

STATISTICAL RELEASE
P0277

Quarterly employment statistics (QES)

September 2017

Embargoed until:
12 December 2017
11:30

ENQUIRIES:
User information Services
Tel:(012) 310 8600/4892/8390

FORTHCOMING ISSUE:
December 2017

EXPECTED RELEASE DATE
27 March 2018

www.statssa.gov.za
info@statssa.gov.za
T +27 12 310 8911
F +27 12 310 8500

Private Bag X44, Pretoria, 0001, South Africa
ISibalo House, Koch Street, Salvokop, Pretoria, 0002



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Introduction

The *Quarterly employment statistics* (QES) is an enterprise-based sample survey conducted by Statistics South Africa (Stats SA). The samples are drawn from private non-agricultural businesses such as factories, firms, offices, and stores, as well as from national, provincial and local government entities. The definition of industries is based on the *System of National Accounts* (SNA) and is in line with that in the *Standard Industrial Classification of all Economic Activities* (SIC), Fifth Edition, and Report No. 09-09-02 of January 1993.

This survey covers employment and earnings statistics of the following industries:

- 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.

Key findings: Employment and earnings for the quarter ending September 2017

Figure A: Employment in the non-agricultural formal sector, June 2015 – September 2017.



*Revised estimates

Figure A above shows that employment decreased by 31 000 jobs from June 2017 to September 2017.

Table B: Employment by industry (thousands)

Industry	Sep-16	Jun-17	Sep-17	Q/Q Change	Q/Q Change %	Y/Y Change	Y/Y Change %
Mining	458	471	462	-9	-1,9	4	0,9
Manufacturing	1 178	1 181	1 176	-5	-0,4	-2	-0,2
Electricity	61	62	61	-1	-1,6	0	0,0
Construction	610	596	600	4	0,7	-10	-1,6
Trade	2 051	2 096	2 089	-7	-0,3	38	1,9
Transport	458	449	452	3	0,7	-6	-1,3
Business services	2 164	2 169	2 163	-6	-0,3	-1	-0,05
Community services	2 692	2 596	2 586	-10	-0,4	-106	-3,9
Total	9 672	9 620	9 589	-31	-0,3	-83	-0,9

*Revised figures

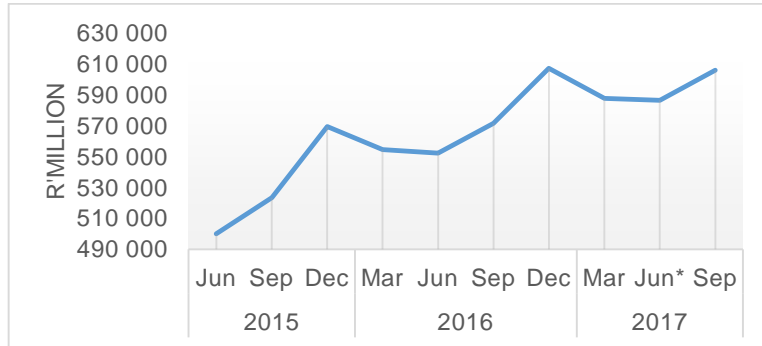
Note: Due to rounding, figures do not necessarily add up to totals

Table B shows that employment decreased by 31 000 quarter-on-quarter, from 9 620 000 in June 2017 to 9 589 000 in September 2017. This was largely due to decreases in the following industries: community services (10 000 or -0,4%), manufacturing (5 000 or -0,4%), mining (9 000 or -1,9%), electricity (1 000 or -1,6%), trade (7 000 or -0,3%) and business services (6 000 or -0,3%)

However there were increases in the following industries: construction (4 000 or 0,7%) and transport (3 000 or 0,7%).

Employment decreased by 83 000 or -0,9% year-on-year between September 2016 and September 2017.

Figure B: Gross earnings of employees in the formal non-agricultural sector, June 2015 – September 2017



*Revised estimates

Table C: Gross earnings by industry (R'million)

Industry	Sep-16	Jun-17	Sep-17	Q/Q Change	Q/Q Change %	Y/Y Change	Y/Y Change %
Mining	30 180	31 290	32 019	729	2,3	1 839	6,1
Manufacturing	60 574	61 642	62 645	1 003	1,6	2 071	3,4
Electricity	8 493	7 163	9 349	2 186	30,5	856	10,1
Construction	27 716	27 721	27 759	38	0,1	43	0,2
Trade	82 373	85 908	87 056	1 148	1,3	4 683	5,7
Transport	32 118	34 420	34 197	-223	-0,6	2 079	6,5
Business services	146 383	145 144	155 019	9 875	6,8	8 636	5,9
Community services	183 849	193 300	198 063	4 763	2,5	14 214	7,7
Total	571 686	586 588	606 107	19 519	3,3	34 421	6,0

*Revised figures

Note: Due to rounding, figures do not necessarily add up to totals

Table C shows that gross earnings paid to employees increased by R19 519 million (3,3%) from R586 588 million in June 2017 to R606 107 million in September 2017. The increase was mainly due to increases in business services, community services, construction; trade; mining, manufacturing and electricity industries.

However there was a decrease in gross earnings reported by the transport industry.

Year-on-year, gross earnings increased by R34 421 million (6,0%).

Average monthly earnings

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

Average monthly earnings (including bonuses and overtime payments)	August 2016	May 2017*	August 2017	Q/Q Change	Y/Y Change
				%	%
	18 035	19 189	19 608	2,2	8,7

*Revised figures

Table D shows a quarter-on-quarter increase of 2,2% in average monthly earnings paid to employees in the formal non-agricultural sector from R19 189 in May 2017 to R19 608 in August 2017. Year-on-year, average monthly earnings increased by 8,7%.

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

There are two official sources of employment statistics, the QES which is establishment based and the QLFS which is household based. Each survey has its strengths and limitations. For example, the QES cannot provide information on the following;

- Description of the employed e.g. their demographic profile, education level, hours of work etc.; and
- Unemployment and descriptors of the unemployed.

The *Quarterly labour force survey* (QLFS) is a survey of households which collects information from approximately 30 000 dwelling units, and collects data on the labour market activities of individuals; whereas *Quarterly employment statistics* (QES) is an enterprise based survey that collects information from non-agricultural businesses and organisations from approximately 20 000 units. The numerous conceptual and methodological differences between the household and enterprise based surveys result in important distinctions in the employment estimates derived from the surveys. Among these are:

- The household survey includes agricultural workers, self-employed workers whose businesses are unincorporated, unpaid family workers, and private household workers among the employed. These groups are excluded from the enterprise based survey.
- The household survey is limited to workers 15 years of age and older. The enterprise based survey is not limited by age.
- The household survey has no duplication of individuals, because individuals are counted only once, even if they hold more than one job. In the enterprise based survey, employees working at more than one job and thus appearing on more than one payroll are counted separately for each appearance.
- QLFS includes income tax, VAT and number of employees in determining the formal sector while QES use only VAT with annual turnover greater than 300 000.
- QLFS allows proxy respondents, this can introduce misclassification of items e.g formal/informal classification.

	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.

Statistics based on sample surveys are subject to both *sampling* and *non-sampling error*. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the true population values they represent. The component of this difference that occurs because samples differ by chance is known as *sampling error*, and its variability is measured by the standard error of the estimate. The household and enterprise based surveys are also affected by *non-sampling error*, which can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information on a timely basis, mistakes made by respondents, and errors made in the collection or processing of the data.

Risenga Maluleke
Statistician-General

Detailed employment changes by industry

The *mining and quarrying industry* reported an annual increase of 4 000 employees (0,9%) in September 2017 compared with September 2016. There was a quarterly decrease of 9 000 employees (-1,9%) in September 2017 compared with June 2017. This was mainly due to increases in employment of gold and platinum group metals mining.

See explanatory note on page 24.

The *manufacturing industry* reported an annual decrease of 2 000 employees (-0,2%) in September 2017 compared with September 2016. There was a quarterly decrease of 5 000 employees (-0,4%) in September 2017 compared with June 2017. This was mainly due to decreases in employment in the food, beverages and tobacco; basic metals, fabricated metal products, machinery and equipment and office; accounting and computing machinery.

The *electricity, gas and water supply industry* reported no change in number of employees in September 2017 compared with September 2016. There was a quarterly decrease of 1 000 employees (-1,6%) in employment in September 2017 compared with June 2017. This was mainly due to electricity, gas, steam and water supply.

The *construction industry* reported an annual decrease of 10 000 employees (-1,6%) in September 2017 compared with September 2016. There was a quarterly increase of 4 000 employees (0,7%) in September 2017 compared with June 2017. This was mainly due to decreases in employment in the building installation and building of complete constructions or parts thereof, civil engineering.

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 38 000 employees (1,9%) in September 2017 compared with September 2016. There was a quarterly decrease of 7 000 employees (-0,3%) in September 2017 compared with June 2017. 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 6 000 employees (-1,3%) in September 2017 compared with September 2016. There was a quarterly increase of 3 000 employees (0,7%) in September 2017 compared with June 2017. This was mainly due to decreases in employment in land transport and transport via pipelines; and supporting and auxiliary transport activities.

The *financial intermediation, insurance, real estate and business services industry* reported an annual decrease of 1 000 employees (-0,05%) in September 2017 compared with September 2016. There was a quarterly decrease of 6 000 employees (-0,3%) in September 2017 compared with June 2017. This was mainly due to decreases in renting of machinery and equipment, without operator and of personal and household goods and; financial intermediation (i.e. Banks) except insurance and pension funding.

The *community, social and personal services industry* reported an annual decrease of 106 000 employees (-3,9%) in September 2017 compared with September 2016. There was a quarterly decrease of 10 000 employees (-0,4%) in September 2017 compared with June 2017. This was mainly due to decreases in employment in provincial departments, national departments and local government.

Detailed changes in gross earnings paid to employees by industry

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R1 839 million (6,1%) in September 2017 compared with September 2016. There was a quarterly increase of R729 million (2,3%) in September 2017 compared with June 2017. This was mainly due to increase in gross earnings of iron and coal mining.

See explanatory note on page 24.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R2 071 million (3,4%) in September 2017 compared with September 2016. There was a quarterly increase of R1 003 million (1,6%) in September 2017 compared with June 2017. This was mainly due to increases in gross earnings of coke, refined petroleum products and nuclear fuel; chemicals and chemical products; rubber and plastic and basic metals, fabricated metal products, machinery and equipment and office.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R856 million (10,1%) in September 2017 compared with September 2016. There was a quarterly increase of R2 186 million (30,5%) in September 2017 compared with June 2017. This was mainly due to an increase in electricity, gas, steam and water supply.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R43 million (0,2%) in September 2017 compared with September 2016. There was a quarterly increase of R38 million (0,1%) in September 2017 compared with June 2017. This was mainly due to increases in gross earnings of building completion.

Gross earnings paid to employees in the *wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry* reflected an annual increase of R4 683 million (5,7%) in September 2017 compared with September 2016. There was a quarterly increase of R1 148 million (1,3%) in September 2017 compared with June 2017. This was mainly due to increases in gross earnings of retail trade and wholesale trade.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R2 079 million (6,5%) in September 2017 compared with September 2016. There was a quarterly decrease of R223 million (-0,6%) in September 2017 compared with June 2017. This was mainly due to decreases in gross earnings of post and telecommunications.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R8 636 million (5,9%) in September 2017 compared with September 2016. There was a quarterly increase of R9 875 million (6,8%) in September 2017 compared with June 2017. This was mainly due to the decreases in gross earnings of financial intermediation (i.e. Banks) except insurance and pension funding and activities auxiliary to financial intermediation.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R14 214 million (7,7%) in September 2017 compared with September 2016. There was a quarterly increase of R4 763 million (2,5%) in September 2017 compared with June 2017. This was mainly due to the increases in gross earnings of provincial departments and local government departments.

Part 1 – Estimation of number of employees and their earnings

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

1.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarterly		Annual	
2015 Jun	9 293 000	-	-	-	-
Sep	9 410 000	117 000	1,3	-	-
Dec	9 600 000	190 000	2,0	-	-
2016 Mar	9 702 000	102 000	1,1	-	-
Jun	9 604 000	-98 000	-1,0	311 000	3,3
Sep	9 672 000	68 000	0,7	262 000	2,8
Dec	9 692 000	20 000	0,2	92 000	1,0
2017 Mar	9 651 000	-41 000	-0,4	-51 000	-0,5
Jun*	9 620 000	-31 000	-0,3	16 000	0,2
Sep	9 589 000	-31 000	-0,3	-83 000	-0,9

*Revised figures

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
		Quarterly		Annual	
2015 Jun	499 935 000	-	-	-	-
Sep	523 371 000	23 436 000	4,7	-	-
Dec	569 467 000	46 096 000	8,8	-	-
2016 Mar	554 554 000	-14 913 000	-2,6	-	-
Jun	552 350 000	-2 204 000	-0,4	52 415 000	10,5
Sep	571 686 000	19 336 000	3,5	48 315 000	9,2
Dec	607 340 000	35 654 000	6,2	37 873 000	6,7
2017 Mar	587 785 000	-19 555 000	-3,2	33 231 000	6,0
Jun*	586 588 000	-1 197 000	-0,2	34 238 000	6,2
Sep	606 107 000	19 519 000	3,3	34 421 000	6,0

*Revised figures

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
		Quarterly		Annual	
2015 Jun	489 000	-	-	-	-
Sep	476 000	-13 000	-2,7	-	-
Dec	459 000	-17 000	-3,6	-	-
2016 Mar	458 000	-1 000	-0,2	-	-
Jun	458 000	0	0,0	-31 000	-6,3
Sep	458 000	0	0,0	-18 000	-3,8
Dec	456 000	-2 000	-0,4	-3 000	-0,7
2017 Mar	464 000	8 000	1,8	6 000	1,3
Jun*	471 000	7 000	1,5	13 000	2,8
Sep	462 000	-9 000	-1,9	4 000	0,9

*Revised figures

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
		Quarterly		Annual	
2015 Jun	27 465 000	-	-	-	-
Sep	28 908 000	1 443 000	5,3	-	-
Dec	29 168 000	260 000	0,9	-	-
2016 Mar	28 248 000	-920 000	-3,2	-	-
Jun	29 084 000	836 000	3,0	1 619 000	5,9
Sep	30 180 000	1 096 000	3,8	1 272 000	4,4
Dec	30 987 000	807 000	2,7	1 819 000	6,2
2017 Mar	30 954 000	-33 000	-0,1	2 706 000	9,6
Jun*	31 290 000	336 000	1,1	2 206 000	7,6
Sep	32 019 000	729 000	2,3	1 839 000	6,1

*Revised figures

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
		Quarterly		Annual	
2015 Jun	1 164 000	-	-	-	-
Sep	1 177 000	13 000	1,1	-	-
Dec	1 185 000	8 000	0,7	-	-
2016 Mar	1 191 000	6 000	0,5	-	-
Jun	1 179 000	-12 000	-1,0	15 000	1,3
Sep	1 178 000	-1 000	-0,1	1 000	0,1
Dec	1 191 000	13 000	1,1	6 000	0,5
2017 Mar	1 194 000	3 000	0,3	3 000	0,3
Jun*	1 181 000	-13 000	-1,1	2 000	0,2
Sep	1 176 000	-5 000	-0,4	-2 000	-0,2

*Revised figures

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
		Quarterly		Annual	
2015 Jun	55 164 000	-	-	-	-
Sep	57 475 000	2 311 000	4,2	-	-
Dec	64 053 000	6 578 000	11,4	-	-
2016 Mar	58 176 000	-5 877 000	-9,2	-	-
Jun	58 906 000	730 000	1,3	3 742 000	6,8
Sep	60 574 000	1 668 000	2,8	3 099 000	5,4
Dec	68 499 000	7 925 000	13,1	4 446 000	6,9
2017 Mar	61 668 000	-6 831 000	-10,0	3 492 000	6,0
Jun*	61 642 000	-26 000	0,0	2 736 000	4,6
Sep	62 645 000	1 003 000	1,6	2 071 000	3,4

*Revised figures

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
		Quarterly		Annual	
2015 Jun	60 000	-	-	-	-
Sep	60 000	0	0,0	-	-
Dec	61 000	1 000	1,7	-	-
2016 Mar	62 000	1 000	1,6	-	-
Jun	62 000	0	0,0	2 000	3,3
Sep	61 000	-1 000	-1,6	1 000	1,7
Dec	61 000	0	0,0	0	0,0
2017 Mar	61 000	0	0,0	-1 000	-1,6
Jun*	62 000	1 000	1,6	0	0,0
Sep	61 000	-1 000	-1,6	0	0,0

*Revised figures

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
		Quarterly		Annual	
2015 Jun	6 055 000	-	-	-	-
Sep	6 280 000	225 000	3,7	-	-
Dec	7 642 000	1 362 000	21,7	-	-
2016 Mar	6 584 000	-1 058 000	-13,8	-	-
Jun	6 653 000	69 000	1,0	598 000	9,9
Sep	8 493 000	1 840 000	27,7	2 213 000	35,2
Dec	8 330 000	-163 000	-1,9	688 000	9,0
2017 Mar	7 126 000	-1 204 000	-14,5	542 000	8,2
Jun*	7 163 000	37 000	0,5	510 000	7,7
Sep	9 349 000	2 186 000	30,5	856 000	10,1

*Revised figures

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
		Quarterly		Annual	
2015 Jun	556 000	-	-	-	-
Sep	576 000	20 000	3,6	-	-
Dec	585 000	9 000	1,6	-	-
2016 Mar	614 000	29 000	5,0	-	-
Jun	609 000	-5 000	-0,8	53 000	9,5
Sep	610 000	1 000	0,2	34 000	5,9
Dec	596 000	-14 000	-2,3	11 000	1,9
2017 Mar	611 000	15 000	2,5	-3 000	-0,5
Jun*	596 000	-15 000	-2,5	-13 000	-2,1
Sep	600 000	4 000	0,7	-10 000	-1,6

*Revised figures

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
		Quarterly		Annual	
2015 Jun	23 169 000	-	-	-	-
Sep	24 667 000	1 498 000	6,5	-	-
Dec	29 016 000	4 349 000	17,6	-	-
2016 Mar	25 567 000	-3 449 000	-11,9	-	-
Jun	26 746 000	1 179 000	4,6	3 577 000	15,4
Sep	27 716 000	970 000	3,6	3 049 000	12,4
Dec	31 402 000	3 686 000	13,3	2 386 000	8,2
2017 Mar	27 232 000	-4 170 000	-13,3	1 665 000	6,5
Jun*	27 721 000	489 000	1,8	975 000	3,6
Sep	27 759 000	38 000	0,1	43 000	0,2

*Revised figures

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
		Quarterly		Annual	
2015 Jun	1 926 000	-	-	-	-
Sep	1 967 000	41 000	2,1	-	-
Dec	2 062 000	95 000	4,8	-	-
2016 Mar	2 057 000	-5 000	-0,2	-	-
Jun	2 049 000	-8 000	-0,4	123 000	6,4
Sep	2 051 000	2 000	0,1	84 000	4,3
Dec	2 124 000	73 000	3,6	62 000	3,0
2017 Mar	2 094 000	-30 000	-1,4	37 000	1,8
Jun*	2 096 000	2 000	0,1	47 000	2,3
Sep	2 089 000	-7 000	-0,3	38 000	1,9

*Revised figures

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
		Quarterly		Annual	
2015 Jun	70 812 000	-	-	-	-
Sep	73 232 000	2 420 000	3,4	-	-
Dec	85 227 000	11 995 000	16,4	-	-
2016 Mar	79 669 000	-5 558 000	-6,5	-	-
Jun	80 008 000	339 000	0,4	9 196 000	13,0
Sep	82 373 000	2 365 000	3,0	9 141 000	12,5
Dec	91 076 000	8 703 000	10,6	5 849 000	6,9
2017 Mar	85 049 000	-6 027 000	-6,6	5 380 000	6,8
Jun*	85 908 000	859 000	1,0	5 900 000	7,4
Sep	87 056 000	1 148 000	1,3	4 683 000	5,7

*Revised figures

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
		Quarterly		Annual	
2015 Jun	464 000	-	-	-	-
Sep	467 000	3 000	0,6	-	-
Dec	472 000	5 000	1,1	-	-
2016 Mar	474 000	2 000	0,4	-	-
Jun	459 000	-15 000	-3,2	-5 000	-1,1
Sep	458 000	-1 000	-0,2	-9 000	-1,9
Dec	457 000	-1 000	-0,2	-15 000	-3,2
2017 Mar	453 000	-4 000	-0,9	-21 000	-4,4
Jun*	449 000	-4 000	-0,9	-10 000	-2,2
Sep	452 000	3 000	0,7	-6 000	-1,3

*Revised figures

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
		Quarterly		Annual	
2015 Jun	31 522 000	-	-	-	-
Sep	31 992 000	470 000	1,5	-	-
Dec	34 985 000	2 993 000	9,4	-	-
2016 Mar	31 558 000	-3 427 000	-9,8	-	-
Jun	32 766 000	1 208 000	3,8	1 244 000	3,9
Sep	32 118 000	-648 000	-2,0	126 000	0,4
Dec	35 208 000	3 090 000	9,6	223 000	0,6
2017 Mar	32 305 000	-2 903 000	-8,2	747 000	2,4
Jun*	34 420 000	2 115 000	6,5	1 654 000	5,0
Sep	34 197 000	-223 000	-0,6	2 079 000	6,5

*Revised figures

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
		Quarterly		Annual	
2015 Jun	2 089 000	-	-	-	-
Sep	2 121 000	32 000	1,5	-	-
Dec	2 181 000	60 000	2,8	-	-
2016 Mar	2 187 000	6 000	0,3	-	-
Jun	2 177 000	-10 000	-0,5	88 000	4,2
Sep	2 164 000	-13 000	-0,6	43 000	2,0
Dec	2 197 000	33 000	1,5	16 000	0,7
2017 Mar	2 175 000	-22 000	-1,0	-12 000	-0,5
Jun*	2 169 000	-6 000	-0,3	-8 000	-0,4
Sep	2 163 000	-6 000	-0,3	-1 000	-0,05

*Revised figures

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
		Quarterly		Annual	
2015 Jun	125 688 000	-	-	-	-
Sep	133 761 000	8 073 000	6,4	-	-
Dec	145 331 000	11 570 000	8,6	-	-
2016 Mar	152 305 000	6 974 000	4,8	-	-
Jun	137 858 000	-14 447 000	-9,5	12 170 000	9,7
Sep	146 383 000	8 525 000	6,2	12 622 000	9,4
Dec	152 104 000	5 721 000	3,9	6 773 000	4,7
2017 Mar	158 187 000	6 083 000	4,0	5 882 000	3,9
Jun*	145 144 000	-13 043 000	-8,2	7 286 000	5,3
Sep	155 019 000	9 875 000	6,8	8 636 000	5,9

*Revised figures

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
		Quarterly		Annual	
2015 Jun	2 545 000	-	-	-	-
Sep	2 566 000	21 000	0,8	-	-
Dec	2 595 000	29 000	1,1	-	-
2016 Mar	2 659 000	64 000	2,5	-	-
Jun	2 611 000	-48 000	-1,8	66 000	2,6
Sep	2 692 000	81 000	3,1	126 000	4,9
Dec	2 610 000	-82 000	-3,0	15 000	0,6
2017 Mar	2 599 000	-11 000	-0,4	-60 000	-2,3
Jun*	2 596 000	-3 000	-0,1	-15 000	-0,6
Sep	2 586 000	-10 000	-0,4	-106 000	-3,9

*Revised figures

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
		Quarterly		Annual	
2015 Jun	160 060 000	-	-	-	-
Sep	167 056 000	6 996 000	4,4	-	-
Dec	174 045 000	6 989 000	4,2	-	-
2016 Mar	172 447 000	-1 598 000	-0,9	-	-
Jun	180 329 000	7 882 000	4,6	20 269 000	12,7
Sep	183 849 000	3 520 000	2,0	16 793 000	10,1
Dec	189 734 000	5 885 000	3,2	15 689 000	9,0
2017 Mar	185 264 000	-4 470 000	-2,4	12 817 000	7,4
Jun*	193 300 000	8 036 000	4,3	12 971 000	7,2
Sep	198 063 000	4 763 000	2,5	14 214 000	7,7

*Revised figures

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
2015 May	16 755	-	-
Aug	17 277	3,1	-
Nov	17 322	0,3	-
2016 Feb	17 262	-0,3	-
May	17 938	3,9	7,1
Aug	18 035	0,5	4,4
Nov	18 536	2,8	7,0
2017 Feb	18 662	0,7	8,1
May*	19 189	2,8	7,0
Aug	19 608	2,2	8,7

*Revised figures

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
2015 May	18 601	-	-
Aug	20 089	8,0	-
Nov	21 009	4,6	-
2016 Feb	20 212	-3,8	-
May	22 047	9,1	18,5
Aug	22 241	0,9	10,7
Nov	22 953	3,2	9,3
2017 Feb	22 193	-3,3	9,8
May*	22 223	0,1	0,8
Aug	23 147	4,2	4,1

*Revised figures

**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
2015 May	15 272	-	-	14 086	-	-
Aug	15 341	0,4	-	14 400	2,2	-
Nov	15 600	1,7	-	14 441	0,3	-
2016 Feb	15 353	-1,6	-	14 441	0,0	-
May	15 850	3,2	3,8	14 815	2,6	5,2
Aug	16 313	2,9	6,3	15 275	3,1	6,1
Nov	16 551	1,5	6,1	15 650	2,5	8,4
2017 Feb	16 284	-1,6	6,1	15 375	-1,8	6,5
May*	16 539	1,6	4,3	15 508	0,9	4,7
Aug	17 023	2,9	4,4	15 952	2,9	4,4

*Revised figures

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
2015 May	33 315	-	-	30 587	-	-
Aug	33 976	2,0	-	31 707	3,7	-
Nov	36 533	7,5	-	33 838	6,7	-
2016 Feb	35 117	-3,9	-	32 463	-4,1	-
May	35 325	0,6	6,0	32 609	0,4	6,6
Aug	37 026	4,8	9,0	34 269	5,1	8,1
Nov	37 836	2,2	3,6	34 618	1,0	2,3
2017 Feb	37 930	0,2	8,0	34 999	1,1	7,8
May*	38 190	0,7	8,1	34 682	-0,9	6,4
Aug	38 827	1,7	4,9	36 331	4,8	6,0

*Revised figures

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
2015 May	13 213	-	-	12 622	-	-
Aug	13 249	0,3	-	12 618	-0,03	-
Nov	13 343	0,7	-	12 620	0,01	-
2016 Feb	12 701	-4,8	-	12 094	-4,2	-
May	13 018	2,5	-1,5	12 386	2,4	-1,9
Aug	13 560	4,2	2,3	12 894	4,1	2,2
Nov	14 641	8,0	9,7	13 855	7,5	9,8
2017 Feb	14 657	0,1	15,4	13 909	0,4	15,0
May*	14 795	0,9	13,7	14 005	0,7	13,1
Aug	15 084	2,0	11,2	14 266	1,9	10,6

*Revised figures

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
2015 May	11 612	-	-	11 283	-	-
Aug	11 757	1,2	-	11 474	1,7	-
Nov	11 696	-0,5	-	11 413	-0,5	-
2016 Feb	11 822	1,1	-	11 527	1,0	-
May	12 222	3,4	5,3	11 872	3,0	5,2
Aug	12 455	1,9	5,9	12 132	2,2	5,7
Nov	12 475	0,2	6,7	12 162	0,2	6,6
2017 Feb	12 526	0,4	6,0	12 231	0,6	6,1
May*	12 865	2,7	5,3	12 477	2,0	5,1
Aug	12 937	0,6	3,9	12 608	1,0	3,9

*Revised figures

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
2015 May	20 985	-	-	19 841	-	-
Aug	21 306	1,5	-	20 094	1,3	-
Nov	21 211	-0,4	-	19 975	-0,6	-
2016 Feb	20 932	-1,3	-	19 742	-1,2	-
May	21 760	4,0	3,7	20 577	4,2	3,7
Aug	22 275	2,4	4,6	21 053	2,3	4,8
Nov	22 506	1,0	6,1	21 150	0,5	5,9
2017 Feb	22 417	-0,4	7,1	21 215	0,3	7,5
May*	23 608	5,3	8,5	22 191	4,6	7,8
Aug	23 802	0,8	6,9	22 419	1,0	6,5

*Revised figures

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
2015 May	18 235	-	-	17 811	-	-
Aug	18 449	1,2	-	18 105	1,6	-
Nov	18 509	0,3	-	18 106	0,0	-
2016 Feb	18 825	1,7	-	18 422	1,7	-
May	19 033	1,1	4,4	18 653	1,3	4,7
Aug	19 442	2,1	5,4	19 063	2,2	5,3
Nov	20 014	2,9	8,1	19 644	3,0	8,5
2017 Feb	20 467	2,3	8,7	20 116	2,4	9,2
May*	20 845	1,8	9,5	20 478	1,8	9,8
Aug	21 372	2,5	9,9	20 984	2,5	10,1

*Revised figures

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
2015 May	19 422	-	-	19 031	-	-
Aug	20 806	7,1	-	20 467	7,5	-
Nov	20 787	-0,1	-	20 407	-0,3	-
2016 Feb	20 772	-0,1	-	20 381	-0,1	-
May	22 010	6,0	13,3	21 589	5,9	13,4
Aug	21 085	-4,2	1,3	20 646	-4,4	0,9
Nov	22 088	4,8	6,3	21 652	4,9	6,1
2017 Feb	22 354	1,2	7,6	21 914	1,2	7,5
May*	23 432	4,8	6,5	22 890	4,5	6,0
Aug	23 976	2,3	13,7	23 487	2,6	13,8

*Revised figures

Table 2 – Average monthly earnings at constant prices (Dec 2016=100), 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
2015 May	18 271	-	-
Aug	18 558	1,6	-
Nov	18 546	-0,1	-
2016 Feb	18 038	-2,7	-
May	18 417	2,1	0,8
Aug	18 291	-0,7	-1,4
Nov	18 610	1,7	0,3
2017 Feb	18 350	-1,4	1,7
May*	18 685	1,8	1,5
Aug	18 982	1,6	3,8

*Revised figures

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
2015 May	20 285	-	-
Aug	21 578	6,4	-
Nov	22 494	4,2	-
2016 Feb	21 120	-6,1	-
May	22 636	7,2	11,6
Aug	22 557	-0,3	4,5
Nov	23 045	2,2	2,5
2017 Feb	21 822	-5,3	3,3
May*	21 639	-0,8	-4,4
Aug	22 408	3,6	-0,7

*Revised figures

**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
2015 May	16 654	-	-	15 361	-	-
Aug	16 478	-1,1	-	15 467	0,7	-
Nov	16 702	1,4	-	15 461	0,0	-
2016 Feb	16 043	-3,9	-	15 089	-2,4	-
May	16 273	1,4	-2,3	15 210	0,8	-1,0
Aug	16 545	1,7	0,4	15 492	1,9	0,2
Nov	16 617	0,4	-0,5	15 713	1,4	1,6
2017 Feb	16 012	-3,6	-0,2	15 118	-3,8	0,2
May*	16 104	0,6	-1,0	15 100	-0,1	-0,7
Aug	16 479	2,3	-0,4	15 442	2,3	-0,3

*Revised figures

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
2015 May	36 331	-	-	33 355	-	-
Aug	36 494	0,4	-	34 057	2,1	-
Nov	39 115	7,2	-	36 229	6,4	-
2016 Feb	36 695	-6,2	-	33 922	-6,4	-
May	36 268	-1,2	-0,2	33 479	-1,3	0,4
Aug	37 552	3,5	2,9	34 756	3,8	2,1
Nov	37 988	1,2	-2,9	34 757	0,004	-4,1
2017 Feb	37 296	-1,8	1,6	34 414	-1,0	1,5
May*	37 186	-0,3	2,5	33 770	-1,9	0,9
Aug	37 587	1,1	0,1	35 170	4,1	1,2

*Revised figures

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
2015 May	14 409	-	-	13 764	-	-
Aug	14 231	-1,2	-	13 553	-1,5	-
Nov	14 286	0,4	-	13 511	-0,3	-
2016 Feb	13 272	-7,1	-	12 637	-6,5	-
May	13 366	0,7	-7,2	12 717	0,6	-7,6
Aug	13 753	2,9	-3,4	13 077	2,8	-3,5
Nov	14 700	6,9	2,9	13 911	6,4	3,0
2017 Feb	14 412	-2,0	8,6	13 676	-1,7	8,2
May*	14 406	-0,04	7,8	13 637	-0,3	7,2
Aug	14 602	1,4	6,2	13 810	1,3	5,6

*Revised figures

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
2015 May	12 663	-	-	12 304	-	-
Aug	12 628	-0,3	-	12 325	0,2	-
Nov	12 523	-0,8	-	12 220	-0,9	-
2016 Feb	12 353	-1,4	-	12 045	-1,4	-
May	12 548	1,6	-0,9	12 189	1,2	-0,9
Aug	12 632	0,7	0,0	12 304	0,9	-0,2
Nov	12 525	-0,8	0,0	12 211	-0,8	-0,1
2017 Feb	12 317	-1,7	-0,3	12 027	-1,5	-0,2
May*	12 527	1,7	-0,2	12 149	1,0	-0,3
Aug	12 524	-0,02	-0,9	12 205	0,5	-0,8

*Revised figures

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
2015 May	22 884	-	-	21 636	-	-
Aug	22 885	0,003	-	21 583	-0,2	-
Nov	22 709	-0,8	-	21 387	-0,9	-
2016 Feb	21 872	-3,7	-	20 629	-3,5	-
May	22 341	2,1	-2,4	21 126	2,4	-2,4
Aug	22 591	1,1	-1,3	21 352	1,1	-1,1
Nov	22 596	0,0	-0,5	21 235	-0,5	-0,7
2017 Feb	22 042	-2,5	0,8	20 860	-1,8	1,1
May*	22 987	4,3	2,9	21 608	3,6	2,3
Aug	23 042	0,2	2,0	21 703	0,4	1,6

*Revised figures

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
2015 May	19 885	-	-	19 423	-	-
Aug	19 816	-0,3	-	19 447	0,1	-
Nov	19 817	0,003	-	19 386	-0,3	-
2016 Feb	19 670	-0,7	-	19 249	-0,7	-
May	19 541	-0,7	-1,7	19 151	-0,5	-1,4
Aug	19 718	0,9	-0,5	19 334	1,0	-0,6
Nov	20 094	1,9	1,4	19 723	2,0	1,7
2017 Feb	20 125	0,2	2,3	19 780	0,3	2,8
May*	20 297	0,9	3,9	19 940	0,8	4,1
Aug	20 689	1,9	4,9	20 314	1,9	5,1

*Revised figures

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
2015 May	21 180	-	-	20 753	-	-
Aug	22 348	5,5	-	21 984	5,9	-
Nov	22 256	-0,4	-	21 849	-0,6	-
2016 Feb	21 706	-2,5	-	21 297	-2,5	-
May	22 598	4,1	6,7	22 165	4,1	6,8
Aug	21 384	-5,4	-4,3	20 939	-5,5	-4,8
Nov	22 177	3,7	-0,4	21 739	3,8	-0,5
2017 Feb	21 980	-0,9	1,3	21 548	-0,9	1,2
May*	22 816	3,8	1,0	22 288	3,4	0,6
Aug	23 210	1,7	8,5	22 737	2,0	8,6

*Revised figures

Additional information

Technical notes

1. Confidence intervals

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

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

Lower limit

= lower 95% confidence limit of a population parameter

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

and

Upper limit

= upper 95% confidence limit of a population parameter

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

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

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

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

Industry	Quarter ended June* 2017				Quarter ended September 2017			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	471 179	471 179	471 179	0,0	462 458	462 458	462 458
Manufacturing	0,5	1 169 396	1 181 716	1 194 036	0,5	1 163 834	1 175 926	1 188 018
Electricity, gas and water supply	0,8	60 918	61 925	62 932	0,8	60 555	61 551	62 548
Construction	1,5	578 552	596 273	613 995	1,6	581 367	599 877	618 388
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	0,8	2 063 795	2 095 713	2 127 631	0,8	2 055 984	2 089 027	2 122 071
Transport, storage and communication	0,9	441 338	449 551	457 764	1,0	443 114	451 754	460 394
Financial intermediation, insurance, real estate and business services	1,2	2 118 934	2 168 244	2 217 554	1,2	2 112 652	2 162 645	2 212 638
Community, social and personal services	0,3	2 579 006	2 595 617	2 612 228	0,3	2 568 966	2 586 311	2 603 656
Total	0,3	9 555 145	9 620 219	9 685 293	0,4	9 523 051	9 589 549	9 656 047

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

Note: Due to rounding, figures do not necessarily add up to totals

Table F: Estimates of gross earnings by industry within 95% confidence limits

Industry	Quarter ended June* 2017				Quarter ended September 2017			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	31 290 484 016	31 290 484 016	31 290 484 016	0,0	32 019 274 896	32 019 274 896	32 019 274 896
Manufacturing	0,6	60 934 883 529	61 642 151 108	62 349 418 687	0,6	61 925 614 254	62 644 569 789	63 363 525 324
Electricity, gas and water supply	0,6	7 081 336 406	7 162 659 790	7 243 983 174	0,4	9 268 875 585	9 348 110 817	9 427 346 050
Construction	2,6	26 335 717 037	27 722 009 204	29 108 301 371	2,7	26 312 210 480	27 759 388 371	29 206 566 262
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,2	83 805 501 990	85 908 053 134	88 010 604 277	1,5	84 456 139 937	87 056 087 867	89 656 035 797
Transport, storage and communication	1,1	33 665 669 942	34 420 253 543	35 174 837 145	1,2	33 402 263 896	34 197 631 070	34 992 998 244
Financial intermediation, insurance, real estate and business services	1,8	140 025 237 978	145 144 172 121	150 263 106 264	2,0	148 947 032 124	155 018 778 490	161 090 524 855
Community, social and personal services	0,9	189 776 652 418	193 299 330 225	196 822 008 032	0,9	194 381 633 992	198 062 667 695	201 743 701 397
Total	0,6	579 802 441 409	586 589 113 140	593 375 784 871	0,7	598 322 624 981	606 106 508 995	613 890 393 008

**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.

Note: Due to rounding, figures do not necessarily add up to totals

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

Industry	May* 2017				August 2017			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**	0,0	22 223	22 223	22 223	0,0	23 147	23 147	23 147
Manufacturing	0,9	16 254	16 539	16 824	0,8	16 741	17 023	17 305
Electricity, gas and water supply	1,4	37 111	38 190	39 269	1,5	37 692	38 827	39 962
Construction	2,9	13 968	14 795	15 622	2,9	14 223	15 084	15 945
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,4	12 514	12 865	13 216	1,4	12 582	12 937	13 292
Transport, storage and communication	1,3	22 990	23 608	24 226	1,4	23 155	23 802	24 449
Financial intermediation, insurance, real estate and business services	2,2	19 927	20 845	21 763	2,2	20 455	21 372	22 289
Community, social and personal services	1,1	22 936	23 432	23 928	1,1	23 463	23 976	24 489
Total	0,7	18 917	19 189	19 461	0,7	19 334	19 608	19 882

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

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

Industry	May* 2017				August 2017			
	RSE	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit
Mining and quarrying**								
Manufacturing	0,9	15 236	15 508	15 780	0,9	15 683	15 952	16 221
Electricity, gas and water supply	1,5	33 671	34 682	35 693	1,5	35 250	36 331	37 412
Construction	2,9	13 202	14 005	14 808	3,0	13 430	14 266	15 102
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1,4	12 132	12 477	12 822	1,4	12 258	12 608	12 958
Transport, storage and communication	1,4	21 591	22 191	22 791	1,4	21 793	22 419	23 045
Financial intermediation, insurance, real estate and business services	2,3	19 565	20 478	21 391	2,2	20 073	20 984	21 895
Community, social and personal services	1,1	22 409	22 890	23 371	1,1	22 990	23 487	23 984

**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 20 000 (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 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:

- *Stats in Brief*
- *Quarterly Labour Force Survey*

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 2017 was 87.1%.

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 December 2016 prices	Average monthly earnings at constant December 2016 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 2016=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 and 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.

General information

Stats SA publishes approximately 300 different releases each year. It is not economically viable to produce them in more than one of South Africa's eleven official languages. Since the releases are used extensively, not only locally but also by international economic and social- scientific communities, Stats SA releases are published in English only.

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Enquiries

Telephone number: (012) 310 8095 /8390 /8351 /8600 /8496 /4892 (user information services)
(012) 336 6427 (survey areas)
(012) 336 6427 (technical enquiries)
(012) 310 8161 (orders)
(012) 310 4883 /4885 / 8018 (library)

Fax number: (012) 310 8648 (technical enquiries)

Email: labourquestions@statssa.gov.za (technical enquiries)
info@statssa.gov.za (user information services)

Postal address: Private Bag X44, Pretoria, 0001

Produced by Statistics South Africa