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# Statistical release

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## Quarterly employment statistics (QES)

**June 2006, September 2006 and December 2006**

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## Introduction of new series on employment and earnings

Stats SA has been working for some years to improve the quality of its economic statistics. The latest series to benefit from these improvements are those for employment and average monthly earnings derived from the Quarterly Employment Statistics (QES) survey, a survey of formal non-agricultural businesses and other entities which are employers.

Considerable work has been undertaken over the last two years to improve the completeness of the list of employers in the economy, held on Stats SA's Business Register, from which the samples for the survey are drawn. Greater use has been made of additional administrative sources of employer entities, particularly the lists maintained by the South African Revenue Service (SARS) of employers making contributions on behalf of their employees for Pay As You Earn (PAYE), and the Department of Labour's Unemployment Insurance Fund (UIF).

Formidable issues have been and continue to be confronted in work to enhance the coverage of employer entities on the Business Register in order to capture reliable estimates of the level of employment in the formal sector of the South African economy. This work is greatly complicated by the fact there is not a single high integrity identification number allocated to businesses which they must quote in all dealings with government. Such a registration and numbering system, which exists in many countries, greatly simplifies maintenance of lists of businesses for statistical purposes and hence the quality and integrity of statistical surveys based on them. In South Africa there are a number of interfaces between a business and government including registration requirements for Income Tax (IT), Value Added Tax (VAT), PAYE and (UIF), each of which has its own registration requirements not necessarily coinciding with other registration requirements and resulting in businesses appearing in one or more registration systems but not in others. To create a unique list of businesses, particularly in the case of employment, the statistical agency must attempt to match across these lists, often having only various forms of name and address information available. This process is resource consuming, cannot be error free and results in a large number of registrations which cannot be matched to each other, leading to both significant duplications and omissions.

The result of the coverage enhancement work for the QES is that the level of employment shown by the new series from end June 2006 is considerably higher (of the order of 0,75 million) than published to date. From the June quarter 2004 to the September quarter 2006 the published survey results were based on a sample drawn from a list of employer entities created from the Business Register in April 2004. The new series, from the June quarter 2006, are based on a sample drawn from a list of employer entities created from the Business Register in March 2006. Introduction of the new sample from the June quarter 2006 enables Stats SA to provide users with survey results for the June and September quarters 2006 from both the old and new samples.

The samples for Stats SA's sub-annual surveys are usually redrawn annually to take account of changes in the business population (business births, deaths and changes in activity) in the intervening year. However, as the work to improve the coverage of employer entities was far from complete in 2005, the decision was taken not to introduce a partial improvement in coverage into the published survey results through a sample redrawn in 2005 as this would have resulted in a break in the employment series followed by a further break when the coverage improvements were much further advanced in 2006.

It is important to distinguish between the lift in the level of the series from improvements in the coverage of employers and the growth in employment shown by the series due to new employer entities entering the economy and continuing employers taking on additional staff. This break in series relates mainly to the level of employment, rather than the growth rate of employment. However, an outcome of not publishing data from a sample revised in 2005 has been that any new employer entity commencing operations from early 2004 onwards would not have had a chance of being selected until the reselection of the sample in March 2006. The effect is that the published series based on the 2004 sample show somewhat smaller growth than would have been shown from a sample revised in 2005.

Further factors affecting the growth of the series between 2004 and 2006 were the expansion of the formal sector as a result of legislative changes, growth resulting from small businesses moving from the informal to the formal sector and greater overall compliance by businesses leading to their registration for PAYE and/or UIF.

It is not possible to ascertain what proportion of the lift in the estimates of the level of employment from the 2006 sample of employers is due to:

- general growth in the South African economy between 2004 and 2006
- extension of the boundary of the formal sector as a result of legislative changes
- small businesses growing to the extent that they are now captured in the registration process
- greater compliance with administrative requirements to register as an employer
- increased coverage of the list of employer entities on Stats SA's Business Register through enhanced use of administrative data.

A new sample will be introduced for the QES from the June quarter 2007. The list of employer entities from which the new sample will be drawn is likely to reflect some further enhancements in coverage as well as changes (births, deaths and changes of activity) in the employer population occurring since the 2006 sample was drawn. It is not expected that the coverage enhancements will in themselves result in as significant a lift in employment as has occurred with the introduction of the 2006 sample. However, that sample will be continued and estimates produced from it, until at least the September quarter 2007, to allow at least two quarter's overlap with the 2007 sample and thereby help users to assess the impact of introducing the new sample.

### **Average Monthly Earnings**

The QES also collects data on employee earnings which allow Stats SA to calculate the series of average monthly earnings. Being averages, these series have not been affected as much. Nevertheless, results from both the 2004 and 2006 samples have been included for the June and September quarters 2006.

It is expected that any further changes to coverage reflected in the 2007 sample will not materially affect this series.

<b>Contents</b>	<b>Page</b>
Part 1 – Key estimates of number of employees and their earnings.....	3
Part 2 – Key estimates of average monthly earnings.....	4
Notes .....	5
Part 1 – Estimation of number of employees and their earnings.....	10
Table 1 – Total (All formal non-agricultural industries) .....	10
1.1 Number of employees .....	10
1.2 Gross earnings .....	10
Table 2 – Mining and quarrying industry.....	11
2.1 Number of employees .....	11
2.2 Gross earnings .....	11
Table 3 – Manufacturing industry .....	12
3.1 Number of employees .....	12
3.2 Gross earnings .....	12
Table 4 – Electricity, gas and water supply industry.....	13
4.1 Number of employees .....	13
4.2 Gross earnings .....	13
Table 5 – Construction industry .....	14
5.1 Number of employees .....	14
5.2 Gross earnings .....	14
Table 6 – Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry .....	15
6.1 Number of employees .....	15
6.2 Gross earnings .....	15
Table 7 – Transport, storage and communication.....	16
7.1 Number of employees .....	16
7.2 Gross earnings .....	16
Table 8 – Financial intermediation, insurance, real estate and business services industry .....	17
8.1 Number of employees .....	17
8.2 Gross earnings .....	17
Table 9 – Community, social and personal services industry .....	18
9.1 Number of employees .....	18
9.2 Gross earnings .....	18
Part 2 – Estimation of average monthly earnings.....	19
Table 1 – Average monthly earnings at current prices, by industry.....	19
1.1 Total (All formal non-agricultural industries) .....	19
1.2 Mining and quarrying industry .....	19
1.3 Manufacturing industry .....	20
1.4 Electricity, gas and water supply industry.....	20
1.5 Construction industry .....	21
1.6 Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry .....	21
1.7 Transport, storage and communication industry.....	22
1.8 Financial intermediation, insurance, real estate and business services industry .....	22
1.9 Community, social and personal services industry .....	23

Table 2 – Average monthly earnings at constant 2000 prices, by industry .....	24
2.1 Total (All formal non-agricultural industries) .....	24
2.2 Mining and quarrying industry.....	24
2.3 Manufacturing industry .....	25
2.4 Electricity, gas and water supply industry.....	25
2.5 Construction industry .....	26
2.6 Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry.....	26
2.7 Transport, storage and communication industry.....	27
2.8 Financial intermediation, insurance, real estate and business services industry .....	27
2.9 Community, social and personal services industry .....	28
Table C – Estimates of number of employees by industry within 95% confidence limits.....	30
Table D – Estimates of gross earnings (R'000) by industry within 95% confidence limits.....	31
Table E – Estimates of average monthly earnings, including bonuses and overtime payments, at current prices, by industry within 95% confidence limits.....	32
Table F – Estimates of average monthly earnings, excluding bonuses and overtime payments, at current prices, by industry within 95% confidence limits.....	33
Explanatory notes.....	34
Glossary .....	36
General information .....	38

## Part 1 - Key estimates of number of employees and their earnings

**Table A – Number of employees as at the end of June 2006, September 2006 and December 2006, and gross earnings for the quarters ended June 2006, September 2006 and December 2006.**

Main estimates	Quarter ended June 2006	Quarter ended September 2006	Quarter ended December 2006	Percentage change between the quarters ended June 2006 and September 2006	Percentage change between the quarters ended September 2006 and December 2006
Number of employees (000)	8 059	8 124	8 231	0,8	1,3
Gross earnings (R' 000)	190 850 000	199 761 000	220 583 000	4,7	10,4

### Key findings for the quarter ended December 2006

**Employment in the formal non-agricultural business sector increased between the quarters ended September 2006 and December 2006.**

The December 2006 Quarterly Employment Statistics (QES) survey showed that the number of people employed in the formal non-agricultural business sector of the South African economy increased by about 107 000 persons or 1,3% from September 2006 (an estimated 8 124 000 employees) to December 2006 (an estimated 8 231 000 employees).

**Gross earnings paid to employees in the formal non-agricultural business sector increased between the quarters ended September 2006 and December 2006.**

According to the December 2006 Quarterly Employment Statistics (QES) survey gross earnings paid to employees during the quarter ended December 2006 (October 2006 to December 2006) amounted to R220 583 million. This represents a quarterly increase of R20 822 million or 10,4% compared with the quarter ended September 2006.

## Part 2 - Key estimates of average monthly earnings

**Table B – Average monthly earnings paid to employees in the formal non-agricultural business sector**

Average monthly earnings paid to employees in the formal non-agricultural business sector	May 2006 (Rand)	August 2006 (Rand)	November 2006 (Rand)	Percentage change between May 2006 and August 2006	Percentage change between August 2006 and November 2006
Including bonuses and overtime payments	7 531	7 889	7 907	4,8	0,2

### **Key findings regarding average monthly earnings *including bonuses and overtime payments***

**Average monthly earnings, including bonuses and overtime payments, paid to employees in the formal non-agricultural business sector increased between August 2006 and November 2006.**

The December 2006 Quarterly Employment Statistics (QES) survey showed that average monthly earnings, including bonuses and overtime payments, paid to employees in the formal non-agricultural business sector increased by 0,2% between August 2006 and November 2006.

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**Statistician-General**

## Notes

<b>Forthcoming issue</b>	<b>Issue</b>	<b>Expected release date</b>
	March 2007	26 June 2007
<b>Purpose of the survey</b>	The Quarterly Employment Statistics (QES) survey is a quarterly survey covering a sample of approximately 22 005 private and public enterprises in the formal non-agricultural business sector of the South African economy. The information received is used to estimate key economic statistics on employment and gross earnings that is used as an input to the Gross Domestic Product (GDP) and to estimate key economic statistics on average monthly earnings that is mainly used for monitoring economic indicators of the South African economy.	
<b>Response rates</b>	The percentage response for the June 2006 quarter was 83,6%. The percentage response for the September 2006 quarter was 86%. The percentage response for the December 2006 quarter was 83,1%.	



**Quarterly changes in the level of employment at December 2006**

The *mining and quarrying industry* reported a quarterly increase of 12 000 employees (or +2,6%) at December 2006 compared with September 2006.

Data obtained from Department of Minerals and Energy (DME). **See explanatory notes: paragraph 5.**

The *manufacturing industry* reported a quarterly increase of 1 000 employees (or +0,1%) at December 2006 compared with September 2006. This may be due to increases in employment in the manufacturing of other food products; manufacturing of beverages; and manufacturing of other textiles.

The *electricity, gas & water supply industry* shows no change between the quarter ended September 2006 and the quarter ended December 2006.

The *construction industry* reported a quarterly increase of 2 000 employees (or +0,4%) at December 2006 compared with September 2006. This may be due to increases in employment in building of complete construction or parts thereof (civil engineering); and building installations.

The *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reported a quarterly increase of 71 000 employees (or +4,2%) at December 2006 compared with September 2006. This may be due to increases in employment in the wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants.

The *transport, storage and communication industry* reported a quarterly increase of 8 000 employees (or +2,2%) at December 2006 compared with September 2006. This may be due to increases in employment in supporting and auxiliary transport activities, activities of travel agencies; and the post and telecommunication industry.

The *financial intermediation, insurance, real estate and business services industry* reported a quarterly increase of 19 000 employees (or +1,1%) at December 2006 compared with September 2006. This may be due to increases in employment in activities auxiliary to financial intermediation; architectural, engineering and other technical activities; and business activities not elsewhere classified.

The *community, social and personal services industry* reported a quarterly decrease of 4 000 employees (or -0,2%) at December 2006 compared with September 2006. This may be due to decreases in employment in education by technikons and other service activities

**Gross earnings paid to employees for the quarter ended December 2006**

Gross earnings paid to employees in the *mining and quarrying industry* reflected a quarterly increase of R389 million (or +3,9%) at December 2006 compared with the quarter ended September 2006.

Data obtained from Department of Minerals and Energy (DME). **See explanatory notes: paragraph 5.**

Gross earnings paid to employees in the *manufacturing industry* reflected a quarterly increase of R4 779 million (or +16,5%) at December 2006 compared with the quarter ended September 2006. This may be due to annual and performance bonuses, salary increases and commissions paid during the fourth quarter of 2006.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected a quarterly decrease of R126 million (or -4,5%) at December 2006 compared with the quarter ended September 2006. This may be due to annual and performance bonuses paid during the third quarter of 2006.

Gross earnings paid to employees in the *construction industry* reflected a quarterly increase of R1 094 million (or +15,9%) at December 2006 compared with the quarter ended September 2006. This may be due to annual salary increases, annual and performance bonuses and overtime payments paid during the fourth quarter of 2006.

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 a quarterly increase of R3 976 million (or +14,2%) at December 2006 compared with the quarter ended September 2006. This may be due to appointments, annual and performance bonuses, salary increases, commissions and overtime payments paid during the fourth quarter of 2006.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected a quarterly increase of R1 189 million (or +9,6%) at December 2006 compared with the quarter ended September 2006. This may be due to salary increases, commissions and annual and performance bonuses and overtime payments paid during the fourth quarter of 2006.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected a quarterly increase of R6 893 million (or +13,1%) at December 2006 compared with the quarter ended September 2006. This may be due to salary increases and commissions, annual and performance bonuses and overtime payments paid during the fourth quarter of 2006.

Gross earnings paid to employees in the *community, social and personal services industry* reflected a quarterly increase of R2 627 million (or +4,5%) at December 2006 compared with the quarter ended September 2006. This may be due to salary increases, annual and performance bonuses and overtime payments paid during the fourth quarter of 2006.

**Quarterly changes in the level of employment at September 2006**

The *mining and quarrying industry* reported a quarterly increase of 4 000 employees (or +0,9%) at September 2006 compared with June 2006.

Data obtained from Department of Minerals and Energy (DME). **See explanatory notes: paragraph 5.**

The *manufacturing industry* reported a quarterly increase of 3 000 employees (or +0,2%) at September 2006 compared with June 2006. This may be due to increases in employment in the manufacturing of other textiles; manufacturing of other fabricated metal products; and manufacturing of glass and glass products.

The *electricity, gas and water supply industry* reported a quarterly decrease of 1 000 employees (or -1,9%) at September 2006 compared with June 2006.

The *construction industry* reported a quarterly increase of 3 000 employees (or +0,7%) at September 2006 compared with June 2006. This may be due to increases in employment in site preparation construction; building installations and building completion construction.

The *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reported a quarterly increase of 9 000 employees (or +0,5%) at September 2006 compared with June 2006, this may be due to increases in employment in the wholesale and commission trade except of motor vehicles and motor cycles; sales, maintenance and repair of vehicles and motor cycles; retail trade in automotive fuel; and hotels and restaurants.

The *transport, storage and communication industry* reported a quarterly increase of 8 000 employees (or +2,3%) at September 2006 compared with June 2006. This may be due to increases in employment in land transport; supporting and auxiliary transport activities; and the post and telecommunication.

The *financial intermediation, insurance, real estate and business services industry* reported a quarterly increase of 28 000 employees (or +1,6%) at September 2006 compared with June 2006. This may be due to increases in employment in financial intermediation, except insurance and pension funding; real estate activities; renting of machinery and equipment without operator and of personal and household goods; and other business activities.

The *community, social and personal services industry* reported a quarterly increase of 9 000 employees (or +0,4%) at September 2006 compared with June 2006. This may be due to increases in employment in provincial administrations; local authority activities; and education by technikons.

**Gross earnings paid to employees for the quarter ended September 2006**

Gross earnings paid to employees in the *mining and quarrying industry* reflected a quarterly increase of R552 million (or +5,8%) at September 2006 compared with the quarter ended June 2006.

Data obtained from Department of Minerals and Energy (DME). **See explanatory notes: paragraph 5.**

Gross earnings paid to employees in the *manufacturing industry* reflected a quarterly increase of R983 million (or +3,5%) at September 2006 compared with the quarter ended June 2006. This may be due to annual and performance bonuses, salary increases and commissions paid during the third quarter of 2006.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected a quarterly increase of R678 million (or +32,3%) at September 2006 compared with the quarter ended June 2006, this may be due to performance bonuses, and annual salary increases paid during the third quarter of 2006.

Gross earnings paid to employees in the *construction industry* reflected a quarterly increase of R150 million (or +2,2%) at September 2006 compared with the quarter ended June 2006. This may be due to annual salary increases, performance bonuses and overtime payments paid during the third quarter of 2006.

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 a quarterly increase of R541 million (or +2,0%) at September 2006 compared with the quarter ended June 2006. This may be due to annual and performance bonuses, salary increases and commissions paid during the third quarter of 2006.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected a quarterly increase of R892 million (or +7,8%) at September 2006 compared with the quarter ended June 2006. This may be due to salary increases, commissions and bonuses paid during the third quarter of 2006.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected a quarterly increase of R1 900 million (or +3,7%) at September 2006 compared with the quarter ended June 2006. This may be due to salary increases, performance bonuses and commissions paid during the third quarter of 2006.

Gross earnings paid to employees in the *community, social and personal services industry* reflected a quarterly increase of R3 215 million (or +5,9%) at September 2006 compared with the quarter ended June 2006. This may be due to salary increases, annual and performance bonuses and overtime payments paid during the third quarter of 2006.

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

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

### 1.1 Number of employees

Year and quarter		Estimates based on 2004 Frame			Estimates based on 2006 Frame		
		Number of employees	Change in number of employees	% change in number of employees	Number of employees	Change in number of employees	% change in number of employees
2004	Dec	7 097 000			-	-	-
2005	Mar	6 945 000	-152 000	-2,1	-	-	-
	Jun	7 078 000	133 000	1,9	-	-	-
	Sep	7 165 000	87 000	1,2	-	-	-
	Dec	7 248 000	83 000	1,2	-	-	-
2006	Mar	7 238 000	-10 000	-0,1	-	-	-
	Jun	7 285 000	47 000	0,6	8 059 000	-	-
	Sep*	7 337 000	52 000	0,7	8 124 000	65 000	0,8
	Dec	-	-	-	8 231 000	107 000	1,3

\*Revised estimates for 2004 frame.

### 1.2 Gross earnings (R'000)

Year and quarter		Estimates based on 2004 Frame			Estimates based on 2006 Frame		
		Gross earnings	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings
2004	Dec	159 739 000			-	-	-
2005	Mar	146 446 000	-13 293 000	-8,3	-	-	-
	Jun	151 650 000	5 204 000	3,6	-	-	-
	Sep	156 320 000	4 670 000	3,1	-	-	-
	Dec	170 664 000	14 344 000	9,2	-	-	-
2006	Mar	163 864 000	-6 800 000	-4,0	-	-	-
	Jun	164 747 000	883 000	0,5	190 850 000	-	-
	Sep*	173 302 000	8 555 000	5,2	199 761 000	8 911 000	4,7
	Dec	-	-	-	220 583 000	20 822 000	10,4

\*Revised estimates for 2004 frame.

Due to rounding, industrial numbers do not necessarily add up to the total.

**Table 2 – Mining and quarrying industry**

Data obtained from Department of Minerals and Energy (DME). See explanatory notes: paragraph 5.

**2.1 Number of employees**

Year and quarter		Estimates based on 2004 Frame			Estimates based on 2006 Frame		
		Number of employees	Change in number of employees	% change in number of employees	Number of employees	Change in number of employees	% change in number of employees
2004	Dec	456 000			-	-	-
2005	Mar	449 000	-7 000	-1,5	-	-	-
	Jun	444 000	-5 000	-1,1	-	-	-
	Sep	444 000	0	0,0	-	-	-
	Dec	439 000	-5 000	-1,1	-	-	-
2006	Mar	446 000	7 000	1,6	-	-	-
	Jun	458 000	12 000	2,7	459 000	-	-
	Sep*	463 000	5 000	1,1	463 000	4 000	0,9
	Dec	-	-	-	475 000	12 000	2,6

\*Revised estimates for 2004 frame.

**2.2 Gross earnings (R'000)**

Year and quarter		Estimates based on 2004 Frame			Estimates based on 2006 Frame		
		Gross earnings	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings
2004	Dec	8 830 000			-	-	-
2005	Mar	8 435 000	-395 000	-4,5	-	-	-
	Jun	8 450 000	15 000	0,2	-	-	-
	Sep	9 280 000	830 000	9,8	-	-	-
	Dec	9 711 000	431 000	4,6	-	-	-
2006	Mar	9 450 000	-261 000	-2,7	-	-	-
	Jun	9 571 000	121 000	1,3	9 497 000	-	-
	Sep*	10 111 000	540 000	5,6	10 049 000	552 000	5,8
	Dec	-	-	-	10 438 000	389 000	3,9

\*Revised estimates for 2004 frame.

**Table 3 – Manufacturing industry**

**3.1 Number of employees**

Year and quarter		Estimates based on 2004 Frame			Estimates based on 2006 Frame		
		Number of employees	Change in number of employees	% change in number of employees	Number of employees	Change in number of employees	% change in number of employees
2004	Dec	1 178 000			-	-	-
2005	Mar	1 176 000	-2 000	-0,2	-	-	-
	Jun	1 182 000	6 000	0,5	-	-	-
	Sep	1 189 000	7 000	0,6	-	-	-
	Dec	1 195 000	6 000	0,5	-	-	-
2006	Mar	1 193 000	-2 000	-0,2	-	-	-
	Jun	1 196 000	3 000	0,3	1 331 000	-	-
	Sep*	1 192 000	-4 000	-0,3	1 334 000	3 000	0,2
	Dec	-	-	-	1 335 000	1 000	0,1

\*Revised estimates for 2004 frame.

**3.2 Gross earnings (R'000)**

Year and quarter		Estimates based on 2004 Frame			Estimates based on 2006 Frame		
		Gross earnings	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings
2004	Dec	26 212 000			-	-	-
2005	Mar	23 044 000	-3 168 000	-12,1	-	-	-
	Jun	22 940 000	-104 000	-0,5	-	-	-
	Sep	23 837 000	897 000	3,9	-	-	-
	Dec	27 411 000	3 574 000	15,0	-	-	-
2006	Mar	24 239 000	-3 172 000	-11,6	-	-	-
	Jun	24 551 000	312 000	1,3	27 914 000	-	-
	Sep*	25 202 000	651 000	2,7	28 897 000	983 000	3,5
	Dec	-	-	-	33 676 000	4 779 000	16,5

\*Revised estimates for 2004 frame.

**Table 4 – Electricity, gas and water supply industry**

**4.1 Number of employees**

Year and quarter		Estimates based on 2004 Frame			Estimates based on 2006 Frame		
		Number of employees	Change in number of employees	% change in number of employees	Number of employees	Change in number of employees	% change in number of employees
2004	Dec	42 000			-	-	-
2005	Mar	44 000	2 000	4,8	-	-	-
	Jun	44 000	0	0,0	-	-	-
	Sep	45 000	1 000	2,3	-	-	-
2006	Dec	45 000	0	0,0	-	-	-
	Mar	46 000	1 000	2,2	-	-	-
	Jun	45 000	-1 000	-2,2	52 000	-	-
	Sep	44 000	-1 000	-2,2	51 000	-1 000	-1,9
	Dec	-	-	-	51 000	0	0,0

**4.2 Gross earnings (R'000)**

Year and quarter		Estimates based on 2004 Frame			Estimates based on 2006 Frame		
		Gross earnings	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings
2004	Dec	2 000 000			-	-	-
2005	Mar	1 825 000	-175 000	-8,8	-	-	-
	Jun	2 700 000	875 000	47,9	-	-	-
	Sep	1 944 000	-756 000	-28,0	-	-	-
2006	Dec	2 378 000	434 000	22,3	-	-	-
	Mar	1 967 000	-411 000	-17,3	-	-	-
	Jun	1 914 000	-53 000	-2,7	2 097 000	-	-
	Sep	2 576 000	662 000	34,6	2 775 000	678 000	32,3
	Dec	-	-	-	2 649 000	-126 000	-4,5



**Table 5 – Construction industry**

**5.1 Number of employees**

Year and quarter		Estimates based on 2004 Frame			Estimates based on 2006 Frame		
		Number of employees	Change in number of employees	% change in number of employees	Number of employees	Change in number of employees	% change in number of employees
2004	Dec	373 000			-	-	-
2005	Mar	375 000	2 000	0,5	-	-	-
	Jun	432 000	57 000	15,2	-	-	-
	Sep	439 000	7 000	1,6	-	-	-
	Dec	449 000	10 000	2,3	-	-	-
2006	Mar	457 000	8 000	1,8	-	-	-
	Jun	447 000	-10 000	-2,2	456 000	-	-
	Sep*	450 000	3 000	0,7	459 000	3 000	0,7
	Dec	-	-	-	461 000	2 000	0,4

\*Revised estimates for 2004 frame.

**5.2 Gross earnings (R'000)**

Year and quarter		Estimates based on 2004 Frame			Estimates based on 2006 Frame		
		Gross earnings	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings
2004	Dec	5 844 000			-	-	-
2005	Mar	4 664 000	-1 180 000	-20,2	-	-	-
	Jun	5 619 000	955 000	20,5	-	-	-
	Sep	5 779 000	160 000	2,8	-	-	-
	Dec	7 056 000	1 277 000	22,1	-	-	-
2006	Mar	6 568 000	-488 000	-6,9	-	-	-
	Jun	6 445 000	-123 000	-1,9	6 743 000	-	-
	Sep*	6 661 000	216 000	3,4	6 893 000	150 000	2,2
	Dec	-	-	-	7 987 000	1 094 000	15,9

\*Revised estimates for 2004 frame.

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

**6.1 Number of employees**

Year and quarter		Estimates based on 2004 Frame			Estimates based on 2006 Frame		
		Number of employees	Change in number of employees	% change in number of employees	Number of employees	Change in number of employees	% change in number of employees
2004	Dec	1 388 000			-	-	-
2005	Mar	1 347 000	-41 000	-3,0	-	-	-
	Jun	1 373 000	26 000	1,9	-	-	-
	Sep	1 381 000	8 000	0,6	-	-	-
	Dec	1 430 000	49 000	3,5	-	-	-
2006	Mar	1 393 000	-37 000	-2,6	-	-	-
	Jun	1 403 000	10 000	0,7	1 664 000	-	-
	Sep*	1 421 000	18 000	1,3	1 673 000	9 000	0,5
	Dec	-	-	-	1 744 000	71 000	4,2

\*Revised estimates for 2004 frame.

**6.2 Gross earnings (R'000)**

Year and quarter		Estimates based on 2004 Frame			Estimates based on 2006 Frame		
		Gross earnings	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings
2004	Dec	22 629 000			-	-	-
2005	Mar	19 319 000	-3 310 000	-14,6	-	-	-
	Jun	19 748 000	429 000	2,2	-	-	-
	Sep	20 768 000	1 020 000	5,2	-	-	-
	Dec	23 351 000	2 583 000	12,4	-	-	-
2006	Mar	21 257 000	-2 094 000	-9,0	-	-	-
	Jun	21 956 000	699 000	3,3	27 465 000	-	-
	Sep*	22 358 000	402 000	1,8	28 006 000	541 000	2,0
	Dec	-	-	-	31 982 000	3 976 000	14,2

\*Revised estimates for 2004 frame.

**Table 7 – Transport, storage and communication industry**

**7.1 Number of employees**

Year and quarter		Estimates based on 2004 Frame			Estimates based on 2006 Frame		
		Number of employees	Change in number of employees	% change in number of employees	Number of employees	Change in number of employees	% change in number of employees
2004	Dec	313 000			-	-	-
2005	Mar	312 000	-1 000	-0,3	-	-	-
	Jun	320 000	8 000	2,6	-	-	-
	Sep	322 000	2 000	0,6	-	-	-
	Dec	312 000	-10 000	-3,1	-	-	-
2006	Mar	306 000	-6 000	-1,9	-	-	-
	Jun	311 000	5 000	1,6	352 000	-	-
	Sep*	319 000	8 000	2,6	360 000	8 000	2,3
	Dec	-	-	-	368 000	8 000	2,2

\*Revised estimates for 2004 frame.

**7.2 Gross earnings (R'000)**

Year and quarter		Estimates based on 2004 Frame			Estimates based on 2006 Frame		
		Gross earnings	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings
2004	Dec	10 196 000			-	-	-
2005	Mar	9 461 000	-735 000	-7,2	-	-	-
	Jun	10 233 000	772 000	8,2	-	-	-
	Sep	10 123 000	-110 000	-1,1	-	-	-
	Dec	10 590 000	467 000	4,6	-	-	-
2006	Mar	10 752 000	162 000	1,5	-	-	-
	Jun	10 873 000	121 000	1,1	11 431 000	-	-
	Sep*	11 049 000	176 000	1,6	12 323 000	892 000	7,8
	Dec	-	-	-	13 512 000	1 189 000	9,6

\*Revised estimates for 2004 frame.

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

**8.1 Number of employees**

Year and quarter		Estimates based on 2004 Frame			Estimates based on 2006 Frame		
		Number of employees	Change in number of employees	% change in number of employees	Number of employees	Change in number of employees	% change in number of employees
2004	Dec	1 565 000			-	-	-
2005	Mar	1 449 000	-116 000	-7,4	-	-	-
	Jun	1 478 000	29 000	2,0	-	-	-
	Sep	1 524 000	46 000	3,1	-	-	-
	Dec	1 559 000	35 000	2,3	-	-	-
2006	Mar	1 557 000	-2 000	-0,1	-	-	-
	Jun	1 586 000	29 000	1,9	1 745 000	-	-
	Sep*	1 596 000	10 000	0,6	1 773 000	28 000	1,6
	Dec	-	-	-	1 792 000	19 000	1,1

\*Revised estimates for 2004 frame.

**8.2 Gross earnings (R'000)**

Year and quarter		Estimates based on 2004 Frame			Estimates based on 2006 Frame		
		Gross earnings	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings
2004	Dec	35 483 000			-	-	-
2005	Mar	33 935 000	-1 548 000	-4,4	-	-	-
	Jun	34 331 000	396 000	1,2	-	-	-
	Sep	36 368 000	2 037 000	5,9	-	-	-
	Dec	38 999 000	2 631 000	7,2	-	-	-
2006	Mar	39 685 000	686 000	1,8	-	-	-
	Jun	39 067 000	-618 000	-1,6	50 879 000	-	-
	Sep*	41 659 000	2 592 000	6,6	52 779 000	1 900 000	3,7
	Dec	-	-	-	59 672 000	6 893 000	13,1

\*Revised estimates for 2004 frame.

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

**9.1 Number of employees**

Year and quarter		Estimates based on 2004 Frame			Estimates based on 2006 Frame		
		Number of employees	Change in number of employees	% change in number of employees	Number of employees	Change in number of employees	% change in number of employees
2004	Dec	1 782 000			-	-	-
2005	Mar	1 793 000	11 000	0,6	-	-	-
	Jun	1 805 000	12 000	0,7	-	-	-
	Sep	1 821 000	16 000	0,9	-	-	-
	Dec	1 819 000	-2 000	-0,1	-	-	-
2006	Mar	1 840 000	21 000	1,2	-	-	-
	Jun	1 839 000	-1 000	-0,1	2 001 000	-	-
	Sep*	1 853 000	14 000	0,8	2 010 000	9 000	0,4
	Dec	-	-	-	2 006 000	-4 000	-0,2

\*Revised estimates for 2004 frame.

**9.2 Gross earnings (R'000)**

Year and quarter		Estimates based on 2004 Frame			Estimates based on 2006 Frame		
		Gross earnings	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings
2004	Dec	48 545 000			-	-	-
2005	Mar	45 763 000	-2 782 000	-5,7	-	-	-
	Jun	47 629 000	1 866 000	4,1	-	-	-
	Sep	48 221 000	592 000	1,2	-	-	-
	Dec	51 168 000	2 947 000	6,1	-	-	-
2006	Mar	49 946 000	-1 222 000	-2,4	-	-	-
	Jun	50 369 000	423 000	0,8	54 825 000	-	-
	Sep*	53 686 000	3 317 000	6,6	58 040 000	3 215 000	5,9
	Dec	-	-	-	60 667 000	2 627 000	4,5

\*Revised estimates for 2004 frame.

## Part 2 – Estimation of average monthly earnings

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

### 1.1 Total (All formal non-agricultural industries)

Year and month		Including bonuses and overtime					
		Estimates based on 2004 Frame			Estimates based on 2006 Frame		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2004	Nov	6 887			-	-	-
2005	Feb	6 742	-2,1		-	-	-
	May	6 758	0,2		-	-	-
	Aug	7 006	3,7		-	-	-
	Nov	7 412	5,8	7,6	-	-	-
2006	Feb	7 096	-4,3	5,3	-	-	-
	May	7 213	1,6	6,7	7 531	-	-
	Aug*	7 597	5,3	8,4	7 889	4,8	-
	Nov	-	-	-	7 907	0,2	-

\*Revised estimates for 2004 frame.

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

Year and month		Including bonuses and overtime					
		Estimates based on 2004 Frame			Estimates based on 2006 Frame		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2004	Nov	6 513			-	-	-
2005	Feb	6 250	-4,0		-	-	-
	May	6 450	3,2		-	-	-
	Aug	7 078	9,7		-	-	-
	Nov	7 233	2,2	11,1	-	-	-
2006	Feb	7 205	-0,4	15,3	-	-	-
	May	6 915	-4,0	7,2	6 853	-	-
	Aug*	7 388	6,8	4,4	7 339	7,1	-
	Nov	-	-	-	7 445	1,4	-

\*Revised estimates for 2004 frame.

\*\*Data obtained from the Minerals Bureau, Department of Minerals and Energy (see explanatory notes: paragraph 5). At this stage the Department of Minerals and Energy is unable to provide data items with regard to bonuses and overtime payments separately.

## 1.3 Manufacturing industry

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2004 Frame			Estimates based on 2006 Frame			Estimates based on 2004 Frame			Estimates based on 2006 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2004 Nov	6 388			-	-	-	5 932			-	-	-
2005 Feb	6 380	-0,1		-	-	-	5 877	-0,9		-	-	-
May	6 250	-2,0		-	-	-	5 839	-0,6		-	-	-
Aug	6 502	4,0		-	-	-	6 044	3,5		-	-	-
Nov	7 054	8,5	10,4	-	-	-	6 438	6,5	8,5	-	-	-
2006 Feb	6 587	-6,6	3,2	-	-	-	6 159	-4,3	4,8	-	-	-
May	6 707	1,8	7,3	6 820	-	-	6 252	1,5	7,1	6 373	-	-
Aug*	6 916	3,1	6,4	7 079	3,8	-	6 431	2,9	6,4	6 596	3,5	-
Nov	-	-	-	7 144	0,9	-	-	-	-	6 593	0,0	-

\*Revised estimates for 2004 frame.

## 1.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2004 Frame			Estimates based on 2006 Frame			Estimates based on 2004 Frame			Estimates based on 2006 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2004 Nov	14 768			-	-	-	13 972			-	-	-
2005 Feb	13 127	-11,1		-	-	-	13 000	-7,0		-	-	-
May	13 629	3,8		-	-	-	12 771	-1,8		-	-	-
Aug	14 212	4,3		-	-	-	13 437	5,2		-	-	-
Nov	15 041	5,8	1,8	-	-	-	13 964	3,9	-0,1	-	-	-
2006 Feb	14 500	-3,6	10,5	-	-	-	13 529	-3,1	4,1	-	-	-
May	13 924	-4,0	2,2	13 371	-	-	12 875	-4,8	0,8	12 355	-	-
Aug	14 984	7,6	5,4	14 210	6,3	-	14 008	8,8	4,2	13 267	7,4	-
Nov	-	-	-	14 774	4,0	-	-	-	-	13 776	3,8	-

**1.5 Construction industry**

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2004 Frame			Estimates based on 2006 Frame			Estimates based on 2004 Frame			Estimates based on 2006 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2004 Nov	4 279			-	-	-	3 982			-	-	-
2005 Feb	4 128	-3,5		-	-	-	3 895	-2,2		-	-	-
May	4 238	2,7		-	-	-	4 011	3,0		-	-	-
Aug	4 301	1,5		-	-	-	4 075	1,6		-	-	-
Nov	4 640	7,9	8,4	-	-	-	4 351	6,8	9,3	-	-	-
2006 Feb	4 950	6,7	19,9	-	-	-	4 727	8,6	21,4	-	-	-
May	4 724	-4,6	11,5	4 853	-	-	4 462	-5,6	11,2	4 614	-	-
Aug*	4 802	1,7	11,6	4 977	2,6	-	4 514	1,2	10,8	4 724	2,4	-
Nov	-	-	-	5 095	2,4	-	-	-	-	4 780	1,2	-

\*Revised estimates for 2004 frame.

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

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2004 Frame			Estimates based on 2006 Frame			Estimates based on 2004 Frame			Estimates based on 2006 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2004 Nov	5 034			-	-	-	4 715			-	-	-
2005 Feb	4 660	-7,4		-	-	-	4 521	-4,1		-	-	-
May	4 641	-0,4		-	-	-	4 496	-0,6		-	-	-
Aug	4 841	4,3		-	-	-	4 678	4,0		-	-	-
Nov	5 132	6,0	1,9	-	-	-	4 942	5,6	4,8	-	-	-
2006 Feb	4 875	-5,0	4,6	-	-	-	4 725	-4,4	4,5	-	-	-
May	4 954	1,6	6,7	5 265	-	-	4 780	1,2	6,3	5 098	-	-
Aug*	5 098	2,9	5,3	5 431	3,2	-	4 912	2,8	5,0	5 244	2,9	-
Nov	-	-	-	5 497	1,2	-	-	-	-	5 228	-0,3	-

\*Revised estimates for 2004 frame.



### 1.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2004 Frame			Estimates based on 2006 Frame			Estimates based on 2004 Frame			Estimates based on 2006 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2004 Nov	10 180			-	-	-	9 818			-	-	-
2005 Feb	10 118	-0,6		-	-	-	9 869	0,5		-	-	-
May	10 046	-0,7		-	-	-	9 735	-1,4		-	-	-
Aug	10 429	3,8		-	-	-	10 113	3,9		-	-	-
Nov	11 095	6,4	9,0	-	-	-	10 718	6,0	9,2	-	-	-
2006 Feb	10 892	-1,8	7,6	-	-	-	10 502	-2,0	6,4	-	-	-
May	11 453	5,2	14,0	10 517	-	-	11 113	5,8	14,2	9 661	-	-
Aug*	10 770	-6,0	3,3	10 571	0,5	-	9 881	-11,1	-2,3	9 729	0,7	-
Nov	-	-	-	10 829	2,4	-	-	-	-	9 867	1,4	-

\*Revised estimates for 2004 frame.

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

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2004 Frame			2006 Frame			Estimates based on 2004 Frame			Estimates based on 2006 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2004 Nov	6 724			-	-	-	6 466			-	-	-
2005 Feb	7 182	6,8		-	-	-	6 947	7,4		-	-	-
May	7 200	0,3		-	-	-	6 966	0,3		-	-	-
Aug	7 430	3,2		-	-	-	7 044	1,1		-	-	-
Nov	7 962	7,2	18,4	-	-	-	7 627	8,3	18,0	-	-	-
2006 Feb	7 414	-6,9	3,2	-	-	-	7 146	-6,3	2,9	-	-	-
May	7 549	1,8	4,8	8 917	-	-	7 296	2,1	4,7	8 585	-	-
Aug*	8 486	12,4	14,2	9 567	7,3	-	7 827	7,3	11,1	9 104	6,0	-
Nov	-	-	-	9 347	-2,3	-	-	-	-	9 000	-1,1	-

\*Revised estimates for 2004 frame.

**1.9 Community, social and personal services industry**

Year and month		Including bonuses and overtime						Excluding bonuses and overtime					
		Estimates based on 2004 Frame			Estimates based on 2006 Frame			Estimates based on 2004 Frame			Estimates based on 2006 Frame		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2004	Nov	8 681			-	-	-	8 453			-	-	-
2005	Feb	8 117	-6,5		-	-	-	7 935	-6,1		-	-	-
	May	8 269	1,9		-	-	-	8 019	1,1		-	-	-
	Aug	8 463	2,3		-	-	-	8 264	3,1		-	-	-
	Nov	8 686	2,6	0,1	-	-	-	8 450	2,3	0,0	-	-	-
2006	Feb	8 566	-1,4	5,5	-	-	-	8 351	-1,2	5,2	-	-	-
	May	8 774	2,4	6,1	8 780	-	-	8 526	2,1	6,3	8 534	-	-
	Aug*	9 137	4,1	8,0	9 128	4,0	-	8 903	4,4	7,7	8 890	4,2	-
	Nov	-	-	-	9 268	1,5	-	-	-	-	9 011	1,4	-

\*Revised estimates for 2004 frame.

**Table 2 – Average monthly earnings at constant 2000 prices, by industry****2.1 Total (All formal non-agricultural industries)**

Year and month	Including bonuses and overtime					
	Estimates based on 2004 Frame			Estimates based on 2006 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2004 Nov	5 510			-	-	-
2005 Feb	5 368	-2,6		-	-	-
May	5 296	-1,3		-	-	-
Aug	5 431	2,5		-	-	-
Nov	5 724	5,4	3,9	-	-	-
2006 Feb	5 438	-5,0	1,3	-	-	-
May	5 440	0,0	2,7	5 679	-	-
Aug	5 586	2,7	2,9	5 801	2,1	-
Nov	-	-	-	5 793	-0,1	-

**2.2 Mining and quarrying industry\*\***

Year and month	Including bonuses and overtime					
	Estimates based on 2004 Frame			Estimates based on 2006 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2004 Nov	5 210			-	-	-
2005 Feb	4 976	-4,5		-	-	-
May	5 055	1,6		-	-	-
Aug	5 487	8,5		-	-	-
Nov	5 585	1,8	7,2	-	-	-
2006 Feb	5 521	-1,1	11,0	-	-	-
May	5 215	-5,5	3,2	5 168	-	-
Aug	5 432	4,2	-1,0	5 396	4,4	-
Nov	-	-	-	5 454	1,1	-

\*\*Data obtained from the Minerals Bureau, Department of Minerals and Energy (see explanatory notes: paragraph 5). At this stage the Department of Minerals and Energy is unable to provide data items with regard to bonuses and overtime payments separately.

### 2.3 Manufacturing industry

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2004 Frame			Estimates based on 2006 Frame			Estimates based on 2004 Frame			Estimates based on 2006 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2004 Nov	5 110			-	-	-	4 746			-	-	-
2005 Feb	5 080	-0,6		-	-	-	4 679	-1,4		-	-	-
May	4 898	-3,6		-	-	-	4 576	-2,2		-	-	-
Aug	5 040	2,9		-	-	-	4 685	2,4		-	-	-
Nov	5 447	8,1	6,6	-	-	-	4 971	6,1	4,7	-	-	-
2006 Feb	5 048	-7,3	-0,6	-	-	-	4 720	-5,0	0,9	-	-	-
May	5 058	0,2	3,3	5 143	-	-	4 715	-0,1	3,0	4 806	-	-
Aug*	5 085	0,5	0,9	5 205	1,2	-	4 729	0,3	0,9	4 850	0,9	-
Nov	-	-	-	5 234	0,6	-	-	-	-	4 830	-0,4	-

\*Revised estimates for 2004 frame.

### 2.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2004 Frame			Estimates based on 2006 Frame			Estimates based on 2004 Frame			Estimates based on 2006 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2004 Nov	11 814			-	-	-	11 178			-	-	-
2005 Feb	10 451	-11,5		-	-	-	10 350	-7,4		-	-	-
May	10 681	2,2		-	-	-	10 009	-3,3		-	-	-
Aug	11 017	3,1		-	-	-	10 416	4,1		-	-	-
Nov	11 615	5,4	-1,7	-	-	-	10 783	3,5	-3,5	-	-	-
2006 Feb	11 111	-4,3	6,3	-	-	-	10 367	-3,9	0,2	-	-	-
May	10 501	-5,5	-1,7	10 084	-	-	9 710	-6,3	-3,0	9 317	-	-
Aug	11 018	4,9	0,0	10 449	3,6	-	10 300	6,1	-1,1	9 755	4,7	-
Nov	-	-	-	10 823	3,6	-	-	-	-	10 092	3,5	-

## 2.5 Construction industry

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2004 Frame			Estimates based on 2006 Frame			Estimates based on 2004 Frame			Estimates based on 2006 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2004 Nov	3 423			-	-	-	3 186			-	-	-
2005 Feb	3 287	-4,0		-	-	-	3 101	-2,7		-	-	-
May	3 321	1,0		-	-	-	3 143	1,4		-	-	-
Aug	3 334	0,4		-	-	-	3 159	0,5		-	-	-
Nov	3 583	7,5	4,7	-	-	-	3 360	6,4	5,5	-	-	-
2006 Feb	3 793	5,9	15,4	-	-	-	3 622	7,8	16,8	-	-	-
May	3 563	-6,1	7,3	3 660	-	-	3 365	-7,1	7,1	3 480	-	-
Aug*	3 531	-0,9	5,9	3 660	0,0	-	3 319	-1,4	5,1	3 474	-0,2	-
Nov	-	-	-	3 733	2,0	-	-	-	-	3 502	0,8	-

\*Revised estimates for 2004 frame.

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

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2004 Frame			Estimates based on 2006 Frame			Estimates based on 2004 Frame			Estimates based on 2006 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2004 Nov	4 027			-	-	-	3 772			-	-	-
2005 Feb	3 710	-7,9		-	-	-	3 600	-4,6		-	-	-
May	3 637	-2,0		-	-	-	3 524	-2,1		-	-	-
Aug	3 753	3,2		-	-	-	3 626	2,9		-	-	-
Nov	3 963	5,6	-1,6	-	-	-	3 816	5,2	1,2	-	-	-
2006 Feb	3 736	-5,7	0,7	-	-	-	3 621	-5,1	0,6	-	-	-
May	3 736	0,0	2,7	3 971	-	-	3 605	-0,4	2,3	3 845	-	-
Aug*	3 749	0,3	-0,1	3 993	0,6	-	3 612	0,2	-0,4	3 856	0,3	-
Nov	-	-	-	4 027	0,9	-	-	-	-	3 830	-0,7	-

Quarterly employment statistics December 2006

\*Revised estimates for 2004 frame.

## 2.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2004 Frame			Estimates based on 2006 Frame			Estimates based on 2004 Frame			Estimates based on 2006 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2004 Nov	8 144			-	-	-	7 854			-	-	-
2005 Feb	8 056	-1,1		-	-	-	7 857	0,0		-	-	-
May	7 873	-2,3		-	-	-	7 629	-2,9		-	-	-
Aug	8 084	2,7		-	-	-	7 840	2,8		-	-	-
Nov	8 568	6,0	5,2	-	-	-	8 276	5,6	5,4	-	-	-
2006 Feb	8 346	-2,6	3,6	-	-	-	8 048	-2,8	2,4	-	-	-
May	8 637	3,5	9,7	7 931	-	-	8 381	4,1	9,9	7 286	-	-
Aug*	7 919	-8,3	-2,0	7 773	-2,0	-	7 265	-13,3	-7,3	7 154	-1,8	-
Nov	-	-	-	7 933	2,1	-	-	-	-	7 229	1,0	-

\*Revised estimates for 2004 frame.

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

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	Estimates based on 2004 Frame			Estimates based on 2006 Frame			Estimates based on 2004 Frame			Estimates based on 2006 Frame		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2004 Nov	5 379			-	-	-	5 173			-	-	-
2005 Feb	5 718	6,3		-	-	-	5 531	6,9		-	-	-
May	5 643	-1,3		-	-	-	5 459	-1,3		-	-	-
Aug	5 760	2,1		-	-	-	5 460	0,0		-	-	-
Nov	6 148	6,7	14,3	-	-	-	5 890	7,9	13,9	-	-	-
2006 Feb	5 681	-7,6	-0,6	-	-	-	5 476	-7,0	-1,0	-	-	-
May	5 693	0,2	0,9	6 725	-	-	5 502	0,5	0,8	6 474	-	-
Aug*	6 240	9,6	8,3	7 035	4,6	-	5 755	4,6	5,4	6 694	3,4	-
Nov	-	-	-	6 848	-2,7	-	-	-	-	6 593	-1,5	-

\*Revised estimates for 2004 frame.

## 2.9 Community, social and personal services industry

Year and month		Including bonuses and overtime						Excluding bonuses and overtime					
		Estimates based on 2004 Frame			2006 Frame			Estimates based on 2004 Frame			2006 Frame		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2004	Nov	6 945			-	-	-	6 762			-	-	-
2005	Feb	6 463	-6,9		-	-	-	6 318	-6,6		-	-	-
	May	6 480	0,3		-	-	-	6 284	-0,5		-	-	-
	Aug	6 560	1,2		-	-	-	6 406	1,9		-	-	-
	Nov	6 707	2,2	-3,4	-	-	-	6 525	1,9	-3,5	-	-	-
2006	Feb	6 564	-2,1	1,6	-	-	-	6 399	-1,9	1,3	-	-	-
	May	6 617	0,8	2,1	6 621	-	-	6 430	0,5	2,3	6 436	-	-
	Aug*	6 718	1,5	2,4	6 712	1,4	-	6 546	1,8	2,2	6 537	1,6	-
	Nov	-	-	-	6 790	1,2	-	-	-	-	6 601	1,0	-

\*Revised estimates for 2004 frame.

## Additional information

### Technical notes

#### 1 Confidence intervals

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

The 95% confidence intervals of a population parameter (gross salaries and wages) is 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)

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

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



**Table C - Estimates of number of employees by industry within 95% confidence limits**

Industry	Quarter ended June 2006				Quarter ended September 2006				Quarter ended December 2006			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	1 302 811	1 331 332	1 359 852	1,1	1 304 632	1 334 258	1 363 885	1,1	1 303 979	1 335 260	1 366 541	1,2
Electricity, gas and water supply	50 424	51 503	52 582	1,1	49 942	50 960	51 978	1,0	49 441	50 602	51 763	1,2
Construction	429 220	455 772	482 324	3,0	430 538	459 463	488 388	3,2	427 181	461 220	495 259	3,8
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 599 179	1 663 744	1 728 308	2,0	1 603 716	1 672 860	1 742 003	2,1	1 671 313	1 743 578	1 815 843	2,1
Transport, storage and communication	338 185	352 494	366 803	2,1	345 575	360 107	374 638	2,1	351 792	367 628	383 465	2,2
Financial intermediation, insurance, real estate and business services	1 681 317	1 744 558	1 807 800	1,8	1 704 703	1 772 595	1 840 488	2,0	1 719 631	1 791 622	1 863 613	2,1
Community, social and personal services	1 972 460	2 001 457	2 030 454	0,7	1 979 892	2 010 162	2 040 432	0,8	1 977 629	2 006 047	2 034 464	0,7

\*\*Data obtained from the Minerals Bureau, Department of Minerals and Energy (see explanatory notes: paragraph 5).

**Table D - Estimates of gross earnings (R' 000) by industry within 95 % confidence limits**

Industry	Quarter ended June 2006				Quarter ended September 2006				Quarter ended December 2006			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	27 261 064	27 913 614	28 566 163	1,2	28 173 408	28 897 376	29 621 345	1,3	32 829 477	33 675 931	34 522 385	1,3
Electricity, gas and water supply	2 069 688	2 096 688	2 123 688	0,7	2 751 687	2 774 522	2 797 357	0,4	2 618 350	2 648 630	2 678 910	0,6
Construction	6 291 469	6 743 259	7 195 050	3,4	6 405 423	6 892 978	7 380 533	3,6	7 343 095	7 987 390	8 631 686	4,1
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	25 986 285	27 464 535	28 942 784	2,7	26 475 956	28 005 782	29 535 608	2,8	30 302 204	31 982 353	33 662 501	2,7
Transport, storage and communication	11 112 445	11 431 177	11 749 908	1,4	11 863 150	12 322 836	12 782 522	1,9	13 065 306	13 511 724	13 958 143	1,7
Financial intermediation, insurance, real estate and business services	47 338 385	50 878 911	54 419 436	3,6	48 657 757	52 778 977	56 900 197	4,0	50 472 322	59 672 447	68 872 573	7,9
Community, social and personal services	53 981 340	54 825 020	55 668 700	0,8	57 122 160	58 039 989	58 957 818	0,8	59 685 412	60 666 572	61 647 732	0,8

\*\*Data obtained from the Minerals Bureau, Department of Minerals and Energy (see explanatory notes: paragraph 5).

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

Industry	May 2006				August 2006				November 2006			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	6 617	6 820	7 023	1,5	6 854	7 079	7 304	1,6	6 913	7 144	7 375	1,6
Electricity, gas and water supply	13 058	13 371	13 684	1,2	13 906	14 210	14 514	1,1	14 390	14 774	15 158	1,3
Construction	4 437	4 853	5 269	4,4	4 539	4 977	5 415	4,5	4 541	5 095	5 649	5,5
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	4 930	5 265	5 600	3,2	5 084	5 431	5 778	3,3	5 133	5 497	5 861	3,4
Transport, storage and communication	10 043	10 517	10 991	2,3	10 035	10 571	11 107	2,6	10 247	10 829	11 411	2,7
Financial intermediation, insurance, real estate and business services	8 344	8 917	9 490	3,3	8 760	9 567	10 374	4,3	8 464	9 347	10 230	4,8
Community, social and personal services	8 582	8 780	8 978	1,1	8 928	9 128	9 328	1,1	9 076	9 268	9 460	1,1

\*\*Data obtained from the Minerals Bureau, Department of Minerals and Energy (see explanatory notes: paragraph 5).

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

Industry	May 2006				August 2006				November 2006			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	6 180	6 373	6 566	1,5	6 381	6 596	6 811	1,7	6 376	6 593	6 810	1,7
Electricity, gas and water supply	12 062	12 355	12 648	1,2	12 980	13 267	13 554	1,1	13 415	13 776	14 137	1,3
Construction	4 220	4 614	5 008	4,4	4 305	4 724	5 143	4,5	4 263	4 780	5 297	5,5
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	4 770	5 098	5 426	3,3	4 905	5 244	5 583	3,3	4 880	5 228	5 576	3,4
Transport, storage and communication	9 217	9 661	10 105	2,3	9 219	9 729	10 239	2,7	9 321	9 867	10 413	2,8
Financial intermediation, insurance, real estate and business services	8 032	8 585	9 138	3,3	8 330	9 104	9 878	4,3	8 150	9 000	9 850	4,8
Community, social and personal services	8 340	8 534	8 728	1,2	8 693	8 890	9 087	1,1	8 822	9 011	9 200	1,1

\*\*Data obtained from the Minerals Bureau, Department of Minerals and Energy (see explanatory notes: paragraph 5).

## Explanatory notes

### Introduction

This publication contains results of the quarterly employment statistics 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 business; 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.

The QES also collects data on employee earnings which allow Stats SA to calculate the series of average monthly earnings. Being averages, these series have not been affected as much. Nevertheless, results from both the 2004 and 2006 samples have been included for the June and September quarters 2006.

It is expected that any further changes to coverage reflected in the 2007 sample will not materially affect this series.

### Scope of the survey

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

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

### Classification

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

### Statistical unit

3. The statistical unit for the collection of information is an enterprise. An enterprise is a legal unit or a combination of legal units that includes and directly controls all functions necessary to carry out its production activities.
4. This survey is conducted by mail each quarter from a sample of approximately 22 005 private businesses and public institutions.
5. Stats SA receives information regarding the mining and quarrying industry from the Minerals Bureau, Department of Minerals and Energy. 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 based on the 2006 frame excludes 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 estimate or statistic.

**Effects of rounding**

9. Estimates of average monthly earnings are rounded to the nearest Rand.
10. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates.

**Revised figures**

11. Figures for the quarters published in this release are preliminary and may be revised in subsequent publications.

**Related publications**

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

*Bulletin of Statistics.*  
*Labour Force Survey.*  
*SA Statistics.*

**Pre-release policy**

13. Stats SA's pre-release policy may be inspected at its website, [www.statssa.gov.za](http://www.statssa.gov.za).

<b>Abbreviations and symbols</b>	BSF	Business Sampling Frame
	DME	Department of Minerals and Energy
	GDP	Gross Domestic Product
	IBR	Integrated Business Register
	ILO	International Labour Organisation
	IT	Income Tax
	LFS	Labour Force Survey
	QES	Quarterly Employment Statistics
	RSE	Relative Standard Error
	SARS	South African Revenue Services
	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
	*	Revised figures
	-	Not available

## Glossary

<b>Annual percentage change</b>	An annual percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given period compared with the employment, the gross earnings or the average monthly earnings of the corresponding period of the previous year expressed as a percentage.
<b>Average monthly earnings at constant 2000 prices</b>	Average monthly earnings at constant 2000 prices measure change in average monthly earnings after the direct effects of inflation have been eliminated. The deflator used to devalue the current average earnings is the consumer price index (2000=100).
<b>Average monthly earnings at current prices</b>	Average monthly earnings at current prices are calculated by dividing the total gross earnings, excluding severance, termination and redundancy payments, for the reference month by the number of employees as at the end of the reference month.
<b>Casual employees</b>	Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employee'. Such employees are typically working daily or hourly. Employers can dispense with their services at a very short notice, usually not exceeding a period of one week. Casual employees are not entitled to benefits such as paid leave and medical aid contributions paid by employers.
<b>Enterprises</b>	Enterprises are legal units, or a combination of legal units that includes and directly controls all functions necessary to carry out its production activities.
<b>Formal sector</b>	The formal sector includes all businesses that are registered in any way.
<b>Full-time employees</b>	Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 hours or more per week. This excludes the self-employed and working proprietors. (Refer to notes on number of employees below.)
<b>Gross earnings</b>	Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc., but excludes earnings of sole proprietors or partners of unincorporated businesses; commission where a

retainer, wage or salary was not paid; payments to subcontractors and consultants who are not part of the enterprise; performance and others bonuses; overtime payments; and severance, termination and redundancy payments. Gross earnings in part 1 are the total sum of the earnings 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 *System of National Accounts (SNA)* and is in line with that in the *Standard Industrial Classification of all Economic Activities (SIC)*, Fifth Edition, and Report No. 09-09-02 of January 1993.

**Informal sector**

The informal sector consists of those businesses 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 business, 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. Number of employees refers to the number of people employed at the end of the reference period.

**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.



<b>Quarterly percentage change</b>	A quarterly percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given quarter/month compared with the employment, the gross earnings or the average monthly earnings of the previous quarter/month expressed as a percentage.
<b>Reference quarter/month/period</b>	Reference quarter/period in part 1 of this publication refers to the three months up to the end of March, June, September or December. Reference month/period in part 2 of this publication refers to the months of February, May, August or November.
<b>Severance, termination and redundancy payments</b>	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.
<b>Temporary employees</b>	Temporary employees are employees appointed on a short-term contract basis for periods normally not exceeding one year. Such contract would typically stipulate a termination date, but could be renewed by mutual agreement between the employer and the employee. This excludes the self-employed with an enterprise but temporarily not at work.

## General information

Stats SA publishes approximately 300 different 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, locally and also by international economic and social- scientific communities, Stats SA releases are published in English only.

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 National Library of South Africa, Cape Town Division  
 Natal Society Library, Pietermaritzburg  
 Library of Parliament, Cape Town  
 Bloemfontein Public Library  
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