,9	17 274	3,7	6,3

*Revised estimates.

1.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	33 315	-	-	30 587	-	-
Aug	33 976	2,0	-	31 707	3,7	-
Nov	36 533	7,5	-	33 838	6,7	-
2016 Feb	35 117	-3,9	-	32 463	-4,1	-
May	35 558	1,3	6,7	32 858	1,2	7,4
Aug	37 514	5,5	10,4	34 792	5,9	9,7
Nov	38 584	2,9	5,6	35 410	1,8	4,6
2017 Feb	38 930	0,9	10,9	36 067	1,9	11,1
May	39 197	0,7	10,2	35 740	-0,9	8,8
Aug	39 923	1,9	6,4	37 463	4,8	7,7
Nov	41 748	4,6	8,2	39 295	4,9	11,0
2018 Feb	41 212	-1,3	5,9	38 687	-1,5	7,3
May*	42 328	2,7	8,0	39 263	1,5	9,9
Aug	42 081	-0,6	5,4	40 116	2,2	7,1

*Revised estimates.

1.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	13 213	-	-	12 622	-	-
Aug	13 249	0,3	-	12 618	-0,03	-
Nov	13 343	0,7	-	12 620	0,01	-
2016 Feb	12 701	-4,8	-	12 094	-4,2	-
May	13 052	2,8	-1,2	12 423	2,7	-1,6
Aug	13 631	4,4	2,9	12 971	4,4	2,8
Nov	14 757	8,3	10,6	13 980	7,8	10,8
2017 Feb	14 812	0,4	16,6	14 076	0,7	16,4
May	14 951	0,9	14,5	14 173	0,7	14,1
Aug	15 090	0,9	10,7	14 278	0,7	10,1
Nov	15 571	3,2	5,5	14 615	2,4	4,5
2018 Feb	15 076	-3,2	1,8	14 363	-1,7	2,0
May*	15 451	2,5	3,3	14 639	1,9	3,3
Aug	15 709	1,7	4,1	14 922	1,9	4,5

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	11 612	-	-	11 283	-	-
Aug	11 757	1,2	-	11 474	1,7	-
Nov	11 696	-0,5	-	11 413	-0,5	-
2016 Feb	11 822	1,1	-	11 527	1,0	-
May	12 255	3,7	5,5	11 905	3,3	5,5
Aug	12 521	2,2	6,5	12 200	2,5	6,3
Nov	12 575	0,4	7,5	12 264	0,5	7,5
2017 Feb	12 659	0,7	7,1	12 367	0,8	7,3
May	13 002	2,7	6,1	12 616	2,0	6,0
Aug	13 103	0,8	4,6	12 775	1,3	4,7
Nov	13 291	1,4	5,7	12 941	1,3	5,5
2018 Feb	13 285	0,0	4,9	12 963	0,2	4,8
May*	13 490	1,5	3,8	13 082	0,9	3,7
Aug	13 830	2,5	5,5	13 450	2,8	5,3

*Revised estimates.

1.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	20 985	-	-	19 841	-	-
Aug	21 306	1,5	-	20 094	1,3	-
Nov	21 211	-0,4	-	19 975	-0,6	-
2016 Feb	20 932	-1,3	-	19 742	-1,2	-
May	21 745	3,9	3,6	20 565	4,2	3,7
Aug	22 243	2,3	4,4	21 029	2,3	4,7
Nov	22 458	1,0	5,9	21 114	0,4	5,7
2017 Feb	22 353	-0,5	6,8	21 166	0,2	7,2
May	23 541	5,3	8,3	22 140	4,6	7,7
Aug	23 581	0,2	6,0	22 213	0,3	5,6
Nov	23 382	-0,8	4,1	21 974	-1,1	4,1
2018 Feb	22 975	-1,7	2,8	21 816	-0,7	3,1
May*	23 899	4,0	1,5	22 449	2,9	1,4
Aug	24 601	2,9	4,3	23 308	3,8	4,9

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	18 235	-	-	17 811	-	-
Aug	18 449	1,2	-	18 105	1,6	-
Nov	18 509	0,3	-	18 106	0,0	-
2016 Feb	18 825	1,7	-	18 422	1,7	-
May	19 100	1,5	4,7	18 720	1,6	5,1
Aug	19 579	2,5	6,1	19 201	2,6	6,1
Nov	20 226	3,3	9,3	19 857	3,4	9,7
2017 Feb	20 756	2,6	10,3	20 407	2,8	10,8
May	21 139	1,8	10,7	20 774	1,8	11,0
Aug	21 729	2,8	11,0	21 346	2,8	11,2
Nov	22 134	1,9	9,4	21 754	1,9	9,6
2018 Feb	22 027	-0,5	6,1	21 616	-0,6	5,9
May*	21 964	-0,3	3,9	21 541	-0,3	3,7
Aug	22 556	2,7	3,8	22 135	2,8	3,7

*Revised estimates.

1.9 Community, social and personal services industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	19 422	-	-	19 031	-	-
Aug	20 806	7,1	-	20 467	7,5	-
Nov	20 787	-0,1	-	20 407	-0,3	-
2016 Feb	20 772	-0,1	-	20 381	-0,1	-
May	22 098	6,4	13,8	21 680	6,4	13,9
Aug	21 254	-3,8	2,2	20 820	-4,0	1,7
Nov	22 354	5,2	7,5	21 925	5,3	7,4
2017 Feb	22 713	1,6	9,3	22 283	1,6	9,3
May	23 808	4,8	7,7	23 275	4,5	7,4
Aug	24 292	2,0	14,3	23 821	2,3	14,4
Nov	24 230	-0,3	8,4	23 761	-0,3	8,4
2018 Feb	24 018	-0,9	5,7	23 586	-0,7	5,8
May*	24 574	2,3	3,2	24 056	2,0	3,4
Aug	25 694	4,6	5,8	25 192	4,7	5,8

*Revised estimates.

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

2.1 Total (all formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	18 271	-	-
Aug	18 558	1,6	-
Nov	18 546	-0,1	-
2016 Feb	18 038	-2,7	-
May	18 479	2,4	1,1
Aug	18 414	-0,4	-0,8
Nov	18 797	2,1	1,4
2017 Feb	18 596	-1,1	3,1
May	18 936	1,8	2,5
Aug	19 230	1,6	4,4
Nov	19 251	0,1	2,4
2018 Feb	18 765	-2,5	0,9
May*	18 809	0,2	-0,7
Aug	19 244	2,3	0,1

*Revised estimates.

2.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	20 285	-	-
Aug	21 578	6,4	-
Nov	22 494	4,2	-
2016 Feb	21 120	-6,1	-
May	22 636	7,2	11,6
Aug	22 557	-0,3	4,5
Nov	23 045	2,2	2,5
2017 Feb	21 822	-5,3	3,3
May	21 639	-0,8	-4,4
Aug	22 340	3,2	-1,0
Nov	22 622	1,3	-1,8
2018 Feb	21 647	-4,3	-0,8
May*	21 702	0,3	0,3
Aug	23 024	6,1	3,1

*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 bonuses and overtime payments separately.

2.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	16 654	-	-	15 361	-	-
Aug	16 478	-1,1	-	15 467	0,7	-
Nov	16 702	1,4	-	15 461	0,0	-
2016 Feb	16 043	-3,9	-	15 089	-2,4	-
May	16 341	1,9	-1,9	15 285	1,3	-0,5
Aug	16 683	2,1	1,2	15 643	2,3	1,1
Nov	16 826	0,9	0,7	15 942	1,9	3,1
2017 Feb	16 280	-3,2	1,5	15 412	-3,3	2,1
May	16 374	0,6	0,2	15 394	-0,1	0,7
Aug	16 761	2,4	0,5	15 738	2,2	0,6
Nov	16 883	0,7	0,3	15 780	0,3	-1,0
2018 Feb	16 225	-3,9	-0,3	15 296	-3,1	-0,8
May*	16 545	2,0	1,0	15 541	1,6	1,0
Aug	16 923	2,3	1,0	15 935	2,5	1,3

*Revised estimates.

2.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	36 331	-	-	33 355	-	-
Aug	36 494	0,4	-	34 057	2,1	-
Nov	39 115	7,2	-	36 229	6,4	-
2016 Feb	36 695	-6,2	-	33 922	-6,4	-
May	36 507	-0,5	0,5	33 735	-0,6	1,1
Aug	38 047	4,2	4,3	35 286	4,6	3,6
Nov	38 740	1,8	-1,0	35 552	0,8	-1,9
2017 Feb	38 280	-1,2	4,3	35 464	-0,2	4,5
May	38 167	-0,3	4,5	34 800	-1,9	3,2
Aug	38 648	1,3	1,6	36 266	4,2	2,8
Nov	40 065	3,7	3,4	37 711	4,0	6,1
2018 Feb	38 953	-2,8	1,8	36 566	-3,0	3,1
May*	39 485	1,4	3,5	36 626	0,2	5,2
Aug	38 820	-1,7	0,4	37 007	1,0	2,0

*Revised estimates.

2.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	14 409	-	-	13 764	-	-
Aug	14 231	-1,2	-	13 553	-1,5	-
Nov	14 286	0,4	-	13 511	-0,3	-
2016 Feb	13 272	-7,1	-	12 637	-6,5	-
May	13 401	1,0	-7,0	12 755	0,9	-7,3
Aug	13 825	3,2	-2,9	13 155	3,1	-2,9
Nov	14 816	7,2	3,7	14 036	6,7	3,9
2017 Feb	14 564	-1,7	9,7	13 839	-1,4	9,5
May	14 558	0,0	8,6	13 800	-0,3	8,2
Aug	14 608	0,3	5,7	13 822	0,2	5,1
Nov	14 943	2,3	0,9	14 026	1,5	-0,1
2018 Feb	14 250	-4,6	-2,2	13 576	-3,2	-1,9
May*	14 413	1,1	-1,0	13 656	0,6	-1,0
Aug	14 492	0,5	-0,8	13 766	0,8	-0,4

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	12 663	-	-	12 304	-	-
Aug	12 628	-0,3	-	12 325	0,2	-
Nov	12 523	-0,8	-	12 220	-0,9	-
2016 Feb	12 353	-1,4	-	12 045	-1,4	-
May	12 582	1,8	-0,6	12 223	1,5	-0,7
Aug	12 699	0,9	0,6	12 373	1,2	0,4
Nov	12 625	-0,6	0,8	12 313	-0,5	0,8
2017 Feb	12 448	-1,4	0,8	12 161	-1,2	1,0
May	12 660	1,7	0,6	12 284	1,0	0,5
Aug	12 684	0,2	-0,1	12 367	0,7	0,0
Nov	12 755	0,6	1,0	12 419	0,4	0,9
2018 Feb	12 557	-1,6	0,9	12 252	-1,3	0,8
May*	12 584	0,2	-0,6	12 203	-0,4	-0,7
Aug	12 758	1,4	0,6	12 408	1,7	0,3

*Revised estimates.

2.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	22 884	-	-	21 636	-	-
Aug	22 885	0,0	-	21 583	-0,2	-
Nov	22 709	-0,8	-	21 387	-0,9	-
2016 Feb	21 872	-3,7	-	20 629	-3,5	-
May	22 325	2,1	-2,4	21 114	2,4	-2,4
Aug	22 559	1,0	-1,4	21 327	1,0	-1,2
Nov	22 548	0,0	-0,7	21 198	-0,6	-0,9
2017 Feb	21 980	-2,5	0,5	20 812	-1,8	0,9
May	22 922	4,3	2,7	21 558	3,6	2,1
Aug	22 828	-0,4	1,2	21 503	-0,3	0,8
Nov	22 440	-1,7	-0,5	21 088	-1,9	-0,5
2018 Feb	21 716	-3,2	-1,2	20 620	-2,2	-0,9
May*	22 294	2,7	-2,7	20 941	1,6	-2,9
Aug	22 695	1,8	-0,6	21 502	2,7	0,0

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2015 May	19 885	-	-	19 423	-	-
Aug	19 816	-0,3	-	19 447	0,1	-
Nov	19 817	0,0	-	19 386	-0,3	-
2016 Feb	19 670	-0,7	-	19 249	-0,7	-
May	19 610	-0,3	-1,4	19 220	-0,2	-1,0
Aug	19 857	1,3	0,2	19 473	1,3	0,1
Nov	20 306	2,3	2,5	19 937	2,4	2,8
2017 Feb	20 409	0,5	3,8	20 066	0,6	4,2
May	20 583	0,9	5,0	20 228	0,8	5,2
Aug	21 035	2,2	5,9	20 664	2,2	6,1
Nov	21 242	1,0	4,6	20 877	1,0	4,7
2018 Feb	20 819	-2,0	2,0	20 431	-2,1	1,8
May*	20 489	-1,6	-0,5	20 094	-1,6	-0,7
Aug	20 808	1,6	-1,1	20 420	1,6	-1,2

*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
Nov	22 444	4,1	0,8	22 013	4,3	0,8
2017 Feb	22 333	-0,5	2,9	21 911	-0,5	2,9
May	23 182	3,8	2,2	22 663	3,4	1,8
Aug	23 516	1,4	9,1	23 060	1,8	9,2
Nov	23 253	-1,1	3,6	22 803	-1,1	3,6
2018 Feb	22 701	-2,4	1,6	22 293	-2,2	1,7
May*	22 924	1,0	-1,1	22 440	0,7	-1,0
Aug	23 703	3,4	0,8	23 240	3,6	0,8

*Revised estimates.

Additional information

Technical notes

1. **Response rate** The collection rate for the quarter ended **September 2018 was 87.3%.**
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 D: Estimates of number of employees by industry within 95% confidence limits

Industry	Quarter ended June* 2018				Quarter ended September 2018			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	459 380	459 380	459 380	0,0	456 796	456 796	456 796
Manufacturing	0,5	1 167 128	1 178 026	1 188 925	0,5	1 159 918	1 170 641	1 181 365
Electricity, gas and water supply	0,7	61 975	62 861	63 747	0,8	61 553	62 558	63 563
Construction	1,6	583 855	602 647	621 439	1,6	578 748	597 895	617 041
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,8	2 093 479	2 124 862	2 156 245	0,7	2 092 568	2 123 313	2 154 057
Transport, storage and communication	1,0	453 531	463 030	472 528	1,0	453 352	462 078	470 803
Financial intermediation, insurance, real estate and business services	1,0	2 184 558	2 230 303	2 276 047	1,1	2 185 560	2 231 711	2 277 862
Community, social and personal services	0,3	2 610 922	2 628 039	2 645 156	0,3	2 609 666	2 627 319	2 644 972
Total	0,3	9 686 775	9 749 147	9 811 520	0,3	9 670 069	9 732 310	9 794 550

*Revised estimates.

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

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

Industry	Quarter ended June* 2018				Quarter ended September 2018			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	31 902 097 228	31 902 097 228	31 902 097 228	0,0	33 743 586 758	33 743 586 758	33 743 586 758
Manufacturing	0,7	64 718 606 321	65 599 515 338	66 480 424 355	0,7	65 457 713 738	66 311 386 215	67 165 058 691
Electricity, gas and water supply	1,0	7 907 647 382	8 063 576 100	8 219 504 818	1,0	7 997 014 335	8 156 231 849	8 315 449 363
Construction	2,5	27 332 168 592	28 729 752 498	30 127 336 404	2,6	26 918 029 320	28 337 867 903	29 757 706 486
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,2	89 743 331 932	91 975 204 674	94 207 077 416	1,3	90 472 998 607	92 770 543 191	95 068 087 776
Transport, storage and communication	1,2	35 502 621 896	36 330 764 918	37 158 907 941	1,2	35 575 301 741	36 405 169 206	37 235 036 671
Financial intermediation, insurance, real estate and business services	1,7	153 753 257 081	159 154 926 165	164 556 595 250	2,1	160 116 279 014	166 992 133 536	173 867 988 058
Community, social and personal services	1,2	199 817 464 053	204 743 674 469	209 669 884 885	1,0	215 379 419 129	219 894 458 258	224 409 497 388
Total	0,6	618 646 199 794	626 499 511 390	634 352 822 986	0,7	643 885 219 911	652 611 376 916	661 337 533 920

*Revised estimates.

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

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

Industry	May* 2018				August 2018			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	23 265	23 265	23 265	0,0	24 958	24 958	24 958
Manufacturing	0,8	17 458	17 736	18 014	0,8	18 060	18 344	18 628
Electricity, gas and water supply	1,4	41 173	42 328	43 483	1,4	40 902	42 081	43 260
Construction	2,9	14 587	15 451	16 315	2,9	14 805	15 709	16 613
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,4	13 125	13 490	13 855	1,4	13 454	13 830	14 206
Transport, storage and communication	1,5	23 207	23 899	24 591	1,4	23 934	24 601	25 268
Financial intermediation, insurance, real estate and business services	1,9	21 148	21 964	22 780	1,9	21 699	22 556	23 413
Community, social and personal services	1,3	23 926	24 574	25 222	1,2	25 075	25 694	26 313
Total	0,7	19 883	20 163	20 443	0,7	20 577	20 860	21 143

*Revised estimates.

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

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

Industry	May* 2018				August 2018			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	0,8	16 393	16 660	16 927	0,8	16 999	17 274	17 549
Electricity, gas and water supply	1,5	38 133	39 263	40 393	1,5	38 953	40 116	41 279
Construction	2,9	13 798	14 639	15 480	3,0	14 040	14 922	15 804
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,4	12 723	13 082	13 441	1,4	13 080	13 450	13 820
Transport, storage and communication	1,5	21 782	22 449	23 116	1,4	22 667	23 308	23 949
Financial intermediation, insurance, real estate and business services	1,9	20 730	21 541	22 352	2,0	21 283	22 135	22 987
Community, social and personal services	1,3	23 420	24 056	24 692	1,2	24 586	25 192	25 798

*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

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

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

Severance, termination and redundancy payments

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

Temporary employees

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

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