

# **Quarterly employment statistics**

## **March 2006**

**Part 1: Estimation of number of employees and their earnings**

**Part 2: Estimation of average monthly earnings**

**Please note that prior to March 2006**

**Part 1: Estimation of number of employees  
and**

**Part 2: Estimation of average monthly earnings**

**were published separately in statistical releases P0277.1 and P0277.2 respectively. For the first time both releases have been combined into one statistical release - P0277. Future publications will continue in this format.**

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

**Table A – Number of employees as at the end of December 2005 and March 2006 and gross earnings for the quarters ended December 2005 and March 2006**

Main estimates	Quarter ended March 2005	Quarter ended December 2005*	Quarter ended March 2006	Percentage change between the quarters ended December 2005 and March 2006	Percentage change between the quarters ended March 2005 and March 2006
Number of employees ('000)	6 945	7 248	7 257	0,1	4,5
Gross earnings (R'000)	146 446 000	170 664 000	164 381 000	-3,7	12,2

\*Revised estimates

### Key findings for the quarter ended March 2006

**Employment in the formal non-agricultural business sector increased between the quarters ended December 2005 and March 2006.**

The March 2006 Quarterly Employment Statistics (QES) survey showed that the number of people employed in the formal non-agricultural business sector of the South African economy increased by about 9 000 persons or 0,1% from December 2005 (an estimated 7 248 000 employees) to March 2006 (an estimated 7 257 000 employees).

**Gross earnings paid to employees in the formal non-agricultural business sector decreased between the quarters ended December 2005 and March 2006.**

According to the March 2006 Quarterly Employment Statistics (QES) survey gross earnings paid to employees during the quarter ended March 2006 (January 2006 to March 2006) amounted to R164 381 million. This represents a quarterly decrease of R6 283 million or 3,7% compared with the quarter ended December 2005.

**Employment in the formal non-agricultural business sector increased between the quarters ended March 2005 and March 2006.**

According to the March 2006 Quarterly Employment Statistics (QES) survey an estimated 7 257 000 people were employed in the formal non-agricultural business sector of the South African economy. This reflected an annual increase of about 312 000 persons or 4,5% compared with March 2005 (an estimated 6 945 000 employees).

**Gross earnings paid to employees in the formal non-agricultural business sector increased between the quarters ended March 2005 and March 2006.**

The gross earnings paid to employees during the quarter ended March 2006 (January 2006 to March 2006) amounted to R164 381 million. This reflects an annual increase of R17 935 million or 12,2% compared with March 2005 (January 2005 to March 2005).

**Table B – Estimates of number of employees and gross earnings within 95% confidence limits**

Quarter	Number of employees			RSE	Gross earnings (R'000)			RSE
	Lower limit	Estimate	Upper limit		Lower limit	Estimate	Upper limit	
March 2005	6 811 834	6 945 621	7 079 410	1,0	144 790 248	146 445 446	148 100 646	0,6
December 2005*	7 070 485	7 248 773	7 427 060	1,3	166 884 130	170 663 779	174 443 427	1,1
March 2006	7 086 842	7 257 189	7 427 536	1,2	161 344 918	164 380 845	167 416 774	0,9

\*Revised estimates

## Part 2 - Key estimates of average monthly earnings

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

Average monthly earnings paid to employees in the formal non-agricultural business sector	February 2005 (Rand)	November 2005* (Rand)	February 2006 (Rand)	Percentage change between November 2005 and February 2006	Percentage change between February 2005 and February 2006
Including bonuses and overtime payments	6 742	7 412	7 095	-4,3	5,2

\*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 decreased between November 2005 and February 2006.**

The March 2006 Quarterly Employment Statistics (QES) survey showed that average monthly earnings, including bonuses and overtime payments, paid to employees in the formal non-agricultural business sector decreased by 4,3% between November 2005 and February 2006.

**Average monthly earnings, including bonuses and overtime payments, paid to employees in the formal non-agricultural business sector increased between February 2005 and February 2006.**

The March 2006 Quarterly Employment Statistics (QES) survey reflected an annual increase of 5,2% in average monthly earnings paid to employees in the formal non-agricultural business sector between February 2005 (an estimated R6 742) and February 2006 (an estimated R7 095).

**Table D – Estimates within 95% confidence levels**

Month	Lower limit (Rand)	Estimate (Rand)	Upper limit (Rand)	RSE
February 2005	6 589	6 742	6 895	1,2
November 2005*	7 212	7 412	7 612	1,4
February 2006	6 853	7 095	7 337	1,7

\*Revised estimates

PP  
PJ Lehohla  
Statistician-General

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## Notes

<b>Forthcoming issues</b>	<b>Issue</b>	<b>Expected release date</b>
	June 2006	26 September 2006
<b>Purpose of the survey</b>	The Quarterly Employment Statistics (QES) survey is a quarterly survey covering a sample of approximately 24 000 private and public enterprises in the formal non-agricultural business sector of the South African economy. The information received is used to estimate key economic statistics on employment and gross earnings that is used as an input to the Gross Domestic Product (GDP) and to estimate key economic statistics on average monthly earnings that is mainly used for monitoring economic indicators of the South African economy.	
<b>Response rates</b>	The percentage response for the March 2006 quarter was 92,4%.	

## 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	Total number of employees	Change in the number of employees between the current and the previous quarters	Percentage change in the number of employees between the current and the previous quarters	Change in the number of employees between the current quarter and the corresponding quarter of the previous year	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
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	7 257 000	9 000	0,1	312 000	4,5

\*Revised estimates

### 1.2 Gross earnings (R'000)

Year and quarter	Total gross earnings	Change in gross earnings between the current and the previous quarters	Percentage change in gross earnings between the current and the previous quarters	Change in gross earnings between the current quarter and the corresponding quarter of the previous year	Percentage change in gross earnings between the current quarter and the corresponding quarter of the previous year
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	164 381 000	-6 283 000	-3,7	17 935 000	12,2

\*Revised estimates

**Table 2 – Mining and quarrying industry**

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

**2.1 Number of employees**

Year and quarter	Total number of employees	Change in the number of employees between the current and the previous quarters	Percentage change in the number of employees between the current and the previous quarters	Change in the number of employees between the current quarter and the corresponding quarter of the previous year	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
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	442 000	3 000	0,7	-7 000	-1,6

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

Year and quarter	Total gross earnings	Change in gross earnings between the current and the previous quarters	Percentage change in gross earnings between the current and the previous quarters	Change in gross earnings between the current quarter and the corresponding quarter of the previous year	Percentage change in gross earnings between the current quarter and the corresponding quarter of the previous year
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	9 425 000	-286 000	-2,9	990 000	11,7

\*Revised estimates



**Table 3 – Manufacturing industry****3.1 Number of employees**

Year and quarter	Total number of employees	Change in the number of employees between the current and the previous quarters	Percentage change in the number of employees between the current and the previous quarters	Change in the number of employees between the current quarter and the corresponding quarter of the previous year	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
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	1 200 000	5 000	0,4	24 000	2,0

\*Revised estimates

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

Year and quarter	Total gross earnings	Change in gross earnings between the current and the previous quarters	Percentage change in gross earnings between the current and the previous quarters	Change in gross earnings between the current quarter and the corresponding quarter of the previous year	Percentage change in gross earnings between the current quarter and the corresponding quarter of the previous year
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	24 440 000	-2 971 000	-10,8	1 396 000	6,1

\*Revised estimates

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

<b>Year and quarter</b>	<b>Total number of employees</b>	<b>Change in the number of employees between the current and the previous quarters</b>	<b>Percentage change in the number of employees between the current and the previous quarters</b>	<b>Change in the number of employees between the current quarter and the corresponding quarter of the previous year</b>	<b>Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year</b>
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

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

<b>Year and quarter</b>	<b>Total gross earnings</b>	<b>Change in gross earnings between the current and the previous quarters</b>	<b>Percentage change in gross earnings between the current and the previous quarters</b>	<b>Change in gross earnings between the current quarter and the corresponding quarter of the previous year</b>	<b>Percentage change in gross earnings between the current quarter and the corresponding quarter of the previous year</b>
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	1 964 000	-414 000	-17,4	139 000	7,6

\*Revised estimates

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

<b>Year and quarter</b>	<b>Total number of employees</b>	<b>Change in the number of employees between the current and the previous quarters</b>	<b>Percentage change in the number of employees between the current and the previous quarters</b>	<b>Change in the number of employees between the current quarter and the corresponding quarter of the previous year</b>	<b>Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year</b>
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	458 000	9 000	2,0	83 000	22,1

\*Revised estimates

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

<b>Year and quarter</b>	<b>Total gross earnings</b>	<b>Change in gross earnings between the current and the previous quarters</b>	<b>Percentage change in gross earnings between the current and the previous quarters</b>	<b>Change in gross earnings between the current quarter and the corresponding quarter of the previous year</b>	<b>Percentage change in gross earnings between the current quarter and the corresponding quarter of the previous year</b>
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	6 588 000	-468 000	-6,6	1 924 000	41,3

\*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	Total number of employees	Change in the number of employees between the current and the previous quarters	Percentage change in the number of employees between the current and the previous quarters	Change in the number of employees between the current quarter and the corresponding quarter of the previous year	Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year
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	1 407 000	-23 000	-1,6	60 000	4,5

\*Revised estimates

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

Year and quarter	Total gross earnings	Change in gross earnings between the current and the previous quarters	Percentage change in gross earnings between the current and the previous quarters	Change in gross earnings between the current quarter and the corresponding quarter of the previous year	Percentage change in gross earnings between the current quarter and the corresponding quarter of the previous year
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	21 528 000	-1 823 000	-7,8	2 209 000	11,4

\*Revised estimates

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

<b>Year and quarter</b>	<b>Total number of employees</b>	<b>Change in the number of employees between the current and the previous quarters</b>	<b>Percentage change in the number of employees between the current and the previous quarters</b>	<b>Change in the number of employees between the current quarter and the corresponding quarter of the previous year</b>	<b>Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year</b>
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	311 000	-1 000	-0,3	-1 000	-0,3

\*Revised estimates

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

<b>Year and quarter</b>	<b>Total gross earnings</b>	<b>Change in gross earnings between the current and the previous quarters</b>	<b>Percentage change in gross earnings between the current and the previous quarters</b>	<b>Change in gross earnings between the current quarter and the corresponding quarter of the previous year</b>	<b>Percentage change in gross earnings between the current quarter and the corresponding quarter of the previous year</b>
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	10 791 000	201 000	1,9	1 330 000	14,1

\*Revised estimates

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

<b>Year and quarter</b>	<b>Total number of employees</b>	<b>Change in the number of employees between the current and the previous quarters</b>	<b>Percentage change in the number of employees between the current and the previous quarters</b>	<b>Change in the number of employees between the current quarter and the corresponding quarter of the previous year</b>	<b>Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year</b>
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	1 551 000	-8 000	-0,5	102 000	7,0

\*Revised estimates

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

<b>Year and quarter</b>	<b>Total gross earnings</b>	<b>Change in gross earnings between the current and the previous quarters</b>	<b>Percentage change in gross earnings between the current and the previous quarters</b>	<b>Change in gross earnings between the current quarter and the corresponding quarter of the previous year</b>	<b>Percentage change in gross earnings between the current quarter and the corresponding quarter of the previous year</b>
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	39 661 000	662 000	1,7	5 726 000	16,9

\*Revised estimates

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

<b>Year and quarter</b>	<b>Total number of employees</b>	<b>Change in the number of employees between the current and the previous quarters</b>	<b>Percentage change in the number of employees between the current and the previous quarters</b>	<b>Change in the number of employees between the current quarter and the corresponding quarter of the previous year</b>	<b>Percentage change in the number of employees between the current quarter and the corresponding quarter of the previous year</b>
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	1 842 000	23 000	1,3	49 000	2,7

\*Revised estimates

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

<b>Year and quarter</b>	<b>Total gross earnings</b>	<b>Change in gross earnings between the current and the previous quarters</b>	<b>Percentage change in gross earnings between the current and the previous quarters</b>	<b>Change in gross earnings between the current quarter and the corresponding quarter of the previous year</b>	<b>Percentage change in gross earnings between the current quarter and the corresponding quarter of the previous year</b>
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	49 984 000	-1 184 000	-2,3	4 221 000	9,2

\*Revised estimates

### Annual and quarterly changes in the level of employment at March 2006

The *mining and quarrying industry* reported an annual decrease of 7 000 employees (or -1,6%) compared with March 2005 and a quarterly increase of 3 000 employees (or 0,7%) at March 2006 compared with December 2005.

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

The *manufacturing industry* reported an annual increase of 24 000 employees (or +2,0%) at March 2006 compared with March 2005.

The quarterly increase of 5 000 employees (or +0,4%) at March 2006 compared with the quarter ended December 2005, reported by this industry, may be due to increases in employment in the manufacture, processing and preservation of meat, fish, fruit, vegetables, oils and fats; manufacture of beverages; other chemical products; other fabricated metal products; special purpose machinery; and motor vehicles.

The *electricity, gas and water supply industry* reported an annual increase of 2 000 employees (or +4,5%) at March 2006 compared with March 2005.

This industry reflected a quarterly increase of 1 000 employees (or +2,2%) at March 2006 compared with December 2005.

The *construction industry* reported an annual increase of 83 000 employees (or +22,1%) at March 2006 compared with March 2005.

The quarterly increase of 9 000 employees (or +2,0%) at March 2006 compared with December 2005, reported by this industry, may be due to increases in employment in building of complete construction or parts thereof (civil engineering); and building installations.

The *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reported an annual increase of 60 000 employees (or +4,5%) at March 2006 compared with March 2005.

The quarterly decrease of 23 000 employees (or -1,6%) at March 2006 compared with December 2005, reported by this industry, may be due to decreases in employment in the retail trade except of motor vehicles and motor cycles; sale, maintenance and repair of motor vehicles and motor cycles; and retail trade in automotive fuel.

The *transport, storage and communication industry* reported an annual decrease of 1 000 employees (or -0,3%) at March 2006 compared with March 2005.

The quarterly decrease of 1 000 employees (or -0,3%) at March 2006 compared with December 2005, reported by this industry, may be due to decreases in employment in air transport; and post and telecommunication.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 102 000 employees (or +7,0%) at March 2006 compared with March 2005.

The quarterly decrease of 8 000 employees (or -0,5%) at March 2006 compared with December 2005, reported by this industry, may be due to decreases in employment in research and development; legal accounting, bookkeeping and auditing activities; and business activities not elsewhere classified.

The *community social and personal services industry* reported an annual increase of 49 000 employees (or +2,7%) at March 2006 compared with March 2005.

The quarterly increase of 23 000 employees (or +1,3%) at March 2006 compared with December 2005, reported by this industry, may be due to increases in employment in provincial administrations; local authority activities; education and education by technikons; and health and social work.



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

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R990 million (or +11,7%) at March 2006 compared with March 2005.

A quarterly decrease of R286 million (or -2,9%) at March 2006 compared with December 2005 was reported in this industry.

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

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R1 396 million (or +6,1%) for the quarter ended March 2006 compared with March 2005.

The quarterly decrease of R2 971 million (or -10,8%) at March 2006 compared with the quarter ended December 2005 may be due to annual and performance bonuses, salary increases and commissions paid during the fourth quarter of 2005.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R139 million (or +7,6%) for the quarter ended March 2006 compared with March 2005.

The quarterly decrease of R414 million (or -17,4%) at March 2006 compared with the quarter ended December 2005 may be due to performance bonuses that were paid to employees in this industry during November 2005.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R1 924 million (or +41,3%) for the quarter ended March 2006 compared with March 2005.

The quarterly decrease of R468 million (or -6,6%) at March 2006 compared with the quarter ended December 2005 may be due to annual and performance bonuses and more overtime payments paid to employees during the fourth quarter of 2005.

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 209 million (or +11,4%) for the quarter ended March 2006 compared with March 2005.

The quarterly decrease of R1 823 million (or -7,8%) at March 2006 compared with the quarter ended December 2005 may be due to annual bonuses and overtime payments paid to employees in this industry during the fourth quarter of 2005.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R1 330 million (or +14,1%) for the quarter ended March 2006 compared with March 2005.

The quarterly increase of R201 million (or +1,9%) at March 2006 compared with the quarter ended December 2005 may be due to salary increases and commission paid to employees during the first quarter of 2006.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R5 726 million (or +16,9%) for the quarter ended March 2006 compared with March 2005.

The quarterly increase of R662 million (or +1,7%) at March 2006 compared with the quarter ended December 2005 may be due to salary increases, bonuses and overtime payments paid to employees during the first quarter of 2006.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R4 221 million (or +9,2%) at March 2006 compared with March 2005.

The quarterly decrease of R1 184 million (or -2,3%) at March 2006 compared with the quarter ended December 2005 may be due to salary increases, annual and performance bonuses paid and overtime payments paid to employees during the fourth quarter of 2005.

## 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	<i>Including bonuses and overtime payments</i>		
	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year
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	7 095	-4,3	5,2

\*Revised estimates

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

Year and month	<i>Including bonuses and overtime payments</i>		
	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year
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	7 228	-0,1	15,6

\*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.

**1.3 Manufacturing industry**

Year and month	<i>Including bonuses and overtime payments</i>			<i>Excluding bonuses and overtime payments</i>		
	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year
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	6 599	-6,5	3,4	6 165	-4,2	4,9

\*Revised estimates

**1.4 Electricity, gas and water supply industry**

Year and month	<i>Including bonuses and overtime payments</i>			<i>Excluding bonuses and overtime payments</i>		
	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year
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	14 473	-3,8	10,3	13 502	-3,3	3,9

\*Revised estimates

### 1.5 Construction industry

Year and month	<i>Including bonuses and overtime payments</i>			<i>Excluding bonuses and overtime payments</i>		
	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year
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	4 948	6,6	19,9	4 731	8,7	21,5

\*Revised estimates

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

Year and month	<i>Including bonuses and overtime payments</i>			<i>Excluding bonuses and overtime payments</i>		
	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year
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	4 881	-4,9	4,7	4 731	-4,3	4,6

\*Revised estimates

**1.7 Transport, storage and communication industry**

Year and month	<i>Including bonuses and overtime payments</i>			<i>Excluding bonuses and overtime payments</i>		
	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year
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	10 750	-3,1	6,2	10 373	-3,2	5,1

\*Revised estimates

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

Year and month	<i>Including bonuses and overtime payments</i>			<i>Excluding bonuses and overtime payments</i>		
	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year
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	7 440	-6,6	3,6	7 169	-6,0	3,2

\*Revised estimates

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

<b>Year and month</b>	<i><b>Including bonuses and overtime payments</b></i>			<i><b>Excluding bonuses and overtime payments</b></i>		
	<b>Average monthly earnings (Rand)</b>	<b>Percentage change between current period and previous period</b>	<b>Percentage change between current period and corresponding period of previous year</b>	<b>Average monthly earnings (Rand)</b>	<b>Percentage change between current period and previous period</b>	<b>Percentage change between current period and corresponding period of previous year</b>
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	8 561	-1,4	5,5	8 345	-1,2	5,2

\*Revised estimates

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

<b>Year and month</b>	<i>Including bonuses and overtime payments</i>		
	<b>Average monthly earnings (Rand)</b>	<b>Percentage change between current period and previous period</b>	<b>Percentage change between current period and corresponding period of previous year</b>
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	5 437	-5,0	1,3

\*Revised estimates

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

<b>Year and month</b>	<i>Including bonuses and overtime payments</i>		
	<b>Average monthly earnings (Rand)</b>	<b>Percentage change between current period and previous period</b>	<b>Percentage change between current period and corresponding period of previous year</b>
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	5 539	-0,8	11,3

\*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	<i>Including bonuses and overtime payments</i>			<i>Excluding bonuses and overtime payments</i>		
	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year
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	5 057	-7,2	-0,5	4 724	-5,0	1,0

\*Revised estimates

### 2.4 Electricity, gas and water supply industry

Year and month	<i>Including bonuses and overtime payments</i>			<i>Excluding bonuses and overtime payments</i>		
	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year
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	11 090	-4,5	6,1	10 346	-4,1	0,0

\*Revised estimates



**2.5 Construction industry**

Year and month	<i>Including bonuses and overtime payments</i>			<i>Excluding bonuses and overtime payments</i>		
	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year
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	3 792	5,8	15,4	3 625	7,9	16,9

\*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	<i>Including bonuses and overtime payments</i>			<i>Excluding bonuses and overtime payments</i>		
	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year
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	3 740	-5,6	0,8	3 625	-5,0	0,7

\*Revised estimates

**2.7 Transport, storage and communication industry**

Year and month	<i>Including bonuses and overtime payments</i>			<i>Excluding bonuses and overtime payments</i>		
	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year
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	8 238	-3,9	2,3	7 949	-4,0	1,2

\*Revised estimates

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

Year and month	<i>Including bonuses and overtime payments</i>			<i>Excluding bonuses and overtime payments</i>		
	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year	Average monthly earnings (Rand)	Percentage change between current period and previous period	Percentage change between current period and corresponding period of previous year
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	5 701	-7,3	-0,3	5 493	-6,7	-0,7

\*Revised estimates

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

<b>Year and month</b>	<b><i>Including bonuses and overtime payments</i></b>			<b><i>Excluding bonuses and overtime payments</i></b>		
	<b>Average monthly earnings (Rand)</b>	<b>Percentage change between current period and previous period</b>	<b>Percentage change between current period and corresponding period of previous year</b>	<b>Average monthly earnings (Rand)</b>	<b>Percentage change between current period and previous period</b>	<b>Percentage change between current period and corresponding period of previous year</b>
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	6 560	-2,2	1,5	6 395	-2,0	1,2

\*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 E – Estimates of number of employees by industry within 95 % confidence limits**

Industry	Quarter ended December 2005*				Quarter ended March 2006			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	438 990	438 990	438 990	**	441 730	441 730	441 730	**
Manufacturing	1 163 674	1 195 422	1 227 169	<b>1,4</b>	1 167 284	1 199 793	1 232 303	<b>1,4</b>
Electricity, gas and water supply	41 666	45 393	49 119	<b>4,2</b>	41 817	45 590	49 363	<b>4,2</b>
Construction	375 505	449 303	523 101	<b>8,4</b>	383 502	458 068	532 635	<b>8,3</b>
Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 367 031	1 430 074	1 493 117	<b>2,2</b>	1 345 146	1 407 359	1 469 572	<b>2,3</b>
Transport, storage and communication	287 868	312 366	336 864	<b>4,0</b>	286 344	311 231	336 117	<b>4,1</b>
Financial intermediation, insurance, real estate and business services	1 416 740	1 558 512	1 700 284	<b>4,6</b>	1 419 234	1 551 022	1 682 809	<b>4,3</b>
Community, social and personal services	1 785 658	1 818 713	1 851 769	<b>0,9</b>	1 811 493	1 842 396	1 873 300	<b>0,9</b>
<b>Total</b>	<b>7 070 485</b>	<b>7 248 773</b>	<b>7 427 060</b>	<b>1,3</b>	<b>7 086 842</b>	<b>7 257 189</b>	<b>7 427 536</b>	<b>1,2</b>

\*Revised estimates

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

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

Industry	Quarter ended December 2005*				Quarter ended March 2006			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	9 711 411	9 711 411	9 711 411	**	9 424 697	9 424 697	9 424 697	**
Manufacturing	27 015 918	27 411 022	27 806 126	<b>0,7</b>	24 067 859	24 439 907	24 811 956	<b>0,8</b>
Electricity, gas and water supply	2 351 913	2 377 975	2 404 036	<b>0,6</b>	1 941 521	1 963 901	1 986 280	<b>0,6</b>
Construction	5 953 540	7 056 217	8 158 894	<b>8,0</b>	5 042 754	6 588 159	8 133 564	<b>12,0</b>
Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	22 232 722	23 350 992	24 469 262	<b>2,4</b>	20 563 553	21 527 810	22 492 068	<b>2,3</b>
Transport, storage and communication	10 050 358	10 589 634	11 128 910	<b>2,6</b>	10 365 314	10 790 913	11 216 513	<b>2,0</b>
Financial intermediation, insurance, real estate and business services	35 649 369	38 998 568	42 347 766	<b>4,4</b>	37 346 548	39 661 464	41 976 380	<b>3,0</b>
Community, social and personal services	50 536 272	51 167 960	51 799 648	<b>0,6</b>	49 389 710	49 983 994	50 578 278	<b>0,6</b>
<b>Total</b>	<b>166 884 130</b>	<b>170 663 779</b>	<b>174 443 427</b>	<b>1,1</b>	<b>161 344 918</b>	<b>164 380 845</b>	<b>167 416 774</b>	<b>0,9</b>

\*Revised estimates

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

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

Industry	November 2005*				February 2006			
	Lower Limit (Rand)	Estimate (Rand)	Upper Limit (Rand)	RSE	Lower Limit (Rand)	Estimate (Rand)	Upper Limit (Rand)	RSE
Mining and quarrying**	7 233	7 233	7 233	-	7 228	7 228	7 228	-
Manufacturing	6 862	7 054	7 246	1,4	6 395	6 599	6 803	1,6
Electricity, gas and water supply	14 399	15 041	15 683	2,2	13 476	14 473	15 470	3,5
Construction	3 570	4 640	5 710	11,8	2 967	4 948	6 929	20,4
Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	4 829	5 132	5 435	3,0	4 578	4 881	5 184	3,2
Transport, storage and communication	10 349	11 095	11 841	3,4	9 788	10 750	11 712	4,6
Financial intermediation, insurance, real estate and business services	7 167	7 962	8 757	5,1	6 624	7 440	8 256	5,6
Community, social and personal services	8 554	8 686	8 818	0,8	8 386	8 561	8 736	1,0
<b>Total (all industries)</b>	<b>7 212</b>	<b>7 412</b>	<b>7 612</b>	<b>1,4</b>	<b>6 853</b>	<b>7 095</b>	<b>7 337</b>	<b>1,7</b>

\*Revised estimates

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

Industry	November 2005*				February 2006			
	Lower Limit (Rand)	Estimate (Rand)	Upper Limit (Rand)	RSE	Lower Limit (Rand)	Estimate (Rand)	Upper Limit (Rand)	RSE
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	6 262	6 438	6 614	1,4	5 973	6 165	6 357	1,6
Electricity, gas and water supply	13 368	13 964	14 560	2,2	12 571	13 502	14 433	3,5
Construction	3 347	4 351	5 355	11,8	2 783	4 731	6 679	21,0
Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	4 652	4 942	5 232	3,0	4 438	4 731	5 024	3,2
Transport, storage and communication	10 002	10 718	11 434	3,4	9 446	10 373	11 300	4,6
Financial intermediation, insurance, real estate and business services	6 945	7 627	8 309	4,6	6 436	7 169	7 902	5,2
Community, social and personal services	8 321	8 450	8 579	0,8	8 173	8 345	8 517	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.
4. This survey is conducted by mail each quarter from a sample of approximately 24 000 private businesses and public institutions.
5. Stats SA receives information regarding the mining and quarrying industry from the Minerals Bureau, Department of Minerals and Energy. The information for the latest quarter is preliminary and will be revised by the Minerals Bureau as soon as they receive more information from the different mines.

### Notes on estimates

6. Average monthly earnings statistics represent average gross (before tax) earnings of employees and do not relate to the earnings of the 'average' person. Estimates of average monthly earnings are derived by dividing estimates of monthly total earnings by estimates of number of employees. Changes in the average may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force. There are several aspects which can contribute to compositional changes, including variations over time in the proportions of full-time, part-time and casual employees.

- Reliability of estimates** 7. Inaccuracies may occur because of imperfections in reporting by enterprises, and errors made with the collection and processing of the data. Inaccuracies of this kind are referred to as non-sampling errors. Every effort is made to reduce non-sampling errors to a minimum by designing the questionnaire carefully, undertaking pilot studies, editing the data and efficient operating procedures. Fluctuations may occur in consecutive quarters as a result of seasonal and economic factors.
- Standard errors** 8. The estimates in this publication are based on a sample drawn from units in the surveyed population. As a result of the entire population not being surveyed, the published estimates are subject to sampling error. The most common way of quantifying such sampling error is to calculate the standard error for the published estimate or statistic.
- Effects of rounding** 9. Estimates of average monthly earnings are rounded to the nearest Rand.
10. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates.
- Revised figures** 11. Figures for the quarters published in this release are preliminary and may be revised in subsequent publications.
- Related publications** 12. Users may also wish to refer to the following publications which are available from Stats SA:
- Bulletin of Statistics.*  
*Labour Force Survey.*  
*SA Statistics.*
- Pre-release policy** 13. Stats SA's pre-release policy may be inspected at its website, [www.statssa.gov.za](http://www.statssa.gov.za).

<b>Abbreviations and symbols</b>	BSF	Business Sampling Frame
	DME	Department of Minerals and Energy
	GDP	Gross Domestic Product
	IBR	Integrated Business Register
	ILO	International Labour Organisation
	IT	Income Tax
	LFS	Labour Force Survey
	QES	Quarterly Employment Statistics
	RSE	Relative Standard Error
	SARS	South African Revenue Services
	SE	Standard Error
	SEE	Survey of Employment and Earnings
	SIC	Standard Industrial Classification of all Economic Activities
	SNA	System of National Accounts
	Stats SA	Statistics South Africa
	VAT	Value Added Tax
	*	Revised figures
	-	Not available



## Glossary

<b>Annual percentage change</b>	An annual percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given period compared with the employment, the gross earnings or the average monthly earnings of the corresponding period of the previous year expressed as a percentage.
<b>Average monthly earnings at constant 2000 prices</b>	Average monthly earnings at constant 2000 prices measure change in average monthly earnings after the direct effects of inflation have been eliminated. The deflator used to devalue the current average earnings is the consumer price index (2000=100).
<b>Average monthly earnings at current prices</b>	Average monthly earnings at current prices are calculated by dividing the total gross earnings, excluding severance, termination and redundancy payments, for the reference month by the number of employees as at the end of the reference month.
<b>Casual employees</b>	Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employees'. Such employees are typically daily or hourly. Employers can dispense with their services at a very short notice, usually not exceeding a period of one week. Casual employees are not entitled to benefits such as paid leave and medical aid contributions paid by employers.
<b>Enterprises</b>	Enterprises are legal units, or a combination of legal units that includes and directly controls all functions necessary to carry out its production activities.
<b>Formal sector</b>	The formal sector includes all businesses that are registered in any way.
<b>Full-time employees</b>	Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 hours or more per week. This excludes the self-employed and working proprietors. (Refer to notes on number of employees below.)
<b>Gross earnings</b>	Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc., but excludes earnings of sole proprietors or partners of unincorporated businesses; commission where a retainer, wage or salary was not paid; payments to subcontractors and consultants who are not part of the enterprise; performance and others bonuses; overtime payments; and severance, termination and redundancy payments. Gross earnings in part 1 are the total sum of the earnings for the three months of the reference quarter (e.g. gross earnings of quarter ended September is the sum of total earnings of July, August and September).
<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 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.

<b>Number of employees</b>	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.
<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>	<p>Reference quarter/period in part 1 of this publication refers to the three months up to the end of March, June, September or December.</p> <p>Reference month/period in part 2 of this publication refers to the months of February, May, August or November.</p>
<b>Severance, termination and redundancy payments</b>	Severance, termination and redundancy payments include payments of accumulated leave made to employees who finished work during the reference period as well as payments intended to compensate for loss of employment.
<b>Temporary employees</b>	Temporary employees are employees appointed on a short-term contract basis for periods normally not exceeding one year. Such contract would typically stipulate a termination date, but could be renewed by mutual agreement between the employer and the employee. This excludes the self-employed with an enterprise but temporarily not at work.

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### Enquiries

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[info@statssa.gov.za](mailto:info@statssa.gov.za) (user information services)  
[distribution@statssa.gov.za](mailto:distribution@statssa.gov.za) (orders)

**Postal address:** Private Bag X44, Pretoria, 0001

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