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

Table A – Number of employees at the end of December 2012 and March 2013, and gross earnings for the quarters ended December 2012 and March 2013

Main estimates	Quarter ended March 2012	Quarter ended December 2012*	Quarter ended March 2013	Percentage change between the quarters ended December 2012 and March 2013	Percentage change between the quarters ended March 2012 and March 2013
Number of employees (000)	8 383	8 456	8 463	0,1	1,0
Gross earnings (R' 000)	348 922 000	392 432 000	377 191 000	-3,9	8,1

*Revised estimates.

Key findings for the quarter ended March 2013

Employment in the formal non-agricultural sector increased between the quarters ended December 2012 and March 2013.

The March 2013 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 7 000 persons (+0,1%) from December 2012 (an estimated 8 456 000 employees) to March 2013 (an estimated 8 463 000 employees).

Gross earnings paid to employees in the formal non-agricultural sector decreased between the quarters ended December 2012 and March 2013.

The gross earnings paid to employees during the quarter ended March 2013 (January 2013 to March 2013) amounted to R377 191 million. This reflects a quarterly decrease of R15 241 million (-3,9%) compared with the quarter ended December 2012 (October 2012 to December 2012).

Employment in the formal non-agricultural sector increased between the quarters ended March 2012 and March 2013.

The March 2013 Quarterly Employment Statistics (QES) survey shows that an estimated 8 463 000 people were employed in the formal non-agricultural sector of the South African economy. This reflects an annual increase of about 80 000 employees (+1,0%) compared with March 2012 (an estimated 8 383 000 employees).

Gross earnings paid to employees in the formal non-agricultural sector increased between the quarters ended March 2012 and March 2013.

The gross earnings paid to employees during the quarter ended March 2013 (January 2013 to March 2013) amounted to R377 191 million. This reflects an annual increase of R28 269 million (+8,1%) compared with the quarter ended March 2012 (January 2012 to March 2012).

Part B – Key estimates of average monthly earnings

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

Estimates	February 2012 (Rand)	November 2012 (Rand)*	February 2013 (Rand)	Percentage change between November 2012 and February 2013	Percentage change between February 2012 and February 2013
Including bonuses and overtime payments	13 143	14 291	13 981	-2,2	6,4

*Revised estimates.

Key findings regarding average monthly earnings including bonuses and overtime payments

Average monthly earnings, including bonuses and overtime payments, paid to employees in the formal non-agricultural sector decreased between November 2012 and February 2013.

The March 2013 Quarterly Employment Statistics (QES) survey reflects a quarterly decrease of 2,2% in average monthly earnings paid to employees in the formal non-agricultural sector between November 2012 (an estimated R14 291) and February 2013 (an estimated R13 981).

Average monthly earnings, including bonuses and overtime payments, paid to employees in the formal non-agricultural sector increased between February 2012 and February 2013.

The March 2013 Quarterly Employment Statistics (QES) survey reflects an annual increase of 6,4% in average monthly earnings paid to employees in the formal non-agricultural sector between February 2012 (an estimated R13 143) and February 2013 (an estimated R13 981).

PJ Lehohla
Statistician-General

Level of employees as at March 2013

The *mining and quarrying industry* reported an annual decrease of 9 000 employees (-1,7%) in March 2013 compared with March 2012.

There was a quarterly decrease of 1 000 employees (-0,2%) in March 2013 compared with December 2012.

See explanatory note 5 on page 32.

The *manufacturing industry* reported an annual decrease of 10 000 employees (-0,9%) in March 2013 compared with March 2012.

There was a quarterly decrease of 4 000 employees (-0,3%) in March 2013 compared with December 2012. This was mainly due to decreases in employment in the manufacturing of plastic products; manufacturing of other textiles; and printing and service activities related to printing.

The *electricity, gas and water supply industry* reported an annual increase of 1 000 employees (+1,6%) in March 2013 compared with March 2012.

There was no change in March 2013 compared with December 2012.

The *construction industry* reported an annual increase of 2 000 employees (+0,5%) in March 2013 compared with March 2012.

There was a quarterly increase of 6 000 employees (+1,4%) in March 2013 compared with December 2012. This was mainly due to increases in employment in the building of complete constructions; building completion; and building installation.

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 10 000 employees (+0,6%) in March 2013 compared with March 2012.

There was a quarterly decrease of 22 000 employees (-1,3%) in March 2013 compared with December 2012. This was mainly due to decreases in employment in retail and wholesale trade (except for motor vehicles and motor cycles); and hotels and restaurants.

The *transport, storage and communication industry* reported an annual increase of 11 000 employees (+3,0%) in March 2013 compared with March 2012.

There was a quarterly decrease of 3 000 employees (-0,8%) in March 2013 compared with December 2012. This was mainly due to decreases in employment in land transport.

The *financial intermediation, insurance, real estate and business services industry* reported an annual increase of 10 000 employees (+0,5%) in March 2013 compared with March 2012.

There was a quarterly decrease of 1 000 employees (-0,1%) in March 2013 compared with December 2012. This was mainly due to decreases in employment in real estate activities and business activities not elsewhere classified.

The *community, social and personal services industry* reported an annual increase of 65 000 employees (+2,8%) in March 2013 compared with March 2012.

There was a quarterly increase of 32 000 employees (+1,4%) in March 2013 compared with December 2012. This was mainly due to increases in employment in other central government activities; government departments; and universities and universities of technology.

Gross earnings paid to employees for the quarter ended March 2013

Gross earnings paid to employees in the *mining and quarrying industry* reflected an annual increase of R2 336 million (+10,6%) for the quarter ended March 2013 compared with the quarter ended March 2012.

There was a quarterly increase of R228 million (+0,9%) for the quarter ended March 2013 compared with the quarter ended December 2012.

See explanatory note 5 on page 32.

Gross earnings paid to employees in the *manufacturing industry* reflected an annual increase of R3 195 million (+7,4%) for the quarter ended March 2013 compared with the quarter ended March 2012.

There was a quarterly decrease of R4 439 million (-8,8%) for the quarter ended March 2013 compared with the quarter ended December 2012.

Gross earnings paid to employees in the *electricity, gas and water supply industry* reflected an annual increase of R547 million (+11,6%) for the quarter ended March 2013 compared with the quarter ended March 2012.

There was a quarterly decrease of R1 055 million (-16,7%) for the quarter ended March 2013 compared with the quarter ended December 2012.

Gross earnings paid to employees in the *construction industry* reflected an annual increase of R1 151 million (+9,0%) for the quarter ended March 2013 compared with the quarter ended March 2012.

There was a quarterly decrease of R1 756 million (-11,2%) for the quarter ended March 2013 compared with the quarter ended December 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 R3 630 million (+8,1%) for the quarter ended March 2013 compared with the quarter ended March 2012.

There was a quarterly decrease of R4 167 million (-7,9%) for the quarter ended March 2013 compared with the quarter ended December 2012.

Gross earnings paid to employees in the *transport, storage and communication industry* reflected an annual increase of R2 005 million (+10,7%) for the quarter ended March 2013 compared with the quarter ended March 2012.

There was a quarterly decrease of R1 850 million (-8,2%) for the quarter ended March 2013 compared with the quarter ended December 2012.

Gross earnings paid to employees in the *financial intermediation, insurance, real estate and business services industry* reflected an annual increase of R3 814 million (+4,4%) for the quarter ended March 2013 compared with the quarter ended March 2012.

There was a quarterly increase of R1 167 million (+1,3%) for the quarter ended March 2013 compared with the quarter ended December 2012.

Gross earnings paid to employees in the *community, social and personal services industry* reflected an annual increase of R11 591 million (+10,1%) for the quarter ended March 2013 compared with the quarter ended March 2012.

There was a quarterly decrease of R3 370 million (-2,6%) for the quarter ended March 2013 compared with the quarter ended December 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*	8 456 000	17 000	0,2	77 000	0,9
2013	Mar	8 463 000	7 000	0,1	80 000	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*	392 432 000	20 524 000	5,5	27 059 000	7,4
2013	Mar	377 191 000	-15 241 000	-3,9	28 269 000	8,1

*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*	515 000	-3 000	-0,6	-3 000	-0,6
2013	Mar	514 000	-1 000	-0,2	-9 000	-1,7

*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*	24 159 000	366 000	1,5	-720 000	-2,9
2013	Mar	24 387 000	228 000	0,9	2 336 000	10,6

*Revised estimates.

Table 3 – Manufacturing industry

3.1 Number of employee

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*	1 149 000	-1 000	-0,1	-9 000	-0,8
2013 Mar	1 145 000	-4 000	-0,3	-10 000	-0,9

*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*	50 700 000	5 627 000	12,5	3 685 000	7,8
2013 Mar	46 261 000	-4 439 000	-8,8	3 195 000	7,4

*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
2013 Mar	62 000	0	0,0	1 000	1,6

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
2013 Mar	5 266 000	-1 055 000	-16,7	547 000	11,6

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*	427 000	-7 000	-1,6	1 000	0,2
2013 Mar	433 000	6 000	1,4	2 000	0,5

*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*	15 681 000	1 704 000	12,2	1 405 000	9,8
2013 Mar	13 925 000	-1 756 000	-11,2	1 151 000	9,0

*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*	1 710 000	20 000	1,2	10 000	0,6
2013	Mar	1 688 000	-22 000	-1,3	10 000	0,6

*Revised estimates.

6.2 Gross earnings (R'000)

Year and quarter	Gross earnings	Change in gross earnings	% change in gross earnings	Change in gross earnings	% change in gross earnings	
		Quarter		Annual		
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*	52 800 000	5 566 000	11,8	4 728 000	9,8
2013	Mar	48 633 000	-4 167 000	-7,9	3 630 000	8,1

*Revised estimates.

Table 7 – Transport, storage and communication industry

7.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
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
2013 Mar	380 000	-3 000	-0,8	11 000	3,0

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*	22 609 000	909 000	4,2	1 651 000	7,9
2013 Mar	20 759 000	-1 850 000	-8,2	2 005 000	10,7

*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*	1 843 000	8 000	0,4	12 000	0,7
2013 Mar	1 842 000	-1 000	-0,1	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*	90 170 000	4 151 000	4,8	4 006 000	4,6
2013 Mar	91 337 000	1 167 000	1,3	3 814 000	4,4

*Revised estimates.

Table 9 – Community, social and personal services industry

9.1 Number of employees

Year and quarter	Number of employees	Change in number of employees	% change in number of employees	Change in number of employees	% change in number of employees
		Quarter		Annual	
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*	2 367 000	-11 000	-0,5	49 000	2,1
2013 Mar	2 399 000	32 000	1,4	65 000	2,8

*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*	129 993 000	2 250 000	1,8	11 426 000	9,6
2013 Mar	126 623 000	-3 370 000	-2,6	11 591 000	10,1

*Revised estimates.

Part 2 – Estimation of average monthly earnings

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

1.1 Total (all formal non-agricultural industries)

Year and month	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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*	14 291	2,2	8,2
2013 Feb	13 981	-2,2	6,4

*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*	15 837	5,9	13,2
2013 Feb	15 577	-1,6	9,9

*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.

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*	13 024	2,7	6,6	11 909	1,3	6,6
2013 Feb	12 975	-0,4	7,9	12 042	1,1	8,2

*Revised estimates.

1.4 Electricity, gas and water supply industry

Year and month	Including bonuses and overtime			Excluding bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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*	28 900	2,7	5,2	26 572	2,0	7,4
2013 Feb	28 510	-1,3	10,2	26 147	-1,6	9,2

*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*	11 062	5,4	15,0	10 111	3,4	14,0
2013 Feb	10 479	-5,3	5,9	9 841	-2,7	7,2

*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*	9 313	3,8	9,0	8 768	3,3	8,4
2013 Feb	9 186	-1,4	7,2	8 781	0,1	8,0

*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*	17 631	-0,9	4,8	16 210	-0,4	5,8
2013 Feb	17 470	-0,9	6,9	16 132	-0,5	6,6

*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*	15 097	0,6	8,2	13 870	0,2	3,8
2013 Feb	14 779	-2,1	4,2	14 184	2,3	4,0

*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*	17 151	2,0	6,9	16 495	0,3	7,0
2013 Feb	16 583	-3,3	5,7	16 217	-1,7	5,7

*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*	7 103	0,5	2,5
2013 Feb	6 842	-3,7	0,5

*Revised estimates.

2.2 Mining and quarrying industry**

Year and month	Revised series		
	Including bonuses and overtime		
	Average monthly earnings (Rand)	Quarterly changes (%) q/q	Annual changes (%) y/y
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*	7 871	4,1	7,2
2013 Feb	7 623	-3,2	3,8

*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*	6 473	0,9	1,0	5 919	-0,5	1,0
2013 Feb	6 350	-1,9	1,9	5 893	-0,4	2,3

*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*	14 364	0,9	-0,3	13 207	0,3	1,8
2013 Feb	13 953	-2,9	4,1	12 796	-3,1	3,2

*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*	5 498	3,6	9,0	5 025	1,6	7,9
2013 Feb	5 128	-6,7	0,1	4 816	-4,2	1,3

*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*	4 629	2,0	3,2	4 358	1,5	2,7
2013 Feb	4 496	-2,9	1,3	4 297	-1,4	2,0

*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*	8 763	-2,6	-0,7	8 057	-2,1	0,2
2013 Feb	8 550	-2,4	1,0	7 895	-2,0	0,8

*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*	7 503	-1,2	2,5	6 894	-1,6	-1,6
2013 Feb	7 233	-3,6	-1,5	6 942	0,7	-1,7

*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*	8 524	0,2	1,3	8 198	-1,4	1,4
2013 Feb	8 116	-4,8	-0,1	7 937	-3,2	-0,1

*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 December 2012*				Quarter ended March 2013			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	515 395	515 395	515 395	0,0	514 068	514 068	514 068	0,0
Manufacturing	1 123 244	1 149 149	1 175 055	1,2	1 120 012	1 145 207	1 170 402	1,1
Electricity, gas and water supply	60 510	61 906	63 302	1,2	61 656	62 290	62 923	0,5
Construction	406 037	426 953	447 869	2,5	409 352	432 613	455 874	2,7
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	1 656 557	1 709 643	1 762 729	1,6	1 635 252	1 688 036	1 740 820	1,6
Transport, storage and communication	372 447	382 869	393 291	1,4	368 497	379 724	390 951	1,5
Financial intermediation, insurance, real estate and business services	1 767 744	1 842 519	1 917 293	2,1	1 765 088	1 841 638	1 918 188	2,1
Community, social and personal services	2 342 280	2 367 161	2 392 042	0,5	2 375 746	2 399 436	2 423 125	0,5
Total	8 354 828	8 455 595	8 556 362	0,6	8 361 232	8 463 012	8 564 790	0,6

*Revised estimates.

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

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

Industry	Quarter ended December 2012*				Quarter ended March 2013			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	24 159 149	24 159 149	24 159 149	0,0	24 386 959	24 386 959	24 386 959	0,0
Manufacturing	49 598 788	50 699 612	51 800 436	1,1	45 292 380	46 261 187	47 229 995	1,1
Electricity, gas and water supply	6 285 078	6 320 719	6 356 360	0,3	5 244 177	5 266 500	5 288 823	0,2
Construction	14 743 602	15 680 648	16 617 695	3,0	12 997 077	13 924 698	14 852 318	3,4
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	50 299 230	52 799 550	55 299 869	2,4	46 233 698	48 632 998	51 032 299	2,5
Transport, storage and communication	21 963 206	22 609 351	23 255 497	1,5	20 172 917	20 758 630	21 344 342	1,4
Financial intermediation, insurance, real estate and business services	85 760 376	90 170 133	94 579 890	2,5	85 976 521	91 336 522	96 696 523	3,0
Community, social and personal services	128 250 851	129 992 585	131 734 319	0,7	124 863 028	126 623 059	128 383 090	0,7
Total	386 853 258	392 431 748	398 010 238	0,7	370 870 378	377 190 553	383 510 728	0,9

*Revised estimates.

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

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

Industry	November 2012*				February 2013			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	15 837	15 837	15 837	0,0	15 577	15 577	15 577	0,0
Manufacturing	12 611	13 024	13 437	1,6	12 597	12 975	13 353	1,5
Electricity, gas and water supply	28 241	28 900	29 559	1,2	28 188	28 510	28 832	0,6
Construction	10 275	11 062	11 849	3,6	9 665	10 479	11 293	4,0
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	8 785	9 313	9 841	2,9	8 650	9 186	9 722	3,0
Transport, storage and communication	16 922	17 631	18 340	2,1	16 826	17 470	18 114	1,9
Financial intermediation, insurance, real estate and business services	14 138	15 097	16 056	3,2	13 838	14 779	15 720	3,2
Community, social and personal services	16 858	17 151	17 444	0,9	16 292	16 583	16 874	0,9
Total	14 027	14 291	14 555	0,9	13 719	13 981	14 243	1,0

*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.

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

Industry	November 2012*				February 2013			
	Lower limit	Estimate	Upper limit	RSE	Lower limit	Estimate	Upper limit	RSE
Mining and quarrying**	-	-	-	-	-	-	-	-
Manufacturing	11 526	11 909	12 292	1,6	11 692	12 042	12 392	1,5
Electricity, gas and water supply	25 962	26 572	27 182	1,2	25 848	26 147	26 446	0,6
Construction	9 360	10 111	10 862	3,8	9 064	9 841	10 618	4,0
Wholesale and retail; repair of motor vehicles, motor cycles and personal and household goods; hotels and restaurants	8 254	8 768	9 282	3,0	8 258	8 781	9 304	3,0
Transport, storage and communication	15 601	16 210	16 819	1,9	15 521	16 132	16 743	1,9
Financial intermediation, insurance, real estate and business services	12 970	13 870	14 770	3,3	13 276	14 184	15 092	3,3
Community, social and personal services	16 212	16 495	16 778	0,9	15 930	16 217	16 504	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.

Response rate The response rate for the quarter ended March 2013 was 87,7%.

Abbreviations and symbols

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

Glossary

Annual percentage change	An annual percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given period compared with the employment, the gross earnings or the average monthly earnings of the corresponding period of the previous year expressed as a percentage.
Average monthly earnings at constant 2000 prices	Average monthly earnings at constant 2000 prices measure average monthly earnings after the direct effects of inflation have been eliminated. The deflator used to deflate the current average earnings is the consumer price index (2000=100). This index has been linked to the new CPI that has been rebased to 2008 = 100 from January 2009.
Average monthly earnings at current prices	Average monthly earnings at current prices are calculated by dividing the total gross earnings, excluding severance, termination and redundancy payments, for the reference month by the number of employees as at the end of the reference month.
Casual employees	Casual employees are employees who fall neither within the 'permanent employee' category nor within that of a 'temporary employee'. Such employees are typically working daily or hourly. Employers can dispense with their services at a very short notice, usually not exceeding a period of one week. Casual employees are not entitled to benefits such as paid leave and medical aid contributions paid by employers. Casual employees can be part-time or full time.
Enterprises	Enterprises are legal units, or a combination of legal units, that include and directly control all functions necessary to carry out their production activities.
Formal sector	The formal sector includes all businesses that are registered in any way.
Full-time employees	Full-time employees are those permanent, temporary and casual employees who normally work the agreed number of hours in their particular occupation or, if the agreed number of hours does not apply, who normally work 40 hours or more per week. This excludes the self-employed and working proprietors. (Refer to notes on number of employees below.)
Gross earnings	Gross earnings are payments for ordinary-time, standard or agreed hours during the reference period for all permanent, temporary, casual, managerial and executive employees before taxation and other deductions for the reference period. This includes salaries and wages; commission if a retainer, wage or salary was also paid; employer's contribution to pension, provident, medical aid, sick pay and other funds; allowances; etc., but excludes earnings of sole proprietors or partners of unincorporated businesses; commission where a retainer, wage or salary was not paid; payments to subcontractors and consultants who are not part of the enterprise; 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	Performance and other bonuses cover seasonal, end-of-year and one-time bonuses and additional payments supplementary to normal payments. 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.
Permanent employees	Permanent employees are employees appointed on an open-ended contract with no stipulated termination date, and who are entitled to benefits such as paid leave and medical aid contributions paid by employers. This excludes the self-employed at work.

Quarterly percentage change	A quarterly percentage change is the change in the employment, the gross earnings or the average monthly earnings of the given quarter/month compared with the employment, the gross earnings or the average monthly earnings of the previous quarter/month expressed as a percentage.
Reference quarter/month/period	Reference quarter/period in part 1 of this publication refers to the three months up to the end of March, June, September or December. Reference month/period in part 2 of this publication refers to the months of February, May, August or November.
Severance, termination and redundancy payments	Severance, termination and redundancy payments include payments of accumulated leave made to employees who finished work during the reference period as well as payments intended to compensate for loss of employment.
Temporary employees	Temporary employees are employees appointed on a short-term contract basis for periods normally not exceeding one year. Such contracts would typically stipulate a termination date, but could be renewed by mutual agreement between the employer and the employee. This excludes the self-employed with an enterprise but temporarily not at work.

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