

# Statistical release

## P0277

# Quarterly Employment Statistics (QES) December 2012

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<b>Contents</b> .....	<b>Page</b>
<b>Part A – Key estimates of the number of employees and their earnings</b> .....	3
Table A – Number of employees at the end of September 2012 and December 2012, and gross earnings for the quarters ended September 2012 and December 2012.....	3
<b>Part B – Key estimates of average monthly earnings</b> .....	4
Table B – Average monthly earnings paid to employees in the formal non-agricultural sector.....	4
<b>Part 1 – Estimation of number of employees and their earnings</b> .....	7
Table 1 – Total (all formal non-agricultural industries).....	7
1.1 Number of employees.....	7
1.2 Gross earnings .....	7
Table 2 – Mining and quarrying industry.....	8
2.1 Number of employees.....	8
2.2 Gross earnings .....	8
Table 3 – Manufacturing industry.....	9
3.1 Number of employees.....	9
3.2 Gross earnings .....	9
Table 4 – Electricity, gas and water supply industry .....	10
4.1 Number of employees.....	10
4.2 Gross earnings .....	10
Table 5 – Construction industry .....	11
5.1 Number of employees.....	11
5.2 Gross earnings .....	11
Table 6 – Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry.....	12
6.1 Number of employees.....	12
6.2 Gross earnings .....	12
Table 7 – Transport, storage and communication industry.....	13
7.1 Number of employees.....	13
7.2 Gross earnings .....	13
Table 8 – Financial intermediation, insurance, real estate and business services industry .....	14
8.1 Number of employees.....	14
8.2 Gross earnings .....	14
Table 9 – Community, social and personal services industry.....	15
9.1 Number of employees.....	15
9.2 Gross earnings .....	15
<b>Part 2 – Estimation of average monthly earnings</b> .....	16
Table 1 – Average monthly earnings at current prices, by industry.....	16
1.1 Total (all formal non-agricultural industries) .....	16
1.2 Mining and quarrying industry** .....	16
1.3 Manufacturing industry .....	17

1.4 Electricity, gas and water supply industry.....	17
1.5 Construction industry.....	18
1.6 Wholesale and retail trade; repair of motor vehicles, motor cycles, and personal and household goods; hotels and restaurants industry.....	18
1.7 Transport, storage and communication industry.....	19
1.8 Financial intermediation, insurance, real estate and business services industry.....	19
1.9 Community, social and personal services industry.....	20
Table 2 – Average monthly earnings at constant 2000 prices, by industry.....	21
2.1 Total (all formal non-agricultural industries).....	21
2.2 Mining and quarrying industry**.....	21
2.3 Manufacturing industry.....	22
2.4 Electricity, gas and water supply industry.....	22
2.5 Construction industry.....	23
2.6 Wholesale and retail trade; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants industry.....	23
2.7 Transport, storage and communication industry.....	24
2.8 Financial intermediation, insurance, real estate and business services industry.....	24
2.9 Community, social and personal services industry.....	25
<b>Additional information</b> .....	26
Technical notes.....	26
Table C – Estimates of number of employees by industry within 95% confidence limits.....	27
Table D – Estimates of gross earnings (R' 000) by industry within 95% confidence limits.....	28
Table E – Estimates of average monthly earnings, including bonuses and overtime payments, at current prices, by industry within 95% confidence limits.....	29
Table F – Estimates of average monthly earnings, excluding bonuses and overtime payments, at current prices, by industry within 95% confidence limits.....	30
<b>Explanatory notes</b> .....	31
<b>Glossary</b> .....	34
<b>General information</b> .....	37

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

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

Main estimates	Quarter ended December 2011	Quarter ended September 2012*	Quarter ended December 2012	Percentage change between the quarters ended September 2012 and December 2012	Percentage change between the quarters ended December 2011 and December 2012
Number of employees (000)	8 379	8 439	8 461	0,3	1,0
Gross earnings (R' 000)	365 373 000	371 908 000	393 833 000	5,9	7,8

\*Revised estimates.

### Key findings for the quarter ended December 2012

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

The December 2012 Quarterly Employment Statistics (QES) survey shows that the number of people employed in the formal non-agricultural sector of the South African economy increased by about 22 000 persons (+0,3%) from September 2012 (an estimated 8 439 000 employees) to December 2012 (an estimated 8 461 000 employees).

**Gross earnings paid to employees in the formal non-agricultural sector increased between the quarters ended September 2012 and December 2012.**

The gross earnings paid to employees during the quarter ended December 2012 (October 2012 to December 2012) amounted to R393 833 million. This reflects a quarterly increase of R21 925 million (+5,9%) compared with the quarter ended September 2012 (July 2012 to September 2012).

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

The December 2012 Quarterly Employment Statistics (QES) survey shows that an estimated 8 461 000 people were employed in the formal non-agricultural sector of the South African economy. This reflects an annual increase of about 82 000 employees (+1,0%) compared with December 2011 (an estimated 8 379 000 employees).

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

The gross earnings paid to employees during the quarter ended December 2012 (October 2012 to December 2012) amounted to R393 833 million. This reflects an annual increase of R28 460 million (+7,8%) compared with the quarter ended December 2011 (October 2011 to December 2011).

## Part B – Key estimates of average monthly earnings

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

Estimates	November 2011 (Rand)	August 2012 (Rand)*	November 2012 (Rand)	Percentage change between August 2012 and November 2012	Percentage change between November 2011 and November 2012
Including bonuses and overtime payments	13 214	13 980	14 386	2,9	8,9

\*Revised estimates.

### Key findings regarding average monthly earnings including bonuses and overtime payments

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

The December 2012 Quarterly Employment Statistics (QES) survey reflected a quarterly increase of 2,9% in average monthly earnings paid to employees in the formal non-agricultural sector between August 2012 (an estimated R13 980) and November 2012 (an estimated R14 386).

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

The December 2012 Quarterly Employment Statistics (QES) survey reflected an annual increase of 8,9% in average monthly earnings paid to employees in the formal non-agricultural sector between November 2011 (an estimated R13 214) and November 2012 (an estimated R14 386).

**PJ Lehohla  
Statistician-General**

## Level of employees as at December 2012

The *mining and quarrying industry* reported an annual increase of 1 000 employees (+0,2%) in December 2012 compared with December 2011.

There was a quarterly increase of 1 000 employees (+0,2%) in December 2012 compared with September 2012.

**See explanatory note 5 on page 32.**

The *manufacturing industry* reported an annual decrease of 4 000 employees (-0,3%) in December 2012 compared with December 2011.

There was a quarterly increase of 4 000 employees (+0,3%) in December 2012 compared with September 2012. This was mainly due to increases in employment in the production, processing and preserving of meat and meat products; manufacturing of plastic products; manufacturing of furniture; and manufacturing of motor vehicles.

The *electricity, gas and water supply industry* reported an annual increase of 3 000 employees (+5,1%) in December 2012 compared with December 2011.

There was no change in December 2012 compared with September 2012.

The *construction industry* reported an annual increase of 3 000 employees (+0,7%) in December 2012 compared with December 2011.

There was a quarterly decrease of 5 000 employees (-1,2%) in December 2012 compared with September 2012. This was mainly due to decreases in employment in the building of complete constructions; 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 9 000 employees (+0,5%) in December 2012 compared with December 2011.

There was a quarterly increase of 19 000 employees (+1,1%) in December 2012 compared with September 2012. This was mainly due to increases in employment in retail trade (except for motor vehicles and motor cycles); sales, maintenance and repair of motor vehicles and motor cycles; and hotels and restaurants.

The *transport, storage and communication industry* reported an annual increase of 14 000 employees (+3,8%) in December 2012 compared with December 2011.

There was a quarterly increase of 11 000 employees (+3,0%) in December 2012 compared with September 2012. This was mainly due to increases in employment in land transport; and post and telecommunication.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 10 000 employees (+0,5%) in December 2012 compared with December 2011.

There was a quarterly increase of 6 000 employees (+0,3%) in December 2012 compared with September 2012. This was mainly due to increases in employment in business activities not elsewhere classified; insurance and pension funding; and advertising.

The *community, social and personal services industry* reported an annual increase of 46 000 employees (+2,0%) in December 2012 compared with December 2011.

There was a quarterly decrease of 14 000 employees (-0,6%) in December 2012 compared with September 2012. This was mainly due to decreases in employment in provincial administration; universities and technikons; and national departments.

## Gross earnings paid to employees for the quarter ended December 2012

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual decrease of R875 million (-3,5%) for the quarter ended December 2012 compared with the quarter ended December 2011.

There was a quarterly increase of R211 million (+0,9%) for the quarter ended December 2012 compared with the quarter ended September 2012.

**See explanatory note 5 on page 32.**

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R3 650 million (+7,8%) for the quarter ended December 2012 compared with the quarter ended December 2011.

There was a quarterly increase of R5 592 million (+12,4%) for the quarter ended December 2012 compared with the quarter ended September 2012.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R879 million (+16,2%) for the quarter ended December 2012 compared with the quarter ended December 2011.

There was a quarterly decrease of R49 million (-0,8%) for the quarter ended December 2012 compared with the quarter ended September 2012.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R1 480 million (+10,4%) for the quarter ended December 2012 compared with the quarter ended December 2011.

There was a quarterly increase of R1 779 million (+12,7%) for the quarter ended December 2012 compared with the quarter ended September 2012.

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 548 million (+9,5%) for the quarter ended December 2012 compared with the quarter ended December 2011.

There was a quarterly increase of R5 386 million (+11,4%) for the quarter ended December 2012 compared with the quarter ended September 2012.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R1 540 million (+7,3%) for the quarter ended December 2012 compared with the quarter ended December 2011.

There was a quarterly increase of R798 million (+3,7%) for the quarter ended December 2012 compared with the quarter ended September 2012.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R5 990 million (+7,0%) for the quarter ended December 2012 compared with the quarter ended December 2011.

There was a quarterly increase of R6 135 million (+7,1%) for the quarter ended December 2012 compared with the quarter ended September 2012.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R11 249 million (+9,5%) for the quarter ended December 2012 compared with the quarter ended December 2011.

There was a quarterly increase of R2 073 million (+1,6%) for the quarter ended December 2012 compared with the quarter ended September 2012.

**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		
2009	Mar	8 326 000	-186 000	-2,2	-91 000	-1,1
	Jun	8 241 000	-85 000	-1,0	-216 000	-2,6
	Sep	8 144 000	-97 000	-1,2	-346 000	-4,1
	Dec	8 163 000	19 000	0,2	-349 000	-4,1
2010	Mar	8 086 000	-77 000	-0,9	-240 000	-2,9
	Jun	8 132 000	46 000	0,6	-109 000	-1,3
	Sep	8 155 000	23 000	0,3	11 000	0,1
	Dec	8 251 000	96 000	1,2	88 000	1,1
2011	Mar	8 289 000	38 000	0,5	203 000	2,5
	Jun	8 300 000	11 000	0,1	168 000	2,1
	Sep	8 358 000	58 000	0,7	203 000	2,5
	Dec	8 379 000	21 000	0,3	128 000	1,6
2012	Mar	8 383 000	4 000	0,0	94 000	1,1
	Jun	8 430 000	47 000	0,6	130 000	1,6
	Sep*	8 439 000	9 000	0,1	81 000	1,0
	Dec	8 461 000	22 000	0,3	82 000	1,0

\*Revised estimates.

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

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings	
		Quarter		Annual		
2009	Mar	259 223 000	-14 734 000	-5,4	23 874 000	10,1
	Jun	258 827 000	-396 000	-0,2	14 806 000	6,1
	Sep	270 555 000	11 728 000	4,5	16 591 000	6,5
	Dec	303 361 000	32 806 000	12,1	29 404 000	10,7
2010	Mar	291 203 000	-12 158 000	-4,0	31 980 000	12,3
	Jun	296 359 000	5 156 000	1,8	37 532 000	14,5
	Sep	305 209 000	8 850 000	3,0	34 654 000	12,8
	Dec	337 899 000	32 690 000	10,7	34 538 000	11,4
2011	Mar	318 347 000	-19 552 000	-5,8	27 144 000	9,3
	Jun	323 646 000	5 299 000	1,7	27 287 000	9,2
	Sep	340 313 000	16 667 000	5,1	35 104 000	11,5
	Dec	365 373 000	25 060 000	7,4	27 474 000	8,1
2012	Mar	348 922 000	-16 451 000	-4,5	30 575 000	9,6
	Jun	352 439 000	3 517 000	1,0	28 793 000	8,9
	Sep*	371 908 000	19 469 000	5,5	31 595 000	9,3
	Dec	393 833 000	21 925 000	5,9	28 460 000	7,8

\*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		
2009	Mar	500 000	-18 000	-3,5	-8 000	-1,6
	Jun	492 000	-8 000	-1,6	-28 000	-5,4
	Sep	487 000	-5 000	-1,0	-45 000	-8,5
	Dec	488 000	1 000	0,2	-30 000	-5,8
2010	Mar	491 000	3 000	0,6	-9 000	-1,8
	Jun	497 000	6 000	1,2	5 000	1,0
	Sep	505 000	8 000	1,6	18 000	3,7
	Dec	504 000	-1 000	-0,2	16 000	3,3
2011	Mar	511 000	7 000	1,4	20 000	4,1
	Jun	517 000	6 000	1,2	20 000	4,0
	Sep	519 000	2 000	0,4	14 000	2,8
	Dec	518 000	-1 000	-0,2	14 000	2,8
2012	Mar	523 000	5 000	1,0	12 000	2,3
	Jun	534 000	11 000	2,1	17 000	3,3
	Sep*	518 000	-16 000	-3,0	-1 000	-0,2
	Dec	519 000	1 000	0,2	1 000	0,2

\*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		
2009	Mar	15 605 000	-914 000	-5,5	2 051 000	15,1
	Jun	15 692 000	87 000	0,6	1 090 000	7,5
	Sep	16 448 000	756 000	4,8	826 000	5,3
	Dec	17 511 000	1 063 000	6,5	992 000	6,0
2010	Mar	17 150 000	-361 000	-2,1	1 545 000	9,9
	Jun	17 603 000	453 000	2,6	1 911 000	12,2
	Sep	19 129 000	1 526 000	8,7	2 681 000	16,3
	Dec	19 697 000	568 000	3,0	2 186 000	12,5
2011	Mar	19 568 000	-129 000	-0,7	2 418 000	14,1
	Jun	20 445 000	877 000	4,5	2 842 000	16,1
	Sep	21 593 000	1 148 000	5,6	2 464 000	12,9
	Dec	24 879 000	3 286 000	15,2	5 182 000	26,3
2012	Mar	22 051 000	-2 828 000	-11,4	2 483 000	12,7
	Jun	23 272 000	1 221 000	5,5	2 827 000	13,8
	Sep*	23 793 000	521 000	2,2	2 200 000	10,2
	Dec	24 004 000	211 000	0,9	-875 000	-3,5

\*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	
2009 Mar	1 239 000	-36 000	-2,8	-73 000	-5,6
Jun	1 220 000	-19 000	-1,5	-87 000	-6,7
Sep	1 204 000	-16 000	-1,3	-96 000	-7,4
Dec	1 185 000	-19 000	-1,6	-90 000	-7,1
2010 Mar	1 187 000	2 000	0,2	-52 000	-4,2
Jun	1 170 000	-17 000	-1,4	-50 000	-4,1
Sep	1 159 000	-11 000	-0,9	-45 000	-3,7
Dec	1 164 000	5 000	0,4	-21 000	-1,8
2011 Mar	1 160 000	-4 000	-0,3	-27 000	-2,3
Jun	1 148 000	-12 000	-1,0	-22 000	-1,9
Sep	1 150 000	2 000	0,2	-9 000	-0,8
Dec	1 158 000	8 000	0,7	-6 000	-0,5
2012 Mar	1 155 000	-3 000	-0,3	-5 000	-0,4
Jun	1 146 000	-9 000	-0,8	-2 000	-0,2
Sep*	1 150 000	4 000	0,3	0	0,0
Dec	1 154 000	4 000	0,3	-4 000	-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	
2009 Mar	33 352 000	-4 700 000	-12,4	1 234 000	3,8
Jun	33 446 000	94 000	0,3	720 000	2,2
Sep	35 767 000	2 321 000	6,9	1 799 000	5,3
Dec	40 142 000	4 375 000	12,2	2 090 000	5,5
2010 Mar	36 788 000	-3 354 000	-8,4	3 436 000	10,3
Jun	37 362 000	574 000	1,6	3 916 000	11,7
Sep	38 403 000	1 041 000	2,8	2 636 000	7,4
Dec	43 991 000	5 588 000	14,6	3 849 000	9,6
2011 Mar	39 991 000	-4 000 000	-9,1	3 203 000	8,7
Jun	40 268 000	277 000	0,7	2 906 000	7,8
Sep	40 881 000	613 000	1,5	2 478 000	6,5
Dec	47 015 000	6 134 000	15,0	3 024 000	6,9
2012 Mar	43 066 000	-3 949 000	-8,4	3 075 000	7,7
Jun	43 876 000	810 000	1,9	3 608 000	9,0
Sep*	45 073 000	1 197 000	2,7	4 192 000	10,3
Dec	50 665 000	5 592 000	12,4	3 650 000	7,8

\*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		
2009	Mar	60 000	1 000	1,7	2 000	3,4
	Jun	59 000	-1 000	-1,7	0	0,0
	Sep	56 000	-3 000	-5,1	-3 000	-5,1
	Dec	56 000	0	0,0	-3 000	-5,1
2010	Mar	56 000	0	0,0	-4 000	-6,7
	Jun	57 000	1 000	1,8	-2 000	-3,4
	Sep	57 000	0	0,0	1 000	1,8
	Dec	58 000	1 000	1,8	2 000	3,6
2011	Mar	59 000	1 000	1,7	3 000	5,4
	Jun	60 000	1 000	1,7	3 000	5,3
	Sep	59 000	-1 000	-1,7	2 000	3,5
	Dec	59 000	0	0,0	1 000	1,7
2012	Mar	61 000	2 000	3,4	2 000	3,4
	Jun	62 000	1 000	1,6	2 000	3,3
	Sep	62 000	0	0,0	3 000	5,1
	Dec	62 000	0	0,0	3 000	5,1

**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		
2009	Mar	3 514 000	-534 000	-13,2	734 000	26,4
	Jun	3 476 000	-38 000	-1,1	555 000	19,0
	Sep	4 365 000	889 000	25,6	807 000	22,7
	Dec	4 522 000	157 000	3,6	474 000	11,7
2010	Mar	3 872 000	-650 000	-14,4	358 000	10,2
	Jun	3 975 000	103 000	2,7	499 000	14,4
	Sep	4 858 000	883 000	22,2	493 000	11,3
	Dec	4 923 000	65 000	1,3	401 000	8,9
2011	Mar	4 314 000	-609 000	-12,4	442 000	11,4
	Jun	4 390 000	76 000	1,8	415 000	10,4
	Sep	5 426 000	1 036 000	23,6	568 000	11,7
	Dec	5 442 000	16 000	0,3	519 000	10,5
2012	Mar	4 719 000	-723 000	-13,3	405 000	9,4
	Jun	4 873 000	154 000	3,3	483 000	11,0
	Sep*	6 370 000	1 497 000	30,7	944 000	17,4
	Dec	6 321 000	-49 000	-0,8	879 000	16,2

\*Revised estimates.

**Table 5 – Construction industry**

**5.1 Number of employees**

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees	
		Quarter		Annual		
2009	Mar	458 000	-16 000	-3,4	-10 000	-2,1
	Jun	441 000	-17 000	-3,7	-33 000	-7,0
	Sep	418 000	-23 000	-5,2	-49 000	-10,5
	Dec	415 000	-3 000	-0,7	-59 000	-12,4
2010	Mar	418 000	3 000	0,7	-40 000	-8,7
	Jun	413 000	-5 000	-1,2	-28 000	-6,3
	Sep	406 000	-7 000	-1,7	-12 000	-2,9
	Dec	399 000	-7 000	-1,7	-16 000	-3,9
2011	Mar	413 000	14 000	3,5	-5 000	-1,2
	Jun	419 000	6 000	1,5	6 000	1,5
	Sep	434 000	15 000	3,6	28 000	6,9
	Dec	426 000	-8 000	-1,8	27 000	6,8
2012	Mar	431 000	5 000	1,2	18 000	4,4
	Jun	433 000	2 000	0,5	14 000	3,3
	Sep*	434 000	1 000	0,2	0	0,0
	Dec	429 000	-5 000	-1,2	3 000	0,7

\*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		
2009	Mar	9 208 000	-1 726 000	-15,8	891 000	10,7
	Jun	9 335 000	127 000	1,4	181 000	2,0
	Sep	9 882 000	547 000	5,9	120 000	1,2
	Dec	12 074 000	2 192 000	22,2	1 140 000	10,4
2010	Mar	10 620 000	-1 454 000	-12,0	1 412 000	15,3
	Jun	11 378 000	758 000	7,1	2 043 000	21,9
	Sep	11 455 000	77 000	0,7	1 573 000	15,9
	Dec	13 101 000	1 646 000	14,4	1 027 000	8,5
2011	Mar	11 600 000	-1 501 000	-11,5	980 000	9,2
	Jun	11 884 000	284 000	2,4	506 000	4,4
	Sep	12 814 000	930 000	7,8	1 359 000	11,9
	Dec	14 276 000	1 462 000	11,4	1 175 000	9,0
2012	Mar	12 774 000	-1 502 000	-10,5	1 174 000	10,1
	Jun	13 500 000	726 000	5,7	1 616 000	13,6
	Sep*	13 977 000	477 000	3,5	1 163 000	9,1
	Dec	15 756 000	1 779 000	12,7	1 480 000	10,4

\*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		
2009	Mar	1 681 000	-66 000	-3,8	-58 000	-3,3
	Jun	1 672 000	-9 000	-0,5	-54 000	-3,1
	Sep	1 632 000	-40 000	-2,4	-77 000	-4,5
	Dec	1 665 000	33 000	2,0	-82 000	-4,7
2010	Mar	1 630 000	-35 000	-2,1	-51 000	-3,0
	Jun	1 636 000	6 000	0,4	-36 000	-2,2
	Sep	1 650 000	14 000	0,9	18 000	1,1
	Dec	1 687 000	37 000	2,2	22 000	1,3
2011	Mar	1 645 000	-42 000	-2,5	15 000	0,9
	Jun	1 659 000	14 000	0,9	23 000	1,4
	Sep	1 669 000	10 000	0,6	19 000	1,2
	Dec	1 700 000	31 000	1,9	13 000	0,8
2012	Mar	1 678 000	-22 000	-1,3	33 000	2,0
	Jun	1 688 000	10 000	0,6	29 000	1,7
	Sep	1 690 000	2 000	0,1	21 000	1,3
	Dec	1 709 000	19 000	1,1	9 000	0,5

**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		
2009	Mar	35 676 000	-3 194 000	-8,2	1 831 000	5,4
	Jun	35 780 000	104 000	0,3	1 015 000	2,9
	Sep	36 757 000	977 000	2,7	1 463 000	4,1
	Dec	40 576 000	3 819 000	10,4	1 706 000	4,4
2010	Mar	38 207 000	-2 369 000	-5,8	2 531 000	7,1
	Jun	39 720 000	1 513 000	4,0	3 940 000	11,0
	Sep	41 018 000	1 298 000	3,3	4 261 000	11,6
	Dec	45 569 000	4 551 000	11,1	4 993 000	12,3
2011	Mar	41 678 000	-3 891 000	-8,5	3 471 000	9,1
	Jun	42 698 000	1 020 000	2,4	2 978 000	7,5
	Sep	43 829 000	1 131 000	2,6	2 811 000	6,9
	Dec	48 072 000	4 243 000	9,7	2 503 000	5,5
2012	Mar	45 003 000	-3 069 000	-6,4	3 325 000	8,0
	Jun	45 437 000	434 000	1,0	2 739 000	6,4
	Sep*	47 234 000	1 797 000	4,0	3 405 000	7,8
	Dec	52 620 000	5 386 000	11,4	4 548 000	9,5

\*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		
2009	Mar	362 000	-4 000	-1,1	-2 000	-0,5
	Jun	353 000	-9 000	-2,5	-11 000	-3,0
	Sep	356 000	3 000	0,8	-10 000	-2,7
	Dec	359 000	3 000	0,8	-7 000	-1,9
2010	Mar	359 000	0	0,0	-3 000	-0,8
	Jun	360 000	1 000	0,3	7 000	2,0
	Sep	355 000	-5 000	-1,4	-1 000	-0,3
	Dec	361 000	6 000	1,7	2 000	0,6
2011	Mar	360 000	-1 000	-0,3	1 000	0,3
	Jun	357 000	-3 000	-0,8	-3 000	-0,8
	Sep	365 000	8 000	2,2	10 000	2,8
	Dec	369 000	4 000	1,1	8 000	2,2
2012	Mar	369 000	0	0,0	9 000	2,5
	Jun	374 000	5 000	1,4	17 000	4,8
	Sep*	372 000	-2 000	-0,5	7 000	1,9
	Dec	383 000	11 000	3,0	14 000	3,8

\*Revised estimates.

**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		
2009	Mar	14 006 000	-1 412 000	-9,2	703 000	5,3
	Jun	14 942 000	936 000	6,7	-387 000	-2,5
	Sep	16 555 000	1 613 000	10,8	2 361 000	16,6
	Dec	16 675 000	120 000	0,7	1 257 000	8,2
2010	Mar	17 036 000	361 000	2,2	3 030 000	21,6
	Jun	17 537 000	501 000	2,9	2 595 000	17,4
	Sep	17 214 000	-323 000	-1,8	659 000	4,0
	Dec	19 054 000	1 840 000	10,7	2 379 000	14,3
2011	Mar	17 711 000	-1 343 000	-7,0	675 000	4,0
	Jun	19 120 000	1 409 000	8,0	1 583 000	9,0
	Sep	18 833 000	-287 000	-1,5	1 619 000	9,4
	Dec	20 958 000	2 125 000	11,3	1 904 000	10,0
2012	Mar	18 754 000	-2 204 000	-10,5	1 043 000	5,9
	Jun	20 687 000	1 933 000	10,3	1 567 000	8,2
	Sep*	21 700 000	1 013 000	4,9	2 867 000	15,2
	Dec	22 498 000	798 000	3,7	1 540 000	7,3

\*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		
2009	Mar	1 863 000	-51 000	-2,7	-20 000	-1,1
	Jun	1 824 000	-39 000	-2,1	-83 000	-4,4
	Sep	1 784 000	-40 000	-2,2	-140 000	-7,3
	Dec	1 796 000	12 000	0,7	-118 000	-6,2
2010	Mar	1 742 000	-54 000	-3,0	-121 000	-6,5
	Jun	1 769 000	27 000	1,5	-55 000	-3,0
	Sep	1 783 000	14 000	0,8	-1 000	-0,1
	Dec	1 812 000	29 000	1,6	16 000	0,9
2011	Mar	1 798 000	-14 000	-0,8	56 000	3,2
	Jun	1 818 000	20 000	1,1	49 000	2,8
	Sep	1 834 000	16 000	0,9	51 000	2,9
	Dec	1 831 000	-3 000	-0,2	19 000	1,0
2012	Mar	1 832 000	1 000	0,1	34 000	1,9
	Jun	1 834 000	2 000	0,1	16 000	0,9
	Sep*	1 835 000	1 000	0,1	1 000	0,1
	Dec	1 841 000	6 000	0,3	10 000	0,5

\*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		
2009	Mar	69 386 000	-158 000	-0,2	5 109 000	7,9
	Jun	65 491 000	-3 895 000	-5,6	2 385 000	3,8
	Sep	66 659 000	1 168 000	1,8	857 000	1,3
	Dec	72 211 000	5 552 000	8,3	2 667 000	3,8
2010	Mar	73 438 000	1 227 000	1,7	4 052 000	5,8
	Jun	72 587 000	-851 000	-1,2	7 096 000	10,8
	Sep	75 285 000	2 698 000	3,7	8 626 000	12,9
	Dec	80 634 000	5 349 000	7,1	8 423 000	11,7
2011	Mar	80 032 000	-602 000	-0,7	6 594 000	9,0
	Jun	77 469 000	-2 563 000	-3,2	4 882 000	6,7
	Sep	81 547 000	4 078 000	5,3	6 262 000	8,3
	Dec	86 164 000	4 617 000	5,7	5 530 000	6,9
2012	Mar	87 523 000	1 359 000	1,6	7 491 000	9,4
	Jun	84 663 000	-2 860 000	-3,3	7 194 000	9,3
	Sep*	86 019 000	1 356 000	1,6	4 472 000	5,5
	Dec	92 154 000	6 135 000	7,1	5 990 000	7,0

\*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		
2009	Mar	2 163 000	4 000	0,2	78 000	3,7
	Jun	2 180 000	17 000	0,8	80 000	3,8
	Sep	2 207 000	27 000	1,2	74 000	3,5
	Dec	2 199 000	-8 000	-0,4	40 000	1,9
2010	Mar	2 203 000	4 000	0,2	40 000	1,8
	Jun	2 230 000	27 000	1,2	50 000	2,3
	Sep	2 240 000	10 000	0,4	33 000	1,5
	Dec	2 266 000	26 000	1,2	67 000	3,0
2011	Mar	2 343 000	77 000	3,4	140 000	6,4
	Jun	2 322 000	-21 000	-0,9	92 000	4,1
	Sep	2 328 000	6 000	0,3	88 000	3,9
	Dec	2 318 000	-10 000	-0,4	52 000	2,3
2012	Mar	2 334 000	16 000	0,7	-9 000	-0,4
	Jun	2 359 000	25 000	1,1	37 000	1,6
	Sep*	2 378 000	19 000	0,8	50 000	2,1
	Dec	2 364 000	-14 000	-0,6	46 000	2,0

\*Revised estimates.

**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		
2009	Mar	78 476 000	-2 096 000	-2,6	11 320 000	16,9
	Jun	80 665 000	2 189 000	2,8	9 247 000	12,9
	Sep	84 122 000	3 457 000	4,3	8 358 000	11,0
	Dec	99 650 000	15 528 000	18,5	19 078 000	23,7
2010	Mar	94 092 000	-5 558 000	-5,6	15 616 000	19,9
	Jun	96 197 000	2 105 000	2,2	15 532 000	19,3
	Sep	97 847 000	1 650 000	1,7	13 725 000	16,3
	Dec	110 930 000	13 083 000	13,4	11 280 000	11,3
2011	Mar	103 453 000	-7 477 000	-6,7	9 361 000	9,9
	Jun	107 372 000	3 919 000	3,8	11 175 000	11,6
	Sep	115 390 000	8 018 000	7,5	17 543 000	17,9
	Dec	118 567 000	3 177 000	2,8	7 637 000	6,9
2012	Mar	115 032 000	-3 535 000	-3,0	11 579 000	11,2
	Jun	116 131 000	1 099 000	1,0	8 759 000	8,2
	Sep*	127 743 000	11 612 000	10,0	12 353 000	10,7
	Dec	129 816 000	2 073 000	1,6	11 249 000	9,5

\*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
2009 Feb	9 614	0,9	9,9
May	9 724	1,1	6,4
Aug	10 591	8,9	11,3
Nov	11 020	4,1	15,7
2010 Feb	11 207	1,7	16,6
May	11 570	3,2	19,0
Aug	11 808	2,1	11,5
Nov	12 274	3,9	11,4
2011 Feb	12 262	-0,1	9,4
May	12 123	-1,1	4,8
Aug	12 923	6,6	9,4
Nov	13 214	2,3	7,7
2012 Feb	13 143	-0,5	7,2
May	13 578	3,3	12,0
Aug*	13 980	3,0	8,2
Nov	14 386	2,9	8,9

\*Revised estimates.

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

Year and month	Revised series		
	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2009 Feb	10 348	-1,0	14,6
May	10 660	3,0	14,4
Aug	11 470	7,6	14,9
Nov	12 035	4,9	15,1
2010 Feb	11 713	-2,7	13,2
May	11 663	-0,4	9,4
Aug	12 558	7,7	9,5
Nov	12 944	3,1	7,6
2011 Feb	12 794	-1,2	9,2
May	13 410	4,8	15,0
Aug	13 784	2,8	9,8
Nov	13 994	1,5	8,1
2012 Feb	14 175	1,3	10,8
May	14 645	3,3	9,2
Aug*	14 948	2,1	8,4
Nov	15 840	6,0	13,2

\*Revised estimates.

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

**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
2009 Feb	8 547	-1,9	8,7	8 018	-0,7	10,2
May	8 787	2,8	9,5	8 279	3,3	11,2
Aug	9 510	8,2	13,7	8 950	8,1	15,0
Nov	9 870	3,8	13,3	9 158	2,3	13,4
2010 Feb	9 828	-0,4	15,0	9 234	0,8	15,2
May	10 273	4,5	16,9	9 626	4,2	16,3
Aug	10 553	2,7	11,0	9 888	2,7	10,5
Nov	11 017	4,4	11,6	10 108	2,2	10,4
2011 Feb	10 931	-0,8	11,2	10 111	0,0	9,5
May	11 327	3,6	10,3	10 485	3,7	8,9
Aug	11 567	2,1	9,6	10 681	1,9	8,0
Nov	12 214	5,6	10,9	11 167	4,6	10,5
2012 Feb	12 030	-1,5	10,1	11 127	-0,4	10,0
May	12 340	2,6	8,9	11 399	2,4	8,7
Aug*	12 687	2,8	9,7	11 759	3,2	10,1
Nov	13 007	2,5	6,5	11 893	1,1	6,5

\*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
2009 Feb	19 481	-1,7	22,6	18 257	-1,7	23,0
May	19 582	0,5	19,4	18 318	0,3	19,0
Aug	21 922	11,9	24,4	20 619	12,6	24,5
Nov	23 471	7,1	18,5	21 822	5,8	17,5
2010 Feb	23 018	-1,9	18,2	21 522	-1,4	17,9
May	23 161	0,6	18,3	21 531	0,0	17,5
Aug	23 506	1,5	7,2	22 118	2,7	7,3
Nov	25 777	9,7	9,8	23 068	4,3	5,7
2011 Feb	23 987	-6,9	4,2	22 352	-3,1	3,9
May	24 191	0,9	4,4	22 112	-1,1	2,7
Aug	24 448	1,1	4,0	23 019	4,1	4,1
Nov	27 468	12,4	6,6	24 730	7,4	7,2
2012 Feb	25 880	-5,8	7,9	23 947	-3,2	7,1
May	26 505	2,4	9,6	24 354	1,7	10,1
Aug*	28 149	6,2	15,1	26 042	6,9	13,1
Nov	28 827	2,4	4,9	26 502	1,8	7,2

\*Revised estimates.

**1.5 Construction industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2009 Feb	6 672	5,1	11,6	6 362	7,0	12,8
May	7 004	5,0	8,2	6 608	3,9	12,5
Aug	7 370	5,2	16,0	6 990	5,8	17,8
Nov	7 990	8,4	25,9	7 495	7,2	26,0
2010 Feb	8 179	2,4	22,6	7 677	2,4	20,7
May	8 850	8,2	26,4	8 381	9,2	26,8
Aug	8 964	1,3	21,6	8 403	0,3	20,2
Nov	9 168	2,3	14,7	8 339	-0,8	11,3
2011 Feb	9 174	0,1	12,2	8 554	2,6	11,4
May	9 191	0,2	3,9	8 542	-0,1	1,9
Aug	9 530	3,7	6,3	8 868	3,8	5,5
Nov	9 618	0,9	4,9	8 873	0,1	6,4
2012 Feb	9 894	2,9	7,8	9 183	3,5	7,4
May	10 186	3,0	10,8	9 461	3,0	10,8
Aug*	10 495	3,0	10,1	9 778	3,4	10,3
Nov	11 094	5,7	15,3	10 139	3,7	14,3

\*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
2009 Feb	6 570	1,1	7,1	6 338	1,4	7,2
May	6 796	3,4	6,4	6 544	3,3	6,7
Aug	7 118	4,7	7,5	6 924	5,8	9,5
Nov	7 210	1,3	10,9	6 990	1,0	11,8
2010 Feb	7 359	2,1	12,0	7 163	2,5	13,0
May	7 809	6,1	14,9	7 536	5,2	15,2
Aug	7 935	1,6	11,5	7 682	1,9	10,9
Nov	8 057	1,5	11,7	7 639	-0,6	9,3
2011 Feb	8 107	0,6	10,2	7 728	1,2	7,9
May	8 345	2,9	6,9	7 827	1,3	3,9
Aug	8 453	1,3	6,5	8 023	2,5	4,4
Nov	8 546	1,1	6,1	8 085	0,8	5,8
2012 Feb	8 573	0,3	5,7	8 133	0,6	5,2
May	8 687	1,3	4,1	8 273	1,7	5,7
Aug*	8 972	3,3	6,1	8 488	2,6	5,8
Nov	9 293	3,6	8,7	8 752	3,1	8,2

\*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
2009 Feb	12 368	-2,5	6,6	11 344	-1,9	6,8
May	13 239	7,0	11,3	12 298	8,4	13,7
Aug	14 132	6,7	17,7	13 180	7,2	19,5
Nov	13 850	-2,0	9,2	12 894	-2,2	11,5
2010 Feb	14 035	1,3	13,5	13 119	1,7	15,6
May	14 409	2,7	8,8	13 439	2,4	9,3
Aug	15 362	6,6	8,7	14 249	6,0	8,1
Nov	15 714	2,3	13,5	14 553	2,1	12,9
2011 Feb	15 839	0,8	12,9	14 672	0,8	11,8
May	16 113	1,7	11,8	14 714	0,3	9,5
Aug	16 612	3,1	8,1	15 121	2,8	6,1
Nov	16 827	1,3	7,1	15 324	1,3	5,3
2012 Feb	16 343	-2,9	3,2	15 128	-1,3	3,1
May	17 115	4,7	6,2	15 637	3,4	6,3
Aug*	17 798	4,0	7,1	16 270	4,0	7,6
Nov	18 075	1,6	7,4	16 658	2,4	8,7

\*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
2009 Feb	10 937	4,3	8,5	10 585	4,3	7,9
May	11 080	1,3	8,0	10 787	1,9	8,2
Aug	11 807	6,6	8,9	11 259	4,4	9,6
Nov	11 940	1,1	13,9	11 615	3,2	14,5
2010 Feb	12 469	4,4	14,0	12 164	4,7	14,9
May	12 853	3,1	16,0	12 507	2,8	15,9
Aug	12 995	1,1	10,1	12 682	1,4	12,6
Nov	13 098	0,8	9,7	12 656	-0,2	9,0
2011 Feb	14 289	9,1	14,6	12 927	2,1	6,3
May	13 341	-6,6	3,8	12 928	0,0	3,4
Aug	14 850	11,3	14,3	13 792	6,7	8,8
Nov	13 952	-6,0	6,5	13 360	-3,1	5,6
2012 Feb	14 181	1,6	-0,8	13 632	2,0	5,5
May	14 980	5,6	12,3	13 984	2,6	8,2
Aug*	15 009	0,2	1,1	13 847	-1,0	0,4
Nov	15 528	3,5	11,3	14 295	3,2	7,0

\*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
2009 Feb	11 132	-0,8	9,3	10 837	-0,5	9,2
May	10 772	-3,2	-1,9	10 423	-3,8	-2,4
Aug	12 261	13,8	8,4	11 969	14,8	8,9
Nov	13 268	8,2	18,2	12 849	7,4	17,9
2010 Feb	13 484	1,6	21,1	13 178	2,6	21,6
May	13 678	1,4	27,0	13 375	1,5	28,3
Aug	13 809	1,0	12,6	13 498	0,9	12,8
Nov	14 840	7,5	11,8	14 337	6,2	11,6
2011 Feb	13 843	-6,7	2,7	13 545	-5,5	2,8
May	13 420	-3,1	-1,9	13 103	-3,3	-2,0
Aug	14 805	10,3	7,2	14 478	10,5	7,3
Nov	16 042	8,4	8,1	15 416	6,5	7,5
2012 Feb	15 683	-2,2	13,3	15 337	-0,5	13,2
May	16 055	2,4	19,6	15 636	1,9	19,3
Aug*	16 817	4,7	13,6	16 444	5,2	13,6
Nov	17 148	2,0	6,9	16 493	0,3	7,0

\*Revised estimates.

**Table 2 – Average monthly earnings at constant 2000 prices, by industry**

**2.1 Total (all formal non-agricultural industries)**

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2009 Feb	5 792	0,6	0,3
May	5 730	-1,1	-0,7
Aug	6 133	7,0	6,3
Nov	6 355	3,6	10,3
2010 Feb	6 389	0,5	10,3
May	6 518	2,0	13,8
Aug	6 604	1,3	7,7
Nov	6 834	3,5	7,5
2011 Feb	6 737	-1,4	5,4
May	6 532	-3,0	0,2
Aug	6 863	5,1	3,9
Nov	6 933	1,0	1,4
2012 Feb	6 806	-1,8	1,0
May	6 923	1,7	6,0
Aug*	7 070	2,1	3,0
Nov	7 132	0,9	2,9

\*Revised estimates.

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

Year and month	Revised series		
	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2009 Feb	6 234	-1,4	4,6
May	6 282	0,8	6,8
Aug	6 642	5,7	9,8
Nov	6 941	4,5	9,8
2010 Feb	6 678	-3,8	7,1
May	6 571	-1,6	4,6
Aug	7 023	6,9	5,7
Nov	7 207	2,6	3,8
2011 Feb	7 030	-2,5	5,3
May	7 225	2,8	10,0
Aug	7 320	1,3	4,2
Nov	7 342	0,3	1,9
2012 Feb	7 341	0,0	4,4
May	7 467	1,7	3,3
Aug*	7 560	1,2	3,3
Nov	7 853	3,9	7,0

\*Revised estimates.

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

**2.3 Manufacturing industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2009 Feb	5 149	-2,2	-0,8	4 830	-1,0	0,6
May	5 178	0,6	2,3	4 879	1,0	3,8
Aug	5 507	6,4	8,6	5 182	6,2	9,9
Nov	5 692	3,4	8,1	5 281	1,9	8,2
2010 Feb	5 603	-1,6	8,8	5 265	-0,3	9,0
May	5 788	3,3	11,8	5 423	3,0	11,1
Aug	5 902	2,0	7,2	5 530	2,0	6,7
Nov	6 134	3,9	7,8	5 628	1,8	6,6
2011 Feb	6 006	-2,1	7,2	5 555	-1,3	5,5
May	6 103	1,6	5,4	5 649	1,7	4,2
Aug	6 143	0,7	4,1	5 672	0,4	2,6
Nov	6 408	4,3	4,5	5 859	3,3	4,1
2012 Feb	6 230	-2,8	3,7	5 762	-1,7	3,7
May	6 292	1,0	3,1	5 812	0,9	2,9
Aug*	6 416	2,0	4,4	5 947	2,3	4,8
Nov	6 448	0,5	0,6	5 896	-0,9	0,6

\*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
2009 Feb	11 736	-2,0	11,9	10 998	-2,0	12,2
May	11 539	-1,7	11,5	10 794	-1,9	11,0
Aug	12 694	10,0	18,9	11 939	10,6	19,0
Nov	13 536	6,6	13,0	12 585	5,4	12,1
2010 Feb	13 123	-3,1	11,8	12 270	-2,5	11,6
May	13 048	-0,6	13,1	12 130	-1,1	12,4
Aug	13 147	0,8	3,6	12 370	2,0	3,6
Nov	14 352	9,2	6,0	12 844	3,8	2,1
2011 Feb	13 180	-8,2	0,4	12 281	-4,4	0,1
May	13 034	-1,1	-0,1	11 914	-3,0	-1,8
Aug	12 984	-0,4	-1,2	12 225	2,6	-1,2
Nov	14 411	11,0	0,4	12 975	6,1	1,0
2012 Feb	13 402	-7,0	1,7	12 401	-4,4	1,0
May	13 514	0,8	3,7	12 417	0,1	4,2
Aug*	14 236	5,3	9,6	13 171	6,1	7,7
Nov	14 291	0,4	-0,8	13 139	-0,2	1,3

\*Revised estimates.

**2.5 Construction industry**

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
2009 Feb	4 019	4,7	1,8	3 833	6,6	3,0
May	4 127	2,7	1,0	3 894	1,6	5,0
Aug	4 268	3,4	10,8	4 047	3,9	12,5
Nov	4 608	8,0	20,1	4 322	6,8	20,2
2010 Feb	4 663	1,2	16,0	4 377	1,3	14,2
May	4 986	6,9	20,8	4 722	7,9	21,3
Aug	5 013	0,5	17,5	4 700	-0,5	16,1
Nov	5 105	1,8	10,8	4 643	-1,2	7,4
2011 Feb	5 041	-1,3	8,1	4 700	1,2	7,4
May	4 952	-1,8	-0,7	4 602	-2,1	-2,5
Aug	5 061	2,2	1,0	4 710	2,3	0,2
Nov	5 046	-0,3	-1,2	4 655	-1,2	0,3
2012 Feb	5 124	1,5	1,6	4 756	2,2	1,2
May	5 193	1,3	4,9	4 824	1,4	4,8
Aug*	5 308	2,2	4,9	4 945	2,5	5,0
Nov	5 500	3,6	9,0	5 027	1,7	8,0

\*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
2009 Feb	3 958	0,7	-2,2	3 818	1,0	-2,2
May	4 005	1,2	-0,7	3 856	1,0	-0,4
Aug	4 122	2,9	2,7	4 009	4,0	4,6
Nov	4 158	0,9	5,8	4 031	0,5	6,7
2010 Feb	4 196	0,9	6,0	4 084	1,3	7,0
May	4 399	4,8	9,8	4 246	4,0	10,1
Aug	4 438	0,9	7,7	4 296	1,2	7,2
Nov	4 486	1,1	7,9	4 253	-1,0	5,5
2011 Feb	4 454	-0,7	6,1	4 246	-0,2	4,0
May	4 496	0,9	2,2	4 217	-0,7	-0,7
Aug	4 489	-0,2	1,1	4 261	1,0	-0,8
Nov	4 484	-0,1	0,0	4 242	-0,4	-0,3
2012 Feb	4 440	-1,0	-0,3	4 212	-0,7	-0,8
May	4 429	-0,2	-1,5	4 218	0,1	0,0
Aug*	4 538	2,5	1,1	4 293	1,8	0,8
Nov	4 607	1,5	2,7	4 339	1,1	2,3

\*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
2009 Feb	7 451	-2,8	-2,7	6 834	-2,3	-2,6
May	7 801	4,7	3,9	7 247	6,0	6,1
Aug	8 183	4,9	12,4	7 632	5,3	14,2
Nov	7 987	-2,4	4,2	7 435	-2,6	6,3
2010 Feb	8 002	0,2	7,4	7 479	0,6	9,4
May	8 118	1,4	4,1	7 571	1,2	4,5
Aug	8 592	5,8	5,0	7 969	5,3	4,4
Nov	8 749	1,8	9,5	8 103	1,7	9,0
2011 Feb	8 703	-0,5	8,8	8 062	-0,5	7,8
May	8 682	-0,2	6,9	7 928	-1,7	4,7
Aug	8 822	1,6	2,7	8 030	1,3	0,8
Nov	8 828	0,1	0,9	8 040	0,1	-0,8
2012 Feb	8 463	-4,1	-2,8	7 834	-2,6	-2,8
May	8 726	3,1	0,5	7 973	1,8	0,6
Aug*	9 001	3,2	2,0	8 228	3,2	2,5
Nov	8 961	-0,4	1,5	8 258	0,4	2,7

\*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
2009 Feb	6 589	4,0	-1,0	6 377	4,0	-1,5
May	6 529	-0,9	0,8	6 357	-0,3	1,0
Aug	6 837	4,7	4,0	6 519	2,5	4,7
Nov	6 886	0,7	8,6	6 698	2,7	9,2
2010 Feb	7 109	3,2	7,9	6 935	3,5	8,8
May	7 241	1,9	10,9	7 046	1,6	10,8
Aug	7 268	0,4	6,3	7 093	0,7	8,8
Nov	7 293	0,3	5,9	7 047	-0,6	5,2
2011 Feb	7 851	7,7	10,4	7 103	0,8	2,4
May	7 188	-8,4	-0,7	6 966	-1,9	-1,1
Aug	7 886	9,7	8,5	7 324	5,1	3,3
Nov	7 320	-7,2	0,4	7 009	-4,3	-0,5
2012 Feb	7 344	0,3	-6,5	7 060	0,7	-0,6
May	7 638	4,0	6,3	7 130	1,0	2,4
Aug*	7 591	-0,6	-3,7	7 003	-1,8	-4,4
Nov	7 698	1,4	5,2	7 087	1,2	1,1

\*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
2009 Feb	6 706	-1,2	-0,3	6 528	-0,9	-0,3
May	6 348	-5,3	-8,4	6 142	-5,9	-8,9
Aug	7 100	11,8	3,6	6 931	12,8	4,1
Nov	7 652	7,8	12,8	7 410	6,9	12,5
2010 Feb	7 688	0,5	14,6	7 513	1,4	15,1
May	7 706	0,2	21,4	7 535	0,3	22,7
Aug	7 723	0,2	8,8	7 549	0,2	8,9
Nov	8 263	7,0	8,0	7 983	5,7	7,7
2011 Feb	7 606	-8,0	-1,1	7 442	-6,8	-0,9
May	7 231	-4,9	-6,2	7 060	-5,1	-6,3
Aug	7 862	8,7	1,8	7 689	8,9	1,9
Nov	8 417	7,1	1,9	8 088	5,2	1,3
2012 Feb	8 122	-3,5	6,8	7 943	-1,8	6,7
May	8 186	0,8	13,2	7 972	0,4	12,9
Aug*	8 505	3,9	8,2	8 316	4,3	8,2
Nov	8 501	0,0	1,0	8 177	-1,7	1,1

\*Revised estimates.

## Additional information

### Technical notes

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

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

Lower limit

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

and

Upper limit

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

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

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

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

Industry	Quarter ended September 2012*				Quarter ended December 2012			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	518 367	518 367	518 367	0,0	519 359	519 359	519 359	0,0
Manufacturing	1 124 015	1 149 828	1 175 641	1,1	1 127 757	1 153 917	1 180 077	1,2
Electricity, gas and water supply	60 967	62 329	63 690	1,1	60 543	61 940	63 338	1,2
Construction	414 112	433 838	453 563	2,3	407 734	428 684	449 633	2,5
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 636 314	1 690 192	1 744 071	1,6	1 656 151	1 709 053	1 761 954	1,6
Transport, storage and communication	361 781	371 949	382 118	1,4	372 564	382 788	393 012	1,4
Financial intermediation, insurance, real estate and business services	1 761 660	1 835 002	1 908 345	2,0	1 767 373	1 841 428	1 915 483	2,1
Community, social and personal services	2 354 393	2 378 021	2 401 649	0,5	2 340 118	2 364 252	2 388 387	0,5
<b>Total</b>	<b>8 340 042</b>	<b>8 439 526</b>	<b>8 539 010</b>	<b>0,6</b>	<b>8 361 386</b>	<b>8 461 421</b>	<b>8 561 455</b>	<b>0,6</b>

\*Revised estimates.

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

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

Industry	Quarter ended September 2012*				Quarter ended December 2012			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	23 792 570	23 792 570	23 792 570	0,0	24 003 557	24 003 557	24 003 557	0,0
Manufacturing	44 048 753	45 072 665	46 096 576	1,2	49 559 717	50 664 966	51 770 215	1,1
Electricity, gas and water supply	6 337 430	6 370 074	6 402 717	0,3	6 285 031	6 320 673	6 356 314	0,3
Construction	13 182 667	13 977 251	14 771 835	2,9	14 817 256	15 756 233	16 695 209	3,0
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	45 390 407	47 233 574	49 076 741	2,0	50 124 687	52 620 172	55 115 657	2,4
Transport, storage and communication	21 228 992	21 700 057	22 171 122	1,1	21 858 235	22 497 808	23 137 382	1,5
Financial intermediation, insurance, real estate and business services	81 354 938	86 019 187	90 683 436	2,8	86 320 213	92 153 786	97 987 359	3,2
Community, social and personal services	126 017 202	127 742 940	129 468 679	0,7	128 096 261	129 816 162	131 536 063	0,7
<b>Total</b>	<b>366 433 774</b>	<b>371 908 318</b>	<b>377 382 862</b>	<b>0,8</b>	<b>387 075 470</b>	<b>393 833 357</b>	<b>400 591 243</b>	<b>0,9</b>

\*Revised estimates.

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

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

Industry	August 2012*				November 2012			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	14 948	14 948	14 948	0,0	15 840	15 840	15 840	0,0
Manufacturing	12 301	12 687	13 073	1,6	12 598	13 007	13 416	1,6
Electricity, gas and water supply	27 503	28 149	28 795	1,2	28 169	28 827	29 485	1,2
Construction	9 757	10 495	11 233	3,6	10 307	11 094	11 881	3,6
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	8 529	8 972	9 415	2,5	8 774	9 293	9 812	2,8
Transport, storage and communication	17 159	17 798	18 437	1,8	17 372	18 075	18 778	2,0
Financial intermediation, insurance, real estate and business services	14 080	15 009	15 938	3,2	14 555	15 528	16 501	3,2
Community, social and personal services	16 529	16 817	17 105	0,9	16 861	17 148	17 435	0,9
<b>Total</b>	<b>13 730</b>	<b>13 980</b>	<b>14 230</b>	<b>0,9</b>	<b>14 121</b>	<b>14 386</b>	<b>14 651</b>	<b>0,9</b>

\*Revised estimates.

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

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

Industry	August 2012*				November 2012			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying	-	-	-	-	-	-	-	-
Manufacturing	11 401	11 759	12 117	1,6	11 514	11 893	12 272	1,6
Electricity, gas and water supply	25 440	26 042	26 644	1,2	25 893	26 502	27 111	1,2
Construction	9 068	9 778	10 488	3,7	9 388	10 139	10 890	3,8
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	8 060	8 488	8 916	2,6	8 246	8 752	9 258	3,0
Transport, storage and communication	15 669	16 270	16 871	1,9	16 055	16 658	17 261	1,8
Financial intermediation, insurance, real estate and business services	12 968	13 847	14 726	3,2	13 379	14 295	15 211	3,3
Community, social and personal services	16 164	16 444	16 724	0,9	16 215	16 493	16 771	0,9

\*Revised estimates.

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

## Explanatory notes

### Introduction

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

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

Part 2 deals with the estimation of average monthly earnings.

### Scope of the survey

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

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

### Classification

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

### Statistical unit

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

### Purpose of the survey

4. The Quarterly Employment Statistics survey is a quarterly survey covering a sample of approximately 20 208 (VAT registered) private and public enterprises in the formal non-agricultural sector of the South African economy. The information received is used to estimate employment and gross earnings that are used as inputs to the Gross Domestic Product (GDP) and to estimate key economic statistics on average monthly earnings that are mainly used for monitoring economic indicators of the South African economy.



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

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

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

**Pre-release policy** 12. Stats SA's pre-release policy may be inspected at its website, [www.statssa.gov.za](http://www.statssa.gov.za).

**Response rate** The response rate for the quarter ended December 2012 was 86,8%.

**Abbreviations and symbols**

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

## Glossary

<b>Annual percentage change</b>	An annual percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given period compared with the employment, the gross earnings or the average monthly earnings of the corresponding period of the previous year expressed as a percentage.
<b>Average monthly earnings at constant 2000 prices</b>	Average monthly earnings at constant 2000 prices measure average monthly earnings after the direct effects of inflation have been eliminated. The deflator used to deflate the current average earnings is the consumer price index (2000=100). This index has been linked to the new CPI that has been rebased to 2008 = 100 from January 2009.
<b>Average monthly earnings at current prices</b>	Average monthly earnings at current prices are calculated by dividing the total gross earnings, excluding severance, termination and redundancy payments, for the reference month by the number of employees as at the end of the reference month.
<b>Casual employees</b>	Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary 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.
<b>Enterprises</b>	Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their production activities.
<b>Formal sector</b>	The formal sector includes all businesses that are registered in any way.
<b>Full-time employees</b>	Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 hours or more per week. This excludes the self-employed and working proprietors. (Refer to notes on number of employees below.)
<b>Gross earnings</b>	Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc., but excludes earnings of sole proprietors or partners of unincorporated businesses; commission where a retainer, wage or salary was not paid; payments to subcontractors and consultants who are not part of the enterprise; 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).

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<b>Industries</b>	Industries consist of groups of enterprises engaged in the same or similar kind of activity. The definition of industries is based on the <i>System of National Accounts (SNA)</i> and is in line with that in the <i>Standard Industrial Classification of all Economic Activities (SIC)</i> , Fifth Edition, and Report No. 09-09-02 of January 1993.
<b>Informal sector</b>	The informal sector consists of those 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.
<b>Number of employees</b>	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 <b>Reference quarter/month/period</b> below).
<b>Ordinary-time hours</b>	Ordinary-time hours are those hours actually worked during normal periods of work. These hours include hours of paid leave taken during the reference period (e.g. sick leave, annual leave) and hours of normal shift work. Ordinary-time hours paid for exclude overtime hours worked, hours relating to payment in advance and hours relating to back pay.
<b>Overtime hours paid for</b>	Overtime hours paid for are those hours worked in excess of ordinary-time hours, standard or agreed hours of work that were paid for in the reference period.
<b>Overtime payments</b>	Overtime payments refer to payment for hours worked and paid for in excess of ordinary-time hours, standard or agreed hours worked for the reference period. Penalty payments that relate to overtime are also included.
<b>Part-time employees</b>	Part-time employees are those permanent, temporary or casual employees who are not full-time employees as defined above or who normally work less than 40 hours per week. This excludes the self-employed at work or with an enterprise but temporarily not at work.
<b>Performance and other bonuses</b>	<p>Performance and other bonuses cover seasonal, end-of-year and one-time bonuses and additional payments supplementary to normal payments.</p> <p>Performance and other bonuses include profit-sharing bonuses, merit bonuses, incentive bonuses, total amounts of payments that were paid during the reference period but relate to other pay periods, e.g. annual leave, thirteenth cheques. Performance and other bonuses exclude reimbursements for expenses incurred whilst conducting employer's business; severance, termination and redundancy payments.</p>
<b>Permanent employees</b>	Permanent employees are employees appointed on an open-ended contract with no stipulated termination date, and who are entitled to benefits such as paid leave and medical aid contributions paid by employers. This excludes the self-employed at work.

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<b>Quarterly percentage change</b>	A quarterly percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given quarter/month compared with the employment, the gross earnings or the average monthly earnings of the previous quarter/month expressed as a percentage.
<b>Reference quarter/month/period</b>	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.
<b>Severance, termination and redundancy payments</b>	Severance, termination and redundancy payments include payments of accumulated leave made to employees who finished work during the reference period as well as payments intended to compensate for loss of employment.
<b>Temporary employees</b>	Temporary employees are employees appointed on a short-term contract basis for periods normally not exceeding one year. Such 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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