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**the wage structure of
highly qualified white employees
as at 1 march, 1971**

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human sciences research council

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PREFACE

It is known that employers have a constant need for recent statistics on wage levels for purposes of wage administration. It is also known that this need is satisfied by a number of undertakings in the private sector. Since it is not the aim and function of the Human Sciences Research Council to render similar routine services, this report should not be regarded as an attempt to compete with the private sector.

However, it would appear that vocational guidance officers and educational, manpower and economic planners also have, at present, a definite need for more specialized statistics on the wages of certain groups of employees. This report is the first in a series which will deal with an investigation into the wages of highly qualified workers and, in the first instance, aims at satisfying the needs mentioned above. However, since it seems probable that there are employers of highly qualified workers who will be able to utilize the data collected providing that they are published before the wage levels concerned are obsolete, it was decided to issue this publication.

The speedy publication of the wage levels, however, could only take place at the cost of more detailed processing and analysis of the data available. There is, nevertheless, a plan afoot for further processing of the data collected and, in due course, for publishing further reports in which the processed findings will be made known. Among other things, attention will be devoted to the relation between wages and the market for highly qualified workers, as well as the possible influence on wages of factors such as occupation, occupational function, qualifications, age, experience, et cetera and combinations thereof.

I trust that the private and government sectors will find this report useful.

This research was possible only through the co-operation of approximately 18 000 highly qualified persons throughout the country who voluntarily completed questionnaires and returned them without delay. Their co-operation is appreciated.

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1 AIM

The situation with regard to the supply of and demand for labour will, in an ideal labour market, be reflected in the wage structure. Even in a normal labour market which is usually defective in many ways, the wage structure can shed light on the market situation and some of the factors influencing it.

However, since it is impossible to obtain a complete image of the country's wage structure from the available statistics on wages, a decision was taken to institute an investigation into some of the facets thereof which are lacking. This report deals with aspects of the wage structure of the highly qualified labour force according to variables which are related to wage levels - variables such as occupation, occupational function, qualifications, age, experience, branch of industry, et cetera.

2 THE INVESTIGATION

It is estimated that there are, at present, 120 000 highly qualified Whites in the Republic of South Africa and in South-West Africa, of whom 78 173 or 65,1 per cent are registered in the National Register of Natural and Social Scientists. Of the 78 173 registered persons, 66 555 or 85,1 per cent are younger than 66 years of age and have not yet retired on pension.

On the strength of the above-mentioned, it can thus be estimated that there are, at present, approximately 102 120 highly qualified Whites in the Republic of South Africa and in South-West Africa who are younger than 66 years of age and have not yet retired on pension.

On 1 March, 1971, a questionnaire was posted to every second person among the aforementioned 66 555 highly qualified Whites who are not over the age of 65 and have not yet retired on pension (see Appendix A). Particulars were requested on the persons' occupations, occupational positions; experience, occupational functions, branches of industry, wages and fringe benefits. After six weeks, 14 291 properly completed and usable questionnaires had been received. These represent 43,1 per cent of the questionnaires dispatched and 14,0 per cent of the estimated population of 102 120 highly qualified Whites who are younger than 66 years of age and have not yet retired on pension.

Apart from the data collected with the aid of the questionnaire, particulars concerning the respondents' ages, qualifications, place of residence and sex were obtained from the National Register. This was rendered possible because the respondents' National Register numbers had originally been entered on the questionnaires. In not a single case was it necessary to link a completed questionnaire with the name and/or address of a person.

In order to safeguard the anonymity of respondents still further, no report is made on any indentifiable group whose members number less than eight.

Where the number of respondents in a group (N - in the tables) is relatively small, the relative wage level of the group must be carefully assessed since there is a possibility that the group's wage level will be influenced to such an extent by a small group of exceptional cases that a distorted picture of the actual situation will be obtained. Such a possibility is fairly limited, however, when medians and quartiles are used for purposes of comparison, as was done in this report.

3 DEFINITION OF SOME CONCEPTS

Not all of the data collected with the aid of the questionnaire will be used in this report. Thus, for example, no report will be made on fringe benefits since a separate report is being prepared in this connection.

Of the data collected those indeed used in this report have bearing on concepts such as "wage", "highly qualified person", "level of qualification", "field of qualification" and "occupational function." Moreover, the collected data in this report are given as first quartile, median and third quartile wages.

The above-mentioned concepts are now briefly described for the sake of the accuracy of the interpretation of the data.

3.1 WAGE

As can be seen in the questionnaire (see Appendix A - Question 6), the respondents were requested to supply only the amounts which they receive as remuneration for the direct practice of their present occupations as their wage (salary). Fringe benefits such as pension, accommodation, bonuses, overtime earnings, allowances, as well as income from other sources such as spouse's wage, dividends and rental receipts were thus, for the purpose of this report, not regarded as wages.

In the above-mentioned delineation of concepts, the importance of fringe benefits such as pension, accommodation and bonuses as factors in the supply of and demand for labour, is not in any way under-estimated. It may even be that fringe benefits play a more important role in some labour markets than nominal wages.

However, since it would appear from the completed questionnaires that there is great uncertainty among some workers as to the value of the fringe benefits that they receive and the amounts which they stated are not, for this reason, above suspicion in all cases, a decision was taken to exclude the fringe benefits from consideration in this report. At a later date a separate report will, however, be devoted exclusively to fringe benefits.

In the case of those who are self-employed and who are dealt with only in paragraph 5 one should always substitute net profit for the concept "wage".

3.2 OCCUPATIONAL FUNCTION

Occupational function (see Question 4) refers to the function or activity to which the worker devotes most of his working hours. It is tacitly accepted that a worker's wage is chiefly intended as remuneration for the occupational function which he performs on behalf of his employer and also if he is his own employer.

3.3 HIGHLY QUALIFIED PERSON

The concept "highly qualified person" refers to any person who is in possession of at least a Bachelor's degree or another qualification which, for the purposes of the National Register of Natural and Social Scientists, is regarded as being equivalent to at least a Bachelor's degree.

Since wage levels play such an important rôle in the investigation, it is clear that only highly qualified persons who are also economically active could be included in the investigation. Consequently none of the highly qualified persons who are not economically active, for example pensioners, housewives, full-time students and everyone over the age of 65, were included in the test group.

3.4 LEVEL OF QUALIFICATION

Each of the respondents was classified in one of six qualification-level

groups on the strength of his/her highest qualification. The six levels of qualification distinguished are the following:

- (a) Level 1 - Diploma equivalent to a Bachelor's degree
- (b) Level 2 - Bachelor's degree
- (c) Level 3 - Bachelor's degree plus a post-graduate diploma
- (d) Level 4 - Honours degree
- (e) Level 5 - Master's degree
- (f) Level 6 - Doctorate

3.5 FIELD OF QUALIFICATION

Each of the respondents was classified in only one of the 20 fields of qualification mentioned below on the strength of his/her highest qualification. A worker who possesses qualifications on the basis of which he can be placed in more than one field of qualification (for example a worker who has two doctorates) is placed in the list below, in the first field in which he qualified. The sequence of the list is based on the estimated earning power of the holders of the various qualifications.

List of fields of qualifications

- 1 Medicine and surgery
- 2 Dentistry
- 3 Engineering
- 4 Law
- 5 Pharmacy
- 6 Land surveying, town and regional planning
- 7 Architecture and quantity surveying
- 8 Veterinary science
- 9 Librarianship
- 10 Economics, commerce, finance, management, administration et cetera.
- 11 Natural science (botany and zoology, chemistry, physics, etc.)
- 12 Agriculture, forestry and soil conservation
- 13 Domestic science and food technology
- 14 Paramedical
- 15 Sociology and social work
- 16 Political sciences and Bantu administration
- 17 Military science
- 18 Theology
- 19 Teaching and education
- 20 Literature, philosophy, psychology, arts, etc.

3.6 GOVERNMENT SECTOR

The concept "government sector" refers to the central, provincial, local, regional, Bantu, Coloured and Indian authorities and government bodies as well as all semi-government and government-subsidized, government-financed and government-controlled organizations such as the postal service, the SAR & H, the South African Reserve Bank, SASOL, PHOSCOR, ISCOR, IDC, CSIR, HSRC, the agricultural and other control and marketing boards, universities, government-subsidized schools and colleges, et cetera.

3.7 MEDIAN (Me) OR SECOND QUARTILE (Q_2)

The median (Me) or second quartile (Q_2) is a statistical concept indicating an intermediate value of a group of observations. The median wage of a

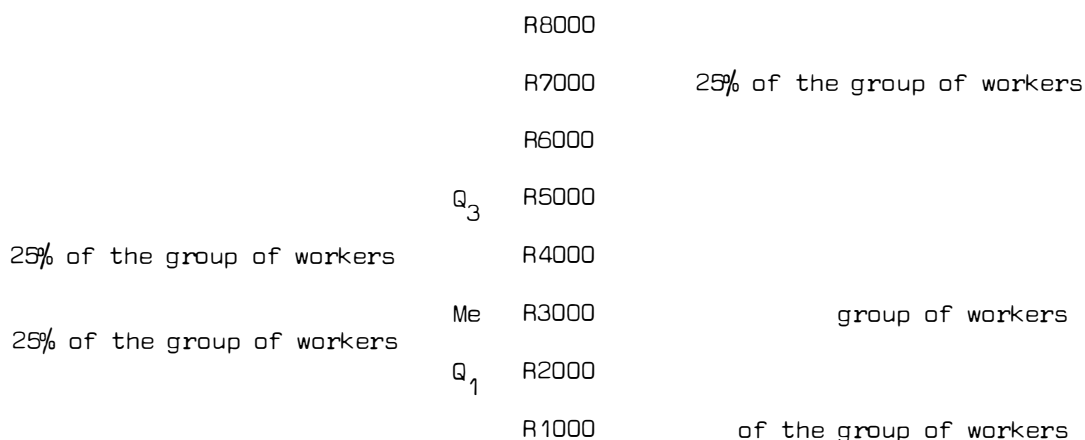
specific group of workers - take, for example, all surveyors in government service - indicates that 50 per cent of them earn more and 50 per cent less than the indicated median wage (see also Figure 3.1).

3.8 FIRST QUARTILE (Q_1) AND THIRD QUARTILE (Q_3)

The first and third quartiles are two statistical concepts which provide an indication of the way in which a group of observations is distributed around a specific intermediate value, the median. In this report, for example, the first quartile (Q_1) of the wage of a specific group of workers indicates that 25 per cent of the group receive less and 75 per cent more than the Q_1 wage. The third quartile (Q_3) of the group's wage will indicate that 75 per cent of the group earn less and 25 per cent of the group more than the Q_3 wage. This also means that 50 per cent of the group of workers earn more than the Q_1 wage, but less than the Q_3 wage. It can be presented schematically as follows.

FIGURE 3.1

WAGE SCALE



4 TO WHAT EXTENT IS THE TEST GROUP REPRESENTATIVE

Before the findings of an investigation which was carried out with the aid of a sample can be described as reliable, it is necessary to prove that the sample or test group is representative of the population. It is clear, however, that a sample or test group can only be compared with the population if the characteristics of the latter, which must be compared with those of the test group, are known. However, the sample used in this investigation was drawn from a population of which some characteristics are unknown.

The test group consists of 14 291 economically active, highly qualified Whites who are younger than 66 years of age. As was explained in paragraph 2, the group was drawn from approximately 102 000 highly qualified Whites who are younger than 66 years of age and have not yet retired on pension. However, the group of 102 000 highly qualified Whites includes an unknown number of highly qualified housewives of whom none could be included in the investigation because they are not economically active and thus receive no wage or net profit.

The actual population of this investigation thus consists of all economically active highly qualified Whites who are younger than 66 years of age. Since most of the characteristics of the population are unknown and the test group can thus not be compared with them, the test group will be compared with

the 66 555 highly qualified Whites who are younger than 66 years of age, have not yet retired on pension and are registered in the National Register of Natural and Social Scientists. (The last-mentioned group of 66 555 highly qualified persons will henceforth be called the "National Register group".)

A report will also shortly be made on the representativeness of the National Register of Natural and Social Scientists. At this stage it might just be mentioned that according to provisional analyses the National Register is to a high degree representative of all graduates in the country.

When the test group is compared with the National Register group (66 555), it should continually be borne in mind that the National Register group is not the actual population and that the two groups will, of necessity, differ from each other in some respects. These differences will have to be taken into account in the assessment of the representativeness of the test group.

There is little reason to assume that the economically active, highly qualified Whites under the age of 66 will be differently distributed throughout the country than all highly qualified Whites who are younger than 66 years of age. The geographical distribution of the test group is compared with that of the National Register group in Table 4.1

TABLE 4.1
GEOGRAPHICAL DISTRIBUTION OF THE TEST GROUP

Province/area	National Register		Test group	
	N	%	N	%
Cape Province	18034	27,1	3764	26,3
Natal	7406	11,1	1670	11,7
Transvaal	35157	52,8	7567	53,0
Orange Free State	4738	7,1	1000	7,0
South-West Africa	1220	1,8	290	2,0
TOTAL	66555	100	14291	100

$X^2 = 10,370$
 $p = 18,465$ at the 0,1% level

The X^2 and p values of Table 4.1 indicate that the test group can be regarded as a representative sample of the National Register group at the 0,1 per cent level.

On the other hand, there is little reason to assume that the sex distribution of the test group will compare favourably with that of the National Register group. The reason for this is the fact that many highly qualified women of child-bearing age who are included in the National Register are not economically active and thus could not be included in the test group. The sex distribution of the test group is compared with that of the National Register group in Table 4.2.

TABLE 4.2
ANALYSIS OF THE TEST GROUP ACCORDING TO SEX

Sex	National Register		Test group	
	N	%	N	%
Male	50536	75,9	12512	87,6
Female	16019	24,1	1779	12,4
TOTAL	66555	100	14291	100

As can be expected, the percentage of women in the National Register group (24,1%) is much larger than the percentage of women in the test group (12,4%), as Table 4.2 shows.

From the above-mentioned percentages one can safely deduce that as regards sex distribution, the test group is apparently more representative of the population than is the National Register group.

Since the test group contains fewer women of child-bearing age (25 to 34 years of age) than the National Register group, it can be expected that the test group and particularly the younger half thereof, will be older than the women in the National Register group. The age distribution of the two groups is compared in Table 4.3.

TABLE 4.3
AGE DISTRIBUTION OF THE TEST GROUP

Group	N	Age		
		Q ₁	Me	Q ₃
National Register group	66555	29,8	38,4	48,8
Test group	14291	30,9	39,5	49,2

According to Table 4.3 the test group's Q₁ and median ages are each 1,1 years older and the Q₃ age 0,4 years older than that of the National Register group. The fact that the test group, as was expected, is slightly older than the National Register group, thus indicates that the chances are good that the age structure of the test group will not differ notably from that of the population.

The qualification structure of the test group is compared with that of the National Register group in Tables 4.4 and 4.5

Since it is known that certain fields of study such as teaching, literature, social work, domestic science and librarianship are more often pursued by women than men and that there is a smaller percentage of women in the test group and population than the National Register group, it can be expected that the percentage of highly qualified persons in the corresponding fields of qualification in the test group and population will be lower than the percentage in the National Register group.

On the other hand, it is also known that more men than women pursue such fields of study as engineering, architecture, economics, commerce, management, military science, science and theology and it can consequently be expected that the percentage of highly qualified persons in these fields in the test group and population will be higher than in the National Register group, because there is a larger percentage of men in the test group than in the National Register group.

Moreover, it is known that more men than women obtain Master's degrees and doctorates. Of the 10 164 holders of Master's degrees and doctorates in the National Register, 89,1 per cent are men and 10,9 per cent are women. Consequently it can be expected that the percentage of the test group having Master's degrees and doctorates will be larger than the corresponding percentage of the National Register group.

TABLE 4.4
ANALYSIS OF THE TEST GROUP ACCORDING TO FIELD OF QUALIFICATION

Field of qualification	National Register		Test group	
	N		N	%
Medicine and surgery	5823	8,7	1297	9,1
Dentistry	807	1,2	191	1,3
Engineering	7792	11,7	1997	14,0
Law	3482	5,2	777	5,4
Pharmacy	1870	2,8	425	3,0
Town and regional planning and surveying	550	0,8	159	1,1
Architecture and quantity surveying	1771	2,7	435	3,0
Veterinary Science	370	0,6	91	0,6
Librarian	566	0,9	73	0,5
Economics, commerce, finance, management, administration etc.	8541	12,8	2287	16,0
Pure natural science (botany and zoology, chemistry, physics etc.)	7014	10,5	1458	10,2
Agriculture, forestry and soil conservation	2042	3,1	521	3,6
Domestic science and food technology	324	0,5	31	0,2
Paramedical	569	0,9	55	0,4
Sociology and social work	1487	2,2	184	1,3
Political sciences and Bantu administration	399	0,6	92	0,6
Military science	93	0,1	25	0,2
Theology	1243	1,9	318	2,2
Teaching and education	10195	15,3	1923	13,5
Literature and philosophy, psychology, arts, etc.	11617	17,5	1952	13,7
TOTAL	66555	100	14291	100

TABLE 4.5
ANALYSIS OF THE TEST GROUP ACCORDING TO LEVEL OF QUALIFICATION

Level of qualification	National Register		Test group	
	N	%	N	%
Diploma equivalent to a Bachelor's degree	5628	8,5	1357	9,5
Bachelor's degree	30682	46,1	6102	42,7
Bachelor's degree plus post-graduate diploma	10166	15,3	1833	12,8
Honours degree	7889	11,9	1757	12,3
Master's degree plus equivalent diplomas	9485	14,3	2520	17,6
Doctorate plus equivalent diplomas	2705	4,1	722	5,1
TOTAL	66555	100	14291	100

It appears from the analyses of the National Register, that the diplomas which are considered equivalent to a Bachelor's degree are mainly diplomas in engineering, architecture, commerce, surveying, pharmacy and law. These are all fields of study which are more often pursued by men than by women. Since the test group contains a larger percentage of men than does the National Register group, it can be expected that the test group will contain a larger percentage of holders of such diplomas than will the National Register group.

It can be seen from Tables 4.4 and 4.5 that the test group confirms all four of the above-mentioned expectations. From this it can be deduced that the test group is a better stratified sample of the population of economically active, highly qualified Whites under the age of 66, than is the National Register group. Moreover, the actual size of the test group (14 291) and the fact that this represents more than 14,0 per cent of the population, taken

together with the fact that the stratification of the test group is apparently just as can be expected, indicates that the findings of the investigation are reliable to a very high degree.

In a subsequent report on this subject, the above-mentioned problems of comparison will be eliminated by instituting separate investigations into the representativeness of the male and female test groups.

5 WAGE STRUCTURE ACCORDING TO EMPLOYER

In Table 5.1 and Figure 5.1, the wage structure of the 14 291 highly qualified workers is analysed according to the type of employer (see Question 2, Appendix A).

TABLE 5.1
WAGE STRUCTURE ACCORDING TO TYPE OF EMPLOYER AS AT 1 MARCH, 1971
Rands per annum

Type of employer	Wage structure									
	Men					Women				
	N	%	Q ₁	Me= dian	Q ₃	N	%	Q ₁	Me= dian	Q ₃
Self-employed	3098	24,76	8279	12082	16156	91	5,11	4097	7050	11125
Government or provincial administration	3188	25,48	5223	6464	7725	1022	57,45	3250	3970	4993
Local authority	446	3,57	6044	7052	8122	56	3,15	2722	3346	4437
Semi-government, government-controlled or government-subsidized organizations	1790	14,30	5094	6718	8210	308	17,31	3117	4011	5333
Private sector	3990	31,89	4967	6736	8969	302	16,98	2453	3307	4559
TOTAL	12512	100	5457	7237	10032	1779	100	3148	3895	5087

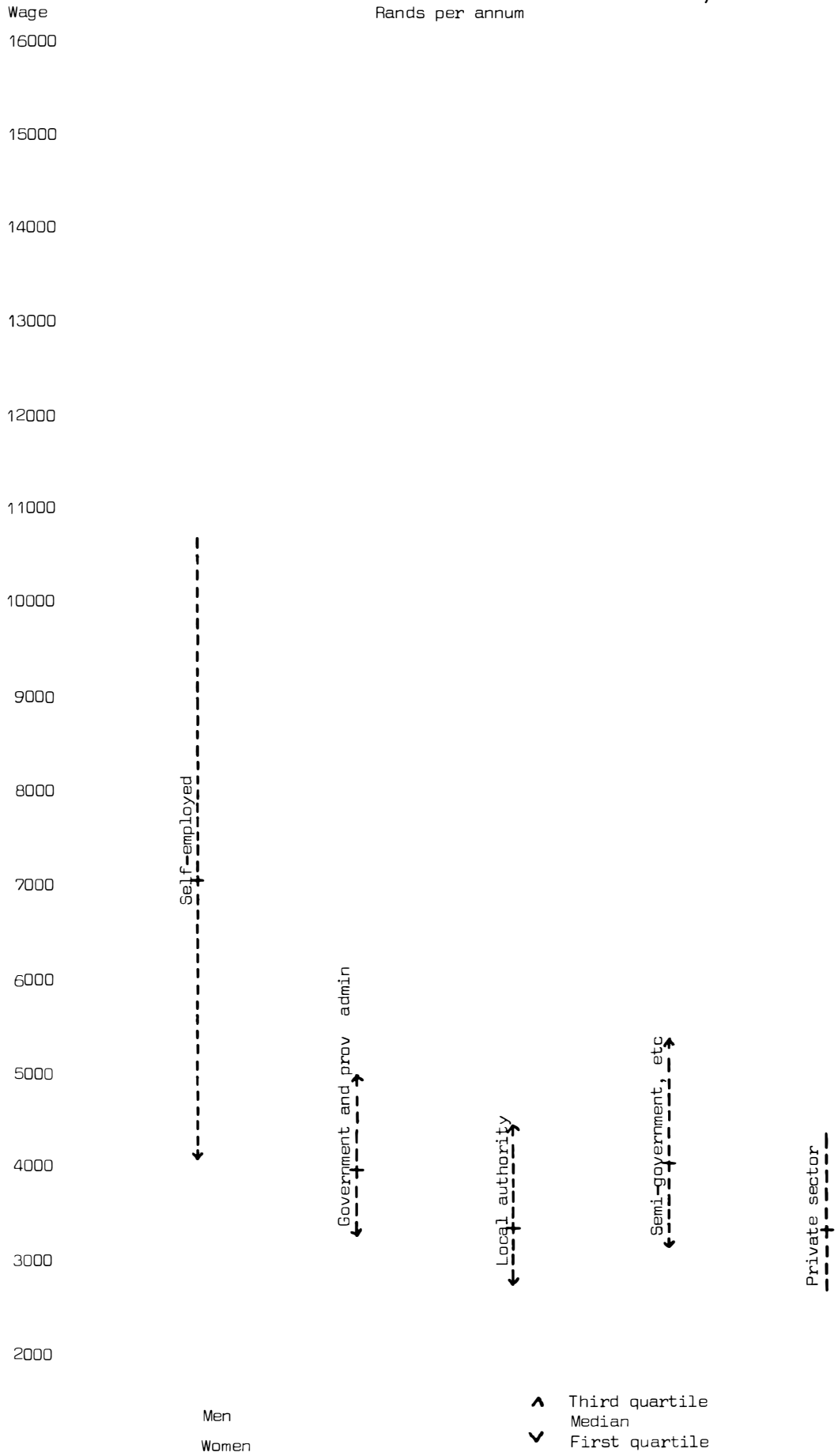
According to Table 5.1 and Figure 5.1, it is especially striking that the remuneration of self-employed workers (net profit) is much higher than that of employees. It should, however, be borne in mind that a self-employed worker is, at the same time, also an entrepreneur and that his net profit consequently does not merely represent a wage. It also includes his entrepreneurial wage and risk premium. The amounts appearing in Table 5.1 as wage or net profit of self-employed workers can thus, strictly speaking, not be compared with those of employees without further consideration. For this reason, self-employed workers are not taken into account in the rest of this report.

Another striking feature of Table 5.1 and Figure 5.1, is that the median wage of the male employees of local authorities is higher than the median wage of all other groups of employees, while the difference in the median wage of male and female employees in the case of local authorities is greater than in the case of any other groups of employees.

According to Table 5.1, the female employees of the private sector are the most inadequately remunerated group of highly qualified workers.

It would appear that the Q₁ wage and the median wage which the three government sectors (Government and provincial administrations, local authorities and semi-government, government-controlled or government-subsidized organizations) pay their employees compare quite favourably with the wage earned by employees in the private sector. This is especially true when the greater measure of occupational security enjoyed by the employee in the government sector is considered. The Q₃ wage for men in the three government sectors is, however, much lower than that of the private sector.

FIGURE 5.1
 WAGE STRUCTURE ACCORDING TO TYPE OF EMPLOYER AS AT 1 MARCH, 1971
 Rands per annum



From the above it can be deduced that the government sectors pay a competitive nominal wage to their male employees in the lower grades, while the nominal wage of their employees in the higher grades cannot really compete on an equal footing with that of the private sector.

It is also to be noted that, whereas the wage structure of male employees of the three government sectors is, with one exception, inferior to that of male employees in the private sector, female employees of the three government sectors are more adequately remunerated throughout than female employees of the private sector.

According to Table 5.1 and Figure 5.1, it is clear that the wage of female employees and the income of female self-employed persons are both considerably lower than those of men. The reason for this situation must be ascribed, inter alia, to factors such as distribution of age and experience and the qualification and occupational structure of the female workers' group. (See Par. 8 to 13).

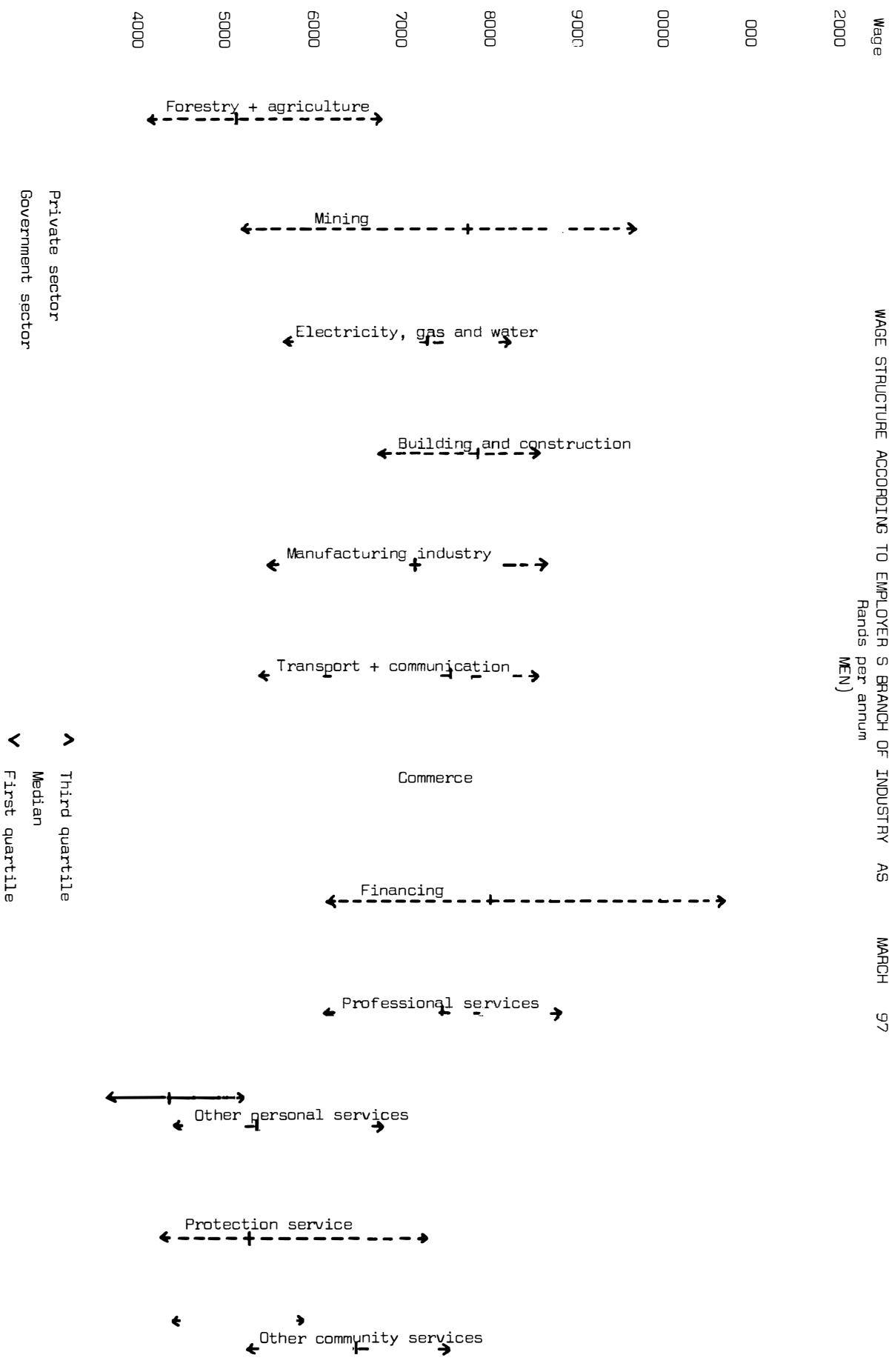
6 WAGE STRUCTURE ACCORDING TO EMPLOYER'S BRANCH OF INDUSTRY

In Table 6.1 and Figures 6.1 and 6.2, the wage structure of highly qualified employees is analysed according to their employers' branch of industry (see Question 5 of the Appendix).

TABLE 6.1
WAGE STRUCTURE ACCORDING TO EMPLOYER'S BRANCH OF INDUSTRY, AS AT 1 MARCH, 1971
Rands per annum
MEN

Employer's branch of industry	Wage structure							
	Private sector				Government sector			
	N	Q ₁	Me= dian	Q ₃	N	Q ₁	Me= dian	Q ₃
Forestry, agriculture and fishing	147	4706	5937	7958	312	4127	5194	6780
Mining	403	6277	7861	10231	31	5187	7750	9708
Electricity, gas and water	27	6687	9250	12125	199	5670	7305	8244
Building and construction	244	6472	8125	10500	58	6750	7875	8562
Manufacturing industry	1116	5958	7433	9390	181	5479	7159	8644
Transport, storage and communication	40	6166	8000	11500	261	5362	7577	8553
Commerce	417	5654	7369	9422	5			
Financing	316	5108	7060	10576	36	6125	8000	10666
Professional services	704	4413	6065	7472	703	6125	7486	8812
Other personal services	462	3629	4346	5217	14	4375	5333	6750
Protection services	2				83	4237	5250	7270
Other community services	30	4350	5000	5875	3536	5225	6462	7529
Other	82	5187	6666	8625	5			
TOTAL	3990	4967	6736	8969	5424	5236	6572	7931
WOMEN								
Forestry, agriculture and fishing	5				28	2722	3200	5500
Mining	19	3187	4250	8125	2			
Electricity, gas and water					2			
Building and construction	6				2			
Manufacturing industry	43	2812	3472	5625	4			
Transport, storage and communication	4				12	3100	3400	3833
Commerce	38	2350	3277	4375				
Financing	25	2604	3187	3875	2			
Professional services	88	2545	3375	4625	199	3345	4720	6875
Other personal services	33	2069	2562	3475	5			
Protection services					6			
Other community services	20	2333	3000	4000	1119	3221	3905	4858
Other	21	2281	3437	4458	4			
TOTAL	302	2453	3307	4559	1386	3216	3959	5016

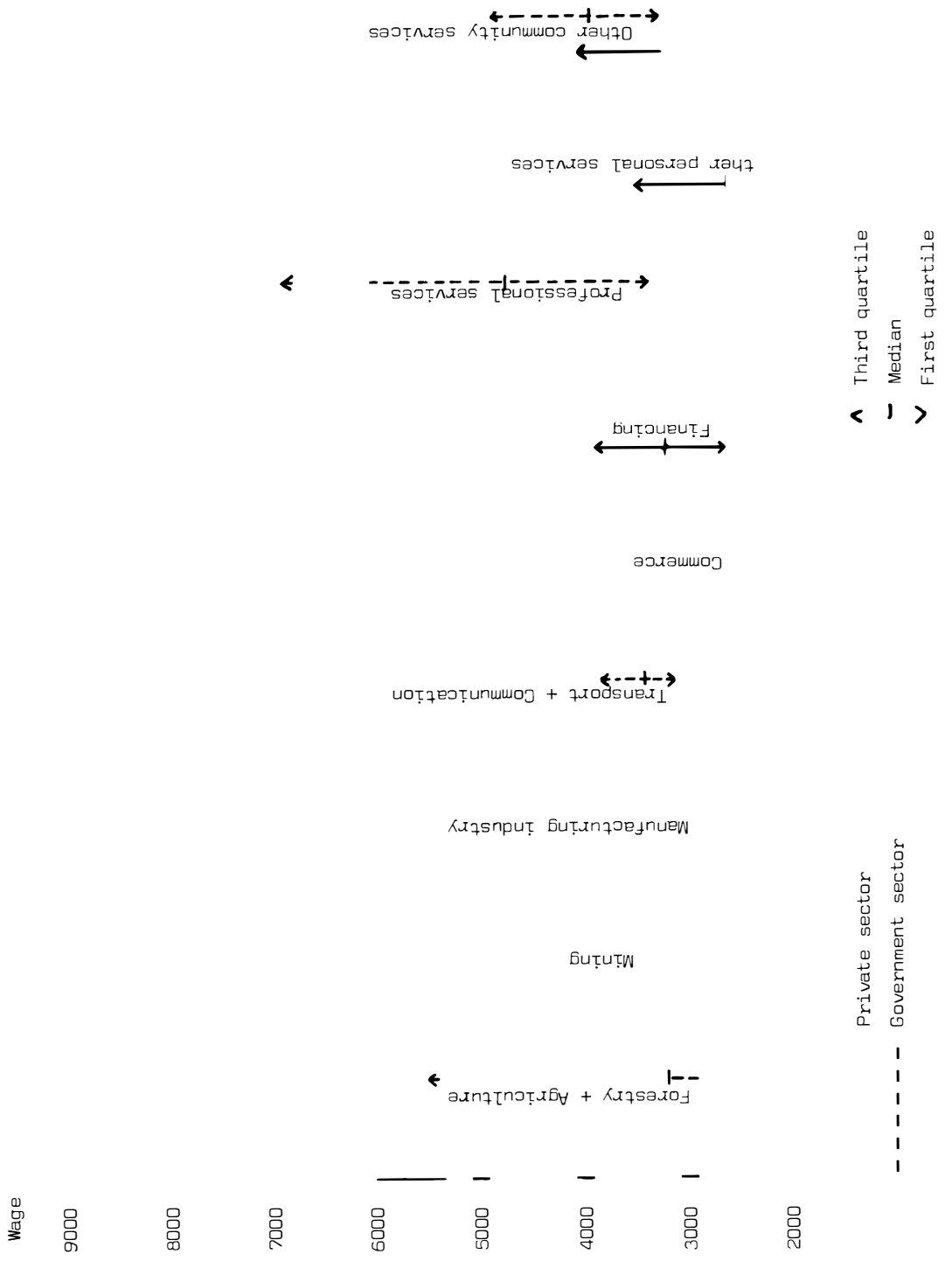
FIGURE 6.
WAGE STRUCTURE ACCORDING TO EMPLOYER'S BRANCH OF INDUSTRY AS MARCH 1977
(Rands per annum MEN)



Private sector
Government sector

Third quartile
Median
First quartile

FIGURE 6.2
 WAGE STRUCTURE ACCORDING TO EMPLOYER'S BRANCH OF INDUSTRY, AS AT 1 MARCH, 1971
 Rands per annum
 (WOMEN)



One of the striking phenomena in Table 6.1 and Figure 6.1 is the great difference existing in some sectors (such as, inter alia, electricity, gas and water, transport and communication and professional services) between the wage structure of the government sector and that of the private sector.

A second striking feature is that the wage structure of the government sector is considerably better than that of the private sector in some branches of industry such as finance and the personal and community services, while in other branches of industry, such as agriculture, forestry and fisheries, transport and communication, mining, electricity, gas and water supply, it is noticeably weaker than that of the private sector.

In the assessment of the wage levels in Table 6.1 and of the above remarks, it should, however, be borne in mind that the numbers of respondents in some of the groups are relatively small.

7 THE GEOGRAPHICAL WAGE STRUCTURE

The geographical wage structure of the highly qualified employee is analysed in Table 7.1 and Figures 7.1 and 7.2

A striking phenomenon apparent in Table 7.1 and Figure 7.1 is that the median wage of male employees in the government sector in the Transvaal and in South-West Africa is lower than that of male workers in the private sector, while the median wage of male employees in the government sector in the Cape Province, Orange Free State and Natal is, on the other hand, higher than that of male employees in the private sector. In contrast with this, the Q_3 wage of the male employees in the government sector is higher than that of male employees in the private sector in Pretoria and Bloemfontein only.

According to Table 7.1 and Figure 7.2, the wage structure of female employees in the government sector is, in all respects and in all fields, superior to that of the private sector.

Another striking feature is the fact that male employees on the Witwatersrand earn considerably more than male employees in Pretoria, while there is not much difference between the wage structures of female employees on the Witwatersrand and in Pretoria (see Table 7.1 and Figures 7.1 and 7.2).

In this connection, it is interesting to note that approximately half of the 87 000 graduates included in the National Register are domiciled in the Transvaal. Of the number of graduates in the Transvaal, approximately one-third live in Pretoria, one-third in Johannesburg and approximately a third in the rest of the province.

8 WAGE STRUCTURE ACCORDING TO OCCUPATIONAL FUNCTION

In Table 8.1 and Figures 8.1 and 8.2, the wage structure of highly qualified employees is analysed according to occupational function (see Question 4 of Appendix 4).

As could be expected, it appears from Table 8.1 and Figures 8.1 and 8.2 that those persons in management and administration are considerably better remunerated, in both the government and private sectors, than persons practising any of the other occupational functions.

A second striking feature of the wage structure according to occupational function is that, in certain occupational functions, viz planning and design, education and training, production and inspection and consulting, advising and services, the government's remuneration of its male employees is superior to that of persons in the private sector who practise the same occupational functions. The remuneration pattern of the two sectors in two other occupational functions, viz management and administration and research and development is, on the other hand, exactly the reverse.

TABLE 7.1
THE GEOGRAPHICAL WAGE STRUCTURE, AS AT 1 MARCH, 1971
Rands per annum
MEN

Area	Wage structure							
	Private sector				Government sector			
	N	Q ₁	Me= dian	Q ₃	N	Q ₁	Me= dian	Q ₃
Cape Town and Bellville	526	4765	6352	8273	481	5437	6761	8112
Port Elizabeth and Uitenhage	136	4375	6346	8250	138	5062	6423	7446
East London	29	4225	6125	7937	45	5062	6575	7593
Kimberley	14	5750	7166	8250	28	5250	6625	7500
Cape Province	994	4372	6113	7941	1362	5219	6500	7514
Durban, Inanda and Pinetown	332	4937	6700	8333	295	5451	6803	8170
Pietermaritzburg	56	5333	6900	9500	151	5352	6519	7973
Natal	463	4875	6507	8185	580	5106	6585	7987
Witwatersrand	1544	6086	7798	10378	839	5753	7039	8433
Pretoria	302	4643	5954	7489	1381	5169	6856	8303
Vereeniging and Vanderbijlpark	67	5229	7062	8812	85	6066	6795	7781
Potchefstroom and Klerksdorp	65	4284	5354	7843	155	4437	6284	7201
Transvaal	2289	5246	7231	9477	2889	5321	6700	8148
Bloemfontein	53	4208	5386	6958	235	4904	6269	7608
Sasolburg	27	5093	6375	9208	47	5375	6437	8281
Odendaalsrus, Virginia and Welkom	44	4666	6625	9333	32	5285	6500	7600
Orange Free State	181	4508	5522	7734	464	5160	6333	7416
Windhoek	32	5416	6875	8500	80	4750	6666	7812
South-West Africa	63	4982	6625	8312	129	4602	6113	7489
TOTAL	3990	4967	6736	8969	5424	5236	6572	7931
WOMEN								
Cape Town and Bellville	44	2222	3071	3857	144	3107	3600	5277
Port Elizabeth and Uitenhage	8	1500	2125	2375	42	3203	3600	4406
East London	6				10	3250	4000	7250
Kimberley					14	3083	3750	4625
Cape Province	76	2107	3000	3937	374	3172	3804	4912
Durban, Inanda and Pinetown	24	2416	3250	4500	117	3263	4125	5234
Pietermaritzburg	2				29	3525	4416	6093
Natal	29	2541	3281	4437	180	3297	4129	5312
Witwatersrand	128	2638	3395	4650	270	3242	4216	5241
Pretoria	25	3104	3750	4687	286	3181	3932	5206
Vereeniging and Vanderbijlpark					13	3708	4625	5218
Potchefstroom and Klerksdorp					47	3239	3892	4906
Transvaal	175	2708	3463	4726	711	3224	4028	5086
Bloemfontein	8	2500	3000	3500	47	3148	3550	4656
Orange Free State	15	2229	2583	3208	97	3170	3660	4534
Windhoek	4				18	3416	4250	5125
South-West Africa	7				24	3500	4200	5000
TOTAL	302	2453	3307	4559	1386	3216	3959	5016

FIGURE 7
 THE GEOGRAPHICAL WAGE STRUCTURE, AS AT MARCH 1971
 Rands per annum
 (MEN)

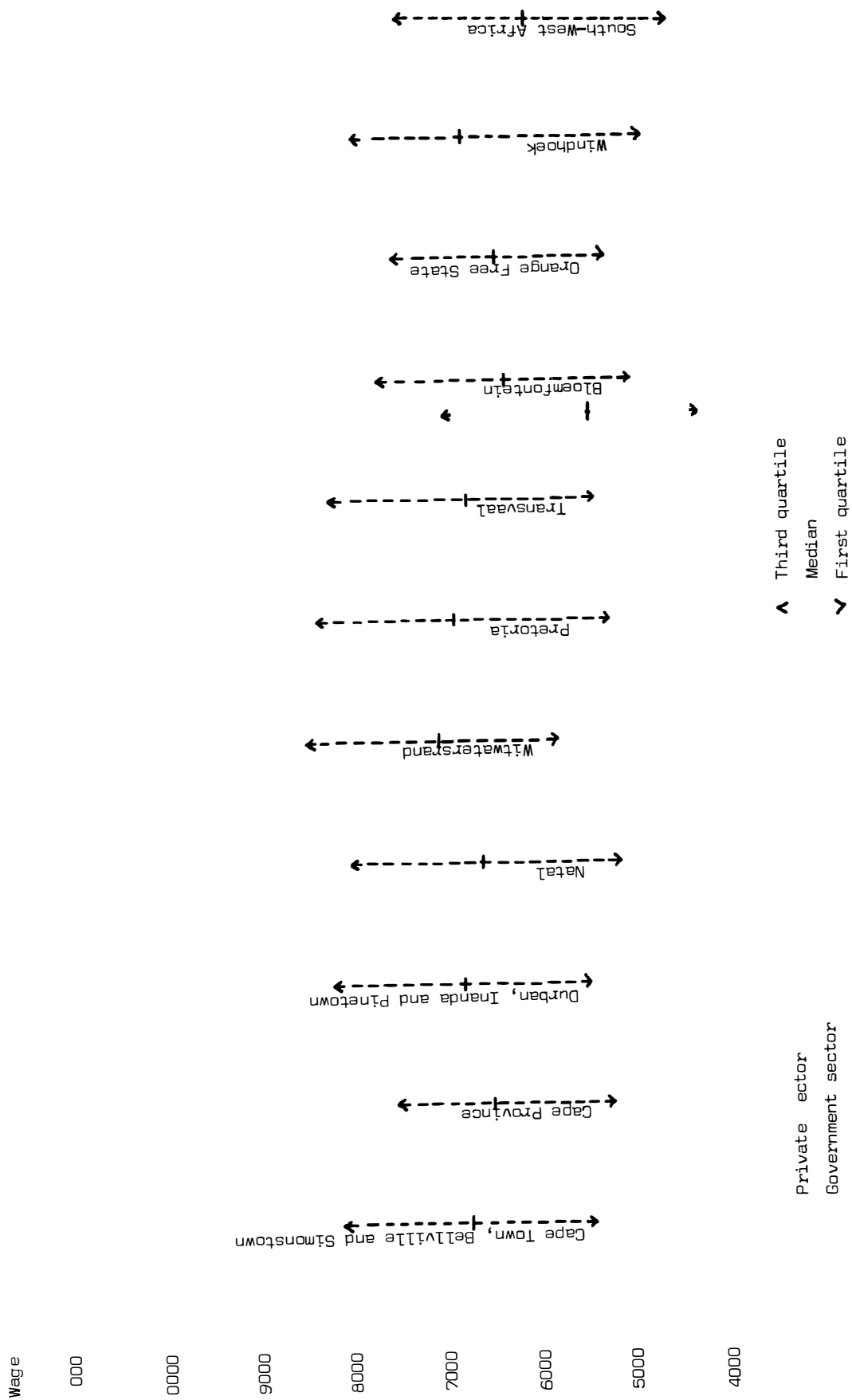


FIGURE 7.2
 THE GEOGRAPHICAL WAGE STRUCTURE, AS AT 1 MARCH, 1971
 Rands per annum
 (WOMEN)

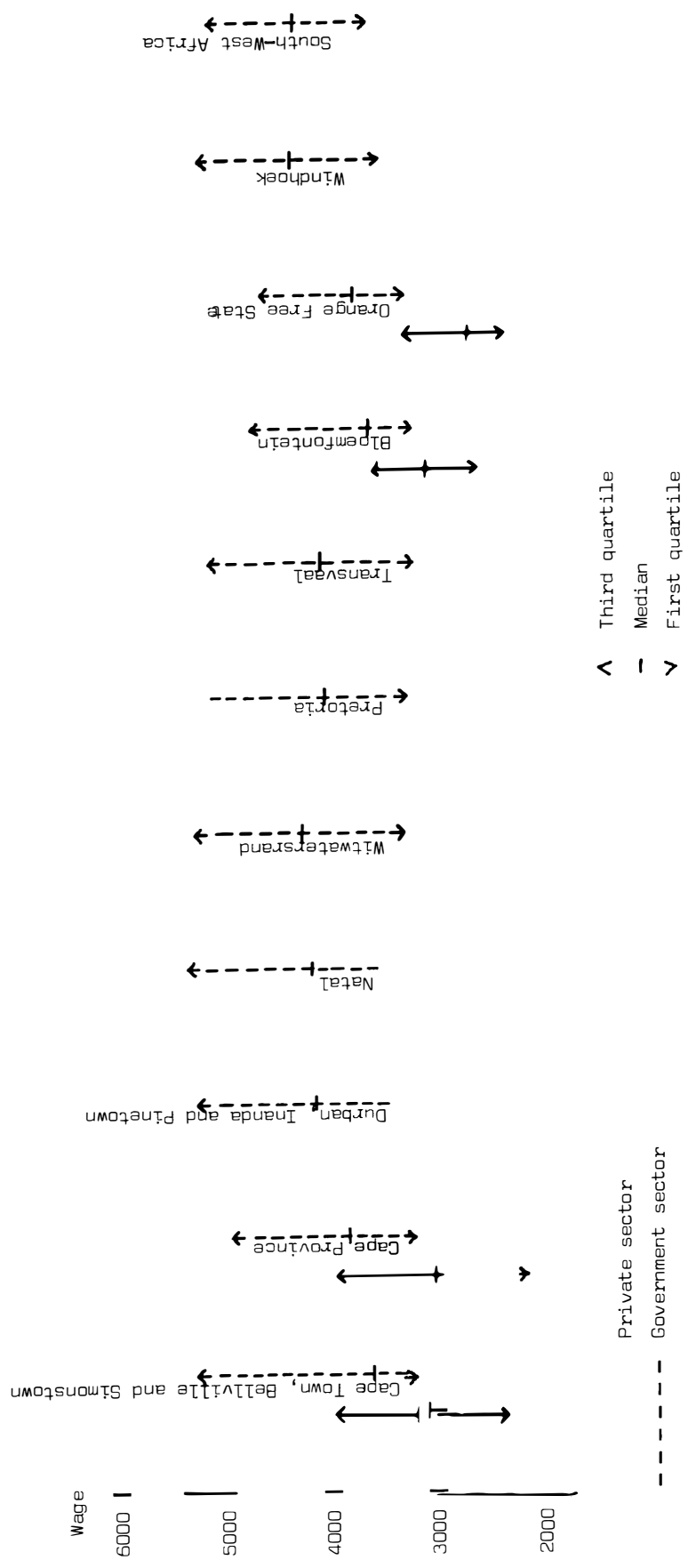


TABLE 8.1
WAGE STRUCTURE ACCORDING TO OCCUPATIONAL FUNCTION, AS AT 1 MARCH, 1971
Rands per annum
MEN

Occupational function	Wage structure							
	Private sector				Government sector			
	N	Q ₁	Me= dian	Q ₃	N	Q ₁	Me= dian	Q ₃
Management and administration	1779	6485	8150	10804	1169	6389	7762	9105
Research and development	151	4625	6010	7432	485	4095	5305	7195
Planning and design	318	5325	6661	7887	283	5551	7023	8035
Education and training ¹⁾	101	3647	5050	6097	2285	5285	6365	7162
Production and inspection	158	4916	6307	7187	101	5078	6375	7913
Consultation, rendering of advice and service	1125	4062	5188	7257	776	5305	6918	8418
Investigation, prediction and reporting	307	4424	5597	7120	241	4401	5921	7242
Other	51	3675	4916	6203	84	4166	5642	7583
TOTAL	3990	4967	6736	8969	5424	5236	6572	7931
WOMEN								
Management and administration	50	3022	4000	6916	104	2850	4000	6285
Research and development	19	2458	3625	4625	78	2703	3357	4361
Planning and design	14	2312	3250	4250	13	3225	3625	6437
Education and training ¹⁾	68	2200	2900	4000	867	3354	4108	4930
Production and inspection	11	2187	3125	3708	13	3031	3437	4687
Consultation, rendering of advice and service	101	2475	3319	4579	250	2939	3640	5750
Investigation, prediction and reporting	30	2550	3187	3916	37	2958	3386	5291
Other	9	3312	3875	4687	24	2875	3285	4250
TOTAL	302	2453	3307	4559	1386	3216	3959	5061

¹⁾ It is known that the wages of university lecturers were increased by an average of about R900 per annum after 1 March, 1971, but with retrospective effect from 1 January, 1971.

The occupational function group in the government sector which is least adequately remunerated, is "research and development", while "education and training" is the group in the private sector which receives the poorest remuneration.

As has already been noted (see Par. 5, 6 and 7), the private sector's remuneration of its female employees is, practically throughout, poorer than that of the government sector. In the light of the above, it is striking to note that, according to Table 8.1 and Figure 8.2, the private sector pays better wages to female workers in management and administration and research and development than does the government sector.

It should constantly be borne in mind that wage levels are probably always simultaneously influenced by more than one factor, while, in these analyses, note is taken of only one factor, viz occupational function. Thus, for example, it can be assumed with a reasonable amount of certainty that the number of years of experience of employees who are here classified under management and administration is much higher than that of persons classified in some of the other occupational function groups.

FIGURE 8.1
 WAGE STRUCTURE ACCORDING TO OCCUPATIONAL FUNCTION, AS AT 1 MARCH, 1971
 Rands per annum
 (MEN)

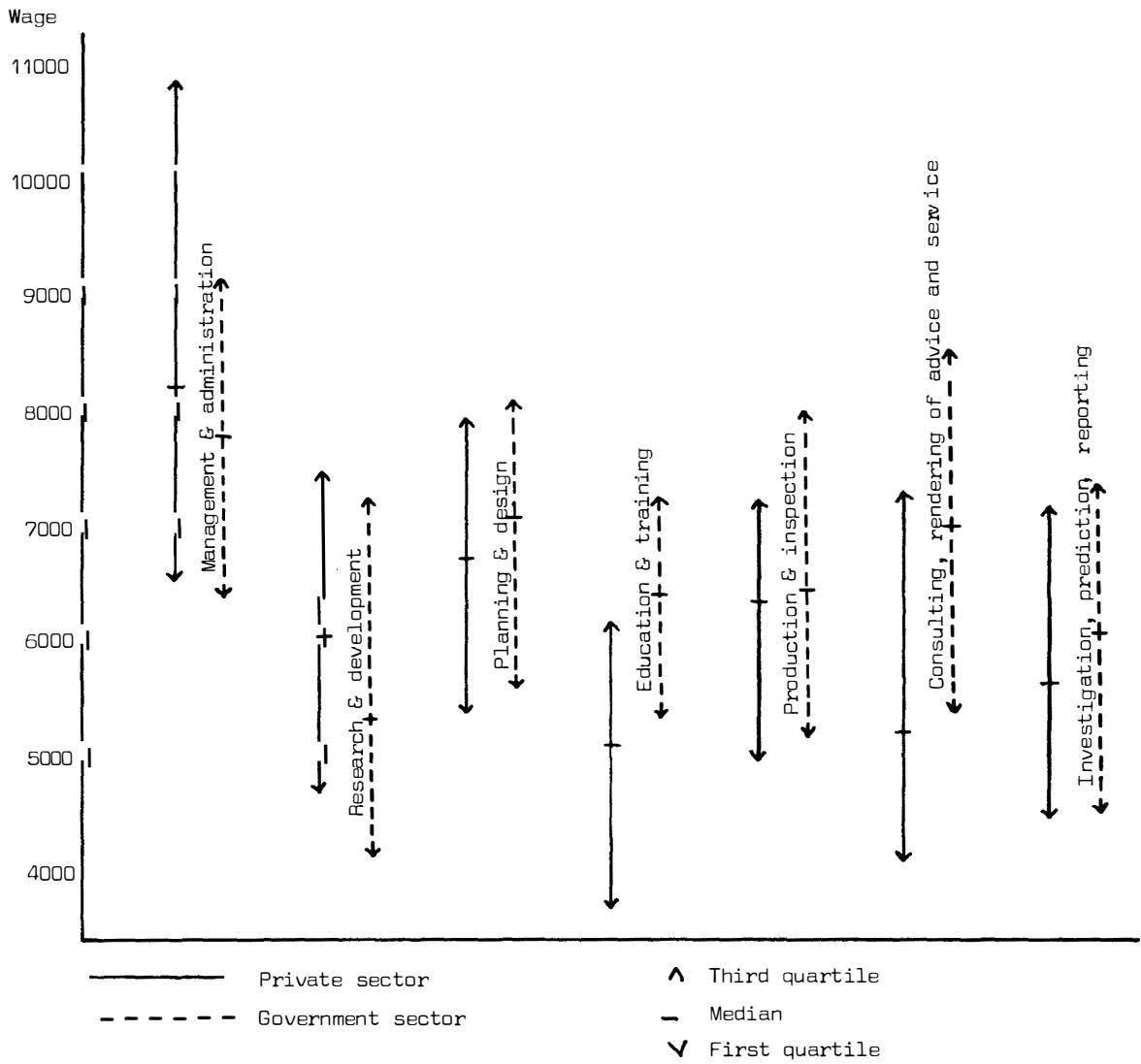
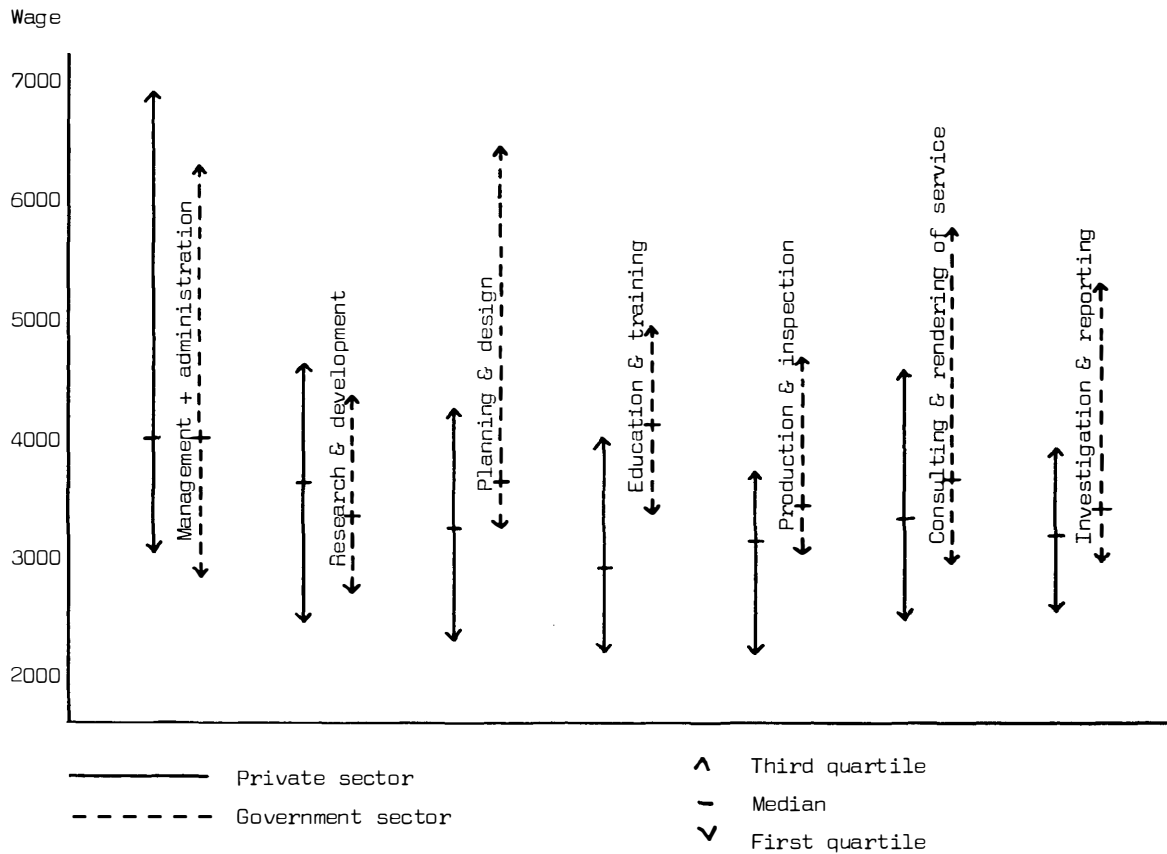


FIGURE 8.2
 WAGE STRUCTURE ACCORDING TO OCCUPATIONAL FUNCTION, AS AT 1 MARCH, 1971
 Rands per annum
 (WOMEN)



WAGE STRUCTURE ACCORDING TO LEVEL OF QUALIFICATION

In Table 9.1 and Figures 9.1 and 9.2, the wage structure of highly qualified employees is analysed according to level of qualification.

TABLE 9.1
WAGE STRUCTURE ACCORDING TO LEVEL OF QUALIFICATION, AS AT 1 MARCH, 1971
Rands per annum
MEN

Level of qualification	Wage structure							
	Private sector				Government sector			
	N	Q ₁	Me= dian	Q ₃	N	Q ₁	Me= dian	Q ₃
Diploma equivalent to a Bachelor's degree	456	6285	7409	9250	219	6209	7312	8181
Bachelor's degree	1962	4635	6307	8327	1992	4631	6411	8057
Bachelor's degree plus a post-graduate diploma	212	4208	5202	6769	931	5488	6391	7136
Honours degree	459	4020	5087	7053	861	4660	6201	6961
Master's degree plus equivalent diplomas	784	6606	8106	10623	905	5577	6855	8042
Doctorate plus equivalent diplomas	117	6725	9138	12159	516	6924	8074	9295
TOTAL	3990	4967	6736	8969	5424	5236	6572	7931
WOMEN								
Diploma equivalent to a Bachelor's degree	14	3750	4500	4937	8	3500	4500	5500
Bachelor's degree	197	2434	3182	4041	609	2990	3351	4274
Bachelor's degree plus a post-graduate diploma	48	2125	3250	4500	501	3481	4279	5078
Honours degree	28	2833	3600	5000	144	3464	4260	5166
Master's degree plus equivalent diplomas	13	3708	4875	6875	94	4328	5181	6750
Doctorate plus equivalent diplomas	2				30	6035	6600	7437
TOTAL	302	2453	3307	4559	1386	3216	3959	5016

According to Table 9.1 and Figures 9.1 and 9.2, the most striking aspect of the wage structure according to level of qualification, is the fact that holders of diplomas which are regarded as equivalent to a Bachelor's degree are so much better remunerated than holders of Bachelor's degrees, Honours degrees, and Bachelor's degrees plus post-graduate diplomas. This can probably be attributed to the particular occupational distribution of holders of diplomas which are equivalent to Bachelor's degrees. The majority of the latter are diplomas in engineering, architecture, surveying, commerce, law and pharmacy, which all give access to highly remunerative occupations.

The second striking phenomenon to be observed in Table 9.1 and Figure 9.1 is the fact that holders of Honours degrees constitute the least adequately remunerated male group. This can probably be ascribed to the fact that the majority of universities only recently began to confer Honours degrees in most fields of study, with the result that most holders of Honours degrees will still be relatively young.

It is also possible that the majority of Honours degrees are awarded in fields of study which give access only to poorly remunerated occupations. How=

FIGURE 9.1
 WAGE STRUCTURE ACCORDING TO LEVEL OF QUALIFICATION, AS AT 1 MARCH, 1971
 Rands per annum
 (MEN)

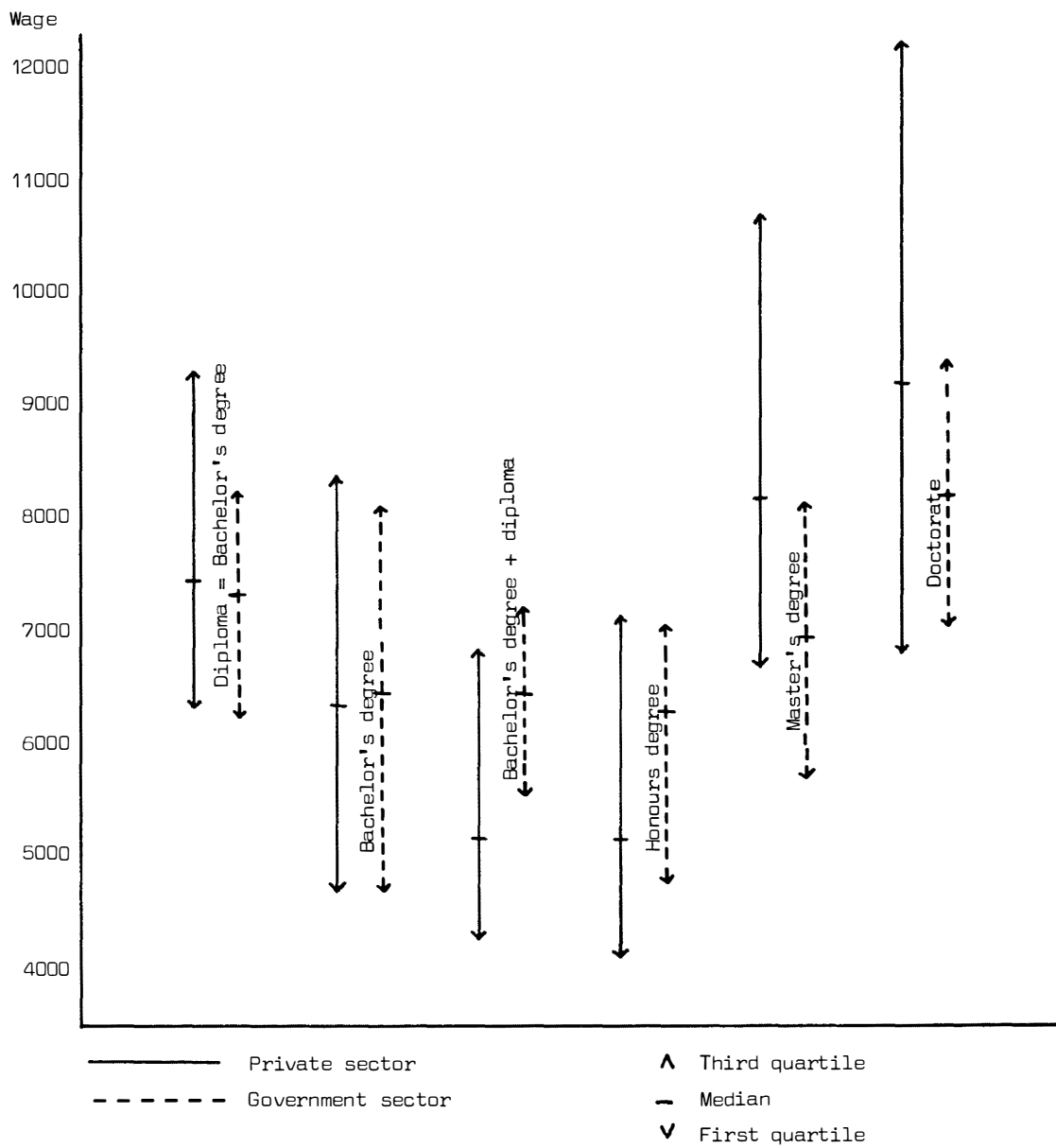
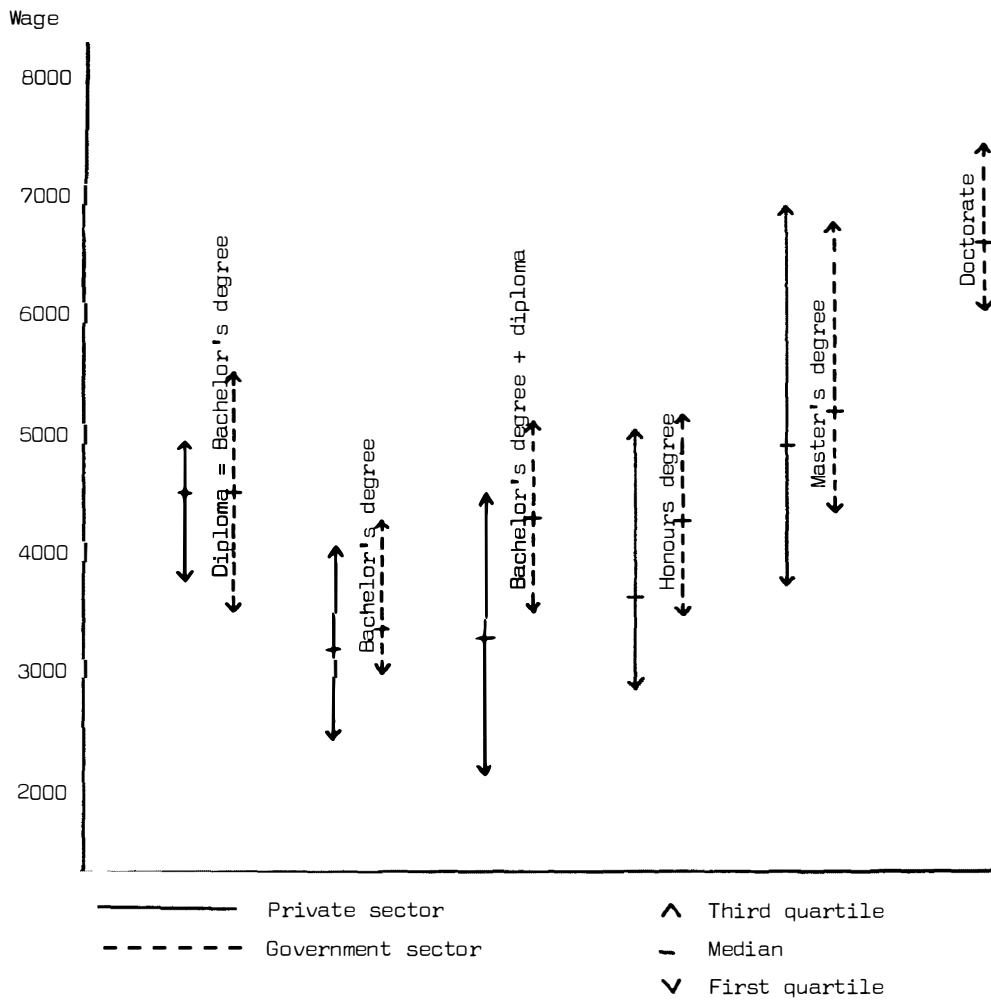


FIGURE 9.2
 WAGE STRUCTURE ACCORDING TO LEVEL OF QUALIFICATION, AS AT 1 MARCH, 1971
 Rands per annum
 (WOMEN)



ever, finality on this matter will only be reached after the combined influence of more than one factor, including level of qualification, has been analysed. This will be done in a subsequent report.

It is also noticeable that both male and female holders of Master's degrees and doctorates, with the exception of male employees in the service of the government sector who hold Master's degrees, are better paid than other employees. On the strength of that, it would appear that advanced study does, in fact, pay.

10 WAGE STRUCTURE ACCORDING TO FIELD OF QUALIFICATION

The wage structure of the highly qualified employees is analysed according to field of qualification in Table 10.1 and Figures 10.1 and 10.2.

At first glance, the low Q_1 and median wages of employees of the private sector who have obtained a degree in law are rather surprising (see Table 10.1 and Figure 10.1). However, the phenomenon can probably be ascribed to the fact that articulated clerks who have already graduated are actually still only student lawyers and thus earn a very low wage.

The great difference which, according to Table 10.1 and Figure 10.1, exists between the Q_1 and median wages of medical practitioners in the service of the private sector and those in the service of the government sector, can probably be ascribed to the relatively low wages received by housemen and post-graduate students employed by training hospitals. It should be remembered, however, that post-graduate students are students in the true sense of the word and that housemen are actually still only students. It can be seen from Table 10.1, that, as soon as they have completed their studies, they receive a better wage than any group in other fields of study.

It appears from Table 10.1 and Figure 10.1 that there is also a great difference between the wages of theologians in the service of the private sector and those in the service of the government sector. However, the difference should be seen in the light of the fact that the theologians in the service of the private sector are mainly ministers and priests in whose cases fringe benefits, which might rather be described as wages in natura, form a large part of their available incomes. The theologians in the service of the government sector also include lecturers and professors at theological seminaries who receive far fewer fringe benefits than ministers and priests.

Finally, it would appear from Table 10.1 and Figures 10.1 and 10.2 that the wage received by an employee of the government sector who possesses a teaching or an educational qualification compares so favourably with the wage that he/she can obtain in the private sector that, from a financial point of view, it would not pay a graduate teacher to leave the government sector for a post in the private sector. Note that the employees referred to above are not necessarily active as teachers in either the private or the government sectors. They are merely qualified for teaching.

Another striking phenomenon to be observed in Table 10.1 and Figures 10.1 and 10.2, is the fact that the difference between the Q_1 and Q_3 wages which men can earn is generally much greater than that between the wages which women can earn. However, there are certain important exceptions to the rule. Thus, for example, the difference between the Q_1 and Q_3 wages of male teachers and educationists in the government sector, male theologians in the private sector and male pharmacists in the government sector is approximately as small as that in respect of female workers in general. Such a wage structure may probably, in the long run, lead to shortages of employees in the occupations concerned.

TABLE 10.1
WAGE STRUCTURE ACCORDING TO FIELD OF QUALIFICATION, AS AT 1 MARCH, 1971
Rands per annum
MEN

Field of qualification	Wage structure							
	Private sector				Government sector			
	N	Q ₁	Me= dian	Q ₃	N	Q ₁	Me= dian	Q ₃
Medicine and surgery	61	8625	10038	11916	448	6860	8306	10122
Dentistry	7				14	8150	8500	10125
Engineering	976	6316	7732	9982	806	6156	7504	8431
Law	142	4281	6000	9687	141	5303	7250	9287
Pharmacy	126	5416	6607	8343	51	5146	5423	6402
Town and regional planning	17	7062	7916	8937	59	6734	7718	8394
Architecture	81	6093	6977	8296	63	7152	8159	9140
Veterinary science	7				48	6249	7071	8100
Librarianship					22	4687	6125	7125
Economics, commerce, management etc.	1176	5361	7376	9714	441	5485	6929	8315
Pure natural science	461	4935	6460	8293	726	4211	6014	7495
Agriculture, forestry, soil conser= vation	124	4555	5375	7250	294	4250	5217	6739
Domestic science and food technology					5			
Paramedical					4			
Sociology and social work	19	3718	4416	6208	45	3781	5583	6791
Government and public administration	21	3708	4916	6937	68	5115	6166	7571
Military science	3				22	3392	4500	6083
Theology	276	3705	4283	5062	38	5875	6833	8031
Teaching and education	100	4666	6093	7166	1226	6006	6448	7125
Literature and philosophy	392	3838	5133	6500	903	4532	6121	7185
TOTAL	3990	4967	6736	8968	5424	5236	6572	7931
WOMEN								
Medicine and surgery	4				81	6236	8112	9097
Dentistry								
Engineering					4			
Law					6			
Pharmacy	17	4031	4550	4975	12	4000	5000	5300
Town and regional planning					2			
Architecture	4				3			
Veterinary science	2				3			
Librarianship	3				47	3114	3750	5031
Economics, commerce, management etc.	24	3111	3444	5000	26	3375	4666	6250
Pure natural science	55	2729	3522	4406	142	3018	3451	4531
Agriculture, forestry, soil conser= vation					5			
Domestic science and food technology					25	3437	4194	4875
Paramedical	9	2062	2625	3125	34	2821	3333	4250
Sociology and social work	27	2281	2875	3708	89	2664	3279	4109
Government and public administration					2			
Military science								
Theology								
Teaching and education	48	2111	3166	4416	481	3521	4294	5078
Literature and philosophy	105	2366	3079	4093	423	3101	3440	4453
TOTAL	302	2453	3307	4559	1386	3216	3959	5016

FIGURE 10.1
WAGE STRUCTURE ACCORDING TO FIELD OF QUALIFICATION, AS AT 1 MARCH, 1971
Rands per annum
(MEN)

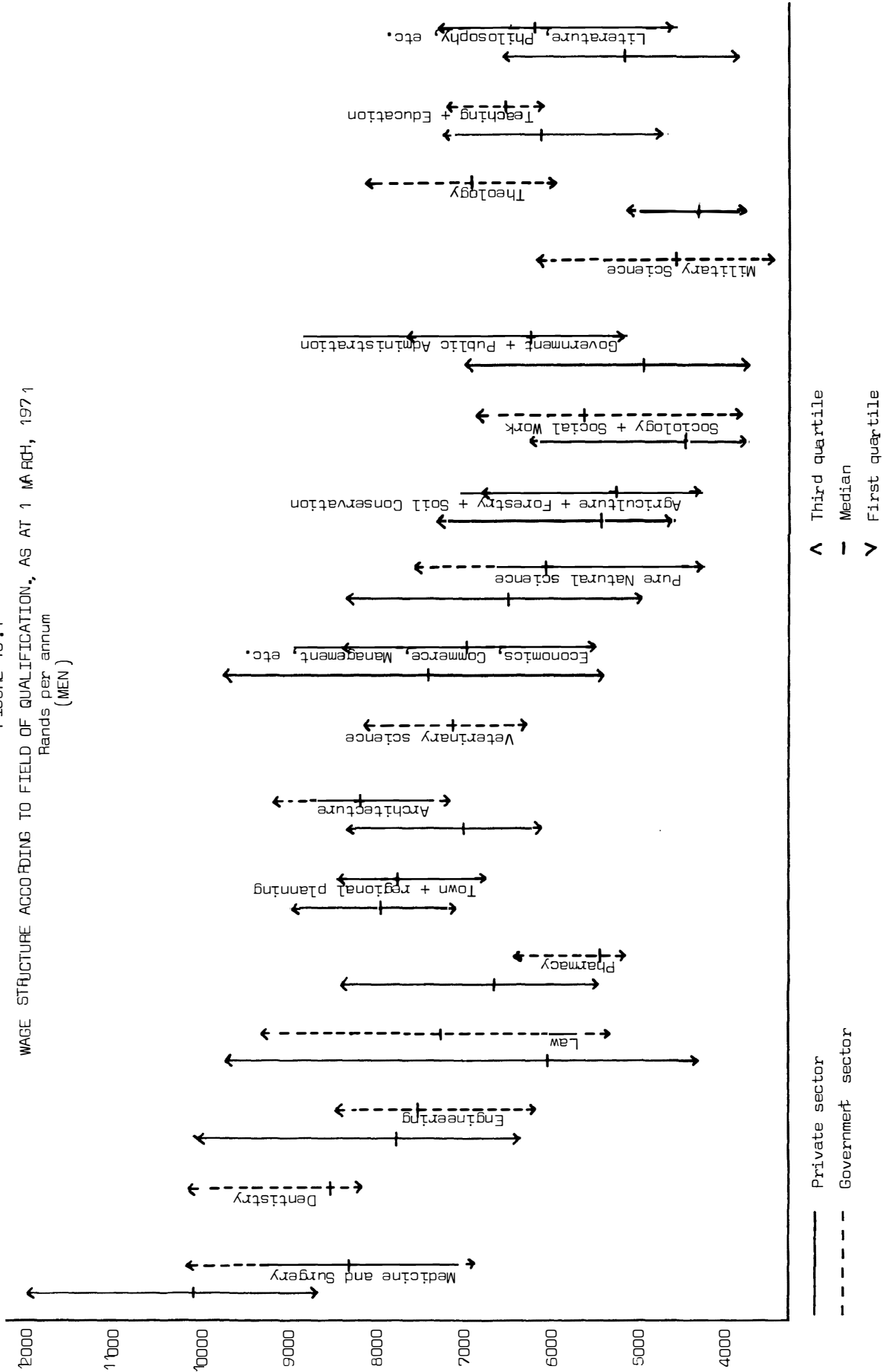
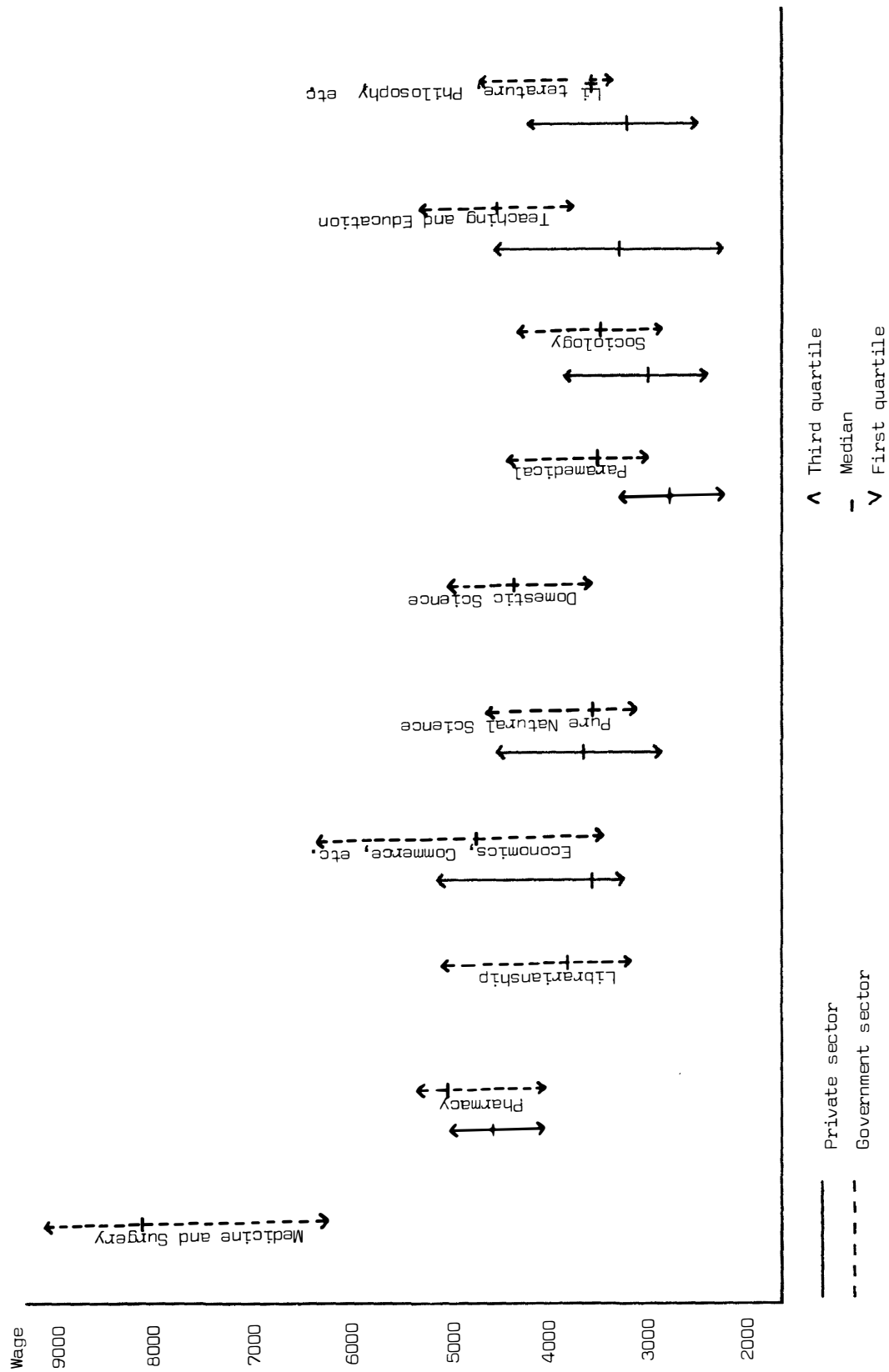


FIGURE 10.2
 WAGE STRUCTURE ACCORDING TO FIELD OF QUALIFICATION, AS AT 1 MARCH, 1971
 Rands per annum
 (WOMEN)



WAGE STRUCTURE ACCORDING TO AGE

The wage structure of the highly qualified employee is analysed according to age in Table 11.1 and Figures 11.1, 11.2 and 11.3.

TABLE 11.1
WAGE STRUCTURE ACCORDING TO AGE, AS AT 1 MARCH, 1971
Rands per annum
MEN

Age groups	Wage structure							
	Private sector				Government sector			
	N	Q ₁	Me= dian	Q ₃	N	Q ₁	Me= dian	Q ₃
20 - 24	153	2802	3648	4375	174	3149	3500	3910
25 - 29	863	3949	4914	6265	918	3792	4386	5278
30 - 34	753	5255	6523	7888	896	4942	6009	6632
35 - 39	597	5755	7384	9454	706	6076	6615	7504
40 - 44	477	6226	7898	10129	673	6350	7220	8218
45 - 49	443	6261	8234	10919	677	6582	7503	8625
50 - 54	315	7014	8613	12125	579	6773	7762	9057
55 - 59	199	6729	8397	12250	444	6723	7871	9260
60 - 64	161	5309	8093	11350	315	6542	7850	9224
65	29	4375	6750	9125	42	6812	7800	9083
TOTAL	3990	4967	6736	8969	5424	5236	6572	7931
Median age		36,39			39,63			
WOMEN								
20 - 24	70	2279	2833	3367	293	2787	3139	3346
25 - 29	97	2784	3464	4437	364	3136	3500	4000
30 - 34	31	2687	3625	5625	140	3766	4400	5000
35 - 39	19	2125	2464	4125	96	4065	4642	5466
40 - 44	29	3156	4250	6187	119	3955	4734	6015
45 - 49	26	3062	3800	4916	126	4116	4738	5875
50 - 54	15	1958	3250	6125	112	4500	5187	6454
55 - 59	10	2416	2833	3375	84	4291	5318	6611
60 - 64	4				48	4590	5375	6500
65					4			
TOTAL	302	2453	3307	4559	1386	3216	3959	5016
Median age		28,68			30,79			

The most striking phenomenon to be observed in Table 11.1 and Figure 11.1 is the fact that male employees' Q₁ wages in the private sector and in the government sector differ very little from each other, while the Q₃ wage of the male employees in the private sector is sometimes, in the higher age groups, very much higher than that of male workers in the government sector. This confirms the conclusion previously drawn (see par. 5.1), viz that the government pays its employees a competitive nominal wage in the lower grades while its employees' nominal wages in the higher grades do not compare at all favourably with those of the private sector.

From Table 11.1 and Figures 11.2 and 11.3 it is quite clear that the highly qualified women employed by the government sector receive much better remuneration than those employed in the private sector.

FIGURE 11.1
 WAGE STRUCTURE ACCORDING TO AGE, AS AT 1 MARCH, 1971
 Rands per annum
 (MEN)

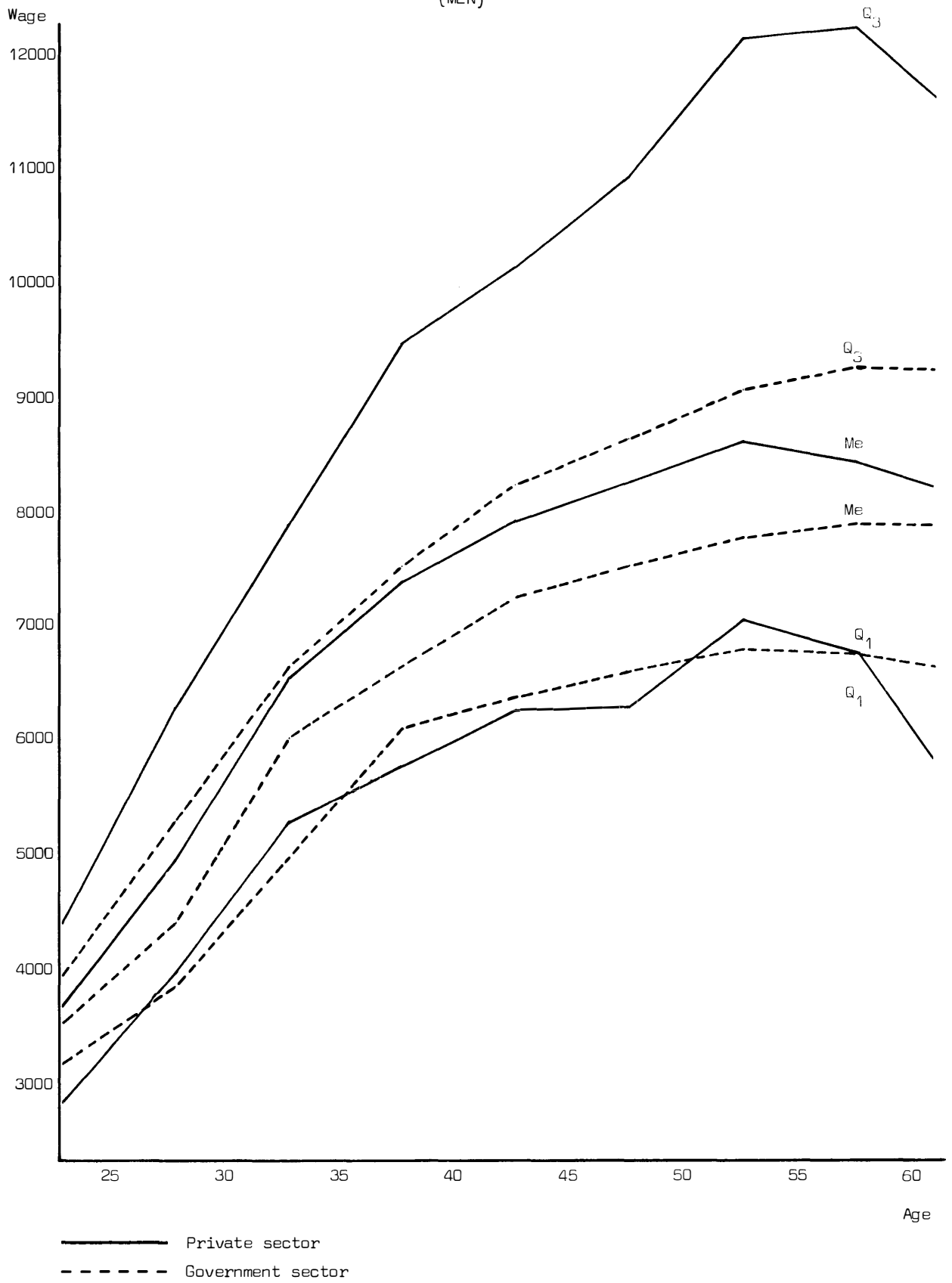


FIGURE 11.2
 WAGE STRUCTURE ACCORDING TO AGE, AS AT 1 MARCH, 1971
 Rands per annum
 (WOMEN)

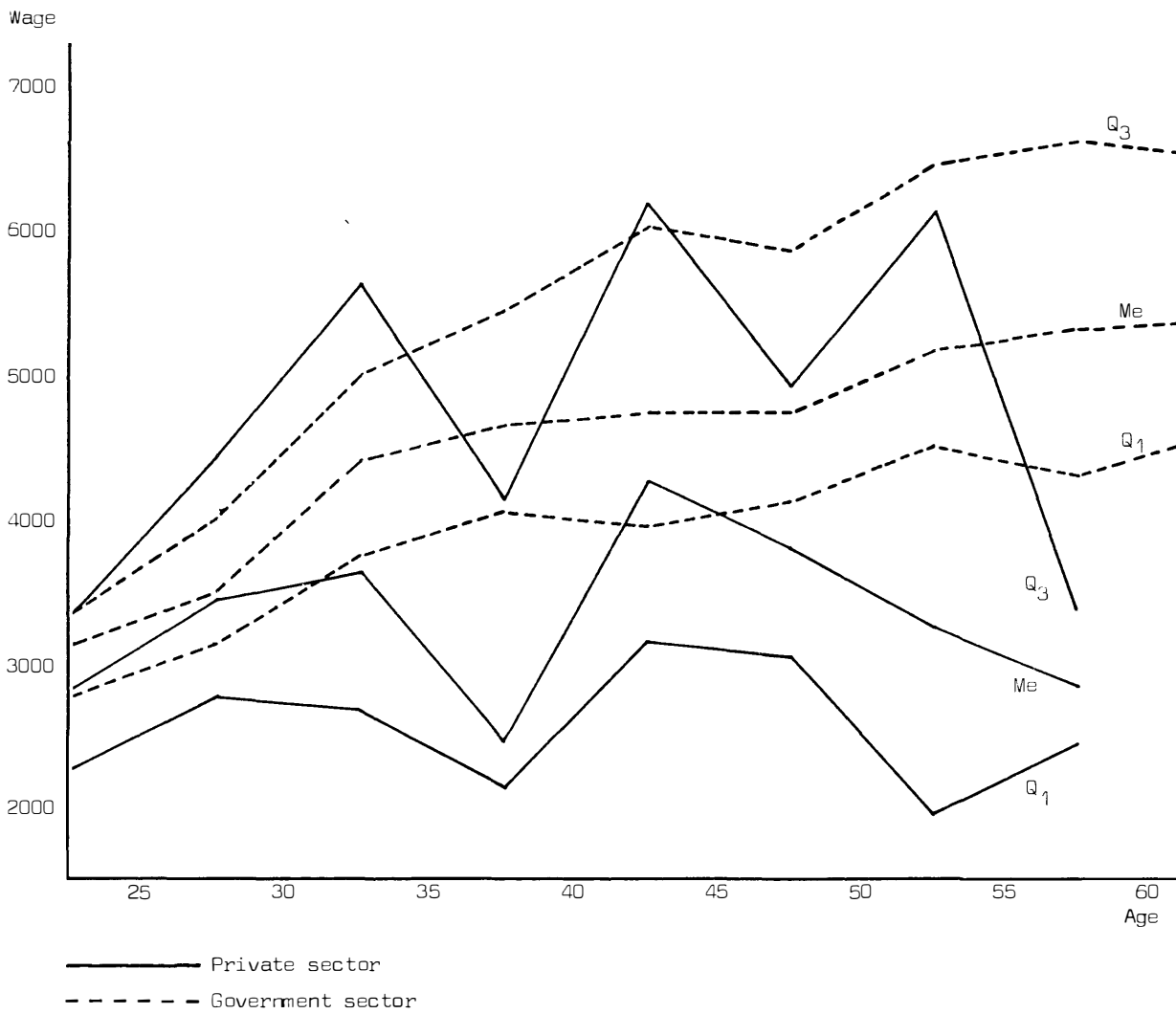
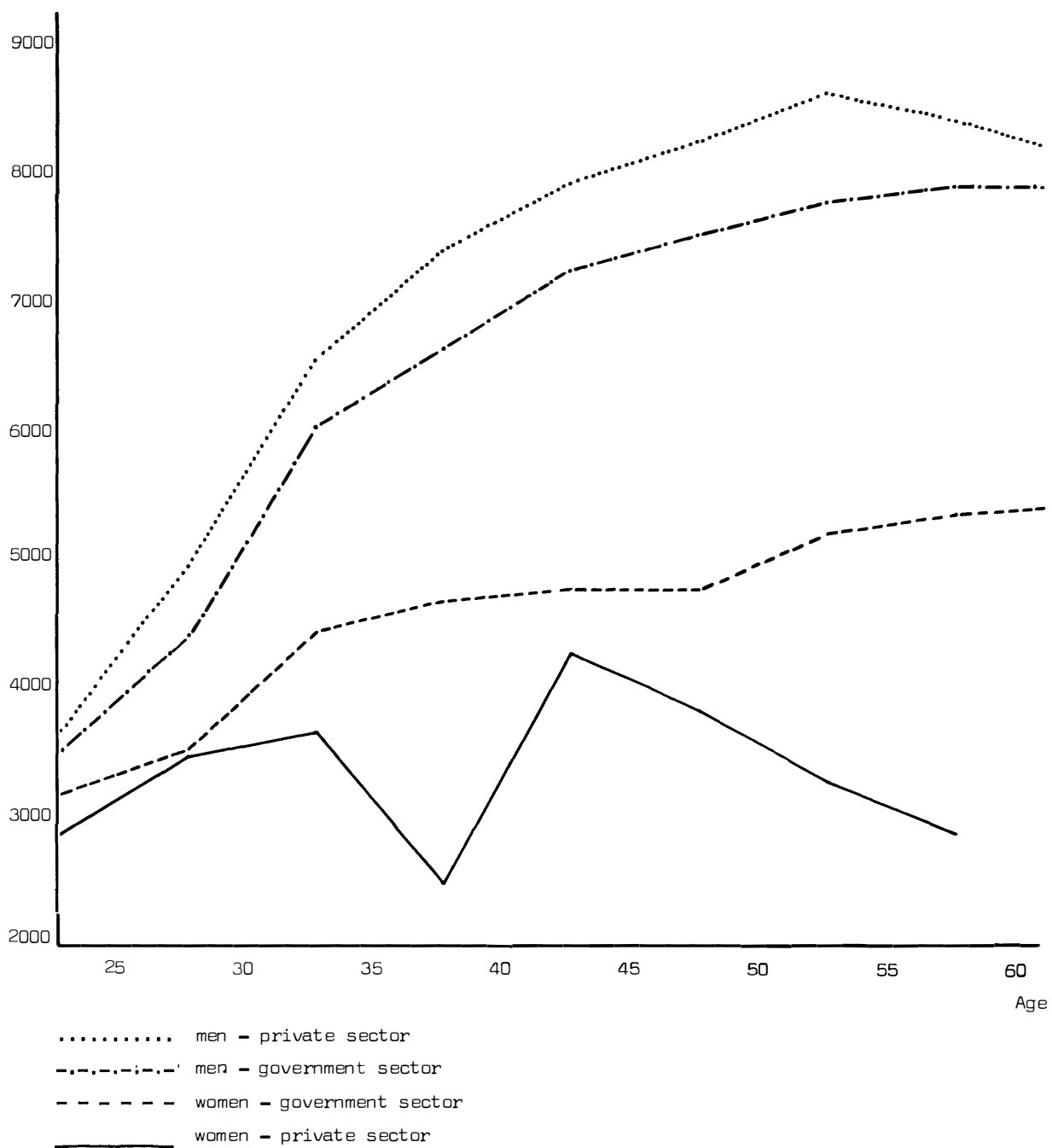


FIGURE 11.3
 THE MEDIAN WAGE OF HIGHLY QUALIFIED EMPLOYEES ACCORDING TO SEX, AGE AND TYPE OF EMPLOYER, AS AT 1
 MARCH, 1971
 Rands per annum
 (MEN AND WOMEN)



The considerable difference between the wage structures of male and female employees in all sectors (this is particularly apparent from Figure 11.3) should not simply be interpreted as discrimination against women, since there are perhaps more factors than just that of sex that play a rôle in the determination of wage levels. Finality can only be reached on this matter after the combined influence of two or more factors on the wage structures of the sexes has been investigated. It may, for example, be possible that at a certain age - say 45 years - women have much less experience than men of the same age because family circumstances prevented them, for many years, from practising an occupation. Moreover, it is also possible that the qualification structure and/or the occupational structure and/or occupational function-structure etc., play a more important rôle in the determination of the wage structure of women than that played by sex alone.

Finally, it is striking that female employees, as a group, are much younger than male employees. According to Table 11.1, the median age of female employees is 28,68 years and 30,79 years as opposed to 36,39 years and 39,63 years for male employees. It is also interesting to note that both male and female employees of the government sector are older than those of the private sector. According to Table 11.1, the respective median ages are 39,63 years and 30,79 years for the government sector as opposed to 36,39 years and 28,68 years for the private sector.

WAGE STRUCTURE ACCORDING TO EXPERIENCE

The wage structure of the highly qualified employee is analysed according to experience in Table 12.1 and Figures 12.1 and 12.2 (see Question 3 (a), Appendix A).

The wage structure of male employees according to experience, as it appears from Table 12.1 and Figure 12.1, shows, in broad outline, the same pattern as their wage structure according to age, as it appears from Table 11.1 and Figure 11.1. The most striking difference is the fact that the wages of male employees of the private sector who have approximately 32 years' experience are noticeably lower than those of male employees with five years' less or five years' more experience. However, this phenomenon is not present among male employees of the government sector. A possible explanation for the phenomenon is the fact that such workers gained their first experience from 1939 to 1944 and this was perhaps military experience which is recognized for wage purposes by the government sector, but not by the private sector.

Nothing can be said with certainty at this stage about the noticeable irregularities which appear in both the wage structure according to age and the wage structure according to experience of female employees of the private sector (see Tables 10.1 and 11.1). However, it would appear that the first decrease which takes place in the earning power of women in the private sector more or less corresponds to a levelling off in the wage curve of female workers in the government sector. The two phenomena may both be the result of the decrease in economic activity which normally takes place among women during the child-bearing years (25 to 34 years).

TABLE 12.1

WAGE STRUCTURE ACCORDING TO YEARS OF EXPERIENCE SINCE FIRST COMMENCING FULL-TIME OCCUPATION, AS AT 1 MARCH, 1971
Rands per annum
MEN

Years of experience since first full-time position	Wage structure							
	Private sector				Government sector			
	N	Q ₁	Me= dian	Q ₃	N	Q ₁	Me= dian	Q ₃
0	25	3025	3607	4187	52	3095	3404	4000
1	169	3220	3875	4816	211	3348	3815	4432
3	165	3716	4630	5553	183	3842	4418	5278
5	156	4374	5180	6468	174	4153	4716	5673
0 - 4	664	3521	4296	5295	815	3558	4140	4989
5 - 9	683	4532	5661	6983	808	4524	5355	6429
10 - 14	630	5432	6904	8221	735	5567	6353	7210
15 - 19	525	6055	7668	9537	653	6189	6941	8012
20 - 24	515	6417	8203	10622	724	6528	7358	8425
25 - 29	306	6750	8500	12305	526	6579	7560	8527
30 - 34	249	6515	8291	11250	513	6697	7691	9101
35 - 39	172	6666	9388	12611	348	6680	8009	9311
40 - 44	89	6390	8361	13218	141	6602	7750	9234
45 and more	26	6125	7400	9375	15	5437	7250	10375
TOTAL	3990	4967	6736	8969	5424	5236	6572	7931
Median experience		14,67			17,21			
WOMEN								
0	8	2000	2500	3000	47	2859	3158	3354
1	38	2275	2777	3343	180	2790	3152	3366
3	20	2333	3200	4000	126	3094	3444	3831
5	19	2968	3375	4208	69	3284	3779	4325
0 - 4	126	2298	3000	3492	540	2959	3243	3500
5 - 9	53	2937	3708	4718	238	3527	4149	4743
10 - 14	43	2482	3812	6062	145	4040	4493	5282
15 - 19	22	2350	4500	6416	134	4412	4968	6089
20 - 24	24	2625	4000	5250	106	4336	5105	6406
25 - 29	7				65	4465	5650	6734
30 - 34	9	4125	5250	7875	57	4791	5850	6895
35 - 39					27	5187	6250	6875
40 - 44	2				13	5625	6416	7458
45 and more								
TOTAL	302	2453	3307	4559	1386	3216	3959	5016
Median experience		6,86			7,71			

13 WAGE STRUCTURE ACCORDING TO OCCUPATION AND OCCUPATIONAL GROUP

The wage structure of highly qualified persons in some occupations and occupational groups is indicated in Tables 13.1 and 13.2 (see Question 1, Appendix A).

It is considered desirable that the size of a group should always be borne in mind when the group's wage level is compared with that of another group. Attention is once more drawn to the fact that wage levels reported below do not include the net profit of self-employed workers. These are only the wages of employees.

FIGURE 12.1
 WAGE STRUCTURE ACCORDING TO EXPERIENCE SINCE FIRST COMMENCING FULL-TIME OCCUPATION, AS AT 1 MARCH, 1971
 Rands per annum
 (MEN)

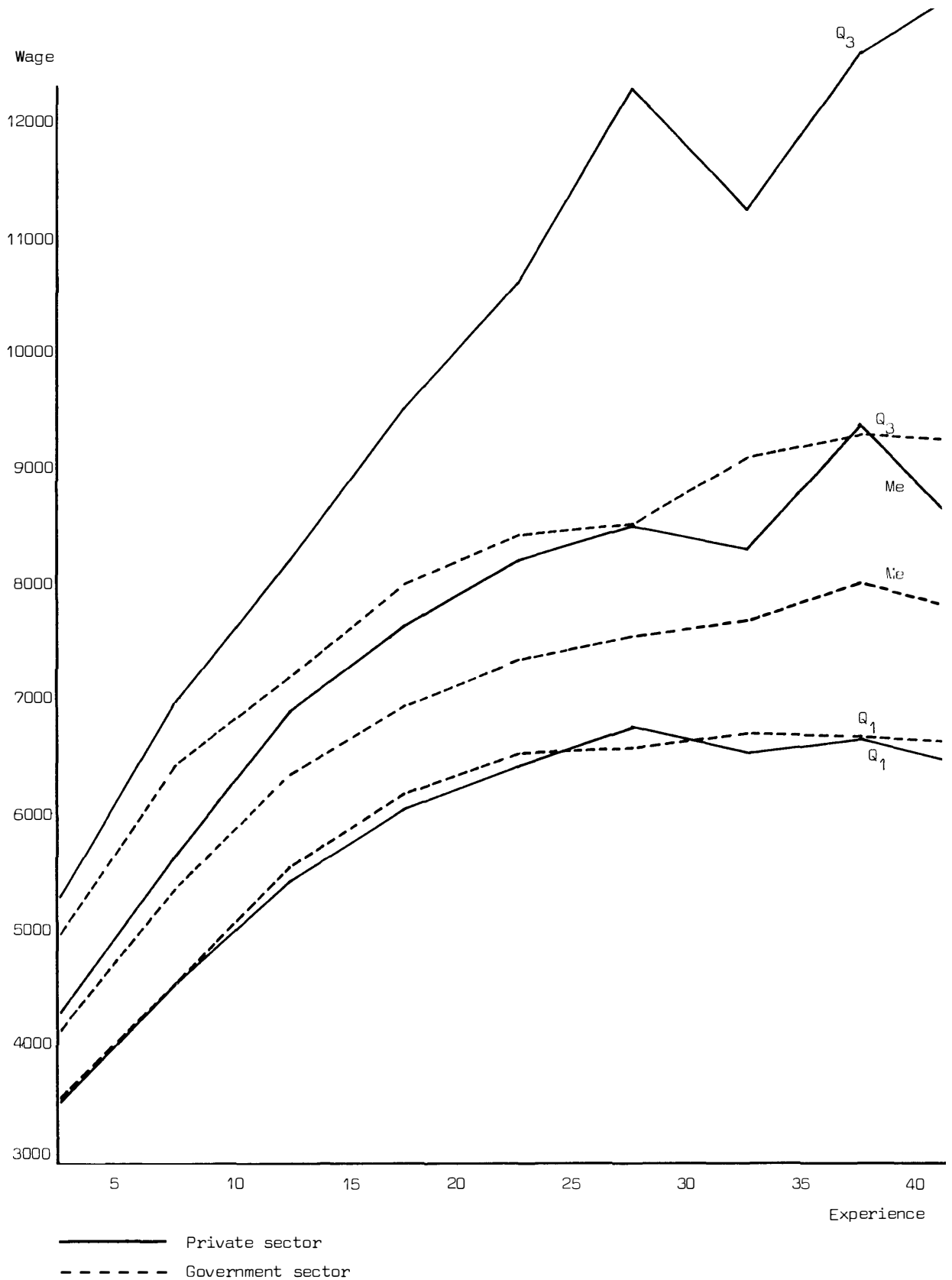


FIGURE 12.2
 WAGE STRUCTURE ACCORDING TO EXPERIENCE SINCE FIRST COMMENCING FULL-TIME OCCUPATION, AS AT 1 MARCH,
 1971
 (WOMEN)
 Rands per annum

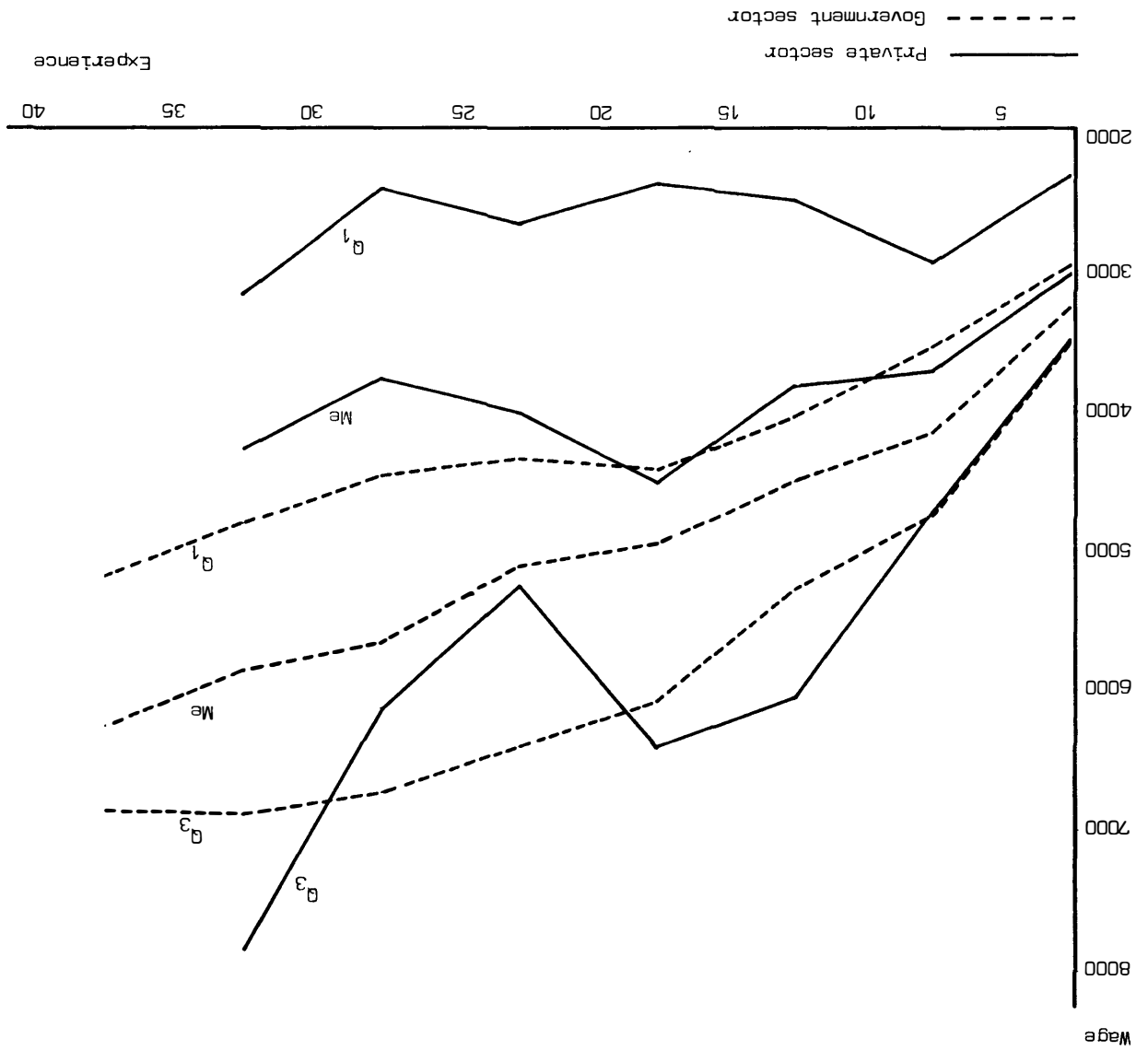


TABLE 13.1

WAGE STRUCTURE ACCORDING TO OCCUPATION AND OCCUPATIONAL GROUP, AS AT 1 MARCH, 1971
Rands per annum
MEN

Occupation/Occupational group	Wage structure							
	Private sector				Government sector			
	N	Q ₁	Me= dian	Q ₃	N	Q ₁	Me= dian	Q ₃
<u>Engineers, Architects, Surveyors and similar scientists</u>								
Chemical and metallurgical engineers	72	5200	6800	7833	40	4750	6666	8250
Electrical engineers	102	5950	7318	9031	238	5640	7263	7952
Mining engineers	64	8666	10000	13500	9	6625	8750	10750
Civil engineers	243	6051	7341	9258	295	6799	7865	8882
Mechanical engineers	180	6333	7379	8452	121	5770	7160	8484
Other engineers	55	5910	7041	8562	70	6295	7500	8159
Architects	35	6267	7083	8562	32	7125	8111	8625
Town, city and regional planners	11	5187	6375	9125	23	4343	7583	8541
Quantity surveyors	30	6041	6833	7750	24	6500	7833	9125
Surveyors : land, mining, nautical					28	7083	7750	8357
Other surveyors and architects	16	6666	7666	9500	5			
Unclassified	1							
TOTAL	809	6128	7368	9164	885	6272	7536	8426
<u>Chemists, Physicists, Geologists and other physical scientists</u>								
Chemists	79	4491	5375	6906	111	4575	6250	7732
Metallurgists	36	5500	6666	8000	10	5250	7750	8750
Physicists					42	4750	6214	7650
Geologists	61	4732	6450	7718	30	5125	7000	7916
Other natural scientists	8	5500	6000	6500	31	3718	5250	7562
Unclassified	4				3			
TOTAL	188	4666	6125	7305	227	4493	6259	7769
<u>Veterinary surgeons, Biologists, Botanists, Agronomists and similar scientists</u>								
Veterinary surgeons					34	5875	6857	8083
Biologists					17	3625	5125	6291
Microbiologists					20	4250	6125	7000
Botanists					20	3400	4666	5375
Zoologists					28	3625	4750	6300
Biochemists					19	4937	6583	8208
Agronomists, pasture researchers, agriculturalists, agricultural researchers	14	4916	6250	7375	33	4312	5458	7187
Extension officers	16	4375	5000	5666	38	4361	5000	6291
Foresters					23	3729	4916	6375
Entomologists					19	3468	4375	6041
Cattle-breeding professional officers					23	4075	4687	6062
Agricultural economists					14	3791	4125	4750
Hydrobiologists					10	2375	3333	4750
Soil chemists					10	4416	5000	6625
Other biological scientists	42	4725	5312	6458	42	4343	5083	6919
Unclassified	6				8			
TOTAL	78	4671	5300	6425	358	4116	5134	6674

Wage structure

Occupation/Occupational group	Private sector				Government sector			
	N	Q ₁	Me= dian	Q ₃	N	Q ₁	Me= dian	Q ₃
<u>Medical and Paramedical practitioners</u>								
Physicians	45	8375	9464	10843	260	6195	7476	8491
Psychiatrists					11	7375	8250	9125
Medical specialists or surgeons	8	10666	12000	13000	88	8250	10076	10641
Medical pathologists					22	9062	10111	10722
Dentists	7				14	8125	8416	10125
Pharmacists	93	5289	6328	7319	41	5142	5375	6267
Other medical practitioners	13	6562	7375	10375	62	7291	8264	9218
Unclassified	2				3			
TOTAL	168	6045	7250	9833	501	6347	8143	9368
<u>Teachers and lecturers</u>								
Teachers (primary, secondary and industrial schools, technical colleges)	59	3875	5083	5902	1293	5200	6246	6783
University lecturers ¹⁾					817	5412	6583	7633
Inspectors of Education					104	8045	8214	8383
Other teachers, training officers	9	4625	5249	7375	16	4750	5833	6300
Unclassified					2			
TOTAL	68	3888	5125	5944	2232	5325	6375	7172
<u>Members of the legal profession</u>								
Judges					10	14500	15000	17250
Magistrates, Bantu Commissioners					14	4250	6000	8250
Advocates, legal advisers	10	4875	7500	10500	24	6666	8000	9166
Lawyers, conveyancers, notaries	67	4482	5250	7041	14	5125	8000	10250
Other	2				13	3062	3875	6687
Articled lawyer's clerks	52	1676	2090	2900				
Unclassified	1							
TOTAL	132	2333	4312	6000	75	5125	7437	9562
<u>Other human scientists</u>								
Chartered accountants, auditors	139	5319	6659	8125	19	4937	6250	7062
Articled accountant clerks	72	2323	3050	4500				
Cost accountants, appraisers	16	4500	5666	6500				
Management consultants	14	7083	7750	10250				
Actuaries	20	8000	11333	14000				
Economists, marketing officers, trade commissioners	59	5093	6437	8041	50	6178	7500	10166
Linguists, interpreters, translators, terminologists, lexicologists					20	5000	6200	7250
Librarians, archivists, curators					45	4354	5875	6958
Sociologists, social workers					27	3937	5187	7062
Psychologists, occupational analysts					46	4375	6200	6925
Information officers, liaison officers	12	4250	5000	6166	38	3812	5187	7083
Educationists					14	6375	7750	8875
Other human scientists	29	4125	5083	6625	63	4395	5750	6825
Data processors and system analysts	55	5218	6250	7541	12	6000	6375	8500

¹⁾ It is known that the wages of university lecturers were increased by an average of approximately R900 per annum after 1 March, 1971, but with retrospective effect from 1 January, 1971.

Occupation/Occupational group	Wage structure							
	Private sector				Government sector			
	N	Q ₁	Me= dian	Q ₃	N	Q ₁	Me= dian	Q ₃
Statisticians, mathematicians	9	4625	4850	5375	40	4000	5166	7500
Programmers	16	3375	3800	4500	16	3666	4200	4750
Accountants (not chartered)	195	5279	6869	7980	49	5525	6656	7696
Articled actuary clerks	12	3833	4333	6166				
Unclassified	1				1			
TOTAL	649	4535	6259	7720	440	4544	6120	7446
<u>Persons in managerial, executive and administrative occupations</u>								
Managing directors, financiers	231	8158	11541	16021				
Company directors	69	10178	13300	17500				
Other directors					24	8749	10500	15000
Mine managers	14	9250	12333	14250				
Managers of factories, works, production, construction	220	7038	8807	10740				
Sales and marketing managers, Owners of businesses	95	6125	7562	9708				
Credit and commercial managers	154	7781	9916	12178				
Personnel managers, personnel consultants	57	4660	6062	7625	29	4406	5250	6875
Branch and district managers	78	6175	7833	9625	14	6250	7000	9625
Other managers					32	7875	8900	10750
Company secretaries	103	6455	7634	8687				
Secretaries of mines, works, etc.	35	5291	6812	8031				
Other secretaries	14	5250	5875	7750	28	5400	7500	8312
Administrative officers, for example town clerks, supervisors, treasurers	153	5604	7263	8493	274	5238	6759	7992
Control and administration officers	29	9325	10550	11916	113	8008	9875	10693
Other managers	16	6333	7250	8500				
Members of parliament/Provincial Council					5			
Members of the diplomatic corps					23	4437	6050	8125
Unclassified	1							
TOTAL	1269	6700	8449	11515	542	5859	7607	9163
<u>Sales workers and related persons</u>								
Insurance agents, insurance brokers	17	3875	5250	7093				
Representatives, for example, factory, sales service, technical, advertising	35	3839	4535	5562				
Salesmen, demonstrators, colporteurs	41	4812	5833	7333	3			
Other sales occupations								
TOTAL	93	4203	5093	6839	3			
<u>Other occupational groups</u>								
Ministers of religion and priests	402	3580	4280	5144	12	5458	6583	7125
Writers, reporters and publishers	46	4125	5500	6750	22	4083	5250	6083
Clerks	41	3203	3644	3914	44	3045	3562	4250
Technicians	24	4000	5333	6500	24	3562	4333	6250
Farmers, hunters and fishermen	16	2500	4000	5500				
Police officers, prison warders and members of the armed forces					38	4187	5250	6750
Transport and communication workers					14	3250	4250	5125
Other and unclassified	7				7			
TOTAL	536				161			
GRAND TOTAL	3990	4967	6736	8969	5424	5236	6572	7931

TABLE 13.2

WAGE STRUCTURE ACCORDING TO OCCUPATION AND OCCUPATIONAL GROUP, AS AT 1 MARCH, 1971
Rands per annum

WOMEN

Occupation/Occupational group	Wage structure							
	Private sector				Government sector			
	N	Q ₁	Me= dian	Q ₃	N	Q ₁	Me= dian	Q ₃
<u>Medical and para-medical practitioners</u>								
Physicians					55	5475	7375	8366
Medical specialists or surgeons					10	9250	10200	10700
Dieticians					10	4125	4666	5125
Pharmacists	18	3875	4500	4950	11	4187	5050	5325
Medical assistants					18	2916	3500	4375
Nurses and midwives					12	2500	2875	3250
Other medical practitioners	17	2656	3150	4875	12	7000	8125	9000
Unclassified	1				3			
TOTAL	36	2875	4125	5000	131	3645	5875	8244
<u>Teachers and lecturers</u>								
Teachers (primary, secondary and industrial schools, technical colleges)	52	2214	2777	4000	676	3310	3947	4760
University lecturers ¹⁾					136	4147	4884	6433
Other educational and training officers	2				10	5250	6250	7625
TOTAL	54	2232	2833	3937	822	3367	4133	4949
<u>Other human scientists</u>								
Linguists, interpreters, translators					11	3125	3625	6062
Librarians, archivists					92	2842	3340	4350
Sociologists, social workers	20	2277	2750	3500	59	2591	3113	3847
Information and liaison officers					11	3062	3291	3541
Other human scientists	58	2928	3400	4166	51	3198	3650	5041
TOTAL	78	2694	3368	4083	224	2880	3365	4300
<u>Other occupational groups</u>								
Engineers, architects and surveyors	12	4666	6500	10500	13	3812	4416	7375
Chemists, physicists, geologists and other physical scientists	17	2812	3650	4375	18	3083	4000	5083
Veterinary surgeons, biologists, botanists, agronomists and similar scientists	9	3125	3875	4437	63	2875	3527	4906
Ministers of religion, priestesses and missionaries	5							
Members of the legal profession					3			
Writers, artists etc.	17	2208	3041	3395	14	3187	3750	4916
Technicians					6			
Managerial, executive and administrative workers	36	3071	4333	6750	34	3250	4300	6750
Clerks	27	1910	2458	2946	52	2568	2863	3233
Saleswomen	6							
Service workers					2			
Unclassified	5				4			
TOTAL	134				209			
GRAND TOTAL	302	2453	3307	4559	1386	3216	3959	5016

¹⁾ It is known that the wages of university lecturers were increased by an average of approximately R900 per annum after 1 March, 1971, but with retrospective effect from 1 January, 1971.

It is by no means the intention of this report to indicate and explain all the differences between the wage structure of various groups of highly qualified persons. Where necessary, the obvious factors which should be taken into account in the interpretation of the data, were indicated. However, without further analyses, it will not be possible to reveal all the factors which influence wage structure and the part which each of them plays. The data in this report should consequently be judged with the greatest circumspection and with due observance of the content of Paragraph 3.

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KOMM-1/Erasmus, P.F./Die radio as massakommunikasiedium met spesiale verwysing na die situasie in Suid-Afrika/1970/R1,35/(Afrikaans only)

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MT-2/Roos, W.L./The 1965 Talent Survey test programme/1970/R0,70

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S-2/Kellerman, A.P.R., Botha, A.J.J. and De Vos, H. van N./Die arbeidspatroon van Kleurlinge in Oos- en Noord-Kaapland : Statistiese gegewens/1969/R1,40/(Afrikaans only)

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HUMAN SCIENCES RESEARCH COUNCIL.

Telegrams: "RAGEN"
Telephone: 28831 Ext.: 75 PRIVATE BAG 41,
Institute: Manpower Research Ref. N/2/2/6 PRETORIA.
Enquiries: F. BOSHOFF.

Dear Sir/Madam,

THE SALARY STRUCTURE OF HIGHLY QUALIFIED MANPOWER

Why does one person earn more than another? What is the role of factors such as qualifications, occupation, occupational function, training, etc. in the origin of differences in income? These questions have important implications for manpower, especially when they have bearing on the highly qualified worker.

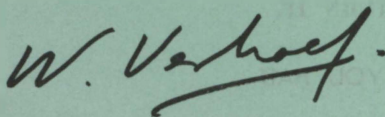
Because of your professional and/or academic qualifications you are among about 3 per cent of the white population who can be described as highly qualified. Your name is included in a sample of 40 000 persons drawn from the National Register of Natural and Social Scientists. The information necessary for answering the above questions will be gathered from this sample. Would you please complete the attached questionnaire and return it in the addressed envelope.

The information supplied is confidential and will be treated as such. Please do not write your name on the questionnaire. The number on the questionnaire is merely used to test, by means of a computer, the representativeness of the sample on the strength of such data as age, sex and qualifications which appear in the Register. The personnel who handle the questionnaire will not be able to link your name to the information supplied.

A report on this research will be published and the date will be announced in the press.

Your co-operation in this very important research project will be highly appreciated.

Yours faithfully,



PRESIDENT.

(’n Afrikaanse vraelys is op aanvraag beskikbaar)

THE SALARY STRUCTURE OF HIGHLY QUALIFIED MANPOWER

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Office use

1 WHAT IS YOUR PRESENT (1.3.1971) OCCUPATION? Please give a functional occupational description, irrespective of your qualifications, training and rank, for example "chemical engineer" and not "professional officer" "researcher", or "civil servant".

07

3-11

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12-16

2 WHICH ONE OF THE STATEMENTS BELOW IS APPLICABLE TO YOU?

I am self-employed (including managing directors who own more than 50% of a company's shares). 1

I work for the Government or a provincial administration. 2

I work for a local government (e.g. city or town council). 3

I work for a semi-government, government-controlled or government-subsidised organisation (e.g. CSIR, ISCOR, universities). 4

My employer is a member of the private sector (e.g. private firms, organisations, enterprises, etc.). 5

I am unemployed but seeking employment. 6

I am voluntarily outside the labour market (e.g. housewives, students, retired persons). 7

None of the above. Please specify type of employer:

..... 8

IF YOU ARE UNEMPLOYED OR VOLUNTARILY OUTSIDE THE LABOUR MARKET (THAT IS, IF YOU HAVE MARKED 6 OR 7 IN QUESTION 2 ABOVE), YOU NEED NOT COMPLETE THE REST OF THE QUESTIONNAIRE. PLEASE RETURN IT.

3 HOW MANY FULL YEARS OF WORKING EXPERIENCE HAVE YOU HAD

(a) SINCE THE COMMENCEMENT OF YOUR FIRST FULL-TIME JOB? years

18-19

(b) IN YOUR PRESENT OCCUPATION? years

20-21

4 WHICH ONE OF THE CATEGORIES LISTED BELOW BEST DESCRIBES THE FUNCTION TO WHICH YOU DEVOTE MOST OF YOUR WORKING TIME?

Managerial and administrative 1

Research and development 2

Planning and design 3

Education and training 4

Production and inspection 5

Consulting, advisory and service 6

Investigation, prediction and reporting 7

None of the above 8

5 WHICH ONE OF THE CATEGORIES LISTED BELOW IS THE MOST SUITABLE DESCRIPTION OF THE MOST IMPORTANT ACTIVITY OF YOUR EMPLOYER (OR YOURSELF IF YOU ARE YOUR OWN EMPLOYER)?

Forestry, agriculture and fishing 01

Mining (including digging and quarrying) 02

Electricity, gas and water supply (including generation, production, purification and distribution) 03

Building and construction 04

Manufacturing (including production, processing and printing) 05

Transport, storage and communication (SABC, SAR & H, postal services, SAA, etc.) 06

Commerce and Trade (wholesale, retail, meat and motor) 07

Financing (banks, building societies, IDC, etc.) 08

Professional services (medical, juridical, engineering etc.) 09

Other personal services (hotel-keeping, sport, entertainment, religious guidance, etc.) 10

Protection services (police, defence force, prisons, traffic control, etc.) 11

All other community and government services as rendered by ordinary civil service, provincial administration, local government (city and town councils), semi-government-, government-controlled or government-subsidised organisations (CSIR, National Parks Board, marketing control board, etc.) 12

None of the above. Please specify type of employer:

..... 13

6 WHAT IS YOUR GROSS SALARY PER ANNUM (1.3.1971)? Excluding overtime, bonuses, allowances and other fringe benefits (see question 7). Indicate only the salary received in connection with the direct practice of your present occupation. If you own your own business, indicate your nett profit instead of gross salary.

R _____ per annum

23-24

25-30

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7 WITH REGARD TO EACH OF THE FRINGE BENEFITS LISTED BELOW, PLEASE INDICATE WHETHER OR NOT YOU RECEIVE IT FROM YOUR EMPLOYER. IF YOU DO RECEIVE IT, WHAT, IN YOUR ESTIMATION, IS ITS AVERAGE ANNUAL VALUE FOR YOU AND YOUR FAMILY?

Fringe benefit	Do you receive the listed fringe benefits?		Average annual value	Office use
	NO	YES		
Free housing or board and lodging	NO	YES	R	31-34
Reduced housing rental or board and lodging at a reduced fee	NO	YES	R	35-38
Housing loans at a subsidised interest rate or at an interest rate that is substantially lower than the building society interest rate	NO	YES	R	39-42
Other loans at a reduced interest rate	NO	YES	R	43-46
Holiday, Christmas and other bonuses	NO	YES	R	47-50
Free or subsidised uniform or other clothing, or clothing or uniform allowance	NO	YES	R	51-54
Other allowances	NO	YES	R	55-58
Your employer's contribution to your pension or endowment plan	NO	YES	R	59-62
Your employer's contribution to your medical benefit society	NO	YES	R	63-66
Free or subsidised medical services, medicine or hospitalization	NO	YES	R	67-70
Free or subsidised motor-car for private use	NO	YES	R	71-74
Free or subsidised transport	NO	YES	R	M13 78-80
Other free or subsidised services e.g. university training	NO	YES	R	08 3-11 12-15 16-19
Free goods (e.g. fuel or food) for private use	NO	YES	R	20-23
Discount on goods which were actually bought	NO	YES	R	24-27
Free or subsidised municipal rates and taxes	NO	YES	R	28-31
Free or subsidised use of telephone in private home	NO	YES	R	32-35
Taxes paid on your behalf	NO	YES	R	36-39
Insurance premiums paid on your behalf	NO	YES	R	40-43
Others (specify)			R	44-47

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