

# Quarterly Employment Statistics Q4:2019

 #StatsSA



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Department:  
Statistics South Africa  
REPUBLIC OF SOUTH AFRICA



# QES Background

01

QES is an enterprise-based sample survey

02

QES collects information on employing businesses registered for VAT with annual turnover greater than R300 000

R300 000

03

Samples are drawn from private non-agricultural businesses e.g. factories, offices, stores as well as national, provincial and local government entities

04

Sample size of approximately 20 000 was selected



# QES Coverage

## INCLUDES



## EXCLUDES



\* Administrative data from DMR

# QES Variables

*Estimates are published on a quarter lag (SDDS)*

*Number of employees*

as at the **last month** of the  
reference quarter



*Average monthly  
earnings*

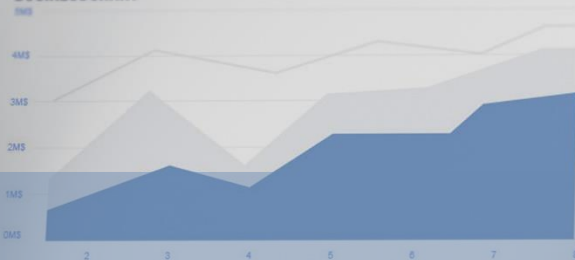
for **the middle month** of the  
reference quarter

*Gross earnings*

for the **three months** of the  
reference quarter

## BUSINESS CHART - VISUAL

### BUSINESS CHART



Who is your audience and what are their needs? This can help you better articulate the benefits of doing business with you and deliver a smarter product or service.

### INTERACTIVE USER

1 505  
USERS OF STRATEGIC

18 321  
NEW USERS

### SPACEUSAGE(750MB)

375 Mb

Marketing strategy's goal is to increase sales and achieve the advantage over other competitors. It includes short term and long term activities of marketing that has to do with the analysis of a company's situation and contribute to its objectives. The objectives will be based on how you gain sales by acquiring and keeping customers.

A marketing strategy helps convey effective messages with the right twist of marketing approaches that will maximize your sales outcome and marketing activities.



# Results for Q4:2019



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# EMPLOYMENT RESULTS

# 10 213 000

The total number of persons employed increased from 10 197 000 in Q3:2019



There was a quarterly increase of 16 000 jobs or 0,2 % in the Q4:2019 compared with Q3:2019.



Jobs increased by 18 000 or 0,2 % in the reference quarter compared with the same quarter of 2018 (Q4:2018).

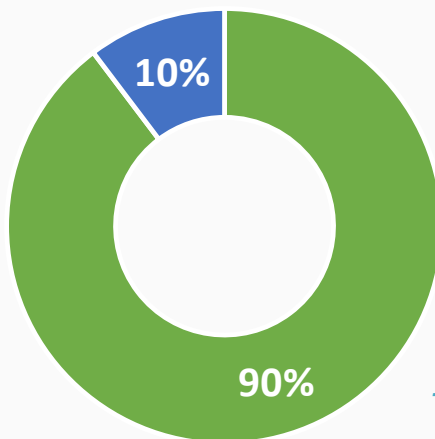
# EMPLOYMENT COMPOSITION

**FULL TIME 9 162 000**

*Full-time employees are those permanent, temporary and casual employees who normally work 40 hours or more per week.*

*There was a quarterly decrease of **-2 000** full-time jobs in the Q4:2019 compared with Q3:2019.*

*Full-time jobs decreased year-on-year by **-14 000** in the reference quarter compared with the same quarter of 2018 (Q4:2018).*



**PART TIME 1 051 000**

*Part-time employees are those permanent, temporary or casual employees who work less than 40 hours per week.*

*There was a quarterly increase of **18 000** part-time jobs in the Q4:2019 compared with Q3:2019.*

*Part-time jobs increased year-on-year by **32 000** in the reference quarter compared with the same quarter of 2018 (Q4:2018).*

# QUARTER-ON-QUARTER EMPLOYMENT CHANGE

Three of the eight industries (i.e. trade, business and community services industries) reported an increase quarter-on-quarter. Electricity reported no change whereas construction, mining, manufacturing and transport industries reported a quarterly decrease in jobs. Full-time jobs reported - 2 000 decrease, whilst part-time jobs increased by **18 000**.

Industry	Full-time	Part-time	All employees
Trade	29 000	10 000	39 000
Business services	2 000	10 000	12 000
Community services	3 000	0	3 000
Electricity	-1 000	1 000	0
Transport	-2 000	0	-2 000
Manufacturing	-5 000	1 000	-4 000
Mining*	-15 000	0	-15 000
Construction	-13 000	-4 000	-17 000
Total	-2 000	18 000	16 000

*\*Data for mining industry is not available separately for part-time*



# YEAR-ON-YEAR EMPLOYMENT CHANGE

Community services, Trade and Business services industries recorded the highest increases in employment year-on-year. Construction, Manufacturing, Mining, Transport and Electricity industries lost jobs in Q4:2019 compared with Q4:2018.

Full-time jobs declined by -14 000, whilst part-time jobs increased by 32 000.

Industry	Full-time	Part-time	All employees
Community services	28 000	32 000	60 000
Trade	22 000	4 000	26 000
Business services	-6 000	7 000	1 000
Electricity	-2 000	1 000	-1 000
Transport	-1 000	-2 000	-3 000
Mining*	-5 000	0	-5 000
Manufacturing	-19 000	-5 000	-24 000
Construction	-31 000	-5 000	-36 000
Total	-14 000	32 000	18 000

*\*Data for mining industry is not available separately for part-time*

# GROSS EARNINGS RESULTS

**R776,4 billion**

Total gross earnings paid in the quarter  
**increased** from **R724,1 billion** in Q3:2019.



*Increases in gross earnings may be due to salary increases, bonuses and overtime payments paid in the current quarter and not paid in the previous quarter.*



**R52,3 billion**



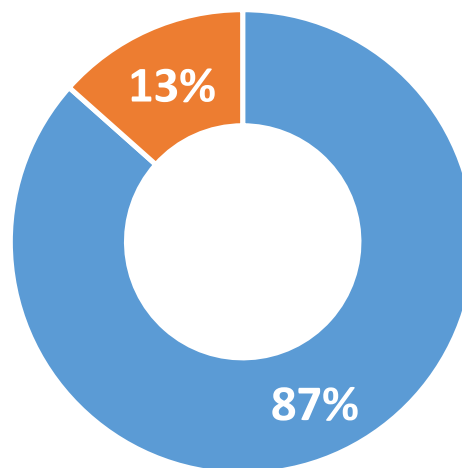
**R37,9 billion**

# GROSS EARNINGS COMPOSITION

**R776,4 billion**

Basic salary/wages

**R672,7 billion**



Bonus and  
overtime payments  
**R103,7 billion**

# QUARTER-ON-QUARTER CHANGE IN GROSS EARNINGS

Gross earnings increased by **R52 billion** in the fourth quarter of 2019. Increases in gross earnings were due to increases in basic salaries and bonuses & overtime payments by **R9 billion** and **R43 billion** respectively.

Industry	Gross earnings (R' 000)		
	Basic Salary/Wages	Bonus & Overtime Payments	Total Gross Earnings
<b>Business services</b>	2 913 000	9 467 000	12 380 000
<b>Community services</b>	2 221 000	9 828 000	12 049 000
<b>Trade</b>	1 469 000	7 977 000	9 446 000
<b>Manufacturing</b>	854 000	7 270 000	8 124 000
<b>Transport</b>	964 000	3 572 000	4 536 000
<b>Construction</b>	23 000	3 186 000	3 209 000
<b>Electricity</b>	145 000	1 546 000	1 691 000
<b>Mining*</b>	887 000		887 000
<b>Total</b>	9 476 000	42 846 000	52 322 000

*\*Data for mining industry is not available separately for bonuses & overtime payments*

# YEAR-ON-YEAR CHANGE IN GROSS EARNINGS

Year-on-year gross earnings **increased** by approximately **R38 billion**. Increases were due to basic salary payments made by **R30 billion** and bonus & overtime payments **increased** by **R8 billion**.

Industry	Gross earnings (R' 000)		
	Basic Salary/Wages	Bonus & Overtime Payments	Total Gross Earnings
Community services	13 403 000	2 915 000	16 318 000
Business services	5 336 000	4 857 000	10 193 000
Trade	4 542 000	36 000	4 578 000
Mining*	3 480 000		3 480 000
Transport	2 401 000	954 000	3 355 000
Manufacturing	1 828 000	-106 000	1 722 000
Electricity	95 000	60 000	155 000
Construction	-992 000	-933 000	-1 925 000
<b>Total</b>	<b>30 093 000</b>	<b>7 783 000</b>	<b>37 876 000</b>

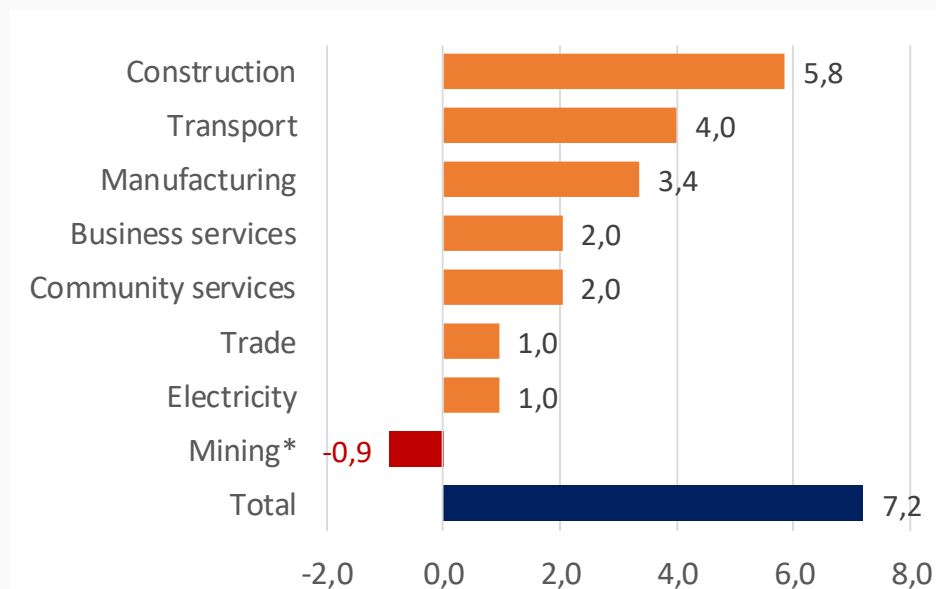
\*Data for mining industry is not available separately for bonuses & overtime payments



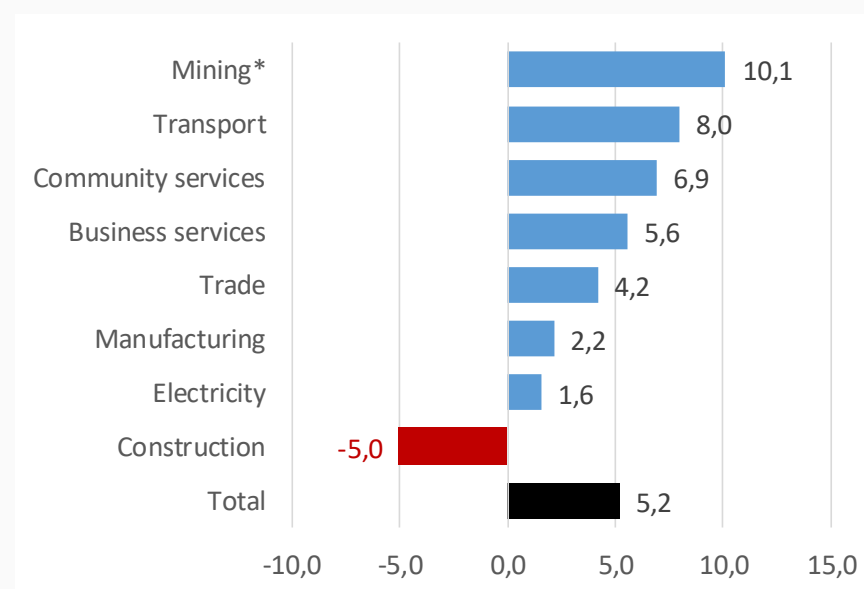
# PERCENTAGE CHANGE IN GROSS EARNINGS

Quarterly and annual percentage change in gross earnings paid in the fourth quarter of 2019.

Quarter-on-quarter  
% change



Year-on-year  
% change



\* Administrative data from DMR



# Average Monthly Earnings (AME) November 2019



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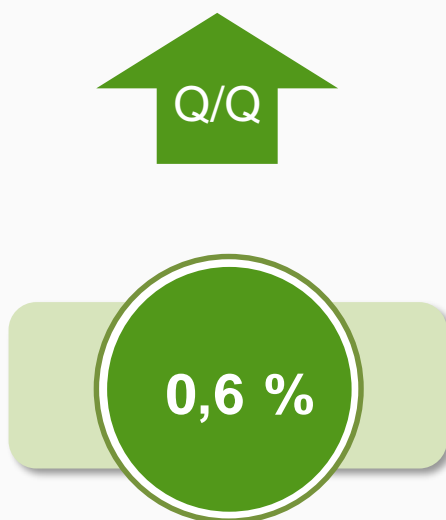


## AVERAGE MONTHLY EARNINGS (AME)

# R22 500

AME including bonuses and overtime payments **increased** in November 2019 from **R22 375** (in August 2019)

Quarter-on-quarter and year-on-year AME increased by **0,6 %** and **4,5 %** respectively.



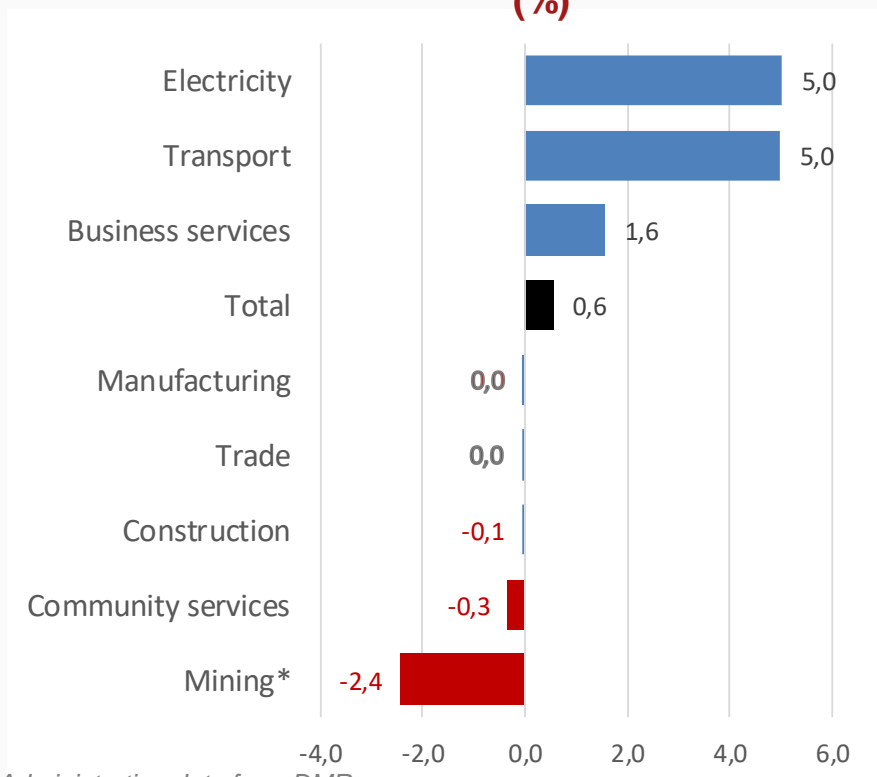
# AVERAGE MONTHLY EARNINGS

The **transport** and **electricity** industries reported the largest **increases of 5,0% each** in average monthly earnings in the fourth quarter compared with third quarter of 2019.

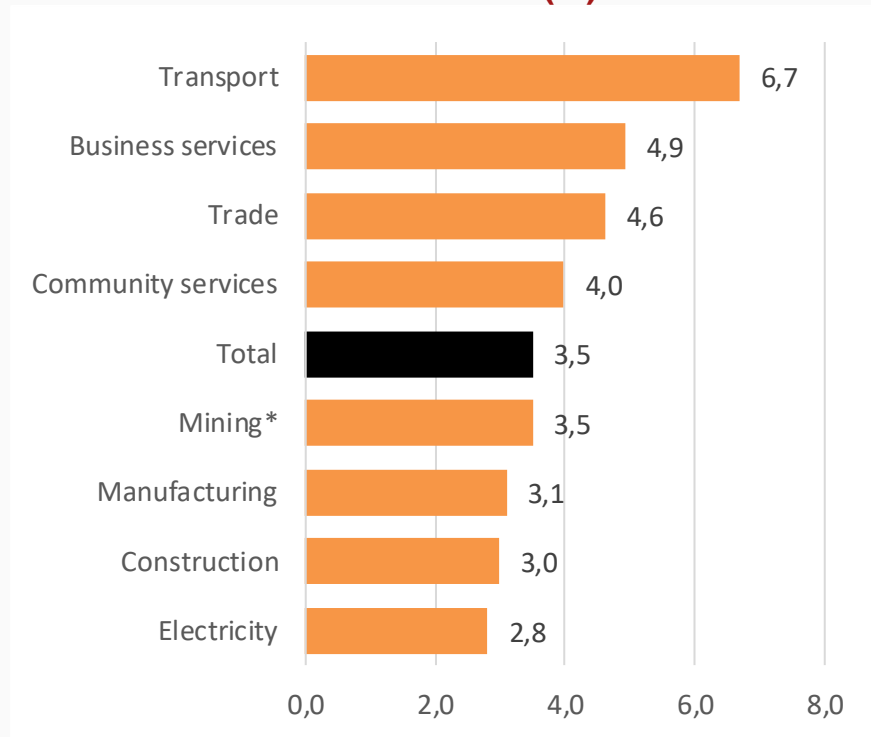
Year-on-year the **transport** industry is leading other industries and **rose by 6,7%.**

**Four** of the **eight** industries grew below the total industry average of **3,5%** in November 2019 compared with November of 2018.

Quarter-on-quarter  
(%)

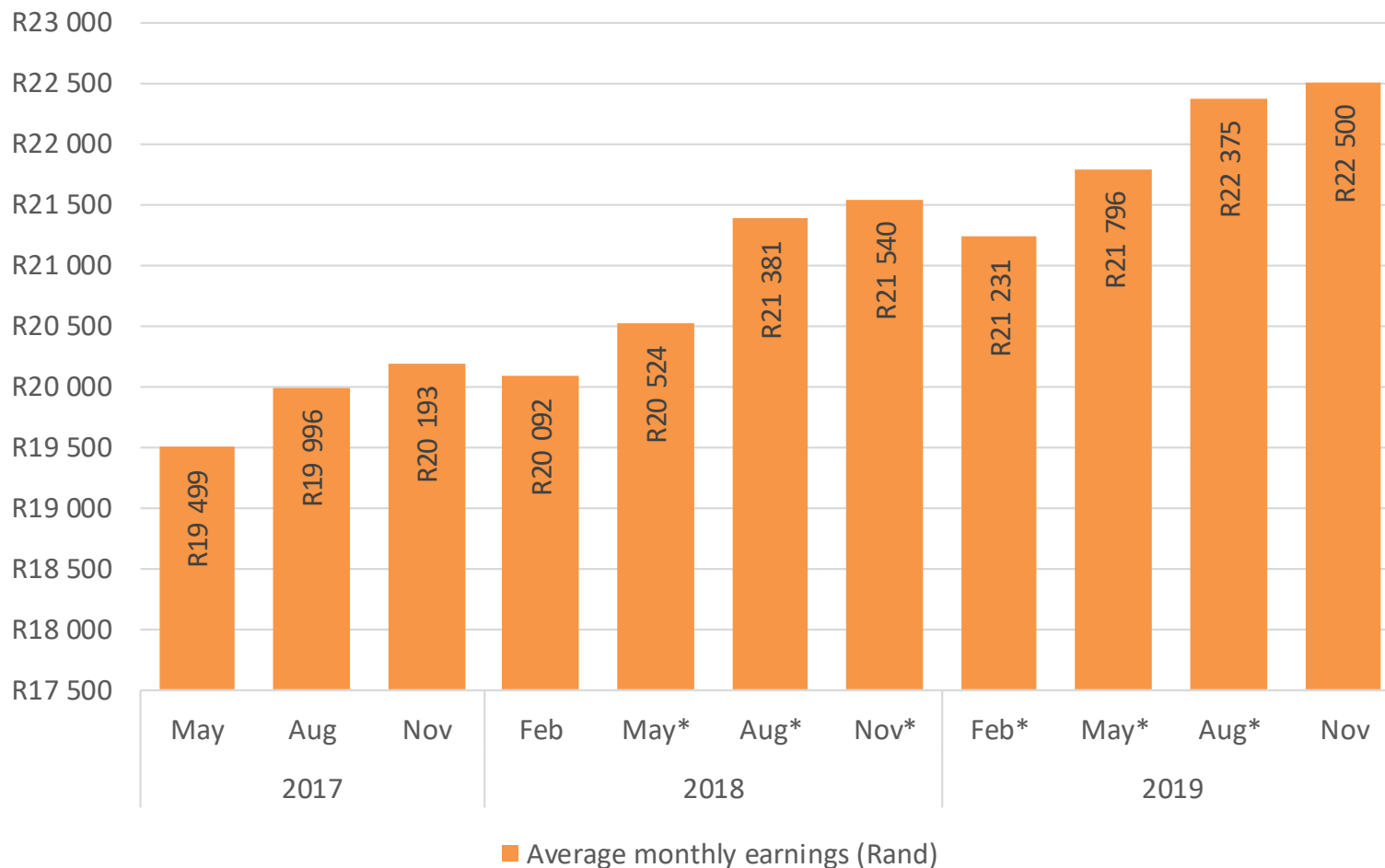


Year-on-year  
(%)



\* Administrative data from DMR

# AVERAGE MONTHLY EARNINGS



\* Revised estimates



# Recap

QES  
Q4:2019

QES  
Q4:2019

## Number of employees



Number of employees **rose** by 16 000 q/q, and **increased** by 18 000 y/y

## Full time jobs



Full-time jobs **decreased** by 2 000 q/q and **declined** by 14 000 y/y

## Part time jobs



Part-time jobs **increased** by 18 000 q/q and **gained** 32 000 year-on-year

## Gross earnings



Gross earnings **increased** by R52,3 billion q/q and **increased** by R37,9 billion y/y

## Bonus and overtime



Bonus and overtime payments **increased** by R42,8 billion q/q and **increased** by R7,8 billion y/y

## Average monthly earnings



Average monthly earnings **increased** by 0,6 % q/q and **increased** by 4,5 % y/y

# Thank You

