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Contents	Page
Part A - Key estimates of number of employees and their earnings	4
Table A – Number of employees as at the end of March 2007 and June 2007, and gross earnings for the quarters ended March 2007 and June 2007.....	4
Part B - Key estimates of average monthly earnings	5
Table B – Average monthly earnings paid to employees in the formal non-agricultural business sector	5
Part 1 - Estimation of number of employees and their earnings	8
Table 1 – Total (all formal non-agricultural industries).....	8
1.1 Number of employees	8
1.2 Gross earnings	8
Table 2 – Mining and quarrying industry	9
2.1 Number of employees	9
2.2 Gross earnings	9
Table 3 – Manufacturing industry	10
3.1 Number of employees	10
3.2 Gross earnings	10
Table 4 – Electricity, gas and water supply industry.....	11
4.1 Number of employees	11
4.2 Gross earnings	11
Table 5 – Construction industry	12
5.1 Number of employees	12
5.2 Gross earnings	12
Table 6 – Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry.....	13
6.1 Number of employees	13
6.2 Gross earnings	13
Table 7 – Transport, storage and communication industry	14
7.1 Number of employees	14
7.2 Gross earnings	14
Table 8 – Financial intermediation, insurance, real estate and business services industry.....	15
8.1 Number of employees	15
8.2 Gross earnings	15
Table 9 – Community, social and personal services industry	16
9.1 Number of employees	16
9.2 Gross earnings	16
Part 2 - Estimation of average monthly earnings	17
Table 1 – Average monthly earnings at current prices, by industry.....	17
1.1 Total (All formal non-agricultural industries)	17
1.2 Mining and quarrying industry**	17
1.3 Manufacturing industry	18
1.4 Electricity, gas and water supply industry.....	18

1.5	Construction industry	19
1.6	Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry	19
1.7	Transport, storage and communication industry	20
1.8	Financial intermediation, insurance, real estate and business services industry	20
1.9	Community, social and personal services industry	21
Table 2 – Average monthly earnings at constant 2000 prices, by industry		22
2.1	Total (All formal non-agricultural industries)	22
2.2	Mining and quarrying industry**	22
2.3	Manufacturing industry	23
2.4	Electricity, gas and water industry	23
2.5	Construction industry	24
2.6	Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry	24
2.7	Transport, storage and communication industry	25
2.8	Financial intermediation, insurance, real estate and business services industry	25
2.9	Community, social and personal services industry	26
Additional information		27
Technical notes		27
Table C - Estimates of number of employees by industry within 95% confidence limits		28
Table D - Estimates of gross earnings (R' 000) by industry within 95% confidence limits		28
Table E - Estimates of average monthly earnings, including bonuses and overtime payments, at current prices, by industry within 95% confidence limits		29
Table F - Estimates of average monthly earnings, excluding bonuses and overtime payments, at current prices, by industry within 95% confidence limits		29
Explanatory notes		30
Glossary		33
General information		36

Part A - Key estimates of number of employees and their earnings

Table A – Number of employees as at the end of March 2007 and June 2007, and gross earnings for the quarters ended March 2007 and June 2007.

Main estimates	Quarter ended June 2006	Quarter ended March 2007*	Quarter ended June 2007	Percentage change between the quarters ended March 2007 and June 2007	Percentage change between the quarters ended June 2006 and June 2007
Number of employees (000)	8 059	8 244	8 297	0,6	3,0
Gross earnings (R' 000)	190 850 000	205 192 000	211 225 000	2,9	10,7

*Revised estimates

Key findings for the quarter ended June 2007

Employment in the formal non-agricultural business sector increased between the quarters ended March 2007 and June 2007.

The June 2007 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 53 000 persons (or +0,6%) from March 2007 (an estimated 8 244 000 employees) to June 2007 (an estimated 8 297 000 employees).

Gross earnings paid to employees in the formal non-agricultural business sector increased between the quarters ended March 2007 and June 2007.

According to the June 2007 Quarterly Employment Statistics (QES) survey gross earnings paid to employees during the quarter ended June 2007 (April 2007 to June 2007) amounted to R211 225 million. This represents a quarterly increase of R6 033 million (or +2,9%) compared with the quarter ended March 2007 (January 2007 to March 2007).

Employment in the formal non-agricultural business sector increased between the quarters ended June 2006 and June 2007.

According to the June 2007 Quarterly Employment Statistics (QES) survey an estimated 8 297 000 people were employed in the formal non-agricultural business sector of the South African economy. This reflected an annual increase of about 238 000 employees (or + 3,0%) compared with June 2006 (an estimated 8 059 000 employees).

Gross earnings paid to employees in the formal non-agricultural business sector increased between the quarters ended June 2006 and June 2007.

The gross earnings paid to employees during the quarter ended June 2007 (April 2007 to June 2007) amounted to R211 225 million. This reflects an annual increase of R20 375 million (or +10,7%) compared with June 2006 (April 2006 to June 2006).

Part B - Key estimates of average monthly earnings

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

Average monthly earnings	May 2006 (Rand)	February 2007 (Rand)*	May 2007 (Rand)	Percentage change between February 2007 and May 2007	Percentage change between May 2006 and May 2007
Including bonuses and overtime payments	7 531	7 870	8 093	2,8	7,5

*Revised estimates

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 February 2007 and May 2007.

The June 2007 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 2,8% between February 2007 and May 2007.

Average monthly earnings, including bonuses and overtime payments, paid to employees in the formal non-agricultural business sector increased between May 2006 and May 2007.

The June 2007 Quarterly Employment Statistics (QES) survey reflected an annual increase of 7,5% in average monthly earnings paid to employees in the formal non-agricultural business sector between May 2006 (an estimated R7 531) and May 2007 (an estimated R8 093).

PJ Lehohla
Statistician-General

Quarterly changes in the level of employment at June 2007

The *mining and quarrying industry* reported an annual increase of 34 000 employees (or +7,4%) at June 2007 compared with June 2006 and a quarterly increase of 9 000 employees (or +1,9%) at June 2007 compared with March 2007.

See explanatory notes: p.31 paragraph 5.

The *manufacturing industry* reported an annual decrease of 8 000 employees (or -0,6%) at June 2007 compared with June 2006.

There was a quarterly increase of 1 000 employees (or +0,1%) at June 2007 compared with March 2007. This is mainly due to the increases in employment in the manufacturing of other food products; and manufacturing of furnitures.

The *electricity, gas & water supply industry* reported an annual increase of 2 000 employees (or +3,8%) at June 2007 compared with June 2006.

The *construction industry* reported an annual increase of 19 000 employees (or +4,2%) at June 2007 compared with June 2006.

There was a quarterly increase of 5 000 employees (or +1,1%) at June 2007 compared with March 2007. This is mainly due to increases in employment in the building installations and building completion sub-industries.

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 68 000 employees (or +4,1%) at June 2007 compared with June 2006.

There was a quarterly increase of 26 000 employees (or +1,5%) at June 2007 compared with March 2007. This is mainly due to increases in employment in the wholesale and retail trade except of motor vehicles & motor cycles.

The *transport, storage and communication industry* reported an annual increase of 5 000 employees (or +1,4%) at June 2007 compared with June 2006.

There was a quarterly decrease of 4 000 employees (or -1,1%) at June 2007 compared with March 2007. This is mainly due to decreases in employment in land transport; and supporting and auxiliary transport activities.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 89 000 employees (or +5,1%) at June 2007 compared with June 2006.

There was a quarterly increase of 15 000 employees (or +0,8%) at June 2007 compared with March 2007. This is mainly due to increases in employment in financial intermediation, except insurance and pension funding; real estate activities; legal, accounting, bookkeeping and auditing activities; and business activities not elsewhere classified.

The *community, social and personal services industry* reported an annual increase of 27 000 employees (or +1,3%) at June 2007 compared with June 2006.

Gross earnings paid to employees for the quarter ended June 2007

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R1 436 million (or +15,1%) for the quarter ended June 2007 compared with the quarter ended June 2006.

There was a quarterly increase of R418 million (or +4,0%) for the quarter ended June 2007 compared with the quarter ended March 2007.

See explanatory notes: p.31 paragraph 5.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R1 640 million (or +5,9%) for the quarter ended June 2007 compared with the quarter ended June 2006.

There was a quarterly increase of R566 million (or +2,0%) for the quarter ended June 2007 compared with the quarter ended March 2007.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R329 million (or +15,7%) for the quarter ended June 2007 compared with the quarter ended June 2006.

There was a quarterly decrease of R28 million (or -1,1%) for the quarter ended June 2007 compared with the quarter ended March 2007.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R962 million (or +14,3%) for the quarter ended June 2007 compared with the quarter ended June 2006.

There was a quarterly increase of R364 million (or +5,0%) for the quarter ended June 2007 compared with the quarter ended March 2007.

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 R2 915 million (or +10,6%) for the quarter ended June 2007 compared with the quarter ended June 2006.

There was a quarterly increase of R1 146 million (or +3,9%) for the quarter ended June 2007 compared with the quarter ended March 2007.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R1 466 million (or +12,8%) for the quarter ended June 2007 compared with the quarter ended June 2006.

There was a quarterly increase of R940 million (or +7,9%) for the quarter ended June 2007 compared with the quarter ended March 2007.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R6 435 million (or +12,6%) for the quarter ended June 2007 compared with the quarter ended June 2006.

There was a quarterly increase of R1 034 million (or +1,8%) for the quarter ended June 2007 compared with the quarter ended March 2007.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R5 192 million (or +9,5%) for the quarter ended June 2007 compared with the quarter ended June 2006.

There was a quarterly increase of R1 594 million (or +2,7%) for the quarter ended June 2007 compared with the quarter ended March 2007.

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	Change in number of employees	% change in number of employees	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			Quarter		Annual	
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	151 000	2,1	-	-	-	-	-
2006 Mar	7 238 000	-10 000	-0,1	293 000	4,2	-	-	-	-	-
Jun	7 285 000	47 000	0,6	207 000	2,9	8 059 000	-	-	-	-
Sep	7 337 000	52 000	0,7	172 000	2,4	8 124 000	65 000	0,8	-	-
Dec	-	-	-	-	-	8 222 000	98 000	1,2	-	-
2007 Mar*	-	-	-	-	-	8 244 000	22 000	0,3	-	-
Jun	-	-	-	-	-	8 297 000	53 000	0,6	238 000	3,0

*Revised estimates

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	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual			Quarter		Annual	
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	10 925 000	6,8	-	-	-	-	-
2006 Mar	163 864 000	-6 800 000	-4,0	17 418 000	11,9	-	-	-	-	-
Jun	164 747 000	883 000	0,5	13 097 000	8,6	190 850 000	-	-	-	-
Sep	173 302 000	8 555 000	5,2	16 982 000	10,9	199 761 000	8 911 000	4,7	-	-
Dec	-	-	-	-	-	220 239 000	20 478 000	10,3	-	-
2007 Mar*	-	-	-	-	-	205 192 000	-15 047 000	-6,8	-	-
Jun	-	-	-	-	-	211 225 000	6 033 000	2,9	20 375 000	10,7

*Revised estimates

Table 2 – Mining and quarrying industry

See explanatory notes: p.31 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	Change in number of employees	% change in number of employees	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			Quarter		Annual	
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	-17 000	-3,7	-	-	-	-	-
2006 Mar	446 000	7 000	1,6	-3 000	-0,7	-	-	-	-	-
Jun	458 000	12 000	2,7	14 000	3,2	459 000	-	-	-	-
Sep	463 000	5 000	1,1	19 000	4,3	463 000	4 000	0,9	-	-
Dec	-	-	-	-	-	475 000	12 000	2,6	-	-
2007 Mar*	-	-	-	-	-	484 000	9 000	1,9	-	-
Jun	-	-	-	-	-	493 000	9 000	1,9	34 000	7,4

*Revised estimates

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	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual			Quarter		Annual	
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	881 000	10,0	-	-	-	-	-
2006 Mar	9 450 000	-261 000	-2,7	1 015 000	12,0	-	-	-	-	-
Jun	9 571 000	121 000	1,3	1 121 000	13,3	9 497 000	-	-	-	-
Sep	10 111 000	540 000	5,6	831 000	9,0	10 049 000	552 000	5,8	-	-
Dec	-	-	-	-	-	10 505 000	456 000	4,5	-	-
2007 Mar*	-	-	-	-	-	10 515 000	10 000	0,1	-	-
Jun	-	-	-	-	-	10 933 000	418 000	4,0	1 436 000	15,1

*Revised estimates

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	Change in number of employees	% change in number of employees	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			Quarter		Annual	
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	17 000	1,4	-	-	-	-	-
2006 Mar	1 193 000	-2 000	-0,2	17 000	1,4	-	-	-	-	-
Jun	1 196 000	3 000	0,3	14 000	1,2	1 331 000	-	-	-	-
Sep	1 192 000	-4 000	-0,3	3 000	0,3	1 334 000	3 000	0,2	-	-
Dec	-	-	-	-	-	1 333 000	-1 000	-0,1	-	-
2007 Mar	-	-	-	-	-	1 322 000	-11 000	-0,8	-	-
Jun	-	-	-	-	-	1 323 000	1 000	0,1	-8 000	-0,6

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	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual			Quarter		Annual	
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	1 199 000	4,6	-	-	-	-	-
2006 Mar	24 239 000	-3 172 000	-11,6	1 195 000	5,2	-	-	-	-	-
Jun	24 551 000	312 000	1,3	1 611 000	7,0	27 914 000	-	-	-	-
Sep	25 202 000	651 000	2,7	1 365 000	5,7	28 897 000	983 000	3,5	-	-
Dec	-	-	-	-	-	33 635 000	4 738 000	16,4	-	-
2007 Mar*	-	-	-	-	-	28 988 000	-4 647 000	-13,8	-	-
Jun	-	-	-	-	-	29 554 000	566 000	2,0	1 640 000	5,9

*Revised estimates

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	Change in number of employees	% change in number of employees	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			Quarter		Annual	
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	-	-	-	-	-	-	-
Dec	45 000	0	0,0	3 000	7,1	-	-	-	-	-
2006 Mar	46 000	1 000	2,2	2 000	4,5	-	-	-	-	-
Jun	45 000	-1 000	-2,2	1 000	2,3	52 000	-	-	-	-
Sep	44 000	-1 000	-2,2	-1 000	-2,2	51 000	-1 000	-1,9	-	-
Dec	-	-	-	-	-	53 000	2 000	3,9	-	-
2007 Mar	-	-	-	-	-	54 000	1 000	1,9	-	-
Jun	-	-	-	-	-	54 000	0	0,0	2 000	3,8

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	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual			Quarter		Annual	
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	-	-	-	-	-	-	-
Dec	2 378 000	434 000	22,3	378 000	18,9	-	-	-	-	-
2006 Mar	1 967 000	-411 000	-17,3	142 000	7,8	-	-	-	-	-
Jun	1 914 000	-53 000	-2,7	-786 000	-29,1	2 097 000	-	-	-	-
Sep	2 576 000	662 000	34,6	632 000	32,5	2 775 000	678 000	32,3	-	-
Dec	-	-	-	-	-	2 698 000	-77 000	-2,8	-	-
2007 Mar*	-	-	-	-	-	2 454 000	-244 000	-9,0	-	-
Jun	-	-	-	-	-	2 426 000	-28 000	-1,1	329 000	15,7

*Revised estimates

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	Change in number of employees	% change in number of employees	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			Quarter		Annual	
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	76 000	20,4	-	-	-	-	-
2006 Mar	457 000	8 000	1,8	82 000	21,9	-	-	-	-	-
Jun	447 000	-10 000	-2,2	15 000	3,5	456 000	-	-	-	-
Sep	450 000	3 000	0,7	11 000	2,5	459 000	3 000	0,7	-	-
Dec	-	-	-	-	-	458 000	-1 000	-0,2	-	-
2007 Mar*	-	-	-	-	-	470 000	12 000	2,6	-	-
Jun	-	-	-	-	-	475 000	5 000	1,1	19 000	4,2

*Revised estimates

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	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual			Quarter		Annual	
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	1 212 000	20,7	-	-	-	-	-
2006 Mar	6 568 000	-488 000	-6,9	1 904 000	40,8	-	-	-	-	-
Jun	6 445 000	-123 000	-1,9	826 000	14,7	6 743 000	-	-	-	-
Sep	6 661 000	216 000	3,4	882 000	15,3	6 893 000	150 000	2,2	-	-
Dec	-	-	-	-	-	7 896 000	1 003 000	14,6	-	-
2007 Mar*	-	-	-	-	-	7 341 000	-555 000	-7,0	-	-
Jun	-	-	-	-	-	7 705 000	364 000	5,0	962 000	14,3

*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	Estimates based on 2004 Frame					Estimates based on 2006 Frame				
	Number of employees	Change in number of employees	% change in 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	Change in number of employees	% change in number of employees
		Quarter		Annual			Quarter		Annual	
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	42 000	3,0	-	-	-	-	-
2006 Mar	1 393 000	-37 000	-2,6	46 000	3,4	-	-	-	-	-
Jun	1 403 000	10 000	0,7	30 000	2,2	1 664 000	-	-	-	-
Sep	1 421 000	18 000	1,3	40 000	2,9	1 673 000	9 000	0,5	-	-
Dec	-	-	-	-	-	1 739 000	66 000	3,9	-	-
2007 Mar	-	-	-	-	-	1 706 000	-33 000	-1,9	-	-
Jun	-	-	-	-	-	1 732 000	26 000	1,5	68 000	4,1

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	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual			Quarter		Annual	
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	722 000	3,2	-	-	-	-	-
2006 Mar	21 257 000	-2 094 000	-9,0	1 938 000	10,0	-	-	-	-	-
Jun	21 956 000	699 000	3,3	2 208 000	11,2	27 465 000	-	-	-	-
Sep	22 358 000	402 000	1,8	1 590 000	7,7	28 006 000	541 000	2,0	-	-
Dec	-	-	-	-	-	31 722 000	3 716 000	13,3	-	-
2007 Mar*	-	-	-	-	-	29 234 000	-2 488 000	-7,8	-	-
Jun	-	-	-	-	-	30 380 000	1 146 000	3,9	2 915 000	10,6

*Revised estimates

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	Change in number of employees	% change in number of employees	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				Quarter	Annual		
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	-1 000	-0,3	-	-	-	-	-
2006 Mar	306 000	-6 000	-1,9	-6 000	-1,9	-	-	-	-	-
Jun	311 000	5 000	1,6	-9 000	-2,8	352 000	-	-	-	-
Sep	319 000	8 000	2,6	-3 000	-0,9	360 000	8 000	2,3	-	-
Dec	-	-	-	-	-	364 000	4 000	1,1	-	-
2007 Mar*	-	-	-	-	-	361 000	-3 000	-0,8	-	-
Jun	-	-	-	-	-	357 000	-4 000	-1,1	5 000	1,4

*Revised estimates

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	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter	Annual				Quarter	Annual		
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	394 000	3,9	-	-	-	-	-
2006 Mar	10 752 000	162 000	1,5	1 291 000	13,6	-	-	-	-	-
Jun	10 873 000	121 000	1,1	640 000	6,3	11 431 000	-	-	-	-
Sep	11 049 000	176 000	1,6	926 000	9,1	12 323 000	892 000	7,8	-	-
Dec	-	-	-	-	-	13 226 000	903 000	7,3	-	-
2007 Mar*	-	-	-	-	-	11 957 000	-1 269 000	-9,6	-	-
Jun	-	-	-	-	-	12 897 000	940 000	7,9	1 466 000	12,8

*Revised estimates

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	Change in number of employees	% change in number of employees	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			Quarter		Annual	
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	-6 000	-0,4	-	-	-	-	-
2006 Mar	1 557 000	-2 000	-0,1	108 000	7,5	-	-	-	-	-
Jun	1 586 000	29 000	1,9	108 000	7,3	1 745 000	-	-	-	-
Sep	1 596 000	10 000	0,6	72 000	4,7	1 773 000	28 000	1,6	-	-
Dec	-	-	-	-	-	1 799 000	26 000	1,5	-	-
2007 Mar*	-	-	-	-	-	1 819 000	20 000	1,1	-	-
Jun	-	-	-	-	-	1 834 000	15 000	0,8	89 000	5,1

*Revised estimates

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	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual			Quarter		Annual	
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	3 516 000	9,9	-	-	-	-	-
2006 Mar	39 685 000	686 000	1,8	5 750 000	16,9	-	-	-	-	-
Jun	39 067 000	-618 000	-1,6	4 736 000	13,8	50 879 000	-	-	-	-
Sep	41 659 000	2 592 000	6,6	5 291 000	14,5	52 779 000	1 900 000	3,7	-	-
Dec	-	-	-	-	-	59 860 000	7 081 000	13,4	-	-
2007 Mar*	-	-	-	-	-	56 280 000	-3 580 000	-6,0	-	-
Jun	-	-	-	-	-	57 314 000	1 034 000	1,8	6 435 000	12,6

*Revised estimates

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	Change in number of employees	% change in number of employees	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			Quarter		Annual	
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	37 000	2,1	-	-	-	-	-
2006 Mar	1 840 000	21 000	1,2	47 000	2,6	-	-	-	-	-
Jun	1 839 000	-1 000	-0,1	34 000	1,9	2 001 000	-	-	-	-
Sep	1 853 000	14 000	0,8	32 000	1,8	2 010 000	9 000	0,4	-	-
Dec	-	-	-	-	-	2 001 000	-9 000	-0,4	-	-
2007 Mar*	-	-	-	-	-	2 027 000	26 000	1,3	-	-
Jun	-	-	-	-	-	2 028 000	1 000	0,0	27 000	1,3

*Revised estimates

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	Change in gross earnings	% change in gross earnings	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual			Quarter		Annual	
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	2 623 000	5,4	-	-	-	-	-
2006 Mar	49 946 000	-1 222 000	-2,4	4 183 000	9,1	-	-	-	-	-
Jun	50 369 000	423 000	0,8	2 740 000	5,8	54 825 000	-	-	-	-
Sep	53 686 000	3 317 000	6,6	5 465 000	11,3	58 040 000	3 215 000	5,9	-	-
Dec	-	-	-	-	-	60 696 000	2 656 000	4,6	-	-
2007 Mar*	-	-	-	-	-	58 423 000	-2 273 000	-3,7	-	-
Jun	-	-	-	-	-	60 017 000	1 594 000	2,7	5 192 000	9,5

*Revised estimates

Part 2 - Estimation of average monthly earnings

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

1.1 Total (All formal non-agricultural industries)

Year and month		Including bonuses and overtime					
		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	-	-	-	7 924	0,4	-
2007	Feb*	-	-	-	7 870	-0,7	-
	May				8 093	2,8	7,5

*Revised estimates

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	-	-	-	7 487	2,0	-
2007	Feb*	-	-	-	7 376	-1,5	-
	May				7 355	-0,3	7,3

*Revised estimates

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	-	-	-	7 161	1,2	-	-	-	-	6 611	0,2	-
2007 Feb*	-	-	-	7 029	-1,8	-	-	-	-	6 487	-1,9	-
May				7 239	3,0	6,1				6 705	3,4	5,2

*Revised estimates

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	-	-	-	14 399	1,3	-	-	-	-	13 442	1,3	-
2007 Feb*	-	-	-	15 081	4,7	-	-	-	-	14 175	5,5	-
May				14 618	-3,1	9,3				13 527	-4,6	9,5

*Revised estimates

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	-	-	-	5 126	3,0	-	-	-	-	4 811	1,8	-
2007 Feb*	-	-	-	5 208	1,6	-	-	-	-	4 958	3,1	-
May				5 265	1,1	8,5				4 985	0,5	8,0

*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					
	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	-	-	-	5 466	0,7	-	-	-	-	5 205	-0,7	-
2007 Feb*	-	-	-	5 456	-0,2	-	-	-	-	5 225	0,4	-
May				5 573	2,1	5,9				5 358	2,5	5,1

*Revised estimates

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	-	-	-	10 709	1,3	-	-	-	-	9 763	0,3	-
2007 Feb*	-	-	-	10 790	0,8	-	-	-	-	9 978	2,2	-
May	-	-	-	11 177	3,6	6,3	-	-	-	10 195	2,2	5,5

*Revised estimates

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

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	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	6 724			-	-	-	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	-	-	-	9 407	-1,7	-	-	-	-	9 065	-0,4	-
2007 Feb*	-	-	-	9 318	-0,9	-	-	-	-	9 054	-0,1	-
May	-	-	-	9 741	4,5	9,2	-	-	-	9 401	3,8	9,5

*Revised estimates

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	-	-	-	9 295	1,8	-	-	-	-	9 038	1,7	-
2007	Feb*	-	-	-	9 195	-1,1	-	-	-	-	8 968	-0,8	-
	May	-	-	-	9 449	2,8	7,6	-	-	-	9 152	2,1	7,2

*Revised estimates

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	-	-	-	5 805	0,1	-
2007 Feb*	-	-	-	5 703	-1,8	-
May				5 707	0,1	0,5

*Revised estimates

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	-	-	-	5 485	1,6	-
2007 Feb*	-	-	-	5 345	-2,6	-
May				5 187	-3,0	0,4

*Revised estimates

**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	-	-	-	5 246	0,8	-	-	-	-	4 843	-0,1	-
2007 Feb*	-	-	-	5 093	-2,9	-	-	-	-	4 701	-2,9	-
May				5 105	0,2	-0,7				4 728	0,6	-1,6

*Revised estimates

2.4 Electricity, gas and water 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	-	-	-	10 549	1,0	-	-	-	-	9 848	1,0	-
2007 Feb*	-	-	-	10 928	3,6	-	-	-	-	10 272	4,3	-
May				10 309	-5,7	2,2				9 539	-7,1	2,4

*Revised estimates

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	-	-	-	3 755	2,6	-	-	-	-	3 525	1,5	-
2007 Feb*	-	-	-	3 774	0,5	-	-	-	-	3 593	1,9	-
May				3 713	-1,6	1,4				3 516	-2,1	1,0

*Revised estimates

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

Year and month	Including bonuses and overtime						Excluding bonuses and overtime					
	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	-	-	-	4 004	0,3	-	-	-	-	3 813	-1,1	-
2007 Feb*	-	-	-	3 954	-1,2	-	-	-	-	3 786	-0,7	-
May				3 930	-0,6	-1,0				3 779	-0,2	-1,7

*Revised estimates

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	-	-	-	7 845	0,9	-	-	-	-	7 152	0,0	-
2007 Feb*	-	-	-	7 819	-0,3	-	-	-	-	7 230	1,1	-
May				7 882	0,8	-0,6				7 190	-0,6	-1,3

*Revised estimates

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	-	-	-	6 892	-2,0	-	-	-	-	6 641	-0,8	-
2007 Feb*	-	-	-	6 752	-2,0	-	-	-	-	6 561	-1,2	-
May				6 870	1,7	2,2				6 630	1,1	2,4

*Revised estimates

2.9 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	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	-	-	-	6 810	1,5	-	-	-	-	6 621	1,3	-
2007 Feb*	-	-	-	6 663	-2,2	-	-	-	-	6 499	-1,8	-
May				6 664	0,0	0,6				6 454	-0,7	0,3

*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) 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 March 2007*				Quarter ended June 2007			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	484 286	484 286	484 286	0,0	493 281	493 281	493 281	0,0
Manufacturing	1 290 732	1 322 100	1 353 468	1,2	1 289 691	1 322 990	1 356 290	1,3
Electricity, gas and water supply	50 484	54 456	58 428	3,7	50 584	54 432	58 280	3,6
Construction	436 672	469 695	502 719	3,6	441 471	475 274	509 076	3,6
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 624 410	1 706 104	1 787 797	2,4	1 651 776	1 732 437	1 813 098	2,4
Transport, storage and communication	346 242	361 331	376 420	2,1	343 422	356 969	370 515	1,9
Financial intermediation, insurance, real estate and business services	1 735 058	1 818 739	1 902 420	2,3	1 749 012	1 833 804	1 918 596	2,4
Community, social and personal services	2 001 685	2 027 191	2 052 697	0,6	2 000 844	2 027 599	2 054 354	0,7
Total	8 118 318	8 243 902	8 369 486	0,8	8 169 885	8 296 785	8 423 685	0,8

*Revised estimates

**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 March 2007*				Quarter ended June 2007			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	10 514 641	10 514 641	10 514 641	0,0	10 932 933	10 932 933	10 932 933	0,0
Manufacturing	28 265 424	28 988 037	29 710 649	1,3	28 812 496	29 553 785	30 295 073	1,3
Electricity, gas and water supply	2 367 379	2 453 599	2 539 819	1,8	2 334 817	2 425 908	2 517 000	1,9
Construction	6 779 620	7 341 040	7 902 460	3,9	7 135 940	7 704 599	8 273 257	3,8
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	27 513 248	29 234 480	30 955 711	3,0	28 763 292	30 379 789	31 996 286	2,7
Transport, storage and communication	11 481 687	11 956 715	12 431 743	2,0	12 212 386	12 896 567	13 580 748	2,7
Financial intermediation, insurance, real estate and business services	51 100 114	56 280 083	61 460 052	4,7	51 989 372	57 314 378	62 639 384	4,7
Community, social and personal services	57 487 825	58 422 947	59 358 070	0,8	59 013 538	60 017 439	61 021 339	0,9
Total	199 813 313	205 191 542	210 569 770	1,3	205 768 662	211 225 398	216 682 134	1,3

*Revised estimates

**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	February 2007*				May 2007			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	7 376	7 376	7 376	0,0	7 355	7 355	7 355	0,0
Manufacturing	6 797	7 029	7 261	1,7	6 986	7 239	7 492	1,8
Electricity, gas and water supply	13 878	15 081	16 284	4,1	13 406	14 618	15 830	4,2
Construction	4 685	5 208	5 731	5,1	4 751	5 265	5 779	5,0
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	5 073	5 456	5 839	3,6	5 175	5 573	5 971	3,6
Transport, storage and communication	10 226	10 790	11 354	2,7	10 635	11 177	11 719	2,5
Financial intermediation, insurance, real estate and business services	8 295	9 318	10 341	5,6	8 777	9 741	10 705	5,0
Community, social and personal services	9 003	9 195	9 387	1,1	9 245	9 449	9 653	1,1
Total	7 629	7 870	8 111	1,6	7 861	8 093	8 325	1,5

*Revised estimates

**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	February 2007*				May 2007			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	6 271	6 487	6 703	1,7	6 468	6 705	6 942	1,8
Electricity, gas and water supply	13 037	14 175	15 313	4,1	12 391	13 527	14 663	4,3
Construction	4 458	4 958	5 458	5,1	4 497	4 985	5 473	5,0
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	4 858	5 225	5 592	3,6	4 972	5 358	5 744	3,7
Transport, storage and communication	9 476	9 978	10 480	2,6	9 686	10 195	10 704	2,5
Financial intermediation, insurance, real estate and business services	8 042	9 054	10 066	5,7	8 457	9 401	10 345	5,1
Community, social and personal services	8 778	8 968	9 158	1,1	8 951	9 152	9 353	1,1

*Revised estimates.

**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.

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.

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 (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.

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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.
- Response rate** 14. The percentage response for the June 2007 quarter is 90,8%

Abbreviations and symbols

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

Annual percentage change	An annual percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given period compared with the employment, the gross earnings or the average monthly earnings of the corresponding period of the previous year expressed as a percentage.
Average monthly earnings at constant 2000 prices	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).
Average monthly earnings at current prices	Average monthly earnings at current prices are calculated by dividing the total gross earnings, excluding severance, termination and redundancy payments, for the reference month by the number of employees as at the end of the reference month.
Casual employees	Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employee'. Such employees are typically working daily or hourly. Employers can dispense with their services at a very short notice, usually not exceeding a period of one week. Casual employees are not entitled to benefits such as paid leave and medical aid contributions paid by employers.
Enterprises	Enterprises are legal units, or a combination of legal units that includes and directly controls all functions necessary to carry out its production activities.
Formal sector	The formal sector includes all businesses that are registered in any way.
Full-time employees	Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 hours or more per week. This excludes the self-employed and working proprietors. (Refer to notes on number of employees below.)
Gross earnings	Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc., but excludes earnings of sole proprietors or partners of unincorporated businesses; commission where a retainer, wage or salary was not paid; payments to subcontractors and consultants who are not part of the enterprise; 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 <i>System of National Accounts (SNA)</i> and is in line with that in the <i>Standard Industrial Classification of all Economic Activities (SIC)</i> , Fifth Edition, and Report No. 09-09-02 of January 1993.
Informal sector	The informal sector consists of those 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	<p>Performance and other bonuses cover seasonal, end-of-year and one-time bonuses and additional payments supplementary to normal payments.</p> <p>Performance and other bonuses include profit sharing bonuses, merit bonuses, incentive bonuses, total amounts of payments that were paid during the reference period but relate to other pay periods, e.g. annual leave, thirteenth cheques. Performance and other bonuses exclude reimbursements for expenses incurred whilst conducting employer's business; severance, termination and redundancy payments.</p>
Permanent employees	Permanent employees are employees appointed on an open-ended contract with no stipulated termination date, and who are entitled to benefits such as paid leave and medical aid contributions paid by employers. This excludes the self-employed at work.

Quarterly percentage change	A quarterly percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given quarter/month compared with the employment, the gross earnings or the average monthly earnings of the previous quarter/month expressed as a percentage.
Reference quarter/month/period	Reference quarter/period in part 1 of this publication refers to the three months up to the end of March, June, September or December. Reference month/period in part 2 of this publication refers to the months of February, May, August or November.
Severance, termination and redundancy payments	Severance, termination and redundancy payments include payments of accumulated leave made to employees who finished work during the reference period as well as payments intended to compensate for loss of employment.
Temporary employees	Temporary employees are employees appointed on a short-term contract basis for periods normally not exceeding one year. Such 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.

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