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Statistical release

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Quarterly employment statistics (QES)

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Introduction

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

Key findings: employment and earnings for the quarter ending September 2015

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

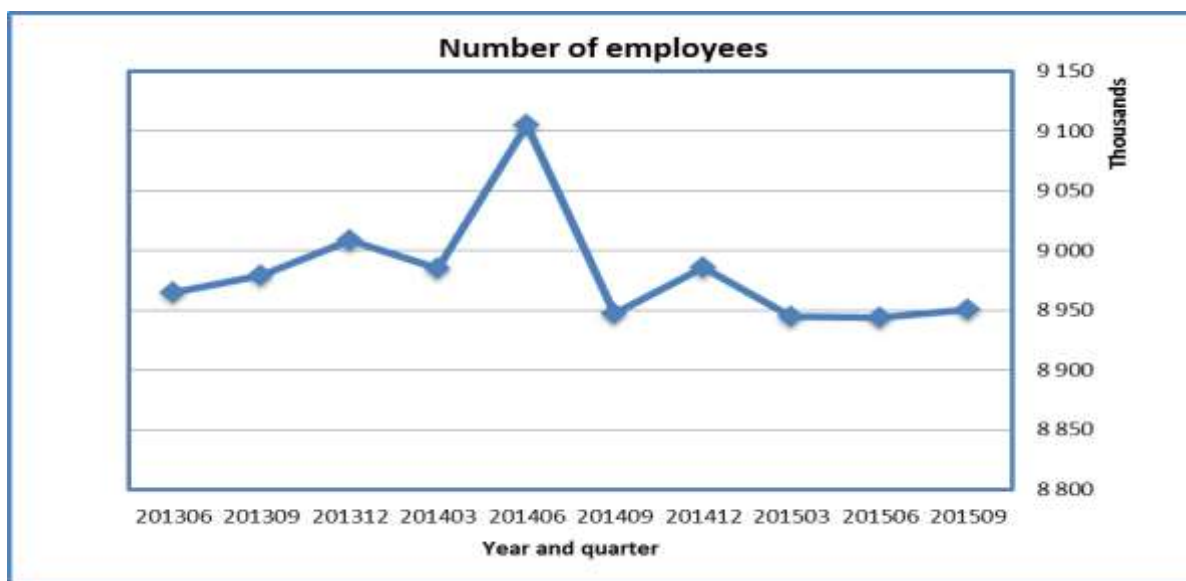


Table A: Employment by industry

Industry	Sep 2014	Jun* 2015	Sep 2015	Q/Q Change	Y/Y Change	Q/Q Change	Y/Y Change
	Thousand			%			
Mining	498	489	477	-12	-21	-2,5	-4,2
Manufacturing	1 133	1 135	1 130	-5	-3	-0,4	-0,3
Electricity	58	58	58	0	0	0,0	0,0
Construction	497	482	477	-5	-20	-1,0	-4,0
Trade	1 832	1 845	1 855	10	23	0,5	1,3
Transport	438	437	436	-1	-2	-0,2	-0,5
Business services	1 967	1 984	1 996	12	29	0,6	1,5
Community services	2 524	2 514	2 522	8	-2	0,3	-0,1
Total	8 947	8 944	8 951	7	4	0,1	0,0

*Revised estimates.

Table A shows that employment increased by 7 000 quarter-on-quarter, from 8 944 000 in June 2015 to 8 951 000 in September 2015. This was largely due to increases in the following industries: business services (12 000 or 0,6%); trade (10 000 or 0,5%); and community services (8 000 or 0,3%).

There were decreases reported by the following industries: mining and quarrying (-12 000 or -2,5%); manufacturing (-5 000 or -0,4%); construction (-5 000 or -1,0%); and transport (-1 000 or -0,2).

Electricity industry remained unchanged.

Employment increased by 4 000 or 0,0% year-on-year between September 2014 and September 2015. Most increases were reported by the following industries: business services (29 000 or 1,5%); and trade (23 000 or 1,3%).

The following industries reported annual decreases: mining and quarrying (-21 000 or -4,2%); construction (-20 000 or -4,0%); manufacturing (-3 000 or -0,3%); transport (-2 000 or -0,5%); and community services (-2 000 or -0,1%).

Electricity industry remained unchanged.

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

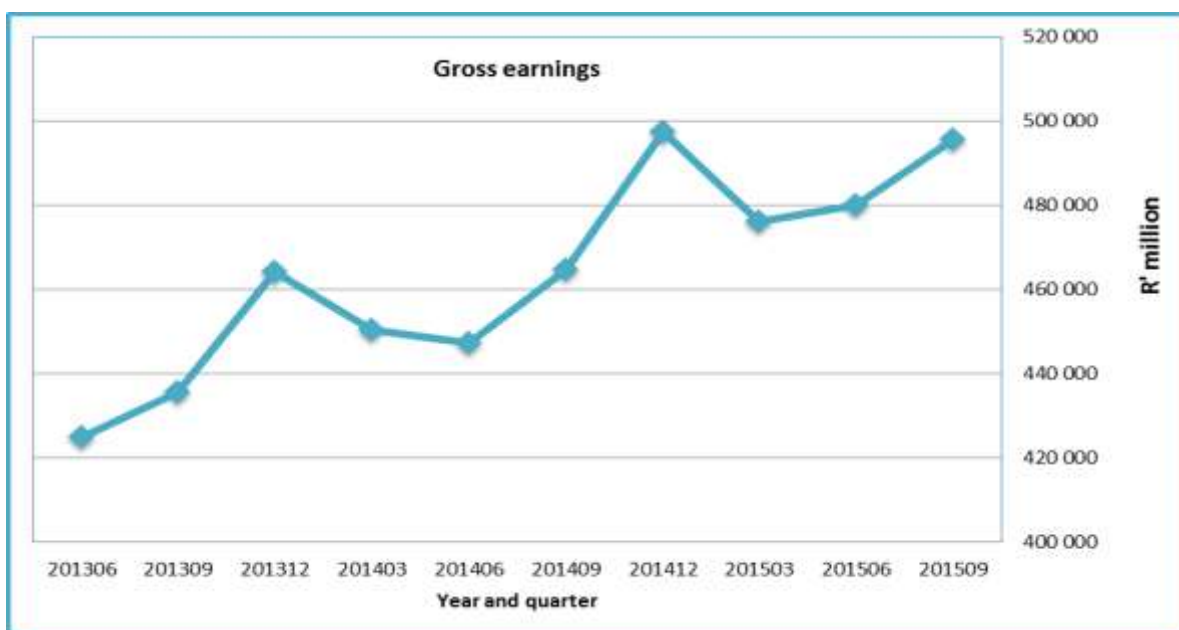


Table B: Gross earnings by industry

Industry	Sep 2014	Jun* 2015	Sep 2015	Q/Q Change	Y/Y Change	Q/Q Change	Y/Y Change
	Rands (Million)					%	
Mining	27 390	27 465	28 957	1 492	1 567	5,4	5,7
Manufacturing	52 127	54 023	55 790	1 767	3 663	3,3	7,0
Electricity	6 621	5 941	6 152	211	-469	3,6	-7,1
Construction	19 283	19 264	19 456	192	173	1,0	0,9
Trade	64 586	67 883	68 499	616	3 913	0,9	6,1
Transport	28 179	29 651	29 929	278	1 750	0,9	6,2
Business services	112 976	118 145	123 565	5 420	10 589	4,6	9,4
Community services	153 506	157 563	163 102	5 539	9 596	3,5	6,3
Total	464 668	479 935	495 450	15 515	30 782	3,2	6,6

*Revised estimates.

Table B shows that gross earnings paid to employees increased by R15 515 million (3,2%) from R479 935 million in June 2015 to R495 450 million in September 2015. The increase was mainly due to increases in the community services; business services; manufacturing; mining and quarrying; trade; transport; electricity industries; and construction.

Year-on-year, gross earnings increased by R30 782 million (6,6%).

Average monthly earnings

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

Average monthly earnings (including bonuses and overtime payments)	August 2014	May 2015*	August 2015	Q/Q Change	Y/Y Change
	Rands			%	
	16 371	16 801	17 387	3,5	6,2

*Revised estimates.

Table C shows a quarter-on-quarter increase of 3,5% in average monthly earnings paid to employees in the formal non-agricultural sector from R16 801 in May 2015 to R17 387 in August 2015.

On an annual basis, average monthly earnings paid to employees increased by 6,2% from R16 371 in August 2014 to R17 387 in August 2015.

PJ Lehohla
Statistician-General

Scope of the survey

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

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

Comparison of QLFS (formal sector employees) and QES

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

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

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

Detailed employment changes by industry

The *mining and quarrying industry* reported an annual decrease of 21 000 employees (-4,2%) in September 2015 compared with September 2014. There was a quarterly decrease of 12 000 employees (-2,5%) in September 2015 compared with June 2015.

See explanatory note on page 33.

The *manufacturing industry* reported an annual decrease of 3 000 employees (-0,3%) in September 2015 compared with September 2014. There was a quarterly decrease of 5 000 employees (-0,4%) in September 2015 compared with June 2015. This was mainly due to decreases in employment in the manufacturing of other food products; special purpose machinery; and general purpose machinery.

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

The *construction industry* reported an annual decrease of 20 000 employees (-4,0%) in September 2015 compared with September 2014. There was a quarterly decrease of 5 000 employees (-1,0%) in September 2015 compared with June 2015. This was mainly due to decreases in employment in the building of complete constructions or parts thereof, civil engineering; and building completion.

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 23 000 employees (+1,3%) in September 2015 compared with September 2014. There was a quarterly increase of 10 000 employees (+0,5%) in September 2015 compared with June 2015. This was mainly due to increases in employment in retail trade; and hotels and restaurants.

The *transport, storage and communication industry* reported an annual decrease of 2 000 employees (-0,5%) in September 2015 compared with September 2014. There was a quarterly decrease of 1 000 employees (-0,2%) in September 2015 compared with June 2015. This was mainly due to decreases in employment in post and telecommunications.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 29 000 employees (+1,5%) in September 2015 compared with September 2014. There was a quarterly increase of 12 000 employees (+0,6%) in September 2015 compared with June 2015. This was mainly due to increases in financial intermediation (i.e. Banks); insurance and pension funding; real estate activities; computer and related activities; and business activities n.e.c.

The *community, social and personal services industry* reported an annual decrease of 2 000 employees (-0,1%) in September 2015 compared with September 2014. There was a quarterly increase of 8 000 employees (+0,3%) in September 2015 compared with June 2015. This was mainly due to increases in employment in national departments; universities and technikons; and other service activities.

Detailed changes in gross earnings paid to employees

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R1 567 million (+5,7%) for the quarter ended September 2015 compared with the quarter ended September 2014.

There was a quarterly increase of R1 492 million (+5,4%) for the quarter ended September 2015 compared with the quarter ended June 2015.

See explanatory note on page 33.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R3 663 million (+7,0%) for the quarter ended September 2015 compared with the quarter ended September 2014. There was a quarterly increase of R1 767 million (+3,3%) for the quarter ended September 2015 compared with the quarter ended June 2015.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual decrease of R469 million (-7,1%) for the quarter ended September 2015 compared with the quarter ended September 2014. There was a quarterly increase of R211 million (+3,6%) for the quarter ended September 2015 compared with the quarter ended June 2015.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R173 million (+0,9%) for the quarter ended September 2015 compared with the quarter ended September 2014. There was a quarterly increase of R192 million (+1,0%) for the quarter September 2015 compared with the quarter ended June 2015.

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 913 million (+6,1%) for the quarter ended September 2015 compared with the quarter ended September 2014. There was a quarterly increase of R616 million (+0,9%) for the quarter ended September 2015 compared with the quarter ended June 2015.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R1 750 million (+6,2%) for the quarter ended September 2015 compared with the quarter ended September 2014. There was a quarterly increase of R278 million (+0,9%) for the quarter ended September 2015 compared with the quarter ended June 2015.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R10 589 million (+9,4%) for the quarter ended September 2015 compared with the quarter ended September 2014. There was a quarterly increase of R5 420 million (+4,6%) for the quarter ended September 2015 compared with the quarter ended June 2015.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R9 596 million (+6,3%) for the quarter ended September 2015 compared with the quarter ended September 2014. There was a quarterly increase of R5 539 million (+3,5%) for the quarter ended September 2015 compared with the quarter ended June 2015.

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	Annual	Annual
2013	Jun	8 965 000	-	-	-	-
	Sep	8 979 000	14 000	0,2	-	-
	Dec	9 009 000	30 000	0,3	-	-
2014	Mar	8 985 000	-24 000	-0,3	-	-
	Jun	9 105 000	120 000	1,3	140 000	1,6
	Sep	8 947 000	-158 000	-1,7	-32 000	-0,4
2015	Dec	8 986 000	39 000	0,4	-23 000	-0,3
	Mar	8 945 000	-41 000	-0,5	-40 000	-0,4
	Jun	8 944 000	-1 000	0,0	-161 000	-1,8
	Sep	8 951 000	7 000	0,1	4 000	0,0

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	Annual	Annual
2013	Jun	425 034 000	-	-	-	-
	Sep	435 475 000	10 441 000	2,5	-	-
	Dec	464 130 000	28 655 000	6,6	-	-
2014	Mar	450 276 000	-13 854 000	-3,0	-	-
	Jun	447 264 000	-3 012 000	-0,7	22 230 000	5,2
	Sep	464 668 000	17 404 000	3,9	29 193 000	6,7
2015	Dec	497 280 000	32 612 000	7,0	33 150 000	7,1
	Mar	476 165 000	-21 115 000	-4,2	25 889 000	5,7
	Jun*	479 935 000	3 770 000	0,8	32 671 000	7,3
	Sep	495 450 000	15 515 000	3,2	30 782 000	6,6

*Revised estimates.

Table 2 - Mining and quarrying industry

2.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2013 Jun	511 000	-	-	-	-
Sep	507 000	-4 000	-0,8	-	-
Dec	499 000	-8 000	-1,6	-	-
2014 Mar	491 000	-8 000	-1,6	-	-
Jun	491 000	0	0,0	-20 000	-3,9
Sep	498 000	7 000	1,4	-9 000	-1,8
Dec	491 000	-7 000	-1,4	-8 000	-1,6
2015 Mar	490 000	-1 000	-0,2	-1 000	-0,2
Jun*	489 000	-1 000	-0,2	-2 000	-0,4
Sep	477 000	-12 000	-2,5	-21 000	-4,2

*Revised estimates.

2.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2013 Jun	24 013 000	-	-	-	-
Sep	25 243 000	1 230 000	5,1	-	-
Dec	26 047 000	804 000	3,2	-	-
2014 Mar	23 237 000	-2 810 000	-10,8	-	-
Jun	22 615 000	-622 000	-2,7	-1 398 000	-5,8
Sep	27 390 000	4 775 000	21,1	2 147 000	8,5
Dec	27 921 000	531 000	1,9	1 874 000	7,2
2015 Mar	27 334 000	-587 000	-2,1	4 097 000	17,6
Jun*	27 465 000	131 000	0,5	4 850 000	21,4
Sep	28 957 000	1 492 000	5,4	1 567 000	5,7

*Revised estimates.

Table 3 - Manufacturing industry

3.1 Number of employees

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarter		Annual	
2013	Jun	1 158 000	-	-	-	-
	Sep	1 160 000	2 000	0,2	-	-
	Dec	1 165 000	5 000	0,4	-	-
2014	Mar	1 154 000	-11 000	-0,9	-	-
	Jun	1 142 000	-12 000	-1,0	-16 000	-1,4
	Sep	1 133 000	-9 000	-0,8	-27 000	-2,3
2015	Dec	1 134 000	1 000	0,1	-31 000	-2,7
	Mar	1 141 000	7 000	0,6	-13 000	-1,1
	Jun*	1 135 000	-6 000	-0,5	-7 000	-0,6
	Sep	1 130 000	-5 000	-0,4	-3 000	-0,3

*Revised estimates.

3.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarter		Annual	
2013	Jun	49 936 000	-	-	-	-
	Sep	50 528 000	592 000	1,2	-	-
	Dec	56 960 000	6 432 000	12,7	-	-
2014	Mar	50 924 000	-6 036 000	-10,6	-	-
	Jun	51 718 000	794 000	1,6	1 782 000	3,6
	Sep	52 127 000	409 000	0,8	1 599 000	3,2
2015	Dec	59 275 000	7 148 000	13,7	2 315 000	4,1
	Mar	53 582 000	-5 693 000	-9,6	2 658 000	5,2
	Jun*	54 023 000	441 000	0,8	2 305 000	4,5
	Sep	55 790 000	1 767 000	3,3	3 663 000	7,0

*Revised estimates.

Table 4 - Electricity, gas and water supply industry

4.1 Number of employees

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

4.2 Gross earnings (R'000)

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

Table 5 - Construction industry

5.1 Number of employees

Year and quarter		Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
			Quarter		Annual	
2013	Jun	514 000	-	-	-	-
	Sep	509 000	-5 000	-1,0	-	-
	Dec	500 000	-9 000	-1,8	-	-
2014	Mar	503 000	3 000	0,6	-	-
	Jun	505 000	2 000	0,4	-9 000	-1,8
	Sep	497 000	-8 000	-1,6	-12 000	-2,4
2015	Dec	490 000	-7 000	-1,4	-10 000	-2,0
	Mar	483 000	-7 000	-1,4	-20 000	-4,0
	Jun*	482 000	-1 000	-0,2	-23 000	-4,6
	Sep	477 000	-5 000	-1,0	-20 000	-4,0

*Revised estimates.

5.2 Gross earnings (R'000)

Year and quarter		Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
			Quarter		Annual	
2013	Jun	18 314 000	-	-	-	-
	Sep	18 168 000	-146 000	-0,8	-	-
	Dec	21 045 000	2 877 000	15,8	-	-
2014	Mar	18 156 000	-2 889 000	-13,7	-	-
	Jun	18 836 000	680 000	3,7	522 000	2,9
	Sep	19 283 000	447 000	2,4	1 115 000	6,1
2015	Dec	21 719 000	2 436 000	12,6	674 000	3,2
	Mar	18 678 000	-3 041 000	-14,0	522 000	2,9
	Jun*	19 264 000	586 000	3,1	428 000	2,3
	Sep	19 456 000	192 000	1,0	173 000	0,9

*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	Annual	Annual
2013	Jun	1 834 000	-	-	-	-
	Sep	1 834 000	0	0,0	-	-
	Dec	1 866 000	32 000	1,7	-	-
2014	Mar	1 818 000	-48 000	-2,6	-	-
	Jun	1 839 000	21 000	1,2	5 000	0,3
	Sep	1 832 000	-7 000	-0,4	-2 000	-0,1
2015	Dec	1 860 000	28 000	1,5	-6 000	-0,3
	Mar	1 837 000	-23 000	-1,2	19 000	1,0
	Jun	1 845 000	8 000	0,4	6 000	0,3
	Sep	1 855 000	10 000	0,5	23 000	1,3

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	Annual	Annual
2013	Jun	58 730 000	-	-	-	-
	Sep	60 375 000	1 645 000	2,8	-	-
	Dec	66 850 000	6 475 000	10,7	-	-
2014	Mar	62 954 000	-3 896 000	-5,8	-	-
	Jun	62 937 000	-17 000	0,0	4 207 000	7,2
	Sep	64 586 000	1 649 000	2,6	4 211 000	7,0
2015	Dec	71 071 000	6 485 000	10,0	4 221 000	6,3
	Mar	66 747 000	-4 324 000	-6,1	3 793 000	6,0
	Jun*	67 883 000	1 136 000	1,7	4 946 000	7,9
	Sep	68 499 000	616 000	0,9	3 913 000	6,1

*Revised estimates.

Table 7 - Transport, storage and communication industry

7.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2013 Jun	450 000	-	-	-	-
Sep	450 000	0	0,0	-	-
Dec	450 000	0	0,0	-	-
2014 Mar	448 000	-2 000	-0,4	-	-
Jun	443 000	-5 000	-1,1	-7 000	-1,6
Sep	438 000	-5 000	-1,1	-12 000	-2,7
Dec	441 000	3 000	0,7	-9 000	-2,0
2015 Mar	441 000	0	0,0	-7 000	-1,6
Jun	437 000	-4 000	-0,9	-6 000	-1,4
Sep	436 000	-1 000	-0,2	-2 000	-0,5

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	
2013 Jun	26 231 000	-	-	-	-
Sep	27 221 000	990 000	3,8	-	-
Dec	29 214 000	1 993 000	7,3	-	-
2014 Mar	26 639 000	-2 575 000	-8,8	-	-
Jun	28 343 000	1 704 000	6,4	2 112 000	8,1
Sep	28 179 000	-164 000	-0,6	958 000	3,5
Dec	31 101 000	2 922 000	10,4	1 887 000	6,5
2015 Mar	28 305 000	-2 796 000	-9,0	1 666 000	6,3
Jun*	29 651 000	1 346 000	4,8	1 308 000	4,6
Sep	29 929 000	278 000	0,9	1 750 000	6,2

*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	Annual	Annual
2013	Jun	1 996 000	-	-	-	-
	Sep	2 006 000	10 000	0,5	-	-
	Dec	2 004 000	-2 000	-0,1	-	-
2014	Mar	1 997 000	-7 000	-0,3	-	-
	Jun	1 972 000	-25 000	-1,3	-24 000	-1,2
	Sep	1 967 000	-5 000	-0,3	-39 000	-1,9
2015	Dec	1 987 000	20 000	1,0	-17 000	-0,8
	Mar	1 988 000	1 000	0,1	-9 000	-0,5
	Jun*	1 984 000	-4 000	-0,2	12 000	0,6
	Sep	1 996 000	12 000	0,6	29 000	1,5

*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	Annual	Annual
2013	Jun	105 715 000	-	-	-	-
	Sep	108 343 000	2 628 000	2,5	-	-
	Dec	113 404 000	5 061 000	4,7	-	-
2014	Mar	121 137 000	7 733 000	6,8	-	-
	Jun	108 718 000	-12 419 000	-10,3	3 003 000	2,8
	Sep	112 976 000	4 258 000	3,9	4 633 000	4,3
2015	Dec	121 783 000	8 807 000	7,8	8 379 000	7,4
	Mar	123 024 000	1 241 000	1,0	1 887 000	1,6
	Jun*	118 145 000	-4 879 000	-4,0	9 427 000	8,7
	Sep	123 565 000	5 420 000	4,6	10 589 000	9,4

*Revised estimates.

Table 9 - Community, social and personal services industry

9.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
2013	Jun	2 443 000	-	-	-
	Sep	2 454 000	11 000	0,5	-
	Dec	2 466 000	12 000	0,5	-
2014	Mar	2 515 000	49 000	2,0	-
	Jun	2 655 000	140 000	5,6	212 000
	Sep	2 524 000	-131 000	-4,9	70 000
2015	Dec	2 525 000	1 000	0,0	59 000
	Mar	2 507 000	-18 000	-0,7	-8 000
	Jun	2 514 000	7 000	0,3	-141 000
Sep	2 522 000	8 000	0,3	-2 000	

9.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings
		Quarter		Annual	
2013	Jun	136 775 000	-	-	-
	Sep	139 343 000	2 568 000	1,9	-
	Dec	144 232 000	4 889 000	3,5	-
2014	Mar	141 730 000	-2 502 000	-1,7	-
	Jun	148 549 000	6 819 000	4,8	11 774 000
	Sep	153 506 000	4 957 000	3,3	14 163 000
2015	Dec	157 494 000	3 988 000	2,6	13 262 000
	Mar	152 598 000	-4 896 000	-3,1	10 868 000
	Jun*	157 563 000	4 965 000	3,3	9 014 000
Sep	163 102 000	5 539 000	3,5	9 596 000	

*Revised estimates.

Part 2 – Estimation of average monthly earnings

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

1.1 Total (all formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	15 027	-	-
Aug	15 232	1,4	-
Nov	15 413	1,2	-
2014 Feb	15 277	-0,9	-
May	15 762	3,2	4,9
Aug	16 371	3,9	7,5
Nov	16 424	0,3	6,6
2015 Feb	16 506	0,5	8,0
May*	16 801	1,8	6,6
Aug	17 387	3,5	6,2

*Revised estimates.

1.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	15 469	-	-
Aug	16 659	7,7	-
Nov	17 631	5,8	-
2014 Feb	15 155	-14,0	-
May	15 319	1,1	-1,0
Aug	18 201	18,8	9,3
Nov	19 018	4,5	7,9
2015 Feb	18 335	-3,6	21,0
May*	18 601	1,5	21,4
Aug	20 113	8,1	10,5

*Revised estimates.

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

1.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	13 734	-	-	12 813	-	-
Aug	13 868	1,0	-	12 970	1,2	-
Nov	14 225	2,6	-	13 179	1,6	-
2014 Feb	13 913	-2,2	-	13 025	-1,2	-
May	14 366	3,3	4,6	13 352	2,5	4,2
Aug	14 733	2,6	6,2	13 799	3,3	6,4
Nov	15 030	2,0	5,7	13 963	1,2	5,9
2015 Feb	14 900	-0,9	7,1	14 017	0,4	7,6
May*	15 342	3,0	6,8	14 128	0,8	5,8
Aug	15 492	1,0	5,2	14 510	2,7	5,2

*Revised estimates.

1.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	29 611	-	-	27 317	-	-
Aug	29 400	-0,7	-	27 472	0,6	-
Nov	31 260	6,3	-	29 145	6,1	-
2014 Feb	31 043	-0,7	-	28 857	-1,0	-
May	31 705	2,1	7,1	29 085	0,8	6,5
Aug	32 048	1,1	9,0	29 906	2,8	8,9
Nov	34 304	7,0	9,7	32 187	7,6	10,4
2015 Feb	33 650	-1,9	8,4	31 458	-2,3	9,0
May	33 754	0,3	6,5	30 959	-1,6	6,4
Aug	34 514	2,3	7,7	32 186	4,0	7,6

1.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	11 686	-	-	11 093	-	-
Aug	11 794	0,9	-	11 215	1,1	-
Nov	11 828	0,3	-	11 187	-0,2	-
2014 Feb	11 802	-0,2	-	11 297	1,0	-
May	12 300	4,2	5,3	11 719	3,7	5,6
Aug	12 656	2,9	7,3	12 095	3,2	7,8
Nov	12 313	-2,7	4,1	11 742	-2,9	5,0
2015 Feb	12 807	4,0	8,5	12 253	4,4	8,5
May*	12 987	1,4	5,6	12 419	1,4	6,0
Aug	13 233	1,9	4,6	12 662	2,0	4,7

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	10 305	-	-	9 972	-	-
Aug	10 352	0,5	-	10 023	0,5	-
Nov	10 554	2,0	-	10 223	2,0	-
2014 Feb	10 707	1,4	-	10 377	1,5	-
May	10 941	2,2	6,2	10 519	1,4	5,5
Aug	11 180	2,2	8,0	10 887	3,5	8,6
Nov	11 269	0,8	6,8	10 959	0,7	7,2
2015 Feb	11 262	-0,1	5,2	10 989	0,3	5,9
May*	11 635	3,3	6,3	11 290	2,7	7,3
Aug	11 786	1,3	5,4	11 480	1,7	5,4

*Revised estimates.

1.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	18 652	-	-	17 132	-	-
Aug	18 776	0,7	-	17 595	2,7	-
Nov	19 134	1,9	-	17 924	1,9	-
2014 Feb	18 794	-1,8	-	17 659	-1,5	-
May	20 171	7,3	8,1	18 793	6,4	9,7
Aug	20 609	2,2	9,8	19 320	2,8	9,8
Nov	20 841	1,1	8,9	19 138	-0,9	6,8
2015 Feb	20 608	-1,1	9,7	19 269	0,7	9,1
May*	20 893	1,4	3,6	19 691	2,2	4,8
Aug	21 272	1,8	3,2	19 998	1,6	3,5

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	16 355	-	-	15 956	-	-
Aug	16 637	1,7	-	16 292	2,1	-
Nov	16 826	1,1	-	16 477	1,1	-
2014 Feb	16 895	0,4	-	16 435	-0,3	-
May	17 002	0,6	4,0	16 632	1,2	4,2
Aug	17 562	3,3	5,6	17 220	3,5	5,7
Nov	17 512	-0,3	4,1	17 156	-0,4	4,1
2015 Feb	17 961	2,6	6,3	17 480	1,9	6,4
May*	18 285	1,8	7,5	17 877	2,3	7,5
Aug	18 533	1,4	5,5	18 149	1,5	5,4

*Revised estimates.

1.9 Community, social and personal services industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	17 717	-	-	17 374	-	-
Aug	17 820	0,6	-	17 504	0,7	-
Nov	17 693	-0,7	-	17 389	-0,7	-
2014 Feb	17 619	-0,4	-	17 270	-0,7	-
May	18 431	4,6	4,0	18 086	4,7	4,1
Aug	19 218	4,3	7,8	18 908	4,5	8,0
Nov	19 089	-0,7	7,9	18 760	-0,8	7,9
2015 Feb	19 152	0,3	8,7	18 796	0,2	8,8
May*	19 366	1,1	5,1	18 963	0,9	4,8
Aug	20 686	6,8	7,6	20 337	7,2	7,6

*Revised estimates.

Table 2 – Average monthly earnings at constant prices, by industry

2.1 Total (all formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	14 646	-	-
Aug	14 604	-0,3	-
Nov	14 665	0,4	-
2014 Feb	14 238	-2,9	-
May	14 408	1,2	-1,6
Aug	14 749	2,4	1,0
Nov	14 770	0,1	0,7
2015 Feb	14 804	0,2	4,0
May*	14 686	-0,8	1,9
Aug	14 976	2,0	1,5

*Revised estimates.

2.2 Mining and quarrying industry**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	15 077	-	-
Aug	15 972	5,9	-
Nov	16 775	5,0	-
2014 Feb	14 124	-15,8	-
May	14 003	-0,9	-7,1
Aug	16 397	17,1	2,7
Nov	17 103	4,3	2,0
2015 Feb	16 444	-3,9	16,4
May*	16 260	-1,1	16,1
Aug	17 324	6,5	5,7

*Revised estimates.

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

2.3 Manufacturing industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	13 386	-	-	12 488	-	-
Aug	13 296	-0,7	-	12 435	-0,4	-
Nov	13 535	1,8	-	12 539	0,8	-
2014 Feb	12 966	-4,2	-	12 139	-3,2	-
May	13 132	1,3	-1,9	12 205	0,5	-2,3
Aug	13 273	1,1	-0,2	12 432	1,9	0,0
Nov	13 516	1,8	-0,1	12 557	1,0	0,1
2015 Feb	13 363	-1,1	3,1	12 571	0,1	3,6
May*	13 411	0,4	2,1	12 350	-1,8	1,2
Aug	13 344	-0,5	0,5	12 498	1,2	0,5

*Revised estimates.

2.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	28 861	-	-	26 625	-	-
Aug	28 188	-2,3	-	26 339	-1,1	-
Nov	29 743	5,5	-	27 731	5,3	-
2014 Feb	28 931	-2,7	-	26 894	-3,0	-
May	28 981	0,2	0,4	26 586	-1,1	-0,1
Aug	28 872	-0,4	2,4	26 942	1,3	2,3
Nov	30 849	6,8	3,7	28 945	7,4	4,4
2015 Feb	30 179	-2,2	4,3	28 213	-2,5	4,9
May	29 505	-2,2	1,8	27 062	-4,1	1,8
Aug	29 728	0,8	3,0	27 723	2,4	2,9

2.5 Construction industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	11 390	-	-	10 812	-	-
Aug	11 308	-0,7	-	10 753	-0,5	-
Nov	11 254	-0,5	-	10 644	-1,0	-
2014 Feb	10 999	-2,3	-	10 528	-1,1	-
May	11 243	2,2	-1,3	10 712	1,7	-0,9
Aug	11 402	1,4	0,8	10 896	1,7	1,3
Nov	11 073	-2,9	-1,6	10 559	-3,1	-0,8
2015 Feb	11 486	3,7	4,4	10 989	4,1	4,4
May*	11 352	-1,2	1,0	10 856	-1,2	1,3
Aug	11 398	0,4	0,0	10 906	0,5	0,1

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	10 044	-	-	9 719	-	-
Aug	9 925	-1,2	-	9 610	-1,1	-
Nov	10 042	1,2	-	9 727	1,2	-
2014 Feb	9 979	-0,6	-	9 671	-0,6	-
May	10 001	0,2	-0,4	9 615	-0,6	-1,1
Aug	10 072	0,7	1,5	9 808	2,0	2,1
Nov	10 134	0,6	0,9	9 855	0,5	1,3
2015 Feb	10 100	-0,3	1,2	9 856	0,0	1,9
May*	10 170	0,7	1,7	9 869	0,1	2,6
Aug	10 152	-0,2	0,8	9 888	0,2	0,8

*Revised estimates.

2.7 Transport, storage and communication industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	18 179	-	-	16 698	-	-
Aug	18 002	-1,0	-	16 870	1,0	-
Nov	18 206	1,1	-	17 054	1,1	-
2014 Feb	17 515	-3,8	-	16 458	-3,5	-
May	18 438	5,3	1,4	17 178	4,4	2,9
Aug	18 567	0,7	3,1	17 405	1,3	3,2
Nov	18 742	0,9	2,9	17 210	-1,1	0,9
2015 Feb	18 483	-1,4	5,5	17 282	0,4	5,0
May*	18 263	-1,2	-0,9	17 212	-0,4	0,2
Aug	18 322	0,3	-1,3	17 225	0,1	-1,0

*Revised estimates.

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

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	15 941	-	-	15 552	-	-
Aug	15 951	0,1	-	15 620	0,4	-
Nov	16 010	0,4	-	15 677	0,4	-
2014 Feb	15 746	-1,6	-	15 317	-2,3	-
May	15 541	-1,3	-2,5	15 203	-0,7	-2,2
Aug	15 822	1,8	-0,8	15 514	2,0	-0,7
Nov	15 748	-0,5	-1,6	15 428	-0,6	-1,6
2015 Feb	16 109	2,3	2,3	15 677	1,6	2,4
May*	15 983	-0,8	2,8	15 627	-0,3	2,8
Aug	15 963	-0,1	0,9	15 632	0,0	0,8

*Revised estimates.

2.9 Community, social and personal services industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2013 May	17 268	-	-	16 934	-	-
Aug	17 085	-1,1	-	16 782	-0,9	-
Nov	16 834	-1,5	-	16 545	-1,4	-
2014 Feb	16 420	-2,5	-	16 095	-2,7	-
May	16 847	2,6	-2,4	16 532	2,7	-2,4
Aug	17 314	2,8	1,3	17 034	3,0	1,5
Nov	17 166	-0,9	2,0	16 871	-1,0	2,0
2015 Feb	17 177	0,1	4,6	16 857	-0,1	4,7
May*	16 928	-1,4	0,5	16 576	-1,7	0,3
Aug	17 817	5,3	2,9	17 517	5,7	2,8

*Revised estimates.

Additional information

Technical notes

1. Confidence intervals

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

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

Lower limit

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

and

Upper limit

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

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

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

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

Industry	Quarter ended June* 2015				Quarter ended September 2015			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	488 746	488 746	488 746	0,0	477 321	477 321	477 321
Manufacturing	0,5	1 123 702	1 135 084	1 146 467	0,5	1 118 194	1 129 685	1 141 176
Electricity, gas and water supply	0,4	57 940	58 372	58 805	0,4	57 228	57 669	58 111
Construction	1,7	466 019	482 013	498 007	1,8	460 594	477 312	494 030
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,7	1 818 232	1 845 221	1 872 210	0,8	1 827 003	1 854 863	1 882 724
Transport, storage and communication	1,0	428 852	437 149	445 446	1,0	426 799	435 673	444 546
Financial intermediation, insurance, real estate and business services	1,0	1 944 373	1 984 439	2 024 505	1,0	1 955 998	1 996 132	2 036 266
Community, social and personal services	0,3	2 497 734	2 513 775	2 529 816	0,3	2 505 686	2 521 659	2 537 631
Total	0,3	8 889 762	8 944 800	8 999 838	0,3	8 894 472	8 950 314	9 006 155

*Revised estimates.

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

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

Industry	Quarter ended June* 2015				Quarter ended September 2015			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	27 464 753	27 464 753	27 464 753	0,0	28 956 803	28 956 803	28 956 803
Manufacturing	0,6	53 367 497	54 023 042	54 678 587	0,6	55 143 301	55 790 495	56 437 689
Electricity, gas and water supply	0,4	5 895 464	5 941 226	5 986 988	0,4	6 104 828	6 152 053	6 199 279
Construction	2,3	18 406 578	19 263 801	20 121 025	2,4	18 557 466	19 455 928	20 354 389
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,3	66 116 604	67 883 148	69 649 692	1,3	66 689 761	68 499 431	70 309 101
Transport, storage and communication	0,9	29 127 402	29 651 227	30 175 052	1,1	29 313 008	29 929 295	30 545 583
Financial intermediation, insurance, real estate and business services	1,9	113 749 699	118 144 731	122 539 763	1,7	119 436 927	123 565 062	127 693 197
Community, social and personal services	0,7	155 368 774	157 563 334	159 757 893	0,7	160 818 110	163 101 581	165 385 053
Total	0,6	474 576 766	479 935 262	485 293 758	0,5	490 237 871	495 450 649	500 663 428

*Revised estimates.

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

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

Industry	May* 2015				August 2015			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	18 601	18 601	18 601	0,0	20 113	20 113	20 113
Manufacturing	0,8	15 111	15 342	15 573	0,8	15 253	15 492	15 731
Electricity, gas and water supply	0,5	33 402	33 754	34 106	0,5	34 163	34 514	34 865
Construction	2,7	12 307	12 987	13 667	2,8	12 499	13 233	13 967
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,5	11 284	11 635	11 986	1,6	11 407	11 786	12 165
Transport, storage and communication	1,4	20 334	20 893	21 452	1,4	20 692	21 272	21 852
Financial intermediation, insurance, real estate and business services	1,9	17 596	18 285	18 974	1,9	17 849	18 533	19 217
Community, social and personal services	0,8	19 059	19 366	19 673	0,8	20 362	20 686	21 010
Total	0,6	16 603	16 801	16 999	0,6	17 183	17 387	17 591

*Revised estimates.

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

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

Industry	May* 2015				August 2015			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	0,8	13 909	14 128	14 347	0,8	14 282	14 510	14 738
Electricity, gas and water supply	0,5	30 635	30 959	31 283	0,5	31 853	32 186	32 519
Construction	2,7	11 759	12 419	13 079	2,9	11 949	12 662	13 375
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,6	10 943	11 290	11 637	1,7	11 106	11 480	11 854
Transport, storage and communication	1,4	19 158	19 691	20 224	1,4	19 444	19 998	20 552
Financial intermediation, insurance, real estate and business services	1,9	17 195	17 877	18 559	1,9	17 471	18 149	18 827
Community, social and personal services	0,8	18 672	18 963	19 254	0,8	20 029	20 337	20 645

*Revised estimates.

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

Explanatory notes

Introduction

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

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

Part 2 deals with the estimation of average monthly earnings.

Scope of the survey

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

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

Classification

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

Statistical unit

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

Purpose of the survey

4. The *Quarterly Employment Statistics* survey is a quarterly survey covering a sample of approximately 20 797 (VAT registered) private and public enterprises in the formal non-agricultural sector of the South African economy. The information received is used to estimate employment and gross earnings that are used as inputs to the gross domestic product (GDP) and to estimate key economic statistics on average monthly earnings that are mainly used for monitoring economic indicators of the South African economy.

- Mining** 5. Stats SA receives information regarding the mining and quarrying industry from the Department of Mineral Resources. The information for the latest quarter is preliminary and will be revised by the Minerals Bureau as soon as they receive more information from the different mines. Users must take note that gross earnings estimates based on the 2013 frame exclude severance, termination and redundancy payments paid during the reference quarter.
- Notes on estimates** 6. Average monthly earnings statistics represent average gross (before tax) earnings of employees and do not relate to the earnings of the 'average' person. Estimates of average monthly earnings are derived by dividing estimates of monthly total earnings by estimates of number of employees. Changes in the average may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force. There are several aspects which can contribute to compositional changes, including variations over time in the proportions of full-time, part-time and casual employees.
- Reliability of estimates** 7. Inaccuracies may occur because of imperfections in reporting by enterprises and errors made with the collection and processing of the data. Inaccuracies of this kind are referred to as non-sampling errors. Every effort is made to reduce non-sampling errors to a minimum by designing the questionnaire carefully, undertaking pilot studies, editing the data and efficient operating procedures. Fluctuations may occur in consecutive quarters as a result of seasonal and economic factors.
- Standard errors** 8. The estimates in this publication are based on a sample drawn from units in the surveyed population. As a result of the entire population not being surveyed, the published estimates are subject to sampling error. The most common way of quantifying such sampling error is to calculate the standard error for the published estimates or statistics.
- Effects of rounding** 9. (a) Estimates of average monthly earnings are rounded to the nearest rand. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates. The sum of the rounded industry estimates do not necessarily add up to the total.
- (b) Estimates of employment are rounded to the nearest thousand, while earnings are rounded to the nearest million. Percentage changes are calculated on the actual values and may differ from calculations on rounded estimates. The sum of the rounded industry estimates do not necessarily add to the total.
- Revised figures** 10. Figures for the quarters published in this release are preliminary and may be revised in subsequent publications.

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

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

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

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

Abbreviations and symbols

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

Glossary

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 2012 prices	Average monthly earnings at constant 2012 prices measure average monthly earnings after the direct effects of inflation have been eliminated. The deflator used to deflate the current average earnings is the consumer price index (December 2012=100).
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; and severance, termination and redundancy payments. Gross earnings are the total sum of the earnings including performance and others bonuses; overtime payments for the three months of the reference quarter (e.g. gross earnings of quarter ended September is the sum of total earnings of July, August and September).
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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