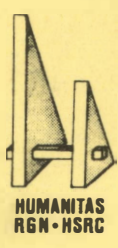


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SUMMARY

This investigation into the wage structure of highly qualified Non-Whites as at 1 March 1975 is being undertaken as part of the HSRC's research on the wage structure of highly qualified manpower and related aspects.

Of the 1276 persons who participated in this investigation, a survey group of 1173 was selected, consisting of economically active Non-White men up to and including the age of 64 years and who are resident in the RSA and SWA. The wage structure of this group is analysed according to population group, occupation, employer sector and, where appropriate, according to age as well.

Surveys on the wage structure of highly qualified manpower were undertaken by the Human Sciences Research Council during 1971 and 1973. These surveys were followed by a similar one in 1975, which was extended in such a way that Non-Whites were also included. An investigation into the wage structure of highly qualified Whites in 1975 has already been launched and the aim of this report will be to investigate the wage structure of highly qualified Non-Whites as at 1 March 1975.

2 THE SURVEY GROUP AND QUESTIONNAIRE

A National Register of Human and Social Scientists which records, inter alia, the names, addresses, sex, age and qualifications of graduates and similarly qualified persons is maintained by the HSRC. All Non-White males up to and including the age of 64 years who are resident in the RSA and SWA and whose names appear in the National Register were involved in this investigation. A questionnaire was sent to each of these persons (see Appendix). Of the 3693 questionnaires which were dispatched, 1276 (34,6%) were returned. The latter group is referred to as the respondent group.

Data on the respondents' occupation, employer and salary which are analysed in this report were obtained by means of the above-mentioned questionnaire. Particulars of the respondents' age, language of correspondence and qualifications were obtained from the National Register. The anonymity of respondents was protected strictly through-out and there were no cases in which it was necessary to link a completed questionnaire to the name or address of a respondent.

For the purposes of this investigation, a survey group of 1173 persons (91,9%), consisting of all economically active employees and self-employed persons, was selected from the 1276 questionnaires which were returned. Persons who are not economically active, such as pensioners, full-time students and the unemployed were consequently not included in this investigation.

3 REPRESENTATIVENESS

A comparison is made between the National Register group and the respondent group in respect of age distribution, language distribution and highest qualification level in Tables 3.1 - 3.3, 3.4 - 3.6 and 3.7 - 3.9 for Coloureds, Asians and Bantu respectively. It appears from these tables that the percentual deviations between the National Register group and the respondent group as regards the aspects which are compared are generally fairly small and insignificant. The respondent group may consequently be regarded as a representative sample of the National Register. As regards Coloureds and Asians, the respondent group may furthermore be regarded as to a considerable extent representative of the Non-White graduate population of the country, since the National Register, as it existed in 1970, was proved to be a representative sample of the graduate population of the country. (Ebersohn, D. Graduate Manpower of South Africa, HSRC, 1972).

4 DEFINITION OF CONCEPTS

Certain concepts which are used in this report will be described briefly for the purpose of clarity.

4.1 HIGHLY QUALIFIED

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

4.2 EMPLOYEES

For the purposes of this report, employees were classified in two employer sectors, viz. :

(a) Government sector These are employees of the Government, provincial administrations, local authorities and semi-government, government-controlled or government-subsidised institutions such as the CSIR, SABS, SARE&H, GPO, control boards and universities. Provision was made in the questionnaire for the separate classification of employees of public corporations. The data of this group of employees were first analysed separately and then in conjunction with those of employees in the private sector.

TABLE 3.1

AGE DISTRIBUTION OF THE NATIONAL REGISTER GROUP
AND OF THE RESPONDENT GROUP : COLOUREDS

Age	National Register group		Respondent group	
	N	%	N	%
20-24	53	9,23	30	15,46
25-29	140	24,39	42	21,65
30-34	111	19,34	31	15,98
35-39	83	14,46	30	15,46
40-44	52	9,06	20	10,31
45-49	53	9,23	17	8,76
50-54	41	7,14	12	6,19
55-59	25	4,36	9	4,64
60-64	16	2,79	3	1,55
TOTAL	574	100	194	100

TABLE 3.2

LANGUAGE DISTRIBUTION OF THE NATIONAL REGISTER GROUP
AND OF THE RESPONDENT GROUP : COLOUREDS

Language	National Register group		Respondent group	
	N	%	N	%
Afrikaans	208	36,24	69	35,57
English	366	63,76	125	64,43
TOTAL	574	100	194	100

TABLE 3.3

HIGHEST QUALIFICATION LEVEL OF THE NATIONAL REGISTER GROUP AND OF THE RESPONDENT GROUP : COLOUREDS

Highest qualification obtained	National Register group		Respondent group	
	N	%	N	%
Diploma equivalent to Bachelor's degree	5	0,87	1	0,52
Bachelor's degree	338	58,89	112	57,73
Post-graduate diploma	134	23,34	40	20,62
B. Hons. degree	77	13,41	32	16,49
Master's degree	15	2,61	7	3,61
Doctor's degree	5	0,87	2	1,03
TOTAL	574	100	194	100

TABLE 3.4

AGE DISTRIBUTION OF THE NATIONAL REGISTER GROUP AND OF THE RESPONDENT GROUP : ASIANS

Age	National Register group		Respondent group	
	N	%	N	%
20-24	89	5,13	44	6,59
25-29	338	19,48	125	18,71
30-34	356	20,52	122	18,26
35-39	357	20,58	138	20,56
40-44	266	15,33	107	16,02
45-49	161	9,28	71	10,63
50-54	77	4,44	26	3,89
55-59	62	3,57	20	2,99
60-64	29	1,67	15	2,25
TOTAL	1735	100	668	100

TABLE 3.5

LANGUAGE DISTRIBUTION OF THE NATIONAL REGISTER
GROUP AND OF THE RESPONDENT GROUP : ASIANS

Language	National Register group		Respondent group	
	N	%	N	%
Afrikaans	10	0,58	3	0,45
English	1725	99,42	665	99,55
TOTAL	1735	100	668	100

TABLE 3.6

HIGHEST QUALIFICATION LEVEL OF THE NATIONAL REGISTER
GROUP AND OF THE RESPONDENT GROUP : ASIANS

Highest qualification obtained	National Register group		Respondent group	
	N	%	N	%
Diploma equivalent to Bachelor's degree	12	0,69	2	0,30
Bachelor's degree	1090	62,82	393	58,83
Post-graduate diploma	299	17,23	119	17,81
B. Hons. degree	278	16,02	133	19,91
Master's degree	48	2,77	18	2,70
Doctor's degree	8	0,46	3	0,45
TOTAL	1735	100	668	100

TABLE 3.7

AGE DISTRIBUTION OF THE NATIONAL REGISTER GROUP AND
OF THE RESPONDENT GROUP : BANTU

Age	National Register group		Respondent group	
	N	%	N	%
20-24	16	1,16	6	1,45
25-29	290	20,95	100	24,15
30-34	301	21,75	74	17,87
35-39	222	16,04	58	14,01
40-44	186	13,44	63	15,22
45-49	133	9,61	49	11,84
50-54	104	7,51	29	7,00
55-59	86	6,21	20	4,83
60-64	46	3,32	15	3,62
TOTAL	1384	100	414	100

TABLE 3.8

LANGUAGE DISTRIBUTION OF THE NATIONAL REGISTER
GROUP AND OF THE RESPONDENT GROUP : BANTU

Language	National Register group		Respondent group	
	N	%	N	%
Afrikaans	52	3,76	13	3,14
English	1332	96,24	401	96,86
TOTAL	1384	100	414	100

TABLE 3.9

HIGHEST QUALIFICATION LEVEL OF THE NATIONAL REGISTER
GROUP AND OF THE RESPONDENT GROUP : BANTU

Highest qualification obtained	National Register group		Respondent group	
	N	%	N	%
Diploma equivalent to Bachelor's degree	8	0,58		
Bachelor's degree	860	62,14	264	63,77
Post-graduate diploma	266	19,22	73	17,63
B. Hons. degree	205	14,81	59	14,25
Master's degree	34	2,46	12	2,90
Doctor's degree	11	0,79	6	1,45
TOTAL	1384	100	414	100

In previous investigations employees of public corporations were classified in the government sector but since, in view of the nature of and the way in which conditions of service are determined in public corporations, they should rather fall under the private sector, a thorough study was made of the influence which such a shift would have on the wage structures of the two employer sectors. It was found that this influence is insignificant and, in contrast with previous investigations, employees of public corporations were consequently classified in the private sector in this report.

(b) Private sector. Employees of public corporations, private firms, organizations, undertakings, etc. were included in this sector.

4.3 SELF-EMPLOYED PERSONS

Self-employed persons are those who work for themselves in their own businesses or practices, including partners in professional undertakings and managing directors who own more than 50 per cent of the shares of a company.

4.4 GROSS SALARY OF EMPLOYEES

The gross salary of an employee is his annual salary which he receives as a result of the direct pursuit of his occupation, before any deductions. Overtime earnings, bonuses, allowances and income from other sources are not included in gross salary.

4.5 NET PROFIT OF SELF-EMPLOYED PERSONS

The net profit of a self-employed person is the net profit which such a person receives from the direct pursuit of his occupation prior to taxation. Income derived from related salaried work after hours is not included.

4.6 ADDITIONAL EARNINGS

In the case of employees, additional earnings consist of income (prior to taxation) which persons receive as a result of cash bonuses, income earned by means of overtime, part-time instruction and consultation. In the case of self-employed persons, additional earnings consist of income (prior to taxation) derived from related salaried work after hours. Additional earnings are analysed separately in this report.

4.7 WAGE STRUCTURE AS AT 1 MARCH 1975

The term wage structure is used to refer jointly to the gross salary of employees and the net profit of self-employed persons, as well as in cases where additional earnings are indicated together with gross salary or net profit. The wage structure analysed in this report refers throughout to the situation as it was at 1 March 1975.

4.8 MEDIAN AND QUARTILES

The median wage (Me) means that 50 per cent of the persons

in the group concerned receive more and 50 per cent less than the indicated wage. The first quartile (Q1) indicates that 25 per cent of the group of persons earn less and 75 per cent more than the Q1 wage. The third quartile (Q3) indicates that 75 per cent of the group of persons receive less and 25 per cent more than the Q3 wage. From this it follows that 50 per cent of the persons earn more than the Q1 wage but less than the Q3 wage.

In this report, median and quartile wages are not indicated where there are fewer than five persons in a particular group, in order to ensure the anonymity of such persons.

5 FINDINGS

Since the tables used in this analysis are largely self-explanatory, they will be discussed in broad outline only. The tables are grouped together after this discussion.

5.1 WAGE STRUCTURE ACCORDING TO OCCUPATION AND EMPLOYER SECTOR

In Tables 7.1, 7.2 and 7.3, wage structure is indicated according to occupation and employer sector for Coloureds, Asians and Bantu respectively. As has already been mentioned, the indicated wage refers to gross income of employees and net profit of self-employed persons only. Additional earnings are not included. It is striking that, particularly as regards Coloureds and Bantu, the majority of persons are employed in the government sector; 84,5 per cent and 83,5 per cent in the case of Coloureds and Bantu respectively, as against the 68,5 per cent in respect of Indians. The median wage for the government sector as a whole is higher than that for the private sector in the case of all three population groups. In the government sector, as well as the private sector, the highest sectoral median wage is earned by Coloureds, followed by Asians and then Bantu. As regards self-employed persons as a group, the highest median wage is received by Asians, followed by Bantu and Coloureds, in that order. Although the median wages of self-employed persons in all three population groups are considerably higher than the median wages of

employees, it should be remembered that a self-employed person's remuneration does not include salary only but also entrepreneurial wage and a risk premium.

5.2 GROSS SALARY OF EMPLOYEES AND NET PROFIT OF SELF-EMPLOYED PERSONS ACCORDING TO OCCUPATION AND AGE

As regards employees, only the teaching professions, and in the case of self-employed persons, only Asian medical practitioners provided a sufficient number of persons who pursue the occupations to make possible an analysis of income according to age. These analyses are indicated in Tables 7.4 to 7.7.

5.3 GROSS SALARY AND ADDITIONAL EARNINGS

The gross salary and additional earnings of employees according to occupation are indicated in Tables 7.8, 7.9 and 7.10 for Coloureds, Asians and Bantu respectively. In all the indicated occupations, with the exception of minister of religion in the case of Bantu, a comparatively large proportion of the persons in the occupations concerned receive a cash bonus. Gross salary is augmented by overtime remuneration and part-time instruction in a few cases only, whereas nobody indicated that an income is derived from consultation.

5.4 NET PROFIT AND ADDITIONAL EARNINGS

Data on the net profit and additional earnings of self-employed persons are indicated in Table 7.11. With the exception of Bantu medical practitioners, it was only in the case of Asians that the numbers of persons in the indicated professions were sufficient to provide the data as shown. Table 7.11 reveals that the highest median wage is earned by Bantu medical practitioners and Asian medical specialists (R18 000 each), followed by medical practitioners, pharmacists and attorneys in the case of Indians.

6 CONCLUDING REMARKS

It is proposed to repeat this survey every two years in order to be able to describe changes in wage levels over the course of time. As soon as the size of the respondent group has revealed an adequate increase, and income data on a larger number of persons in each occupation become available, more significant analyses will be done, e.g. the profitability of the various professions.

7 TABLES

TABLE 7.1

WAGE STRUCTURE ACCORDING TO OCCUPATION AND EMPLOYER SECTOR : COLOURED

Occupation	Wage structure											
	Employees								Self-employed persons			
	Government sector				Private sector							
	N	Q1	Me	Q3	N	Q1	Me	Q3	N	Q1	Me	Q3
Civil engineer					2	-	-	-	1	-	-	-
Chemist					2	-	-	-	3	-	-	-
Medical practitioner (general practitioner)	5	10 080	10 500	10 920	1	-	-	-	2	-	-	-
Surgeon	1	-	-	-								
Pharmacist												
Teacher	86	4 190	6 180	7 780	1	-	-	-				
Lecturer	33	6 020	6 650	7 940								
Inspector of education	10	8 830	10 170	10 580								
Minister of religion					1	-	-	-				
Attorney					1	-	-	-				
Attorney's clerk (articled)					4	-	-	-				
Librarian/archivist	2	-	-	-								
Social worker	1	-	-	-								
Accountant/auditor (non-chartered)					3	-	-	-				
Accountant's/auditor's clerk (articled)					1	-	-	-				
Psychologist/personnel, school psychologist	2	-	-	-								
Production technician					1	-	-	-				
Other technicians	2	-	-	-								
Director/deputy/assistant director of institute/section					1	-	-	-				
Manager of branch, district, area					1	-	-	-				
Personnel manager/officer					1	-	-	-				
High executive posts	3	-	-	-								
Member of Legislative Council	1	-	-	-								
Clerk	1	-	-	-								
Salesman									1	-	-	-
TOTAL	N 147 84,5	Q1 4 750	Me 6 710	Q3 8 510	N 20 11,5	Q1 4 000	Me 5 330	Q3 6 600	N 7 4,0	Q1 4 750	Me 8 500	Q3 14 250

TABLE 7.2

WAGE STRUCTURE ACCORDING TO OCCUPATION AND EMPLOYER SECTOR : ASIANS

Occupation and occupational group	Wage structure											
	Employees								Self-employed persons			
	Government sector				Private sector							
	N	Q1	Me	Q3	N	Q1	Me	Q3	N	Q1	Me	Q3
<u>Architects, engineers, surveyors</u>												
Architect					2	-	-	-	1	-	-	-
Chemical engineer					2	-	-	-				
Electrical engineer					3	-	-	-	2	-	-	-
Mechanical engineer					5	6 630	7 250	7 880				
Civil engineer					4	-	-	-				
Other engineers					2	-	-	-				
<u>Chemists</u>												
Chemist	1	-	-	-	7	3 580	4 250	5 250				
<u>Physical scientists</u>												
Metallurgist					1	-	-	-				
Physical science researcher	1	-	-	-								
<u>Medical services</u>												
Dentist					1	-	-	-	1	-	-	-
Medical practitioner (general practitioner)	17	6 500	7 330	9 000	1	-	-	-	57	8 950	13 380	15 780
Surgeon	1	-	-	-					2	-	-	-
Gynaecologist									1	-	-	-
Physician	1	-	-	-					1	-	-	-
Anaesthetist	2	-	-	-					1	-	-	-
Pathologist									1	-	-	-
Radiologist	1	-	-	-								
<u>Para-medical services</u>												
Pharmacist	2	-	-	-	3	-	-	-	6	5 250	10 500	15 750
Optometrist									1	-	-	-
<u>Education</u>												
Teacher	319	4 660	6 260	7 390								
Lecturer	50	6 040	7 000	9 130								
Inspector of education	5	6 630	10 170	10 580								
Training officer/instructor					1	-	-	-				
Student who teaches part-time	1	-	-	-								
<u>Religion</u>												
Minister					1	-	-	-				
<u>Legal professions</u>												
Attorney					1	-	-	-	11	6 250	8 170	9 250
Attorney's clerk (articled)					7	1 580	2 250	3 130				
Legal assistant					1	-	-	-				
<u>Occupations in the human sciences and occupations not classified elsewhere</u>												
Librarian/archivist	3	-	-	-	1	-	-	-				
Economist/business economist					1	-	-	-				
Information/public relations officer	1	-	-	-								
Social worker	3	-	-	-	2	-	-	-				
Educationist/subject adviser/education planner	5	8 130	8 750	9 750								
Accountant/auditor (chartered)					2	-	-	-	2	-	-	-
Accountant/auditor (non-chartered)	1	-	-	-	7	3 880	6 380	6 810	3	-	-	-
Accountant's/auditor's clerk (articled)					23	2 960	3 610	4 450				
Programmer					2	-	-	-				
Financial/investment analyst, adviser	1	-	-	-	1	-	-	-				
Work study official					1	-	-	-				
<u>Technicians</u>												
Physical science technician	1	-	-	-								
Biological technician	2	-	-	-								
Medical technician	1	-	-	-								
Other technicians	6	3 250	4 000	4 500	1	-	-	-				
Technical assistant					1	-	-	-				

TABLE 7.2 (CONTINUED)

Occupation and occupational group	Wage structure												
	Employees								Self-employed persons				
	Government sector				Private sector								
	N	Q1	Me	Q3	N	Q1	Me	Q3	N	Q1	Me	Q3	
<u>Managerial, executive and administrative occupations</u>													
Managing director					1	-	-	-					
Director of companies									1	-	-	-	
Director/deputy/assistant director of institute/section					1	-	-	-					
Manager/superintendent of factory, production, works					2	-	-	-					
Manager of credit, commerce, finance					2	-	-	-	1	-	-	-	
Manager of branch, district, area					1	-	-	-					
Administrative manager					1	-	-	-					
Other managers									1	-	-	-	
Company secretary					4	-	-	-					
Managerial assistant					1	-	-	-					
Administrative officer	1	-	-	-									
<u>Clerks</u>													
Bookkeeper					1	-	-	-					
Chief/senior clerk	1	-	-	-	1	-	-	-					
Other clerks	1	-	-	-									
<u>Sales and related workers</u>													
Insurance agent/broker					1	-	-	-	1	-	-	-	
Buyer					1	-	-	-					
Salesman					1	-	-	-					
Shop/counter assistant					2	-	-	-					
TOTAL	N	427				104				92			
	%	68,5				16,7				14,8			
	Q1		4 720				3 440				8 330		
	Me			6 390				4 870				12 170	
	Q3				7 660				6 930				15 670

TABLE 7.3
WAGE STRUCTURE ACCORDING TO OCCUPATION AND EMPLOYER SECTOR : BANTU

Occupation	Wage structure												
	Employees								Self-employed persons				
	Government sector				Private sector								
	N	Q1	Me	Q3	N	Q1	Me	Q3	N	Q1	Me	Q3	
Chemist					1	-	-	-					
Spectrographer	1	-	-	-									
Physical science researcher	1	-	-	-									
Medical practitioner (general practitioner)	2	-	-	-					6	9 500	18 000	20 500	
Pharmacist					1	-	-	-					
Health inspector	1	-	-	-									
Teacher	145	2 690	4 030	5 390									
Lecturer	49	5 020	5 740	7 470									
Inspector of education	45	5 420	5 930	6 650									
Training officer/instructor	3	-	-	-	5	3 250	4 500	6 380					
Student who teaches part-time	1	-	-	-									
Minister of religion					6	1 250	1 500	1 750					
Magistrate	1	-	-	-									
Attorney					1	-	-	-	2	-	-	-	
Attorney's clerk (articled)					8	1 000	2 000	2 670					
Writer/editor/publisher	1	-	-	-									
Journalist					2	-	-	-					
Actor/musician/radio announcer	1	-	-	-									
Librarian/archivist	2	-	-	-									
Information/public relations officer	2	-	-	-									
Social worker	13	2 230	2 550	2 880	1	-	-	-					
Educationist/subject adviser/education planner	5	6 080	6 500	6 920	1	-	-	-					
Accountant's/auditor's clerk (articled)					1	-	-	-					
Linguist/interpreter/lexicographer	1	-	-	-									
Programmer					1	-	-	-					
Financial/investment analyst, adviser	1	-	-	-									
Human sciences researcher					1	-	-	-					
Production technician					1	-	-	-					
Other technicians	1	-	-	-	1	-	-	-					
Technical assistant	1	-	-	-									
Compound manager	1	-	-	-									
Manager of branch, district, area					1	-	-	-					
Personnel manager/officer	3	-	-	-	14	3 500	4 500	5 250					
Secretary of club, institute, school, etc.	3	-	-	-									
High executive posts	3	-	-	-									
Administrative officers	5	5 250	6 500	7 380									
Foreign service official	2	-	-	-									
Member of Legislative Council	1	-	-	-									
Bank clerk					3	-	-	-					
Bookkeeper									1	-	-	-	
Chief/senior clerk	1	-	-	-									
Other clerks	21	2 200	2 530	2 860	1	-	-	-					
Buyer					1	-	-	-					
Personnel consultant					1	-	-	-					
TOTAL	N %	314 83,5	2 810	4 800	5 750	53 14,1	2 230	3 690	4 770	9 2,4	6 250	9 500	18 750

TABLE 7.4

GROSS SALARY OF EMPLOYEES ACCORDING TO OCCUPATION AND AGE : COLOUREDS

Occupation		Age									Total
		20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	
Teacher	N	11	15	11	19	12	4	7	6	2	87
	Q1	3 250	3 540	5 150	6 350	6 000	-	6 380	8 380	-	4 200
	Me	3 500	4 060	5 700	7 220	7 400	-	8 250	8 750	-	6 140
	Q3	3 750	4 530	6 630	7 890	8 000	-	9 130	9 250	-	7 770
Lecturer	N	1	12	7	5	1	6	1			33
	Q1	-	4 500	5 800	7 250	-	6 750	-			6 020
	Me	-	6 170	6 500	8 500	-	7 500	-			6 650
	Q3	-	6 670	7 250	9 380	-	10 250	-			7 940

TABLE 7.5

GROSS SALARY OF EMPLOYEES ACCORDING TO OCCUPATION AND AGE : ASIANS

Occupation		Age									Total
		20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	
Teacher	N	5	33	54	81	63	49	15	14	5	319
	Q1	3 060	3 380	4 430	4 830	6 070	6 640	6 940	7 630	8 130	4 660
	Me	3 380	3 820	4 930	6 050	6 700	7 580	7 700	8 290	8 750	6 260
	Q3	3 690	4 430	5 770	6 730	7 520	8 450	8 560	8 790	9 380	7 390
Lecturer	N		4	11	16	8	5	2	1	3	50
	Q1		-	5 190	6 250	6 000	7 250	-	-	-	6 040
	Me		-	5 880	6 750	7 500	8 500	-	-	-	7 000
	Q3		-	7 250	7 670	8 500	9 750	-	-	-	9 130

TABLE 7.6

GROSS SALARY OF EMPLOYEES ACCORDING TO OCCUPATION AND AGE : BANTU

Occupation		Age									Total
		20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	
Teacher	N	1	29	31	17	28	22	8	6	3	145
	Q1	-	2 210	2 560	3 130	4 000	3 700	3 670	2 500	-	2 690
	Me	-	2 500	4 300	5 230	5 000	5 090	5 330	3 500	-	4 030
	Q3	-	2 790	5 360	5 610	5 500	5 590	6 000	4 500	-	5 390
Lecturer	N		9	7	9	10	6	3	3	2	49
	Q1		2 450	4 750	5 320	6 250	7 250	-	-	-	5 020
	Me		2 900	5 300	5 640	7 200	8 000	-	-	-	5 740
	Q3		4 750	5 650	5 970	7 700	8 750	-	-	-	7 470
Inspector of education	N				4	12	10	10	5	4	45
	Q1				-	5 330	5 080	6 220	5 630	-	5 420
	Me				-	5 670	5 500	6 570	6 250	-	5 930
	Q3				-	6 000	5 920	6 930	6 880	-	6 650

TABLE 7.7

NET PROFIT OF ASIAN MEDICAL PRACTITIONERS (SELF-EMPLOYED) ACCORDING TO AGE

	Age									Total
	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	
N		2	6	18	12	12	4	2	1	57
Q1		-	10 500	7 830	10 000	14 000	-	-	-	8 950
Me		-	12 000	13 000	13 000	16 000	-	-	-	13 380
Q3		-	13 500	14 880	15 500	18 500	-	-	-	15 780

TABLE 7.8

GROSS SALARY AND ADDITIONAL EARNINGS OF EMPLOYEES ACCORDING TO OCCUPATION : COLOUREDS

Occupation		Wage structure				
		Gross salary	Cash bonus	Overtime remuneration	Part-time instruction	Consultation
Medical practitioner	N	6	2 (33,3%)			
	Q1	10 170	-			
	Me	10 670	-			
	Q3	12 250	-			
Teacher	N	87	62 (71,3%)		16 (18,4%)	
	Q1	4 200	210		230	
	Me	6 140	240		300	
	Q3	7 770	270		380	
Lecturer	N	33	18 (54,5%)		8 (24,2%)	
	Q1	6 020	190		250	
	Me	6 650	230		400	
	Q3	7 940	270		600	
Inspector of education	N	10	9 (90,0%)			
	Q1	8 830	230			
	Me	10 170	250			
	Q3	10 580	280			

TABLE 7.9

GROSS SALARY AND ADDITIONAL EARNINGS OF EMPLOYEES ACCORDING TO OCCUPATION : ASIANS

Occupation		Wage structure				
		Gross salary	Cash bonus	Overtime remuneration	Part-time instruction	Consultation
Engineer	N	16	11 (68,8%)			
	Q1	6 600	520			
	Me	7 670	570			
	Q3	10 000	830			
Chemist	N	8	6 (75,0%)	2 (25,0%)		
	Q1	3 670	150	-		
	Me	4 330	200	-		
	Q3	5 000	280	-		
Medical practitioner	N	18	8 (44,4%)	5 (27,8%)		
	Q1	6 540	150	1 310		
	Me	7 380	200	1 750		
	Q3	8 880	250	3 380		
Medical specialist	N	5	4 (80,0%)	4 (80,0%)		
	Q1	11 080	-	-		
	Me	11 500	-	-		
	Q3	11 920	-	-		
Pharmacist	N	5	2 (40,0%)			
	Q1	4 630	-			
	Me	5 500	-			
	Q3	7 380	-			
Teacher	N	319	261 (81,8%)	9 (2,8%)		
	Q1	4 660	220	210		
	Me	6 260	240	320		
	Q3	7 390	270	390		
Lecturer	N	50	35 (70,0%)	5 (10,0%)	3 (6,0%)	
	Q1	6 040	210	1 130	-	
	Me	7 000	240	1 750	-	
	Q3	9 130	270	2 380	-	
Inspector of education	N	5	4 (80,0%)			
	Q1	6 630	-			
	Me	10 170	-			
	Q3	10 580	-			
Attorney's clerk (articled)	N	7	3 (42,9%)			
	Q1	1 580	-			
	Me	2 250	-			
	Q3	3 130	-			
Social worker	N	5	3 (60,0%)			
	Q1	3 060	-			
	Me	3 380	-			
	Q3	3 690	-			
Educationist/subject adviser/ education planner	N	5	4 (80,0%)			
	Q1	8 130	-			
	Me	8 750	-			
	Q3	9 750	-			
Accountant/auditor (non-chartered)	N	8	6 (75,0%)	2 (25,0%)		
	Q1	4 000	80	-		
	Me	6 250	150	-		
	Q3	6 750	250	-		
Accountant/auditor's clerk (articled)	N	23	17 (73,9%)	2 (8,7%)		
	Q1	2 960	40	-		
	Me	3 610	70	-		
	Q3	4 450	140	-		
Technician	N	12	9 (75,0%)			
	Q1	3 500	160			
	Me	4 170	230			
	Q3	4 670	260			
Manager/superintendent	N	6	3 (50,0%)			
	Q1	3 500	-			
	Me	7 500	-			
	Q3	8 500	-			
Sales and related workers	N	5	2 (40,0%)			
	Q1	2 250	-			
	Me	5 250	-			
	Q3	5 880	-			

TABLE 7.10

GROSS SALARY AND ADDITIONAL EARNINGS OF EMPLOYEES ACCORDING TO OCCUPATION : BANTU

Occupation		Wage structure				
		Gross salary	Cash bonus	Overtime remuneration	Part-time instruction	Consultation
Teacher	N	145	91 (62,8%)		2 (1,4%)	
	Q1	2 690	160		-	
	Me	4 030	220		-	
	Q3	5 390	270		-	
Lecturer	N	49	31 (63,3%)	3 (6,1%)	4 (8,2%)	
	Q1	5 020	210	-	-	
	Me	5 740	240	-	-	
	Q3	7 470	280	-	-	
Inspector of education	N	45	32 (71,1%)			
	Q1	5 420	220			
	Me	5 930	240			
	Q3	6 650	270			
Training officer/instructor	N	8	4 (50,0%)			
	Q1	2 500	-			
	Me	3 500	-			
	Q3	5 000	-			
Minister of religion	N	6				
	Q1	1 250				
	Me	1 500				
	Q3	1 750				
Attorney's clerk (articled)	N	8	4 (50,0%)			
	Q1	1 000	-			
	Me	2 000	-			
	Q3	2 670	-			
Social worker	N	14	7 (50,0%)			
	Q1	2 250	90			
	Me	2 600	180			
	Q3	2 950	260			
Educationist/subject adviser/ education planner	N	6	3 (50,0%)			
	Q1	5 500	-			
	Me	6 330	-			
	Q3	6 830	-			
Manager/superintendent	N	19	14 (73,7%)			
	Q1	3 380	230			
	Me	4 440	370			
	Q3	5 130	530			
Administrative officer	N	8	5 (62,5%)			
	Q1	5 000	230			
	Me	7 000	250			
	Q3	8 000	280			
Clerk	N	27	16 (59,3%)			
	Q1	2 260	160			
	Me	2 640	230			
	Q3	3 040	330			

TABLE 7.11

NET PROFIT AND ADDITIONAL EARNINGS OF SELF-EMPLOYED PERSONS ACCORDING
TO OCCUPATION : ASIANS AND BANTU

Occupation		Wage structure	
		Net profit	Salaried work after hours
<u>Asians</u>			
Medical practitioner	N	57	2 (3,5%)
	Q1	8 950	-
	Me	13 380	-
	Q3	15 780	-
Medical specialist	N	6	2 (33,3%)
	Q1	15 500	-
	Me	18 000	-
	Q3	20 500	-
Pharmacist	N	6	2 (33,3%)
	Q1	5 250	-
	Me	10 500	-
	Q3	15 750	-
Attorney	N	11	
	Q1	6 250	
	Me	8 170	
	Q3	9 250	
<u>Bantu</u>			
Medical practitioner	N	6	
	Q1	9 500	
	Me	18 000	
	Q3	20 500	

HUMAN SCIENCES RESEARCH COUNCIL

INSTITUTE FOR MANPOWER RESEARCH



Telegrams : "RAGEN"
Telephone : 486562 x 25 and 22
Enquiries : D de Klerk
 : D. Ebersohn
Ref. : N/2/2/6

PRIVATE BAG X41
PRETORIA
0001

Dear Sir

THE SALARY STRUCTURE OF HIGHLY QUALIFIED MANPOWER

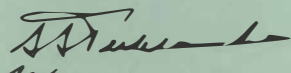
The Institute for Manpower Research has the task of investigating the job situation and salary structure in certain occupational fields of highly qualified persons. Studies of this nature are not only valuable for the purposes of planning (for example of training facilities) but also for vocational guidance at both school and university level.

On the strength of your academic and/or professional qualifications, you are part of the country's population which can be described as highly qualified. You are thus cordially requested to complete and return the attached questionnaire. A stamped and addressed envelope is enclosed for this purpose. It is possible that, in 1973, you completed a questionnaire which was more or less similar to this one. However, it is necessary to repeat studies of this nature from time to time in order to obtain essential information in connection with changes and trends in the job situation and salary structures.

The information supplied is confidential and will be treated as such throughout. The number appearing on the questionnaire provides access to information on age and educational qualifications recorded in the National Register. The questionnaire should be completed by the person to whom it is addressed.

Your co-operation in this extremely important matter is highly appreciated.

Yours faithfully



PRESIDENT

QUESTIONNAIRE

THE SALARY STRUCTURE OF HIGHLY QUALIFIED MANPOWER

(Reference number)

PLEASE ANSWER THE QUESTIONS AS FAR AS POSSIBLE BY MERELY MAKING A CROSS IN THE APPLICABLE SQUARE

1 (a) WHAT IS YOUR PRESENT (1 MARCH 1975) OCCUPATION?

- Student Retired person
- Lecturer (professor, lecturer, etc.) All teaching personnel attached to a higher training institution
- Teacher (primary and secondary schools)

Other - specify. Please give a functional occupational description, irrespective of your training, qualifications or rank, for example, "chemical engineer" and not "professional officer", "researcher" or "civil servant".

.....

(b) If you are a teacher, lecturer or professor, please indicate the subject which you mainly teach

.....

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

- I am self-employed in my own business undertaking or practice (including (i) partners in professional undertakings or (ii) managing directors who own more than 50% of a company's shares) 01
- I work for the Government or a provincial administration 02
- I work for a local authority (e.g. city or town council) 03
- I work for a semi-government, government-controlled or government-subsidised organization (CSIR, boards of control, universities, SAR & H, GPO, SABS etc.) 04
- I work for a public corporation (e.g. ISCOR, SASOL, ESCOM) 05
- My employer is a member of the private sector (private firms, organizations, undertakings, etc.) 06
- I am unemployed but seeking employment 07
- I am voluntarily outside the labour market (housewives, students, retired persons, etc.) 08

None of the above (please specify type of employer):

.....

.....

IF YOU ARE UNEMPLOYED OR VOLUNTARILY OUTSIDE THE LABOUR MARKET (THAT IS IF YOU HAVE MARKED 7 OR 8 IN QUESTION 2 ABOVE) IGNORE THE OTHER QUESTIONS IN THIS QUESTIONNAIRE. KINDLY RETURN THE QUESTIONNAIRE IN THE STAMPED AND ADDRESSED ENVELOPE. YOUR PARTICIPATION IN THIS SURVEY IS EXTREMELY IMPORTANT.

Office
use

07
3-11

12-14

15-16

17-18

3 WHAT IS YOUR ANNUAL (1 MARCH 1975) SALARY/INCOME?

Office
use

3.1 Employees

(a) Please supply your annual salary before any deductions are made. Overtime earnings, bonuses, allowances and other fringe benefits are excluded. You should indicate only the salary which you receive in connection with the direct pursuit of your present occupation.

R _____ per annum 19-23

(b) Cash bonuses (prior to taxation)
(e.g. christmas, holiday bonus)

R _____ per annum 24-27

(c) Income (prior to taxation) derived from

Overtime R _____ per annum 28-31

Lecturing in a part-time capacity R _____ per annum 32-35

Consultation R _____ per annum 36-39

3.2 Persons with their own business undertaking or practice

(a) Not profit derived from the direct pursuit of your occupation
(prior to taxation)

R _____ per annum 40-44

(b) Income (prior to taxation) derived from
salaried work of the same nature after hours

R _____ per annum 45-48

3.3 Total income (3.1(a) + (b) + (c) + 3.2(a) + (b)

R per annum

4 REQUESTS FOR LISTS OF NAMES AND ADDRESSES ARE OFTEN RECEIVED FROM UNIVERSITIES AND SCIENTIFIC SOCIETIES. DO YOU GIVE PERMISSION THAT YOUR NAME AND ADDRESS MAY BE SUPPLIED TO YOUR ALMA MATER OR TO THE APPROPRIATE SCIENTIFIC SOCIETY?

Yes	<input type="checkbox"/>	1
No	<input type="checkbox"/>	2

49

5 FOR PERSONS WITH QUALIFICATIONS IN ENGINEERING ONLY

ARE YOU REGISTERED WITH SACPE AS A PROFESSIONAL ENGINEER?

Registered as Engineer-in-training 1

Registered as Professional Engineer 2

Not registered 3

50

78-80

M 45

THANK YOU FOR YOUR CO-OPERATION

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