



stats sa

Department:
Statistics South Africa
REPUBLIC OF SOUTH AFRICA

Private Bag X44, Pretoria, 0001, South Africa, ISibalo House, Koch Street, Salvokop, Pretoria, 0002
www.statssa.gov.za, info@statssa.gov.za, Tel +27 12 310 8911

STATISTICAL RELEASE

P0277

Quarterly Employment Statistics

September 2019

Embargoed until:
12 December 2019
12:30

ENQUIRIES:
User information Services
012 310 8600

FORTHCOMING ISSUE:
December 2019

EXPECTED RELEASE DATE
31 March 2020



Dipalopalo tsa Aforikaborwa • Dipalopalo tsa Afrika Borwa • Ezezibalo zaseNingizimu Afrika • Tshitatistika Afrika Tshipembe • Tinhlayohlayo Afrika-Dzonga
Statistieke Suid-Afrika • Dipalopalo tša Afrika Borwa • Telubalo taseNingizimu Afrika • EzeeNkcukacha maNani zoMzantsi Afrika • Iimbalobalo zeSewula Afrika

The South Africa I know, the home I understand



CONTENTS

INTRODUCTION	4
KEY FINDINGS: Employment and earnings for the quarter ending September 2019	4
Average Monthly Earnings.....	9
Key differences between the Quarterly Labour Force Survey (QLFS) and the Quarterly Employment Survey (QES).....	9
Detailed employment changes by industry	11
Detailed changes in gross earnings paid to employees	12
PART 1 – Estimation of number of employees and their earnings.....	13
PART 2 – Estimation of average monthly earnings.....	30
Explanatory notes	41
Technical notes.....	44
Glossary	45
Technical enquiries.....	48
General information	49

DETAILED RESULTS

Tables

Table A : Employment by industry	5
Table B : Full-time employees	5
Table C : Part-time employees	6
Table D : Total gross earnings by industry	7
Table E : Basic salary/wages payments by industry	8
Table F : Bonus and overtime payments by industry	8
Table G : Average monthly earnings paid to employees in the formal non-agricultural sector	9
Table 1 - All formal non-agricultural industries	13
Table 2 - Mining and quarrying industry	15
Table 3 - Manufacturing industry	16
Table 4 - Electricity, gas and water supply industry	18
Table 5 - Construction industry.....	20
Table 6 - Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry	22
Table 7 - Transport, storage and communication industry	24
Table 8 - Financial intermediation, insurance, real estate and business services industry	26
Table 9 - Community, social and personal services industry	28
Table 10 - Average monthly earnings at current prices, by industry	30
Table 11 - Average monthly earnings at constant prices (Dec 2016=100), by industry	33
Table H : Estimates of total employees by industry within 95% confidence limits	36
Table I : Estimates of full-time employees by industry within 95% confidence limits.....	36
Table J : Estimates of part-time employees by industry within 95% confidence limits	37
Table K : Estimates of gross earnings by industry within 95% confidence limits	38

Table L :	Estimates of basic salaries/wages by industry within 95% confidence limits	38
Table M :	Estimates of bonus payments by industry within 95% confidence limits	39
Table N :	Estimates of overtime payments by industry within 95% confidence limits	39
Table O :	Estimates of average monthly earnings, including bonuses and overtime payments, at current prices, by industry within 95% confidence limits.....	40
Table P :	Estimates of average monthly earnings, excluding bonuses and overtime payments, at current prices, by industry within 95% confidence limits	40

Figures

Figure A: Employment in the non-agricultural formal sector, June 2015 – September 2019.....	4
Figure B: Gross earnings of employees in the formal non-agricultural sector, June 2015 – September 2019...	7

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 2019

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



*Revised estimates.

Table A : Employment by industry

Industry	Sep 2018	Jun* 2019	Sep 2019	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	456	462	462	0	0,0	6	1,3
Manufacturing	1 216	1 206	1 194	-12	-1,0	-22	-1,8
Electricity	62	59	59	0	0,0	-3	-4,8
Construction	636	611	599	-12	-2,0	-37	-5,8
Trade	2 212	2 248	2 265	17	0,8	53	2,4
Transport	483	483	482	-1	-0,2	-1	-0,2
Business services	2 315	2 352	2 343	-9	-0,4	28	1,2
Community services	2 684	2 749	2 738	-11	-0,4	54	2,0
Total	10 064	10 170	10 142	-28	-0,3	78	0,8

*Revised estimates.

Table A shows that total employment decreased by 28 000 or -0,3% quarter-on-quarter, from 10 170 000 in June 2019 to 10 142 000 in September 2019. This was largely due to decreases in the following industries: construction (-12 000 or -2,0%), manufacturing (-12 000 or -1,0%), community services (-11 000 or -0,4%), business services (-9 000 or -0,4%) and transport (-1 000 or -0,2%).

The mining and quarrying, and electricity industries remained unchanged.

However, trade industry increased by 17 000 or 0,8%.

Total employment increased by 78 000 or 0,8% year-on-year between September 2018 and September 2019. This was largely due to increases in the following industries: community services (54 000 or 2,0%), trade (53 000 or 2,4%), business services (28 000 or 1,2%) and mining and quarrying (6 000 or 1,3%).

However the following industries reported annual decreases: construction (-37 000 or -5,8%), manufacturing (-22 000 or -1,8%), electricity (-3 000 or -4,8%) and transport (-1 000 or -0,2%).

Table B : Full-time employees

Industry	Sep 2018	Jun* 2019	Sep 2019	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining	456	462	462	0	0,0	6	1,3
Manufacturing	1 133	1 126	1 118	-8	-0,7	-15	-1,3
Electricity	61	58	58	0	0,0	-3	-4,9
Construction	542	517	503	-14	-2,7	-39	-7,2
Trade	2 002	2 026	2 032	6	0,3	30	1,5
Transport	465	467	463	-4	-0,9	-2	-0,4
Business services	2 064	2 110	2 111	1	0,0	47	2,3
Community services	2 313	2 326	2 334	8	0,3	21	0,9
Total	9 036	9 092	9 081	-11	-0,1	45	0,5

*Revised estimates.

Table B shows that full-time employment decreased by 11 000 or -0,1% quarter-on-quarter, from 9 092 000 in June 2019 to 9 081 000 in September 2019. This was largely due to decreases in the following industries: construction (-14 000 or -2,7%), manufacturing (-8 000 or -0,7%) and transport (-4 000 or -0,9%).

The mining and quarrying, and electricity industries remained unchanged.

However there were increases in the following industries: community services (8 000 or 0,3%), trade (6 000 or 0,3%) and business services (1 000 or 0,0%).

Full-time employment increased by 45 000 or 0,5% year-on-year between September 2018 and September 2019. This was largely due to increases in the following industries: business services (47 000 or 2,3%), trade (30 000 or 1,5%), community services (21 000 or 0,9%) and mining and quarrying (6 000 or 1,3%).

However the following industries reported annual decreases: construction (-39 000 or -7,2%), manufacturing (-15 000 or -1,3%) electricity (-3 000 or -4,9%) and transport (-2 000 or -0,4%).

Table C : Part-time employees

Industry	Sep 2018	Jun* 2019	Sep 2019	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	Thousand			%		Thousand	%
Mining							
Manufacturing	83	80	76	-4	-5,0	-7	-8,4
Electricity	1	1	1	0	0,0	0	0,0
Construction	94	94	96	2	2,1	2	2,1
Trade	210	222	233	11	5,0	23	11,0
Transport	18	16	19	3	18,8	1	5,6
Business services	251	242	232	-10	-4,1	-19	-7,6
Community services	371	423	404	-19	-4,5	33	8,9
Total	1 028	1 078	1 061	-17	-1,6	33	3,2

*Revised estimates.

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

Table C shows that part-time employment decreased by 17 000 or -1,6% quarter-on-quarter, from 1 078 000 in June 2019 to 1 061 000 in September 2019. This was largely due to decreases in the following industries: community services (-19 000 or -4,5%), business services (-10 000 or -4,1%) and manufacturing (-4 000 or -5,0%).

The electricity industry remained unchanged.

However there were increases in the following industries: trade (11 000 or 5,0%), transport (3 000 or 18,8%) and construction (2 000 or 2,1%).

Part-time employment increased by 33 000 or 3,2% year-on-year between September 2018 and September 2019. This was largely due to increases in the following industries: community services (33 000 or 8,9%), trade (23 000 or 11,0%), construction (2 000 or 2,1%) and transport (1 000 or 5,6%).

The electricity industry remained unchanged.

However there were decreases in the following industries: business services (-19 000 or -7,6%) and manufacturing (-7 000 or -8,4%).

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

*Revised estimates.

Table D : Total gross earnings by industry

Industry	Sep 2018	Jun* 2019	Sep 2019	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining	33 754	34 640	36 892	2 252	6,5	3 138	9,3
Manufacturing	68 615	70 403	71 031	628	0,9	2 416	3,5
Electricity	8 112	7 959	8 089	130	1,6	-23	-0,3
Construction	32 128	31 277	30 550	-727	-2,3	-1 578	-4,9
Trade	96 986	102 362	103 288	926	0,9	6 302	6,5
Transport	38 129	41 364	39 648	-1 716	-4,1	1 519	4,0
Business services	181 471	179 583	186 096	6 513	3,6	4 625	2,5
Community services	226 047	231 880	235 633	3 753	1,6	9 586	4,2
Total	685 242	699 468	711 227	11 759	1,7	25 985	3,8

*Revised estimates.

Table D shows that total gross earnings paid to employees increased by R11,8 billion (1,7%) from R699,5 billion in June 2019 to R711,2 billion in September 2019. This was largely due to increases in the following industries: business services, community services, mining and quarrying, trade, manufacturing and electricity.

However, there were decreases in the following industries: transport and construction.

Year-on-year, total gross earnings increased by R26 billion or (3,8%).

Table E : Basic salary/wages payments by industry

Industry	Sep 2018	Jun* 2019	Sep 2019	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining	33 754	34 640	36 892	2 252	6,5	3 138	9,3
Manufacturing	62 406	63 332	64 564	1 232	1,9	2 158	3,5
Electricity	7 566	7 314	7 580	266	3,6	14	0,2
Construction	30 199	29 244	28 857	-387	-1,3	-1 342	-4,4
Trade	90 055	94 497	95 576	1 079	1,1	5 521	6,1
Transport	33 386	34 901	35 182	281	0,8	1 796	5,4
Business services	157 076	161 481	163 073	1 592	1,0	5 997	3,8
Community services	210 804	215 355	218 321	2 966	1,4	7 517	3,6
Total	625 246	640 764	650 045	9 281	1,4	24 799	4,0

*Revised estimates.

Table E shows that basic salary/wages paid to employees increased by R9,3 billion (1,4%) from R640,8 billion in June 2019 to R650,0 billion in September 2019. This was largely due to increases in the following industries: community services, mining and quarrying, business services, manufacturing, trade, transport and electricity.

However, there was a decrease reported by the construction industry.

Year-on-year, basic salary/wages increased by R24,8 billion or (4,0%).

Table F : Bonus and overtime payments by industry

Industry	Sep 2018	Jun* 2019	Sep 2019	Q/Q Change	Q/Q Change	Y/Y Change	Y/Y Change
	R million			%		R million	%
Mining							
Manufacturing	6 209	7 071	6 467	-604	-8,5	258	4,2
Electricity	546	645	509	-136	-21,1	-37	-6,8
Construction	1 929	2 033	1 693	-340	-16,7	-236	-12,2
Trade	6 931	7 865	7 712	-153	-1,9	781	11,3
Transport	4 743	6 463	4 466	-1 997	-30,9	-277	-5,8
Business services	24 395	18 102	23 023	4 921	27,2	-1 372	-5,6
Community services	15 243	16 525	17 312	787	4,8	2 069	13,6
Total	59 996	58 704	61 182	2 478	4,2	1 186	2,0

*Revised estimates.

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

Table F shows that bonus and overtime paid to employees increased by R2,5 billion (4,2%) from R58,7 billion in June 2019 to R61,2 billion in September 2019. This was largely due to increases in the following industries: business services and community services.

However, there were decreases in the following industries: transport, manufacturing, construction, trade and electricity.

Year-on-year, bonus and overtime payments increased by R1,2 billion or (2,0%).

Average Monthly Earnings

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

Average monthly earnings (including bonuses and overtime payments)	Aug 2018	May *2019	Aug 2019	Q/Q Change	Y/Y Change
	Rands			%	
	21 192	21 414	21 966	2,6	3,7

*Revised estimates.

Table G shows a quarter-on-quarter increase of 2,6% in average monthly earnings paid to employees in the formal non-agricultural sector from R21 414 in May 2019 to R21 966 in August 2019.

Year-on-year, average monthly earnings paid to employees in the formal non-agricultural sector increased by 3,7%.

Key differences between the Quarterly Labour Force Survey (QLFS) and the Quarterly Employment Survey (QES)

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

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

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

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

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

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



Risenga Maluleke
Statistician-General

Detailed employment changes by industry

The *mining and quarrying industry* reported an annual increase of 6 000 employees (1,3%) in September 2019 compared with September 2018. There was no quarterly change between September 2019 compared to June 2019.

See explanatory note on page 42.

The *manufacturing industry* reported an annual decrease of 22 000 employees (-1,8%) in September 2019 compared with September 2018. There was a quarterly decrease of 12 000 employees (-1,0%) in September 2019 compared with June 2019. 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; furniture, manufacturing n.e.c.; recycling; electrical machinery and apparatus n.e.c. and non-metallic mineral products.

The *electricity, gas and water supply industry* reported an annual decrease of 3 000 employees (-4,8%) in September 2019 compared to September 2018. There was no quarterly change between September 2019 compared to June 2019.

The *construction industry* reported an annual decrease of 37 000 employees (-5,8%) in September 2019 compared with September 2018. There was a quarterly decrease of 12 000 employees (-2,0%) in September 2019 compared with June 2019. This was mainly due to decreases in employment in the building of complete constructions or parts thereof, civil engineering and building completion.

The *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reported an annual increase of 53 000 employees (2,4%) in September 2019 compared with September 2018. There was a quarterly increase of 17 000 employees (0,8%) in September 2019 compared with June 2019. 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 1 000 employees (-0,2%) in September 2019 compared with September 2018. There was a quarterly decrease of 1 000 employees (-0,2%) in September 2019 compared with June 2019. 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 28 000 employees (1,2%) in September 2019 compared with September 2018. There was a quarterly decrease of 9 000 employees (-0,4%) in September 2019 compared with June 2019. This was mainly due to decreases in employment in legal, accounting, bookkeeping and auditing activities; computer and related activities; real estate activities and financial intermediation (i.e. Banks) except insurance and pension funding.

The *community, social and personal services industry* reported an annual increase of 54 000 employees (2,0%) in September 2019 compared with September 2018. There was a quarterly decrease of 11 000 employees (-0,4%) in September 2019 compared with June 2019. This was mainly due to decreases in employment in extra budgetary institutions; local government; recreational, cultural and sporting activities; health and social work; national department and other community, social and personal services.

Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R3,1 billion (9,3%) in September 2019 compared with September 2018. There was a quarterly increase of R2,3 billion (6,5%) in September 2019 compared with June 2019. This was mainly due to increases in gross earnings of platinum group metals and gold mining.

See explanatory note on page 42.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R2,4 billion (3,5%) in September 2019 compared with September 2018. There was a quarterly increase of R0,6 billion (0,9%) in September 2019 compared with June 2019. This was mainly due to increases in gross earnings of transport equipment and coke, refined petroleum products and nuclear fuel; chemicals and chemical products; rubber and plastic.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual decrease of R0,02 billion (-0,3%) in September 2019 compared with September 2018. There was a quarterly increase of R0,1 billion (1,6%) in September 2019 compared with June 2019. 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 R1,6 billion (-4,9%) in September 2019 compared with September 2018. There was a quarterly decrease of R0,7 billion (-2,3%) in September 2019 compared with June 2019. This was mainly due to decreases in gross earnings of building of complete constructions or parts thereof, civil engineering.

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 R6,3 billion (6,5%) in September 2019 compared with September 2018. There was a quarterly increase of R0,9 billion (0,9%) in September 2019 compared with June 2019. This was mainly due to the increases in gross earnings of wholesale trade and motor trade.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R1,5 billion (4,0%) in September 2019 compared with September 2018. There was a quarterly decrease of R1,7 billion (-4,1%) in September 2019 compared with June 2019. This was mainly due to decreases in gross earnings of post and telecommunications.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R4,6 billion (2,5%) in September 2019 compared with September 2018. There was a quarterly increase of R6,5 billion (3,6%) in September 2019 compared with June 2019. This was mainly due to the increases in gross earnings of financial intermediation (i.e. Banks) except insurance and pension funding; insurance and pension funding and business activities n.e.c.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R9,6 billion (4,2%) in September 2019 compared with September 2018. There was a quarterly increase of R3,8 billion (1,6%) in September 2019 compared with June 2019. This was mainly due to the increases in gross earnings of provincial departments; local government; extra Budgetary institutions and health and social work.

PART 1 – Estimation of number of employees and their earnings

Table 1 - All formal non-agricultural industries

1.1 Total number of employees.

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	9 801 000				
	Sep	9 854 000	53 000	0,5		
	Dec	9 993 000	139 000	1,4		
2018	Mar	10 098 000	105 000	1,1		
	Jun	10 031 000	-67 000	-0,7	230 000	2,3
	Sep	10 064 000	33 000	0,3	210 000	2,1
2019	Dec	10 152 000	88 000	0,9	159 000	1,6
	Mar	10 174 000	22 000	0,2	76 000	0,8
	Jun*	10 170 000	-4 000	0,0	139 000	1,4
	Sep	10 142 000	-28 000	-0,3	78 000	0,8

*Revised estimates.

1.2 Full-time employees.

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	8 786 000				
	Sep	8 842 000	56 000	0,6		
	Dec	8 952 000	110 000	1,2		
2018	Mar	9 003 000	51 000	0,6		
	Jun	9 013 000	10 000	0,1	227 000	2,6
	Sep	9 036 000	23 000	0,3	194 000	2,2
2019	Dec	9 099 000	63 000	0,7	147 000	1,6
	Mar	9 129 000	30 000	0,3	126 000	1,4
	Jun*	9 092 000	-37 000	-0,4	79 000	0,9
	Sep	9 081 000	-11 000	-0,1	45 000	0,5

*Revised estimates.

1.3 Part-time employees.

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	1 015 000				
	Sep	1 012 000	-3 000	-0,3		
	Dec	1 041 000	29 000	2,9		
2018	Mar	1 095 000	54 000	5,2		
	Jun	1 018 000	-77 000	-7,0	3 000	0,3
	Sep	1 028 000	10 000	1,0	16 000	1,6
2019	Dec	1 053 000	25 000	2,4	12 000	1,2
	Mar	1 045 000	-8 000	-0,8	-50 000	-4,6
	Jun*	1 078 000	33 000	3,2	60 000	5,9
	Sep	1 061 000	-17 000	-1,6	33 000	3,2

*Revised estimates.

1.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	606 186 000				
	Sep	630 909 000	24 723 000	4,1		
	Dec	678 572 000	47 663 000	7,6		
2018	Mar	663 269 000	-15 303 000	-2,3		
	Jun	654 517 000	-8 752 000	-1,3	48 331 000	8,0
	Sep	685 242 000	30 725 000	4,7	54 333 000	8,6
2019	Dec	728 349 000	43 107 000	6,3	49 777 000	7,3
	Mar	688 365 000	-39 984 000	-5,5	25 096 000	3,8
	Jun*	699 468 000	11 103 000	1,6	44 951 000	6,9
	Sep	711 227 000	11 759 000	1,7	25 985 000	3,8

*Revised estimates.

1.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	559 520 000				
	Sep	575 276 000	15 756 000	2,8		
	Dec	593 838 000	18 562 000	3,2		
2018	Mar	591 947 000	-1 891 000	-0,3		
	Jun	601 257 000	9 310 000	1,6	41 737 000	7,5
	Sep	625 246 000	23 989 000	4,0	49 970 000	8,7
2019	Dec	632 472 000	7 226 000	1,2	38 634 000	6,5
	Mar	626 215 000	-6 257 000	-1,0	34 268 000	5,8
	Jun*	640 764 000	14 549 000	2,3	39 507 000	6,6
	Sep	650 045 000	9 281 000	1,4	24 799 000	4,0

*Revised estimates.

1.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	46 666 000				
	Sep	55 633 000	8 967 000	19,2		
	Dec	84 734 000	29 101 000	52,3		
2018	Mar	71 322 000	-13 412 000	-15,8		
	Jun	53 260 000	-18 062 000	-25,3	6 594 000	14,1
	Sep	59 996 000	6 736 000	12,6	4 363 000	7,8
2019	Dec	95 877 000	35 881 000	59,8	11 143 000	13,2
	Mar	62 150 000	-33 727 000	-35,2	-9 172 000	-12,9
	Jun*	58 704 000	-3 446 000	-5,5	5 444 000	10,2
	Sep	61 182 000	2 478 000	4,2	1 186 000	2,0

*Revised estimates.

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

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	472 000				
	Sep	460 000	-12 000	-2,5		
	Dec	457 000	-3 000	-0,7		
2018	Mar	454 000	-3 000	-0,7		
	Jun	459 000	5 000	1,1	-13 000	-2,8
	Sep	456 000	-3 000	-0,7	-4 000	-0,9
2019	Dec	453 000	-3 000	-0,7	-4 000	-0,9
	Mar	455 000	2 000	0,4	1 000	0,2
	Jun*	462 000	7 000	1,5	3 000	0,7
	Sep	462 000	0	0,0	6 000	1,3

*Revised estimates.

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

2.2 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	31 208 000				
	Sep	31 972 000	764 000	2,4		
	Dec	32 437 000	465 000	1,5		
2018	Mar	32 198 000	-239 000	-0,7		
	Jun	31 902 000	-296 000	-0,9	694 000	2,2
	Sep	33 754 000	1 852 000	5,8	1 782 000	5,6
2019	Dec	34 427 000	673 000	2,0	1 990 000	6,1
	Mar	33 570 000	-857 000	-2,5	1 372 000	4,3
	Jun*	34 640 000	1 070 000	3,2	2 738 000	8,6
	Sep	36 892 000	2 252 000	6,5	3 138 000	9,3

*Revised estimates.

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

Table 3 - Manufacturing industry**3.1 Total Number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	1 193 000				
	Sep	1 197 000	4 000	0,3		
	Dec	1 208 000	11 000	0,9		
2018	Mar	1 218 000	10 000	0,8		
	Jun	1 210 000	-8 000	-0,7	17 000	1,4
	Sep	1 216 000	6 000	0,5	19 000	1,6
2019	Dec	1 222 000	6 000	0,5	14 000	1,2
	Mar	1 224 000	2 000	0,2	6 000	0,5
	Jun*	1 206 000	-18 000	-1,5	-4 000	-0,3
	Sep	1 194 000	-12 000	-1,0	-22 000	-1,8

*Revised estimates.

3.2 Full-time employees.

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	1 111 000				
	Sep	1 116 000	5 000	0,5		
	Dec	1 125 000	9 000	0,8		
2018	Mar	1 134 000	9 000	0,8		
	Jun	1 131 000	-3 000	-0,3	20 000	1,8
	Sep	1 133 000	2 000	0,2	17 000	1,5
2019	Dec	1 139 000	6 000	0,5	14 000	1,2
	Mar	1 142 000	3 000	0,3	8 000	0,7
	Jun*	1 126 000	-16 000	-1,4	-5 000	-0,4
	Sep	1 118 000	-8 000	-0,7	-15 000	-1,3

*Revised estimates.

3.3 Part-time employees.

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	82 000				
	Sep	81 000	-1 000	-1,2		
	Dec	83 000	2 000	2,5		
2018	Mar	84 000	1 000	1,2		
	Jun	79 000	-5 000	-6,0	-3 000	-3,7
	Sep	83 000	4 000	5,1	2 000	2,5
2019	Dec	83 000	0	0,0	0	0,0
	Mar	82 000	-1 000	-1,2	-2 000	-2,4
	Jun*	80 000	-2 000	-2,4	1 000	1,3
	Sep	76 000	-4 000	-5,0	-7 000	-8,4

*Revised estimates.

3.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	62 974 000				
	Sep	64 498 000	1 524 000	2,4		
	Dec	73 067 000	8 569 000	13,3		
2018	Mar	66 427 000	-6 640 000	-9,1		
	Jun	67 457 000	1 030 000	1,6	4 483 000	7,1
	Sep	68 615 000	1 158 000	1,7	4 117 000	6,4
2019	Dec	77 438 000	8 823 000	12,9	4 371 000	6,0
	Mar	69 677 000	-7 761 000	-10,0	3 250 000	4,9
	Jun*	70 403 000	726 000	1,0	2 946 000	4,4
	Sep	71 031 000	628 000	0,9	2 416 000	3,5

*Revised estimates.

3.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	56 772 000				
	Sep	58 302 000	1 530 000	2,7		
	Dec	60 349 000	2 047 000	3,5		
2018	Mar	59 196 000	-1 153 000	-1,9		
	Jun	60 852 000	1 656 000	2,8	4 080 000	7,2
	Sep	62 406 000	1 554 000	2,6	4 104 000	7,0
2019	Dec	63 860 000	1 454 000	2,3	3 511 000	5,8
	Mar	62 544 000	-1 316 000	-2,1	3 348 000	5,7
	Jun*	63 332 000	788 000	1,3	2 480 000	4,1
	Sep	64 564 000	1 232 000	1,9	2 158 000	3,5

*Revised estimates.

3.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	6 202 000				
	Sep	6 196 000	-6 000	-0,1		
	Dec	12 718 000	6 522 000	105,3		
2018	Mar	7 231 000	-5 487 000	-43,1		
	Jun	6 605 000	-626 000	-8,7	403 000	6,5
	Sep	6 209 000	-396 000	-6,0	13 000	0,2
2019	Dec	13 578 000	7 369 000	118,7	860 000	6,8
	Mar	7 133 000	-6 445 000	-47,5	-98 000	-1,4
	Jun*	7 071 000	-62 000	-0,9	466 000	7,1
	Sep	6 467 000	-604 000	-8,5	258 000	4,2

*Revised estimates.

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

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	64 000				
	Sep	63 000	-1 000	-1,6		
	Dec	62 000	-1 000	-1,6		
2018	Mar	62 000	0	0,0		
	Jun	62 000	0	0,0	-2 000	-3,1
	Sep	62 000	0	0,0	-1 000	-1,6
2019	Dec	61 000	-1 000	-1,6	-1 000	-1,6
	Mar	60 000	-1 000	-1,6	-2 000	-3,2
	Jun	59 000	-1 000	-1,7	-3 000	-4,8
	Sep	59 000	0	0,0	-3 000	-4,8

4.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	62 000				
	Sep	62 000	0	0,0		
	Dec	61 000	-1 000	-1,6		
2018	Mar	61 000	0	0,0		
	Jun	61 000	0	0,0	-1 000	-1,6
	Sep	61 000	0	0,0	-1 000	-1,6
2019	Dec	60 000	-1 000	-1,6	-1 000	-1,6
	Mar	59 000	-1 000	-1,7	-2 000	-3,3
	Jun	58 000	-1 000	-1,7	-3 000	-4,9
	Sep	58 000	0	0,0	-3 000	-4,9

4.3 Part-time employees

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

4.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	7 488 000				
	Sep	9 255 000	1 767 000	23,6		
	Dec	8 792 000	-463 000	-5,0		
2018	Mar	7 807 000	-985 000	-11,2		
	Jun	7 924 000	117 000	1,5	436 000	5,8
	Sep	8 112 000	188 000	2,4	-1 143 000	-12,4
2019	Dec	9 590 000	1 478 000	18,2	798 000	9,1
	Mar	8 018 000	-1 572 000	-16,4	211 000	2,7
	Jun*	7 959 000	-59 000	-0,7	35 000	0,4
	Sep	8 089 000	130 000	1,6	-23 000	-0,3

*Revised estimates.

4.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	6 820 000				
	Sep	7 353 000	533 000	7,8		
	Dec	7 270 000	-83 000	-1,1		
2018	Mar	7 253 000	-17 000	-0,2		
	Jun	7 315 000	62 000	0,9	495 000	7,3
	Sep	7 566 000	251 000	3,4	213 000	2,9
2019	Dec	7 662 000	96 000	1,3	392 000	5,4
	Mar	7 431 000	-231 000	-3,0	178 000	2,5
	Jun*	7 314 000	-117 000	-1,6	-1 000	0,0
	Sep	7 580 000	266 000	3,6	14 000	0,2

*Revised estimates.

4.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	668 000				
	Sep	1 902 000	1 234 000	184,7		
	Dec	1 522 000	-380 000	-20,0		
2018	Mar	554 000	-968 000	-63,6		
	Jun	609 000	55 000	9,9	-59 000	-8,8
	Sep	546 000	-63 000	-10,3	-1 356 000	-71,3
2019	Dec	1 928 000	1 382 000	253,1	406 000	26,7
	Mar	587 000	-1 341 000	-69,6	33 000	6,0
	Jun	645 000	58 000	9,9	36 000	5,9
	Sep	509 000	-136 000	-21,1	-37 000	-6,8

Table 5 - Construction industry**5.1 Total number of employees**

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	626 000				
	Sep	641 000	15 000	2,4		
	Dec	627 000	-14 000	-2,2		
2018	Mar	641 000	14 000	2,2		
	Jun	641 000	0	0,0	15 000	2,4
	Sep	636 000	-5 000	-0,8	-5 000	-0,8
2019	Dec	619 000	-17 000	-2,7	-8 000	-1,3
	Mar	620 000	1 000	0,2	-21 000	-3,3
	Jun	611 000	-9 000	-1,5	-30 000	-4,7
	Sep	599 000	-12 000	-2,0	-37 000	-5,8

5.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	538 000				
	Sep	546 000	8 000	1,5		
	Dec	539 000	-7 000	-1,3		
2018	Mar	550 000	11 000	2,0		
	Jun	543 000	-7 000	-1,3	5 000	0,9
	Sep	542 000	-1 000	-0,2	-4 000	-0,7
2019	Dec	528 000	-14 000	-2,6	-11 000	-2,0
	Mar	534 000	6 000	1,1	-16 000	-2,9
	Jun*	517 000	-17 000	-3,2	-26 000	-4,8
	Sep	503 000	-14 000	-2,7	-39 000	-7,2

*Revised estimates.

5.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	88 000				
	Sep	95 000	7 000	8,0		
	Dec	88 000	-7 000	-7,4		
2018	Mar	91 000	3 000	3,4		
	Jun	98 000	7 000	7,7	10 000	11,4
	Sep	94 000	-4 000	-4,1	-1 000	-1,1
2019	Dec	91 000	-3 000	-3,2	3 000	3,4
	Mar	86 000	-5 000	-5,5	-5 000	-5,5
	Jun*	94 000	8 000	9,3	-4 000	-4,1
	Sep	96 000	2 000	2,1	2 000	2,1

*Revised estimates.

5.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	29 548 000				
	Sep	30 645 000	1 097 000	3,7		
	Dec	36 241 000	5 596 000	18,3		
2018	Mar	31 517 000	-4 724 000	-13,0		
	Jun	32 874 000	1 357 000	4,3	3 326 000	11,3
	Sep	32 128 000	-746 000	-2,3	1 483 000	4,8
2019	Dec	35 986 000	3 858 000	12,0	-255 000	-0,7
	Mar	30 920 000	-5 066 000	-14,1	-597 000	-1,9
	Jun*	31 277 000	357 000	1,2	-1 597 000	-4,9
	Sep	30 550 000	-727 000	-2,3	-1 578 000	-4,9

*Revised estimates.

5.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	27 284 000				
	Sep	28 271 000	987 000	3,6		
	Dec	29 756 000	1 485 000	5,3		
2018	Mar	29 358 000	-398 000	-1,3		
	Jun	30 435 000	1 077 000	3,7	3 151 000	11,5
	Sep	30 199 000	-236 000	-0,8	1 928 000	6,8
2019	Dec	30 340 000	141 000	0,5	584 000	2,0
	Mar	28 770 000	-1 570 000	-5,2	-588 000	-2,0
	Jun*	29 244 000	474 000	1,6	-1 191 000	-3,9
	Sep	28 857 000	-387 000	-1,3	-1 342 000	-4,4

*Revised estimates.

5.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	2 264 000				
	Sep	2 374 000	110 000	4,9		
	Dec	6 485 000	4 111 000	173,2		
2018	Mar	2 159 000	-4 326 000	-66,7		
	Jun	2 439 000	280 000	13,0	175 000	7,7
	Sep	1 929 000	-510 000	-20,9	-445 000	-18,7
2019	Dec	5 646 000	3 717 000	192,7	-839 000	-12,9
	Mar	2 150 000	-3 496 000	-61,9	-9 000	-0,4
	Jun*	2 033 000	-117 000	-5,4	-406 000	-16,6
	Sep	1 693 000	-340 000	-16,7	-236 000	-12,2

*Revised estimates.

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

6.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	2 123 000				
	Sep	2 132 000	9 000	0,4		
	Dec	2 206 000	74 000	3,5		
2018	Mar	2 191 000	-15 000	-0,7		
	Jun	2 194 000	3 000	0,1	71 000	3,3
	Sep	2 212 000	18 000	0,8	80 000	3,8
2019	Dec	2 266 000	54 000	2,4	60 000	2,7
	Mar	2 262 000	-4 000	-0,2	71 000	3,2
	Jun*	2 248 000	-14 000	-0,6	54 000	2,5
	Sep	2 265 000	17 000	0,8	53 000	2,4

*Revised estimates.

6.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	1 909 000				
	Sep	1 924 000	15 000	0,8		
	Dec	1 981 000	57 000	3,0		
2018	Mar	1 982 000	1 000	0,1		
	Jun	1 985 000	3 000	0,2	76 000	4,0
	Sep	2 002 000	17 000	0,9	78 000	4,1
2019	Dec	2 030 000	28 000	1,4	49 000	2,5
	Mar	2 044 000	14 000	0,7	62 000	3,1
	Jun*	2 026 000	-18 000	-0,9	41 000	2,1
	Sep	2 032 000	6 000	0,3	30 000	1,5

*Revised estimates.

6.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	214 000				
	Sep	208 000	-6 000	-2,8		
	Dec	225 000	17 000	8,2		
2018	Mar	209 000	-16 000	-7,1		
	Jun	209 000	0	0,0	-5 000	-2,3
	Sep	210 000	1 000	0,5	2 000	1,0
2019	Dec	236 000	26 000	12,4	11 000	4,9
	Mar	218 000	-18 000	-7,6	9 000	4,3
	Jun	222 000	4 000	1,8	13 000	6,2
	Sep	233 000	11 000	5,0	23 000	11,0

6.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	88 392 000				
	Sep	89 567 000	1 175 000	1,3		
	Dec	100 994 000	11 427 000	12,8		
2018	Mar	94 864 000	-6 130 000	-6,1		
	Jun	95 087 000	223 000	0,2	6 695 000	7,6
	Sep	96 986 000	1 899 000	2,0	7 419 000	8,3
2019	Dec	108 260 000	11 274 000	11,6	7 266 000	7,2
	Mar	100 716 000	-7 544 000	-7,0	5 852 000	6,2
	Jun*	102 362 000	1 646 000	1,6	7 275 000	7,7
	Sep	103 288 000	926 000	0,9	6 302 000	6,5

*Revised estimates.

6.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	81 968 000				
	Sep	83 546 000	1 578 000	1,9		
	Dec	86 578 000	3 032 000	3,6		
2018	Mar	87 043 000	465 000	0,5		
	Jun	88 081 000	1 038 000	1,2	6 113 000	7,5
	Sep	90 055 000	1 974 000	2,2	6 509 000	7,8
2019	Dec	92 428 000	2 373 000	2,6	5 850 000	6,8
	Mar	92 749 000	321 000	0,3	5 706 000	6,6
	Jun*	94 497 000	1 748 000	1,9	6 416 000	7,3
	Sep	95 576 000	1 079 000	1,1	5 521 000	6,1

*Revised estimates.

6.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	6 424 000				
	Sep	6 021 000	-403 000	-6,3		
	Dec	14 416 000	8 395 000	139,4		
2018	Mar	7 821 000	-6 595 000	-45,7		
	Jun	7 006 000	-815 000	-10,4	582 000	9,1
	Sep	6 931 000	-75 000	-1,1	910 000	15,1
2019	Dec	15 832 000	8 901 000	128,4	1 416 000	9,8
	Mar	7 967 000	-7 865 000	-49,7	146 000	1,9
	Jun*	7 865 000	-102 000	-1,3	859 000	12,3
	Sep	7 712 000	-153 000	-1,9	781 000	11,3

*Revised estimates.

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

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	470 000				
	Sep	479 000	9 000	1,9		
	Dec	481 000	2 000	0,4		
2018	Mar	481 000	0	0,0		
	Jun	479 000	-2 000	-0,4	9 000	1,9
	Sep	483 000	4 000	0,8	4 000	0,8
2019	Dec	487 000	4 000	0,8	6 000	1,2
	Mar	485 000	-2 000	-0,4	4 000	0,8
	Jun*	483 000	-2 000	-0,4	4 000	0,8
	Sep	482 000	-1 000	-0,2	-1 000	-0,2

*Revised estimates.

7.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	453 000				
	Sep	461 000	8 000	1,8		
	Dec	463 000	2 000	0,4		
2018	Mar	465 000	2 000	0,4		
	Jun	463 000	-2 000	-0,4	10 000	2,2
	Sep	465 000	2 000	0,4	4 000	0,9
2019	Dec	467 000	2 000	0,4	4 000	0,9
	Mar	468 000	1 000	0,2	3 000	0,6
	Jun*	467 000	-1 000	-0,2	4 000	0,9
	Sep	463 000	-4 000	-0,9	-2 000	-0,4

*Revised estimates.

7.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	17 000				
	Sep	18 000	1 000	5,9		
	Dec	18 000	0	0,0		
2018	Mar	16 000	-2 000	-11,1		
	Jun	16 000	0	0,0	-1 000	-5,9
	Sep	18 000	2 000	12,5	0	0,0
2019	Dec	20 000	2 000	11,1	2 000	11,1
	Mar	17 000	-3 000	-15,0	1 000	6,3
	Jun*	16 000	-1 000	-5,9	0	0,0
	Sep	19 000	3 000	18,8	1 000	5,6

*Revised estimates.

7.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	35 852 000				
	Sep	36 083 000	231 000	0,6		
	Dec	39 001 000	2 918 000	8,1		
2018	Mar	35 518 000	-3 483 000	-8,9		
	Jun	37 663 000	2 145 000	6,0	1 811 000	5,1
	Sep	38 129 000	466 000	1,2	2 046 000	5,7
2019	Dec	40 943 000	2 814 000	7,4	1 942 000	5,0
	Mar	37 714 000	-3 229 000	-7,9	2 196 000	6,2
	Jun*	41 364 000	3 650 000	9,7	3 701 000	9,8
	Sep	39 648 000	-1 716 000	-4,1	1 519 000	4,0

*Revised estimates.

7.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	31 116 000				
	Sep	31 839 000	723 000	2,3		
	Dec	31 921 000	82 000	0,3		
2018	Mar	31 637 000	-284 000	-0,9		
	Jun	32 693 000	1 056 000	3,3	1 577 000	5,1
	Sep	33 386 000	693 000	2,1	1 547 000	4,9
2019	Dec	33 839 000	453 000	1,4	1 918 000	6,0
	Mar	33 754 000	-85 000	-0,3	2 117 000	6,7
	Jun*	34 901 000	1 147 000	3,4	2 208 000	6,8
	Sep	35 182 000	281 000	0,8	1 796 000	5,4

*Revised estimates.

7.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	4 736 000				
	Sep	4 244 000	-492 000	-10,4		
	Dec	7 080 000	2 836 000	66,8		
2018	Mar	3 881 000	-3 199 000	-45,2		
	Jun	4 970 000	1 089 000	28,1	234 000	4,9
	Sep	4 743 000	-227 000	-4,6	499 000	11,8
2019	Dec	7 104 000	2 361 000	49,8	24 000	0,3
	Mar	3 960 000	-3 144 000	-44,3	79 000	2,0
	Jun*	6 463 000	2 503 000	63,2	1 493 000	30,0
	Sep	4 466 000	-1 997 000	-30,9	-277 000	-5,8

*Revised estimates.

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

8.1 Total number of employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	2 233 000				
	Sep	2 250 000	17 000	0,8		
	Dec	2 291 000	41 000	1,8		
2018	Mar	2 300 000	9 000	0,4		
	Jun	2 305 000	5 000	0,2	72 000	3,2
	Sep	2 315 000	10 000	0,4	65 000	2,9
2019	Dec	2 352 000	37 000	1,6	61 000	2,7
	Mar	2 357 000	5 000	0,2	57 000	2,5
	Jun*	2 352 000	-5 000	-0,2	47 000	2,0
	Sep	2 343 000	-9 000	-0,4	28 000	1,2

*Revised estimates.

8.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	1 971 000				
	Sep	1 992 000	21 000	1,1		
	Dec	2 031 000	39 000	2,0		
2018	Mar	2 053 000	22 000	1,1		
	Jun	2 061 000	8 000	0,4	90 000	4,6
	Sep	2 064 000	3 000	0,1	72 000	3,6
2019	Dec	2 105 000	41 000	2,0	74 000	3,6
	Mar	2 110 000	5 000	0,2	57 000	2,8
	Jun*	2 110 000	0	0,0	49 000	2,4
	Sep	2 111 000	1 000	0,0	47 000	2,3

*Revised estimates.

8.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	262 000				
	Sep	258 000	-4 000	-1,5		
	Dec	260 000	2 000	0,8		
2018	Mar	247 000	-13 000	-5,0		
	Jun	244 000	-3 000	-1,2	-18 000	-6,9
	Sep	251 000	7 000	2,9	-7 000	-2,7
2019	Dec	247 000	-4 000	-1,6	-13 000	-5,0
	Mar	247 000	0	0,0	0	0,0
	Jun*	242 000	-5 000	-2,0	-2 000	-0,8
	Sep	232 000	-10 000	-4,1	-19 000	-7,6

*Revised estimates.

8.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	153 009 000				
	Sep	165 444 000	12 435 000	8,1		
	Dec	176 133 000	10 689 000	6,5		
2018	Mar	189 734 000	13 601 000	7,7		
	Jun	172 615 000	-17 119 000	-9,0	19 606 000	12,8
	Sep	181 471 000	8 856 000	5,1	16 027 000	9,7
2019	Dec	189 687 000	8 216 000	4,5	13 554 000	7,7
	Mar	185 180 000	-4 507 000	-2,4	-4 554 000	-2,4
	Jun*	179 583 000	-5 597 000	-3,0	6 968 000	4,0
	Sep	186 096 000	6 513 000	3,6	4 625 000	2,5

*Revised estimates.

8.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	140 187 000				
	Sep	144 369 000	4 182 000	3,0		
	Dec	153 289 000	8 920 000	6,2		
2018	Mar	153 219 000	-70 000	0,0		
	Jun	154 908 000	1 689 000	1,1	14 721 000	10,5
	Sep	157 076 000	2 168 000	1,4	12 707 000	8,8
2019	Dec	161 630 000	4 554 000	2,9	8 341 000	5,4
	Mar	160 789 000	-841 000	-0,5	7 570 000	4,9
	Jun*	161 481 000	692 000	0,4	6 573 000	4,2
	Sep	163 073 000	1 592 000	1,0	5 997 000	3,8

*Revised estimates.

8.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	12 822 000				
	Sep	21 075 000	8 253 000	64,4		
	Dec	22 844 000	1 769 000	8,4		
2018	Mar	36 515 000	13 671 000	59,8		
	Jun	17 707 000	-18 808 000	-51,5	4 885 000	38,1
	Sep	24 395 000	6 688 000	37,8	3 320 000	15,8
2019	Dec	28 057 000	3 662 000	15,0	5 213 000	22,8
	Mar	24 391 000	-3 666 000	-13,1	-12 124 000	-33,2
	Jun*	18 102 000	-6 289 000	-25,8	395 000	2,2
	Sep	23 023 000	4 921 000	27,2	-1 372 000	-5,6

*Revised estimates.

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

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Total	Quarterly		Annual	
2017	Jun	2 620 000				
	Sep	2 632 000	12 000	0,5		
	Dec	2 661 000	29 000	1,1		
2018	Mar	2 751 000	90 000	3,4		
	Jun	2 681 000	-70 000	-2,5	61 000	2,3
	Sep	2 684 000	3 000	0,1	52 000	2,0
2019	Dec	2 692 000	8 000	0,3	31 000	1,2
	Mar	2 711 000	19 000	0,7	-40 000	-1,5
	Jun*	2 749 000	38 000	1,4	68 000	2,5
	Sep	2 738 000	-11 000	-0,4	54 000	2,0

*Revised estimates.

9.2 Full-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Full-time	Quarterly		Annual	
2017	Jun	2 270 000				
	Sep	2 281 000	11 000	0,5		
	Dec	2 295 000	14 000	0,6		
2018	Mar	2 304 000	9 000	0,4		
	Jun	2 310 000	6 000	0,3	40 000	1,8
	Sep	2 313 000	3 000	0,1	32 000	1,4
2019	Dec	2 317 000	4 000	0,2	22 000	1,0
	Mar	2 317 000	0	0,0	13 000	0,6
	Jun*	2 326 000	9 000	0,4	16 000	0,7
	Sep	2 334 000	8 000	0,3	21 000	0,9

*Revised estimates.

9.3 Part-time employees

Year	Quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Part-time	Quarterly		Annual	
2017	Jun	350 000				
	Sep	351 000	1 000	0,3		
	Dec	366 000	15 000	4,3		
2018	Mar	447 000	81 000	22,1		
	Jun	371 000	-76 000	-17,0	21 000	6,0
	Sep	371 000	0	0,0	20 000	5,7
2019	Dec	375 000	4 000	1,1	9 000	2,5
	Mar	394 000	19 000	5,1	-53 000	-11,9
	Jun*	423 000	29 000	7,4	52 000	14,0
	Sep	404 000	-19 000	-4,5	33 000	8,9

*Revised estimates.

9.4 Total gross earnings (R thousand).

Year	Quarter	Total gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarterly		Annual	
2017	Jun	197 715 000				
	Sep	203 445 000	5 730 000	2,9		
	Dec	211 907 000	8 462 000	4,2		
2018	Mar	205 204 000	-6 703 000	-3,2		
	Jun	208 995 000	3 791 000	1,8	11 280 000	5,7
	Sep	226 047 000	17 052 000	8,2	22 602 000	11,1
2019	Dec	232 018 000	5 971 000	2,6	20 111 000	9,5
	Mar	222 570 000	-9 448 000	-4,1	17 366 000	8,5
	Jun*	231 880 000	9 310 000	4,2	22 885 000	11,0
	Sep	235 633 000	3 753 000	1,6	9 586 000	4,2

*Revised estimates.

9.5 Basic salary/wages (R thousand).

Year	Quarter	Basic Salary/Wages	Change in basic salary/wages	% change in basic salary/wages	Change in basic salary/wages	% change in basic salary/wages
			Quarterly		Annual	
2017	Jun	184 165 000				
	Sep	189 624 000	5 459 000	3,0		
	Dec	192 238 000	2 614 000	1,4		
2018	Mar	192 043 000	-195 000	-0,1		
	Jun	195 071 000	3 028 000	1,6	10 906 000	5,9
	Sep	210 804 000	15 733 000	8,1	21 180 000	11,2
2019	Dec	208 286 000	-2 518 000	-1,2	16 048 000	8,3
	Mar	206 608 000	-1 678 000	-0,8	14 565 000	7,6
	Jun*	215 355 000	8 747 000	4,2	20 284 000	10,4
	Sep	218 321 000	2 966 000	1,4	7 517 000	3,6

*Revised estimates.

9.6 Bonus and overtime payments (R thousand).

Year	Quarter	Bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments	Change in bonus and overtime payments	% change in bonus and overtime payments
			Quarterly		Annual	
2017	Jun	13 550 000				
	Sep	13 821 000	271 000	2,0		
	Dec	19 669 000	5 848 000	42,3		
2018	Mar	13 161 000	-6 508 000	-33,1		
	Jun	13 924 000	763 000	5,8	374 000	2,8
	Sep	15 243 000	1 319 000	9,5	1 422 000	10,3
2019	Dec	23 732 000	8 489 000	55,7	4 063 000	20,7
	Mar	15 962 000	-7 770 000	-32,7	2 801 000	21,3
	Jun*	16 525 000	563 000	3,5	2 601 000	18,7
	Sep	17 312 000	787 000	4,8	2 069 000	13,6

*Revised estimates.

PART 2 – Estimation of average monthly earnings

Table 10 - Average monthly earnings at current prices, by industry

10.1 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
2017 May	19 499	-	-
Aug	19 996	2,6	-
Nov	20 193	1,0	-
2018 Feb	20 092	-0,5	-
May	20 433	1,7	4,8
Aug	21 192	3,7	6,0
Nov	21 256	0,3	5,3
2019 Feb	20 859	-1,9	3,8
May*	21 414	2,7	4,8
Aug	21 966	2,6	3,7

*Revised estimates.

10.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017 May	22 223	-	-
Aug	23 077	3,8	-
Nov	23 572	2,1	-
2018 Feb	22 903	-2,8	-
May	23 265	1,6	4,7
Aug	25 021	7,5	8,4
Nov	25 510	2,0	8,2
2019 Feb	24 118	-5,5	5,3
May*	25 042	3,8	7,6
Aug	26 967	7,7	7,8

*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.

10.3 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
2017 May	16 873	-	-	15 864	-	-
Aug	17 415	3,2	-	16 375	3,2	-
Nov	17 668	1,5	-	16 541	1,0	-
2018 Feb	17 297	-2,1	-	16 342	-1,2	-
May	17 845	3,2	5,8	16 784	2,7	5,8
Aug	18 425	3,3	5,8	17 351	3,4	6,0
Nov	18 642	1,2	5,5	17 436	0,5	5,4
2019 Feb	18 224	-2,2	5,4	17 131	-1,7	4,8
May*	18 844	3,4	5,6	17 652	3,0	5,2
Aug	19 122	1,5	3,8	17 955	1,7	3,5

*Revised estimates.

10.4 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
2017 May	38 715	-	-	35 280	-	-
Aug	38 950	0,6	-	36 527	3,5	-
Nov	40 071	2,9	-	37 684	3,2	-
2018 Feb	38 934	-2,8	-	36 494	-3,2	-
May	39 992	2,7	3,3	37 042	1,5	5,0
Aug	41 953	4,9	7,7	39 942	7,8	9,3
Nov	44 152	5,2	10,2	41 764	4,6	10,8
2019 Feb	42 938	-2,7	10,3	40 406	-3,3	10,7
May*	43 202	0,6	8,0	40 085	-0,8	8,2
Aug	43 481	0,6	3,6	41 303	3,0	3,4

*Revised estimates.

10.5 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
2017 May	15 245	-	-	14 462	-	-
Aug	15 683	2,9	-	14 864	2,8	-
Nov	16 463	5,0	-	15 497	4,3	-
2018 Feb	16 165	-1,8	-	15 465	-0,2	-
May	16 565	2,5	8,7	15 761	1,9	9,0
Aug	16 793	1,4	7,1	16 005	1,5	7,7
Nov	16 573	-1,3	0,7	15 793	-1,3	1,9
2019 Feb	15 894	-4,1	-1,7	15 248	-3,5	-1,4
May*	16 809	5,8	1,5	16 043	5,2	1,8
Aug	16 804	0,0	0,1	16 061	0,1	0,3

*Revised estimates.

10.6 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
2017 May	13 006	-	-	12 623	-	-
Aug	13 103	0,7	-	12 782	1,3	-
Nov	13 279	1,3	-	12 943	1,3	-
2018 Feb	13 282	0,0	-	12 981	0,3	-
May	13 486	1,5	3,7	13 098	0,9	3,8
Aug	13 876	2,9	5,9	13 502	3,1	5,6
Nov	13 725	-1,1	3,4	13 358	-1,1	3,2
2019 Feb	13 723	0,0	3,3	13 388	0,2	3,1
May*	14 301	4,2	6,0	13 843	3,4	5,7
Aug	14 277	-0,2	2,9	13 912	0,5	3,0

*Revised estimates.

10.7 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
2017 May	23 638	-	-	22 240	-	-
Aug	23 787	0,6	-	22 430	0,9	-
Nov	23 600	-0,8	-	22 210	-1,0	-
2018 Feb	23 236	-1,5	-	22 107	-0,5	-
May	24 243	4,3	2,6	22 820	3,2	2,6
Aug	24 884	2,6	4,6	23 586	3,4	5,2
Nov	24 715	-0,7	4,7	23 303	-1,2	4,9
2019 Feb	23 943	-3,1	3,0	22 794	-2,2	3,1
May*	25 608	7,0	5,6	24 144	5,9	5,8
Aug	25 535	-0,3	2,6	24 221	0,3	2,7

*Revised estimates.

10.8 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
2017 May	21 385	-	-	21 025	-	-
Aug	22 199	3,8	-	21 826	3,8	-
Nov	22 620	1,9	-	22 260	2,0	-
2018 Feb	22 765	0,6	-	22 379	0,5	-
May	22 835	0,3	6,8	22 437	0,3	6,7
Aug	23 513	3,0	5,9	23 119	3,0	5,9
Nov	23 597	0,4	4,3	23 144	0,1	4,0
2019 Feb	23 628	0,1	3,8	23 244	0,4	3,9
May*	23 845	0,9	4,4	23 331	0,4	4,0
Aug	24 148	1,3	2,7	23 691	1,5	2,5

*Revised estimates.

10.9 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
2017 May	23 676	-	-	23 151	-	-
Aug	24 195	2,2	-	23 732	2,5	-
Nov	24 133	-0,3	-	23 675	-0,2	-
2018 Feb	24 078	-0,2	-	23 658	-0,1	-
May	24 640	2,3	4,1	24 133	2,0	4,2
Aug	25 901	5,1	7,0	25 407	5,3	7,1
Nov	26 108	0,8	8,2	25 448	0,2	7,5
2019 Feb	25 167	-3,6	4,5	24 488	-3,8	3,5
May*	25 461	1,2	3,3	24 692	0,8	2,3
Aug	27 232	7,0	5,1	26 532	7,5	4,4

*Revised estimates.

Table 11 - Average monthly earnings at constant prices (Dec 2016=100), by industry

11.1 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
2017	May	18 986	-	-
	Aug	19 358	2,0	-
	Nov	19 379	0,1	-
2018	Feb	18 991	-2,0	-
	May	19 061	0,4	0,4
	Aug	19 550	2,6	1,0
	Nov	19 394	-0,8	0,1
2019	Feb	18 946	-2,3	-0,2
	May*	19 120	0,9	0,3
	Aug	19 422	1,6	-0,7

*Revised estimates.

11.2 Mining and quarrying industry**

Year and month		Including bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2017	May	21 639	-	-
	Aug	22 340	3,2	-
	Nov	22 622	1,3	-
2018	Feb	21 647	-4,3	-
	May	21 702	0,3	0,3
	Aug	23 082	6,4	3,3
	Nov	23 276	0,8	2,9
2019	Feb	21 906	-5,9	1,2
	May*	22 359	2,1	3,0
	Aug	23 844	6,6	3,3

*Revised estimates.

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

11.3 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
2017	May	16 429	-	-	15 447	-	-
	Aug	16 858	2,6	-	15 852	2,6	-
	Nov	16 956	0,6	-	15 875	0,1	-
2018	Feb	16 348	-3,6	-	15 446	-2,7	-
	May	16 646	1,8	1,3	15 657	1,4	1,4
	Aug	16 997	2,1	0,8	16 006	2,2	1,0
	Nov	17 009	0,1	0,3	15 909	-0,6	0,2
2019	Feb	16 552	-2,7	1,2	15 559	-2,2	0,7
	May*	16 825	1,6	1,1	15 761	1,3	0,7
	Aug	16 907	0,5	-0,5	15 875	0,7	-0,8

*Revised estimates.

11.4 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
2017 May	37 698	-	-	34 352	-	-
Aug	37 705	0,0	-	35 360	2,9	-
Nov	38 456	2,0	-	36 166	2,3	-
2018 Feb	36 800	-4,3	-	34 493	-4,6	-
May	37 306	1,4	-1,0	34 554	0,2	0,6
Aug	38 702	3,7	2,6	36 847	6,6	4,2
Nov	40 285	4,1	4,8	38 106	3,4	5,4
2019 Feb	38 999	-3,2	6,0	36 699	-3,7	6,4
May*	38 573	-1,1	3,4	35 790	-2,5	3,6
Aug	38 445	-0,3	-0,7	36 519	2,0	-0,9

*Revised estimates.

11.5 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
2017 May	14 844	-	-	14 082	-	-
Aug	15 182	2,3	-	14 389	2,2	-
Nov	15 799	4,1	-	14 872	3,4	-
2018 Feb	15 279	-3,3	-	14 617	-1,7	-
May	15 452	1,1	4,1	14 702	0,6	4,4
Aug	15 492	0,3	2,0	14 765	0,4	2,6
Nov	15 121	-2,4	-4,3	14 410	-2,4	-3,1
2019 Feb	14 436	-4,5	-5,5	13 849	-3,9	-5,3
May*	15 008	4,0	-2,9	14 324	3,4	-2,6
Aug	14 858	-1,0	-4,1	14 201	-0,9	-3,8

*Revised estimates.

11.6 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
2017 May	12 664	-	-	12 291	-	-
Aug	12 683	0,2	-	12 374	0,7	-
Nov	12 744	0,5	-	12 421	0,4	-
2018 Feb	12 554	-1,5	-	12 269	-1,2	-
May	12 580	0,2	-0,7	12 218	-0,4	-0,6
Aug	12 801	1,8	0,9	12 456	1,9	0,7
Nov	12 523	-2,2	-1,7	12 188	-2,2	-1,9
2019 Feb	12 464	-0,5	-0,7	12 160	-0,2	-0,9
May*	12 769	2,4	1,5	12 360	1,6	1,2
Aug	12 623	-1,1	-1,4	12 301	-0,5	-1,2

*Revised estimates.

11.7 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
2017 May	23 017	-	-	21 655	-	-
Aug	23 028	0,0	-	21 713	0,3	-
Nov	22 649	-1,6	-	21 315	-1,8	-
2018 Feb	21 962	-3,0	-	20 896	-2,0	-
May	22 615	3,0	-1,7	21 287	1,9	-1,7
Aug	22 956	1,5	-0,3	21 758	2,2	0,2
Nov	22 550	-1,8	-0,4	21 262	-2,3	-0,2
2019 Feb	21 747	-3,6	-1,0	20 703	-2,6	-0,9
May*	22 864	5,1	1,1	21 557	4,1	1,3
Aug	22 577	-1,3	-1,7	21 416	-0,7	-1,6

*Revised estimates.

11.8 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
2017 May	20 822	-	-	20 473	-	-
Aug	21 490	3,2	-	21 129	3,2	-
Nov	21 709	1,0	-	21 363	1,1	-
2018 Feb	21 517	-0,9	-	21 152	-1,0	-
May	21 301	-1,0	2,3	20 930	-1,0	2,2
Aug	21 691	1,8	0,9	21 327	1,9	0,9
Nov	21 530	-0,7	-0,8	21 117	-1,0	-1,2
2019 Feb	21 460	-0,3	-0,3	21 112	0,0	-0,2
May*	21 290	-0,8	-0,1	20 831	-1,3	-0,5
Aug	21 351	0,3	-1,6	20 947	0,6	-1,8

*Revised estimates.

11.9 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
2017 May	23 054	-	-	22 542	-	-
Aug	23 423	1,6	-	22 974	1,9	-
Nov	23 160	-1,1	-	22 721	-1,1	-
2018 Feb	22 757	-1,7	-	22 361	-1,6	-
May	22 985	1,0	-0,3	22 512	0,7	-0,1
Aug	23 894	4,0	2,0	23 438	4,1	2,0
Nov	23 821	-0,3	2,9	23 219	-0,9	2,2
2019 Feb	22 858	-4,0	0,4	22 242	-4,2	-0,5
May*	22 733	-0,5	-1,1	22 046	-0,9	-2,1
Aug	24 078	5,9	0,8	23 459	6,4	0,1

*Revised estimates.

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

Industry	Quarter ended June* 2019				Quarter ended September 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	462 492	462 492	462 492	0,0	462 498	462 498	462 498
Manufacturing	0,6	1 190 776	1 205 411	1 220 045	0,7	1 179 179	1 194 562	1 209 946
Electricity, gas and water supply	0,7	58 510	59 332	60 154	0,7	58 286	59 143	59 999
Construction	1,9	587 082	610 359	633 635	2,0	575 593	598 829	622 064
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,8	2 213 734	2 248 504	2 283 274	0,9	2 226 063	2 264 685	2 303 307
Transport, storage and communication	1,0	473 152	482 840	492 527	1,1	471 713	481 854	491 995
Financial intermediation, insurance, real estate and business services	1,5	2 282 888	2 351 550	2 420 211	1,6	2 271 247	2 343 255	2 415 264
Community, social and personal services	0,5	2 723 094	2 748 941	2 774 787	0,5	2 713 039	2 737 986	2 762 933
Total	0,4	10 083 396	10 169 427	10 255 458	0,5	10 053 208	10 142 812	10 232 416

*Revised estimates.

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

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

Industry	Quarter ended June* 2019				Quarter ended September 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	462 492	462 492	462 492	0,0	462 498	462 498	462 498
Manufacturing	0,6	1 111 867	1 125 711	1 139 555	0,7	1 103 504	1 118 337	1 133 170
Electricity, gas and water supply	0,7	57 172	57 989	58 807	0,7	57 250	58 039	58 828
Construction	1,9	496 819	516 549	536 280	2,0	483 808	503 053	522 298
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,9	1 992 068	2 026 372	2 060 676	0,9	1 995 548	2 031 776	2 068 004
Transport, storage and communication	1,0	457 641	467 234	476 826	1,1	453 174	463 085	472 997
Financial intermediation, insurance, real estate and business services	1,5	2 046 693	2 109 961	2 173 228	1,7	2 040 333	2 111 151	2 181 969
Community, social and personal services	0,5	2 302 235	2 326 087	2 349 939	0,5	2 310 165	2 333 586	2 357 008
Total	0,4	9 012 539	9 092 395	9 172 250	0,5	8 995 581	9 081 526	9 167 470

*Revised estimates.

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

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

Industry	Quarter ended June* 2019				Quarter ended September 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	3,1	74 843	79 700	84 557	2,3	72 719	76 225	79 731
Electricity, gas and water supply	2,3	1 283	1 343	1 402	12,3	837	1 104	1 371
Construction	6,8	81 332	93 809	106 286	7,1	82 445	95 776	109 107
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,0	213 540	222 132	230 724	3,3	217 822	232 909	247 997
Transport, storage and communication	4,7	14 177	15 606	17 035	4,4	17 153	18 769	20 384
Financial intermediation, insurance, real estate and business services	6,1	212 538	241 589	270 640	4,6	211 349	232 104	252 859
Community, social and personal services	0,8	415 986	422 853	429 721	0,7	398 489	404 399	410 310
Total	1,6	1 042 957	1 077 032	1 111 108	1,4	1 031 353	1 061 286	1 091 219

*Revised estimates.

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

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

Industry	Quarter ended June* 2019				Quarter ended September 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	34 640 413 193	34 640 413 193	34 640 413 193	0,0	36 891 900 614	36 891 900 614	36 891 900 614
Manufacturing	0,9	69 205 018 784	70 402 570 143	71 600 121 504	0,9	69 710 130 942	71 031 205 171	72 352 279 398
Electricity, gas and water supply	0,4	7 897 006 062	7 958 827 678	8 020 649 292	0,3	8 034 028 246	8 088 086 405	8 142 144 565
Construction	3,2	29 330 071 783	31 276 501 725	33 222 931 666	2,8	28 862 973 068	30 550 379 028	32 237 784 987
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,5	99 417 183 213	102 361 633 375	105 306 083 536	1,5	100 226 733 481	103 287 507 966	106 348 282 451
Transport, storage and communication	1,3	40 316 616 644	41 363 859 719	42 411 102 793	1,4	38 564 095 195	39 648 399 405	40 732 703 615
Financial intermediation, insurance, real estate and business services	2,4	170 987 244 995	179 582 937 880	188 178 630 765	2,4	177 181 400 675	186 095 751 389	195 010 102 105
Community, social and personal services	1,6	224 764 268 125	231 879 951 188	238 995 634 250	1,5	228 504 914 421	235 633 042 712	242 761 171 002
Total	0,9	687 666 489 806	699 466 694 900	711 266 899 994	0,9	699 185 224 948	711 226 272 690	723 267 320 432

*Revised estimates.

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

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

Industry	Quarter ended June* 2019				Quarter ended September 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	34 640 413 193	34 640 413 193	34 640 413 193	0,0	36 891 900 614	36 891 900 614	36 891 900 614
Manufacturing	0,9	62 216 650 783	63 331 720 279	64 446 789 776	1,0	63 342 259 810	64 563 891 998	65 785 524 186
Electricity, gas and water supply	0,4	7 258 332 538	7 313 849 511	7 369 366 484	0,4	7 525 865 796	7 579 534 894	7 633 203 993
Construction	3,3	27 367 755 073	29 243 713 436	31 119 671 798	2,9	27 208 261 564	28 856 976 212	30 505 690 860
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,4	91 850 222 692	94 497 007 183	97 143 791 673	1,4	92 866 251 569	95 575 700 888	98 285 150 207
Transport, storage and communication	1,3	33 998 496 786	34 900 637 248	35 802 777 709	1,3	34 275 452 153	35 182 219 579	36 088 987 005
Financial intermediation, insurance, real estate and business services	2,2	154 423 189 775	161 480 690 675	168 538 191 574	2,2	155 935 860 971	163 072 750 318	170 209 639 666
Community, social and personal services	1,6	208 397 645 571	215 354 870 242	222 312 094 913	1,6	211 400 563 793	218 321 288 735	225 242 013 677
Total	0,8	630 249 315 056	640 762 901 766	651 276 488 475	0,8	639 503 333 584	650 044 263 238	660 585 192 892

*Revised estimates.

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

Industry	Quarter ended June* 2019				Quarter ended September 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	2,7	2 683 543 645	2 834 205 492	2 984 867 339	2,7	2 084 348 550	2 199 937 765	2 315 526 979
Electricity, gas and water supply	4,6	96 716 327	106 253 146	115 789 964	0,5	39 651 603	40 005 420	40 359 237
Construction	17,1	488 704 732	735 471 069	982 237 406	11,5	326 412 459	421 336 423	516 260 387
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	6,5	4 427 742 192	5 072 559 695	5 717 377 198	11,0	4 091 012 931	5 214 147 110	6 337 281 289
Transport, storage and communication	4,1	3 946 099 739	4 287 880 978	4 629 662 217	9,2	2 003 938 346	2 442 462 113	2 880 985 881
Financial intermediation, insurance, real estate and business services	10,8	11 733 561 030	14 873 576 661	18 013 592 293	8,8	16 447 398 085	19 896 974 777	23 346 551 470
Community, social and personal services	2,0	9 755 938 854	10 158 317 968	10 560 697 082	2,5	10 734 838 807	11 280 364 371	11 825 889 934
Total	4,4	34 806 444 141	38 068 265 009	41 330 085 877	4,5	37 796 299 716	41 495 227 979	45 194 156 242

*Revised estimates.

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

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

Industry	Quarter ended June* 2019				Quarter ended September 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	1,3	4 128 719 481	4 236 644 372	4 344 569 264	1,6	4 136 684 601	4 267 375 408	4 398 066 214
Electricity, gas and water supply	0,2	536 265 277	538 725 021	541 184 765	0,3	466 037 007	468 546 091	471 055 174
Construction	4,5	1 182 712 230	1 297 317 220	1 411 922 210	4,2	1 167 105 595	1 272 066 393	1 377 027 191
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	2,5	2 656 246 227	2 792 066 497	2 927 886 767	2,5	2 377 405 679	2 497 659 968	2 617 914 258
Transport, storage and communication	2,2	2 082 681 281	2 175 341 493	2 268 001 705	2,1	1 938 850 983	2 023 717 713	2 108 584 443
Financial intermediation, insurance, real estate and business services	3,3	3 022 129 798	3 228 670 544	3 435 211 290	3,3	2 924 785 246	3 126 026 294	3 327 267 343
Community, social and personal services	4,1	5 850 810 265	6 366 762 978	6 882 715 690	4,6	5 492 740 485	6 031 389 606	6 570 038 728
Total	1,5	20 035 050 344	20 635 528 125	21 236 005 905	1,6	19 065 485 976	19 686 781 473	20 308 076 970

*Revised estimates.

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

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

Industry	May* 2019				August 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	25 042	25 042	25 042	0,0	26 967	26 967	26 967
Manufacturing	1,1	18 446	18 844	19 242	1,2	18 670	19 122	19 574
Electricity, gas and water supply	1,2	42 164	43 202	44 240	1,2	42 481	43 481	44 481
Construction	3,5	15 658	16 809	17 960	3,2	15 756	16 804	17 852
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,5	13 874	14 301	14 728	1,6	13 830	14 277	14 724
Transport, storage and communication	1,6	24 810	25 608	26 406	1,6	24 714	25 535	26 356
Financial intermediation, insurance, real estate and business services	2,5	22 696	23 845	24 994	2,5	22 972	24 148	25 324
Community, social and personal services	1,7	24 624	25 461	26 298	1,7	26 303	27 232	28 161
Total	0,9	21 041	21 414	21 787	0,9	21 574	21 966	22 358

*Revised estimates.

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

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

Industry	May* 2019				August 2019			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	1,1	17 277	17 652	18 027	1,2	17 532	17 955	18 378
Electricity, gas and water supply	1,2	39 107	40 085	41 063	1,2	40 343	41 303	42 263
Construction	3,6	14 917	16 043	17 169	3,2	15 039	16 061	17 083
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,6	13 420	13 843	14 266	1,6	13 469	13 912	14 355
Transport, storage and communication	1,6	23 374	24 144	24 914	1,7	23 425	24 221	25 017
Financial intermediation, insurance, real estate and business services	2,5	22 191	23 331	24 471	2,5	22 523	23 691	24 859
Community, social and personal services	1,7	23 866	24 692	25 518	1,8	25 614	26 532	27 450

*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

Technical notes

1. Response rate

The collection rate for the quarter ended **September 2019 was 88,1%.**

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)

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

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

Glossary

Annual change	percentage	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 earnings at current prices	monthly	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	Performance and other bonuses cover seasonal, end-of-year and one-time bonuses and additional payments supplementary to normal payments. 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.
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 change	percentage	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, and redundancy payments	termination	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.

Technical enquiries

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

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

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

Postal address: Private Bag X44, Pretoria, 0001

General information

Stats SA publishes approximately 300 different statistical releases each year. It is not economically viable to produce them in more than one of South Africa's eleven official languages. Since the releases are used extensively, not only locally but also by international economic and social-scientific communities, Stats SA releases are published in English only.

Stats SA has copyright on this publication. Users may apply the information as they wish, provided that they acknowledge Stats SA as the source of the basic data wherever they process, apply, utilise, publish or distribute the data; and also that they specify that the relevant application and analysis (where applicable) result from their own processing of the data.

Advance release calendar

An advance release calendar is disseminated on www.statssa.gov.za

Stats SA products

A complete set of Stats SA publications is available at the Stats SA Library and the following libraries:

National Library of South Africa, Pretoria Division
National Library of South Africa, Cape Town Division
Natal Society Library, Pietermaritzburg
Library of Parliament, Cape Town
Bloemfontein Public Library
Johannesburg Public Library
Eastern Cape Library Services, King William's Town
Central Regional Library, Polokwane
Central Reference Library, Mbombela
Central Reference Collection, Kimberley
Central Reference Library, Mmabatho

Stats SA also provides a subscription service.

Electronic services

A large range of data are available via on-line services, diskette and computer printouts. For more details about our electronic data services, contact (012) 310 8600.

You can visit us on the internet at: www.statssa.gov.za

Enquiries

User information services	Telephone number: (012) 310 8600 Email address: info@statssa.gov.za
Orders/subscription services	Telephone number: (012) 310 8619 Email address: millies@statssa.gov.za
Technical enquiries:	labourquestions@statssa.gov.za
Postal address	Private Bag X44, Pretoria, 0001

Produced by Stats SA