



The income of male graduates in 1990

Die inkomste van gegraduateerde mans in 1990

Karen Faurie
Pat Botha

Johan Jacobs
Hanlie Roux

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Pretoria
Human Sciences Research Council
1990

Pretoria
Raad vir Geesteswetenskaplike Navorsing
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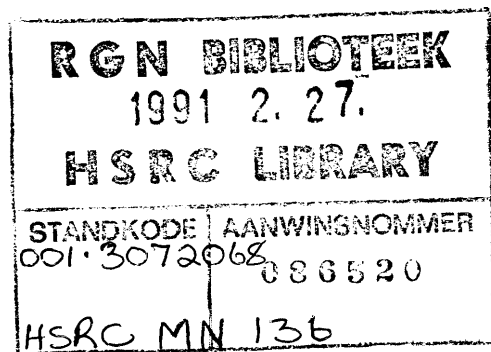
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INHOUDSOPGAWE

Bladsy

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ABSTRACT

Since 1971, the Human Sciences Research Council has undertaken surveys to monitor the wage structure of graduates. The data for the 1990 wage survey were gathered by means of a postal survey in which 37 095 white male graduates participated. This report indicates the income earned by graduates according to occupation, employer sector, age, and working hours as at 1 March 1990. Additional earnings, the value of fringe benefits and the income package are also given. The current survey indicated *inter alia* that the median remuneration of self-employed people was R98 000 per annum, that of employees in the private sector was R68 300 and that of employees in the public sector was R58 000 per annum. Where possible, the remuneration has been compared with the results of similar surveys conducted in 1984 and 1987 according to occupation and employer sector. The median income of employees in the public sector had increased by 16,6% per annum since 1987, that of employees in the private sector by 17,5% per annum while that of self-employed people had increased by 17% per annum.

EKSERP

Sedert 1971 onderneem die Raad vir Geesteswetenskaplike Navorsing opnames om die loonstruktuur van gegradueerdes te monitor. Die data vir die 1990 verslag is verkry van 'n posopname waaraan 37 095 gegradueerde blanke mans deelgeneem het. Hierdie verslag toon die inkomste wat gegradueerdes op 1 Maart 1990 verdien het volgens beroep, werkgewersector, ouderdom en werksure. Byverdienstes, die waarde van byvoordele en die inkomstepakket word ook aangedui. Die opname het onder andere getoon dat die mediaanvergoeding van selfgeëmployeerdes R98 000 per jaar was, dié van werknemers in die private sektor R68 300 en dié van werknemers in die openbare sektor R58 000 per jaar. Waar moontlik word die vergoeding vergelyk met die resultate van soortgelyke opnames van 1984 en 1987 volgens beroep en werkgewersector. Werknemers in die openbare sektor se mediaanvergoeding het sedert 1987 met gemiddeld 16,6% per jaar gestyg en dié van werknemers in die private sektor met 17,5% per jaar, terwyl dié van selfgeëmployeerdes met 17% per jaar gestyg het.

THE INCOME OF MALE GRADUATES IN 1990

1 BACKGROUND AND AIM

Wage levels play a very important role in the supply and demand of manpower and of manpower utilization in a country. As wage levels are continuously changing, regular surveys are necessary to determine trends over a period of time.

The first HSRC wage survey was undertaken in 1971 and was repeated every two years. Since 1984 rising costs necessitated repeating the survey only every three years. The present survey included only white male graduates. A similar survey of all other graduates is planned for 1991.

The aim of this report was to analyse the occupational income of white male graduates as at 1 March 1990 according to employer sector and where possible, to compare this with information from the previous surveys.

Employees in the public sector received a 10% non-pensionable allowance on 1 April 1990. This increase as well as increases granted in the private sector since 1 March 1990 have not been reflected in this report.

Enquiries show that there is a great demand for information about the wage structures of different occupations. Analyses of the salary surveys are, inter alia, used for personnel administration, career guidance and third party claims following accidents.

2 SURVEY GROUP AND QUESTIONNAIRE

The only list of a large number of names and addresses of white male graduates residing in the RSA, Namibia and the TBVC countries is the HSRC Register of Graduates. The register is maintained by updating existing records, (using information obtained directly from universities), removing obsolete records (such as those of deceased persons and emigrants) and adding information on new graduates and immigrants. Details such as population group, sex, date of birth, preferred language of correspondence, postal address and educational qualifications (level, field of study, institution where obtained and year awarded) are recorded in the register.

The register contains the addresses of 119 893 white males and a random, stratified sample of

DIE INKOMSTE VAN GEGRADUEERDE MANS IN 1990

1 AGTERGROND EN DOEL

Die vergoeding van arbeid speel 'n belangrike rol in die vraag-aanbodsituasie van menslike hulpbronne asook die uiteindelijke benutting van arbeid in 'n land. Vergoedingstrukture verander voortdurend en gereelde opnames is dus nodig sodat tendense oor 'n tydperk bepaal kan word.

Die RGN se eerste opname oor die inkomste van gegradueerdes is in 1971 onderneem en daarna is die opnames elke twee jaar herhaal. Stygende kostes het die RGN genoodsaak om sedert 1984 die opname slegs elke derde jaar te herhaal. Hierdie opname sluit slegs blanke gegradueerde mans in. 'n Soortgelyke opname vir die res van die gegradueerdes word vir 1991 beplan.

Die doel met hierdie verslag is om die beroepsinkomste van voltydse gegradueerde blanke mans soos op 1 Maart 1990 volgens werkgewersector te ontleed en, waar moontlik, met inligting uit vorige opnames te vergelyk.

Dit is bekend dat werknemers in die openbare sektor op 1 April 1990 'n nie-pensioendraende toelaag van 10% ontvang het. Hierdie verhoging en ook verhogings wat sedert 1 Maart 1990 in die private sektor toegestaan is, word nie in hierdie verslag gereflekteer nie.

Navrae toon dat daar 'n groot vraag na inligting oor die vergoedingstruktuur van verskillende beroepe bestaan. Ontledings van hierdie loonopnames word, onder andere, gebruik vir personeeladministrasie, beroepsvoorligting en derdeparty eise wat na motorongelukke volg.

2 ONDERSOEGROEP EN VRAELYS

Die enigste bron wat 'n groot aantal name en adresse van gegradueerde blanke mans woonagtig in die RSA, Namibië en die TBVC-lande bevat, is die RGN-register van gegradueerdes. Die register word in stand gehou deur bestaande rekords op te dateer (d.m.v. inligting wat direk van die universiteite ontvang word), verouderde rekords (byvoorbeeld oorledenes en emigrante) te skrap en die gegewens van pasgegradueerdes en immigrante by te voeg. In die register word besonderhede van gegradueerdes soos bevolkingsgroep, geslag, geboortedatum, korrespondensietaal, posadres en opvoedkundige kwalifikasies behaal (peil, studierigting, instelling waar behaal en jaar toegeken) aangeteken.

Die adresse van 119 893 blanke mans op die register was bekend en uit hierdie groep is 'n

96 787 persons was drawn from this group. During March 1990 postal questionnaires were dispatched to these people and 37 095 completed questionnaires were returned. The response rate was therefore 38,3%.

The following information not included in the register was obtained: the respondent's occupation as at 1 March 1990, professional registration, employer, number of hours and weeks spent on occupational activities, years of work experience as well as remuneration and the financial value of fringe benefits.

The respondents' anonymity was protected throughout and at no time was a respondent's name linked to a completed questionnaire. The analyses in this report are also presented in such a way that the anonymity of individuals is safeguarded. For example, analyses for categories with less than 10 persons are not given.

3 RESPONSE BEHAVIOUR

The HSRC Register of Graduates was compiled by means of postal questionnaires and can therefore not be regarded as a representative sample of the total graduate population in the country. Because the register includes approximately 60% of the graduate population, the particulars of persons who did not take part in that survey would have to differ dramatically from those of the respondent group to result in the register being unsuitable for use in this survey.

The sight value of the respondent group could be checked to some extent by comparing the demographical particulars of the respondent group (N=37 095) with those of the total group of white males included in the register whose addresses were known (N=119 893). The comparison showed that the demographical particulars of the 2 groups differed only slightly.

The response rate of 38,3% is relatively good for a postal survey in which data concerning income is gathered and it can be accepted with a reasonable degree of confidence that the findings give a good indication of the salaries of white male graduates.

ewekansige gestratifiseerde steekproef van 96 787 persone getrek. Daar is aan hierdie persone gedurende Maart 1990 elkeen 'n posvraelys gestuur waarvan 37 095 voltooide vraelyste terugontvang is. Die responskoers vir die opname was dus 38,3%.

Die volgende bykomende inligting tot die beskikbare gegewens op die register is ingewin: Die respondent se beroep soos op 1 Maart 1990, professionele registrasie, werkgewer, werkure en werkweke aan beroepsaktiwiteite bestee, jare werkervaring asook vergoeding en die finansiële waarde van byvoordele.

Die anonimiteit van die respondente is deurgaans gehandhaaf deurdat geen naam of adres aan 'n voltooide vraelys gekoppel is nie. Ontledings in hierdie verslag word ook so aangebied dat die anonimiteit van individue beskerm word. Ontledings van kategorieë met minder as tien persone word byvoorbeeld nie verstrek nie.

3 RESPONSGEDRAG

Die RGN-register van gegradueerdes word deur middel van 'n posvraelys saamgestel en is in wese dus nie 'n verteenwoordigende steekproef van die gegradueerde populasie in die land nie. Omdat die register egter na raming 60% van die gegradueerde populasie insluit, sou die besonderhede van die persone wat nie aan die opname deelgeneem het nie, dramaties van die besonderhede van die respondentegroep moet verskil om die register vir hierdie opname onbruikbaar te maak.

Die sigwaarde van die respondentegroep kon in 'n mate nagegaan word deur die demografiese besonderhede van die respondentegroep (N=37 095) met die demografiese besonderhede van die totale groep blanke mans op die register wie se adresse bekend is (N=119 893) te vergelyk. Die vergelyking het getoon dat die demografiese gegewens van die twee groepe relatief min verskil.

Die responspersentasie van 38,3% is relatief goed vir 'n posopname wat inkomstedata insamel en kan met 'n redelike mate van sekerheid aanvaar word dat die ontledings 'n goeie aanduiding gee van die beroepsinkomstes van gegradueerde blanke mans.

4 EXPLANATORY REMARKS

The following explanatory remarks are necessary for the interpretation of the analyses:

4.1 OCCUPATIONS

Respondents were requested to indicate the occupations they were practising (or the one to which they devoted most of their time) as at 1 March 1990. A functional description, irrespective of training, qualifications or rank was requested.

The occupational titles indicated by the respondents were used to classify them according to occupational categories. This means that a lecturer or a manager with a qualification in engineering was not classified as an engineer, but rather as a lecturer or a manager respectively. Occupations with the same job content are in practice sometimes accorded under different occupational titles. In a postal questionnaire (such as the one used in this survey), it was, however, not possible to include job descriptions.

The respondents supplied 696 different occupational titles. The standard occupational classification of the Central Statistical Services was used to classify the occupations and to group them in unit and major groups. After selecting all the occupational categories indicated by more than 10 respondents, only 15 major groups were used in the report. Table 1 gives the main occupational groups (2 numbers) and unit groups (3 numbers) of the standard classification and may be used as an aid in tracing a specific occupation in Table 2. For example a lawyer is classified in the unit group : Legal occupations (Code 161) and in the main group : Humanities (Code 16).

4.2 EMPLOYER SECTOR

The respondents were asked to indicate the employers where they practised their occupations. Three main employer categories viz. public sector, private sector and self-employed and ten subcategories were distinguished in the analyses. Classification into three employer categories was necessary since certain career groups were too small for meaningful analysis. The categories were as follows:

(a) Employees in the public sector

The following seven employer sectors jointly formed the above sector:

1) Government. People employed by central

4 VERDUIDELIKENDE OPMERKINGS

Vir die interpretasie van die ontledings is die volgende verduidelikende opmerkings nodig:

4.1 BEROEPE

Die respondente is versoek om die beroep wat hy op 1 Maart 1990 beoefen het (of waaraan hy die meeste van sy tyd bestee het) aan te dui. 'n Funktionele omskrywing van die beroep, ongeag opleiding, kwalifikasies of rang is gevra.

Die beroepsbenaming wat die respondent aangedui het, is gebruik om die respondent in 'n beroepskategorie te klassifiseer. Dit beteken dat 'n lektor of bestuurder met 'n kwalifikasie in ingenieurswese nie by ingenieurs nie, maar wel by lektore of bestuurders gegroepeer is. Dit is ook bekend dat beroepe met dieselfde werkinhoud in die praktyk onder verskillende beroepsbenaminge bekend staan. In 'n posvraelys (soos gebruik in hierdie opname) is dit egter nie moontlik om taakomsrywings van beroepe op te neem nie.

Die respondente het 696 verskillende beroepsbenaminge verstrek. Die standaard beroepsklassifikasie van die Sentrale Statistiekdiens is gebruik om die beroepe te klassifiseer en in eenheidsgroepe en hoofgroepe te groepeer. Nadat alle beroepskategorieë wat deur tien of meer respondente aangedui is, geselekteer is, is slegs 15 hoofgroepe in die verslag gebruik. Tabel 1 gee die hoofberoepsgroepe (2 syfers) en eenheidsgroepe (3 syfers) van die standaard klassifikasie en kan as hulpmiddel gebruik word om 'n spesifieke beroep in tabel 2 op te spoor. 'n Prokureur is byvoorbeeld by die eenheidsgroep: Regsberoepe (kode 161) en in die hoofgroep: Geesteswetenskaplike beroepe (kode 16) geklassifiseer.

4.2 WERKGEWERSEKTOR

Die respondente is versoek om die werkgewer by wie hulle hul beroep beoefen, aan te dui. In die ontledings word drie hoofwerkgewersektore naamlik openbare sektor, private sektor, selfgeëmployeerd en tien subsektore onderskei. Die groepering in drie werkgewersektore is noodsaaklik aangesien groepe persone in bepaalde beroepe soms te klein word vir sinvolle ontleding. Die werkgewersektore is die volgende:

(a) Werknemers in die openbare sektor:

Die volgende sewe werkgewers vorm gesamentlik die bogenoemde sektor:

1) Staat. Werknemers van die staat of provinsiale

- government or provincial administrations.
- 2) City or town councils.
- 3) Other local authorities (for example regional authorities).
- 4) Universities.
- 5) Technikon.
- 6) Semi-government. Refers to employees of semi-government, government-controlled or government-aided organizations, e.g. HSRC, CSIR, control boards, SABS.
- 7) Government and university. This includes categories 1) and 4) above and refers mainly to medical practitioners in government service but also linked to a university.

(b) Employees in the private sector

Four categories were included in this employer sector:

- 1) Public corporations (e.g. SABC, ESCOM, ARMSCOR, Rand Water Board)
- 2) Professional practices (e.g. those of auditors, consultants).
- 3) Business enterprises (e.g. private or public companies).
- 4) Other non-profitable firms, concerns, etc. in the private sector (e.g. churches, agricultural co-operatives).

(c) Self-employed persons

This sector referred to persons who have their own businesses, practices or undertakings and included (1) partners in professional concerns and/or (2) directors owning more than 50% of a company's shares.

4.3 REMUNERATION

In this report remuneration refers to the total salary or income (excluding fringe benefits and prior to taxation or any other deductions) received as a result of the direct pursuit of the occupation from the following sources:

- (a) Basic salary/income
With regard to employees, basic salary refers to the gross salary received, including pensionable allowances. In the case of self-employed persons, income includes the net income from the direct pursuit of the occupation.
- (b) Director's fees obtained as a result of the pursuit of the occupation that was indicated.
- (c) Income earned from related salaried work done after hours as well as income earned from overtime.
- (d) Income derived from consultation.
- (e) Income derived from lecturing in a part-time capacity.
- (f) Profit sharing, trade or production bonus.

- administrasie.
- 2) Stads- of dorpsrade.
- 3) Ander plaaslike owerhede. (Byvoorbeeld streeksowerhede).
- 4) Universiteit.
- 5) Technikon.
- 6) Ander semi-staat. Verwys na die werknemers van semi-staats-, staatsbeheerde of staatsondersteunde organisasies, byvoorbeeld die RGN, WNNR, beheerrade, SABS.;
- 7) Staat en universiteit. Dit sluit in kategorie 1) en 4) hierbo en verwys hoofsaaklik na medici in diens van die staat maar ook verbonde aan 'n universiteit.

(b) Werknemers in die private sektor:

Vier werkgewers word in hierdie sektor ingesluit:

- 1) Openbare korporasies. (Byvoorbeeld SAUK, ESKOM, KRYGKOR, Randwaterraad).
- 2) Professionele praktyke. (Byvoorbeeld dié van ouditeure, konsultante).
- 3) Besigheidsondernemings. (Byvoorbeeld private of openbare maatskappye).
- 4) Ander nie-winsgewende firma's, ondernemings, ensovoorts in die private sektor. (Byvoorbeeld kerke, landboukoöperasies).

(c) Selfgeëmplojeerdes:

Hierdie sektor verwys na persone met hulle eie besighede, praktyke of ondernemings en sluit in (1) vennote van professionele ondernemings en/of (2) direkteure wat meer as 50 persent van 'n maatskappy se aandele besit.

4.3 VERGOEDING

Vergoeding in hierdie verslag verwys na die totale salaris of inkomste (byvoordele uitgesluit en voor belasting of enige ander aftrekking) ontvang as gevolg van die direkte beoefening van die beroep, uit die volgende bronne:

- (a) Basiese salaris/inkomste
Ten opsigte van werknemers verwys die basiese salaris na die bruto salaris wat ontvang word en sluit pensioendraende toelaes in. Vir persone wat hul eie besigheid of praktyk besit, sluit dit die netto inkomste in wat verkry word uit die direkte beoefening van die beroep.
- (b) Direkteursgelde verkry uit die beoefening van die aangeduide beroep.
- (c) Gesalarieerde inkomste uit na-uurse verbandhoudende werk asook inkomste verdien deur oortyd.
- (d) Inkomste verdien deur konsultasie.
- (e) Inkomste verdien deur onderrig in deeltydse hoedanigheid.
- (f) Winsdelings-, handels- of produksiebonus.

(g) Cash bonus e.g. 13th cheque, service or holiday bonus.

4.4 FRINGE BENEFITS

The cash value of fringe benefits was taken into consideration in determining the income package. In the questionnaire respondents were asked to indicate according to a list of fringe benefits whether or not they received such benefits and, if they did, what they considered the average annual value of such benefits to be.

The following were the fringe benefits listed:

- (a) Executive share schemes (dividends excluded).
- (b) Pension and medical. This refers to the employer's contribution to a pension, provident and/or medical fund.
- (c) Car. Value of a company or subsidized car for private use as well as annual transport allowance.
- (d) Entertainment allowance.
- (e) Housing. This refers to a housing subsidy received from an employer or the value of a lower (subsidized) interest rate or housing or lodging at a low rental or tariff or free. Respondents were asked to indicate the difference between the normal tariff and the actual amount paid.
- (f) Other fringe benefits such as employer's contribution towards clothing, telephone, insurance premiums, study aid, subsidized purchases, cafeteria facilities, etc.

4.5 (INCOME)PACKAGE

"Package" in Table 2 refers to the income package for a specific occupation. To calculate this, the remuneration and financial value of fringe benefits of only the respondents who answered this question were added together. The number of persons in the remuneration and package columns differ because those who did not answer the fringe benefits question or indicated that they received the benefit but did not give a cash value, were not included in calculating the income package median.

4.6 INCOME NOT ANALYSED

The income and value of fringe benefits of categories where there were nine or fewer persons are not shown in the tables to safeguard anonymity and to ensure that the wage level indicated was based on information received from a reasonable number of respondents. The information on these categories was, however, included in the calculations of subtotals of the income figures for the different occupational groups.

(g) Kontantbonus soos byvoorbeeld 13e tjek, diens- of vakansiebonus.

4.4 BYVOORDELE

Die geldwaarde van voordele is by die bepaling van die inkomstepakket in ag geneem. In die vraelys is respondente versoek om teenoor 'n lys van voordele aan te dui of hulle die voordeel van hul werkgever ontvang of nie, en indien wel, wat na hul mening die gemiddelde jaarlikse waarde daarvan is.

Die lys van voordele is die volgende:

- (a) Aandeeskema vir uitvoerende amptenare (dividende uitgesluit).
- (b) Pensioen en medies verwys na die werkgever se bydrae tot 'n pensioen-, voorsorg- en/of mediese fonds.
- (c) Motor verwys na die geraamde kontantvoordeel van 'n maatskappy of gesubsidieerde voertuig vir private gebruik asook 'n jaarlikse vervoertoelae.
- (d) Onthaaltoelae.
- (e) Behuising verwys na 'n behuisingsubsidie ontvang van 'n werkgever of die kontantwaarde van 'n laer (gesubsidieerde) rentekoerslening of huisvesting of losies teen 'n laer huur, laer tarief of gratis. Die respondent is gevra om die verskil tussen die markverwante tarief en dit wat hy werklik betaal, aan te dui.
- (f) Ander voordele, soos werkgever se bydrae tot klere, telefoon, versekeringspremie, studiehulp, gesubsidieerde aankope, kafeteriafasiliteite, ensovoorts.

4.5 (INKOMSTE)PAKKET

"Pakket" in tabel 2 verwys na die inkomstepakket van 'n bepaalde beroep. Om dit te bereken is slegs die respondente wat die vraag oor voordele beantwoord het se vergoeding en finansiële voordele bymekaargetel. Die getal persone in die vergoeding en pakket kolomme mag verskil aangesien persone wie die voordelevraag nie beantwoord het nie of aangetoon het dat hulle 'n voordeel ontvang en dan nie 'n waarde aangedui het nie, buite rekening gelaat is vir die berekening van die inkomstepakketmediaan.

4.6 INKOMSTE NIE ONTLEED NIE

Die vergoeding en inkomstepakket van nege of minder persone in 'n spesifieke kategorie word nie afsonderlik in die tabelle getoon nie om die anonimiteit van respondente te beskerm en ook om te verseker dat die aangeduide syfers gebaseer is op 'n redelike aantal respondente se inligting. Hierdie kategorieë se inligting word wel in aanmerking geneem by die berekening van subtotale van die inkomstesiferys vir die verskillende beroepsgroepe.

4.7 PERCENTILE VALUE

Remuneration and income package figures are indicated by means of percentile values. The percentile values 25, 50, (Me) and 75 are used in the tables. The percentile value 25, also called the first quartile value, indicates the point where 25% of a specific group of persons receive less and 75% receive more than the income indicated. The fiftieth percentile value, also called the median (Me), indicates the point where 50% of a group receive less and 50% receive more than the income indicated. For the purpose of analysing wage levels, the median value is regarded as a better index than the arithmetic mean as it is not sensitive to extremely high or extremely low income values. Please note that the percentile values above and below the median, in other words the 25 and 75 percentile values, indicate the range of income values in a specific occupational group.

For example, if the percentile values of general medical practitioners in private practice are indicated as R72 000 (percentile 25), R100 000 (percentile 50) and R130 000 (percentile 75) per annum, this means *inter alia* (a) that 50% of the medical practitioners earn less and 50% earn more than R100 000 per annum, (b) that 50% (difference between the 75th and the 25th percentiles) of the doctors indicated that they earn between R72 000 and R130 000 per annum and (c) that only 25% of the doctors (or one out of every 4 persons) earn more than R130 000 per annum.

4.8 AGE AND YEARS OF WORK EXPERIENCE

When comparing income it is important to take the effect of years of work experience into account. Respondents were asked to indicate their number of years of experience since entering the labour market, irrespective of employer, occupation or rank (vacation work and military service excluded). Some of the respondents did not answer this question. Since age correlates highly with work experience and the date of birth of all respondents could be obtained from the register, age, instead of years of work experience, was used in the analyses.

4.9 WORKING HOURS

It is known that the number of hours of work a worker devotes to the pursuit of his occupation has an effect on his income. A part time worker will usually be paid a lower wage than a full-time worker. Part-time workers (those who worked 25 hours or less per week) were thus not included in the calculations of the medians in Tables 2 to

4.7 PERSENTIELWAARDE

Die vergoedings- en inkomstepakketsyfers word met behulp van persentielwaardes aangedui. Die persentielwaardes 25, 50 (Me) en 75 word in die tabelle gebruik. Die persentielwaarde 25, of ook genoem die eerste kwartielwaarde dui die punt aan waar 25% van 'n spesifieke groep persone minder en 75% van die groep meer as die aangeduide inkomste ontvang. Die vyftigste persentielwaarde, ook mediaan (Me) genoem, dui die punt aan waar 50% van 'n groep minder en 50% van die groep meer as die aangeduide inkomste ontvang. Vir die doeleindes van ontledings van inkomstes word die mediaanwaarde as 'n beter indeks beskou as die rekenkundige gemiddelde, omdat dit ongevoelig is vir uitsers hoë of lae inkomstewaardes. Daar moet ook daarop gelet word dat die persentielwaardes weerskante van die mediaan, met ander woorde die 25 en 75 persentielwaardes, die spanwydte van inkomstewaardes in 'n spesifieke beroepsgroep aandui.

Byvoorbeeld: Indien die persentielwaardes van algemene mediese praktisyne met 'n eie praktyk aangedui word as R72 000 (persentiel 25), R100 000 (persentiel 50) en R130 000 (persentiel 75) per jaar, beteken dit onder andere (a) dat 50% van die medici minder en 50% meer as R100 000 per jaar verdien, (b) dat 50% (verskil tussen die 75ste en 25ste persentiel) van die medici aangetoon het dat hulle 'n inkomste tussen R72 000 en R130 000 ontvang en (c) dat 25% van die medici (of een uit elke 4 persone) meer as R130 000 per jaar verdien.

4.8 OUDERDOM EN JARE WERKERVARING

In die vergelyking van inkomstes is die invloed van jare werkervaring 'n belangrike faktor om in berekening te bring. Respondente is versoek om hul jare werkervaring waarvoor vergoeding ontvang is sedert hulle tot die arbeidsmag togetree het, ongeag werkgewer, beroep of rang (vakansiewerk en diensplig uitgesluit) aan te dui. Sommige respondente het die vraag nie beantwoord nie. Aangesien daar 'n hoë korrelasie tussen ouderdom en werkervaring bestaan en die geboortejaar van al die respondente vanaf die register verkry kon word, is ouderdom i.p.v. jare werkervaring in die ontledings gebruik.

4.9 WERKSURE

Dit is bekend dat die aantal werksure wat 'n werker aan die beoefening van sy beroep bestee, 'n invloed op sy inkomste uitoefen. Normaalweg word 'n laer loon aan 'n deeltydse werknemer as aan 'n voltydse werknemer betaal. Deeltydse werkers (persone wat 25 of minder uur per week werk) is gevolglik buite rekening gelaat by die

5. The income of a full-time employee is not seriously affected by the number of working hours, while the income of a self-employed person is affected to a greater degree by the number of hours he works. The respondents were asked to indicate the number of hours a week (i.e. office hours, overtime and after hours) normally devoted to occupational activities for financial gain. Since leave benefits can also affect working hours, respondents were asked to indicate the number of working weeks per annum normally devoted to occupational activities. By using the indicated working hours and working weeks, the working hours of the respondents were adjusted ($\text{hours} \times \text{working weeks} \div 52$) so that the working hours were comparable between groups. As some of the respondents did not supply information on working hours and/or working weeks, they were omitted from the calculation of the median working hours for a specific occupational group. Nor were the median working hours reported for groups with fewer than 10 people.

4.10 COMPARABILITY OF THE 1990 DATA WITH THAT OF PREVIOUS YEARS

By comparing the data of this survey of 1990 with that of the previous surveys an idea of wage fluctuations and trends over time can be obtained. As was mentioned in Paragraph 1, the HSRC repeated the salary survey every three years over the past decade. The comparative tables show the salary structures for 1984, 1987 and 1990. Particulars of the surveys before 1984 have been published in reports and are therefore not repeated here. The occupations of the 1990 survey had to be regrouped to make comparisons possible, with the result that complete occupational titles have been used in the comparative tables.

5 ANALYSES

As was mentioned in Paragraph 2, 37 095 graduates participated in this survey. 4 534 (12,2%) of the respondents indicated that they were not economically active (N=3 767 were retired permanently, N=601 were full-time students and N=166 were unemployed). Other groups also left out of the analyses were the 652 national servicemen, the 430 persons who did not answer the question on income (or self-employed persons who indicated a negative income) and the 716 respondents who indicated that they worked less than 26 hours per week. The analyses in this report were therefore based on the 30 763 respondents working full-time who indicated a positive income and were not doing national service.

berekening van die mediane in tabelle 2 tot 5. Dit kan verwag word dat die inkomste van voltydse werknemers nie so ernstig beïnvloed word deur die getal werksure nie terwyl selfgeëmplojeerdes se inkomste in 'n groter mate beïnvloed word deur die aantal ure wat aan die beoefening van die beroep bestee word. Respondente is versoek om die aantal ure aan te dui wat normaalweg per week (dit is kantoorure, oortyd en na-uurs) vir finansiële voordeel aan die beoefening van die betrokke beroep bestee word. Aangesien verlofvoordele ook 'n invloed op die tydsbesteding aan die beroep uitoefen, is respondente ook versoek om die aantal werksweke per jaar aan te dui wat normaalweg aan die beoefening van die beroep bestee word. Met behulp van die aangeduide werksure en werksweke is beroepsbeoefenaars se werksure aangepas ($\text{ure} \times \text{werksweke} \div 52$) sodat die werksure tussen beroepe vergelykbaar is. Van die respondente het nie inligting oor werksure en/of werksweke verstrek nie en hulle is dus weggelaat in die berekening van die mediaanure vir 'n bepaalde beroepsgroep. Die mediaanure vir groepe met minder as 10 persone word ook nie gerapporteer nie.

4.10 VERGELYKBAARHEID VAN DIE 1990-GEGEWENS MET GEGEWENS VAN VORIGE JARE

Deur die gegewens van hierdie opname van 1990 te vergelyk met dié van vorige opnames, word 'n beeld van die inkomstefluktuerings en -tendense oor 'n tydperk verkry. Soos in paragraaf een vermeld, het die RGN in die afgelope dekade die loonopnames driejaarliks herhaal. Die vergelykende tabelle toon die inkomstestrukture vir die jare 1984, 1987 en 1990. Besonderhede van die opnames voor 1984 is vervat in gepubliseerde verslae en word dus nie hier herhaal nie. Die beroepe van die 1990-opname moes hergroepeer word om die vergelykings moontlik te maak, met die gevolg dat die volledige beroepsname in die vergelykingstabelle opgeneem is.

5 ONTLEDINGS

Soos in paragraaf twee genoem, het 37 095 gegradueerdes aan die opname deelgeneem. Van die respondente het 4 534 (of 12,2%) aangedui dat hulle nie ekonomies bedrywig is nie (3 767 het afgetree, 601 is voltydse studente en 166 is werkloos). 'n Verdere groep wat wegge-laat is uit die ontledings is 652 nasionale dienspligtiges, 430 ekonomies bedrywige persone wat nie die vraag oor inkomste beantwoord het nie (of selfgeëmplojeerdes wat 'n negatiewe inkomste aangedui het) en 716 respondente wat aangedui het dat hulle minder as 26 uur per week werk. Hierdie verslag se ontledings is dus gebaseer op 30 763 voltydse respondente wat nie diensplig verrig nie en 'n positiewe inkomste aangedui het.

The most important results of the survey appear in tables 2 to 7. The list of contents provides more particulars of the variables according to which the wage structures were analysed.

The information of this and previous surveys has been computerized and analyses according to qualifications, field of study, postal codes etc. were possible. For instance, it was possible to compile wage structures for specific occupations and occupational groups. Users with other specific needs may contact the HSRC for additional analyses.

Die belangrikste resultate van die opname verskyn in tabelle 2 tot 7. Meer besonderhede oor die veranderlikes waarvolgens die inkomste ontleed word, kan in die inhoudsopgawe gekry word.

Die inligting van hierdie opname (en van vorige opnames) is op rekenaardatastelle aangeteken en ontledings volgens kwalifikasie, studierigting, poskode, ensovoorts is moontlik. Dit is byvoorbeeld moontlik om inkomstes vir spesifieke beroepe en beroepsfamilies saam te stel. Gebruikers wat besondere behoeftes het, kan die RGN vir bykomende ontledings nader.

6 FINDINGS

The tables and figures are mostly self-explanatory and are not discussed in detail. However some findings are given:

6.1 The *median remuneration* of R98 000 per annum of all self-employed persons is much higher than the R68 300 per annum of employees in the private sector and the R58 000 per annum of employees in the public sector (Table 2, page 19). However the income of self-employed persons is not directly comparable with that of employees because it includes an entrepreneur's wage and a risk premium. The *median income package* of employees in the private sector is also much higher than that of the employees in the public sector (R87 500 compared to R64 700) compared to the median working hours of employees in the private sector (42 hours) which differs little from that of workers in the public sector (40 hours). Compared to employees, self-employed persons spend considerably more hours a week practising their occupations (48 hours).

6.2 In most occupations the starting salary (respondents with less than two years working experience) in the public sector is lower than in the private sector (refer to Table 3). The greatest difference is found in geological occupations (Code 122). The difference in remuneration in the legal professions (Code 161) may possibly be ascribed to the large number of articulated clerks in the private sector.

6.3 The fringe benefits offered directly or indirectly to an employee by his employer may supplement his income quite substantially. Table 4 gives more details of how the income of white male graduates is apportioned. More overtime is paid in the public sector than in the private

6 BEVINDINGE

Die tabelle en figure is grootliks selfverduidelikend en word dus nie in besonderhede bespreek nie. Enkele bevindinge word egter wel gegee:

6.1 Die *mediaanvergoeding* van alle selfgeëmpleeëdes van R98 000 per jaar is heelwat hoër as die R68 300 van die werknemers in die private sektor en die R58 000 van werknemers in die openbare sektor (tabel 2, bladsy 19) Die inkomste van selfgeëmpleeëdes is egter nie direk vergelykbaar met dié van werknemers nie omdat eersgenoemde 'n ondernemersloon en 'n risiko-premie insluit. Die *mediaanpakket* van werknemers in die private sektor is heelwat hoër as dié van werknemers in die openbare sektor (R87 500 teenoor R64 700) terwyl die mediaanwerksure van werknemers in die private sektor (42 uur) min verskil van die werksure van werkers in die openbare sektor (40 uur). In vergelyking met werknemers bestee selfgeëmpleeëdes heelwat meer ure per week aan die beoefening van hul beroep (48 uur).

6.2 Vir die meeste beroepe is die beginsalaris (respondente met minder as twee jaar werkservaring) in die openbare sektor laer as in die private sektor (verwys na tabel 3). Die grootste verskil kom voor by die aardwetenskaplike beroepe (kode 122). Die verskil in vergoeding by die regsberoepe (kode 161) kan moontlik aan die groot aantal kandidaatprokureurs (ingeskrewe klerke) in die private sektor toegeskryf word.

6.3 Die voordele wat 'n werkgever aan die werknemer op 'n direkte of indirekte wyse laat toeval, kan die werker se inkomste aansienlik aanvul. Tabel 4 verstrek meer besonderhede oor die inkomsteverdeling van gegradueerde blanke mans. In die openbare sektor word meer oortyd

sector (R15 000 as compared with R3 600), but the financial value of the fringe benefits is greater in the private sector with the biggest difference being motor vehicle benefits.

6.4 Normally a worker's income increases with his age. Table 5 (and Figure 1) show clearly that the increases for workers in the private sector continue up to and including the age category 45 - 49 years after which, especially for those who are self-employed, they decrease. The increases for workers in the public sector continue up to and including the age category 60 - 64 years.

6.5 The rise in the number of hours worked by employees corresponds with the median income up to and including the category 53 - 57 working hours per week (Table 6 and Figure 2). The median income of self-employed persons remains constant from the category 43 - 47 working hours per week.

6.6 Table 7 shows that the median remuneration of graduates rose considerably more during the period 1987 to 1990 than during the previous three years. The median remuneration for occupations in the public sector shows a lower annual increase almost throughout than for employees and self employed persons in the private sector.

6.7 The comparison of the median remuneration of employees in all occupations combined according to employer (Figure 3) indicates that the remuneration of employees in the private sector increased from about R8 000 in 1973 to R68 000 in 1990, (an average growth rate of 13,4% per annum). In the public sector the increase in income was from about R7 000 in 1973 to R58 000 in 1990 (an average of 13,2% per annum). The remuneration of self employed persons increased during the same period from about R13 000 to R100 000 per annum (an average of 12,5% per annum). The figure further shows that the income gap between workers in the private and public sectors has increased since 1984.

betaal as in die private sektor (R15 000 teenoor R3 600), maar in die private sektor is die finansiële waarde van die byvoordele groter met die grootste verskil waarneembaar by die motorvoordele.

6.4 Normaalweg styg 'n werker se inkomste namate sy werkervaring (en gevolglik ouderdom) toeneem. In tabel 5 (en figuur 1) is dit duidelik dat die styging vir werkers in die private sektor voortduur tot en met die ouderdomskategorie 45 - 49 jaar waarna dit, veral vir selfgeëmplojeerdes, afneem. Vir werknemers in die openbare sektor gaan die styging voort tot en met die ouderdomskategorie 60 - 64 jaar.

6.5 Vir werknemers styg die mediaanvergoeding in ooreenstemming met die werksure per week tot en met die kategorie 53 - 57 werksure per week (tabel 6 en figuur 2). Vanaf die kategorie 43 - 47 werksure per week bly die mediaaninkomste vir selfgeëmplojeerdes konstant.

6.6 Volgens tabel 7 het die mediaanvergoeding van gegradueerdes oor die algemeen heelwat meer gedurende die periode 1987 tot 1990 gestyg as gedurende die voorafgaande drie jaar. Die mediaanvergoeding in die openbare sektor toon byna deurgaans 'n laer jaarlikse styging as vir werknemers en selfgeëmplojeerdes in die private sektor.

6.7 Die vergelyking van die mediaanvergoeding van werknemers in alle beroepe gesamentlik volgens werkgever (figuur 3) toon dat die vergoeding van werknemers in die private sektor gestyg het van ongeveer R8 000 in 1973 tot R68 000 in 1990 ('n gemiddelde groeikoers van 13,4% per jaar). In die openbare sektor was die styging in inkomste vanaf ongeveer R7 000 in 1973 tot R58 000 in 1990 (gemiddeld 13,2% per jaar). Die selfgeëmplojeerdes se vergoeding het in dieselfde periode van ongeveer R13 000 toegeneem tot R100 000 per jaar (gemiddeld 12,5% per jaar). Die figuur toon verder dat die inkomstegaping tussen die werknemers in die private en die openbare sektore sedert 1984 vergroot het.

TABLE 1

OCCUPATIONAL GROUPS

- 11 ENGINEER, ARCHITECT, LAND SURVEYOR AND RELATED OCCUPATIONS
 - 112 Engineer
 - 117 Architect, quantity surveyor and related occupations
 - 118 Land surveyor
- 12 NATURAL SCIENCE OCCUPATIONS
 - 121 Physical scientist
 - 122 Geological sciences
 - 123 Mathematical and related
 - 124 Computer sciences
 - 125 Chemical sciences
 - 126 Biological sciences
 - 127 Agriculture, forestry and food sciences
- 14 MEDICAL, DENTAL AND RELATED HEALTH SERVICES
 - 141 Medical professions
 - 142 Dental professions
 - 143 Veterinary professions
 - 144 Pharmaceutical professions
- 15 EDUCATION AND RELATED OCCUPATIONS
 - 151 Rector, principal, inspector of education
 - 152 Professor, lecturer
 - 156 Teacher
- 16 HUMANITIES AND RELATED OCCUPATIONS
 - 161 Legal occupations
 - 162 Religious professions
 - 163 Social sciences
 - 164 Personnel & management services
 - 165 Accountant & related accounting occupations
 - 166 Economic occupations
- 17 ART, SPORT & ENTERTAINMENT
 - 175 Performing arts and related occupations
 - 176 Author and related occupations
 - 177 Sports occupations
- 19 PROFESSIONAL, SEMI-PROFESSIONAL AND TECHNICAL
- 21 LEGISLATIVE, EXECUTIVE & RELATED MANAGERIAL OCCUPATIONS
 - 211 Legislative and related official
 - 215 Government administrator and related executive and managerial occupations
- 23 MANAGERIAL OCCUPATIONS
 - 231 Chief executive of a business
 - 232 Director: administrative and related
 - 233 Manager : administrative and related
 - 234 Director: technical and related
 - 235 Manager : technical and related
 - 236 Director: commerce & related services
 - 237 Manager : commerce & related services
- 25 ADMINISTRATIVE OCCUPATIONS
- 31 CLERICAL OCCUPATIONS
- 35 SALES OCCUPATIONS
 - 351 Working proprietor
 - 355 Stocks, insurance, property agent/broker/advisor
 - 357 Representative, agent
- 51 PROTECTIVE SERVICE OCCUPATIONS
- 61 FARMER, FARM MANAGER
- 89 OCCUPATION NOT SPECIFIED

TABEL 1

BEROEPSGROEPE

- 11 INGENIEUR, ARGITEK. LANDMETER EN VERWANTE BEROEPE
 - 112 Ingenieur
 - 117 Argitek, bourekenaar en verwante beroepe
 - 118 Landmeter
- 12 NATUURWETENSKAPLIKE BEROEPE
 - 121 Fisiese wetenskaplike en verwante beroepe
 - 122 Aardwetenskaplike beroepe
 - 123 Wiskundige en verwante beroepe
 - 124 Rekenaarwetenskapberoep
 - 125 Chemiese wetenskaplike beroepe
 - 126 Biologiese wetenskaplike beroepe
 - 127 Landbou-, bosbou- en voedselwetenskaplike beroepe
- 14 MEDIESE, TANDHEELKUNDIGE EN VERWANTE GESONDHEIDSDIENSBEROEPE
 - 141 Mediese beroepe
 - 142 Tandheelkundige beroepe
 - 143 Veeartsenyberoep
 - 144 Farmaseutiese beroepe
- 15 ONDERWYS- EN VERWANTE BEROEPE
 - 151 Rektor, skoolhoof, onderwysinspekteur
 - 152 Professor, lektor, dosent
 - 156 Onderwyser
- 16 GEESTESWETENSKAPLIKE EN VERWANTE BEROEPE
 - 161 Regsberoep
 - 162 Godsdiensoberoep
 - 163 Sosiaalwetenskaplike beroep
 - 164 Personeel- en bestuursdiensberoep
 - 165 Rekenmeester en verwante rekeningkundige beroep
 - 166 Ekonomiese beroep
- 17 KUNS-, SPORT- EN VERMAAKLIKHEIDSBEROEPE
 - 175 Uitvoerende kunstenaar en verwante beroep
 - 176 Skrywer en verwante beroep
 - 177 Sportberoep
- 19 PROFESSIONELE, SEMI-PROFESSIONELE EN TEGNIESE BEROEPE N.E.G.
- 21 WETGEWENDE, UITVOERENDE & VERWANTE BESTUURSBEROEPE
 - 211 Wetgewende en verwante amptenaar
 - 215 Staatsadministrateur en verwante uitvoerende en bestuursberoep
- 23 BESTUURSBEROEPE
 - 231 Topleier van besigheidsonderneming
 - 232 Direkteur : administratief en verwant
 - 233 Bestuurder : administratief en verwant
 - 234 Direkteur : tegniese en verwant
 - 235 Bestuurder : tegniese en verwant
 - 236 Direkteur : handel en verwante dienste
 - 237 Bestuurder : handel en verwante dienste
- 25 ADMINISTRATIEWE BEROEPE
- 31 KLERKLIKE BEROEPE
- 35 VERKOOPSBEROEPE
 - 351 Werkende eienaar
 - 355 Aandele, versekerings-, eiendomsagent/makelaar/adviseur
 - 357 Verteenwoordiger, agent
- 51 BESKERMINGSDIENSBEROEPE
- 61 BOER, PLAASBESTUURDER
- 89 BEROEP NIE AANGEDUI NIE

TABLE 2

MEDIAN INCOME ACCORDING TO OCCUPATION AND EMPLOYER SECTOR

TABEL 2

MEDIANINKOMSTE VOLGENS BEROEP EN WERKGEWERSEKTOR

OCCUPATION	#	ME			REHABILITATION (R.p.a.) VERGOEDING (R.p.a.)			PACKAGE/ PAKKET		#	BEROEP
		AGE	HRS	URE	N	25%	ME	75%	N		
11 ENGINEER, ARCHITECT, QUANTITY SURVEYOR AND RELATED OCCUPATIONS	1	39	38	1061	52300	62000	71200	926	71500	1	11 INGENIEUR, ARGITEK, BOUREKENAAR EN VERWANTE BEROEPE
	2	33	41	2109	53500	64300	84000	1937	81900	2	
	3	45	46	1307	72000	100000	144000	1000	110000	3	
112 ENGINEER	1	38	39	797	52900	62800	72400	699	72800	1	112 INGENIEUR
	2	32	41	1818	54200	68000	85100	1668	84000	2	
	3	43	46	581	80000	118000	160000	479	127000	3	
Industrial/production	2	28	42	62	48300	62400	81600	57	82400	2	Bedryf/produksie
	3	37	43	10	62000	95500	162500	8		3	
Chemical	1	33	38	24	44300	55500	64600	21	64200	1	Chemies
	2	30	38	188	49400	65300	85700	163	89200	2	
	3	48	46	13	77800	120000	176000	13	132000	3	
Electrical & related	1	35	38	173	54300	65000	79700	150	81900	1	Elektries en verwant
	2	31	40	391	52700	65000	83200	357	82100	2	
	3	40	46	85	90000	120000	150000	68	130000	3	
Electrical/electrotechnical	1	42	38	98	60500	69000	82700	89	87400	1	Elektries/elektrotegnies
	2	32	41	211	54000	66000	82800	194	84400	2	
	3	42	46	60	90400	120000	150000	46	130300	3	
Electronic	1	29	38	68	49400	62500	70900	55	71000	1	Elektronies
	2	30	39	168	51700	62400	79900	151	78200	2	
	3	34	46	24	91000	111400	157500	21	130000	3	
Agricultural	1	31	42	29	41300	49800	59900	25	57100	1	Landbou
	2	31	42	19	42300	54900	62400	18	57100	2	
Mechanical	1	35	39	76	41600	58500	72000	64	62900	1	Meganies/werktuigkundig
	2	31	41	303	53300	67800	83700	275	83000	2	
	3	43	46	50	59500	95000	152500	45	106000	3	
Metallurgical	2	31	42	37	60100	71200	94500	35	89700	2	Metallurgies
Mining	2	33	46	51	63600	80500	109000	49	99600	2	Mynbou
Civil	1	40	40	415	54000	62800	71000	348	73500	1	Siviel
	2	36	41	444	56900	69300	87300	438	80400	2	
	3	44	46	306	80000	120000	160500	251	133500	3	
Civil + structural	3	47		10	73800	79500	116300	8		3	Siviel + struktureel
Civil (general)	1	39	40	373	53800	62000	70300	328	72000	1	Siviel (algemeen)
	2	35	41	425	56600	69100	87100	402	80000	2	
	3	44	46	273	82900	120000	166500	227	133500	3	
Structural	2	37	38	25	57500	77400	94800	23	89900	2	Struktuur
	3	41	45	21	77300	120000	145000	15	140000	3	
Town	1	52	38	28	61000	68900	73900	27	89600	1	Stad
Design	2	34	39	15	49600	56100	74300	14	68000	2	Ontwerp
Project	2	34	41	40	60200	58200	79600	38	84500	2	Projek
	3	41	45	21	77300	120000	145000	15	140000	3	
Development	2	29	42	14	43500	61100	76100	13	81800	2	Ontwikkeling
System	2	31	39	37	60800	71000	85200	33	90000	2	Stelsel
Engineer-in-training	2	26	40	18	38900	42300	44100	15	46700	2	Ingenieur-in-opleiding
116 TECHNICAL INSPECTOR (ALSO BUILDING)	2	36	42	12	43300	50800	58700	8		2	116 TEGNIESE INSPEKTEUR (OOK DOU-)
117 ARCHITECT, QUANTITY SURVEYOR, TOWN, REGIONAL PLANNER	1	40	38	206	51500	59800	65600	177	68000	1	117 ARGITEK, BOUREKENAAR, STADS- EN STREEKSBEPLANNER
	2	36	41	251	50000	61800	78100	236	68400	2	
	3	47	45	631	70000	90000	125000	452	100500	3	
Architect	1	48	38	51	52300	58500	65000	47	63500	1	Argitek
	2	41	39	86	49400	61100	81100	77	62000	2	
	3	49	45	366	65000	90000	130000	242	99000	3	
Quantity surveyor	1	43	38	45	56400	62300	63800	37	66600	1	Bourekenaar
	2	34	42	133	54100	64800	79100	129	72400	2	
	3	43	45	213	70000	90000	120000	161	104000	3	
Town, regional planner	1	34	38	99	45200	60600	66300	85	72200	1	Stads-, streeksbeplanner
	2	31	38	23	44400	54000	78000	22	64500	2	
	3	39	51	42	83000	95000	140000	28	103600	3	
Town planner	1	38	37	51	51400	62000	69100	44	78400	1	Stadsbeplanner
	2	42	53	16	79800	95000	143800	10	102800	3	
Town and regional planner	1	35	38	47	38000	60100	63000	40	67200	1	Stads- en streeksbeplanner
	2	30	38	18	40000	51400	59800	18	60900	2	
	3	39	50	25	82000	96000	140000	17	103600	3	
118 Land surveyor	1	59	37	36	58300	62800	70700	29	72000	1	118 Landmeter
	2	35	42	18	41700	50400	71600	14	73100	2	
	3	49	44	94	64300	80000	112500	68	89000	3	
12 NATURAL SCIENCE OCCUPATIONS	1	35	39	843	36600	45000	54100	709	52300	1	12 NATUURWETENSKAPLIKE BEROEPE
	2	32	40	989	45700	58400	76300	901	72600	2	
	3	37	46	106	48000	75000	100500	76	74400	3	
121 PHYSICAL SCIENTIST	1	42	38	51	40500	53000	68400	47	62500	1	121 FISIIESE WETENSKAPLIKE
	2	36	41	51	58000	73100	87900	49	91400	2	
Physicist	1	42	38	41	38000	52000	70600	38	63400	1	Fisikus
	2	34	41	20	63800	71900	87600	19	93700	2	
Physicist (general)	1	34	39	19	41300	55000	84200	19	61000	1	Fisikus (algemeen)
	2	35	39	16	63800	71900	94000	16	93500	2	
Medical	1	48	39	10	34500	48300	87600	9		1	Mediese
Metallurgist, metall. consultant	2	35	40	29	48900	74100	96300	24	88500	2	Metallurg, metallurgiese konsultant
122 GEOLOGICAL SCIENCE OCCUPATIONS	1	34	39	100	37500	46200	61600	82	54300	1	122 AARDWETENSKAPLIKE BEROEPE
	2	34	40	193	52200	65000	84300	176	81200	2	
	3	42	47	21	60000	85000	113000	14	89100	3	
Geologist and related occupations	1	32	40	59	36000	44100	58700	47	53900	1	Geoloog en verwante beroepe
	2	35	40	178	56000	65000	84200	162	80500	2	
	3	43	47	20	55000	84500	105000	14	89100	3	
Geologist	1	31	40	36	31600	42700	52200	28	46800	1	Geoloog
	2	35	40	110	51900	63900	89000	101	81300	2	
Exploration geologist	2	35	39	22	51900	66000	76600	19	72500	2	Eksplorasie geoloog
Engineering geologist	2	34	42	10	45700	64900	83400	9		2	Ingenieursgeoloog
Mining geologist	2	33	41	29	57100	62700	74000	26	78800	2	Mynbougeoloog
Geophysicist	2	31	38	12	45600	63000	94500	11	81900	2	Geofisikus
Hydrologist	1	35	38	23	41700	52300	68100	19	58100	1	Hidroloog

(#) Employer Sector :
 1=Public Sector 2=Private Sector 3=Self Employed
 ME = Median, HRS = Working hours per week
 (Continued)

(*) Werkgewersector :
 1=Openbare sektor 2=Private sektor 3=Selfgeëmpleeerd
 ME = Mediaan, OUD = Ouderdom, URE = Werkure per week
 (Vervolg)

TABLE 2 (continued)

TABEL 2 (vervolg)

OCCUPATION	*	ME		REMUNERATION / VERGOEDING				PACKAGE / PAKKET		*	BEROEP
		AGE OUD	HRS URE	N	25%	ME	75%	N	ME		
123 MATHEMATICAL AND RELATED OCCUPATIONS	1	40	37	35	42000	50900	65500	28	58200	1	123 WISKUNDIGE EN VERWANTE BEROEPE
	2	30	38	82	45000	65500	95300	72	86100	2	
Actuarial occupations	2	28	37	62	38700	65000	118200	56	89100	2	Aktuariële beroepe
Actuary	2	33	37	32	85800	114200	133200	29	130300	2	Aktuaris
Actuarial clerk, student (articled)	2	25	35	17	34900	37800	47500	17	43000	2	Aktuariële klerk, student (ingeskr)
Actuary assistant	2	25	39	10	28900	41600	47500	8		2	Aktuaris assistent
Statistician, biometrician	1	42	37	22	45200	50800	67100	20	58200	1	Statistikus, biometrikus
	2	37	45	12	46600	69400	88700	9		2	
124 COMPUTER SCIENCE OCCUPATIONS	1	32	38	74	39400	49500	58800	61	59100	1	124 REKENAARWETENSKAPBEROEPE
	2	30	38	282	43800	56900	76000	255	72400	2	
	3	33	46	52	45800	72000	108800	37	74200	3	
Computer programmer	2	27	37	22	30900	40400	53000	21	43800	2	Rekenaarprogrammeerder
Computer systems analyst & related	1	34	37	18	42000	51300	59400	15	57900	1	Rekenaarstelselontleder & verwant
	2	31	38	84	39700	52000	68000	72	59300	2	
	3	32	48	10	15000	50000	78800	9		3	
Computer systems programmer	2	26	37	15	30000	42900	46600	14	42100	2	Rekenaarstelselprogrammeerder
Computer (systems) analyst	2	31	38	42	46300	59500	73300	38	76600	2	Rekenaar (stelsel)ontleder/analisis
Analyst & Systems programmer	2	27	38	17	37200	43900	52300	13	52700	2	Ontleder & stelselprogrammeerder
Software systems eng./development	2	32	41	14	56800	69500	90700	13	73800	2	Sagtewarestelselontleder / ontwikkeling
Computer/data processing consultant	2	37	41	37	56700	74200	107500	36	94500	2	Rekenaar/dataverwerkingskonsultant
	3	34	46	25	60000	80000	135000	18	74800	3	
Computer scientist	1	30	39	29	41800	53600	62600	24	65300	1	Rekenaarwetenskaplike
	2	30	37	94	46800	58600	78200	86	74600	2	
	3	30	46	12	41000	71000	104000	7		3	
Project leader	2	30	40	10	47300	60600	71700	10	77800	2	Projekleier
125 CHEMICAL SCIENCE OCCUPATIONS	1	35	38	58	37600	51800	61600	53	58000	1	125 CHEMIESE WETENSKAPLIKE BEROEPE
	2	35	38	86	48300	57600	75900	79	73400	2	
Chemist	1	35	38	48	38100	52400	61800	44	61200	1	Chemikus
	2	35	38	83	48800	58000	80000	76	73500	2	
Chemist (analytical) (general)	1	36	38	21	40600	54000	65400	19	62000	1	Chemikus (skeikundige) (algemeen)
	2	34	39	34	50600	57100	67400	33	73400	2	
Research chemist	2	30	38	15	42000	49700	71500	11	70100	2	Navorsingschemikus
Industrial chemist	2	43	38	19	55900	80000	107700	18	90700	2	Nywerheids, bedryfs, industrieel
126 BIOLOGICAL SCIENCE OCCUPATIONS	1	36	42	159	29600	41700	46900	133	46200	1	126 BIOLOGIESE WETENSKAPLIKE BEROEPE
	2	32	42	46	38400	54900	68000	43	63800	2	
Biologist	1	39	39	14	35600	46700	52000	12	46800	1	Bioloog
Zoologist, entomologist	1	41	42	28	27800	46700	47500	24	48300	1	Dierkundige, entomoloog
	2	33	41	12	28300	48100	68500	10	63700	2	
Botanical and related occupations	1	35	40	18	32700	45000	48500	17	47500	1	Plantkundige en verwante beroepe
Marine biologist	1	44	37	10	30600	44300	55900	9		1	Marinebioloog
Microbiologist & related occupation	1	46	41	15	26800	54100	68500	10	58800	1	Mikrobioloog en verwante beroepe
Nature conservationist	1	35	43	36	24800	36200	43300	32	40700	1	Natuurbewaringsberoepe
Nature conservationist	1	34	40	10	24400	31000	42500	9		1	Natuurbewaarder
Nature conservation researcher	1	35	40	10	31000	39000	47300	9		1	Natuurbewaringsnavorser
Nature conservation scientist	1	33	45	11	23800	36000	45500	9		1	Natuurbewaringswetenskaplike
Environment conservation officer	1	30	39	11	25600	33300	44300	9		1	Omgewingsbewaringsbeampte
Ecologist	1	33	42	19	30800	39000	41800	15	43200	1	Ekoloog
127 AGRICULTURE, FORESTRY AND FOOD SCIENTISTS	1	35	40	268	33600	43200	50000	218	49400	1	127 LANDBOU-, BOSBOU- EN VOEDSELWETENSKAPLIKES
	2	32	42	154	39000	49700	60400	146	58100	2	
	3	38	49	17	45000	60000	76000	9		3	
Agricultural occupations	1	34	41	228	31400	43200	49900	185	48900	1	Landboukundige beroepe
	2	33	42	138	40000	50200	60400	130	58500	2	
	3	42	50	14	47500	60000	79000	9		3	
Agriculturist	1	41	43	10	45000	52400	57700	8		1	Landboukundige
	2	34	43	36	46200	52100	59600	35	65000	2	
Agricultural researcher	1	32	40	96	27500	39000	46900	75	46200	1	Landbounavorser
Agricultural consultant/advisor	2	37	42	20	36500	55500	67200	18	59000	2	Landboukonsultant/adviseur
	3	42	50	12	50000	60000	70300	8		3	
Agricultural extension officer	1	35	41	55	36000	44900	49300	48	52800	1	Landbouvoorligter
	2	31	42	19	37700	45500	54400	18	52800	2	
Animal, stock feed scientist	1	38	44	21	41200	46900	53300	17	58100	1	Vee-, veevoedingkundige
	2	31	42	20	38400	46000	57600	19	56600	2	
Agronomist	2	33	44	20	48100	52100	60100	18	62100	2	Akkerboukundige
Soil scientist	1	41	40	10	28300	42900	53600	8		1	Grondkundige
Silviculturist, forestry scientist	1	40	38	32	33800	45200	58300	27	53000	1	Bosboukundige, bosbouwetenskaplike
129 NATURAL SCIENCES OCCUPATIONS N.E.C	1	38	38	98	32700	42600	54900	87	50000	1	129 NATUURWETENSKAPLIKE BEROEPE N.E.G.
	2	32	40	95	44500	58500	74400	85	74700	2	
Natural sciences researcher	1	37	40	35	33000	46600	56100	31	54200	1	Natuurwetenskaplike navorsers
	2	31	42	14	36600	43200	76600	9		2	
Technical advisor/consultant	2	35	44	15	48000	59500	80300	15	79500	2	Tegniese adviseur/ konsultant
Natural sciences technologist	2	36	37	14	42000	61000	80300	12	83000	2	Natuurwetenskaplike tegnoloog
Natural sciences technician	1	33	40	16	22600	31900	36900	15	35900	1	Natuurwetenskaplike tegnikus

(*) Employer Sector: 1=Public, 2=Private, 3=Self employed
(Continued)

Werkgeverssektor: 1=Openbaar 2=Privaat 3=Selfgeëmpleeerd
(Vervolg)

TABLE 2 (continued)

TABLE 2 (vervolg)

OCCUPATION	*	ME		REMUNERATION / VERGOEDING			PACKAGE / PAKKET		*	BEROEP		
		AGE	HRS	N	25%	ME	75%	N			ME	
		OUDE	URE									
14 MEDICAL, DENTAL AND RELATED HEALTH SERVICE OCCUPATIONS	1	36	52	896	50600	63300	77000	669	68900	1	14	MEDIESE, TANDHEELKUNDIGE EN VERWANTE GESONDHEIDSDIENSBEROEPE
	2	40	46	304	46500	62700	98500	265	70100	2		
	3	44	53	1972	65100	96000	140000	1289	100000	3		
141 MEDICAL PROFESSIONS	1	34	53	652	57100	66000	78100	485	72600	1	141	MEDIESE BEROEPE
	2	43	47	119	69600	95500	122000	103	108000	2		
	3	45	57	1138	80000	120000	160000	785	120000	3		
Medical practitioner	1	31	55	405	55000	63200	69300	314	70000	1		Mediese praktisyn, geneesheer
	2	39	50	57	69500	90900	116900	50	105800	2		
General medical practitioner	1	31	54	307	55000	64000	71000	235	69600	1		Algemene mediese praktisyn
	2	39	50	55	68000	90900	118000	49	105900	2		
	3	43	58	638	72000	100000	130000	424	100000	3		
Clinical assistant	1	31	55	88	58000	64100	69000	73	71700	1		Kliniese assistent
Medical specialist	1	41	53	130	76500	92000	103000	89	94300	1		Mediese spesialis
	2	53	51	25	104200	123300	155000	20	141500	2		
	3	46	55	464	100000	145400	200000	342	150000	3		
Surgeon (general)	1	58	51	20	80500	97900	104300	12	99800	1		Chirurg (algemeen)
	3	47	59	49	117000	150000	204000	35	150000	3		
Gynaecologist	1	48	50	10	84500	96500	103000	8		1		Ginekoloog
	3	50	60	54	102500	144900	201500	42	145700	3		
Internist/specialist physician	3	47	60	34	71500	92500	172500	25	100000	3		Internis
Paediatrician	1	39	56	10	81000	86600	104100	4		1		Kinderarts (pediater)
	3	41	61	21	123500	180000	232000	9		3		
Medical pathologist	3	52	48	22	120000	182400	244500	18	176300	3		Mediese patoloog
Anaesthetist	1	42	52	16	73400	91100	104300	13	97700	1		Narkotiseur
	3	45	53	73	120000	162000	200000	56	160200	3		
Ophthalmologist	3	51	43	28	81300	122500	186500	21	140000	3		Oogarts (oftalmoloog)
Ear, nose and throat specialist	3	48	55	13	108300	150000	186000	12	162500	3		Oor-, neus- en keelspesialis
Orthopaedic surgeon	3	45	56	47	90000	134000	185000	35	142200	3		Ortopedis, ortopediese chirurg
Plastic surgeon	3	44	51	17	120000	140000	255800	9		3		Plastiese chirurg
Psychiatrist	1	44	52	11	74600	94000	104000	9		1		Psigiater
	3	46	51	14	78000	99000	151500	8		3		
Radiologist	3	48	47	35	120000	180000	203000	25	180000	3		Radioloog
Urologist	3	45	60	17	130000	160000	236000	12	160000	3		Uroloog
Medical researcher	1	35	39	13	40500	48700	60000	9		1		Mediese navorsers
Medical officer	1	53	50	65	60500	73000	78000	46	73800	1		Mediese beampte
	2	48	44	12	86100	97300	130000	12	123800	2		
Osteopath	3	53	55	32	70500	100000	131500	17	100000	3		Osteopaat
142 DENTAL PROFESSIONS	1	36	44	50	67000	77300	78500	31	81400	1	142	TANDHEELKUNDIGE BEROEPE
	2	39	37	19	50000	80000	104200	17	86000	2		
	3	41	42	332	55000	80000	111500	183	80000	3		
Dentist	1	36	42	40	67000	77000	78100	26	79600	1		Tandarts
	2	39	37	18	49500	79100	106400	16	83000	2		
	3	40	42	301	50900	76000	100000	164	77200	3		
Dental specialist	3	52	40	23	120000	150000	240000	13	164000	3		Tandheelkundige spesialis
Orthodontist	3	52	38	11	138000	164000	250000	7		3		Ortodontis
143 Veterinarian	1	42	42	64	49200	53800	62100	54	60200	1	143	Veearts
	2	29	46	32	42000	53300	79800	31	60000	2		
	3	39	55	133	60000	80000	100000	87	80000	3		
144 PHARMACEUTICAL PROFESSIONS	1	53	37	101	37300	43300	49300	76	49500	1	144	FARMASEUTIESE BEROEPE
	2	41	47	122	41900	50000	62600	105	53900	2		
	3	44	52	363	50000	72000	96000	219	75000	3		
Pharmacist	1	53	37	95	37300	43400	49500	72	49900	1		Apteker
	2	40	48	114	41900	50000	63300	99	54600	2		
	3	44	52	334	50000	72000	100000	211	76000	3		
149 HEALTH SERVICES PROFESSIONS N.E.C.	1	45	37	21	41900	54700	70000	17	62200	1	149	GESONDHEIDSDIENSBEROEPE N.E.G.
	3	58	52	20	62300	79100	108500	9		3		
Inspector of health services	1	39		10	41000	45100	56100	10	57200	1		Gesondheidsdiensinspekteur
15 EDUCATION AND RELATED OCCUPATIONS	1	44	40	4682	45600	57300	69300	3674	62600	1	15	ONDERWYS- EN VERWANTE BEROEPE
	2	43	40	138	34100	46100	64500	117	53600	2		
	3	45	42	13	33000	65000	81500	9		3		
151 RECTOR, PRINCIPAL, INSPECTOR OF ED.	1	49	40	664	60300	64900	70000	494	70200	1	151	REKTOR, SKOOLHOOF, ONDERWYSINSPEKTR.
	2	50	48	25	60000	70000	77500	23	77600	2		
Rector, vice-rector	1	51	43	44	69800	85300	112300	34	105700	1		Rektor, vise-rector
Principal	1	48	40	477	58100	62800	69000	356	68900	1		Skoolhoof
	2	49	48	23	60000	70000	78000	21	78000	2		
Inspector of education	1	52	43	16	64800	67700	75200	13	74300	1		Onderwysinspekteur
Superintendent of education	1	51	42	127	64800	69900	75700	91	76000	1		Superintendent van onderwys
152 PROFESSOR, LECTURER	1	44	42	2307	53400	62500	77600	1855	68600	1	152	PROFESSOR, LEKTOR, DOSENT
	2	45	43	27	20000	39000	69300	25	52000	2		
156 TEACHER	1	38	38	1539	35400	44000	51100	1189	50000	1	156	ONDERWYSER
	2	41	38	79	35000	43500	51000	66	49000	2		
159 EDUCATION PROFESSIONS N.E.C.	1	49	38	172	54100	62700	70200	136	68300	1	159	ONDERWYSBEROEPE N.E.G.
Education planner	1	49	41	16	54400	65100	74600	14	76100	1		Onderwysbeplanner
Subject advisor	1	46	36	29	54000	58100	63500	24	66200	1		Vakadviseur
Educational advisor	1	48	38	44	54000	60200	65400	33	66300	1		Onderwysadviseur
Educationalist	1	50	41	42	66600	72800	78300	33	77400	1		Onderwyskundige
Senior, Chief educationalist	1	51	42	30	67500	75300	81600	23	82500	1		Senior, hoof onderwyskundige
Educationalist	1	49	37	12	57000	68500	72000	10	73200	1		Onderwyskundige
Student counsellor	1	44	40	14	46000	51400	61200	12	58100	1		Studentevoorigter

(*) Employer Sector :
1=Public sector 2=Private Sector 3=Self Employed

(*) Werkgeverssektor :
1=Openbare sektor 2=Private sektor 3=Selfgeëmpleoerd

(Continued)

(Vervolg)

TABLE 2 (continued)

TABLE 2 (vervolg)

OCCUPATION	*	ME		REMUNERATION / VERGOEDING			PACKAGE/ PAKKET		*	BEROEP	
		AGE	HRS	N	25%	ME	75%	N			ME
		OD	URE								
16 HUMANITIES AND RELATED OCCUPATIONS	1	35	38	1340	36400	50000	68100	1124	58700	1	16 GEESTESWETENSKAPLIKE & VERWANTE BEROEPE
	2	33	42	3293	34000	45800	65800	2929	62000	2	
	3	44	46	2046	75000	116000	160000	1557	120000	3	
161 LEGAL OCCUPATIONS	1	36	40	363	51400	73000	93900	285	82200	1	161 REGSBEROEPE
	2	30	42	304	22100	45200	65000	259	48800	2	
	3	44	46	914	72000	104000	150000	658	110000	3	
Judge, magistrate	1	42	40	148	66100	75800	102400	115	84900	1	Regter, landdros
Judge	1	61	47	22	175000	178000	184300	18	186900	1	Regter
Magistrate	1	40	39	123	63100	74100	84300	94	80600	1	Landdros, magistraat
State prosecutor	1	27	41	62	28600	39000	50600	44	44300	1	Staatsaanklaer
Advocate	1	34	42	32	69200	83100	92200	26	90600	1	Advokaat
	3	41	48	96	74000	129400	248800	61	120000	3	
Attorney, articulated clerk	1	35	39	22	69600	86000	102200	14	95000	1	Prokureur, prokureursklerk
	2	29	42	210	18000	30100	52000	177	30900	2	
	3	45	46	807	72000	100000	150000	588	110000	3	
Attorney	1	36	39	20	74500	89100	102300	12	96300	1	Prokureur
	2	31	45	107	36000	48000	63100	89	48000	2	
	3	44	46	779	72000	100700	150000	570	110000	3	
Attorney + conveyancer + notary	3	52	45	14	69000	89500	120000	9	93000	3	Prokureur + akteuitemaker+notaris
Articled clerk/cand. attorney	2	27	41	95	14000	18000	24000	81	18000	2	Prokureursklerk (ingeskrewe)
Legal advisor/consultant	1	37	41	58	65000	77000	94800	54	94000	1	Regsadviseur,-konsultant
	2	35	39	79	53600	65000	85800	69	84300	2	
Legal officer	1	38	38	20	45900	74200	92800	15	81800	1	Regsbeampte
162 RELIGIOUS PROFESSIONS	1	40	51	51	34600	42000	58600	39	52700	1	162 GODSDIENSBEROEPE
	2	40	53	920	29600	38100	45800	776	55400	2	
Minister / missionary etc.	1	40	51	50	34800	42200	58600	38	53300	1	Predikant/sendeling ens.
	2	40	53	915	29800	38100	45800	772	55600	2	
Minister, priest	2	40	53	901	29900	38200	45800	760	55900	2	Predikant, priester
Missionary, evangelist	2	43		10	7800	38100	45800	9		2	Sendeling, evangelis
Chaplain	1	41	51	44	35100	44700	58600	33	56100	1	Kapelaan
163 SOCIAL SCIENCE OCCUPATIONS	1	36	38	161	34200	45500	60200	130	51400	1	163 SOSIAALWETENSKAPLIKE BEROEPE
	2	38	38	48	42400	55800	65000	42	68400	2	
	3	39	48	28	40500	70000	106000	18	66500	3	
Psychologist (interns included)	1	37	38	107	39000	50400	62800	84	58700	1	Sielkundige (interns ingesluit)
	2	33	38	30	47400	57400	67200	27	76700	2	
	3	38	47	26	41500	71000	108300	16	67500	3	
Clinical	1	30	39	21	31800	39900	52400	19	45400	1	Kliniese
	3	34	46	15	40000	70000	108000	9		3	
School, educational	1	42	35	51	50400	58100	65000	41	64800	1	Skool-, opvoedkundige
Social worker	1	31	38	28	26200	35000	40800	25	37500	1	Maatskaplike werker
164 PERSONNEL & MANAGEMENT SERVICES	1	34	38	205	33000	43300	55100	184	51700	1	164 PERSONEEL- EN BESTUURSDIENSBEROEPE
	2	31	41	350	40400	52200	71900	315	68100	2	
	3	41	48	82	75000	100000	161000	61	120000	3	
Labour, labour relations officer	2	28	38	19	40400	45200	56800	18	62200	2	Arbeids-,arbeidsverhoudinge beampte
Consultant: Management	1	40	38	24	48000	55000	65200	20	67500	1	Konsultant: Bestuur
	2	35	45	121	59500	76000	105100	111	94800	2	
	3	40	48	77	75000	100000	167000	57	120000	3	
Management (general)	2	35	46	63	65000	84000	106300	57	96700	2	Bestuurs (algemeen)
	3	42	48	48	80500	124000	196500	38	136500	3	
Labour relations	2	33	46	11	72000	90000	143100	10	107500	2	Arbeidsverhoudinge
Organisation & development	2	33	43	11	45600	55600	126000	11	76600	2	Organisasie & ontwikkeling
Personnel, manpower, recruiting	2	37	44	22	43500	68500	112500	19	94000	2	Personeel, mannekrag, werwing
	3	39	47	12	63000	90000	119300	8		3	
Training	2	35	39	10	41300	62800	68600	10	78000	2	Opleiding
Public liaison officer	1	37	42	38	37000	52500	58300	32	54900	1	Openbare skakelbeampte
	2	34	39	18	36200	48300	80000	14	65200	2	
Training, development officer	1	33	40	36	35000	45100	52200	34	54400	1	Opleidings,ontwikkelingsbeampte
	2	30	38	47	38100	45500	53100	40	55200	2	
Personnel, manpower officer	1	33	38	64	31100	39200	47400	60	47000	1	Personeelbeampte, mannekragbeampte
	2	29	40	122	36000	43800	55000	111	54700	2	
Work study, O & M officer	1	34	38	33	36700	41400	59400	28	52200	1	Werkstudie- / O & M-beampte
165 ACCOUNTANT & RELATED ACCOUNTING OCCUPATIONS	1	28	37	299	34100	47300	59600	274	55100	1	165 REKENMEESTER & VERWANTE REKENINGKUNDIGE BEROEPE
	2	30	39	1408	37200	56400	78000	1299	69600	2	
	3	44	44	985	80000	120000	180000	790	136400	3	
Accountant (chartered) / auditor	1	26	37	17	48400	51300	59500	17	66000	1	Rekenmeester (GR) / ouditeur
	2	31	40	162	60000	80000	105100	147	93200	2	
	3	45	44	632	90000	130000	182400	510	149600	3	
Accountant and auditor	2	29	38	25	42100	52800	70800	24	68900	2	Rekenmeester en ouditeur
	3	47	43	119	96000	132000	190000	99	139200	3	
Accountant or auditor (not CA)	1	34	37	142	39500	49100	63000	135	57000	1	Rekenmeester of ouditeur (nie GR)
	2	32	40	726	48000	60400	78000	692	76300	2	
	3	39	44	119	60600	90000	140000	93	104000	3	
Accountant / auditor (not CA)	1	35	37	97	39700	50400	62900	92	58600	1	Rekenmeester/ouditeur (nie GR)
	2	33	40	384	45500	58800	75000	365	71400	2	
	3	39	44	108	60000	87500	139300	84	100000	3	
Management accountant	2	34	42	96	54200	72500	81300	90	88600	2	Bestuursrekenmeester
Financial accountant	2	32	40	77	49600	64300	78300	75	81800	2	Finansiële rekenmeester
Cost accountant	2	28	42	15	42000	54300	77300	15	75400	2	Kosterekenmeester
Internal auditor / accountant	1	35	37	11	30200	49200	66300	11	60200	1	Interne ouditeur /rekenmeester
	2	31	37	52	46400	53500	66900	50	70900	2	
Group accountant	2	39	42	30	76400	91000	107600	26	104800	2	Groeprekenmeester

(*) Employer Sector :
1=Public sector 2=Private Sector 3=Self Employed
(Continued)

(*) Werkgeverssektor :
1=Openbare sektor 2=Private sektor 3=Selfgeëmplojeerd
(Vervolg)

TABLE 2 (continued)

TABLE 2 (vervolg)

OCCUPATION	*	ME		REMUNERATION / VERGOEDING				PACKAGE/ PAKKET		*	BEROEP
		AGE	HRS	N	25%	ME	75%	N	ME		
		UD	URE								
Learner accountant	2	24	38	128	19200	22500	28500	104	24100	2	Leerlingrekenmeester
Articled clerk-accountant/auditor	2	24	38	175	20800	26000	36000	158	28800	2	Ingeskrewe rekenm./ouditeursklerk
Income tax consultant, advisor	2	29	41	29	51700	75600	125000	22	90600	2	Inkomstebelastingskonsultant
	3	38	46	20	73500	125000	231300	15	200000	3	
Income tax officer	1	26	37	78	30000	34600	44300	69	41700	1	Inkomstebelastingbeampte
Financial controller	2	38	42	41	71200	88400	114100	37	100800	2	Finansiële kontroleur
Financial advisor	2	33	42	52	47700	74700	126700	48	86500	2	Finansiële adviseur
	3	42	45	55	72000	106000	180000	43	123000	3	
Book keeper	3	44	47	11	48000	60000	90000	10	71000	3	Boekhouer
Treasurer	2	41	42	12	57700	106500	129300	12	126600	2	Tesourier, penningmeester
166 ECONOMIC OCCUPATIONS	1	37	38	126	39500	54100	69000	110	64400	1	166 EKONOMIESE BEROEPE
	2	33	41	236	43800	56500	76000	218	73400	2	
	3	40	55	33	80000	125000	203500	27	134900	3	
Economist	1	38	39	92	40300	58800	72700	81	66500	1	Ekonom
	2	34	41	94	45500	64200	84000	86	82900	2	
	3	41	55	12	125000	200000	220000	9		3	
Economist (general)	1	40	41	38	56000	75200	89600	35	88000	1	Ekonom(algemeen)
	2	38	41	22	69600	91500	128300	20	117200	2	
Industrial	1	37	39	12	33300	55200	67900	12	60600	1	Bedryf
	2	40	40	14	68300	75300	87800	13	96000	2	
Agricultural	1	30	37	21	30200	39900	56000	18	49300	1	Landbou
	2	30	42	34	42200	49900	59800	30	61000	2	
Investment analyst	2	30	44	18	49500	65300	98800	16	96700	2	Beleggingsanalisis(-ontleder)
Marketing officer	2	32	41	22	33200	43100	60500	22	57100	2	Bemarkingsbeampte
Industrial analyst	2	39	38	10	46500	55900	67100	10	70700	2	Bedryfsanalisis/-ontleder
Business analyst	2	32	38	32	49000	54200	66100	28	76900	2	Besigheidsanalisis/-ontleder
Commercial advisor	1	26	38	13	27500	32700	42200	10	39700	1	Handelsadviseur
Marketing consultant	2	34	39	14	42700	61300	71200	14	72700	2	Bemarkingskonsultant
169 HUMANITIES & RELATED OCCUPATIONS	1	40	37	135	32400	45000	57100	102	50300	1	169 GEESTESWETENSKAPLIKE EN VERWANTE BEROEPE
	2	35	38	27	39900	52400	62200	20	72800	2	
Librarian, information officer	1	42	37	57	34700	49000	66300	43	60600	1	Bibliotekaris, inligtingkundige
Curator, museum official	1	43	37	18	30000	38400	43800	11	46400	1	Kurator, museumbeampte
Linguistic occupations	1	49	37	13	42500	53000	64700	10	59500	1	Taalkundige beroepe
Humanities researcher	1	33	39	19	32400	47700	57900	14	45000	1	Geesteswetenskaplike navorsers
17 ART, SPORT & ENTERTAINMENT OCCUPATIONS	1	33	38	51	31000	38000	46900	42	45800	1	17 KUNS-, SPORT- & VERHAALIKHEIDS-BEROEPE
	2	35	44	101	37700	51500	69200	93	59300	2	
	3	46	55	34	23800	36000	51000	22	40000	3	
175 PERFORMING ARTS & RELATED OCCUPATIONS	1	32	41	11	23800	38000	43800	7		1	175 UITVOERENDE KUNSTENAAR EN VERWANTE BEROEPE
	2	37	44	14	43200	48800	71700	11	57100	2	
176 AUTHOR AND RELATED OCCUPATIONS	1	38	38	19	31300	37400	46900	17	46900	1	176 SKRYWER EN VERWANTE BEROEPE
	2	35	44	76	36700	52400	73100	71	62500	2	
	3	47	47	18	24800	36000	51000	11	50000	3	
Editor, publisher	1	39	38	11	33800	41900	46900	10	48400	1	Redakteur, uitgewer
	2	37	44	31	43200	56200	88400	30	64200	2	
Journalist, reporter	2	34	46	40	34200	49800	62000	37	55500	2	Joernalis, verslaggewer
177 SPORT OCCUPATIONS	1	32	40	14	33500	43500	56500	13	50800	1	177 SPORTBEROEPE
19 PROFESSIONAL AND SEMI-PROFESSIONAL OCCUPATIONS N.E.C.	1	35	39	99	36000	51000	60600	86	57300	1	19 PROFESSIONELE EN SEMI-PROFESSIONELE BEROEPE N.E.G.
	2	37	42	98	50000	65000	90600	91	82800	2	
	3	44	44	33	66300	100000	187500	26	113000	3	
Consultant	2	38	41	40	62600	78600	114500	37	93500	2	Konsultant
	3	45	44	31	67500	100000	180000	24	113000	3	
Research assistant	1	28	40	10	18900	26700	33900	7		1	Navorsingsassistent
Researcher n.e.c.	1	35	39	46	39400	52700	60600	46	60000	1	Navorsers n.e.g.
	2	32	40	16	45600	57500	74500	15	86300	2	
Pilot	1	34	37	11	52100	59300	75000	8		1	Vlieënier
21 LEGISLATIVE, EXECUTIVE AND RELATED MANAGERIAL OCCUPATIONS	1	49	42	416	62900	75200	92500	357	103600	1	21 WETGEWENDE, UITVOERENDE EN VERWANTE BESTUURSBEROEPE
211 LEGISLATIVE AND RELATED OFFICIAL Member of Parliament	1	51	52	33	73900	80500	104000	22	110800	1	211 WETGEWENDE EN VERWANTE AMPTENAAR
	1	49	54	20	75000	75600	94000	12	104700	1	Parlementslid
215 GOVERNMENT ADMINISTRATOR & RELATED EXECUTIVE AND MANAGERIAL	1	49	42	383	61800	74700	91000	335	102900	1	215 STAATSADMINISTRATEUR EN VERWANTE UITVOERENDE EN BESTUURSBEROEPE
Director-general and deputy	1	54	48	15	119200	131400	178600	15	177400	1	Direkteur-generaal en adjunk
President, chairperson of council	1	60	37	14	72000	89200	119500	12	94500	1	President, voorsitter van 'n Raad
Director, deputy director	1	49	42	157	60500	74300	84000	126	98200	1	Direkteur, adjunkdirekteur
Chief manager, executive director	1	51	48	41	88200	101800	120100	40	145300	1	Hoofbestuurder, uitvoerende direkt.
Registrar: training institution	1	42	39	32	59700	66000	74500	25	81800	1	Registrateur: opleidingsinstansie
Town clerk, treasurer	1	45	38	101	60900	66500	77000	97	100800	1	Stadsklerk, -tesourier
Town treasurer	1	43	38	59	61500	66300	76000	58	98800	1	Stadstesourier
Town clerk	1	50	42	42	54200	67500	85400	39	104000	1	Stadsklerk

(*) Employer Sector :

1=Public sector 2=Private Sector 3=Self Employed

(Continued)

(*) Werkgewersector :

1=Openbare sektor 2=Private sektor 3=Selfgeëmpleoer

(Vervolg)

TABLE 2 (continued)

TABEL 2 (vervolg)

OCCUPATION	*	AGE	HRS	OUD	URE	REMUNERATION / VERGODING				PACKAGE/ PAKKET		*	BEROEP
						N	25%	ME	75%	N	ME		
23 MANAGERIAL OCCUPATIONS	1	44	42	773	54700	70000	81300	676	90700	1	23 BESTUURSBEROEPE		
	2	40	44	5136	68000	88500	120000	4749	115500	2			
	3	42	49	588	66100	102100	150000	506	123600	3			
231 CHIEF EXECUTIVE OF A BUSINESS	2	46	47	980	100000	130300	181900	892	169900	2	231 TOPLEIER VAN BESIGHEIDSONDERNEMING		
	3	44	48	314	78000	120000	165800	282	138200	3			
Chief, general manager, director	2	45	46	455	96000	118800	152000	409	152900	2	Hoof-, alg. bestuurder, directeur		
Company director	3	44	48	86	72000	105000	140400	74	120900	3			
Company manager	2	50	47	59	90000	122000	208000	50	167500	2	Maatskappydirekteur		
General manager	3	46	47	66	72000	108500	146300	54	122200	3			
Chief manager	2	44	45	15	71900	87000	130000	14	129700	2	Maatskappybestuurder		
Assistant chief manager	2	44	47	233	97000	118000	149500	210	148900	2	Algemene bestuurder		
Chief executive officer	3	34	51	16	64500	85900	133800	16	119200	3			
Managing, executive director	2	46	46	148	98900	120000	146500	135	158200	2	Hoofbestuurder		
Managing director	2	47	48	10	123800	181300	220500	9		2	Assistenthoofbestuurder		
Executive director	2	47	48	401	117800	160000	211300	369	196300	2	Hoof uitvoerende beempte		
Chairperson of a council, company	3	43	48	215	80000	120000	170000	198	145300	3	Besturende, uitvoerende direkteur		
Banker	2	46	49	333	120500	160000	212000	307	198500	2	Besturende direkteur		
	3	43	48	207	80000	120000	170000	191	146000	3	Uitvoerende direkteur		
	2	52	46	68	92200	144500	202100	62	189200	2	Voorsitter van 'n raad, maatskappy		
232 DIRECTOR: ADMINISTRATIVE & RELATED	2	58	46	33	161300	220000	319000	30	272900	2	Bankier		
Administrative	2	37	46	49	76400	100000	147000	45	147200	2			
Director: manpower/human resources	1	46	41	59	60000	74100	81000	53	98400	1	232 DIREKTEUR: ADMINISTRATIEF EN VERWANT		
Personnel	2	43	46	462	96400	124700	160000	427	155800	2			
Director: financial and related	3	41	47	55	71000	100000	123000	50	106900	3	Administratief		
Director: marketing, advertising	1	48	43	11	53800	64000	80100	10	77400	1	Direkteur: mannekrag/menslike hulpbronne		
Marketing	2	41	44	16	68000	98300	140400	15	130000	2	Personeel		
Director: sales	1	44	42	25	54700	69100	80500	22	91700	1	Direkteur: finansiële en verwant		
Director: financial & administrative	2	45	47	26	95900	118500	151200	24	154500	2			
	1	43	46	15	51300	64000	78500	13	88900	1	Direkteur: bemaking, reklame		
	2	42	42	11	90000	117000	145000	11	155800	2	Bemaking		
	1	46	41	16	63900	83900	87200	15	112100	1	Verkoopsdirekteur		
	2	43	46	339	98600	125000	165000	313	158000	2	Direkteur: finansiële EN admin.		
	3	38	46	34	83100	102000	135000	31	122000	3			
	2	42	47	50	93100	119500	147000	46	144400	2	233 BESTUURDER: ADMINISTRATIEF EN VERWANT		
	2	43	47	46	94800	125100	150000	42	146000	2			
	2	46	42	21	100500	140000	152500	19	162000	2	Administratiewe bestuurder		
	2	41	41	10	99200	129700	163100	10	168300	2	Bestuurder: mannekrag/menslike hulpbronne		
233 MANAGER: ADMINISTRATIVE & RELATED	1	41	40	169	55400	67800	82700	154	96500	1	Mannekrag		
Manager: administrative	2	36	42	1703	61200	77700	96700	1595	104000	2	Arbeids-, nywerheidsverhoudinge		
Manager: manpower/human resources	3	38	52	21	42500	60000	132400	17	75600	3	Opleiding		
Manpower	1	42	38	18	54800	66000	84400	15	96200	1	Personeel		
Labour, industrial relations	2	38	42	133	57200	71200	86900	128	92100	2	Beplanning		
Training	1	39	40	85	54000	64500	74700	80	86400	1	Inligting		
Personnel	2	36	42	468	58800	75400	93200	438	104300	2	Ontwikkeling van personeel		
Planning	2	36	44	68	68300	82500	100000	62	121900	2	Openbare skakelwerk, kommunikas.		
Information	1	41	41	11	55700	60500	72400	9	9100	1	Bestuurder: finansiële en verwant		
Development of personnel	2	36	42	63	54700	61200	79700	57	90100	2	Finansiële		
Public liaison, communication	1	38	40	47	53800	64000	78500	44	85300	1	Krediet		
Manager: financial and related	2	36	42	210	58400	73600	91100	199	104300	2	Belegging, portefeulje		
Financial	2	39	42	28	61300	71500	99900	27	106300	2	Oudit		
Credit	2	44	39	14	80400	91400	110000	13	126000	2	Bank		
Investment, portfolio	2	39	42	10	68000	77700	100100	9		2	Bestuurder: bemaking, reklame		
Audit	2	31	38	107	52000	70000	90000	107	84500	2	Bemaking, bemakingsdienste		
Bank	2	37	43	86	51700	63800	75900	82	93700	2	Distribusie, depot		
Manager: marketing, advertising	2	36	45	231	66000	81700	100000	213	105200	2	Advertensie		
Marketing, marketing services	2	36	45	204	66000	82100	100100	189	106700	2	Bestuurder: verkope		
Distribution, depot	2	34	42	17	55400	80000	90100	15	94800	2	Finansiële en administratief		
Advertising	2	32	42	10	58800	72500	94300	9		2	Programbestuurder		
Manager: sales	2	37	46	83	60000	75000	103000	73	94900	2			
Financial and administrative	2	39	42	25	60900	80400	95600	24	95300	2	234 DIREKTEUR: TEGNIES EN VERWANT		
Programme manager	1	46	42	13	72800	84500	96400	12	103600	1	Direkteur: tegniese, produksie, vervaardiging, werke		
	2	36	41	13	75700	77000	91600	10	111100	2	Tegnies		
234 DIRECTOR: TECHNICAL AND RELATED	1	48	42	38	67400	80300	94600	38	114500	1	Direkteur: ingenieurs		
Director: technical, production, manufacturing, plant	2	47	46	106	90800	109800	145800	94	132100	2	Direkteur: navorsing & ontwikkeling		
Technical	3	44	47	21	87800	120000	178000	20	140200	3			
Director: engineering	2	47	46	62	92100	112600	150000	53	134300	2			
Director: research & development	2	47	46	38	92300	118800	150800	32	143300	2			
	2	53	45	14	89900	98800	130800	14	127000	2			
	1	51	41	15	49900	80100	103000	15	91100	1			
	2	49	45	13	46000	100000	148500	13	113600	2			

(*) Employer Sector :
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(Continued)

(*) Werkgeversektor :
1=Openbare sektor 2=Private sektor 3=Selfgeëmulojeerd
(Vervolg)

TABLE 2 (continued)

TABEL 2 (vervolg)

OCCUPATION	*	ME		REMUNERATION / VERGOEDING				PACKAGE/ PAKKET		*	BEROEP
		AGE	HRS	N	25%	ME	75%	N	ME		
		OD	URE								
235 MANAGER: TECHNICAL AND RELATED	1	43	42	95	61700	71200	84600	87	99200	1	235 BESTUURDER:TEGNIES EN VERWANT
	2	39	42	819	68000	83400	102000	758	107200	2	
	3	39	52	58	48000	77500	120000	41	75000	3	
Manager:technical,production,plant	1	44	46	18	60500	72700	85100	18	105500	1	Bestuurder:tegnies,produksie,werke
	2	39	42	377	66300	81900	101700	350	106100	2	
Plant	2	42	49	21	77700	95800	119200	21	123700	2	Aanleg
Industry	2	38	46	21	66500	86000	112600	20	117700	2	Bedryf
Factory	2	43	42	26	64500	83000	102500	25	102600	2	Fabriek
Materials	2	43	37	10	60900	82300	104200	9		2	Materiaal
Operational	2	37	46	17	80600	94800	111500	17	118000	2	Operasioneel
Production,prod. development	2	37	43	98	62200	75000	93100	90	99100	2	Produksie, - ontwikkeling
Products	2	36	42	38	53900	67200	90000	33	94400	2	Produkte
Manufacturing	2	39	48	15	84000	95700	119200	12	127900	2	Vervaardiging
Quality control	2	42	41	34	66000	75000	91500	32	93400	2	Kwaliteitsbeheer, gehaltebeheer
Technical	1	44	44	12	58900	72700	80400	12	105500	1	Tegnies
	2	42	42	89	69200	84700	105000	84	107400	2	
Manager : mine	2	40	47	28	82600	106300	129500	23	129500	2	Mynbestuurder
Manager : engineering	1	44	42	19	65000	82400	94300	18	113500	1	Bestuurder : ingenieurs
	2	42	44	106	76500	95000	117100	98	124500	2	
Manager : building & construction	2	40	46	38	49900	68100	94100	36	84600	2	Bestuurder : bou & konstruksie
	3	39	53	44	49500	82600	120000	28	80100	3	
Building contractor, builder	3	39	53	36	51000	82600	130000	21	75000	3	Bou-kontraakteur,aannemer,bouer
Construction	2	36	43	16	62400	68100	85800	16	84600	2	Konstruksie
Manager : contracts	2	37	45	32	62600	70800	84000	29	89500	2	Bestuurder : kontrakte
Manager : research and development	1	45	47	24	61100	70600	82100	22	96700	1	Bestuurder: navorsing & ontwikkel.
	2	42	42	80	64500	77500	96400	75	104000	2	
Research & development	2	38	42	20	61700	78200	97800	18	101500	2	Navorsing & ontwikkeling
Research, laboratory	1	45	44	15	60900	71200	77800	15	83000	1	Navorsing, laboratorium
	2	49	41	19	70900	80600	93100	18	104400	2	
Development	2	41	42	37	63600	76600	99900	35	103200	2	Ontwikkeling
Manager:data processing, information systems	1	40	40	24	57700	69200	84600	20	91100	1	Bestuurder : dataverwerking, inligtingstelsels
	2	37	41	125	71800	85000	99500	116	110700	2	
Data processing	2	35	38	21	71200	84500	96000	19	123500	2	Dataverwerking
Computer	2	39	41	42	69400	78600	92600	40	102700	2	Rekenaar
Information / computer systems	2	38	41	47	75600	89000	119000	43	112200	2	Inligtingstelsel,rekenaarstelsel
Software	2	37	43	15	70000	88000	101000	14	107000	2	Sagteware
Manager: transport, storage	2	38	49	12	55300	67200	91500	12	88700	2	Bestuurder : vervoer,opberging
237 MANAGER: COMMERCE & RELATED SERVICES	1	55	52	73	66900	78000	84500	53	90000	1	237 BESTUURDER: HANDEL & VERW. DIENSTE
	2	39	44	148	60300	80700	103500	142	104600	2	
	3	44	55	28	66300	133500	191300	19	150000	3	
Manager: commerce	2	38	45	51	64000	80000	87000	49	103600	2	Bestuurder : handel
Manager: insurance	2	42	42	23	57300	74100	104600	23	101100	2	Bestuurder: assuransie,versekering
Manager: property, - development	2	38	42	23	49400	81700	102000	21	113500	2	Bestuurder: eiendom, -ontwikkeling
Property developer	2	36	47	11	81600	117100	185000	10	127000	2	Eiendomsontwikkelaar
	3	43	55	19	75000	125000	200000	12	130000	3	
Director/superintendent:hospital	1	60	52	56	73500	78100	85800	38	91300	1	Direkteur/superintendent:hospitaal
	2	42	46	17	76400	126000	156700	16	141600	2	
238 DIRECTOR NOT ELSEWHERE CLASSIFIED											238 DIREKTEUR N.E.G.
Director : Natural sciences	1	55	42	13	54300	73800	80100	13	100000	1	Direkteur : Natuurwetenskaplik
Agricultural	1	55		10	53800	68900	80000	10	78400	1	Landbou
Regional director	1	45	48	12	59400	78100	80900	12	90700	1	Streeksdirekteur
	2	49	46	11	107900	122000	142000	9		2	
Director (field not specified)	1	50	44	104	58559	73532	80512	85	91750	1	Direkteur (rigting nie aangedui)
	2	45	46	76	72700	109000	136796	67	132000	2	
	3	43	52	48	60000	78000	174500	45	107000	3	
239 MANAGERIAL OCCUPATIONS N.E.C.											239 BESTUURSBEROEP: N.E.G.
Project manager	1	38	42	19	54200	75600	87900	17	91300	1	Projekbestuurder
	2	38	42	175	64600	80900	96000	158	109000	2	
	3	39	48	26	78800	120000	150000	19	120000	3	
Project leader, co-ordinator	1	34	41	10	49500	54000	70900	10	81200	1	Projekleier, -koördineerder
	2	38	41	24	45800	61700	70400	23	79300	2	
Project leader	2	36	41	10	47800	60900	68000	10	81600	2	Projekleier
Project co-ordinator	2	38	42	14	42700	62100	83400	13	79300	2	Projekkoördineerder
Departemental, section manager	1	49	39	10	57200	71700	81500	9		1	Departementele,afdeling,seksie-
	2	41	42	82	73400	86300	100500	79	114600	2	bestuurder
Manager : natural sciences	1	42	42	14	42700	47000	61400	14	64200	1	Bestuurder : Natuurwetenskaplik
	2	37	45	36	53000	66900	80600	30	88400	2	
Agricultural	2	39	45	26	50400	64200	81600	21	87300	2	Landboubestuurder
Forestry	2	33	44	10	63300	72000	83000	9		2	Bosboubestuurder
Manager : regional, area	1	46	42	15	50600	58300	83300	13	72300	1	Bestuurder : Streek, gebied
	2	38	46	78	64100	80000	102200	73	107000	2	
Head of department, section	1	43	38	80	44400	54500	69100	63	64900	1	Departementshoof, afdelingshoof
	2	42	40	55	54200	74000	87900	49	98000	2	
Head of department	2	39	42	16	47900	78000	115300	12	117300	2	Departementshoof
Head of section	1	45	39	35	49600	61900	73200	28	80700	1	Afdelingshoof
	2	43	39	39	54600	70000	83500	37	94900	2	
Manager : branch, agency	2	39	46	46	51600	70700	85500	45	91000	2	Bestuurder : Tak,agentskap
Superintendent (any line)	1	41	42	14	48200	61600	76600	12	66500	1	Superintendent (enige rigting)
	2	36	42	41	57600	70000	80400	38	99000	2	
Manager (field not specified)	1	43	41	43	54410	72000	87510	38	92470	1	Bestuurder (enige rigting)
	2	40	42	263	60000	75725	96400	243	98775	2	
	3	39	44	13	40000	60000	105000	9		3	
Learner manager	2	26	39	28	26400	33300	48600	24	40100	2	Leerling bestuurder

(*) Employer Sector : 1=Public Sector 2=Private Sector 3=Self Employed

(*) Werkgeverssektor : 1=Openbare sektor 2=Private sektor 3=Selfgeëmpleeerd

(Continued)

(Vervolg)

TABLE 2 (continued)

TABEL 2 (vervolg)

OCCUPATION	*	ME		REMUNERATION / VERGOEDING				PACKAGE / PAKKET		*	BEROEP
		AGE OUD	HRS URE	N	25%	ME	75%	N	ME		
25 ADMINISTRATIVE OCCUPATIONS	1	40	41	159	48200	58500	74200	138	73900	1	25 ADMINISTRATIEWE BEROEPE
	2	44	42	103	57400	77600	105300	97	95100	2	
Secretary	1	42	40	64	54500	67400	76800	63	87600	1	Sekretaris
	2	45	42	86	60800	81200	110300	81	98600	2	
Company	2	46	42	40	73100	88000	109900	39	104000	2	Maatskappy
Town	1	43	39	48	57300	68200	76800	48	89700	1	Stad
Diplomat, foreign service officer	1	39	44	60	34900	51300	71200	43	58500	1	Diplomaat, buitelandse diensbeampte
Chief administrative officer	1	41	38	24	50600	58400	72100	23	64800	1	Hoof administratiewe beampte
31 CLERICAL AND ADMIN. OCCUPATIONS	1	36	38	127	29900	38300	51000	110	44400	1	31 KLERKLIKE & ADMINISTRATIEWE BEROEPE
	2	27	38	81	24000	29300	38800	70	35600	2	
Administrative officer	1	35	37	107	31500	38900	52200	93	46700	1	Administratiewe beampte
	2	31	41	19	24000	38700	50600	16	40800	2	
Senior administrative officer	1	35	38	30	34600	43400	53300	26	53600	1	Senior administratiewe beampte
Administrative officer	1	36	37	77	29300	38500	50700	67	44300	1	Administratiewe beampte
	2	31	42	17	24000	37000	50300	15	40700	2	
Clerk	1	38	38	20	27000	29900	41600	17	34200	1	Klerk
	2	27	38	62	23300	29000	36000	54	34300	2	
35 SALES OCCUPATIONS	2	33	42	240	43900	60000	92000	216	73500	2	35 VERKOOPSBEROEPE
	3	44	48	424	50000	79500	120000	320	81300	3	
351 WORKING PROPRIETOR	3	45	49	322	50000	78000	120000	237	80000	3	351 WERKENDE EIENAAR
355 STOCKS, INSURANCE, PROPERTY AGENT/BROKER/ADVISOR	2	34	42	106	50000	77100	113500	89	96000	2	355 AANDELE, VERSEKERINGS-, EIENDOMS- AGENT/MAKELAAR/ADVISEUR
	3	44	45	89	60000	82000	150000	74	97900	3	
Stock broker	3	47	46	14	120000	251500	438500	11	295000	3	Aandelemakelaar
Insurance agent/broker	2	37	45	51	52000	80000	120000	45	92600	2	Assuransie-agent, -makelaar
	3	39	44	35	66000	92000	180000	30	99000	3	
Insurance broker	2	40	45	17	46100	77000	120000	14	97000	2	Versekeringsmakelaar
	3	38	44	26	69200	108900	185000	23	112000	3	
Insurance advisor	2	34	39	21	60500	82000	147000	20	93400	2	Versekeringsadviseur
Insurance representative	2	35	52	10	33300	65000	112000	8		2	Versekeringsverteenvoordiger
Estate agent / broker	2	51	41	10	57500	79800	119800	9		2	Eiendomsagent, -makelaar
	3	51	44	37	45500	64000	100000	31	72000	3	
Estate agent	3	53	44	24	41000	60000	76500	21	60000	3	Eiendomsagent
Foreign currency/capital markets	2	29	42	32	47000	61800	92000	24	89900	2	Vreemde valuta, kapitaal-, geldmark
357 REPRESENTATIVE, AGENT	2	30	41	64	38300	45700	57300	62	57200	2	357 VERTEENWOORDIGER, AGENT
Sales representative	2	29	41	28	34400	45400	59300	27	59900	2	Verkoopsverteenvoordiger
359 SALES WORKER N.E.C.	2	34	43	65	41200	59600	97600	60	68800	2	359 VERKOOPSWERKER N.E.G.
Buyer	2	33	39	24	38200	50000	64800	23	58800	2	Aankoper (Inkoper)
Salesperson (any line)	2	32	43	23	42300	53500	91200	21	58900	2	Verkoopman (enige rigting)
Businessman (not own business)	2	45	49	18	39700	98900	118500	16	104800	2	Sakeman (nie eie besigheid nie)
51 PROTECTIVE SERVICE OCCUPATIONS	1	39	43	219	35000	45300	58300	186	51900	1	51 BESKERMINGSDIENSBEROEPE
	2	37	40	10	42400	48400	64900	8		2	
Member of permanent force (soldier)	1	37	45	72	42700	49000	64000	59	57800	1	Lid van staande mag (nie dienspl.)
Officer in army (commanding off)	1	43	46	14	45900	53900	75800	13	66500	1	Weermagoffisier
Police officer, detective	1	37	44	88	22200	38900	47300	75	46600	1	Polisiebeampte, -offisier, speurder
Traffic officer	1	38	42	10	35600	38700	72200	10	61000	1	Verkeersbeampte
Prison warder	1	42	42	25	37300	45300	56000	19	50700	1	Gevangenisdiensbewaarder, bewaarder
61 FARMER, FARM MANAGER	2	32	61	76	24000	38000	50800	66	46100	2	61 BOER, PLAASBESTUURDER
	3	38	58	702	32400	57000	100000	363	55000	3	
89 OCCUPATION NOT SPECIFIED	1	46	39	63	39200	54100	70000	50	59100	1	89 BEROEP NIE AANGEDUI NIE
	2	39	42	89	40700	67700	99400	83	85800	2	
	3	44	11	11	50000	90000	100000	9		3	
TOTAL	1	41	40	10740	44200	58000	70300	8757	64700	1	TOTAAL
	2	36	42	12779	47700	68300	95500	11633	87500	2	
	3	43	48	7244	60000	98000	146000	5177	105000	3	

(*) Employer Sector :
1=Public sector 2=Private Sector 3=Self Employed

(*) Werkgewersector :
1=Openbare sektor 2=Private sektor 3=Selfgeemplojeerd

TABLE 3

MEDIAN INCOME ACCORDING TO OCCUPATIONAL GROUP AND EMPLOYER SECTOR
OF MALE GRADUATES WITH LESS THAN TWO YEARS WORK EXPERIENCE

TABEL 3

MEDIAANINKOMSTE VOLGENS BEROEPSGROEP EN WERKGEWERSEKTOR
VAN GEGRADUEERDE MANS MET MINDER AS TWEE JAAR WERKERVARING

OCCUPATION	*	ME		REMUNERATION / VERGOEDING				PACKAGE/ PAKKET		*	BEROEP		
		AGE	HRS	N	25%	ME	75%	N	ME				
		OD	URE										
11 ENGINEER, TECHNICIAN, ARCHITECT AND RELATED OCCUPATIONS	1	25	37	85	34419	37200	42873	70	43900	1	11 INGENIEUR, -TEGNIKUS, ARGITEK EN VERWANT		
	2	25	39	212	37938	42600	48368	181	49000	2			
112 Engineer	1	25	37	70	34153	37100	42970	58	43900	1	112 Ingenieur		
	2	25	39	198	37979	42500	47700	168	49000	2			
117 Architect, quantity surveyor, town, regional planner	1	26	37	15	35500	37200	41900	12	43500	1	117 Argitek, bourekenaar, stads-, streeksbeplanner		
	2	26	42	13	34445	43400	53000	12	50900	2			
12 NATURAL SCIENCE OCCUPATIONS	1	26	38	69	23384	26700	32490	55	29500	1	12 NATUURWETENSKAPLIKE BEROEPE		
	2	25	37	93	33000	37700	41769	80	40900	2			
122 Geological sciences	1	26	37	11	25460	27800	38700	8		1	122 Aardwetenskaplike beroepe		
	2	26	38	15	38874	45000	50808	12	50300	2			
123 Mathematical and related occupations	2	24	37	16	32514	37400	43453	15	38900	2	123 Wiskundige en verwante beroepe		
124 Computer sciences	1	24	37	13	28250	35200	46250	8		1	124 Rekenaarwetenskapberoepes		
	2	25	37	32	31050	34100	37700	29	38500	2			
127 Agriculture, forestry and food sciences	1	26	40	20	21961	24600	26671	17	26600	1	127 Landbou-, bosbou en voedselwetenskaplike beroepe		
	2	26	41	11	31000	36400	41000	11	45700	2			
14 MEDICAL SERVICES	1	27	55	68	37636	50800	54921	54	53300	1	14 GESONDHEIDSDIENSBEROEPE		
	2	26	47	33	41500	48000	60000	30	51700	2			
	3	29	50	27	60000	80000	109000	18	82400	3			
141 Medical professions	1	27	55	65	38756	51800	55130	52	53600	1	141 Mediese beroepe		
	3	31	57	10	57000	82500	116750	9		3			
142 Dental professions	3	28	47	11	64800	72000	110000	6		3	142 Tandheelkundige beroepe		
144 Pharmaceutical professions	2	26	48	14	37875	43400	48250	14	46100	2	144 Farmaseutiese beroepe		
15 EDUCATION AND RELATED OCCUPATIONS	1	25	37	126	22868	25600	28075	81	28200	1	15 ONDERWYS- EN VERWANTE BEROEPE		
	152 Professor, lecturer	1	26	37	18	26981	32900	43989	13	36400		1	152 Professor, lektor, dosent
	156 Teacher	1	25	38	106	22315	24900	27206	66	27400		1	156 Onderwyser
16 HUMANITIES AND RELATED OCCUPATIONS	1	25	37	94	25481	28300	34739	72	31600	1	16 GEESTESWETENSKAPLIKE EN VERWANTE BEROEPE		
	2	25	38	316	19200	24700	32386	263	28800	2			
161 Legal occupations	1	25	38	22	30384	35300	41941	15	38000	1	161 Regsberoepes		
	2	26	42	46	14250	16700	24863	37	18000	2			
162 Religious professions	2	29	56	44	24013	25700	30428	36	45100	2	162 Godsdiensteroepes		
163 Social sciences	1	25		10	15434	21200	24440	9		1	163 Sosiaalwetenskaplike beroepe		
164 Personnel & management services	1	25	38	12	25408	29100	34385	10	33800	1	164 Personeel- en bestuursdiensberoepes		
	2	25	38	28	28775	32900	38600	23	36700	2			
165 Accountant & related accounting occupations	1	24	37	26	26455	27600	32041	21	28500	1	165 Rekenmeester en verwante rekeningkundige beroepe		
	2	23	38	180	19260	23100	31266	153	25000	2			
166 Economic occupations	1	24	37	13	26263	29000	38000	9		1	166 Ekonomiese beroepe		
	2	25	41	14	30021	33600	39065	13	35600	2			
23 MANAGERIAL OCCUPATIONS	2	25	42	41	24450	31000	38650	37	38500	2	23 BESTUURSBEROEPE		
31 CLERICAL OCCUPATIONS	2	24	40	13	19825	26200	33650	12	29900	2	31 KLERKLIKE BEROEPE		
35 SALES OCCUPATIONS	2	25	42	19	25200	33800	48000	14	38500	2	35 VERKOOPSBEROEPE		
355 Property, insurance agent	2	25	42	10	25000	37500	59503	6		2	355 Eiendoms-, versekeringsagent		
61 FARMER	3	27	55	17	30000	50000	64000	13	45000	3	61 BOER		
TOTAL	1	25	38	471	24613	28800	39344	351	34600	1	TOTAAL		
	2	25	39	757	24650	34100	42719	640	40000	2			
	3	28	50	60	30000	56300	83750	44	57300	3			

(*) Employer Sector:
1=Public sector 2=Private Sector 3=Self-employed

ME = Median, HRS = Working hours per week

Werkgewersector:
1=Openbare sektor 2=Private sektor 3=Selfgeëmplojeerd

ME = Mediaan, OUD = Ouderdom, URE = Werkure per week

TABLE 4

MEDIAN INCOME ACCORDING TO SOURCE OF INCOME AND EMPLOYER SECTOR

TABLE 4

MEDIAN INKOMSTE VOLGENS INKOMSTEBRON EN WERKGEWESSEKTOR

Source of income	Government	Local government	University/technical	Semi-government	Government and university	SUB-TOTAL: PUBLIC SECTOR	Public corporation	Professional practice	Business enterprise	Non-profit concern	SUB-TOTAL: PRIVATE SECTOR	SELF-EMPLOYED	Inkomstebron
Basic salary/income	49500 6456	60000 891	55100 2191	54100 1031	77100 171	53100 10740	59700 1386	50000 1835	71900 7577	42300 1981	62000 12779	90000 7244	Rand N Basiese sa- laris/inkomste
Director's fees	13200 11	0	5000 24	5	0	4300 40	5	4800 20	5000 273	3000 15	5000 313	12000 505	Rand N Direkteurs- gelde
Overtime/after hours	15200 596	2900 30	5500 144	6000 25	20000 102	15000 897	3000 37	3700 152	3600 178	2000 30	3600 397	12000 368	Rand N Oortyd/ na-uurs
Consultation	8000 95	6000 11	7000 415	5000 26	7	7000 554	4000 31	12000 33	8000 174	8500 28	8000 266	20000 207	Rand N Konsultasie foote
Lecturing	2000 134	3000 14	2600 177	2500 26	1	2000 352	3300 30	4000 42	3600 128	3000 47	3500 247	7700 198	Rand N Deeltydse oonderrig
Profit-sharing	4000 96	6	5000 50	4000 108	3	4200 263	4500 131	10200 337	10500 1943	6700 153	10000 2564	20000 668	Rand N Winsdeling-, produksiebonus
13th cheque, cash bonus	3900 4454	5000 722	4300 1387	4500 849	6000 91	4200 7503	5000 1150	4000 883	5800 4926	3500 1313	5000 8272	6000 298	Rand N 13de tjeek, kontantbonus
TOTAL REMUNERATION	53800 6456	64500 891	60600 2191	59300 1031	97900 171	58000 10740	64300 1386	55000 1835	79200 7577	45800 1981	68300 12779	98000 7244	Rand N TOTALE VERGOEDING
Share scheme	0	0	0	0	0	0	2800 24	10000 38	10000 921	2000 28	10000 1011	10000 39	Rand N Aandele- skema
Pension and medical	4600 2914	9800 731	5300 1446	7200 817	6000 67	5400 5975	6500 1130	3000 1149	6700 6175	5600 1591	6000 10045	4600 1155	Rand N Pensioen en medies
Transport allowance	6000 980	11900 644	3500 322	12000 478	4000 41	7800 2465	12000 1026	9600 880	12000 6194	11000 1539	12000 9639	9600 1836	Rand N Vervoer- toelae
Entertainment allowance	800 202	1000 147	1200 137	1900 183	1	1200 670	1200 148	2400 389	2400 2396	1700 387	2100 3320	2400 1562	Rand N Onthaal- toelae
Housing benefit	7100 4635	6700 743	6000 1679	8000 790	7300 112	6900 7959	9000 1189	6000 214	8100 3579	6000 1237	8000 6219	7000 244	Rand N Behuising- subsidie
Other benefits	500 879	600 314	1200 504	800 314	500 19	700 2030	1000 511	1100 392	1200 3101	1200 1008	1200 5012	2000 1191	Rand N Ander voordele
TOTAL FRINGE BENEFITS	7500 4396	17100 780	9800 1726	13400 828	9600 113	8500 7843	20100 1211	10000 1035	20000 6648	16400 1681	18100 10575	8900 2496	Rand N TOTALE BYVOORDELE
TOTAL PACKAGE	60000 5076	81000 820	71500 1815	72800 922	106600 126	64700 8757	86800 1252	61300 1648	99900 6970	62500 1763	87500 11633	105000 5177	Rand N TOTALE PAKKET
Source of income	Staat	Plaaslike owerhede	Universiteit, teknikon	Semi-staat	Staat en universiteit	SUB-TOTAL: OPENBARE sektor	Openbare korporasie	Profesionele praktyk	Besigheidsonderneming	Nie-gewende organisasie	SUB-TOTAL: PRIVATE SEKTOR	SELF-GEEEMPLED	Inkomstebron

TABLE 5
REMUNERATION ACCORDING TO AGE GROUP
AND EMPLOYER SECTOR

TABEL 5
VERGOEDING VOLGENS OUDERDOMSGROEP
EN WERKGEWERSEKTOR

Age group	N	Rand per annum (Fringe benefits excluded)						Ouderdomsgroep
		Average	10 %	25 %	Median	75%	90%	
<u>20 - 24</u>								
Public sector	118	28100	18900	21700	26600	31100	38600	Openbare sektor Private sektor Selfgeëmployeerd
Private sector	245	28600	15800	20600	24700	35400	45000	
Self-employed	7	55200			40000			
<u>25 - 29</u>								
Public sector	1285	37600	23200	27000	34300	45700	57600	Openbare sektor Private sektor Selfgeëmployeerd
Private sector	2186	47700	24900	35000	45000	56400	71500	
Self-employed	244	69500	21000	36000	60000	84000	120000	
<u>30 - 34</u>								
Public sector	1611	49500	31200	37300	45500	59900	70700	Openbare sektor Private sektor Selfgeëmployeerd
Private sector	2827	66400	35800	48000	61800	78200	100000	
Self-employed	879	94500	30000	50000	80000	120000	160000	
<u>35 - 39</u>								
Public sector	1598	58000	39300	45900	54500	65100	80000	Openbare sektor Private sektor Selfgeëmployeerd
Private sector	2077	81300	41900	57200	74000	96000	127000	
Self-employed	1284	115400	48000	70000	100000	144000	200000	
<u>40 - 44</u>								
Public sector	1502	63600	43300	50000	60400	72000	89700	Openbare sektor Private sektor Selfgeëmployeerd
Private sector	1734	96200	48300	65100	85000	113000	151400	
Self-employed	1303	130300	50000	75000	112000	160000	220000	
<u>45 - 49</u>								
Public sector	1484	67300	46900	53900	63500	75300	93200	Openbare sektor Private sektor Selfgeëmployeerd
Private sector	1291	105700	47600	69400	93000	128000	175000	
Self-employed	1058	133300	50000	76800	120000	170000	240000	
<u>50 - 54</u>								
Public sector	1365	70200	46900	55000	65400	78000	95600	Openbare sektor Private sektor Selfgeëmployeerd
Private sector	1035	104400	45800	67400	90000	123000	180000	
Self-employed	858	127300	48000	75000	110000	159200	240000	
<u>55 - 59</u>								
Public sector	924	72200	49000	57400	68100	80200	101000	Openbare sektor Private sektor Selfgeëmployeerd
Private sector	665	105600	45600	61900	88700	125700	183400	
Self-employed	644	117500	42000	60000	98000	150000	217500	
<u>60 - 64</u>								
Public sector	550	75000	46700	58300	70200	85100	105800	Openbare sektor Private sektor Selfgeëmployeerd
Private sector	435	98800	41200	52300	81000	120000	182800	
Self-employed	490	103100	40000	60000	85500	123600	189500	
<u>Older than 64</u>								
Public sector	276	68500	36400	47000	63200	80300	100900	Openbare sektor Private sektor Selfgeëmployeerd
Private sector	228	72400	24900	38400	52000	82400	121900	
Self-employed	456	81000	24000	39100	68500	100000	150100	
Age group	N	Gemidd.	10 %	25 %	Mediaan	75 %	90 %	Ouderdomsgroep
Rand per jaar (Byvoordele uitgesluit)								

TABLE 6
REMUNERATION ACCORDING TO WORKING HOURS
PER WEEK AND EMPLOYER SECTOR

TABEL 6
VERGOEDING VOLGENS WERKSURE PER WEEK
EN WERKGEWERSEKTOER

Working hours per week	N	Rand per annum (Fringe benefits excluded)						Werksure per week
		Average	10 %	25 %	Median	75%	90%	
<u>Less than 26</u>								<u>Minder as 26</u>
Public sector	243	38900	8300	18600	36500	53800	67500	Openbare sektor
Private sector	165	41900	10000	17400	36000	58400	81500	Private sektor
Self-employed	232	53400	9300	15000	32500	65800	114200	Selfgeëmployeerd
<u>26 - 37</u>								<u>26 - 37</u>
Public sector	533	50100	28400	37600	47700	59100	69900	Openbare sektor
Private sector	276	65800	23800	36000	58400	76600	119900	Private sektor
Self-employed	259	84400	30000	40100	65000	106000	170000	Selfgeëmployeerd
<u>38 - 42</u>								<u>38 - 42</u>
Public sector	3727	55900	31200	41700	54400	66300	80100	Openbare sektor
Private sector	3970	67100	32400	45000	60200	81300	106000	Private sektor
Self-employed	856	105600	40000	60000	86000	130000	195300	Selfgeëmployeerd
<u>43 - 47</u>								<u>43 - 47</u>
Public sector	1871	56900	31300	43200	55000	69000	81200	Openbare sektor
Private sector	2765	77000	39000	52000	69100	91000	121600	Private sektor
Self-employed	891	117900	47300	68000	100000	150000	205000	Selfgeëmployeerd
<u>48 - 52</u>								<u>48 - 52</u>
Public sector	1966	61800	36000	46900	58600	72500	87200	Openbare sektor
Private sector	2851	89600	40000	57000	79300	106700	145700	Private sektor
Self-employed	1756	118800	48000	70000	100000	150000	200000	Selfgeëmployeerd
<u>53 - 57</u>								<u>53 - 57</u>
Public sector	920	69900	40600	51900	66100	80900	103100	Openbare sektor
Private sector	1031	95900	36000	52300	82700	118600	168600	Private sektor
Self-employed	779	122500	45000	65000	100000	150000	228000	Selfgeëmployeerd
<u>58 - 62</u>								<u>58 - 62</u>
Public sector	869	69500	40000	52000	65000	81300	104000	Openbare sektor
Private sector	998	96400	34200	46500	81600	121200	177200	Private sektor
Self-employed	1197	115900	40000	61700	100000	150000	200000	Selfgeëmployeerd
<u>63 - 67</u>								<u>63 - 67</u>
Public sector	191	65000	35400	47100	61800	75100	102800	Openbare sektor
Private sector	229	93200	28200	41100	64500	124100	200000	Private sektor
Self-employed	333	114900	36000	60000	96000	150000	218400	Selfgeëmployeerd
<u>More than 67</u>								<u>Meer as 67</u>
Public sector	520	66400	33800	47900	60900	78300	104500	Openbare sektor
Private sector	511	68700	24500	35700	45800	80300	137700	Private sektor
Self-employed	936	119700	36000	60000	100000	150000	230000	Selfgeëmployeerd
Working hours per week	N	Gemidd.	10 %	25 %	Mediaan	75 %	90 %	Werksure per week
Rand per jaar (Byvoordele uitgesluit)								

TABLE 7
COMPARISON OF MEDIAN REMUNERATION (ME) BY EMPLOYER SECTOR
AND OCCUPATION, 1984 TO 1990
7.1 EMPLOYEES IN THE PUBLIC SECTOR

TABEL 7
VERGELYKING VAN MEDIAANVERGOEDING (ME) VOLGENS WERKGEWERSEKTOR
EN BEROEP, 1984 TOT 1990
7.1 WERKNEMERS IN DIE OPENBARE SEKTOR

OCCUPATION		REMUNERATION(Rand p.a.)			ANNUAL % INCREASE IN REMUNERATION			BEROEP	
		VERGOEDING(Rand p.j.)			JAARLIKSE % STYGING IN VERGOEDING				
		1984	1987	1990	1984- 1987	1987- 1990	1984- 1990		
Accountant, auditor (CA)	Me N	24400 86	33000 125	50700 116	10.6	15.4	13.0	Me N	Rekenmeester, ouditeur (GR)
Accountant, auditor (not CA), internal auditor	Me N	30100 10	36100 17	51300 17	6.2	12.4	9.3	Me N	Rekenmeester, ouditeur (nie GR), interne ouditeur
Administrative director	Me N	41000 18	45000 21	64000 11	3.2	12.5	7.7	Me N	Administratiewe direkteur
Administrative officer	Me N	23000 64	33000 93	38800 108	12.8	5.5	9.1	Me N	Administratiewe beampte
Advocate	Me N	29400 20	45200 30	83100 32	15.4	22.5	18.9	Me N	Advokaat
Agricultural economist	Me N	25200 12	29900 27	39900 21	5.9	10.1	8.0	Me N	Landbou ekonoom
Agricultural engineer	Me N	27200 18	34700 29	49800 29	8.5	12.8	10.6	Me N	Landbou ingenieur
Agricultural extension officer	Me N	24300 47	28200 55	44900 55	5.1	16.8	10.8	Me N	Landbouvoorligter
Agricultural researcher	Me N	23100 112	27000 104	39000 98	5.3	13.0	9.1	Me N	Landbounavorser
Agricultural scientist, agricul- turalist	Me N	28800 12	34000 27	52000 18	5.7	15.2	10.3	Me N	Landbouwetenskaplike, landboukundige
Anaesthetist	Me N	44700 11	52900 15	86100 17	5.8	17.6	11.5	Me N	Narkotiseur
Animal scientist	Me N	27100 11	33500 16	47200 20	7.3	12.1	9.7	Me N	Veekundige
Architect (also architect-in-train- ing), architect's assistant	Me N	30400 41	40400 67	58500 51	9.9	13.1	11.5	Me N	Argitek (ook argitek-in-opleiding), argitek-assistent
Archivist, curator, heraldist	Me N	20600 17	31400 24	38400 22	15.1	6.9	10.9	Me N	Argivaris, kurator, heraldikus
Attorney, lawyer, notary, solicitor	Me N	30000 23	46000 25	86000 22	15.3	23.2	19.2	Me N	Prokureur, notaris
Biologist	Me N	19800 13	31700 16	46700 14	17.0	13.8	15.4	Me N	Bioloog
Chaplain, clergyman, minister, mis- sionary, priest	Me N	19700 19	33300 39	42400 51	19.1	8.4	13.6	Me N	Kapelaan, dominee, predikant, sendeling, priester
Chemical engineer	Me N	27300 23	36000 33	55500 24	9.7	15.5	12.6	Me N	Chemiese ingenieur
Chemist, research chemist	Me N	30000 45	33200 46	52400 46	3.4	16.4	9.7	Me N	Chemikus (skeikundige), navorsings- chemikus
Chief, general manager	Me N	47700 15	56400 27	102900 23	5.7	22.2	13.7	Me N	Hoof-, algemene bestuurder
City secretary	Me N	32300 21	41600 36	68200 48	8.8	17.9	13.3	Me N	Stadsekretaris
City, town treasurer	Me N	33700 36	41700 49	66300 59	7.4	16.7	11.9	Me N	Stads-, dorpsbestuurder
Civil engineer	Me N	30400 422	39600 455	62800 411	9.2	16.6	12.9	Me N	Siviele ingenieur
Clerk(field not indicated)	Me N	15000 23	15600 22	29200 12	1.3	23.2	11.7	Me N	Klerk (rigting nie aangedui)
Clinical psychologist (also intern)	Me N	25300 10	28900 33	39900 21	4.5	11.4	7.9	Me N	Kliniese sielkundige (ook intern)
Computer, data-processing, computer systems manager	Me N	35800 13	41800 18	69200 24	5.3	18.3	11.6	Me N	Rekenaar-, dataverwerkings-, rekenaar- stelselbestuurder
Computer scientist	Me N	19000 18	30600 29	53600 29	17.2	20.5	18.9	Me N	Rekenaarwetenskaplike
Dentist	Me N	39600 27	45900 39	77000 41	5.0	18.8	11.7	Me N	Tandarts
Diplomatic corps member, foreign service official	Me N	26200 43	36600 55	51300 60	11.8	11.9	11.9	Me N	Diplomatiekekorpslid, buitelandse diensbeampte
Ecologist	Me N	19400 17	30500 18	39000 19	16.3	8.5	12.3	Me N	Ekoloog
Economist	Me N	26300 38	39900 38	64700 60	14.9	17.5	16.2	Me N	Ekonoom
Education, school or university planner	Me N	32800 36	45400 19	65100 16	11.4	12.8	12.1	Me N	Onderwys-, skool- of universiteits- beplanner
Educational or school psychologist orthodidactitian	Me N	28300 63	39000 53	58100 51	11.3	14.2	12.7	Me N	Opvoedkundige, skool- of onderwyser- sielkundige, ortodidaktikus
Educational, school library/subject adviser, educationist	Me N	29200 52	39300 66	58500 74	10.4	14.2	12.3	Me N	Onderwys-, skoolbib.- of vakadviseur, opvoedkundige
Electrical, electronic, telecom- munications engineer	Me N	33500 191	39800 214	65000 170	5.9	17.8	11.7	Me N	Elektriese, elektroniese, telekommunikasie ingenieur
Entomologist, arachnologist	Me N	25100 13	32200 20	46700 13	8.7	13.2	10.9	Me N	Entomoloog, arachnoloog
Financial/economic adviser, analyst, controller, financial broker	Me N	20500 21	39000 11	62800 13	23.9	17.2	20.5	Me N	Finansiële, ekonomiese adviseur, ana- lis, kontroleur, finansiële makelaar
Financial director	Me N	36700 11	45300 13	79500 11	7.3	20.6	13.7	Me N	Finansiële direkteur
Forester, forest officer	Me N	25200 31	33300 40	44500 29	9.7	10.1	9.9	Me N	Bosboukundige, bosbouwer, bosbeampte
Geologist	Me N	22300 31	26700 31	43300 40	6.2	17.5	11.7	Me N	Geoloog
Head of department	Me N	34100 18	43400 77	54500 80	8.4	7.9	8.1	Me N	Departements-, afdelingshoof
Headmaster, school principal	Me N	28000 309	41900 413	62800 481	14.4	14.4	14.4	Me N	Skoolhoof
Inspector of education	Me N	31600 80	45400 50	67700 16	12.8	14.2	13.5	Me N	Inspekteur van onderwys

(Continued)

(Vervolg)

TABLE 7 (Continued)
7.1 EMPLOYEES IN THE PUBLIC SECTOR

TABEL 7 (Vervolg)
7.1 WERKNEMERS IN DIE OPENBARE SEKTOR

OCCUPATION		INCOME/INKOMSTE			ANNUAL % INCREASE IN REMUNERATION JAARLIKSE % STYGING IN VERGOEDING			BEROEP
		1984	1987	1990	1984- 1987	1987- 1990	1984- 1990	
Judge	Me N	66000 15	101500 25	178000 22	15.4	20.6	18.0	Me N Regter
Land surveyor	Me N	32000 47	44000 38	62800 32	11.2	12.6	11.9	Me N Landmeter
Lecturer, professor	Me N	29200 1669	41200 2229	62100 2387	12.2	14.7	13.4	Me N Lektor, professor
Legal, law adviser	Me N	33400 23	46200 40	77000 58	11.4	18.6	14.9	Me N Regsadviseur
Liaison, publicity or public relations officer	Me N	24100 21	29900 44	52300 39	7.5	20.5	13.8	Me N Skakel-, publisiteits-, reklame- of openbare betrekkinge-beampte
Librarian, librarian assistant	Me N	24000 37	30400 42	49000 53	8.2	17.2	12.6	Me N Bibliotekaris, biblioteekassistent
Linguist, lexicographer, interpreter, glossologist	Me N	28700 11	38000 12	53000 13	9.8	11.7	10.8	Me N Terminoloog, tolk, leksikograaf, taalkundige
Magistrate	Me N	29100 70	40600 92	74100 123	11.7	22.2	16.9	Me N Landdros
Mechanical engineer	Me N	33800 82	41000 95	58500 76	6.6	12.6	9.6	Me N Meganiese, werktuigkundige ingenieur
Medical doctor, general medical practitioner, physician	Me N	36000 419	40700 448	63200 415	4.2	15.8	9.8	Me N Mediese dokter, alg. mediese praktisyn, geneesheer
Medical research officer	Me N	22600 14	28300 12	48700 13	7.8	19.8	13.7	Me N Mediese navorser
Member of parliament	Me N	42000 27	68100 15	75600 20	17.5	3.5	10.3	Me N Parlements lid
O & M officer, analyst, work study officer	Me N	26000 21	32400 32	39600 28	7.6	6.9	7.3	Me N Organisasie- en metodebeampte, -analise, werkstudiebeampte
Personnel director	Me N	36600 10	45300 11	64000 15	7.4	12.2	9.8	Me N Personeeldirekteur
Personnel manager	Me N	33800 29	43300 38	64000 47	8.6	13.9	11.2	Me N Personeelbestuurder
Personnel officer, clerk	Me N	21000 45	25100 60	37800 54	6.1	14.6	10.3	Me N Personeelbeampte, -klerk
Pharmacist	Me N	24100 96	33000 98	43400 96	11.0	9.6	10.3	Me N Apteker
Physicist	Me N	27300 23	33000 22	55000 19	6.5	18.6	12.4	Me N Fisikus
Police and detective services	Me N	20300 60	26800 73	38900 88	9.7	13.2	11.4	Me N Polisie en speurdiens
Public prosecutor	Me N	15700 48	24700 68	39000 62	16.3	16.4	16.4	Me N Staatsaanklaer
Quantity surveyor, building surveyor	Me N	31200 46	40400 63	61000 46	9.0	14.7	11.8	Me N Bourekenaar
Regional director	Me N	42000 10	54400 12	78100 12	9.0	12.8	10.9	Me N Streeksdirekteur
Research director	Me N	39200 17	51500 22	80100 13	9.5	15.9	12.6	Me N Navorsingsdirekteur
Research, research and development manager	Me N	36700 13	48300 12	70600 18	9.6	13.5	11.5	Me N Navorsings-, navorsings- en ontwikkelingsbestuurder
Secretary (field not indicated)	Me N	30800 10	32100 20	60900 14	1.4	23.8	12.0	Me N Sekretaris (rigting nie aangedui)
Social worker, welfare officer	Me N	16900 32	21200 45	35000 28	7.8	18.2	12.9	Me N Maatskaplike werker, welsynsbeampte
Soil scientist	Me N	30900 10	33300 13	42900 10	2.5	8.8	5.6	Me N Grondkundige
Soldier, military staff member	Me N	23700 60	33500 49	49500 73	12.2	13.9	13.1	Me N Soldaat, lid van militere staf
Statistician	Me N	31400 17	34500 23	50300 18	3.2	13.4	8.2	Me N Statistikus
Surgeon - all fields	Me N	45000 33	52800 39	96000 27	5.5	22.1	13.5	Me N Chirurg - alle rigtings
Teacher - any school	Me N	19000 1139	28100 1338	44000 1569	13.9	16.1	15.0	Me N Onderwyser - enige skool
Town and regional planner, town planner	Me N	28200 93	37500 100	60800 98	10.0	17.5	13.7	Me N Stads- en streekbeplanner, stads-, dorpsbeplanner
Town clerk	Me N	29200 29	45300 33	67500 42	15.8	14.2	15.0	Me N Stadsklerk
Training officer	Me N	23300 22	29900 31	44000 36	8.7	13.7	11.2	Me N Opleidingsbeampte
Veterinarian	Me N	31600 44	34500 58	53800 55	3.0	16.0	9.3	Me N Veearts
TOTAL	Me N	27000 8005	36300 10401	57500 10996	10.2	16.6	13.4	Me N TOTAAL

(Continued)

(Vervolg)

TABLE 7 (Continued)
7.2 EMPLOYEES IN THE PRIVATE SECTOR

TABEL 7 (Vervolg)
7.2 WERKNEMERS IN DIE PRIVATE SEKTOR

OCCUPATION		INCOME/INKOMSTE			ANNUAL % INCREASE IN REMUNERATION JAARLIKSE % STYGING IN VERGOEDING			BEROEP
		1984	1987	1990	1984- 1987	1987- 1990	1984- 1990	
Accountant, auditor (CA)	Me N	24000 371	34500 417	57600 464	12.9	18.6	15.7	Me N Rekenmeester, ouditeur (GR)
Accountant, auditor (not CA) internal auditor	Me N	32000 268	45000 199	80000 165	12.0	21.1	16.5	Me N Rekenmeester, ouditeur (nie GR), interne ouditeur
Accountant or auditor articulated clerk, audit clerk	Me N	12300 256	15600 333	24000 303	8.2	15.4	11.8	Me N Rekenmeester ingeskrewe klerk, oudit klerk
Actuary	Me N	42600 27	63300 20	114200 32	14.1	21.7	17.9	Me N Aktuaris
Administrative and financial manager	Me N	39000 22	57700 21	80400 25	13.9	11.7	12.8	Me N Administratiewe en finansiële bestuurder
Administrative manager	Me N	35000 103	43600 132	68900 127	7.6	16.5	12.0	Me N Administratiewe bestuurder
Administrative director	Me N	46600 10	71500 12	98300 16	15.3	11.2	13.2	Me N Administratiewe direkteur
Administrative officer	Me N	23000 19	30500 21	38700 19	9.9	8.3	9.1	Me N Administratiewe beampte
Agricultural adviser, consultant	Me N	22000 17	35700 21	55500 20	17.5	15.8	16.7	Me N Landbou-adviseur,-konsultant
Agricultural economist	Me N	26400 13	32300 24	49900 34	7.0	15.6	11.2	Me N Landbou ekonoom
Agricultural engineer	Me N	34900 12	39800 11	54900 19	4.5	11.3	7.8	Me N Landbou ingenieur
Agricultural extension officer	Me N	20100 11	31200 11	45500 19	15.8	13.4	14.6	Me N Landbouvoorligter
Agricultural manager	Me N	26800 16	45500 16	64200 26	19.3	12.2	15.7	Me N Landbou bestuurder
Agricultural scientist, agricul- turalist	Me N	24000 31	34600 50	52300 37	13.0	14.8	13.9	Me N Landbouwetenskaplike,landboukundige
Architect (also architect-in- training), architect's assistant	Me N	29400 88	35000 95	61100 87	6.0	20.4	13.0	Me N Argitek (ook argitek-in-opleiding), argitek-assistent
Attorney, lawyer, notary, solicitor	Me N	22000 85	28700 122	45400 122	9.3	16.5	12.8	Me N Prokureur, notaris
Attorney articulated clerk, attorney assistant	Me N	8500 69	10800 87	18000 96	8.3	18.6	13.3	Me N Prokureur ingeskrewe klerk, proku- reursassistent
Audit or accounting manager	Me N	30000 69	41000 84	70000 107	11.0	19.5	15.2	Me N Oudit- of rekenkundige bestuurder
Bank manager	Me N	28900 51	40400 43	63800 86	11.8	16.5	14.1	Me N Bankbestuurder
Banker	Me N	34500 30	57500 32	100000 49	18.6	20.3	19.4	Me N Bankier
Branch, area, district, regional manager	Me N	35000 83	50100 66	76000 125	12.7	14.9	13.8	Me N Gebieds-, tak-, distriks-, streeks- bestuurder
Business/industrial advisor, analyst, consultant, controller	Me N	28400 13	35500 20	53800 50	7.7	14.9	11.2	Me N Bedryfs- of nywerheidsadviseur,-analis konsultant, kontroleur
Chairman of any board	Me N	102000 10	112500 26	220000 33	3.3	25.1	13.7	Me N Voorsitter van enige raad
Chaplain, clergyman, minister, missionary	Me N	17300 637	26000 842	38100 925	14.5	13.6	14.1	Me N Kapelaan, dominee, predikant,sende- ling, priester
Chemical engineer	Me N	32300 116	41400 154	65000 189	8.6	16.2	12.4	Me N Chemiese ingenieur
Chemist, research chemist	Me N	29300 70	37500 60	54200 67	8.6	13.1	10.8	Me N Chemikus (skeikundige), navorsings- chemikus
Chief, general manager	Me N	49200 250	73100 351	118700 382	14.1	17.5	15.8	Me N Hoof-, algemene bestuurder
Civil engineer	Me N	32500 415	43200 453	69000 447	10.0	16.9	13.4	Me N Siviele ingenieur
Company manager	Me N	35100 14	52000 12	87000 15	14.0	18.7	16.3	Me N Maatskappybestuurder
Company secretary, group secretary	Me N	38300 55	53100 50	91000 49	11.5	19.7	15.5	Me N Maatskappysekreteraris, groepsekreteraris
Computer consultant	Me N	34400 24	44700 34	74200 37	9.1	18.4	13.7	Me N Rekenaarkonsultant
Computer, data-processing, computer systems manager	Me N	37900 85	52000 71	85000 125	11.1	17.8	14.4	Me N Rekenaar-, dataverwerkings-, rekenaar- stelselbestuurder
Computer programmer	Me N	17200 35	22400 26	40300 38	9.2	21.6	15.2	Me N Rekenaarprogrammeerder
Computer scientist	Me N	27000 37	41800 67	58600 94	15.7	11.9	13.8	Me N Rekenaarwetenskaplike
Contract manager	Me N	33800 30	46300 33	70800 32	11.1	15.2	13.1	Me N Kontrakbestuurder
Credit manager	Me N	28500 16	39600 20	59200 37	11.6	14.3	13.0	Me N Kredietbestuurder
Dentist	Me N	36000 15	59400 20	78200 19	18.2	9.6	13.8	Me N Tandarts
Development manager	Me N	34700 21	47500 39	76800 38	11.0	17.4	14.2	Me N Ontwikkelingsbestuurder
Economist	Me N	29400 26	42800 34	78700 43	13.3	22.5	17.8	Me N Ekonoom
Editor, film editor, publisher	Me N	25000 26	33000 31	55800 32	9.7	19.1	14.3	Me N Redakteur, rolprentredakteur, uitgewer
Electrical, electronic, telecom- munications engineer	Me N	32000 268	41000 323	64100 384	8.6	16.1	12.3	Me N Elektriese, elektroniese, telekommu- nikasie ingenieur
Engineering manager	Me N	40300 49	55800 82	95000 106	11.5	19.4	15.4	Me N Ingenieursbestuurder
Executive director	Me N	60000 41	88000 54	137000 69	13.6	15.9	14.8	Me N Uitvoerende direkteur
Factory manager	Me N	38800 16	60500 28	83000 26	16.0	11.1	13.5	Me N Fabrieksbestuurder
Farm manager	Me N	16700 26	22200 32	37800 58	10.0	19.4	14.6	Me N Plaasbestuurder
Farmer	Me N	12700 29	22400 36	39100 18	20.8	20.4	20.6	Me N Boer
Financial accountant (not CA)	Me N	28000 35	39300 46	64600 78	12.0	18.0	15.0	Me N Finansiële rekenmeester (nie GR)
Financial, economic adviser, analyst controller, financial broker	Me N	35200 93	46400 65	81000 107	9.6	20.4	14.9	Me N Finansiële, ekonomiese adviseur, anal- lis, kontroleur, fin. makelaar
Financial director	Me N	55800 152	75000 246	126800 328	10.4	19.1	14.7	Me N Finansiële direkteur
Financial manager	Me N	39000 221	53400 374	85600 456	11.0	17.0	14.0	Me N Finansiële bestuurder
Geologist	Me N	26000 122	38700 135	64900 164	14.2	18.8	16.5	Me N Geoloog
Group accountant	Me N	36000 23	52600 38	91000 30	13.5	20.0	16.7	Me N Groeprekenmeester
Head of department	Me N	36600 22	47500 52	74000 55	9.1	15.9	12.4	Me N Departements-, afdelingshoof
Headmaster, school principal	Me N	30500 12	42400 18	70000 23	11.6	18.2	14.9	Me N Skoolhoof

(Continued)

(Vervolg)

TABLE 7 (Continued)
7.2 EMPLOYEES IN THE PRIVATE SECTOR

TABLE 7 (Vervolg)
7.2 WERKNEMERS IN DIE PRIVATE SEKTOR

OCCUPATION		INCOME			ANNUAL % INCREASE IN REMUNERATION			BEROEP	
		INCOME/INKOMSTE			JAARLIKSE % STYGING IN VERGOEDING				
		1984	1987	1990	1984- 1987	1987- 1990	1984- 1990		
Industrial relations assistant, officer	Me N	20800 15	26900 10	45200 19	9.0	18.9	13.8	Me N	Nywerheidsverhoudinge-, arbeidsbetrek- kinge-beampte
Industrial relations manager	Me N	30000 11	50100 20	70900 31	18.6	12.3	15.4	Me N	Arbeidsbetrekkingsbestuurder
Industrial chemist	Me N	31000 14	43600 19	80000 19	12.0	22.4	17.1	Me N	Industriële, bedryfschemikus
Industrial, production engineer	Me N	28700 37	38300 54	62600 62	10.1	17.8	13.9	Me N	Bedryfs-, produksie ingenieur
Industrial manager	Me N	39400 18	57400 19	86000 21	13.4	14.4	13.9	Me N	Bedryfsbestuurder
Insurance broker	Me N	32600 17	38800 12	77000 17	6.0	25.7	15.4	Me N	Versekeringsmakelaar
Insurance agent, consultant	Me N	28600 28	52000 15	82000 25	22.1	16.4	19.2	Me N	Assuransie-, versekeringsagent, kon- sultant
Investment adviser, analyst	Me N	26000 18	38500 18	64100 20	14.0	18.5	16.2	Me N	Beleggingsadviseur, -analisis
Investment manager	Me N	36800 23	65500 19	96100 28	23.5	13.6	18.4	Me N	Beleggingsbestuurder
Journalist, copywriter, reporter	Me N	17500 36	30000 31	48000 41	19.7	17.0	18.3	Me N	Kopieskrywer, joernalis, verslaggewer
Land surveyor	Me N	30300 21	40000 17	48800 17	9.7	6.9	8.3	Me N	Landmeter
Lecturer, professor	Me N	16000 13	23000 31	35600 32	12.9	15.7	14.3	Me N	Lektor, professor
Legal, law adviser	Me N	31700 39	35500 71	65000 80	3.8	22.3	12.7	Me N	Regsadviseur
Liaison, publicity or public relations official	Me N	24100 21	29900 44	48300 16	7.5	17.3	12.3	Me N	Skakel-, publisiteits-, reklame- of openbare betrekkings beampte
Management accountant (not CA)	Me N	31700 48	42800 67	72000 97	10.5	18.9	14.7	Me N	Bestuursrekenmeester (nie GR)
Management consultant	Me N	40300 28	48500 41	83800 64	6.4	20.0	13.0	Me N	Bestuurskonsultant
Manager assistant, management graduate, trainee manager	Me N	16800 18	20600 15	33300 28	7.0	17.4	12.1	Me N	Bestuursassistent, leerlingbestuurder, bestuurder-in-opleiding
Managing director	Me N	60000 282	91000 308	160000 334	14.9	20.7	17.8	Me N	Besturende direkteur
Marketing director	Me N	54000 27	80000 31	125100 46	14.0	16.1	15.0	Me N	Bemarkingsdirekteur
Marketing manager	Me N	37300 111	53500 148	82100 206	12.8	15.3	14.1	Me N	Bemarkingsbestuurder
Marketing officer	Me N	25600 18	35300 23	43800 23	11.3	7.5	9.4	Me N	Bemarkingsbeampte
Mechanical engineer	Me N	31300 223	41800 290	67500 306	10.1	17.3	13.7	Me N	Meganiese, werktuigkundige ingenieur
Medical doctor, general medical practitioner, physician	Me N	43300 69	59300 72	87000 62	11.1	13.6	12.3	Me N	Mediese dokter, alg. med. praktisyn, genesheer
Metallurgical engineer	Me N	30100 28	37100 58	71200 37	7.2	24.3	15.4	Me N	Metallurgiese ingenieur
Metallurgist	Me N	33700 23	39500 42	69900 26	5.4	21.0	12.9	Me N	Metallurg
Mine manager	Me N	44400 15	70900 23	101700 26	16.9	12.8	14.8	Me N	Hynbestuurder
Mining engineer	Me N	40500 57	48400 70	80000 53	6.1	18.2	12.0	Me N	Hynbou ingenieur
Personnel manager	Me N	32300 160	43500 178	73400 211	10.4	19.1	14.7	Me N	Personeelbestuurder
Personnel officer, clerk	Me N	18700 109	26800 124	43300 109	12.7	17.3	15.0	Me N	Personeelbeampte, -klerk
Pharmacist	Me N	29000 105	36400 107	49700 119	7.9	10.9	9.4	Me N	Apteker
Physicist	Me N	26900 25	49700 12	71900 16	22.7	13.1	17.8	Me N	Fisikus
Planning manager	Me N	38000 17	54200 25	71500 28	12.6	9.7	11.1	Me N	Beplanningsbestuurder
Plant manager	Me N	39200 16	59200 21	96200 22	14.7	17.6	16.1	Me N	Aanlegbestuurder
Product manager	Me N	32000 27	39800 42	67200 38	7.5	19.1	13.2	Me N	Produktebestuurder
Production manager	Me N	35600 68	49900 87	74800 99	11.9	14.4	13.2	Me N	Produksiebestuurder
Project manager	Me N	39000 81	48800 112	80600 176	7.8	18.2	12.9	Me N	Projekbestuurder
Property manager	Me N	38000 21	46000 20	81700 23	6.6	21.1	13.6	Me N	Eiendomsbestuurder
Quality assurance, quality control manager	Me N	33900 26	48000 23	75000 34	12.3	16.0	14.2	Me N	Kwaliteitsbeheer-, gehaltebeheerbes- tuurder
Quantity surveyor, building surveyor	Me N	30800 154	41800 140	64500 134	10.7	15.6	13.1	Me N	Bourekenaar
Research, research and development manager	Me N	32800 20	54400 50	80600 39	18.4	14.0	16.2	Me N	Navorsings-, navorsings- en ontwik- kelingsbestuurder
Sales manager	Me N	33500 47	48100 75	74900 84	12.8	15.9	14.4	Me N	Verkoopsbestuurder
Salesman	Me N	24700 15	37000 10	49200 25	14.4	10.0	12.2	Me N	Verkoopman
Secretary (field not indicated)	Me N	28400 21	39700 32	68500 20	11.8	19.9	15.8	Me N	Sekretaris (rigting nie aangedui)
Section, divisional manager	Me N	36300 40	52000 55	86000 83	12.7	18.3	15.5	Me N	Afdelings-, seksiebestuurder
Structural engineer	Me N	30000 29	39000 29	77400 25	9.1	25.7	17.1	Me N	Strukturele ingenieur
Systems analyst, systems designer	Me N	28600 29	37500 23	60100 46	9.5	17.0	13.2	Me N	Stelselontleder, stelselontwerper (rekenaar)
Systems engineer	Me N	30600 13	40300 25	71000 37	9.6	20.8	15.1	Me N	Stelselingenieur
Teacher - any school	Me N	19400 55	28500 56	43500 79	13.7	15.1	14.4	Me N	Onderwyser - enige skool
Technical director	Me N	49500 30	64000 27	118800 38	8.9	22.9	15.7	Me N	Tegniese direkteur
Technical manager	Me N	37000 67	51100 92	84700 89	11.4	18.3	14.8	Me N	Tegniese bestuurder
Town and regional planner, town planner	Me N	30100 16	43600 19	54000 23	13.1	7.4	10.2	Me N	Stads- en streekbeplanner, stads-, dorpsbeplanner
Training manager	Me N	29100 33	45000 53	61400 64	15.6	10.9	13.3	Me N	Opleidingsbestuurder
Training officer	Me N	22000 31	29900 42	44400 40	10.8	14.1	12.4	Me N	Opleidingsbeampte
Veterinarian	Me N	20400 19	33000 39	53300 30	17.4	17.3	17.4	Me N	Veearts
TOTAL	Me N	30200 8553	41900 10764	68000 12963	11.5	17.5	14.5	Me N	TOTAAL

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(Vervolg)

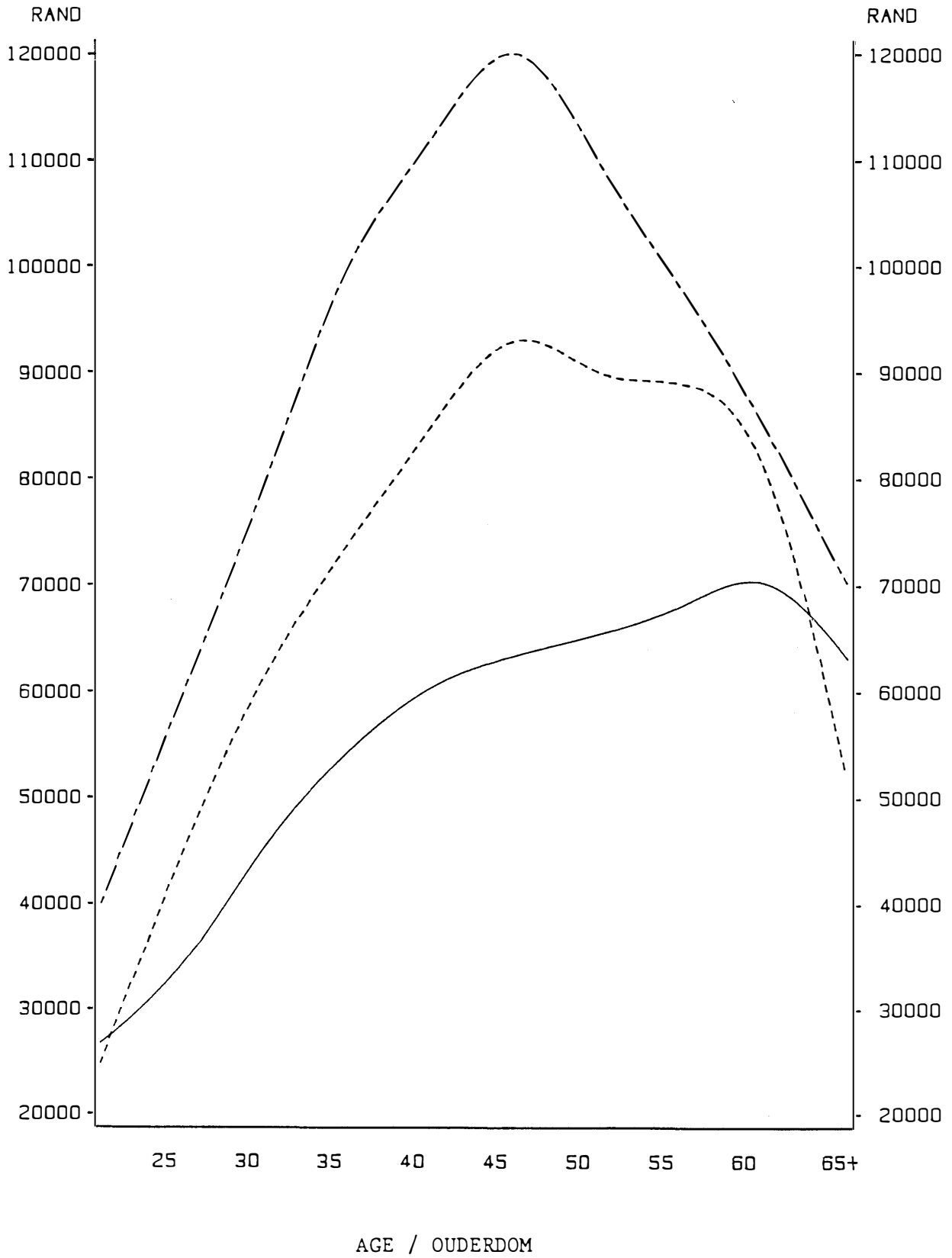
TABLE 7 (Continued)
7.3 SELF-EMPLOYED (OWN PRACTICE, BUSINESS)

TABEL 7 (Vervolg)
7.3 SELFGEËMPLJOEERD (EIE PRAKTYK, BESIGHEID)

OCCUPATION		INCOME / INKOMSTE			ANNUAL % INCREASE IN REMUNERATION JAARLIKSE % STYGING IN VERGOEDING			BEROEP
		1984	1987	1990	1984- 1987	1987- 1990	1984- 1990	
Accountant, auditor (CA)	Me	50000	72000	130000	12.9	21.8	17.3	Me Rekenmeester, ouditeur (GR)
	N	694	732	648				N
Advocate	Me	56300	95500	124400	19.3	9.2	14.1	Me Advokaat
	N	86	74	98				N
Anaesthetist	Me	64900	100000	160000	15.5	17.0	16.2	Me Narkotiseur
	N	36	71	75				N
Architect (also architect-in-train- ing)architect's assistant	Me	46500	50000	89400	2.4	21.4	11.5	Me Argitek (ook argitek-in-opleiding), argitek-assistent
	N	243	415	352				N
Attorney, lawyer, notary, solicitor	Me	48000	64500	100000	10.4	15.7	13.0	Me Prokureur, notaris
	N	711	800	804				N
Building contractor	Me	38000	40000	82600	1.7	27.3	13.8	Me Boukontraakteur (bou-aannemer)
	N	32	24	36				N
Chemical engineer	Me	42500	52000	106500	7.0	27.0	16.5	Me Chemiese ingenieur
	N	10	10	15				N
Civil engineer	Me	50000	65000	116000	9.1	21.3	15.1	Me Siviele ingenieur
	N	196	266	293				N
Computer consultant	Me	49000	56500	73500	4.9	9.2	7.0	Me Rekenaarkonsultant
	N	14	19	28				N
Dentist	Me	37500	48000	75000	8.6	16.0	12.2	Me Tandarts
	N	220	286	305				N
Electrical, electronic, telecom- munications engineer	me	54000	65000	118000	6.4	22.0	13.9	me Elektriese, elektroniese, telekommuni- kasie ingenieur
	n	47	72	91				n
Estate agent	Me	32500	39500	60000	6.7	15.0	10.8	Me Eiendomsagent
	N	14	22	25				N
Farmer	Me	23800	32000	55000	10.4	19.8	15.0	Me Boer
	N	396	553	715				N
Financial director	Me	54000	76000	104000	12.1	11.0	11.5	Me Finansiële direkteur
	N	13	18	33				N
Gynaecologist	Me	70000	100000	143500	12.6	12.8	12.7	Me Ginekoloog
	N	33	41	56				N
Insurance broker	Me	40000	55000	108900	11.2	25.6	18.2	Me Versekeringsmakelaar
	N	18	21	26				N
Land surveyor	Me	40000	60000	80000	14.5	10.1	12.2	Me Landmeter
	N	64	81	91				N
Management consultant	Me	49000	60000	120000	7.0	26.0	16.1	Me Bestuurskonsultant
	N	29	33	49				N
Managing director	Me	48000	60400	120000	8.0	25.7	16.5	Me Besturende direkteur
	N	119	191	209				N
Mechanical engineer	Me	45000	60000	90000	10.1	14.5	12.2	Me Meganiese, werktuigkundige ingenieur
	N	25	39	53				N
Medical doctor, general medical practitioner, physician	Me	45300	62600	100000	11.4	16.9	14.1	Me Mediese dokter, alg. med. praktisyn, geneesheer
	N	478	727	660				N
Owner of own business, working pro- prietor	Me	36600	40000	78000	3.0	24.9	13.4	Me Eienaar van eie besigheid, werkende eienaar
	N	128	189	335				N
Pharmacist	Me	36000	50000	72000	11.6	12.9	12.2	Me Apteker
	N	341	408	336				N
Physician specialist	Me	58200	80000	92000	11.2	4.8	7.9	Me Internis
	N	17	28	35				N
Property broker, developer, nego- tiator	Me	45000	60000	150000	10.1	35.7	22.2	Me Eiendomsontwikkelaar, -makelaar, onderhandelaar
	N	12	22	23				N
Quantity surveyor, building surveyor	Me	45000	59000	90000	9.4	15.1	12.2	Me Bourekenaar
	N	199	217	219				N
Radiologist - all fields	Me	86000	120000	180000	11.7	14.5	13.1	Me Radioloog - alle rigtings
	N	22	37	35				N
Structural engineer	Me	44000	50500	120000	4.7	33.4	18.2	Me Strukturele ingenieur
	N	14	18	22				N
Surgeon - all fields	Me	75300	96800	150000	8.7	15.7	12.2	Me Chirurg - alle rigtings
	N	80	124	121				N
Town and regional planner, town planner	Me	40000	53000	95000	9.8	21.5	15.5	Me Stads- en streekbeplanner, stads- dorpsbeplanner
	N	19	39	42				N
Veterinarian	Me	40000	48000	80000	6.3	18.6	12.2	Me Veearts
	N	80	107	135				N
TOTAL	Me	43000	60000	96000	11.7	17.0	14.3	Me TOTAAL
	N	4892	6614	7520				N

FIGURE 1
 MEDIAN REMUNERATION ACCORDING TO
 AGE AND EMPLOYER SECTOR

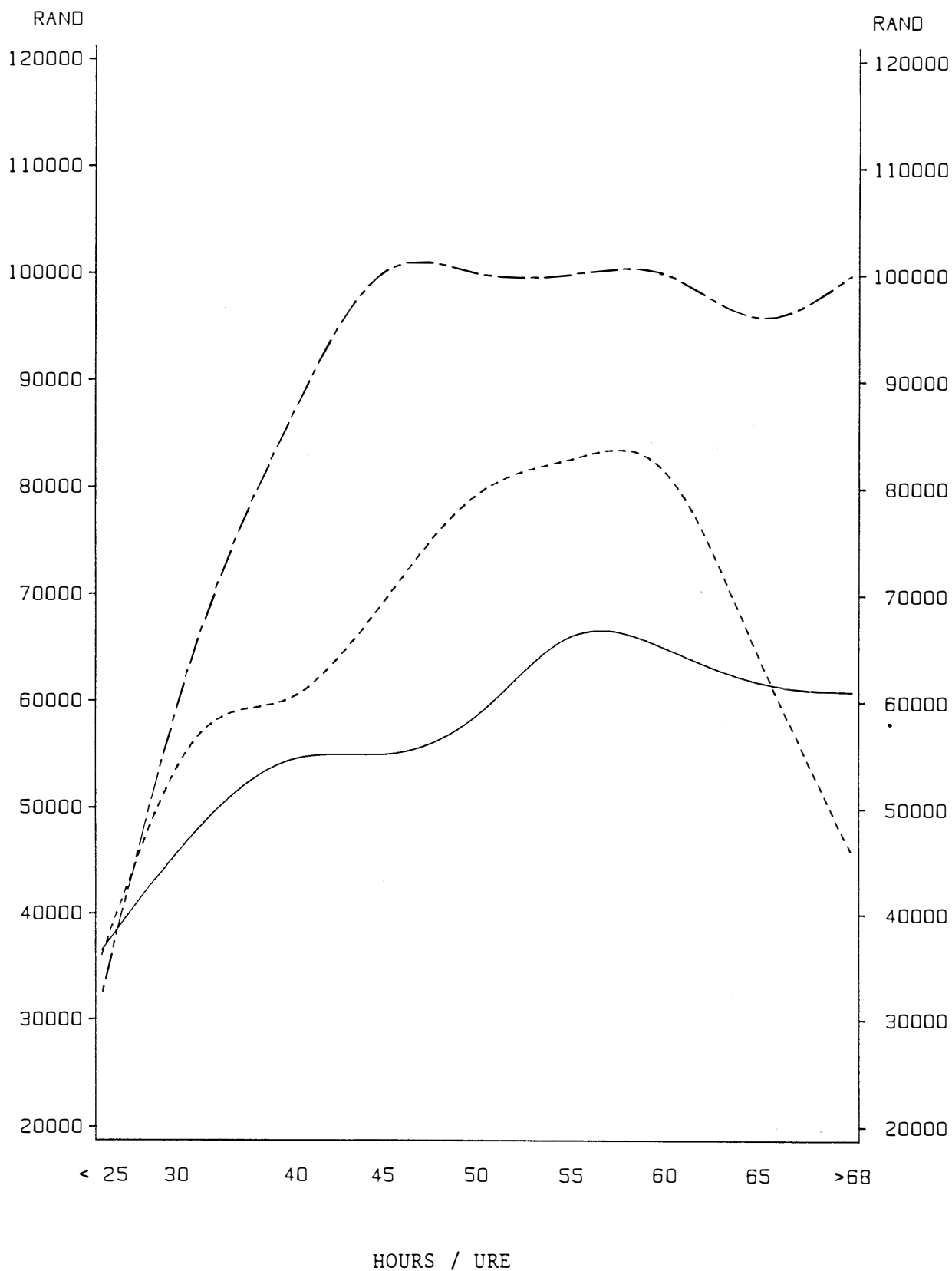
FIGUUR 1
 MEDIAANVERGOEDING VOLGENS
 OÛDERDOM EN WERKGEWERSEKTOR



SELF-EMPLOYED	— - —	SELFGEËMPLOJEERD
EMPLOYEE PRIVATE SECTOR	- - - - -	WERKNEMER PRIVATE SEKTOR
EMPLOYEE PUBLIC SECTOR	—————	WERKNEMER OPENBARE SEKTOR

FIGURE 2
 MEDIAN REMUNERATION ACCORDING TO HOURS
 WORKED PER WEEK AND EMPLOYER SECTOR

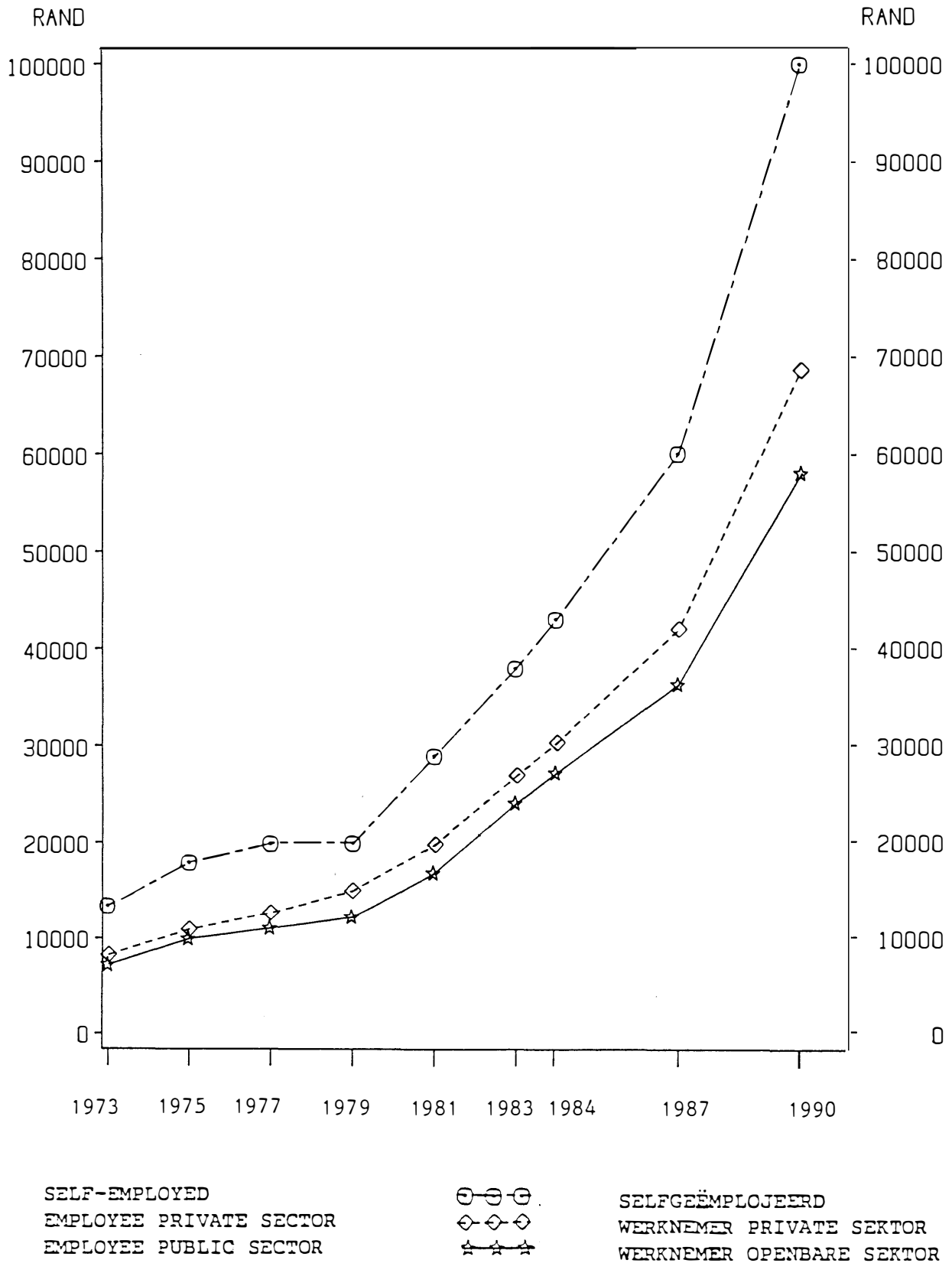
FIGUUR 2
 MEDIAANVERGOEDING VOLGENS URE
 PER WEEK GEWERK EN WERKGEWERSEKTOR



SELF-EMPLOYED	— · — · —	SELFGEËMPLOJEERD
EMPLOYEE PRIVATE SECTOR	- - - - -	WERKNEMER PRIVATE SEKTOR
EMPLOYEE PUBLIC SECTOR	—————	WERKNEMER OPENBARE SEKTOR

FIGURE 3
 MEDIAN REMUNERATION ACCORDING TO EMPLOYER
 1973-1990

FIGUUR 3
 MEDIAANVERGOEDING VOLGENS WERKGEWER
 1973-1990



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