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Part A – Key estimates of the number of employees and their earnings

Table A – Number of employees at the end of December 2011 and March 2012, and gross earnings for the quarters ended December 2011 and March 2012

Estimates	Quarter ended March 2011	Quarter ended December 2011*	Quarter ended March 2012	% change between the quarters ended December 2011 and March 2012	% change between the quarters ended March 2011 and March 2012
Number of employees (000)	8 289	8 379	8 384	0,1	1,1
Gross earnings (R' 000)	318 347 000	365 373 000	347 739 000	-4,8	9,2

*Revised estimates.

Key findings for the quarter ended March 2012

Employment in the formal non-agricultural sector increased between the quarters ended December 2011 and March 2012.

The March 2012 Quarterly Employment Statistics (QES) survey shows that the number of people employed in the formal non-agricultural sector of the South African economy increased by about 5 000 persons (+0,1%) from December 2011 (an estimated 8 379 000 employees) to March 2012 (an estimated 8 384 000 employees).

Gross earnings paid to employees in the formal non-agricultural sector decreased between the quarters ended December 2011 and March 2012.

The gross earnings paid to employees during the quarter ended March 2012 (January 2012 to March 2012) amounted to R347 739 million. This reflects a quarterly decrease of R17 634 million (-4,8%) compared with the quarter ended December 2011 (October 2011 to December 2011).

Employment in the formal non-agricultural sector increased between the quarters ended March 2011 and March 2012.

The March 2012 Quarterly Employment Statistics (QES) survey shows that an estimated 8 384 000 people were employed in the formal non-agricultural sector of the South African economy. This reflects an annual increase of about 95 000 employees (+1,1%) compared with March 2011 (an estimated 8 289 000 employees).

Gross earnings paid to employees in the formal non-agricultural sector increased between the quarters ended March 2011 and March 2012.

The gross earnings paid to employees during the quarter ended March 2012 (January 2012 to March 2012) amounted to R347 739 million. This reflects an annual increase of R29 392 million (+9,2%) compared with the quarter ended March 2011 (January 2011 to March 2011).

Part B – Key estimates of average monthly earnings

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

Average monthly earnings	February 2011 (Rand)	November 2011 (Rand)*	February 2012 (Rand)	% change between November 2011 and February 2012	% change between February 2011 and February 2012
Including bonuses and overtime payments	12 262	13 214	13 080	-1,0	6,7

*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 sector decreased between November 2011 and February 2012.

The March 2012 Quarterly Employment Statistics (QES) survey reflected a quarterly decrease of 1,0% in average monthly earnings paid to employees in the formal non-agricultural sector between November 2011 (an estimated R13 214) and February 2012 (an estimated R13 080).

Average monthly earnings, including bonuses and overtime payments, paid to employees in the formal non-agricultural sector increased between February 2011 and February 2012.

The March 2012 Quarterly Employment Statistics (QES) survey reflected an annual increase of 6,7% in average monthly earnings paid to employees in the formal non-agricultural sector between February 2011 (an estimated R12 262) and February 2012 (an estimated R13 080).

P J Lehohla
Statistician-General

Level of employees as at March 2012

The *mining and quarrying industry* reported an annual increase of 11 000 employees (+2,2%) in March 2012 compared with March 2011.

There was a quarterly increase of 4 000 employees (+0,8%) in March 2012 compared with December 2011.

See explanatory notes on page 31.

The *manufacturing industry* reported an annual decrease of 3 000 employees (-0,3%) in March 2012 compared with March 2011.

There was a quarterly decrease of 1 000 employees (-0,1%) in March 2012 compared with December 2011. This was mainly due to decreases in employment in manufacturing of paper and paper products; manufacturing of plastic products; manufacturing of non-metallic mineral products; and manufacturing of basic precious and non-ferrous metals.

The *electricity, gas and water supply industry* reported an annual increase of 2 000 employees (+3,4%) in March 2012 compared with March 2011.

There was a quarterly increase of 2 000 employees (+3,4%) in March 2012 compared with December 2011. This was mainly due to increases in employment in electricity, gas, steam and hot water supply.

The *construction industry* reported an annual increase of 17 000 employees (+4,1%) in March 2012 compared with March 2011.

There was a quarterly increase of 4 000 employees (+0,9%) in March 2012 compared with December 2011. This was mainly due to increases in employment in building of complete constructions.

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 33 000 employees (+2,0%) in March 2012 compared with March 2011.

There was a quarterly decrease of 22 000 employees (-1,3%) in March 2012 compared with December 2011. This was mainly due to decreases in employment in retail and wholesale trade (except for motor vehicles and motor cycles); and hotels and restaurants.

The *transport, storage and communication industry* reported an annual increase of 9 000 employees (+2,5%) in March 2012 compared with March 2011.

There was no quarterly change in March 2012 compared with December 2011.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 36 000 employees (+2,0%) in March 2012 compared with March 2011.

There was a quarterly increase of 3 000 employees (+0,2%) in March 2012 compared with December 2011. This was mainly due to increases in employment activities auxiliary to financial intermediation; real estate activities; financial intermediation, except insurance and pension funding; and other business activities (architectural, engineering and other technical activities; legal, accounting, bookkeeping and auditing activities).

The *community, social and personal services industry* reported an annual decrease of 10 000 employees (-0,4%) in March 2012 compared with March 2011.

There was a quarterly increase of 15 000 employees (+0,6%) in March 2012 compared with December 2011. This was mainly due to increases in employment in universities and technikons; government departments; local government; health and social work; and recreational, cultural activities.

Gross earnings paid to employees for the quarter ended March 2012

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R2 390 million (+12,2%) for the quarter ended March 2012 compared with the quarter ended March 2011.

There was a quarterly decrease of R2 921 million (-11,7%) for the quarter ended March 2012 compared with the quarter ended December 2011.

See explanatory notes on page 31.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R3 091 million (+7,7%) for the quarter ended March 2012 compared with the quarter ended March 2011.

There was a quarterly decrease of R3 933 million (-8,4%) for the quarter ended March 2012 compared with the quarter ended December 2011.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R404 million (+9,4%) for the quarter ended March 2012 compared with the quarter ended March 2011.

There was a quarterly decrease of R724 million (-13,3%) for the quarter ended March 2012 compared with the quarter ended December 2011.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R840 million (+7,2%) for the quarter ended March 2012 compared with the quarter ended March 2011.

There was a quarterly decrease of R1 836 million (-12,9%) for the quarter ended March 2012 compared with the quarter ended December 2011.

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 R3 246 million (+7,8%) for the quarter ended March 2012 compared with the quarter ended March 2011.

There was a quarterly decrease of R3 148 million (-6,5%) for the quarter ended March 2012 compared with the quarter ended December 2011.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R993 million (+5,6%) for the quarter ended March 2012 compared with the quarter ended March 2011.

There was a quarterly decrease of R2 254 million (-10,8%) for the quarter ended March 2012 compared with the quarter ended December 2011.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R6 913 million (+8,6%) for the quarter ended March 2012 compared with the quarter ended March 2011.

There was a quarterly increase of R781 million (+0,9%) for the quarter ended March 2012 compared with the quarter ended December 2011.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R11 515 million (+11,1%) for the quarter ended March 2012 compared with the quarter ended March 2011.

There was a quarterly decrease of R3 599 million (-3,0%) for the quarter ended March 2012 compared with the quarter ended December 2011.

Part 1 – Estimation of number of employees and their earnings

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

1.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees	
		Quarter		Annual		
2008	Mar	8 417 000	7 000	0,1	173 000	2,1
	Jun	8 457 000	40 000	0,5	169 000	2,0
	Sep	8 490 000	33 000	0,4	147 000	1,8
	Dec	8 512 000	22 000	0,3	102 000	1,2
2009	Mar	8 326 000	-186 000	-2,2	-91 000	-1,1
	Jun	8 241 000	-85 000	-1,0	-216 000	-2,6
	Sep	8 144 000	-97 000	-1,2	-346 000	-4,1
	Dec	8 163 000	19 000	0,2	-349 000	-4,1
2010	Mar	8 086 000	-77 000	-0,9	-240 000	-2,9
	Jun	8 132 000	46 000	0,6	-109 000	-1,3
	Sep	8 155 000	23 000	0,3	11 000	0,1
	Dec	8 251 000	96 000	1,2	88 000	1,1
2011	Mar	8 289 000	38 000	0,5	203 000	2,5
	Jun	8 300 000	11 000	0,1	168 000	2,1
	Sep	8 358 000	58 000	0,7	203 000	2,5
	Dec*	8 379 000	21 000	0,3	128 000	1,6
2012	Mar	8 384 000	5 000	0,1	95 000	1,1

*Revised estimates.

1.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings	
		Quarter		Annual		
2008	Mar	235 349 000	-6 220 000	-2,6	30 157 000	14,7
	Jun	244 021 000	8 672 000	3,7	33 103 000	15,7
	Sep	253 964 000	9 943 000	4,1	34 083 000	15,5
	Dec	273 957 000	19 993 000	7,9	32 388 000	13,4
2009	Mar	259 223 000	-14 734 000	-5,4	23 874 000	10,1
	Jun	258 827 000	-396 000	-0,2	14 806 000	6,1
	Sep	270 555 000	11 728 000	4,5	16 591 000	6,5
	Dec	303 361 000	32 806 000	12,1	29 404 000	10,7
2010	Mar	291 203 000	-12 158 000	-4,0	31 980 000	12,3
	Jun	296 359 000	5 156 000	1,8	37 532 000	14,5
	Sep	305 209 000	8 850 000	3,0	34 654 000	12,8
	Dec	337 899 000	32 690 000	10,7	34 538 000	11,4
2011	Mar	318 347 000	-19 552 000	-5,8	27 144 000	9,3
	Jun	323 646 000	5 299 000	1,7	27 287 000	9,2
	Sep	340 313 000	16 667 000	5,1	35 104 000	11,5
	Dec*	365 373 000	25 060 000	7,4	27 474 000	8,1
2012	Mar	347 739 000	-17 634 000	-4,8	29 392 000	9,2

*Revised estimates.

Table 2 – Mining and quarrying industry

2.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees	
		Quarter		Annual		
2008	Mar	508 000	2 000	0,4	24 000	5,0
	Jun	520 000	12 000	2,4	23 000	4,6
	Sep	532 000	12 000	2,3	27 000	5,3
	Dec	518 000	-14 000	-2,6	12 000	2,4
2009	Mar	500 000	-18 000	-3,5	-8 000	-1,6
	Jun	492 000	-8 000	-1,6	-28 000	-5,4
	Sep	487 000	-5 000	-1,0	-45 000	-8,5
	Dec	488 000	1 000	0,2	-30 000	-5,8
2010	Mar	491 000	3 000	0,6	-9 000	-1,8
	Jun	497 000	6 000	1,2	5 000	1,0
	Sep	505 000	8 000	1,6	18 000	3,7
	Dec	504 000	-1 000	-0,2	16 000	3,3
2011	Mar	511 000	7 000	1,4	20 000	4,1
	Jun	517 000	6 000	1,2	20 000	4,0
	Sep	519 000	2 000	0,4	14 000	2,8
	Dec*	518 000	-1 000	-0,2	14 000	2,8
2012	Mar	522 000	4 000	0,8	11 000	2,2

2.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings	
		Quarter		Annual		
2008	Mar	13 554 000	98 000	0,7	2 048 000	17,8
	Jun	14 602 000	1 048 000	7,7	2 607 000	21,7
	Sep	15 622 000	1 020 000	7,0	2 751 000	21,4
	Dec	16 519 000	897 000	5,7	3 063 000	22,8
2009	Mar	15 605 000	-914 000	-5,5	2 051 000	15,1
	Jun	15 692 000	87 000	0,6	1 090 000	7,5
	Sep	16 448 000	756 000	4,8	826 000	5,3
	Dec	17 511 000	1 063 000	6,5	992 000	6,0
2010	Mar	17 150 000	-361 000	-2,1	1 545 000	9,9
	Jun	17 603 000	453 000	2,6	1 911 000	12,2
	Sep	19 129 000	1 526 000	8,7	2 681 000	16,3
	Dec	19 697 000	568 000	3,0	2 186 000	12,5
2011	Mar	19 568 000	-129 000	-0,7	2 418 000	14,1
	Jun	20 445 000	877 000	4,5	2 842 000	16,1
	Sep	21 593 000	1 148 000	5,6	2 464 000	12,9
	Dec*	24 879 000	3 286 000	15,2	5 182 000	26,3
2012	Mar	21 958 000	-2 921 000	-11,7	2 390 000	12,2

*Revised estimates.

Table 3 – Manufacturing industry

3.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2008 Mar	1 312 000	-3 000	-0,2	-10 000	-0,8
Jun	1 307 000	-5 000	-0,4	-16 000	-1,2
Sep	1 300 000	-7 000	-0,5	-18 000	-1,4
Dec	1 275 000	-25 000	-1,9	-40 000	-3,0
2009 Mar	1 239 000	-36 000	-2,8	-73 000	-5,6
Jun	1 220 000	-19 000	-1,5	-87 000	-6,7
Sep	1 204 000	-16 000	-1,3	-96 000	-7,4
Dec	1 185 000	-19 000	-1,6	-90 000	-7,1
2010 Mar	1 187 000	2 000	0,2	-52 000	-4,2
Jun	1 170 000	-17 000	-1,4	-50 000	-4,1
Sep	1 159 000	-11 000	-0,9	-45 000	-3,7
Dec	1 164 000	5 000	0,4	-21 000	-1,8
2011 Mar	1 160 000	-4 000	-0,3	-27 000	-2,3
Jun	1 148 000	-12 000	-1,0	-22 000	-1,9
Sep	1 150 000	2 000	0,2	-9 000	-0,8
Dec*	1 158 000	8 000	0,7	-6 000	-0,5
2012 Mar	1 157 000	-1 000	-0,1	-3 000	-0,3

3.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2008 Mar	32 118 000	-3 315 000	-9,4	3 130 000	10,8
Jun	32 726 000	608 000	1,9	3 171 000	10,7
Sep	33 968 000	1 242 000	3,8	3 183 000	10,3
Dec	38 052 000	4 084 000	12,0	2 619 000	7,4
2009 Mar	33 352 000	-4 700 000	-12,4	1 234 000	3,8
Jun	33 446 000	94 000	0,3	720 000	2,2
Sep	35 767 000	2 321 000	6,9	1 799 000	5,3
Dec	40 142 000	4 375 000	12,2	2 090 000	5,5
2010 Mar	36 788 000	-3 354 000	-8,4	3 436 000	10,3
Jun	37 362 000	574 000	1,6	3 916 000	11,7
Sep	38 403 000	1 041 000	2,8	2 636 000	7,4
Dec	43 991 000	5 588 000	14,6	3 849 000	9,6
2011 Mar	39 991 000	-4 000 000	-9,1	3 203 000	8,7
Jun	40 268 000	277 000	0,7	2 906 000	7,8
Sep	40 881 000	613 000	1,5	2 478 000	6,5
Dec*	47 015 000	6 134 000	15,0	3 024 000	6,9
2012 Mar	43 082 000	-3 933 000	-8,4	3 091 000	7,7

*Revised estimates.

Table 4 – Electricity, gas and water supply industry

4.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2008 Mar	58 000	2 000	3,6	4 000	7,4
Jun	59 000	1 000	1,7	5 000	9,3
Sep	59 000	0	0,0	4 000	7,3
Dec	59 000	0	0,0	3 000	5,4
2009 Mar	60 000	1 000	1,7	2 000	3,4
Jun	59 000	-1 000	-1,7	0	0,0
Sep	56 000	-3 000	-5,1	-3 000	-5,1
Dec	56 000	0	0,0	-3 000	-5,1
2010 Mar	56 000	0	0,0	-4 000	-6,7
Jun	57 000	1 000	1,8	-2 000	-3,4
Sep	57 000	0	0,0	1 000	1,8
Dec	58 000	1 000	1,8	2 000	3,6
2011 Mar	59 000	1 000	1,7	3 000	5,4
Jun	60 000	1 000	1,7	3 000	5,3
Sep	59 000	-1 000	-1,7	2 000	3,5
Dec*	59 000	0	0,0	1 000	1,7
2012 Mar	61 000	2 000	3,4	2 000	3,4

*Revised estimates.

4.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2008 Mar	2 780 000	-461 000	-14,2	326 000	13,3
Jun	2 921 000	141 000	5,1	521 000	21,7
Sep	3 558 000	637 000	21,8	427 000	13,6
Dec	4 048 000	490 000	13,8	807 000	24,9
2009 Mar	3 514 000	-534 000	-13,2	734 000	26,4
Jun	3 476 000	-38 000	-1,1	555 000	19,0
Sep	4 365 000	889 000	25,6	807 000	22,7
Dec	4 522 000	157 000	3,6	474 000	11,7
2010 Mar	3 872 000	-650 000	-14,4	358 000	10,2
Jun	3 975 000	103 000	2,7	499 000	14,4
Sep	4 858 000	883 000	22,2	493 000	11,3
Dec	4 923 000	65 000	1,3	401 000	8,9
2011 Mar	4 314 000	-609 000	-12,4	442 000	11,4
Jun	4 390 000	76 000	1,8	415 000	10,4
Sep	5 426 000	1 036 000	23,6	568 000	11,7
Dec*	5 442 000	16 000	0,3	519 000	10,5
2012 Mar	4 718 000	-724 000	-13,3	404 000	9,4

*Revised estimates.

Table 5 – Construction industry

5.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees	
		Quarter		Annual		
2008	Mar	468 000	2 000	0,4	-2 000	-0,4
	Jun	474 000	6 000	1,3	1 000	0,2
	Sep	467 000	-7 000	-1,5	-8 000	-1,7
	Dec	474 000	7 000	1,5	8 000	1,7
2009	Mar	458 000	-16 000	-3,4	-10 000	-2,1
	Jun	441 000	-17 000	-3,7	-33 000	-7,0
	Sep	418 000	-23 000	-5,2	-49 000	-10,5
	Dec	415 000	-3 000	-0,7	-59 000	-12,4
2010	Mar	418 000	3 000	0,7	-40 000	-8,7
	Jun	413 000	-5 000	-1,2	-28 000	-6,3
	Sep	406 000	-7 000	-1,7	-12 000	-2,9
	Dec	399 000	-7 000	-1,7	-16 000	-3,9
2011	Mar	413 000	14 000	3,5	-5 000	-1,2
	Jun	419 000	6 000	1,5	6 000	1,5
	Sep	434 000	15 000	3,6	28 000	6,9
	Dec*	426 000	-8 000	-1,8	27 000	6,8
2012	Mar	430 000	4 000	0,9	17 000	4,1

*Revised estimates.

5.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings	
		Quarter		Annual		
2008	Mar	8 317 000	-1 072 000	-11,4	976 000	13,3
	Jun	9 154 000	837 000	10,1	1 483 000	19,3
	Sep	9 762 000	608 000	6,6	1 892 000	24,0
	Dec	10 934 000	1 172 000	12,0	1 545 000	16,5
2009	Mar	9 208 000	-1 726 000	-15,8	891 000	10,7
	Jun	9 335 000	127 000	1,4	181 000	2,0
	Sep	9 882 000	547 000	5,9	120 000	1,2
	Dec	12 074 000	2 192 000	22,2	1 140 000	10,4
2010	Mar	10 620 000	-1 454 000	-12,0	1 412 000	15,3
	Jun	11 378 000	758 000	7,1	2 043 000	21,9
	Sep	11 455 000	77 000	0,7	1 573 000	15,9
	Dec	13 101 000	1 646 000	14,4	1 027 000	8,5
2011	Mar	11 600 000	-1 501 000	-11,5	980 000	9,2
	Jun	11 884 000	284 000	2,4	506 000	4,4
	Sep	12 814 000	930 000	7,8	1 359 000	11,9
	Dec*	14 276 000	1 462 000	11,4	1 175 000	9,0
2012	Mar	12 440 000	-1 836 000	-12,9	840 000	7,2

*Revised estimates.

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

6.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2008 Mar	1 739 000	-35 000	-2,0	33 000	1,9
Jun	1 726 000	-13 000	-0,7	-4 000	-0,2
Sep	1 709 000	-17 000	-1,0	-32 000	-1,8
Dec	1 747 000	38 000	2,2	-27 000	-1,5
2009 Mar	1 681 000	-66 000	-3,8	-58 000	-3,3
Jun	1 672 000	-9 000	-0,5	-54 000	-3,1
Sep	1 632 000	-40 000	-2,4	-77 000	-4,5
Dec	1 665 000	33 000	2,0	-82 000	-4,7
2010 Mar	1 630 000	-35 000	-2,1	-51 000	-3,0
Jun	1 636 000	6 000	0,4	-36 000	-2,2
Sep	1 650 000	14 000	0,9	18 000	1,1
Dec	1 687 000	37 000	2,2	22 000	1,3
2011 Mar	1 645 000	-42 000	-2,5	15 000	0,9
Jun	1 659 000	14 000	0,9	23 000	1,4
Sep	1 669 000	10 000	0,6	19 000	1,2
Dec*	1 700 000	31 000	1,9	13 000	0,8
2012 Mar	1 678 000	-22 000	-1,3	33 000	2,0

*Revised estimates.

6.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2008 Mar	33 845 000	-1 907 000	-5,3	4 611 000	15,8
Jun	34 765 000	920 000	2,7	3 644 000	12,3
Sep	35 294 000	529 000	1,5	4 332 000	14,0
Dec	38 870 000	3 576 000	10,1	3 118 000	8,7
2009 Mar	35 676 000	-3 194 000	-8,2	1 831 000	5,4
Jun	35 780 000	104 000	0,3	1 015 000	2,9
Sep	36 757 000	977 000	2,7	1 463 000	4,1
Dec	40 576 000	3 819 000	10,4	1 706 000	4,4
2010 Mar	38 207 000	-2 369 000	-5,8	2 531 000	7,1
Jun	39 720 000	1 513 000	4,0	3 940 000	11,0
Sep	41 018 000	1 298 000	3,3	4 261 000	11,6
Dec	45 569 000	4 551 000	11,1	4 993 000	12,3
2011 Mar	41 678 000	-3 891 000	-8,5	3 471 000	9,1
Jun	42 698 000	1 020 000	2,4	2 978 000	7,5
Sep	43 829 000	1 131 000	2,6	2 811 000	6,9
Dec*	48 072 000	4 243 000	9,7	2 503 000	5,5
2012 Mar	44 924 000	-3 148 000	-6,5	3 246 000	7,8

*Revised estimates.

Table 7 – Transport, storage and communication industry

7.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees	
		Quarter		Annual		
2008	Mar	364 000	4 000	1,1	3 000	0,8
	Jun	364 000	0	0,0	5 000	1,4
	Sep	366 000	2 000	0,5	8 000	2,2
	Dec	366 000	0	0,0	6 000	1,7
2009	Mar	362 000	-4 000	-1,1	-2 000	-0,5
	Jun	353 000	-9 000	-2,5	-11 000	-3,0
	Sep	356 000	3 000	0,8	-10 000	-2,7
	Dec	359 000	3 000	0,8	-7 000	-1,9
2010	Mar	359 000	0	0,0	-3 000	-0,8
	Jun	360 000	1 000	0,3	7 000	2,0
	Sep	355 000	-5 000	-1,4	-1 000	-0,3
	Dec	361 000	6 000	1,7	2 000	0,6
2011	Mar	360 000	-1 000	-0,3	1 000	0,3
	Jun	357 000	-3 000	-0,8	-3 000	-0,8
	Sep	365 000	8 000	2,2	10 000	2,8
	Dec*	369 000	4 000	1,1	8 000	2,2
2012	Mar	369 000	0	0,0	9 000	2,5

7.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings	
		Quarter		Annual		
2008	Mar	13 303 000	-761 000	-5,4	1 346 000	11,3
	Jun	15 329 000	2 026 000	15,2	2 160 000	16,4
	Sep	14 194 000	-1 135 000	-7,4	1 651 000	13,2
	Dec	15 418 000	1 224 000	8,6	1 354 000	9,6
2009	Mar	14 006 000	-1 412 000	-9,2	703 000	5,3
	Jun	14 942 000	936 000	6,7	-387 000	-2,5
	Sep	16 555 000	1 613 000	10,8	2 361 000	16,6
	Dec	16 675 000	120 000	0,7	1 257 000	8,2
2010	Mar	17 036 000	361 000	2,2	3 030 000	21,6
	Jun	17 537 000	501 000	2,9	2 595 000	17,4
	Sep	17 214 000	-323 000	-1,8	659 000	4,0
	Dec	19 054 000	1 840 000	10,7	2 379 000	14,3
2011	Mar	17 711 000	-1 343 000	-7,0	675 000	4,0
	Jun	19 120 000	1 409 000	8,0	1 583 000	9,0
	Sep	18 833 000	-287 000	-1,5	1 619 000	9,4
	Dec*	20 958 000	2 125 000	11,3	1 904 000	10,0
2012	Mar	18 704 000	-2 254 000	-10,8	993 000	5,6

*Revised estimates.

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

8.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees	
		Quarter		Annual		
2008	Mar	1 883 000	11 000	0,6	64 000	3,5
	Jun	1 907 000	24 000	1,3	82 000	4,5
	Sep	1 924 000	17 000	0,9	73 000	3,9
	Dec	1 914 000	-10 000	-0,5	42 000	2,2
2009	Mar	1 863 000	-51 000	-2,7	-20 000	-1,1
	Jun	1 824 000	-39 000	-2,1	-83 000	-4,4
	Sep	1 784 000	-40 000	-2,2	-140 000	-7,3
	Dec	1 796 000	12 000	0,7	-118 000	-6,2
2010	Mar	1 742 000	-54 000	-3,0	-121 000	-6,5
	Jun	1 769 000	27 000	1,5	-55 000	-3,0
	Sep	1 783 000	14 000	0,8	-1 000	-0,1
	Dec	1 812 000	29 000	1,6	16 000	0,9
2011	Mar	1 798 000	-14 000	-0,8	56 000	3,2
	Jun	1 818 000	20 000	1,1	49 000	2,8
	Sep	1 834 000	16 000	0,9	51 000	2,9
	Dec*	1 831 000	-3 000	-0,2	19 000	1,0
2012	Mar	1 834 000	3 000	0,2	36 000	2,0

*Revised estimates.

8.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings	
		Quarter		Annual		
2008	Mar	64 277 000	2 052 000	3,3	7 997 000	14,2
	Jun	63 106 000	-1 171 000	-1,8	6 310 000	11,1
	Sep	65 802 000	2 696 000	4,3	7 318 000	12,5
	Dec	69 544 000	3 742 000	5,7	7 319 000	11,8
2009	Mar	69 386 000	-158 000	-0,2	5 109 000	7,9
	Jun	65 491 000	-3 895 000	-5,6	2 385 000	3,8
	Sep	66 659 000	1 168 000	1,8	857 000	1,3
	Dec	72 211 000	5 552 000	8,3	2 667 000	3,8
2010	Mar	73 438 000	1 227 000	1,7	4 052 000	5,8
	Jun	72 587 000	-851 000	-1,2	7 096 000	10,8
	Sep	75 285 000	2 698 000	3,7	8 626 000	12,9
	Dec	80 634 000	5 349 000	7,1	8 423 000	11,7
2011	Mar	80 032 000	-602 000	-0,7	6 594 000	9,0
	Jun	77 469 000	-2 563 000	-3,2	4 882 000	6,7
	Sep	81 547 000	4 078 000	5,3	6 262 000	8,3
	Dec*	86 164 000	4 617 000	5,7	5 530 000	6,9
2012	Mar	86 945 000	781 000	0,9	6 913 000	8,6

*Revised estimates.

Table 9 – Community, social and personal services industry

9.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees	
		Quarter		Annual		
2008	Mar	2 085 000	23 000	1,1	58 000	2,9
	Jun	2 100 000	15 000	0,7	72 000	3,6
	Sep	2 133 000	33 000	1,6	93 000	4,6
	Dec	2 159 000	26 000	1,2	97 000	4,7
2009	Mar	2 163 000	4 000	0,2	78 000	3,7
	Jun	2 180 000	17 000	0,8	80 000	3,8
	Sep	2 207 000	27 000	1,2	74 000	3,5
	Dec	2 199 000	-8 000	-0,4	40 000	1,9
2010	Mar	2 203 000	4 000	0,2	40 000	1,8
	Jun	2 230 000	27 000	1,2	50 000	2,3
	Sep	2 240 000	10 000	0,4	33 000	1,5
	Dec	2 266 000	26 000	1,2	67 000	3,0
2011	Mar	2 343 000	77 000	3,4	140 000	6,4
	Jun	2 322 000	-21 000	-0,9	92 000	4,1
	Sep	2 328 000	6 000	0,3	88 000	3,9
	Dec*	2 318 000	-10 000	-0,4	52 000	2,3
2012	Mar	2 333 000	15 000	0,6	-10 000	-0,4

9.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings	
		Quarter		Annual		
2008	Mar	67 156 000	-1 956 000	-2,8	8 733 000	14,9
	Jun	71 418 000	4 262 000	6,3	11 386 000	12,3
	Sep	75 764 000	4 346 000	6,1	11 443 000	17,8
	Dec	80 572 000	4 808 000	6,3	11 460 000	16,6
2009	Mar	78 476 000	-2 096 000	-2,6	11 320 000	16,9
	Jun	80 665 000	2 189 000	2,8	9 247 000	12,9
	Sep	84 122 000	3 457 000	4,3	8 358 000	11,0
	Dec	99 650 000	15 528 000	18,5	19 078 000	23,7
2010	Mar	94 092 000	-5 558 000	-5,6	15 616 000	19,9
	Jun	96 197 000	2 105 000	2,2	15 532 000	19,3
	Sep	97 847 000	1 650 000	1,7	13 725 000	16,3
	Dec	110 930 000	13 083 000	13,4	11 280 000	11,3
2011	Mar	103 453 000	-7 477 000	-6,7	9 361 000	9,9
	Jun	107 372 000	3 919 000	3,8	11 175 000	11,6
	Sep	115 390 000	8 018 000	7,5	17 543 000	17,9
	Dec*	118 567 000	3 177 000	2,8	7 637 000	6,9
2012	Mar	114 968 000	-3 599 000	-3,0	11 515 000	11,1

*Revised estimates.

Part 2 – Estimation of average monthly earnings

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

1.1 Total (all formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2008 Feb	8 750	0,0	11,2
May	9 142	4,5	13,0
Aug	9 520	4,1	13,2
Nov	9 527	0,1	8,9
2009 Feb	9 614	0,9	9,9
May	9 724	1,1	6,4
Aug	10 591	8,9	11,3
Nov	11 020	4,1	15,7
2010 Feb	11 207	1,7	16,6
May	11 570	3,2	19,0
Aug	11 808	2,1	11,5
Nov	12 274	3,9	11,4
2011 Feb	12 262	-0,1	9,4
May	12 123	-1,1	4,8
Aug	12 923	6,6	9,4
Nov*	13 214	2,3	7,7
2012 Feb	13 080	-1,0	6,7

*Revised estimates.

1.2 Mining and quarrying industry**

Year and month	Revised series		
	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2008 Feb	9 028	3,2	11,9
May	9 319	3,2	16,5
Aug	9 979	7,1	18,9
Nov	10 453	4,7	19,5
2009 Feb	10 348	-1,0	14,6
May	10 660	3,0	14,4
Aug	11 470	7,6	14,9
Nov	12 035	4,9	15,1
2010 Feb	11 713	-2,7	13,2
May	11 663	-0,4	9,4
Aug	12 558	7,7	9,5
Nov	12 944	3,1	7,6
2011 Feb	12 794	-1,2	9,2
May	13 410	4,8	15,0
Aug	13 784	2,8	9,8
Nov*	13 994	1,5	8,1
2012 Feb	14 151	1,1	10,6

*Revised estimates.

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

1.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2008 Feb	7 863	-0,7	11,9	7 277	0,3	12,2
May	8 022	2,0	10,9	7 443	2,3	11,1
Aug	8 365	4,3	9,5	7 780	4,5	9,5
Nov	8 711	4,1	10,0	8 074	3,8	11,2
2009 Feb	8 547	-1,9	8,7	8 018	-0,7	10,2
May	8 787	2,8	9,5	8 279	3,3	11,2
Aug	9 510	8,2	13,7	8 950	8,1	15,0
Nov	9 870	3,8	13,3	9 158	2,3	13,4
2010 Feb	9 828	-0,4	15,0	9 234	0,8	15,2
May	10 273	4,5	16,9	9 626	4,2	16,3
Aug	10 553	2,7	11,0	9 888	2,7	10,5
Nov	11 017	4,4	11,6	10 108	2,2	10,4
2011 Feb	10 931	-0,8	11,2	10 111	0,0	9,5
May	11 327	3,6	10,3	10 485	3,7	8,9
Aug	11 567	2,1	9,6	10 681	1,9	8,0
Nov*	12 214	5,6	10,9	11 167	4,6	10,5
2012 Feb	12 060	-1,3	10,3	11 155	-0,1	10,3

*Revised estimates.

1.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2008 Feb	15 889	-4,8	5,4	14 848	-4,1	4,7
May	16 396	3,2	11,5	15 397	3,7	13,3
Aug	17 619	7,5	14,1	16 558	7,5	14,5
Nov	19 812	12,4	18,8	18 567	12,1	19,9
2009 Feb	19 481	-1,7	22,6	18 257	-1,7	23,0
May	19 582	0,5	19,4	18 318	0,3	19,0
Aug	21 922	11,9	24,4	20 619	12,6	24,5
Nov	23 471	7,1	18,5	21 822	5,8	17,5
2010 Feb	23 018	-1,9	18,2	21 522	-1,4	17,9
May	23 161	0,6	18,3	21 531	0,0	17,5
Aug	23 506	1,5	7,2	22 118	2,7	7,3
Nov	25 777	9,7	9,8	23 068	4,3	5,7
2011 Feb	23 987	-6,9	4,2	22 352	-3,1	3,9
May	24 191	0,9	4,4	22 112	-1,1	2,7
Aug	24 448	1,1	4,0	23 019	4,1	4,1
Nov*	27 468	12,4	6,6	24 730	7,4	7,2
2012 Feb	25 879	-5,8	7,9	23 947	-3,2	7,1

*Revised estimates.

1.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2008 Feb	5 978	1,2	14,8	5 640	1,6	13,8
May	6 471	8,2	22,6	5 872	4,1	17,5
Aug	6 356	-1,8	15,6	5 935	1,1	14,4
Nov	6 347	-0,1	7,4	5 947	0,2	7,2
2009 Feb	6 672	5,1	11,6	6 362	7,0	12,8
May	7 004	5,0	8,2	6 608	3,9	12,5
Aug	7 370	5,2	16,0	6 990	5,8	17,8
Nov	7 990	8,4	25,9	7 495	7,2	26,0
2010 Feb	8 179	2,4	22,6	7 677	2,4	20,7
May	8 850	8,2	26,4	8 381	9,2	26,8
Aug	8 964	1,3	21,6	8 403	0,3	20,2
Nov	9 168	2,3	14,7	8 339	-0,8	11,3
2011 Feb	9 174	0,1	12,2	8 554	2,6	11,4
May	9 191	0,2	3,9	8 542	-0,1	1,9
Aug	9 530	3,7	6,3	8 868	3,8	5,5
Nov*	9 618	0,9	4,9	8 873	0,1	6,4
2012 Feb	9 592	-0,3	4,6	8 935	0,7	4,5

*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	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2008 Feb	6 132	2,5	12,4	5 915	2,6	13,2
May	6 386	4,1	14,6	6 134	3,7	14,5
Aug	6 624	3,7	16,3	6 325	3,1	15,2
Nov	6 501	-1,9	8,7	6 250	-1,2	8,4
2009 Feb	6 570	1,1	7,1	6 338	1,4	7,2
May	6 796	3,4	6,4	6 544	3,3	6,7
Aug	7 118	4,7	7,5	6 924	5,8	9,5
Nov	7 210	1,3	10,9	6 990	1,0	11,8
2010 Feb	7 359	2,1	12,0	7 163	2,5	13,0
May	7 809	6,1	14,9	7 536	5,2	15,2
Aug	7 935	1,6	11,5	7 682	1,9	10,9
Nov	8 057	1,5	11,7	7 639	-0,6	9,3
2011 Feb	8 107	0,6	10,2	7 728	1,2	7,9
May	8 345	2,9	6,9	7 827	1,3	3,9
Aug	8 453	1,3	6,5	8 023	2,5	4,4
Nov*	8 546	1,1	6,1	8 085	0,8	5,8
2012 Feb	8 564	0,2	5,6	8 110	0,3	4,9

*Revised estimates.

1.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2008 Feb	11 606	1,8	7,6	10 626	2,6	6,5
May	11 891	2,5	5,0	10 818	1,8	4,6
Aug	12 011	1,0	7,6	11 030	2,0	8,3
Nov	12 679	5,6	11,2	11 568	4,9	11,7
2009 Feb	12 368	-2,5	6,6	11 344	-1,9	6,8
May	13 239	7,0	11,3	12 298	8,4	13,7
Aug	14 132	6,7	17,7	13 180	7,2	19,5
Nov	13 850	-2,0	9,2	12 894	-2,2	11,5
2010 Feb	14 035	1,3	13,5	13 119	1,7	15,6
May	14 409	2,7	8,8	13 439	2,4	9,3
Aug	15 362	6,6	8,7	14 249	6,0	8,1
Nov	15 714	2,3	13,5	14 553	2,1	12,9
2011 Feb	15 839	0,8	12,9	14 672	0,8	11,8
May	16 113	1,7	11,8	14 714	0,3	9,5
Aug	16 612	3,1	8,1	15 121	2,8	6,1
Nov*	16 827	1,3	7,1	15 324	1,3	5,3
2012 Feb	16 330	-3,0	3,1	15 117	-1,4	3,0

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2008 Feb	10 082	-1,0	8,2	9 808	-0,5	8,3
May	10 262	1,8	5,5	9 973	1,7	6,2
Aug	10 846	5,7	9,5	10 276	3,0	7,2
Nov	10 483	-3,3	3,0	10 144	-1,3	2,9
2009 Feb	10 937	4,3	8,5	10 585	4,3	7,9
May	11 080	1,3	8,0	10 787	1,9	8,2
Aug	11 807	6,6	8,9	11 259	4,4	9,6
Nov	11 940	1,1	13,9	11 615	3,2	14,5
2010 Feb	12 469	4,4	14,0	12 164	4,7	14,9
May	12 853	3,1	16,0	12 507	2,8	15,9
Aug	12 995	1,1	10,1	12 682	1,4	12,6
Nov	13 098	0,8	9,7	12 656	-0,2	9,0
2011 Feb	14 289	9,1	14,6	12 927	2,1	6,3
May	13 341	-6,6	3,8	12 928	0,0	3,4
Aug	14 850	11,3	14,3	13 792	6,7	8,8
Nov*	13 952	-6,0	6,5	13 360	-3,1	5,6
2012 Feb	13 924	-0,2	-2,6	13 393	0,2	3,6

*Revised estimates.

1.9 Community, social and personal services industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2008 Feb	10 189	-3,2	10,8	9 921	-2,4	10,6
May	10 982	7,8	16,2	10 684	7,7	16,7
Aug	11 313	3,0	12,3	10 990	2,9	11,9
Nov	11 222	-0,8	6,7	10 895	-0,9	7,2
2009 Feb	11 132	-0,8	9,3	10 837	-0,5	9,2
May	10 772	-3,2	-1,9	10 423	-3,8	-2,4
Aug	12 261	13,8	8,4	11 969	14,8	8,9
Nov	13 268	8,2	18,2	12 849	7,4	17,9
2010 Feb	13 484	1,6	21,1	13 178	2,6	21,6
May	13 678	1,4	27,0	13 375	1,5	28,3
Aug	13 809	1,0	12,6	13 498	0,9	12,8
Nov	14 840	7,5	11,8	14 337	6,2	11,6
2011 Feb	13 843	-6,7	2,7	13 545	-5,5	2,8
May	13 420	-3,1	-1,9	13 103	-3,3	-2,0
Aug	14 805	10,3	7,2	14 478	10,5	7,3
Nov*	16 042	8,4	8,1	15 416	6,5	7,5
2012 Feb	15 685	-2,2	13,3	15 338	-0,5	13,2

*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		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2008 Feb	5 776	-2,3	1,3
May	5 771	-0,1	1,1
Aug	5 770	0,0	-0,4
Nov	5 760	-0,2	-2,6
2009 Feb	5 792	0,6	0,3
May	5 730	-1,1	-0,7
Aug	6 133	7,0	6,3
Nov	6 355	3,6	10,3
2010 Feb	6 389	0,5	10,3
May	6 518	2,0	13,8
Aug	6 604	1,3	7,7
Nov	6 834	3,5	7,5
2011 Feb	6 737	-1,4	5,4
May	6 532	-3,0	0,2
Aug	6 863	5,1	3,9
Nov*	6 933	1,0	1,4
2012 Feb	6 774	-2,3	0,5

*Revised estimates.

2.2 Mining and quarrying industry**

Year and month	Revised series		
	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2008 Feb	5 959	0,8	1,9
May	5 883	-1,3	4,3
Aug	6 048	2,8	4,6
Nov	6 320	4,5	6,9
2009 Feb	6 234	-1,4	4,6
May	6 282	0,8	6,8
Aug	6 642	5,7	9,8
Nov	6 941	4,5	9,8
2010 Feb	6 678	-3,8	7,1
May	6 571	-1,6	4,6
Aug	7 023	6,9	5,7
Nov	7 207	2,6	3,8
2011 Feb	7 030	-2,5	5,3
May	7 225	2,8	10,0
Aug	7 320	1,3	4,2
Nov*	7 342	0,3	1,9
2012 Feb	7 328	-0,2	4,2

*Revised estimates.

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

2.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2008 Feb	5 190	-3,0	1,9	4 803	-2,1	2,2
May	5 064	-2,4	-0,7	4 699	-2,2	-0,6
Aug	5 070	0,1	-3,7	4 715	0,3	-3,7
Nov	5 267	3,9	-1,6	4 881	3,5	-0,5
2009 Feb	5 149	-2,2	-0,8	4 830	-1,0	0,6
May	5 178	0,6	2,3	4 879	1,0	3,8
Aug	5 507	6,4	8,6	5 182	6,2	9,9
Nov	5 692	3,4	8,1	5 281	1,9	8,2
2010 Feb	5 603	-1,6	8,8	5 265	-0,3	9,0
May	5 788	3,3	11,8	5 423	3,0	11,1
Aug	5 902	2,0	7,2	5 530	2,0	6,7
Nov	6 134	3,9	7,8	5 628	1,8	6,6
2011 Feb	6 006	-2,1	7,2	5 555	-1,3	5,5
May	6 103	1,6	5,4	5 649	1,7	4,2
Aug	6 143	0,7	4,1	5 672	0,4	2,6
Nov*	6 408	4,3	4,5	5 859	3,3	4,1
2012 Feb	6 245	-2,5	4,0	5 777	-1,4	4,0

*Revised estimates.

2.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2008 Feb	10 488	-7,0	-4,0	9 801	-6,4	-4,6
May	10 351	-1,3	-0,2	9 720	-0,8	1,4
Aug	10 678	3,2	0,3	10 035	3,2	0,7
Nov	11 978	12,2	6,3	11 226	11,9	7,3
2009 Feb	11 736	-2,0	11,9	10 998	-2,0	12,2
May	11 539	-1,7	11,5	10 794	-1,9	11,0
Aug	12 694	10,0	18,9	11 939	10,6	19,0
Nov	13 536	6,6	13,0	12 585	5,4	12,1
2010 Feb	13 123	-3,1	11,8	12 270	-2,5	11,6
May	13 048	-0,6	13,1	12 130	-1,1	12,4
Aug	13 147	0,8	3,6	12 370	2,0	3,6
Nov	14 352	9,2	6,0	12 844	3,8	2,1
2011 Feb	13 180	-8,2	0,4	12 281	-4,4	0,1
May	13 034	-1,1	-0,1	11 914	-3,0	-1,8
Aug	12 984	-0,4	-1,2	12 225	2,6	-1,2
Nov*	14 411	11,0	0,4	12 975	6,1	1,0
2012 Feb	13 402	-7,0	1,7	12 401	-4,4	1,0

*Revised estimates.

2.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2008 Feb	3 946	-1,2	4,6	3 723	-0,7	3,6
May	4 085	3,5	9,8	3 707	-0,4	5,2
Aug	3 852	-5,7	1,7	3 597	-3,0	0,6
Nov	3 837	-0,4	-3,9	3 596	0,0	-4,1
2009 Feb	4 019	4,7	1,8	3 833	6,6	3,0
May	4 127	2,7	1,0	3 894	1,6	5,0
Aug	4 268	3,4	10,8	4 047	3,9	12,5
Nov	4 608	8,0	20,1	4 322	6,8	20,2
2010 Feb	4 663	1,2	16,0	4 377	1,3	14,2
May	4 986	6,9	20,8	4 722	7,9	21,3
Aug	5 013	0,5	17,5	4 700	-0,5	16,1
Nov	5 105	1,8	10,8	4 643	-1,2	7,4
2011 Feb	5 041	-1,3	8,1	4 700	1,2	7,4
May	4 952	-1,8	-0,7	4 602	-2,1	-2,5
Aug	5 061	2,2	1,0	4 710	2,3	0,2
Nov*	5 046	-0,3	-1,2	4 655	-1,2	0,3
2012 Feb	4 967	-1,6	-1,5	4 627	-0,6	-1,6

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2008 Feb	4 048	0,1	2,4	3 904	0,2	3,1
May	4 032	-0,4	2,6	3 872	-0,8	2,5
Aug	4 015	-0,4	2,2	3 833	-1,0	1,3
Nov	3 930	-2,1	-2,8	3 779	-1,4	-3,0
2009 Feb	3 958	0,7	-2,2	3 818	1,0	-2,2
May	4 005	1,2	-0,7	3 856	1,0	-0,4
Aug	4 122	2,9	2,7	4 009	4,0	4,6
Nov	4 158	0,9	5,8	4 031	0,5	6,7
2010 Feb	4 196	0,9	6,0	4 084	1,3	7,0
May	4 399	4,8	9,8	4 246	4,0	10,1
Aug	4 438	0,9	7,7	4 296	1,2	7,2
Nov	4 486	1,1	7,9	4 253	-1,0	5,5
2011 Feb	4 454	-0,7	6,1	4 246	-0,2	4,0
May	4 496	0,9	2,2	4 217	-0,7	-0,7
Aug	4 489	-0,2	1,1	4 261	1,0	-0,8
Nov*	4 484	-0,1	0,0	4 242	-0,4	-0,3
2012 Feb	4 435	-1,1	-0,4	4 200	-1,0	-1,1

*Revised estimates.

2.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2008 Feb	7 661	-0,6	-2,0	7 014	0,3	-3,0
May	7 507	-2,0	-6,0	6 830	-2,6	-6,4
Aug	7 279	-3,0	-5,4	6 685	-2,1	-4,8
Nov	7 666	5,3	-0,5	6 994	4,6	0,0
2009 Feb	7 451	-2,8	-2,7	6 834	-2,3	-2,6
May	7 801	4,7	3,9	7 247	6,0	6,1
Aug	8 183	4,9	12,4	7 632	5,3	14,2
Nov	7 987	-2,4	4,2	7 435	-2,6	6,3
2010 Feb	8 002	0,2	7,4	7 479	0,6	9,4
May	8 118	1,4	4,1	7 571	1,2	4,5
Aug	8 592	5,8	5,0	7 969	5,3	4,4
Nov	8 749	1,8	9,5	8 103	1,7	9,0
2011 Feb	8 703	-0,5	8,8	8 062	-0,5	7,8
May	8 682	-0,2	6,9	7 928	-1,7	4,7
Aug	8 822	1,6	2,7	8 030	1,3	0,8
Nov*	8 828	0,1	0,9	8 040	0,1	-0,8
2012 Feb	8 457	-4,2	-2,8	7 829	-2,6	-2,9

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2008 Feb	6 655	-3,2	-1,4	6 474	-2,8	-1,3
May	6 479	-2,6	-5,5	6 296	-2,7	-4,9
Aug	6 573	1,5	-3,7	6 228	-1,1	-5,8
Nov	6 338	-3,6	-7,9	6 133	-1,5	-7,9
2009 Feb	6 589	4,0	-1,0	6 377	4,0	-1,5
May	6 529	-0,9	0,8	6 357	-0,3	1,0
Aug	6 837	4,7	4,0	6 519	2,5	4,7
Nov	6 886	0,7	8,6	6 698	2,7	9,2
2010 Feb	7 109	3,2	7,9	6 935	3,5	8,8
May	7 241	1,9	10,9	7 046	1,6	10,8
Aug	7 268	0,4	6,3	7 093	0,7	8,8
Nov	7 293	0,3	5,9	7 047	-0,6	5,2
2011 Feb	7 851	7,7	10,4	7 103	0,8	2,4
May	7 188	-8,4	-0,7	6 966	-1,9	-1,1
Aug	7 886	9,7	8,5	7 324	5,1	3,3
Nov*	7 320	-7,2	0,4	7 009	-4,3	-0,5
2012 Feb	7 211	-1,5	-8,2	6 936	-1,0	-2,4

*Revised estimates.

2.9 Community, social and personal services industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2008 Feb	6 725	-5,4	0,9	6 549	-4,7	0,8
May	6 933	3,1	4,0	6 745	3,0	4,5
Aug	6 856	-1,1	-1,2	6 661	-1,2	-1,6
Nov	6 785	-1,0	-4,6	6 587	-1,1	-4,1
2009 Feb	6 706	-1,2	-0,3	6 528	-0,9	-0,3
May	6 348	-5,3	-8,4	6 142	-5,9	-8,9
Aug	7 100	11,8	3,6	6 931	12,8	4,1
Nov	7 652	7,8	12,8	7 410	6,9	12,5
2010 Feb	7 688	0,5	14,6	7 513	1,4	15,1
May	7 706	0,2	21,4	7 535	0,3	22,7
Aug	7 723	0,2	8,8	7 549	0,2	8,9
Nov	8 263	7,0	8,0	7 983	5,7	7,7
2011 Feb	7 606	-8,0	-1,1	7 442	-6,8	-0,9
May	7 231	-4,9	-6,2	7 060	-5,1	-6,3
Aug	7 862	8,7	1,8	7 689	8,9	1,9
Nov*	8 417	7,1	1,9	8 088	5,2	1,3
2012 Feb	8 123	-3,5	6,8	7 943	-1,8	6,7

*Revised estimates.

Additional information

Technical notes

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

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

Lower limit

= lower 95% confidence limit of a population parameter
= estimate – 1,96*Standard Error (estimate)

and

Upper limit

= upper 95% confidence limit of a population parameter
= estimate + 1,96*Standard Error (estimate)

$$1.1 \text{ StandardError(SE)} = \frac{\text{upperlimit} - \text{lowerlimit}}{2 \times 1,96}$$

$$1.2 \text{ RelativeStandardError(RSE)} = \frac{\text{SE (estimate)}}{\text{estimate}} \times 100$$

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

Industry	Quarter ended December 2011*				Quarter ended March 2012			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	518 240	518 240	518 240	0,0	521 501	521 501	521 501	0,0
Manufacturing	1 132 926	1 157 620	1 182 314	1,1	1 130 905	1 157 126	1 183 346	1,2
Electricity, gas and water supply	57 933	59 387	60 841	1,2	59 437	60 861	62 284	1,2
Construction	406 127	426 304	446 482	2,4	409 203	430 488	451 773	2,5
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 649 685	1 700 126	1 750 567	1,5	1 625 429	1 677 813	1 730 198	1,6
Transport, storage and communication	357 904	368 967	380 030	1,5	357 721	369 081	380 441	1,6
Financial intermediation, insurance, real estate and business services	1 764 485	1 831 262	1 898 039	1,9	1 765 070	1 833 806	1 902 542	1,9
Community, social and personal services	2 294 949	2 317 937	2 340 925	0,5	2 311 531	2 332 846	2 354 160	0,5
Total	8 287 885	8 379 843	8 471 802	0,6	8 288 826	8 383 522	8 478 218	0,6

*Revised estimates.

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

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

Industry	Quarter ended December 2011*				Quarter ended March 2012			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	24 878 862	24 878 862	24 878 862	0,0	21 958 397	21 958 397	21 958 397	0,0
Manufacturing	46 199 183	47 014 599	47 830 015	0,9	42 319 097	43 082 103	43 845 109	0,9
Electricity, gas and water supply	5 408 248	5 442 326	5 476 403	0,3	4 685 611	4 718 492	4 751 374	0,4
Construction	13 481 205	14 276 058	15 070 911	2,8	11 686 131	12 440 265	13 194 398	3,1
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	46 363 236	48 071 876	49 780 517	1,8	43 223 183	44 923 657	46 624 132	1,9
Transport, storage and communication	20 344 120	20 958 140	21 572 160	1,5	18 160 840	18 704 083	19 247 326	1,5
Financial intermediation, insurance, real estate and business services	81 722 716	86 163 843	90 604 971	2,6	82 308 310	86 945 300	91 582 289	2,7
Community, social and personal services	117 097 454	118 567 260	120 037 066	0,6	113 231 272	114 967 908	116 704 545	0,8
Total	360 252 113	365 372 964	370 493 815	0,7	342 402 057	347 740 205	353 078 353	0,8

*Revised estimates.

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

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

Industry	November 2011*				February 2012			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	13 994	13 994	13 994	0,0	14 151	14 151	14 151	0,0
Manufacturing	11 901	12 214	12 527	1,3	11 739	12 060	12 381	1,4
Electricity, gas and water supply	26 803	27 468	28 133	1,2	25 262	25 879	26 496	1,2
Construction	8 956	9 618	10 280	3,5	8 892	9 592	10 292	3,7
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	8 160	8 546	8 932	2,3	8 171	8 564	8 957	2,3
Transport, storage and communication	16 143	16 827	17 511	2,1	15 668	16 330	16 992	2,1
Financial intermediation, insurance, real estate and business services	13 162	13 952	14 742	2,9	13 149	13 924	14 699	2,8
Community, social and personal services	15 767	16 042	16 317	0,9	15 433	15 685	15 937	0,8
Total	12 996	13 214	13 432	0,8	12 860	13 080	13 300	0,9

*Revised estimates.

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

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

Industry	November 2011*				February 2012			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	-	-	-	-	-	-	-	-
Manufacturing	10 882	11 167	11 452	1,3	10 860	11 155	11 450	1,3
Electricity, gas and water supply	24 126	24 730	25 334	1,2	23 372	23 947	24 522	1,2
Construction	8 255	8 873	9 491	3,6	8 272	8 935	9 598	3,8
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	7 714	8 085	8 456	2,3	7 739	8 110	8 481	2,3
Transport, storage and communication	14 710	15 324	15 938	2,0	14 484	15 117	15 750	2,1
Financial intermediation, insurance, real estate and business services	12 602	13 360	14 118	2,9	12 636	13 393	14 150	2,9
Community, social and personal services	15 146	15 416	15 686	0,9	15 095	15 338	15 581	0,8

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

Explanatory notes

- Introduction** This publication contains results of the Quarterly Employment Statistics (QES) survey of enterprises in the formal non-agricultural business sector of the South African economy. The survey is designed to obtain information regarding: the number of persons employed in the organisation; gross earnings paid; bonuses paid; overtime payments; and severance, termination and redundancy payments paid to employees for each month of the reference quarter.
- Part 1 deals with the estimation of the number of employees and their earnings.
- Part 2 deals with the estimation of average monthly earnings.
- Scope of the survey**
1. This survey covers employment statistics of the following industries according to the *Standard Industrial Classification of all Economic Activities (SIC)*, Fifth edition, January 1993:
 - mining and quarrying industry;
 - manufacturing industry;
 - electricity, gas and water supply industry;
 - construction industry;
 - wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry;
 - transport, storage and communication industry;
 - financial intermediation, insurance, real estate and business services industry; and
 - community, social and personal services industry.
- Classification**
2. The *Standard Industrial Classification of all Economic Activities (SIC)*, Fifth edition, January 1993, was used to classify the statistical units in the survey. The SIC is based on the 1990 *International Standard Industrial Classification of all Economic Activities (ISIC)*, with suitable adaptations for local conditions. Statistics in this publication are only presented at the SIC major division (one digit) level. **Each enterprise is classified to the industry which reflects the predominant activity of the enterprise.**
- Statistical unit**
3. The statistical unit for the collection of information is an enterprise. An enterprise is a legal unit or a combination of legal units that includes and directly controls all functions necessary to carry out its production activities.
- Purpose of the survey**
4. The Quarterly Employment Statistics survey is a quarterly survey covering a sample of approximately 20 208 (VAT registered) private and public enterprises in the formal non-agricultural sector of the South African economy. The information received is used to estimate employment and gross earnings that are used as inputs to the Gross Domestic Product (GDP) and to estimate key economic statistics on average monthly earnings that are mainly used for monitoring economic indicators of the South African economy.

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- Mining** 5. Stats SA receives information regarding the mining and quarrying industry from the Department of Mineral Resources. The information for the latest quarter is preliminary and will be revised by the Minerals Bureau as soon as they receive more information from the different mines. Users must take note that gross earnings estimates based on the 2009 frame exclude severance, termination and redundancy payments paid during the reference quarter.
- Notes on estimates** 6. Average monthly earnings statistics represent average gross (before tax) earnings of employees and do not relate to the earnings of the 'average' person. Estimates of average monthly earnings are derived by dividing estimates of monthly total earnings by estimates of number of employees. Changes in the average may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force. There are several aspects which can contribute to compositional changes, including variations over time in the proportions of full-time, part-time and casual employees.
- Reliability of estimates** 7. Inaccuracies may occur because of imperfections in reporting by enterprises and errors made with the collection and processing of the data. Inaccuracies of this kind are referred to as non-sampling errors. Every effort is made to reduce non-sampling errors to a minimum by designing the questionnaire carefully, undertaking pilot studies, editing the data and efficient operating procedures. Fluctuations may occur in consecutive quarters as a result of seasonal and economic factors.
- Standard errors** 8. The estimates in this publication are based on a sample drawn from units in the surveyed population. As a result of the entire population not being surveyed, the published estimates are subject to sampling error. The most common way of quantifying such sampling error is to calculate the standard error for the published estimate or statistic.
- Effects of rounding** 9. Estimates of average monthly earnings are rounded to the nearest rand. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates. The sum of the rounded industry estimates do not necessarily add to the total.
- Revised figures** 10. Figures for the quarters published in this release are preliminary and may be revised in subsequent publications.

Related publications 11. Users may also wish to refer to the following publications which are available from Stats SA:

Bulletin of Statistics;
Quarterly Labour Force Survey; and
SA Statistics.

Pre-release policy 12. Stats SA's pre-release policy may be inspected at its website, www.statssa.gov.za.

Response rate The response rate for the quarter ended March 2012 was 84,9%.

Abbreviations and symbols

BSF	Business Sampling Frame
DMR	Department of Mineral Resources
GDP	Gross Domestic Product
IBR	Integrated Business Register
ILO	International Labour Organisation
IT	Income Tax
LFS	Labour Force Survey
QES	Quarterly Employment Statistics
RSE	Relative Standard Error
SARS	South African Revenue Service
SE	Standard Error
SEE	Survey of Employment and Earnings
SIC	Standard Industrial Classification of all Economic Activities
SNA	System of National Accounts
Stats SA	Statistics South Africa
VAT	Value Added-Tax
-	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 average monthly earnings after the direct effects of inflation have been eliminated. The deflator used to deflate the current average earnings is the consumer price index (2000=100). This index has been linked to the new CPI that has been rebased to 2008 = 100 from January 2009.
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. Casual employees can be part-time or full time.
Enterprises	Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their production activities.
Formal sector	The formal sector includes all businesses that are registered in any way.
Full-time employees	Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 hours or more per week. This excludes the self-employed and working proprietors. (Refer to notes on number of employees below.)
Gross earnings	Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc., but excludes earnings of sole proprietors or partners of unincorporated businesses; commission where a retainer, wage or salary was not paid; payments to subcontractors and consultants who are not part of the enterprise; 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 organisations that are not registered in any way. They are generally small in nature, and are seldom run from business premises. Instead, they are generally run from homes, street pavements and other informal arrangements.
Number of employees	The number of employees is the number of people employed by the organisation who received payment (in salaries; wages; commission, in addition to a retainer, salary or wage; piece rates; or payments in kind) for any part of the reference period. This excludes independent contractors and consultants; working proprietors; sole and joint owners; and employees paid on a commission basis where a retainer, salary or wage was not paid. The number of employees refers to the number of people employed at the end of the reference period (See Reference quarter/month/period below).
Ordinary-time hours	Ordinary-time hours are those hours actually worked during normal periods of work. These hours include hours of paid leave taken during the reference period (e.g. sick leave, annual leave) and hours of normal shift work. Ordinary-time hours paid for exclude overtime hours worked, hours relating to payment in advance and hours relating to back pay.
Overtime hours paid for	Overtime hours paid for are those hours worked in excess of ordinary-time hours, standard or agreed hours of work that were paid for in the reference period.
Overtime payments	Overtime payments refer to payment for hours worked and paid for in excess of ordinary-time hours, standard or agreed hours worked for the reference period. Penalty payments that relate to overtime are also included.
Part-time employees	Part-time employees are those permanent, temporary or casual employees who are not full-time employees as defined above or who normally work less than 40 hours per week. This excludes the self-employed at work or with an enterprise but temporarily not at work.
Performance and other bonuses	<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 contracts would typically stipulate a termination date, but could be renewed by mutual agreement between the employer and the employee. This excludes the self-employed with an enterprise but temporarily not at work.

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