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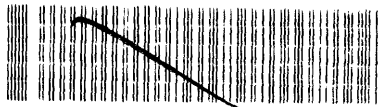
NON-WHITE MEN AS AT 1 MARCH 1977

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## SUMMARY

This investigation into the wage structure of highly qualified Non-White men as at 1 March 1977 is being undertaken as a follow-up to a similar investigation in 1975 as part of the HSRC's research on the wage structure of highly qualified manpower and related aspects.

A survey group of 1262 persons was selected from the 1373 persons who participated in this investigation, consisting of economically active men up to and including the age of 64 years and who reside in the RSA and SWA. The wage structure of this group is analysed according to population group, occupation, employer sector and age and, where appropriate, compared with corresponding data for 1975.



## 1 BACKGROUND AND AIM

Surveys on the wage structure of highly qualified manpower were undertaken by the Human Sciences Research Council during 1971, 1973, 1975 and 1977. Since 1975, these surveys were extended in such a way that Non-Whites were also included. An investigation into the wage structure of highly qualified White men in 1977 has already been launched and the aim of this report will be to investigate the wage structure of highly qualified Non-White men as at 1 March 1977 and to compare the resulting figures with 1975 data.

## 2 THE SURVEY GROUP AND QUESTIONNAIRE

The HSRC maintains a National Register of Natural and Social Scientists which records, inter alia, the names, addresses, sex, age and qualifications of graduates and similarly qualified persons. All Non-White males who reside 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 4 712 questionnaires which were dispatched, 1373 (29,1%) 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 throughout and in no case was a completed questionnaire linked with the name or address of a respondent.

For the purposes of this investigation, a survey group of 1262 persons (91,9%), consisting of all economically active persons up to and including the age of 64 years, was selected from the 1373 questionnaires which were returned. Persons over 64 years of age and persons who are not economically active, such as pensioners, full-time students and the unemployed were consequently excluded from this investigation.

## REPRESENTATIVENESS

In Tables 3.1 - 3.3, 3.4 - 3.6 and 3.7 - 3.9, the National Register group and the respondent group are compared in respect of age distribution, language distribution and highest qualification level for Asians, Blacks and Coloureds 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 ).

TABLE 3.1

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

Age	National Register Group		Respondent Group	
	N	%	N	%
20 - 24	94	4,4	36	5,0
25 - 29	459	21,5	165	22,9
30 - 34	429	20,0	138	19,2
35 - 39	395	18,5	121	16,8
40 - 44	318	14,9	101	14,0
45 - 49	202	9,4	71	9,9
50 - 54	118	5,5	39	5,4
55 - 59	65	3,0	26	3,6
60 - 64	40	1,9	14	1,9
65 - 69	13	0,6	5	0,7
70 - 74	5	0,2	4	0,6
75 - 79				
80 +	2	0,1		
TOTAL	2140	100	720	100

TABLE 3.2

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

Highest qualification level obtained	National Register Group		Respondent Group	
	N	%	N	%
Diploma equivalent to B degree	13	0,6	6	0,8
B degree	1369	64,0	466	64,7
Post-graduate diploma	314	14,6	99	13,8
B Hons. degree	368	17,2	120	16,7
M degree	68	3,2	26	3,6
D degree	8	0,4	3	0,4
TOTAL	2140	100	720	100

TABLE 3.3

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

Language	National Register Group		Respondent Group	
	N	%	N	%
Afrikaans	14	0,7	6	0,8
English	2126	99,3	714	99,2
TOTAL	2140	100	720	100

TABLE 3.4

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

Age	National Register group		Respondent Group	
	N	%	N	%
20 - 24	30	1,7	13	3,0
25 - 29	350	19,5	78	17,9
30 - 34	438	24,4	97	22,3
35 - 39	257	14,3	72	16,6
40 - 44	208	11,6	48	11,0
45 - 49	181	10,1	50	11,5
50 - 54	137	7,6	40	9,2
55 - 59	78	4,3	14	3,2
60 - 64	75	4,2	17	3,9
65 - 69	28	1,6	6	1,4
70 - 74	13	0,7		
75 - 79	1	0,1		
80 +	2	0,1		
TOTAL	1798	100	435	100

TABLE 3.5

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

Highest qualification level obtained	National Register group		Respondent Group	
	N	%	N	%
Diploma equivalent to B degree	7	0,4		
B degree	1104	61,4	261	60,0
Post-graduate diploma	327	18,2	67	15,4
B Hons. degree	295	16,4	84	19,3
M degree	48	2,7	17	3,9
D degree	17	0,9	6	1,4
TOTAL	1798	100	435	100

TABLE 3.6

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

Language	National Register group		Respondent Group	
	N	%	N	%
Afrikaans	64	3,6	18	4,1
English	1734	96,4	417	95,9
TOTAL	1798	100	435	100

TABLE 3.7

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

Age	National Register group		Respondent Group	
	N	%	N	%
20 - 24	46	5,9	20	9,2
25 - 29	206	26,6	49	22,5
30 - 34	144	18,6	35	16,1
35 - 39	125	16,2	34	15,6
40 - 44	80	10,3	38	17,4
45 - 49	54	6,9	18	8,3
50 - 54	50	6,5	12	5,5
55 - 59	36	4,7	8	3,7
60 - 64	21	2,7	3	1,4
65 - 69	8	1,0	1	0,5
70 - 74	2	0,3		
75 - 79				
80 +	2	0,3		
TOTAL	774	100	218	100

TABLE 3.8

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

Highest qualification level obtained	National Register group		Respondent Group	
	N	%	N	%
Diploma equivalent to B degree	7	0,9	1	0,5
B degree	437	56,5	123	56,4
Post-graduate diploma	181	23,4	42	19,3
B Hons. degree	125	16,2	46	21,1
M degree	18	2,3	5	2,3
D degree	6	0,7	1	0,5
TOTAL	774	100	218	100

TABLE 3.9

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

Language	National Register group		Respondent Group	
	N	%	N	%
Afrikaans	312	40,3	100	45,9
English	462	59,7	118	54,1
TOTAL	774	100	218	100

## 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 regarded as someone with at least a Bachelor's degree or another qualification which, for the purposes of the National Register, is considered to be at least equivalent to a Bachelor's degree.

### 4.2 Employees

Employees are divided into two employer sectors, viz:

- (a) Public sector : These are employees of the government, provincial administrations, local authorities and semi-government, government-controlled or government-subsidised institutions such as CSIR, SABS, GPO, control boards and universities.
- (b) Private sector : Employees of public corporations, private firms, organisations, undertakings, et cetera were classified 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 of professional undertakings and managing directors who own more than 50 per cent of a company's shares.

### 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 are made. Overtime earnings, bonuses, allowances and income from other sources are not included in gross salary.

### 4.5 Net income of self-employed persons

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

#### 4.6 Additional earnings

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

#### 4.7 Wage structure as at 1 March 1977

The term wage structure is used to refer jointly to the gross salary of employees and the net income of self-employed persons, as well as in the cases where additional income is indicated together with gross salary or net income.

The wage structure analysed in this report pertains throughout to the situation as it was on 1 March 1977, except in those cases where, in comparative analysis, reference is made to 1975 wage structures.

#### 4.8 Median and quartiles

The median wage (Me) signifies 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 ( $Q_1$ ) indicates that 25 per cent of the group of persons receive less and 75 per cent more than the  $Q_1$  wage. The third quartile ( $Q_3$ ) indicates that 75 per cent of the group receive less and 25 per cent more than the  $Q_3$  wage. This consequently means that 50 per cent of the group of persons receive more than the  $Q_1$  wage but less than the  $Q_3$  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. All wages indicated are in rands per annum.

### 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.

Wage structure according to occupation and employer sector is indicated in Tables 7.1, 7.2 and 7.3 for Asians, Blacks and Coloureds respectively. As has already been mentioned, the indicated wage refers to gross salary of employees and net income of self-employed persons only. Additional earnings are not included.

Particularly as regards Blacks and Coloureds, the majority of respondents are employed in the public sector (75,8 per cent and 78,3 per cent in the case of Blacks and Coloureds respectively, as against 62,4 per cent in respect of Asians). In the case of all three population groups, the median wage for the public sector as a whole is higher than that for the private sector. In the public sector, as well as in the private sector, the highest sectoral median wage is earned by Coloureds, followed by Asians and then Blacks. However, in the case of the private sector, the difference in median wage between the three population groups concerned, is insignificant. As regards self-employed persons as a group, the highest median wage is received by Blacks, followed by Asians 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 these two groups of figures are not comparable directly, since 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 income of self-employed persons according to occupation and age

As regards employees, only a few occupations, 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 Asians, Blacks and Coloureds respectively. With only a few exceptions, a comparatively large proportion of the persons in the occupations concerned indicated that they receive a cash bonus. Gross salary is augmented by overtime remuneration, part-time instruction and consultation in a few cases only, except in the case of Asian medical practitioners where gross salary is augmented considerably by overtime remuneration (69,2 per cent of the respondents indicated overtime remuneration amounting to a median of R3 690 per annum as against median annual salary of R8 500).

#### 5.4 Net income and additional earnings

As is evident from Table 7.11, there was no case in which the number of persons in the indicated professions was sufficient to provide data on income derived from salaried work after hours. Table 7.11 reveals however, that the highest median income as regards the indicated professions pursued by self-employed persons, is earned by medical practitioners (R15 500, R13 000 and R12 000 in the case of Asians, Blacks and Coloureds respectively).

#### 5.5 Comparison of wage structure according to occupation : 1975/1977

In Table 7.12, wage structures for 1977 are compared with 1975 wage structures for a few occupations which provided a sufficient number of persons who pursued the occupations during the two indicated periods to make possible a comparison. Of the occupations indicated in Table 7.12, the largest percentage increase occurred in the case of Black teachers, whose median income increased by 39,5 per cent during the two-year period. Table 7.12 reveals furthermore that the percentage increase in median income was higher in the case of all occupations indicated for Blacks than for Asians and Coloureds.

#### 5.6 Comparison of wage structure according to employer sector and population group : 1975/1977

Regarding employees, Table 7.13 indicates that in the case of both Asians and Blacks the percentage increase in median wage for the period 1975/1977 was higher in the private sector than in the public sector. In the private sector, the increase in median wage was 55,0 per cent, 18,5 per cent and

10,3 per cent for Blacks, Asians and Coloureds respectively, whereas the increase in the public sector was 29,2 per cent, 13,6 per cent and 5,6 per cent for Blacks, Coloureds and Asians respectively. In the case of self-employed persons, the increase in median income during the period concerned, was 41,2 per cent for Coloureds, 31,6 per cent for Blacks and 1,5 per cent for Asians. These data are also illustrated in Figure 7.1.

From Table 7.13 and Figure 7.2, it is striking that the median wage of Black employees, both in the public and the private sector, increased at a considerably higher rate during the period 1975/1977, than the median wage of Asians and Coloureds. In the case of self-employed persons, the median income of Blacks retains the highest level in 1977, having been second to Asians in 1975.

## 6 CONCLUDING REMARKS

The wage surveys which were conducted in 1975 and 1977 will be repeated in 1979 as part of the HSRC's research programme on the wage structure of highly qualified persons and related aspects. 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.

TABLE 7.1

WAGE STRUCTURE ACCORDING TO OCCUPATION AND EMPLOYER SECTOR: ASIANS

Occupation	Wage structure														
	Employees										Self-employed persons				
	Public sector					Private sector									
	N	Me age	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Me age	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Me age	Q <sub>1</sub>	Me	Q <sub>3</sub>
<u>Architects, engineers, surveyors</u>															
Chemical engineer						1	-	-	-	-					
Electrical engineer						3	-	-	-	-	1	-	-	-	-
Mechanical engineer						3	-	-	-	-					
Civil engineer						2	-	-	-	-					
Other engineers						1	-	-	-	-	1	-	-	-	-
Surveyor	1	-	-	-	-										
<u>Earth scientists, chemists, physical scientists</u>															
Geologist						1	-	-	-	-					
Chemist	2	-	-	-	-	3	-	-	-	-					
Metallurgist						1	-	-	-	-					
<u>Biological scientists</u>															
Biochemist						1	-	-	-	-					
Mycologist	1	-	-	-	-										
Microbiologist						1	-	-	-	-					
<u>Medical and paramedical services</u>															
Dentist						1	-	-	-	-	3	-	-	-	-
General medical practitioner	23	29	7270	8150	10470	3	-	-	-	-	60	45	11000	15000	20290
Intern	1	-	-	-	-										
Surgeon						1	-	-	-	-	2	-	-	-	-
Gynaecologist											1	-	-	-	-
Anaesthetist											1	-	-	-	-
Radiologist	1	-	-	-	-										
Pharmacist	5	28	5330	5650	5960	3	-	-	-	-	11	34	5750	7500	15130
<u>Education</u>															
Teacher	290	40	5320	6500	8050	1	-	-	-	-					
Lecturer	44	38	6730	8350	10220						2	-	-	-	-
Inspector/director of education	10	35	11520	12310	12660										
Trainer/instructor						2	-	-	-	-					
Lecturer in medical field	2	-	-	-	-										
Student and part-time lecturer	1	-	-	-	-										
<u>Legal occupations</u>															
Attorney	1	-	-	-	-						14	40	6250	9500	10630
Attorney's clerk (articled)						8	29	680	1350	3020					
Legal adviser						1	-	-	-	-					
<u>Occupations in the human sciences and occupations not classified elsewhere</u>															
Librarian/archivist	5		5100	5520	5940										
Public relations officer						1	-	-	-	-					
Cost accountant	1	-	-	-	-	1	-	-	-	-					
Social worker	2	-	-	-	-	1	-	-	-	-					
Educationist, educational planner/adviser	6		7520	12350	12850										
Accountant/auditor (chartered)						4	-	-	-	-	9	28	6420	9500	12580

(Continued)

TABLE 7.1 (CONTINUED)

Occupation	Wage structure															
	Employees										Self-employed persons					
	Public sector					Private sector										
	N	Me age	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Me age	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Me age	Q <sub>1</sub>	Me	Q <sub>3</sub>	
Accountant/auditor (not chartered)	2	-	-	-	-	20	28	5020	6520	7420	1	-	-	-	-	
Accountant's/audi- tor's clerk (articled)						36	27	4130	4680	5430						
Psychologist	3	-	-	-	-											
Actuary clerk (articled)						1	-	-	-	-						
Programmer	1	-	-	-	-	2	-	-	-	-						
Systems analyst						2	-	-	-	-						
Financial/economic analyst/adviser/ consultant						1	-	-	-	-						
Work study officer						2	-	-	-	-						
Market research officer						1	-	-	-	-						
Technician	5	29	5080	5400	5710	1	-	-	-	-						
Other human scien- tists and occupa- tions n.e.c.	1	-	-	-	-											
<u>Managerial, executive and administrative occupations</u>																
Managing director						2	-	-	-	-	2	-	-	-	-	
Director of companies											1	-	-	-	-	
Manager/superinten- dent of factory/ production						2	-	-	-	-						
Owner of own business											5	33	6250	7500	10750	
Manager of credit/ commerce/finance						2	-	-	-	-						
Manager of branch/ region/club/hotel						1	-	-	-	-						
Other managers						2	-	-	-	-						
Company secretary						1	-	-	-	-						
Town clerk	1	-	-	-	-											
Administrative officer	1	-	-	-	-	1	-	-	-	-						
Technical control officer						1	-	-	-	-						
<u>Clerks</u>																
Bookkeeper						1	-	-	-	-						
Senior clerk/admini- strative assistant						1	-	-	-	-						
Other clerks	4	-	-	-	-	5	28	4100	4520	4940						
<u>Sales and related workers</u>																
Insurance agent/ broker						2	-	-	-	-						
Buyer						1	-	-	-	-						
Salesman						3	-	-	-	-						
TOTAL	N %	414 62,4		5430		135 20,4		4370		5770		114 17,2		8300	12350	16250
	Q <sub>1</sub> Me Q <sub>3</sub>			6750	8500					7500						

TABLE 7.2

## WAGE STRUCTURE ACCORDING TO OCCUPATION AND EMPLOYER SECTOR: BLACKS

Occupation	Wage structure														
	Employees										Self-employed persons				
	Public sector					Private sector									
	N	Me age	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Me age	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Me age	Q <sub>1</sub>	Me	Q <sub>3</sub>
Electrical engineer	1	-	-	-	-						1	-	-	-	-
Civil engineer															
Other engineers						2	-	-	-	-					
Chemist						2	-	-	-	-					
Agricultural extension officer	1	-	-	-	-										
General medical practitioner	3	-	-	-	-						8	43	12000	13000	20000
Intern	1	-	-	-	-										
Health inspector	1	-	-	-	-										
Teacher	139	35	3440	5660	6640	3	-	-	-	-					
Lecturer	52	39	5850	7110	8520	1	-	-	-	-					
Inspector of education	37	50	6850	7520	8200										
Trainer/instructor						5	34	5150	5770	6770					
Student and part-time lecturer	2	-	-	-	-										
Minister of Religion/priest						6	37	2190	2690	3520					
Advocate	1	-	-	-	-										
Magistrate	3	-	-	-	-										
Attorney						1	-	-	-	-	5	28	7250	9500	20750
Attorney's clerk (articled)						2	-	-	-	-					
Other legal occupation	1	-	-	-	-										
Author/editor/publisher	1	-	-	-	-	1	-	-	-	-					
Journalist/reporter						1	-	-	-	-					
Actor/musician/radio announcer						1	-	-	-	-					
Librarian/archivist	3	-	-	-	-										
Public relations officer	3	-	-	-	-	3	-	-	-	-					
Social worker	10	29	2380	2730	3190	3	-	-	-	-					
Educationist, educational planner/adviser	3	-	-	-	-										
Accountant's/auditor's clerk (articled)						4	-	-	-	-					
Lexicographer	1	-	-	-	-										
Financial/economic analyst	1	-	-	-	-										
Programmer						1	-	-	-	-					
Market research officer						1	-	-	-	-					
Personnel consultant						1	-	-	-	-					
Other human scientists and occupations n.e.c.	1	-	-	-	-	5	34	6650	7270	7900					
Technician	3	-	-	-	-										
Director/deputy/assistant-director of institute/section/department						1	-	-	-	-					
Manager of production/factory/works						1	-	-	-	-					
Personnel manager/official	2	-	-	-	-	21	38	6050	6630	7900					
Other managers not elsewhere classified	1	-	-	-	-	1	-	-	-	-					

(Continued)

TABLE 7.2 (CONTINUED)

Occupation	Wage structure																							
	Employees										Self-employed persons													
	Public sector					Private sector																		
	N	Me age	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Me age	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Me age	Q <sub>1</sub>	Me	Q <sub>3</sub>									
Secretary of branch/ mine/works	1	-	-	-	-																			
Sekretary of govern= ment department	6	50	8520	11020	12270																			
Other secretaries	1	-	-	-	-																			
High executive posts	1	-	-	-	-																			
Manager assistant/ trainee						1	-	-	-	-														
Administrative offi= cer	4	-	-	-	-	2	-	-	-	-														
Member of legisla= tive council	3	-	-	-	-																			
Bookkeeper						1	-	-	-	-														
Senior clerk/admini= strative assistant	3	-	-	-	-	1	-	-	-	-														
Other clerks	4	-	-	-	-																			
Insurance agent											1	-	-	-	-									
Commercial traveller						1	-	-	-	-														
Buyer						1	-	-	-	-														
Representative (sales)						1	-	-	-	-														
Other sales occupa= tions						1	-	-	-	-														
TOTAL	N %	297 75,8		3970		6200		7410		80 20,4		3980		5720		6910		15 3,8		7660		12500		20000

TABLE 7.3

## WAGE STRUCTURE ACCORDING TO OCCUPATION AND EMPLOYER SECTOR: COLOURED

Occupation	Wage structure																	
	Employers										Self-employed persons							
	Public sector					Private sector												
	N	Me age	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Me age	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Me age	Q <sub>1</sub>	Me	Q <sub>3</sub>			
Quantity surveyor						1	-	-	-	-								
Chemical engineer						1	-	-	-	-								
Civil engineer						1	-	-	-	-	1	-	-	-	-			
Other engineers											1	-	-	-	-			
Chemist						2	-	-	-	-								
General medical practitioner	4	-	-	-	-						8	43	10000	12000	18000			
Gynaecologist											1	-	-	-	-			
Pharmacist						2	-	-	-	-	2	-	-	-	-			
Teacher	107	36	5580	7540	8760	2	-	-	-	-	1	-	-	-	-			
Lecturer	26	34	6210	7020	8190													
Inspector of education	11	49	10600	12230	12630													
Minister of Religion/priest						6	45	4770	5520	6270								
Attorney						1	-	-	-	-								
Attorney's clerk (articled)						2	-	-	-	-								
Journalist/reporter						1	-	-	-	-								
Librarian/archivist	1	-	-	-	-													
Social worker	1	-	-	-	-													
Educationist, educational planner/adviser	2	-	-	-	-													
Accountant/auditor (chartered)											1	-	-	-	-			
Accountant/auditor (not chartered)	1	-	-	-	-	2	-	-	-	-								
Accountant's/auditor's clerk (articled)						1	-	-	-	-								
Psychologist	1	-	-	-	-													
Physical scientific technician	1	-	-	-	-	1	-	-	-	-								
Medical technician	1	-	-	-	-													
Other technicians	1	-	-	-	-	2	-	-	-	-								
Managing director											1	-	-	-	-			
Director of institute/section/department	1	-	-	-	-													
Manager of branch/region/club/hotel	1	-	-	-	-													
Personnel manager/official						2	-	-	-	-								
High executive posts	2	-	-	-	-													
Member of legislative council	1	-	-	-	-													
Bookkeeper						1	-	-	-	-								
Clerk						1	-	-	-	-								
TOTAL	N %	162 78,3		5880		29 14,0		4380		5880		16 7,7		9000		12000		18000
	Q <sub>1</sub>																	
	Me																	
	Q <sub>3</sub>																	

TABLE 7.4

## 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	1	30	62	58	60	38	22	13	7	291
	Q <sub>1</sub>	-	3810	5100	5530	6130	5930	7300	7750	8380	5320
	Me	-	4430	5690	6380	7200	7630	8330	9170	10170	6500
	Q <sub>3</sub>	-	4960	6380	7410	8410	8590	9500	10380	10750	8050
Lecturer	N	1	5	9	12	8	3	4	2		44
	Q <sub>1</sub>	-	5250	6080	8000	7500	-	-	-		6730
	Me	-	6500	6830	9000	9000	-	-	-		8350
	Q <sub>3</sub>	-	7750	7880	10000	10500	-	-	-		10220
Accountant's/ auditor's clerk (articled)	N	10	20	5		1					36
	Q <sub>1</sub>	3830	4140	4420		-					4130
	Me	4330	4860	4830		-					4690
	Q <sub>3</sub>	4750	5670	5750							5440
Occupations in the human sciences not elsewhere classi= fied	N	5	24	9	11	2	3				54
	Q <sub>1</sub>	4130	5600	6080	5380	-	-				5500
	Me	4750	6800	6830	6380	-	-				6640
	Q <sub>3</sub>	5750	7710	9750	7250	-	-				7940

TABLE 7.5

## GROSS SALARY OF EMPLOYEES ACCORDING TO OCCUPATION AND AGE: BLACKS

Occupation		Age									Total
		20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	
Teacher	N	7	24	40	20	15	18	13	3	2	142
	Q <sub>1</sub>	2440	2430	3330	6100	5750	4830	5250	-	-	3400
	Me	2880	2860	5000	6600	6420	6110	6500	-	-	5620
	Q <sub>3</sub>	5250	3800	6300	7170	7060	6610	7190	-	-	6630
Lecturer	N		3	12	13	9	10	4		2	53
	Q <sub>1</sub>		-	5400	6130	6630	7250	-		-	5850
	Me		-	6000	7300	7750	8330	-		-	7110
	Q <sub>3</sub>		-	6750	7950	9750	10250	-		-	8520
Inspector of education	N			1	4	5	8	10	6	3	37
	Q <sub>1</sub>			-	-	7080	7330	6300	7130	-	6850
	Me			-	-	7500	8000	6800	7500	-	7520
	Q <sub>3</sub>			-	-	7920	8500	7750	7880	-	8200
Personnel manager/ official	N	1	2	5	6	6	2	1			23
	Q <sub>1</sub>	-	-	6130	5500	6170	-	-			5920
	Me	-	-	6750	6500	6670	-	-			6610
	Q <sub>3</sub>	-	-	7750	8500	7500	-	-			8080



TABLE 7.6

GROSS SALARY OF EMPLOYEES ACCORDING TO OCCUPATION AND AGE: COLOURED

Occupation		Age								Total
		20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	
Teacher	N	6	21	22	19	25	8	5	3	109
	Q <sub>1</sub>	3300	3660	6130	7290	7080	8000	7630	-	5580
	Me	3600	4630	7220	8170	8390	8670	8500	-	7540
	Q <sub>3</sub>	3900	5630	7830	9560	9250	9330	9750	-	8760
Lecturer	N	3	7	4	4	4	2	2		26
	Q <sub>1</sub>	-	6150	-	-	-	-	-	-	6210
	Me	-	6500	-	-	-	-	-	-	7020
	Q <sub>3</sub>	-	6850	-	-	-	-	-	-	8190

TABLE 7.7

NET INCOME OF SELF-EMPLOYED MEDICAL PRACTITIONERS: ASIANS

		Age								Total
		20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	
	N		4	3	12	12	18	7	4	60
	Q <sub>1</sub>		-	-	11000	12000	12250	12380	-	11000
	Me		-	-	12670	14000	17500	14500	-	15000
	Q <sub>3</sub>		-	-	19000	20000	22500	15630	-	20290

TABLE 7.8

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	10	9 (90,0%)		1 (10,0%)	
	Q <sub>1</sub>	6830	530		-	
	Me	9000	680		-	
	Q <sub>3</sub>	10250	1190		-	
Earth scientists, chemists, physicists and other physical scientists	N	7	5 (71,4%)	1 (14,3%)	1 (14,3%)	
	Q <sub>1</sub>	5750	510	-	-	
	Me	7250	580	-	-	
	Q <sub>3</sub>	10130	980	-	-	

(Continued)

TABLE 7.8 (CONTINUED)

Occupation		Wage structure				
		Gross salary	Cash bonus	Overtime remuneration	Part-time instruction	Consul=tation
General medical practitioner	N	26	8 (30,8%)	18 (69,2%)		
	Q <sub>1</sub>	7360	130	3520		
	Me	8500	200	3690		
	Q <sub>3</sub>	10700	250	3870		
Teacher	N	291	210 (72,2%)	1 (0,3%)	10 (3,4%)	
	Q <sub>1</sub>	5320	200	-	180	
	Me	6500	240	-	370	
	Q <sub>3</sub>	8050	270	-	480	
Lecturer	N	44	30 (68,2%)	4 (9,1%)	2 (4,5%)	
	Q <sub>1</sub>	6730	210	-	-	
	Me	8350	240	-	-	
	Q <sub>3</sub>	10220	270	-	-	
Inspector of education	N	10	3 (30,0%)			
	Q <sub>1</sub>	11520	-			
	Me	12310	-			
	Q <sub>3</sub>	12660	-			
Attorney's clerk (articled)	N	8	2 (25,0%)			
	Q <sub>1</sub>	680				
	Me	1350				
	Q <sub>3</sub>	3020				
Accountant's/auditor's clerk (articled)	N	36	21 (58,3%)	2 (5,6%)		
	Q <sub>1</sub>	4130	70	-		
	Me	4690	130	-		
	Q <sub>3</sub>	5440	180	-		
Technician	N	6	5 (83,3%)			
	Q <sub>1</sub>	4500	140			
	Me	5250	180			
	Q <sub>3</sub>	5630	280			
Managerial and executive posts	N	10	6 (60,0%)			
	Q <sub>1</sub>	4500	350			
	Me	8000	550			
	Q <sub>3</sub>	10500	650			
Clerk	N	11	8 (72,7%)			
	Q <sub>1</sub>	2880	200			
	Me	4380	300			
	Q <sub>3</sub>	5130	400			
Sales and related workers	N	6	2 (33,3%)			
	Q <sub>1</sub>	3500	-			
	Me	4500	-			
	Q <sub>3</sub>	6500				
Pharmacist	N	8	5 (62,5%)		1 (12,5%)	
	Q <sub>1</sub>	5400	160			
	Me	5800	230			
	Q <sub>3</sub>	7000	290			
Occupations in the human sciences not elsewhere classified	N	54	37 (68,5%)	3 (5,6%)		1 (1,9%)
	Q <sub>1</sub>	5500	210	-		-
	Me	6640	280	-		-
	Q <sub>3</sub>	7940	520	-		-

TABLE 7.9

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

Occupation		Wage structure				
		Gross salary	Cash bonus	Overtime remuneration	Part-time instruction	Consul=tation
Teacher	N	142	86 (60,6%)	1 (0,7%)	5 (3,5%)	
	Q <sub>1</sub>	3400	200	-	60	
	Me	5620	240	-	130	
	Q <sub>3</sub>	6630	270	-	190	
Lecturer	N	53	31 (58,4%)	1 (1,9%)		
	Q <sub>1</sub>	5850	200	-		
	Me	7110	240	-		
	Q <sub>3</sub>	8520	280	-		
Inspector of education	N	37	19 (51,4%)			
	Q <sub>1</sub>	6850	210			
	Me	7520	240			
	Q <sub>3</sub>	8200	270			
Social worker	N	13	5 (38,5%)			
	Q <sub>1</sub>	2460	160			
	Me	2930	220			
	Q <sub>3</sub>	3690	260			
Personnel manager/ official	N	23	16 (69,6%)			
	Q <sub>1</sub>	5920	280			
	Me	6610	530			
	Q <sub>3</sub>	8080	700			
Other managerial and executive posts	N	13	7 (53,8%)			
	Q <sub>1</sub>	7250	220			
	Me	8830	250			
	Q <sub>3</sub>	11750	290			
Administrative posts	N	8	6 (75,0%)			1 (12,5%)
	Q <sub>1</sub>	5500	280			-
	Me	6330	300			-
	Q <sub>3</sub>	7000	430			-
Clerk	N	13	6 (46,2%)	1 (7,7%)		
	Q <sub>1</sub>	2450	220	-		
	Me	3250	270	-		
	Q <sub>3</sub>	4580	450	-		
Occupations in the human sciences not elsewhere classified	N	23	10 (43,5%)	1 (4,3%)		
	Q <sub>1</sub>	4790	210	-		
	Me	6790	260	-		
	Q <sub>3</sub>	8420	350	-		

TABLE 7.10

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

Occupation		Wage structure				
		Gross salary	Cash bonus	Overtime remuneration	Part-time instruction	Consul-tation
Teacher	N	109	81 (74,3%)	6 (5,5%)	15 (13,8%)	1 (0,9%)
	Q <sub>1</sub>	5580	210	1250	370	-
	Me	7540	240	1670	550	-
	Q <sub>3</sub>	8760	270	1920	830	-
Lecturer	N	26	19 (73,1%)	1 (3,8%)	5 (19,2%)	
	Q <sub>1</sub>	6210	150	-	1210	
	Me	7020	210	-	1420	
	Q <sub>3</sub>	8190	260	-	2190	
Inspector of education	N	11	8 (72,7%)			
	Q <sub>1</sub>	10600	230			
	Me	12250	250			
	Q <sub>3</sub>	12630	280			
Technician	N	6	3 (50,0%)			
	Q <sub>1</sub>	3750	-			
	Me	5000	-			
	Q <sub>3</sub>	5750	-			
Occupations in the human sciences not elsewhere classified	N	7	6 (85,7%)		1 (14,3%)	
	Q <sub>1</sub>	4750	240		-	
	Me	8250	280		-	
	Q <sub>3</sub>	10250	730		-	

TABLE 7.11

NET INCOME AND ADDITIONAL EARNINGS OF SELF-EMPLOYED PERSONS ACCORDING TO POPULATION GROUP AND OCCUPATION

Population group	Occupation		Wage structure	
			Net income	Salaried work after hours
Asians	General medical practitioner	N	60	3 (5,0%)
		Q <sub>1</sub>	11000	-
		Me	15000	-
		Q <sub>3</sub>	20290	-
	Attorney	N	14	
		Q <sub>1</sub>	6250	
		Me	9500	
		Q <sub>3</sub>	10630	
Pharmacist	N	11	2 (18,2%)	
	Q <sub>1</sub>	5750	-	
	Me	7500	-	
	Q <sub>3</sub>	15130		
Accountant/auditor	N	10		
	Q <sub>1</sub>	6500		
	Me	9000		
	Q <sub>3</sub>	12500		
Blacks	General medical practitioner	N	8	2 (25,0%)
		Q <sub>1</sub>	12000	-
		Me	13000	-
		Q <sub>3</sub>	20000	-
	Attorney	N	5	
		Q <sub>1</sub>	7250	
Coloureds	General medical practitioner	N	8	1 (12,5%)
		Q <sub>1</sub>	10000	-
		Me	12000	-
		Q <sub>3</sub>	18000	-

TABLE 7.12

COMPARISON OF MEDIAN WAGE: 1975/1977, ACCORDING TO POPULATION GROUP, EMPLOYER SECTOR AND OCCUPATION

Population group	Employer sector	Occupation	1975		1977		Percentage increase 1975/1977
			N	Me wage	N	Me wage	
Asians	Employees	General medical practitioner	18	7380	26	8500	15,2
		Teacher	319	6260	291	6500	3,8
		Lecturer	50	7000	44	8350	19,3
	Self-employed persons	General medical practitioner	57	13380	60	15000	12,1
Blacks	Employees	Teacher	145	4030	142	5620	39,5
		Lecturer	49	5740	53	7110	23,9
		Inspector of education	45	5930	37	7520	26,9
		Clerk	27	2640	13	3250	23,1
Coloureds	Employees	Teacher	87	6140	109	7540	22,8
		Lecturer	33	6650	26	7020	5,6

TABLE 7.13

MEDIAN WAGE ACCORDING TO POPULATION GROUP AND EMPLOYER SECTOR: 1975/1977

Population group	Employer sector	1975		1977		Percentage increase 1975/1977
		N	Me wage	N	Me wage	
Asians	Public sector	427	6390	415	6750	5,6
	Private sector	104	4870	134	5770	18,5
	Self-employed persons	92	12170	114	12350	1,5
Blacks	Public sector	314	4800	297	6200	29,2
	Private sector	53	3690	79	5720	55,0
	Self-employed persons	9	9500	16	12500	31,6
Coloureds	Public sector	147	6710	162	7620	13,6
	Private sector	20	5330	29	5880	10,3
	Self-employed persons	7	8500	16	12000	41,2

FIGURE 7.1

MEDIAN WAGE ACCORDING TO POPULATION GROUP AND EMPLOYER SECTOR: 1975/1977

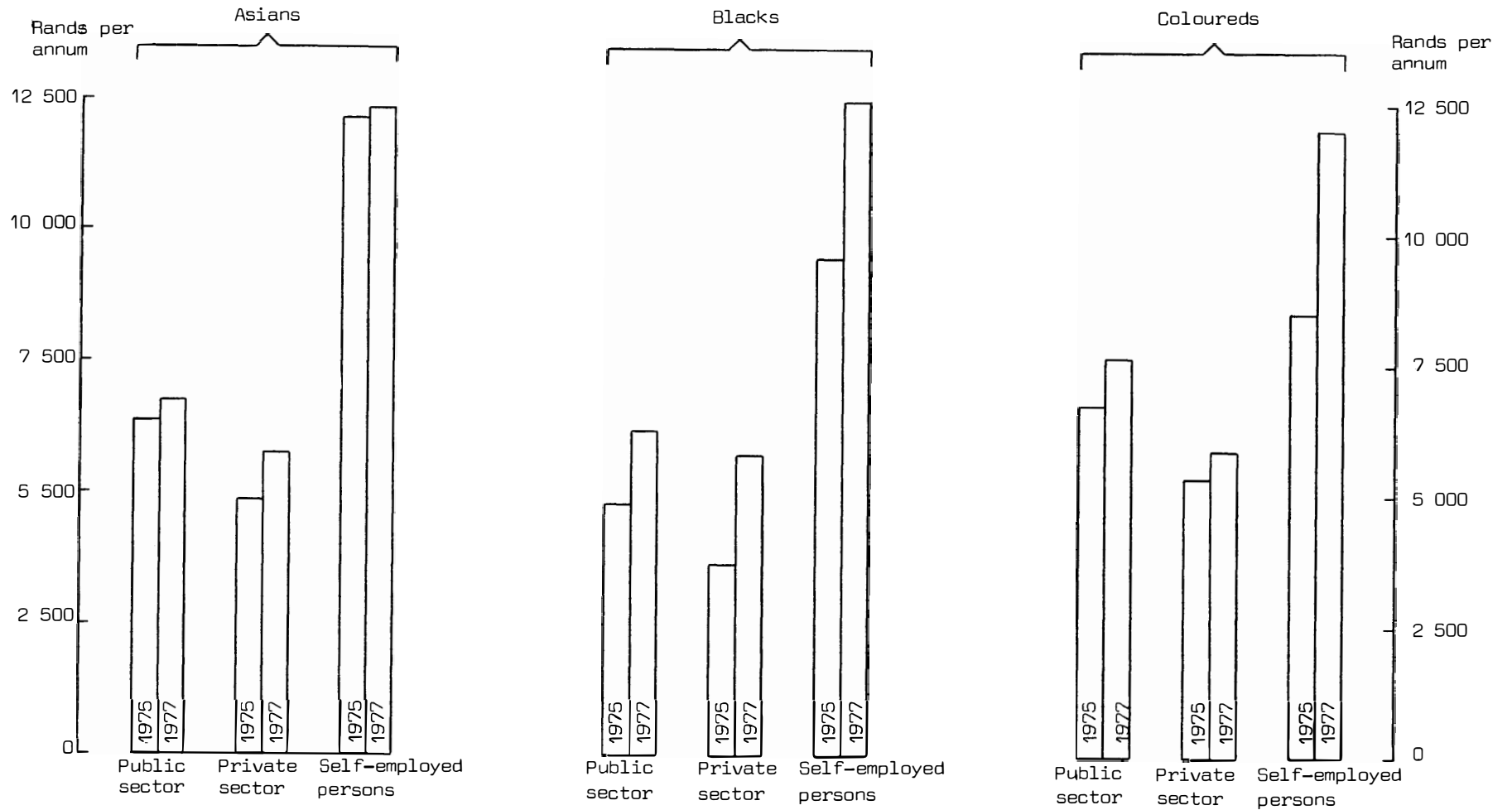
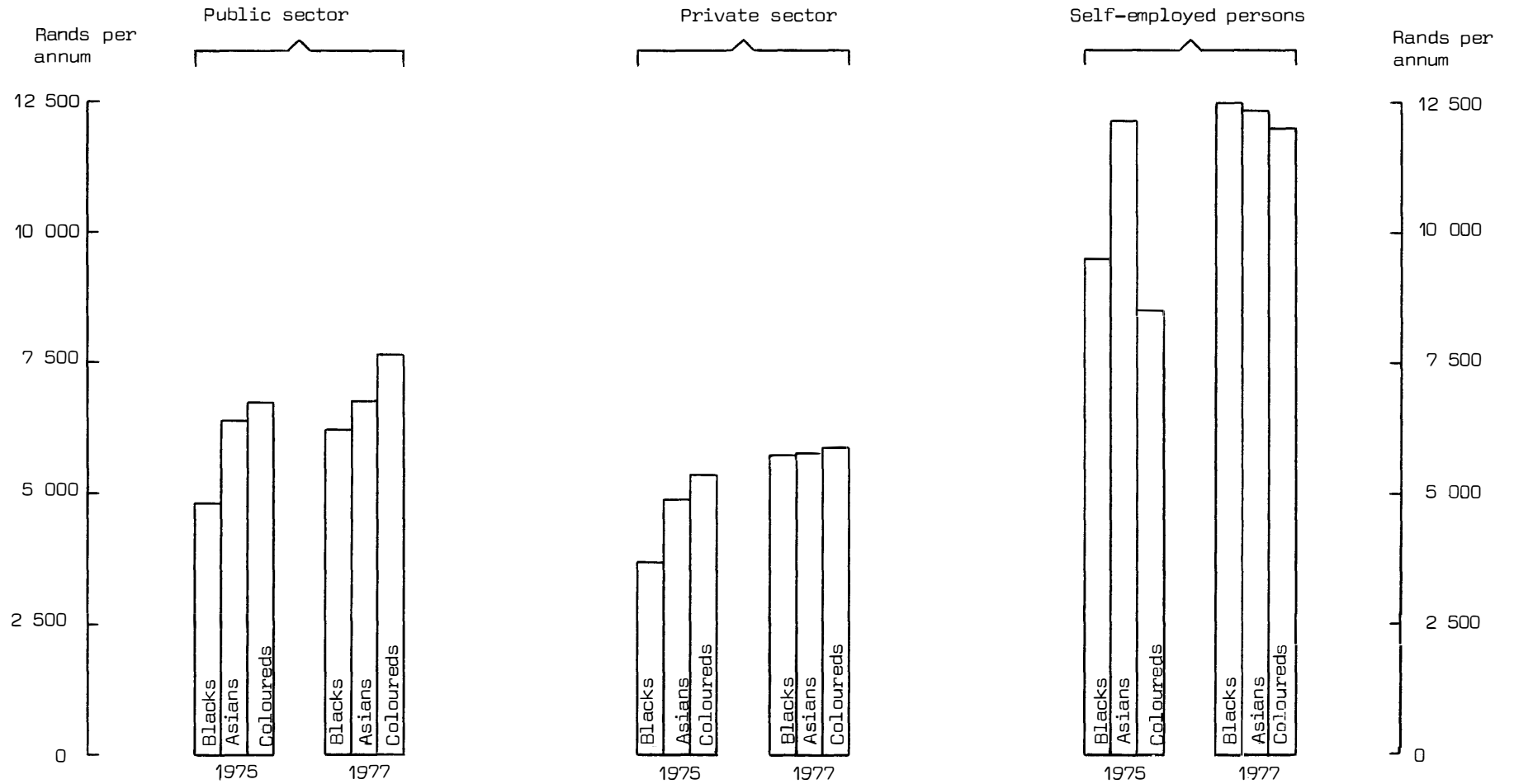


FIGURE 7.2

MEDIAN WAGE ACCORDING TO EMPLOYER SECTOR AND POPULATION GROUP 1975/1977



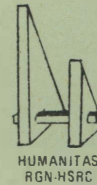






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PRIVATE BAG X41  
PRETORIA  
0001

Dear Sir

**THE SALARY STRUCTURE AND JOB SATISFACTION 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 1975 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 first income survey was undertaken in 1971 and repeated in 1973 and 1975, since the income structures are not static, but are at present changing rapidly.

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. Care is taken that persons involved in the processing of the information furnished, are not able to link the reference number on the questionnaire to the identity of the respondent. 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

Afrikaanse vraelys op aanvraag beskikbaar. Verstrek asseblief naam, adres en verwysingsnommer.

## QUESTIONNAIRE

### THE SALARY STRUCTURE AND JOB SATISFACTION 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 1977) OCCUPATION?**

- Student  Retired person
- Lecturer (professor, lecturer, etc.) **All lecturing staff** attached to an institution for higher education **on a full-time basis AND who are involved in a private practice.** Occupation pursued in the practice concerned .....
- Lecturer (professor, lecturer, etc.) **All lecturing staff** attached to an institution for higher education **on a full-time basis**
- 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?**

Please read them all before you indicate one.

- 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 per cent of a company's shares)
- I work for the Government or a provincial administration
- I work for a local authority (e.g. city or town council)
- I work for a semi-government, government-controlled or government-subsidised organisation (CSIR, boards of control, universities, SAR & H, GPO, SABS etc.)
- I work for a public corporation (e.g. ISCOR, SASOL, ESCOM)
- My employer is a member of the private sector (private firms, organisations, undertakings, etc.)
- A combination of the above-mentioned. (Specify the code numbers of the statements, for example, full-time lecturer plus own practice, codes 01 & 04)
- .....
- I am unemployed by seeking employment
- I am voluntarily outside the labour market (students, retired persons, etc.)
- None of the above (please specify type of employer):
- .....

<input type="checkbox"/>	01
<input type="checkbox"/>	02
<input type="checkbox"/>	03
<input type="checkbox"/>	04
<input type="checkbox"/>	05
<input type="checkbox"/>	06
<input type="checkbox"/>	07
<input type="checkbox"/>	08
<input type="checkbox"/>	09
<input type="checkbox"/>	10

Office use

7 1

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(Ref. No.) 15-19

20 - 22

23-24

25-26

IF YOU ARE UNEMPLOYED OR VOLUNTARILY OUTSIDE THE LABOUR MARKET (THAT IS IF YOU HAVE MARKED 8 OR 9 IN QUESTION 2 ON PAGE 1) 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.

3 WHAT IS YOUR ANNUAL (1 MARCH 1977) SALARY/INCOME?

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.

Employees in the public sector should include pensionable salary increases, e.g. the 10% pensionable allowance which is paid to public servants.

R \_\_\_\_\_ per annum

Office use

27-31

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

R \_\_\_\_\_ per annum

32-35

(c) Income (prior to taxation) derived from

Overtime R \_\_\_\_\_ per annum

36-39

Lecturing in a part-time capacity R \_\_\_\_\_ per annum

40-43

Consultation R \_\_\_\_\_ per annum

44-47

3.2 Per persons with their own business undertaking or practice

(a) Net income derived from the direct pursuit of your occupation (prior to taxation)

R \_\_\_\_\_ per annum

48-52

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

R \_\_\_\_\_ per annum

53-57

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

R  per annum

4 FOR PERSONS WITH QUALIFICATIONS IN ENGINEERING ONLY

ARE YOU REGISTERED WITH SACPE AS A PROFESSIONAL ENGINEER?

Registered as Engineer-in-training

<input type="checkbox"/>	1
--------------------------	---

Registered as Professional Engineer

<input type="checkbox"/>	2
--------------------------	---

Not registered

<input type="checkbox"/>	3
--------------------------	---

58

78-80

M77

QUESTIONS 5 AND 6 TO BE ANSWERED BY ALL PERSONS IRRESPECTIVE OF QUALIFICATIONS. PLEASE TURN OVER.

5 JOB SATISFACTION

If you had to tell a friend or acquaintance how satisfied you are in your present occupation, what would you say? (Choose the ONE answer which best reflects your feelings.)

- I am completely satisfied with my work and am not interested in any other work.
- Although some minor points bother me, I am reasonably content on the whole.
- Quite a number of things bother me, but they are nevertheless outweighed by that which pleases me.
- The things which fill me with discontent, weight somewhat heavier than those which please me.
- Although there are some things of which I approve, I am rather dissatisfied on the whole.
- I think that I would be more satisfied in any other work

1
2
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6

6 HOW IMPORTANT ARE THE FOLLOWING JOB CHARACTERISTICS TO YOU AND TO WHAT EXTENT DOES YOUR PRESENT JOB HAVE THESE CHARACTERISTICS?

Indicate your personal opinion on the scale in Column A.  
In Column B you must indicate to what extent your present job has these characteristics.  
Employees answer 6.1 to 6.16, self-employed persons answer 6.1 to 6.11

Job characteristics	A									B								
	Degree of importance of occupational characteristics to me personally									Extent to which my present occupation satisfies my expectations								
	Very important			Important			Less important			Well			Reasonably			Poorly		
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
6.1	Challenge which work offers																	
6.2	Good salary/income																	
6.3	Little routine work																	
6.4	Opportunity to use personal abilities																	
6.5	Opportunity to use formal training																	
6.6	A high degree of responsibility																	
6.7	Income security																	
6.8	Status of occupation																	
6.9	Good staff relations																	
6.10	Pleasant physical working conditions																	
6.11	Importance of work																	
6.12	Opportunity for promotion																	
6.13	Good fringe benefits																	
6.14	Promotion according to merit																	
6.15	Good supervision																	
6.16	Sufficient in-service training																	

THANK YOU FOR YOUR CO-OPERATION

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