

# Statistical release

## P0277

### Quarterly employment statistics (QES)

**December 2015**

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# PARTICIPATE IN UPCOMING STATS SA SURVEYS

Statistics South Africa (Stats SA) will be conducting the following surveys in the next few months:



## Community Survey (CS) March to April 2016

Approximately 1,3 million homes will be visited in the course of this large-scale household survey, which aims to collect demographic and socio-economic information. Information collected will be published at local municipality level, and will be used for planning and decision-making at all levels of government, as well as by business and other organisations.



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## South Africa Demographic and Health Survey (SADHS): May to September 2016

# SADHS

South Africa Demographic and Health Survey  
2016

This survey is a nationally-representative household survey aimed at providing a better understanding of the health status of the population of South Africa. The information collected will assist the Department of Health to plan and prioritise health and service delivery programmes. The survey will be done in collaboration with the Department of Health and the South African Medical Research Council.

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## health

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The South Africa I know, the home I understand



**Stats SA appeals to sampled households to participate in these surveys and cooperate with our fieldworkers by providing accurate information.**

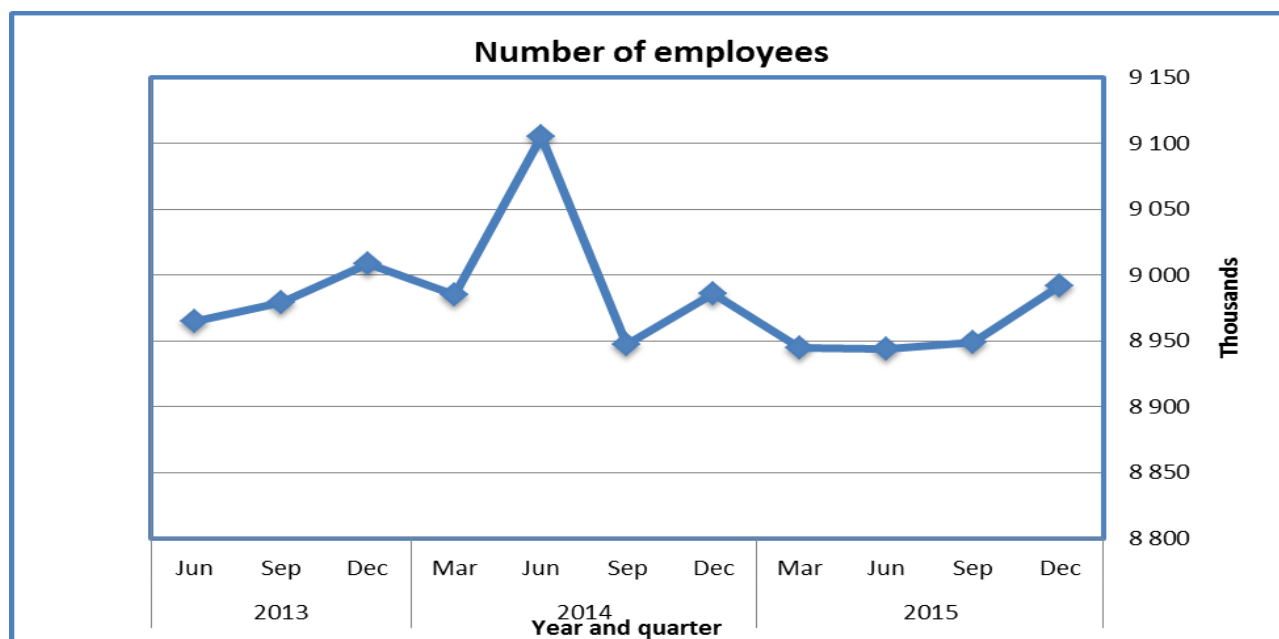
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## Introduction

This publication analyses the results of the *Quarterly employment statistics* (QES) survey which collects data from value-added tax (VAT) registered businesses (excluding agriculture). Statistical tables provide detailed information regarding the number of persons employed; gross earnings and average monthly earnings for the reference quarter.

## Key findings: employment and earnings for the quarter ending December 2015

**Figure A : Employment in the non-agricultural formal sector, June 2013 – December 2015**



**Table A: Employment by industry**

Industry	Dec 2014	Sep* 2015	Dec 2015	Q/Q Change	Y/Y Change	Q/Q Change	Y/Y Change
	Thousand				%		
Mining	491	476	462	-14	-29	-2,9	-5,9
Manufacturing	1 134	1 133	1 129	-4	-5	-0,4	-0,4
Electricity	58	58	58	0	0	0,0	0,0
Construction	490	479	471	-8	-19	-1,7	-3,9
Trade	1 860	1 854	1 896	42	36	2,3	1,9
Transport	441	437	435	-2	-6	-0,5	-1,4
Business services	1 987	1 993	2 009	16	22	0,8	1,1
Community services	2 525	2 519	2 532	13	7	0,5	0,3
<b>Total</b>	<b>8 986</b>	<b>8 949</b>	<b>8 992</b>	<b>43</b>	<b>6</b>	<b>0,5</b>	<b>0,1</b>

\*Revised estimates.

Table A shows that employment increased by 43 000 quarter-on-quarter, from 8 949 000 in September 2015 to 8 992 000 in December 2015. This was largely due to increases in the following industries: trade (42 000 or 2,3%); business services (16 000 or 0,8%) and community services (13 000 or 0,5%).

There were decreases reported by the following industries: mining and quarrying (-14 000 or -2,9%); construction (-8 000 or -1,7%); manufacturing (-4 000 or -0,4%); and transport (-2 000 or -0,5%).

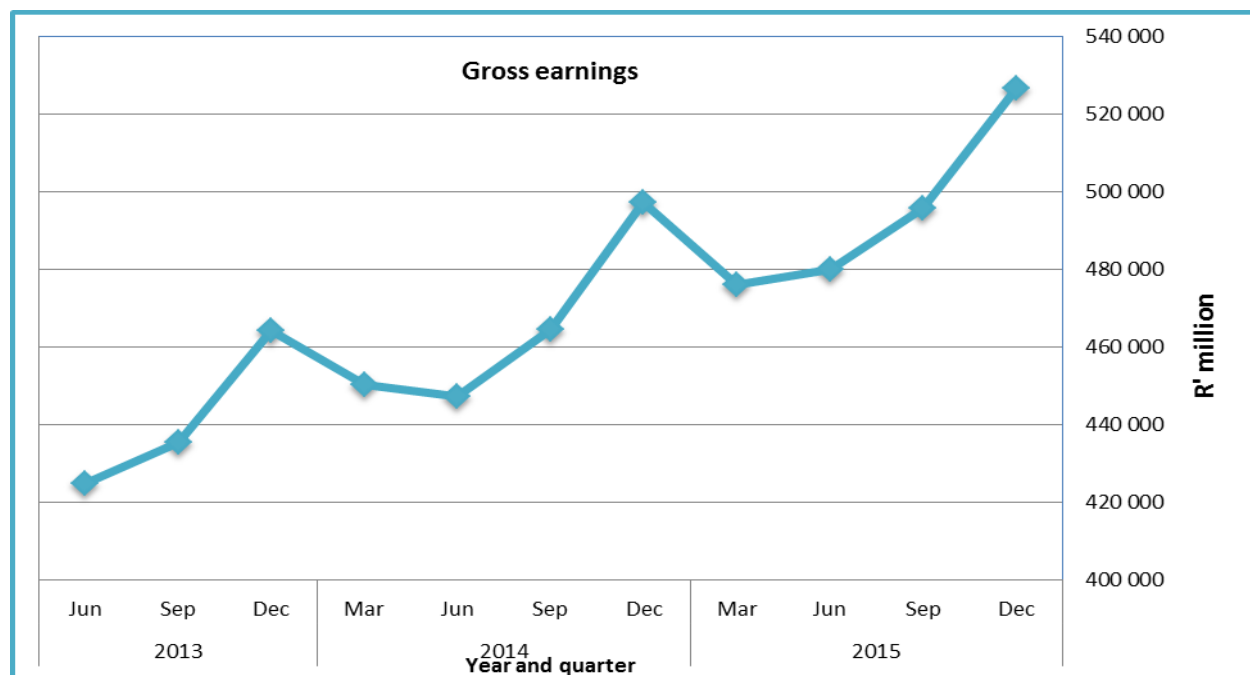
Electricity industry remained unchanged.

Employment increased by 6 000 or 0,1% year-on-year between December 2014 and December 2015. Most increases were reported by the following industries: trade (36 000 or 1,9%); business services (22 000 or 1,1%) and community services (7 000 or 0,3%).

The following industries reported annual decreases: mining and quarrying (-29 000 or -5,9%); construction (-19 000 or -3,9%); transport (-6 000 or -1,4%) and manufacturing (-5 000 or -0,4%).

Electricity industry remained unchanged.

**Figure B : Gross earnings (R'000) of employees in the formal non-agricultural sector, June 2013 – December 2015**



**Table B: Gross earnings by industry**

Industry	Dec 2014	Sep* 2015	Dec 2015	Q/Q Change	Y/Y Change	Q/Q Change	Y/Y Change
	Rands (Million)					%	
Mining	27 921	28 908	29 053	145	1 132	0,5	4,1
Manufacturing	59 275	55 890	61 726	5 836	2 451	10,4	4,1
Electricity	6 916	6 152	7 447	1 295	531	21,1	7,7
Construction	21 719	19 498	21 974	2 476	255	12,7	1,2
Trade	71 071	68 557	75 530	6 973	4 459	10,2	6,3
Transport	31 101	30 012	31 664	1 652	563	5,5	1,8
Business services	121 783	123 432	130 665	7 233	8 882	5,9	7,3
Community services	157 494	163 130	168 667	5 537	11 173	3,4	7,1
<b>Total</b>	<b>497 280</b>	<b>495 579</b>	<b>526 726</b>	<b>31 147</b>	<b>29 446</b>	<b>6,3</b>	<b>5,9</b>

\*Revised estimates.

Table B shows that gross earnings paid to employees increased by R31 147 million (6,3%) from R495 579 million in September 2015 to R526 726 million in December 2015. The increase was mainly due to increases in the electricity; construction; manufacturing; trade; business services; transport; community services and mining and quarrying industries.

Year-on-year, gross earnings increased by R29 446 million (5.9%).

## Average monthly earnings

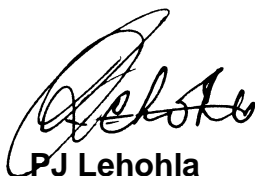
**Table C: Average monthly earnings paid to employees in the formal non-agricultural sector**

Average monthly earnings (including bonuses and overtime payments)	November 2014	August 2015*	November 2015	Q/Q Change	Y/Y Change
	Rands			%	
	16 424	17 392	17 517	0,7	6,7

\*Revised estimates.

Table C shows a quarter-on-quarter increase of 0,7% in average monthly earnings paid to employees in the formal non-agricultural sector from R17 392 in August 2015 to R17 517 in November 2015.

On an annual basis, average monthly earnings paid to employees increased by 6,7% from R16 424 in November 2014 to R17 517 in November 2015.



**PJ Lehohla**

**Statistician-General**

## Scope of the survey

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;
- 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.

## Comparison of QLFS (formal sector employees) and QES

**Table D: Key differences between the Quarterly labour force survey (QLFS) and the Quarterly employment survey (QES)**

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

**Note:** Statistics South Africa (Stats SA) also collects information regarding employment from the QLFS which is a household based survey. The results of the QES and the QLFS differ in several respects and are thus not fully comparable. **Table D** highlights key differences between the two surveys. Nonetheless, the trend in employment over the past seven years between the QES and QLFS are similar and in both surveys the industries which contribute the most to employment are services, trade and finance.

## Detailed employment changes by industry

The *mining and quarrying industry* reported an annual decrease of 29 000 employees (-5,9%) in December 2015 compared with December 2014. There was a quarterly decrease of 14 000 employees (-2,9%) in December 2015 compared with September 2015.

**See explanatory note on page 31.**

The *manufacturing industry* reported an annual decrease of 5 000 employees (-0,4%) in December 2015 compared with December 2014. There was a quarterly decrease of 4 000 employees (-0,4%) in December 2015 compared with September 2015. This was mainly due to decreases in employment in the basic metals, fabricated metal products, accounting and computing machinery; wood and products of wood and cork, except furniture, articles of straw and planting materials, paper and paper products, publishing, printing and reproduction of recorded media and transport equipment.

The *electricity, gas and water supply industry* reported no annual change in December 2015 compared with December 2014. There was no quarterly change in December 2015 compared with September 2015.

The *construction industry* reported an annual decrease of 19 000 employees (-3,9%) in December 2015 compared with December 2014. There was a quarterly decrease of 8 000 employees (-1,7%) in December 2015 compared with September 2015. This was mainly due to decreases in employment in the building of complete constructions or parts thereof, civil engineering and building installation.

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 36 000 employees (+1,9%) in December 2015 compared with December 2014. There was a quarterly increase of 42 000 employees (+2,3%) in December 2015 compared with September 2015. This was mainly due to increases in employment in retail trade; hotels and restaurants and motor trade.

The *transport, storage and communication industry* reported an annual decrease of 6 000 employees (-1,4%) in December 2015 compared with December 2014. There was a quarterly decrease of 2 000 employees (-0,5%) in December 2015 compared with September 2015. This was mainly due to decreases in employment in land transport and transport via pipelines and supporting and auxiliary transport activities.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 22 000 employees (+1,1%) in December 2015 compared with December 2014. There was a quarterly increase of 16 000 employees (+0,8%) in December 2015 compared with September 2015. This was mainly due to increases in business activities n.e.c, advertising, insurance and pension funding.

The *community, social and personal services industry* reported an annual increase of 7 000 employees (0,3%) in December 2015 compared with December 2014. There was a quarterly increase of 13 000 employees (+0,5%) in December 2015 compared with September 2015. This was mainly due to increases in employment in local government; extra budgetary institutions and provincial departments.



## Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R1 132 million (+4,1%) for the quarter ended December 2015 compared with the quarter ended December 2014.

There was a quarterly increase of R145 million (+0,5%) for the quarter ended December 2015 compared with the quarter ended September 2015.

**See explanatory note on page 31.**

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R2 451 million (+4,1%) for the quarter ended December 2015 compared with the quarter ended December 2014. There was a quarterly increase of R5 836 million (+10,4%) for the quarter ended December 2015 compared with the quarter ended September 2015. This was mainly due to increases in gross earnings of basic metals, fabricated metal products, machinery and equipment and office, accounting and computing machinery; transport equipment and food, beverages and tobacco.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R531 million (7,7%) for the quarter ended December 2015 compared with the quarter ended December 2014. There was a quarterly increase of R1 295 million (+21,1%) for the quarter ended December 2015 compared with the quarter ended September 2015. 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 increase of R255 million (+1,2%) for the quarter ended December 2015 compared with the quarter ended December 2014. There was a quarterly increase of R2 476 million (+12,7%) for the quarter December 2015 compared with the quarter ended September 2015. This was mainly due to increases in gross earnings of building of complete constructions or parts thereof, civil engineering; building installation and building completion.

Gross earnings paid to employees in the *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reflected an annual increase of R4 459 million (+6,3%) for the quarter ended December 2015 compared with the quarter ended December 2014. There was a quarterly increase of R6 973 million (+10,2%) for the quarter ended December 2015 compared with the quarter ended September 2015. This was mainly due to increases in gross earnings of wholesale trade; retail trade and motor trade.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R563 million (+1,8%) for the quarter ended December 2015 compared with the quarter ended December 2014. There was a quarterly increase of R1 652 million (+5,5%) for the quarter ended December 2015 compared with the quarter ended September 2015. This was mainly due to increases in gross earnings of land transport and transport via pipelines and supporting and auxiliary transport activities.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R8 882 million (+7,3%) for the quarter ended December 2015 compared with the quarter ended December 2014. There was a quarterly increase of R7 233 million (+5,9%) for the quarter ended December 2015 compared with the quarter ended September 2015. This was mainly due to increases in gross earnings of business activities n.e.c; real estate activities and computer and related activities.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R11 173 million (+7,1%) for the quarter ended December 2015 compared with the quarter ended December 2014. There was a quarterly increase of R5 537 million (+3,4%) for the quarter ended December 2015 compared with the quarter ended September 2015. This was mainly due to increases in gross earnings of local government; health and social work and provincial departments.

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

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

### 1.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2013 Jun	8 965 000	-	-	-	-
Sep	8 979 000	14 000	0,2	-	-
Dec	9 009 000	30 000	0,3	-	-
2014 Mar	8 985 000	-24 000	-0,3	-	-
Jun	9 105 000	120 000	1,3	140 000	1,6
Sep	8 947 000	-158 000	-1,7	-32 000	-0,4
Dec	8 986 000	39 000	0,4	-23 000	-0,3
2015 Mar	8 945 000	-41 000	-0,5	-40 000	-0,4
Jun	8 944 000	-1 000	0,0	-161 000	-1,8
Sep*	8 949 000	5 000	0,1	2 000	0,0
Dec	8 992 000	43 000	0,5	6 000	0,1

\*Revised estimates.

### 1.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2013 Jun	425 034 000	-	-	-	-
Sep	435 475 000	10 441 000	2,5	-	-
Dec	464 130 000	28 655 000	6,6	-	-
2014 Mar	450 276 000	-13 854 000	-3,0	-	-
Jun	447 264 000	-3 012 000	-0,7	22 230 000	5,2
Sep	464 668 000	17 404 000	3,9	29 193 000	6,7
Dec	497 280 000	32 612 000	7,0	33 150 000	7,1
2015 Mar	476 165 000	-21 115 000	-4,2	25 889 000	5,7
Jun	479 935 000	3 770 000	0,8	32 671 000	7,3
Sep*	495 579 000	15 644 000	3,3	30 911 000	6,7
Dec	526 726 000	31 147 000	6,3	29 446 000	5,9

\*Revised estimates.

**Table 2 – Mining and quarrying industry****2.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2013 Jun	511 000	-	-	-	-
Sep	507 000	-4 000	-0,8	-	-
Dec	499 000	-8 000	-1,6	-	-
2014 Mar	491 000	-8 000	-1,6	-	-
Jun	491 000	0	0,0	-20 000	-3,9
Sep	498 000	7 000	1,4	-9 000	-1,8
Dec	491 000	-7 000	-1,4	-8 000	-1,6
2015 Mar	490 000	-1 000	-0,2	-1 000	-0,2
Jun	489 000	-1 000	-0,2	-2 000	-0,4
Sep*	476 000	-13 000	-2,7	-22 000	-4,4
Dec	462 000	-14 000	-2,9	-29 000	-5,9

\*Revised estimates.

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2013 Jun	24 013 000	-	-	-	-
Sep	25 243 000	1 230 000	5,1	-	-
Dec	26 047 000	804 000	3,2	-	-
2014 Mar	23 237 000	-2 810 000	-10,8	-	-
Jun	22 615 000	-622 000	-2,7	-1 398 000	-5,8
Sep	27 390 000	4 775 000	21,1	2 147 000	8,5
Dec	27 921 000	531 000	1,9	1 874 000	7,2
2015 Mar	27 334 000	-587 000	-2,1	4 097 000	17,6
Jun	27 465 000	131 000	0,5	4 850 000	21,4
Sep*	28 908 000	1 443 000	5,3	1 518 000	5,5
Dec	29 053 000	145 000	0,5	1 132 000	4,1

\*Revised estimates.

**Table 3 – Manufacturing industry**

**3.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2013 Jun	1 158 000	-	-	-	-
Sep	1 160 000	2 000	0,2	-	-
Dec	1 165 000	5 000	0,4	-	-
2014 Mar	1 154 000	-11 000	-0,9	-	-
Jun	1 142 000	-12 000	-1,0	-16 000	-1,4
Sep	1 133 000	-9 000	-0,8	-27 000	-2,3
Dec	1 134 000	1 000	0,1	-31 000	-2,7
2015 Mar	1 141 000	7 000	0,6	-13 000	-1,1
Jun	1 135 000	-6 000	-0,5	-7 000	-0,6
Sep*	1 133 000	-2 000	-0,2	0	0,0
Dec	1 129 000	-4 000	-0,4	-5 000	-0,4

\*Revised estimates.

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2013 Jun	49 936 000	-	-	-	-
Sep	50 528 000	592 000	1,2	-	-
Dec	56 960 000	6 432 000	12,7	-	-
2014 Mar	50 924 000	-6 036 000	-10,6	-	-
Jun	51 718 000	794 000	1,6	1 782 000	3,6
Sep	52 127 000	409 000	0,8	1 599 000	3,2
Dec	59 275 000	7 148 000	13,7	2 315 000	4,1
2015 Mar	53 582 000	-5 693 000	-9,6	2 658 000	5,2
Jun	54 023 000	441 000	0,8	2 305 000	4,5
Sep*	55 890 000	1 867 000	3,5	3 763 000	7,2
Dec	61 726 000	5 836 000	10,4	2 451 000	4,1

\*Revised estimates.

**Table 4 – Electricity, gas and water supply industry****4.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2013 Jun	59 000	-	-	-	-
Sep	59 000	0	0,0	-	-
Dec	59 000	0	0,0	-	-
2014 Mar	59 000	0	0,0	-	-
Jun	58 000	-1 000	-1,7	-1 000	-1,7
Sep	58 000	0	0,0	-1 000	-1,7
Dec	58 000	0	0,0	-1 000	-1,7
2015 Mar	58 000	0	0,0	-1 000	-1,7
Jun	58 000	0	0,0	0	0,0
Sep	58 000	0	0,0	0	0,0
Dec	58 000	0	0,0	0	0,0

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2013 Jun	5 320 000	-	-	-	-
Sep	6 254 000	934 000	17,6	-	-
Dec	6 378 000	124 000	2,0	-	-
2014 Mar	5 499 000	-879 000	-13,8	-	-
Jun	5 548 000	49 000	0,9	228 000	4,3
Sep	6 621 000	1 073 000	19,3	367 000	5,9
Dec	6 916 000	295 000	4,5	538 000	8,4
2015 Mar	5 897 000	-1 019 000	-14,7	398 000	7,2
Jun	5 941 000	44 000	0,7	393 000	7,1
Sep	6 152 000	211 000	3,6	-469 000	-7,1
Dec	7 447 000	1 295 000	21,1	531 000	7,7

**Table 5 – Construction industry****5.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2013 Jun	514 000	-	-	-	-
Sep	509 000	-5 000	-1,0	-	-
Dec	500 000	-9 000	-1,8	-	-
2014 Mar	503 000	3 000	0,6	-	-
Jun	505 000	2 000	0,4	-9 000	-1,8
Sep	497 000	-8 000	-1,6	-12 000	-2,4
Dec	490 000	-7 000	-1,4	-10 000	-2,0
2015 Mar	483 000	-7 000	-1,4	-20 000	-4,0
Jun	482 000	-1 000	-0,2	-23 000	-4,6
Sep*	479 000	-3 000	-0,6	-18 000	-3,6
Dec	471 000	-8 000	-1,7	-19 000	-3,9

\*Revised estimates.

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2013 Jun	18 314 000	-	-	-	-
Sep	18 168 000	-146 000	-0,8	-	-
Dec	21 045 000	2 877 000	15,8	-	-
2014 Mar	18 156 000	-2 889 000	-13,7	-	-
Jun	18 836 000	680 000	3,7	522 000	2,9
Sep	19 283 000	447 000	2,4	1 115 000	6,1
Dec	21 719 000	2 436 000	12,6	674 000	3,2
2015 Mar	18 678 000	-3 041 000	-14,0	522 000	2,9
Jun	19 264 000	586 000	3,1	428 000	2,3
Sep*	19 498 000	234 000	1,2	215 000	1,1
Dec	21 974 000	2 476 000	12,7	255 000	1,2

\*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 Number of employees**

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarter		Annual	
2013	Jun	1 834 000	-	-	-	-
	Sep	1 834 000	0	0,0	-	-
	Dec	1 866 000	32 000	1,7	-	-
2014	Mar	1 818 000	-48 000	-2,6	-	-
	Jun	1 839 000	21 000	1,2	5 000	0,3
	Sep	1 832 000	-7 000	-0,4	-2 000	-0,1
2015	Dec	1 860 000	28 000	1,5	-6 000	-0,3
	Mar	1 837 000	-23 000	-1,2	19 000	1,0
	Jun	1 845 000	8 000	0,4	6 000	0,3
	Sep*	1 854 000	9 000	0,5	22 000	1,2
	Dec	1 896 000	42 000	2,3	36 000	1,9

\*Revised estimates.

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

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarter		Annual	
2013	Jun	58 730 000	-	-	-	-
	Sep	60 375 000	1 645 000	2,8	-	-
	Dec	66 850 000	6 475 000	10,7	-	-
2014	Mar	62 954 000	-3 896 000	-5,8	-	-
	Jun	62 937 000	-17 000	0,0	4 207 000	7,2
	Sep	64 586 000	1 649 000	2,6	4 211 000	7,0
2015	Dec	71 071 000	6 485 000	10,0	4 221 000	6,3
	Mar	66 747 000	-4 324 000	-6,1	3 793 000	6,0
	Jun	67 883 000	1 136 000	1,7	4 946 000	7,9
	Sep*	68 557 000	674 000	1,0	3 971 000	6,1
	Dec	75 530 000	6 973 000	10,2	4 459 000	6,3

\*Revised estimates.

**Table 7 – Transport, storage and communication industry****7.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2013 Jun	450 000	-	-	-	-
Sep	450 000	0	0,0	-	-
Dec	450 000	0	0,0	-	-
2014 Mar	448 000	-2 000	-0,4	-	-
Jun	443 000	-5 000	-1,1	-7 000	-1,6
Sep	438 000	-5 000	-1,1	-12 000	-2,7
Dec	441 000	3 000	0,7	-9 000	-2,0
2015 Mar	441 000	0	0,0	-7 000	-1,6
Jun	437 000	-4 000	-0,9	-6 000	-1,4
Sep*	437 000	0	0,0	-1 000	-0,2
Dec	435 000	-2 000	-0,5	-6 000	-1,4

\*Revised estimates.

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2013 Jun	26 231 000	-	-	-	-
Sep	27 221 000	990 000	3,8	-	-
Dec	29 214 000	1 993 000	7,3	-	-
2014 Mar	26 639 000	-2 575 000	-8,8	-	-
Jun	28 343 000	1 704 000	6,4	2 112 000	8,1
Sep	28 179 000	-164 000	-0,6	958 000	3,5
Dec	31 101 000	2 922 000	10,4	1 887 000	6,5
2015 Mar	28 305 000	-2 796 000	-9,0	1 666 000	6,3
Jun	29 651 000	1 346 000	4,8	1 308 000	4,6
Sep*	30 012 000	361 000	1,2	1 833 000	6,5
Dec	31 664 000	1 652 000	5,5	563 000	1,8

\*Revised estimates.



**Table 8 – Financial intermediation, insurance, real estate and business services industry****8.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2013 Jun	1 996 000	-	-	-	-
Sep	2 006 000	10 000	0,5	-	-
Dec	2 004 000	-2 000	-0,1	-	-
2014 Mar	1 997 000	-7 000	-0,3	-	-
Jun	1 972 000	-25 000	-1,3	-24 000	-1,2
Sep	1 967 000	-5 000	-0,3	-39 000	-1,9
Dec	1 987 000	20 000	1,0	-17 000	-0,8
2015 Mar	1 988 000	1 000	0,1	-9 000	-0,5
Jun	1 984 000	-4 000	-0,2	12 000	0,6
Sep*	1 993 000	9 000	0,5	26 000	1,3
Dec	2 009 000	16 000	0,8	22 000	1,1

\*Revised estimates.

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2013 Jun	105 715 000	-	-	-	-
Sep	108 343 000	2 628 000	2,5	-	-
Dec	113 404 000	5 061 000	4,7	-	-
2014 Mar	121 137 000	7 733 000	6,8	-	-
Jun	108 718 000	-12 419 000	-10,3	3 003 000	2,8
Sep	112 976 000	4 258 000	3,9	4 633 000	4,3
Dec	121 783 000	8 807 000	7,8	8 379 000	7,4
2015 Mar	123 024 000	1 241 000	1,0	1 887 000	1,6
Jun	118 145 000	-4 879 000	-4,0	9 427 000	8,7
Sep*	123 432 000	5 287 000	4,5	10 456 000	9,3
Dec	130 665 000	7 233 000	5,9	8 882 000	7,3

\*Revised estimates.

**Table 9 – Community, social and personal services industry****9.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2013 Jun	2 443 000	-	-	-	-
Sep	2 454 000	11 000	0,5	-	-
Dec	2 466 000	12 000	0,5	-	-
2014 Mar	2 515 000	49 000	2,0	-	-
Jun	2 655 000	140 000	5,6	212 000	8,7
Sep	2 524 000	-131 000	-4,9	70 000	2,9
Dec	2 525 000	1 000	0,0	59 000	2,4
2015 Mar	2 507 000	-18 000	-0,7	-8 000	-0,3
Jun	2 514 000	7 000	0,3	-141 000	-5,3
Sep*	2 519 000	5 000	0,2	-5 000	-0,2
Dec	2 532 000	13 000	0,5	7 000	0,3

\*Revised estimates.

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2013 Jun	136 775 000	-	-	-	-
Sep	139 343 000	2 568 000	1,9	-	-
Dec	144 232 000	4 889 000	3,5	-	-
2014 Mar	141 730 000	-2 502 000	-1,7	-	-
Jun	148 549 000	6 819 000	4,8	11 774 000	8,6
Sep	153 506 000	4 957 000	3,3	14 163 000	10,2
Dec	157 494 000	3 988 000	2,6	13 262 000	9,2
2015 Mar	152 598 000	-4 896 000	-3,1	10 868 000	7,7
Jun	157 563 000	4 965 000	3,3	9 014 000	6,1
Sep*	163 130 000	5 567 000	3,5	9 624 000	6,3
Dec	168 667 000	5 537 000	3,4	11 173 000	7,1

\*Revised estimates.

## Part 2 – Estimation of average monthly earnings

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

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

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	15 027	-	-
Aug	15 232	1,4	-
Nov	15 413	1,2	-
2014 Feb	15 277	-0,9	-
May	15 762	3,2	4,9
Aug	16 371	3,9	7,5
Nov	16 424	0,3	6,6
2015 Feb	16 506	0,5	8,0
May	16 801	1,8	6,6
Aug*	17 392	3,5	6,2
Nov	17 517	0,7	6,7

\*Revised estimates.

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

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	15 469	-	-
Aug	16 659	7,7	-
Nov	17 631	5,8	-
2014 Feb	15 155	-14,0	-
May	15 319	1,1	-1,0
Aug	18 201	18,8	9,3
Nov	19 018	4,5	7,9
2015 Feb	18 335	-3,6	21,0
May	18 601	1,5	21,4
Aug*	20 089	8,0	10,4
Nov	21 006	4,6	10,5

\*Revised estimates.

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes on page 31). At this stage the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.

### 1.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	13 734	-	-	12 813	-	-
Aug	13 868	1,0	-	12 970	1,2	-
Nov	14 225	2,6	-	13 179	1,6	-
2014 Feb	13 913	-2,2	-	13 025	-1,2	-
May	14 366	3,3	4,6	13 352	2,5	4,2
Aug	14 733	2,6	6,2	13 799	3,3	6,4
Nov	15 030	2,0	5,7	13 963	1,2	5,9
2015 Feb	14 900	-0,9	7,1	14 017	0,4	7,6
May	15 342	3,0	6,8	14 128	0,8	5,8
Aug*	15 483	0,9	5,1	14 510	2,7	5,2
Nov	15 841	2,3	5,4	14 630	0,8	4,8

\*Revised estimates.

### 1.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	29 611	-	-	27 317	-	-
Aug	29 400	-0,7	-	27 472	0,6	-
Nov	31 260	6,3	-	29 145	6,1	-
2014 Feb	31 043	-0,7	-	28 857	-1,0	-
May	31 705	2,1	7,1	29 085	0,8	6,5
Aug	32 048	1,1	9,0	29 906	2,8	8,9
Nov	34 304	7,0	9,7	32 187	7,6	10,4
2015 Feb	33 650	-1,9	8,4	31 458	-2,3	9,0
May	33 754	0,3	6,5	30 959	-1,6	6,4
Aug*	34 518	2,3	7,7	32 190	4,0	7,6
Nov	37 228	7,9	8,5	34 444	7,0	7,0

\*Revised estimates.

## 1.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	11 686	-	-	11 093	-	-
Aug	11 794	0,9	-	11 215	1,1	-
Nov	11 828	0,3	-	11 187	-0,2	-
2014 Feb	11 802	-0,2	-	11 297	1,0	-
May	12 300	4,2	5,3	11 719	3,7	5,6
Aug	12 656	2,9	7,3	12 095	3,2	7,8
Nov	12 313	-2,7	4,1	11 742	-2,9	5,0
2015 Feb	12 807	4,0	8,5	12 253	4,4	8,5
May	12 987	1,4	5,6	12 419	1,4	6,0
Aug*	13 211	1,7	4,4	12 640	1,8	4,5
Nov	13 186	-0,2	7,1	12 556	-0,7	6,9

\*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	10 305	-	-	9 972	-	-
Aug	10 352	0,5	-	10 023	0,5	-
Nov	10 554	2,0	-	10 223	2,0	-
2014 Feb	10 707	1,4	-	10 377	1,5	-
May	10 941	2,2	6,2	10 519	1,4	5,5
Aug	11 180	2,2	8,0	10 887	3,5	8,6
Nov	11 269	0,8	6,8	10 959	0,7	7,2
2015 Feb	11 262	-0,1	5,2	10 989	0,3	5,9
May	11 635	3,3	6,3	11 290	2,7	7,3
Aug*	11 796	1,4	5,5	11 488	1,8	5,5
Nov	11 759	-0,3	4,3	11 456	-0,3	4,5

\*Revised estimates.

## 1.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	18 652	-	-	17 132	-	-
Aug	18 776	0,7	-	17 595	2,7	-
Nov	19 134	1,9	-	17 924	1,9	-
2014 Feb	18 794	-1,8	-	17 659	-1,5	-
May	20 171	7,3	8,1	18 793	6,4	9,7
Aug	20 609	2,2	9,8	19 320	2,8	9,8
Nov	20 841	1,1	8,9	19 138	-0,9	6,8
2015 Feb	20 608	-1,1	9,7	19 269	0,7	9,1
May	20 893	1,4	3,6	19 691	2,2	4,8
Aug*	21 354	2,2	3,6	20 073	1,9	3,9
Nov	21 323	-0,1	2,3	20 002	-0,4	4,5

\*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	16 355	-	-	15 956	-	-
Aug	16 637	1,7	-	16 292	2,1	-
Nov	16 826	1,1	-	16 477	1,1	-
2014 Feb	16 895	0,4	-	16 435	-0,3	-
May	17 002	0,6	4,0	16 632	1,2	4,2
Aug	17 562	3,3	5,6	17 220	3,5	5,7
Nov	17 512	-0,3	4,1	17 156	-0,4	4,1
2015 Feb	17 961	2,6	6,3	17 480	1,9	6,4
May	18 285	1,8	7,5	17 877	2,3	7,5
Aug*	18 510	1,2	5,4	18 122	1,4	5,2
Nov	18 683	0,9	6,7	18 229	0,6	6,3

\*Revised estimates.

## 1.9 Community, social and personal services industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013	May	17 717	-	-	17 374	-	-
	Aug	17 820	0,6	-	17 504	0,7	-
	Nov	17 693	-0,7	-	17 389	-0,7	-
2014	Feb	17 619	-0,4	-	17 270	-0,7	-
	May	18 431	4,6	4,0	18 086	4,7	4,1
	Aug	19 218	4,3	7,8	18 908	4,5	8,0
2015	Nov	19 089	-0,7	7,9	18 760	-0,8	7,9
	Feb	19 152	0,3	8,7	18 796	0,2	8,8
	May	19 366	1,1	5,1	18 963	0,9	4,8
2015	Aug*	20 717	7,0	7,8	20 367	7,4	7,7
	Nov	20 702	-0,1	8,4	20 317	-0,2	8,3

\*Revised estimates.

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

Year and month		Including bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013	May	14 646	-	-
	Aug	14 604	-0,3	-
	Nov	14 665	0,4	-
2014	Feb	14 238	-2,9	-
	May	14 408	1,2	-1,6
	Aug	14 749	2,4	1,0
	Nov	14 770	0,1	0,7
2015	Feb	14 804	0,2	4,0
	May	14 686	-0,8	1,9
	Aug*	14 980	2,0	1,6
	Nov	15 036	0,4	1,8

\*Revised estimates.

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

Year and month		Including bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013	May	15 077	-	-
	Aug	15 972	5,9	-
	Nov	16 775	5,0	-
2014	Feb	14 124	-15,8	-
	May	14 003	-0,9	-7,1
	Aug	16 397	17,1	2,7
	Nov	17 103	4,3	2,0
2015	Feb	16 444	-3,9	16,4
	May	16 260	-1,1	16,1
	Aug*	17 303	6,4	5,5
	Nov	18 031	4,2	5,4

\*Revised estimates.

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes on page 31). At this stage the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.



## 2.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	13 386	-	-	12 488	-	-
Aug	13 296	-0,7	-	12 435	-0,4	-
Nov	13 535	1,8	-	12 539	0,8	-
2014 Feb	12 966	-4,2	-	12 139	-3,2	-
May	13 132	1,3	-1,9	12 205	0,5	-2,3
Aug	13 273	1,1	-0,2	12 432	1,9	0,0
Nov	13 516	1,8	-0,1	12 557	1,0	0,1
2015 Feb	13 363	-1,1	3,1	12 571	0,1	3,6
May	13 411	0,4	2,1	12 350	-1,8	1,2
Aug*	13 336	-0,6	0,5	12 498	1,2	0,5
Nov	13 597	2,0	0,6	12 558	0,5	0,0

\*Revised estimates.

## 2.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	28 861	-	-	26 625	-	-
Aug	28 188	-2,3	-	26 339	-1,1	-
Nov	29 743	5,5	-	27 731	5,3	-
2014 Feb	28 931	-2,7	-	26 894	-3,0	-
May	28 981	0,2	0,4	26 586	-1,1	-0,1
Aug	28 872	-0,4	2,4	26 942	1,3	2,3
Nov	30 849	6,8	3,7	28 945	7,4	4,4
2015 Feb	30 179	-2,2	4,3	28 213	-2,5	4,9
May	29 505	-2,2	1,8	27 062	-4,1	1,8
Aug*	29 731	0,8	3,0	27 726	2,5	2,9
Nov	31 955	7,5	3,6	29 566	6,6	2,1

\*Revised estimates.

## 2.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	11 390	-	-	10 812	-	-
Aug	11 308	-0,7	-	10 753	-0,5	-
Nov	11 254	-0,5	-	10 644	-1,0	-
2014 Feb	10 999	-2,3	-	10 528	-1,1	-
May	11 243	2,2	-1,3	10 712	1,7	-0,9
Aug	11 402	1,4	0,8	10 896	1,7	1,3
Nov	11 073	-2,9	-1,6	10 559	-3,1	-0,8
2015 Feb	11 486	3,7	4,4	10 989	4,1	4,4
May	11 352	-1,2	1,0	10 856	-1,2	1,3
Aug*	11 379	0,2	-0,2	10 887	0,3	-0,1
Nov	11 318	-0,5	2,2	10 778	-1,0	2,1

\*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	10 044	-	-	9 719	-	-
Aug	9 925	-1,2	-	9 610	-1,1	-
Nov	10 042	1,2	-	9 727	1,2	-
2014 Feb	9 979	-0,6	-	9 671	-0,6	-
May	10 001	0,2	-0,4	9 615	-0,6	-1,1
Aug	10 072	0,7	1,5	9 808	2,0	2,1
Nov	10 134	0,6	0,9	9 855	0,5	1,3
2015 Feb	10 100	-0,3	1,2	9 856	0,0	1,9
May	10 170	0,7	1,7	9 869	0,1	2,6
Aug*	10 160	-0,1	0,9	9 895	0,3	0,9
Nov	10 094	-0,6	-0,4	9 833	-0,6	-0,2

\*Revised estimates.

## 2.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	18 179	-	-	16 698	-	-
Aug	18 002	-1,0	-	16 870	1,0	-
Nov	18 206	1,1	-	17 054	1,1	-
2014 Feb	17 515	-3,8	-	16 458	-3,5	-
May	18 438	5,3	1,4	17 178	4,4	2,9
Aug	18 567	0,7	3,1	17 405	1,3	3,2
Nov	18 742	0,9	2,9	17 210	-1,1	0,9
2015 Feb	18 483	-1,4	5,5	17 282	0,4	5,0
May	18 263	-1,2	-0,9	17 212	-0,4	0,2
Aug*	18 393	0,7	-0,9	17 289	0,4	-0,7
Nov	18 303	-0,5	-2,3	17 169	-0,7	-0,2

\*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	15 941	-	-	15 552	-	-
Aug	15 951	0,1	-	15 620	0,4	-
Nov	16 010	0,4	-	15 677	0,4	-
2014 Feb	15 746	-1,6	-	15 317	-2,3	-
May	15 541	-1,3	-2,5	15 203	-0,7	-2,2
Aug	15 822	1,8	-0,8	15 514	2,0	-0,7
Nov	15 748	-0,5	-1,6	15 428	-0,6	-1,6
2015 Feb	16 109	2,3	2,3	15 677	1,6	2,4
May	15 983	-0,8	2,8	15 627	-0,3	2,8
Aug*	15 943	-0,3	0,8	15 609	-0,1	0,6
Nov	16 037	0,6	1,8	15 647	0,2	1,4

\*Revised estimates.

## 2.9 Community, social and personal services industry

Year and month		Including bonuses and overtime			Excluding bonuses and overtime		
		Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013	May	17 268	-	-	16 934	-	-
	Aug	17 085	-1,1	-	16 782	-0,9	-
	Nov	16 834	-1,5	-	16 545	-1,4	-
2014	Feb	16 420	-2,5	-	16 095	-2,7	-
	May	16 847	2,6	-2,4	16 532	2,7	-2,4
	Aug	17 314	2,8	1,3	17 034	3,0	1,5
	Nov	17 166	-0,9	2,0	16 871	-1,0	2,0
2015	Feb	17 177	0,1	4,6	16 857	-0,1	4,7
	May	16 928	-1,4	0,5	16 576	-1,7	0,3
	Aug*	17 844	5,4	3,1	17 543	5,8	3,0
	Nov	17 770	-0,4	3,5	17 439	-0,6	3,4

\*Revised estimates.

## Additional information

### Technical notes

#### 1. Confidence intervals

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

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

Lower limit

= lower 95% confidence limit of a population parameter

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

and

Upper limit

= upper 95% confidence limit of a population parameter

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

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

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

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

Industry	Quarter ended September 2015				Quarter ended December 2015			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	476 250	476 250	476 250	0,0	462 257	462 257	462 257
Manufacturing	0,5	1 121 486	1 132 960	1 144 435	0,5	1 117 386	1 129 005	1 140 624
Electricity, gas and water supply	0,4	57 228	57 669	58 111	0,4	57 842	58 289	58 736
Construction	1,8	462 394	479 277	496 159	1,9	453 393	470 604	487 815
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,8	1 826 053	1 853 990	1 881 927	0,8	1 867 432	1 896 041	1 924 650
Transport, storage and communication	1,1	427 787	437 026	446 265	1,1	425 248	434 534	443 820
Financial intermediation, insurance, real estate and business services	1,0	1 953 588	1 993 341	2 033 094	1,1	1 967 275	2 009 471	2 051 667
Community, social and personal services	0,3	2 502 844	2 518 586	2 534 329	0,3	2 515 506	2 531 644	2 547 783
<b>Total</b>	<b>0,3</b>	<b>8 893 458</b>	<b>8 949 100</b>	<b>9 004 741</b>	<b>0,3</b>	<b>8 934 306</b>	<b>8 991 845</b>	<b>9 049 384</b>

\*Revised estimates.

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes on page 31).

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

Industry	Quarter ended September 2015				Quarter ended December 2015			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	28 908 353	28 908 353	28 908 353	0,0	29 052 781	29 052 781	29 052 781
Manufacturing	0,6	55 242 134	55 890 339	56 538 544	0,7	60 936 731	61 725 859	62 514 987
Electricity, gas and water supply	0,4	6 105 160	6 152 386	6 199 612	0,3	7 403 291	7 446 627	7 489 962
Construction	2,4	18 598 014	19 498 080	20 398 146	2,5	20 884 331	21 974 480	23 064 629
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,4	66 738 014	68 556 573	70 375 132	1,4	73 497 323	75 530 462	77 563 601
Transport, storage and communication	1,0	29 397 274	30 012 375	30 627 476	1,2	30 927 004	31 663 723	32 400 442
Financial intermediation, insurance, real estate and business services	1,7	119 291 843	123 431 998	127 572 153	2,0	125 651 206	130 665 105	135 679 005
Community, social and personal services	0,7	160 847 277	163 130 481	165 413 685	0,7	166 282 343	168 666 530	171 050 717
<b>Total</b>	<b>0,5</b>	<b>490 353 722</b>	<b>495 580 584</b>	<b>500 807 446</b>	<b>0,6</b>	<b>520 626 453</b>	<b>526 725 568</b>	<b>532 824 683</b>

\*Revised estimates.

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes on page 31).

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

Industry	August* 2015				November 2015			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	20 089	20 089	20 089	0,0	21 006	21 006	21 006
Manufacturing	0,8	15 245	15 483	15 721	0,8	15 596	15 841	16 086
Electricity, gas and water supply	0,5	34 167	34 518	34 869	0,5	36 850	37 228	37 606
Construction	2,8	12 478	13 211	13 944	2,8	12 470	13 186	13 902
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,6	11 416	11 796	12 176	1,5	11 403	11 759	12 115
Transport, storage and communication	1,5	20 731	21 354	21 977	1,5	20 683	21 323	21 963
Financial intermediation, insurance, real estate and business services	1,9	17 825	18 510	19 195	1,9	17 971	18 683	19 395
Community, social and personal services	0,8	20 394	20 717	21 040	0,8	20 379	20 702	21 025
<b>Total</b>	<b>0,6</b>	<b>17 187</b>	<b>17 392</b>	<b>17 597</b>	<b>0,6</b>	<b>17 309</b>	<b>17 517</b>	<b>17 725</b>

\*Revised estimates.

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes on page 31).

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

Industry	August* 2015				November 2015			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying	-	-	-	-	-	-	-	-
Manufacturing	0,8	14 282	14 510	14 738	0,8	14 399	14 630	14 861
Electricity, gas and water supply	0,5	31 857	32 190	32 523	0,5	34 086	34 444	34 802
Construction	2,9	11 928	12 640	13 352	2,8	11 865	12 556	13 247
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,7	11 113	11 488	11 863	1,6	11 104	11 456	11 808
Transport, storage and communication	1,5	19 486	20 073	20 660	1,5	19 401	20 002	20 603
Financial intermediation, insurance, real estate and business services	1,9	17 443	18 122	18 801	2,0	17 526	18 229	18 932
Community, social and personal services	0,8	20 059	20 367	20 675	0,8	20 007	20 317	20 627

\*Revised estimates.

\*\*Data obtained from the Department of Mineral Resources (see explanatory notes on page 31). At this stage the Department of Mineral Resources is unable to provide data items with regard to bonuses and overtime payments separately.

## Explanatory notes

### Introduction

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

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

Part 2 deals with the estimation of average monthly earnings.

### Scope of the survey

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

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

### Classification

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

### Statistical unit

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

### Purpose of the survey

4. The *Quarterly employment statistics* survey is a quarterly survey covering a sample of approximately 20 797 (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 Department of Minerals Resources as soon as they receive more information from the different mines. Users must take note that gross earnings estimates based on the 2013 frame 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:

- *Bulletin of Statistics*;
- *Quarterly Labour Force Survey*; and
- *South African Statistics*.

**Pre-release policy** 12. Stats SA's pre-release policy may be inspected at its website, [www.statssa.gov.za](http://www.statssa.gov.za)

**Response rate** 13. The response rate for the quarter ended December 2015 was 91,1%.

**Abbreviations and symbols**

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

## Glossary

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

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

**Severance, termination  
and redundancy payments**

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

**Temporary employees**

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

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