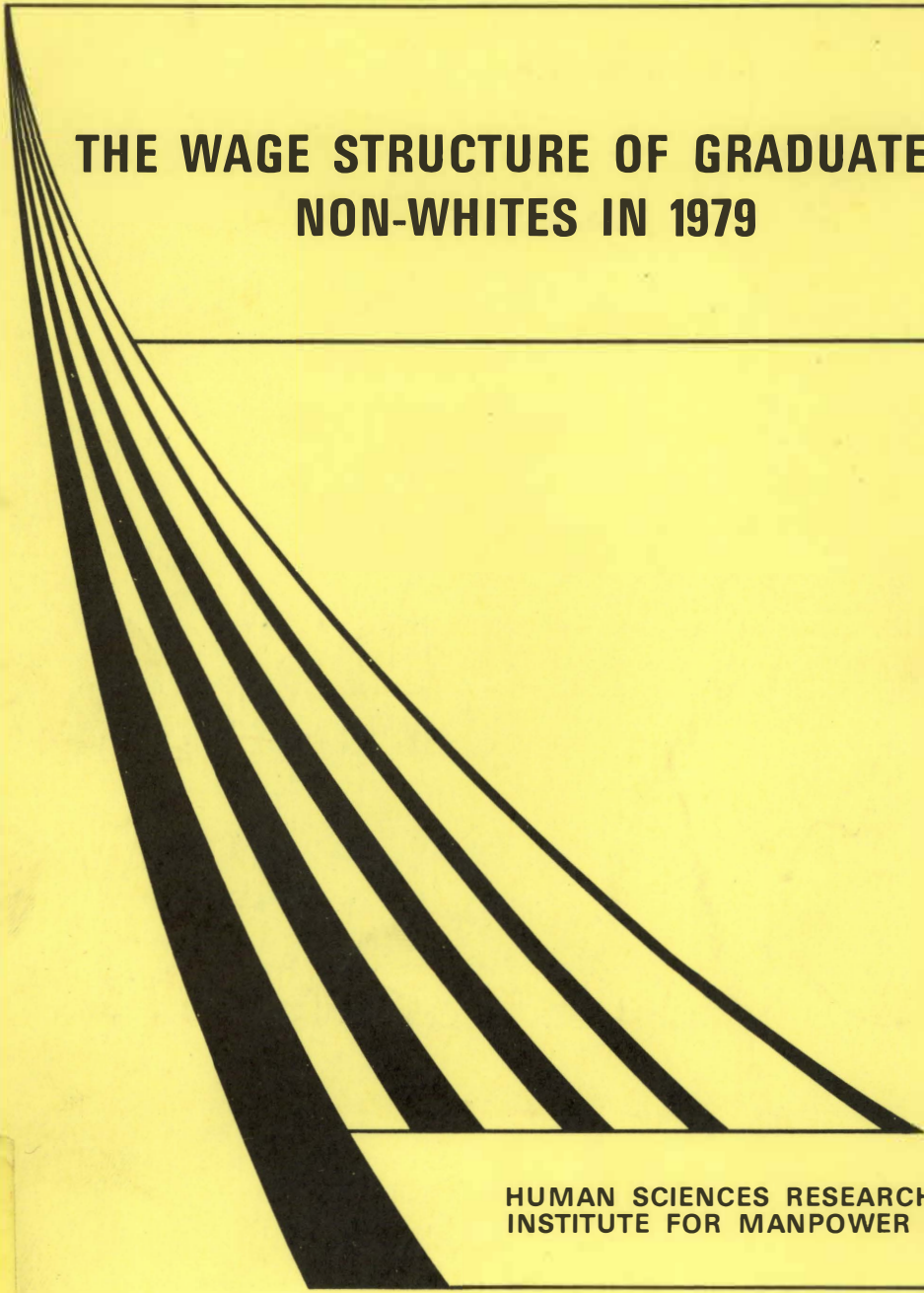


MN 69



**THE WAGE STRUCTURE OF GRADUATE
NON-WHITES IN 1979**



**HUMAN SCIENCES RESEARCH COUNCIL
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THE WAGE STRUCTURE OF GRADUATE NON-WHITES
IN 1979

Karen M. Wolmarans, B.Com.

INSTITUTE FOR MANPOWER RESEARCH

DIRECTOR: W. VERHOEF

PRETORIA
1979



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SUMMARY

This investigation on the wage structure of graduate Non-Whites is being undertaken as a follow-up to similar investigations in 1975 and 1977, and also as a result of the great demand for information on wage structures.

Of the 1077 Asians, 557 Black and 352 Coloured graduates participating in the investigation, a group of 968 Asians, 500 Blacks and 330 Coloureds has been selected. All are economically active, 20 to 64 years old and residing in the RSA or SWA. The wage structure of the different population groups is analysed according to sex, employer sector, age, geographical distribution and, where possible, it is compared with corresponding data for 1975 and 1977.

1 BACKGROUND AND AIM

Surveys on the wage structure of White graduates have been undertaken by the HSRC since 1971. In order to ensure continuity in research on wage structures, the surveys were repeated on a two-yearly basis in 1973, 1975, 1977 and now again in 1979.

In 1975 these surveys were extended to involve Non-White males. The 1979 survey was broadened even further and Non-White women were also included. The aim of this report is to supply a picture of the wage structure of graduates and equivalently qualified Non-Whites as at 1 March 1979 and, where possible, to compare particulars with those of 1975 and 1977.

2 THE SURVEY GROUP AND QUESTIONNAIRE

It is estimated that there are approximately 5900 Asian, 5400 Black and 2700 Coloured graduates and equivalently qualified persons in the country. Since there is no source that provides the addresses of the groups, the National Register for Natural and Social Sciences is used to trace the graduates. The Register is maintained by the Institute for Manpower Research of the HSRC and consists of approximately a 44 per cent sample of the total number of Asian, a 42 per cent sample of the total number of Black and a 32 per cent sample of the total number of Coloured graduates. The Register records, amongst others, the names, addresses, sex, age and qualifications of graduates and equivalently qualified persons.

All Non-Whites up to and including 64 years of age, who are resident in the RSA or SWA and whose names and addresses appear in the National Register on 1 March 1979, are involved in the investigation. Questionnaires were dispatched to 3245 Asians, 2711 Blacks and 1227 Coloureds (National Register groups), and of these 1077 (33,2%), 557 (20,5%) and 352 (28,7%) respectively were returned. The latter groups will be referred to as the respondent groups.

By means of the above-mentioned questionnaire, data regarding a respondent's occupation, employer, years of job experience and income (as at 1 March 1979) are gathered. Information on the respondent's qualifications, age, language and place of residence are obtained from the National Register.

The anonymity of respondents is protected throughout and in no case was a completed questionnaire linked with the name of a respondent.

3 REPRESENTATIVENESS

As has been mentioned, the names of the 3245 Asians, 2711 Blacks and 1227 Coloureds to whom questionnaires were dispatched, were obtained from the National Register. The National Register, as it was in 1970, has been proved to be a representative sample of the graduate population of the country (Ebersohn, D. *Graduate Manpower of South Africa*, HSRC, 1972.) As the Register is kept up to date, the Register is most probably still a representative sample. Therefore, the respondent groups are compared with the National Register groups regarding age distribution, distribution of the highest level of qualification obtained and language distribution (Tables 3.1 to 3.6).

It appears from the tables that in most cases there are small percentual deviations regarding the aspects that are compared. However, these differences are relatively small and insignificant. With regard to the women, in respect of whom the groups are sometimes small, the percentual deviations are, in a few cases, much greater. The frequency of the relatively large deviations is low however, and it is therefore assumed that the respondent groups are representative samples of the National Register groups concerned and are also representative of the Non-White graduates in the country. The respondent groups represent roughly an 18 per cent sample of the total number of Asian graduates, a 10 per cent sample of the Black and a 13 per cent sample of the Coloured graduates.

TABLE 3.1
COMPARISON BETWEEN THE NATIONAL REGISTER AND RESPONDENT GROUPS ACCORDING TO AGE : MEN

| Age | Asians | | | | Blacks | | | | Coloureds | | | |
|---------|-------------------------|------|------------------|------|-------------------------|------|------------------|------|-------------------------|------|------------------|------|
| | National Register group | | Respondent group | | National Register group | | Respondent group | | National Register group | | Respondent group | |
| | N | % | N | % | N | % | N | % | N | % | N | % |
| 20 - 24 | 95 | 3,5 | 41 | 4,3 | 24 | 1,1 | 5 | 1,1 | 71 | 7,1 | 19 | 6,3 |
| 25 - 29 | 549 | 20,3 | 202 | 21,1 | 411 | 18,9 | 109 | 23,3 | 247 | 24,6 | 72 | 23,7 |
| 30 - 34 | 563 | 20,8 | 190 | 19,9 | 532 | 24,5 | 106 | 22,7 | 186 | 18,5 | 57 | 18,8 |
| 35 - 39 | 491 | 18,1 | 172 | 18,0 | 351 | 16,2 | 69 | 14,7 | 164 | 16,3 | 50 | 16,5 |
| 40 - 44 | 421 | 15,5 | 125 | 13,1 | 245 | 11,3 | 46 | 9,8 | 115 | 11,5 | 42 | 13,8 |
| 45 - 49 | 275 | 10,2 | 101 | 10,6 | 229 | 10,5 | 54 | 11,5 | 76 | 7,6 | 28 | 9,2 |
| 50 - 54 | 154 | 5,7 | 60 | 6,3 | 133 | 6,1 | 33 | 7,1 | 62 | 6,2 | 19 | 6,3 |
| 55 - 59 | 76 | 2,8 | 30 | 3,1 | 102 | 4,7 | 24 | 5,1 | 38 | 3,8 | 9 | 3,0 |
| 60 - 64 | 51 | 1,9 | 21 | 2,2 | 80 | 3,7 | 16 | 3,4 | 23 | 2,3 | 6 | 2,0 |
| 65 - 69 | 22 | 0,8 | 9 | 0,9 | 35 | 1,6 | 2 | 0,4 | 16 | 1,6 | 1 | 0,3 |
| 70 - 74 | 5 | 0,2 | 2 | 0,2 | 20 | 0,9 | 1 | 0,2 | 3 | 0,3 | | |
| 75 - 79 | 2 | 0,1 | 1 | 0,1 | 3 | 0,1 | 1 | 0,2 | 1 | 0,1 | | |
| 80 + | 6 | 0,2 | 2 | 0,2 | 7 | 0,3 | 2 | 0,4 | 2 | 0,2 | 1 | 0,3 |
| TOTAL | 2710 | 100 | 956 | 100 | 2172 | 100 | 468 | 100 | 1004 | 100 | 304 | 100 |
| Me age | 36,2 | | 36,0 | | 36,4 | | 35,8 | | 34,0 | | 35,3 | |

-3-

TABLE 3.2
COMPARISON BETWEEN THE NATIONAL REGISTER AND RESPONDENT GROUPS ACCORDING TO HIGHEST QUALIFICATION LEVEL : MEN

| Highest qualification level obtained | Asians | | | | Blacks | | | | Coloureds | | | |
|--------------------------------------|-------------------------|------|------------------|------|-------------------------|------|------------------|------|-------------------------|------|------------------|------|
| | National Register group | | Respondent group | | National Register group | | Respondent group | | National Register group | | Respondent group | |
| | N | % | N | % | N | % | N | % | N | % | N | % |
| Diploma = B. de- gree | 26 | 1,0 | 11 | 1,2 | 19 | 0,9 | 3 | 0,6 | 7 | 0,7 | 2 | 0,7 |
| B. degree | 1729 | 63,8 | 629 | 65,8 | 1353 | 62,3 | 303 | 64,7 | 558 | 55,6 | 187 | 61,5 |
| Post-graduate diploma | 316 | 11,7 | 101 | 10,6 | 367 | 16,9 | 78 | 16,7 | 221 | 22,0 | 56 | 18,4 |
| B. Hons. degree | 548 | 20,2 | 181 | 18,9 | 353 | 16,3 | 69 | 14,7 | 188 | 18,7 | 53 | 17,4 |
| M. degree | 84 | 3,1 | 34 | 3,6 | 63 | 2,9 | 12 | 2,6 | 25 | 2,5 | 5 | 1,6 |
| D. degree | 7 | 0,3 | | | 17 | 0,8 | 3 | 0,6 | 5 | 0,5 | 1 | 0,3 |
| TOTAL | 2710 | 100 | 956 | 100 | 2172 | 100 | 468 | 100 | 1004 | 100 | 304 | 100 |

TABLE 3.3

LANGUAGE DISTRIBUTION OF THE NATIONAL REGISTER AND THE RESPONDENT GROUPS : MEN

| Language | Asians | | | | Blacks | | | | Coloureds | | | |
|-----------|-------------------|------|------------------|------|-------------------|------|------------------|------|-------------------|------|------------------|------|
| | National Register | | Respondent group | | National Register | | Respondent group | | National Register | | Respondent group | |
| | N | % | N | % | N | % | N | % | N | % | N | % |
| Afrikaans | 22 | 0,8 | 7 | 0,7 | 58 | 2,7 | 9 | 1,9 | 425 | 42,3 | 136 | 44,7 |
| English | 2688 | 99,2 | 949 | 99,3 | 2114 | 97,3 | 459 | 98,1 | 579 | 57,7 | 168 | 55,3 |
| TOTAL | 2710 | 100 | 956 | 100 | 2172 | 100 | 468 | 100 | 1004 | 100 | 304 | 100 |

TABLE 3.4

COMPARISON BETWEEN THE NATIONAL REGISTER AND RESPONDENT GROUPS ACCORDING TO AGE : WOMEN

| Age | Asians | | | | Blacks | | | | Coloureds | | | |
|---------|-------------------|------|------------------|------|-------------------|------|------------------|------|-------------------|------|------------------|------|
| | National Register | | Respondent group | | National Register | | Respondent group | | National Register | | Respondent group | |
| | N | % | N | % | N | % | N | % | N | % | N | % |
| 20 - 24 | 67 | 12,5 | 21 | 17,4 | 36 | 6,7 | 5 | 5,6 | 33 | 14,8 | 7 | 14,6 |
| 25 - 29 | 192 | 35,9 | 41 | 33,9 | 203 | 37,7 | 41 | 46,1 | 102 | 45,7 | 26 | 54,2 |
| 30 - 34 | 134 | 25,0 | 25 | 20,7 | 149 | 27,6 | 18 | 20,2 | 35 | 15,7 | 1 | 2,1 |
| 35 - 39 | 61 | 11,4 | 12 | 9,9 | 59 | 11,0 | 8 | 9,0 | 20 | 9,0 | 2 | 4,2 |
| 40 - 44 | 39 | 7,3 | 9 | 7,4 | 42 | 7,8 | 8 | 9,0 | 10 | 4,5 | 4 | 8,3 |
| 45 - 49 | 19 | 3,6 | 5 | 4,1 | 19 | 3,5 | 5 | 5,6 | 13 | 5,8 | 5 | 10,4 |
| 50 - 54 | 12 | 2,2 | 5 | 4,1 | 20 | 3,7 | 2 | 2,3 | 6 | 2,7 | 1 | 2,1 |
| 55 - 59 | 9 | 1,7 | 2 | 1,7 | 8 | 1,5 | 2 | 2,3 | 3 | 1,4 | 1 | 2,1 |
| 60 - 64 | 2 | 0,4 | 1 | 0,8 | 1 | 0,2 | | | 1 | 0,5 | 1 | 2,1 |
| 65 - 69 | | | | | 2 | 0,4 | | | | | | |
| TOTAL | 535 | 100 | 121 | 100 | 539 | 100 | 89 | 100 | 223 | 100 | 48 | 100 |
| Me age | 30,3 | | 28,9 | | 30,8 | | 28,9 | | 28,1 | | 27,6 | |

TABLE 3.5
COMPARISON BETWEEN THE NATIONAL REGISTER AND RESPONDENT GROUPS ACCORDING TO HIGHEST QUALIFICATION LEVEL : WOMEN

| Highest qualification level obtained | Asians | | | | Blacks | | | | Coloureds | | | |
|--------------------------------------|-------------------------|------|------------------|------|-------------------------|------|------------------|------|-------------------------|------|------------------|------|
| | National Register group | | Respondent group | | National Register group | | Respondent group | | National Register group | | Respondent group | |
| | N | % | N | % | N | % | N | % | N | % | N | % |
| Diploma = B. degree | 1 | 0,2 | | | 1 | 0,2 | | | 5 | 2,2 | 2 | 4,2 |
| B. degree | 337 | 63,0 | 80 | 66,1 | 362 | 67,2 | 61 | 68,5 | 132 | 59,2 | 31 | 64,6 |
| Post-graduate diploma | 67 | 12,5 | 15 | 12,4 | 91 | 16,9 | 16 | 18,0 | 57 | 25,6 | 8 | 16,7 |
| B. Hons. degree | 118 | 22,1 | 22 | 18,2 | 81 | 15,0 | 12 | 13,5 | 29 | 13,0 | 7 | 14,6 |
| M. degree | 9 | 1,7 | 2 | 1,7 | 4 | 0,7 | | | | | | |
| D. degree | 3 | 0,6 | 2 | 1,7 | | | | | | | | |
| TOTAL | 535 | 100 | 121 | 100 | 539 | 100 | 89 | 100 | 223 | 100 | 48 | 100 |

TABLE 3.6
LANGUAGE DISTRIBUTION OF THE NATIONAL REGISTER AND THE RESPONDENT GROUPS : WOMEN

| Language | Asians | | | | Blacks | | | | Coloureds | | | |
|-----------|-------------------------|------|------------------|------|-------------------------|------|------------------|-----|-------------------------|------|------------------|------|
| | National Register group | | Respondent group | | National Register group | | Respondent group | | National Register group | | Respondent group | |
| | N | % | N | % | N | % | N | % | N | % | N | % |
| Afrikaans | 7 | 1,3 | 1 | 0,8 | 6 | 1,1 | | | 79 | 35,4 | 14 | 29,2 |
| English | 528 | 98,7 | 120 | 99,2 | 533 | 98,9 | 89 | 100 | 144 | 64,6 | 34 | 70,8 |
| TOTAL | 535 | 100 | 121 | 100 | 539 | 100 | 89 | 100 | 223 | 100 | 48 | 100 |

4 EXPLANATORY NOTES

For the sake of clarity of the analyses in the report, a few concepts will be explained briefly.

4.1 *Graduates and equivalently qualified persons*

These are regarded as persons with at least a Bachelor's degree or another qualification (diploma or certificate) which, for the purposes of the National Register, is considered to be equivalent to a Bachelor's degree. Under this heading are classified, amongst others, diplomas in Pharmacy (Dip. Pharm.) and Law (Dip. Proc.)

4.2 *Classification according to occupation*

The person completing the questionnaire was asked to give a functional description of his/her occupation, irrespective of qualifications, training or rank. The name of the occupation given was used to classify the person in a category according to occupation.

4.3 *Employees*

For purposes of this report, workers were divided into three employer sectors, namely:

(a) Public sector: These are employees of the government, provincial administrations, local authorities (such as city or town councils, regional authorities) or semi-government, government-controlled or government-subsidised institutions (such as the CSIR, SABS, SAR & H, post office, control boards and universities).

(b) Private sector: Employees of public corporations (such as ISCOR, SASOL, ESCOM) as well as private firms, organizations and undertakings.

(c) 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 *Years of job experience*

Due to the fact that women usually tend to leave the labour market for various reasons and for different periods of time, years of job experience and not age were used as a means of comparison when analysing women's income. The term years of job experience refers to the total number of years of job experience for which remuneration is received (full-time or part-time work) irrespective of employer, occupation or rank (holiday work excluded). In the tables, the abbreviation Me Years job experience was used.

A few respondents neglected to answer the question on job experience, and for this reason the number of persons in a specific group could be larger than the number of persons indicating years of job experience for that occupation.

4.5 *Income and additional earnings*

The income of an employee refers to the annual gross salary received at 1 March 1979, as a result of the direct pursuit of his/her occupation and before deductions are made. Overtime earnings, bonuses, allowances and other fringe benefits are not included.

It must be remembered that the survey took place on 1 March 1979. It is common knowledge that the employees in the public sector received salary increases of between 6 and 12 per cent as from 1 April 1979. These increases were not taken into account in the analyses. The increases received by employees in the private sector after 1 March 1979, are not known.

The 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.

In the case of employees, additional earnings consist of income prior to taxation derived from cash bonuses (such as Christmas or holiday bonus), an income earned by means of overtime, part-time instruction

and consultation fees. 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.

4.6 *Wage structure of workers according to occupation*

The term wage structure is used to refer to either the income of employees or that of self-employed persons. The analyses of the wage structure pertain throughout to the situation as it was on 1 March 1979, except in those cases where, in a comparative analysis, reference is made to the 1975 and 1977 wage structures. All wages indicated are in rands per annum.

4.7 *Median and quartiles*

The median wage signifies that 50 per cent of the persons in the group concerned receive more and 50 per cent less than the indicated wage. The median (Me) is not as sensitive to extremely high or extremely low values as is the mean or average, and for this reason the median is used for purposes of analyses. Twenty-five per cent of a group receive less and 75 per cent more than the first quartile wage (Q_1). 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 receive more than the Q_1 wage, but less than the Q_3 wage.

To ensure the anonymity of the persons, the incomes of a specific group with 4 or less people are not indicated in the tables.

Only the median wage is indicated for those groups with less than 10 people, since the quartile wages can lead to meaningless reporting.

4.8 *The outline of the analyses according to occupation*

It will be noted that all occupations indicated by the respondents, are not analysed according to all the variables. The reason for this is that the number of people in certain occupations is too small, with the result that no meaningful analysis for these occupations is possible.

The tables for the three population groups are presented separately in the order: Asians, Blacks and Coloureds. The tables appear after the concluding remarks in Paragraph 7.

5.1 *Asians*

Table 8.1 indicates the occupations practised by Asian graduates as at 1 March 1979. Of the 905 men and 121 women, 51 and 27 persons indicated that they are not economically active (post-graduate students, pensioners, housewives and unemployed), and were therefore not included in further analyses of the wage structure. Another group that had to be excluded from the investigation, were those persons who had neglected to indicate their income. Due to the fact that 65 is usually regarded as the normal age for retirement and to make the data of the 1979 survey comparable with that of previous reports in 1975 and 1977, persons over the age of 64 were not involved in the analyses. Table 8.1 indicates that 26 males (905 minus 879) and 5 women (94 minus 89) did not give their income or were over the age of 64 years.

As mentioned in paragraphs 4.7 and 4.8, it is not possible to analyse the wage structure of graduates according to occupation and all the other variables; the number of respondents is too small and the anonymity of the persons supplying information had to be protected.

Analyses according to occupation and the following variables will therefore suffice:

- . employer sector and sex (Table 8.2)
- . age and employer sector (Table 8.3)
- . geographical distribution, employer sector and sex (Table 8.4)
- . additional earnings of employees and sex (Tables 8.5) and
- . additional earnings of self-employed males (Tables 8.6)

Finally, a comparison is made between the wage structures of 1975, 1977 and 1979 for Asian men, according to employer and occupation (Table 8.7)

5.2 *Blacks*

According to Table 8.8, 34 of the 468 males and 4 of the 89 women were not economically active. Of the 434 economically active men and the 85 economically active women, 14 and 15 respectively were either older than 64 years or did not indicate an income on the questionnaire. They were consequently excluded from the analyses.

As in the case of the Asians, analyses are supplied only for groups yielding a sufficient number of respondents. The wage structure of Black graduates was analysed according to occupation and:

- . employer sector and sex (Table 8.9)
- . age (Table 8.10)
- . geographical distribution and sex (Table 8.11) and
- . additional earnings of employees and sex (Table 8.12)

The analyses of the wage structure of Black graduates are concluded with a comparison between the 1975, 1977 and 1979 wage surveys according to occupation and employer sector (Table 8.13).

5.3 *Coloureds*

It would appear from Table 8.14 that 13 of the 304 male and 3 of the 48 female Coloured graduates were outside the labour market and were therefore not involved in further analyses of the wage structure. An additional 5 men and 1 woman were either over the age of 64 or did not indicate an income, and were consequently excluded from the analyses.

As in the other population groups, analyses could only be made in groups consisting of a sufficient number of people. The wage structure of Coloured graduates was analysed according to occupation and

- . employer sector and sex (Table 8.15)
- . age (Table 8.16)
- . geographical distribution (Table 8.17)
- . additional earnings of employees and sex (Table 8.18)

A comparison of the wage structure surveys of 1975-1979 according to occupation and employer sector (Table 8.19) concludes the analyses for Coloured graduates.

6 FINDINGS

Since the tables are to a large extent self-explanatory, they will be discussed only briefly. The tables are grouped together at the end of this discussion.

6.1 *Asians*

The median wage of the employees in the public sector in general is considerably higher than that of employees in the private sector (R9160 as against R7340 p.a. for men and R7190 as against R4750 p.a. for women). In contrast, the median wage for self-employed male persons is high (R13 750 p.a.), but it must be remembered that the income of self-employed persons also includes an entrepreneurial wage and a risk premium.

In both sexes, teaching is the profession practised by the most employees (47,5% of the men and 31,0% of the women), and in the case of self-employed men, the profession of medical doctor is apparently a popular choice (55,1%).

The wage structure according to age indicates that lecturers, after attaining the age of 30 years, have a higher median income per age group than teachers. It is possible of course that lecturers have more post-graduate qualifications than teachers, and therefore receive a higher income.

With a few exceptions, the majority of employees in each occupation receive a cash bonus. The percentage of persons in each occupation receiving a specific additional earning is indicated in brackets next to the occupation. Not only is the number of persons in a specific occupation receiving additional earnings of importance, but also the extent of the additional earnings concerned, relative to the gross salary. For

example, 63,3 per cent of male accountants (unregistered) and 85,7 of male civil engineers receive a bonus, but the median bonus is 5,6 per cent and 11,7 per cent respectively, of the median wage.

The comparison between the wage structures as in 1975, 1977 and 1979, shows that, in the case of male workers, the greatest annual growth in income for the period 1977 to 1979 occurred in the case of articulated law clerks (26,8%), followed by teachers (16,8%), and other clerks (16,0%). The income of self-employed medical practitioners has risen by 6,2 per cent per annum since 1975, followed by attorneys with 5,7 per cent. Should the occupation not be taken into account, it would seem that the annual growth in income for the period 1975-1979 for employees in the private sector was 10,8 per cent, as compared with the 9,4 per cent of employees in the public sector. It should be noted that the salary increases received by employees in the public sector on 1 April 1979 were not taken into account.

6.2 *Blacks*

The largest percentage of workers is found in the public sector (75,6% of the men and 83,8% of the women). As in the case of Asian graduates, the median wage for Black graduate male workers in the public sector is higher than that of the men in the private sector. (R7370 as against R6410 p.a.).

Women however, earn more in the private sector (R5000) than in the public sector (R3580). The median wage for self-employed males is high in comparison with that of employees (R12 420 as against R7370 and R6410 p.a.). It must be remembered however, that the income of a self-employed person also includes an entrepreneurial wage and a risk premium.

The teaching profession is the most popular with both sexes (34,4% of the male and 38,0% of the female employees.) Analyses according to age show that the median income of male teachers over the age of 30 fluctuates between R7000 and R8000 per annum.

The majority of employees receive a cash bonus. The percentage of persons in each occupation receiving an additional earning is indicated next to the occupation in brackets. The size of the additional earnings relative to the gross salary is important. For example 59,9 per cent of the clerks and 57,9 per cent of the personnel officers/ clerks each receive a cash bonus, and the median bonus is 6,3 per cent and 6,0 per cent respectively of the median wage.

Over the past four years, the greatest annual growth in income of male employees according to occupation occurred in the case of inspectors, directors of education (19,4%), followed by ministers of religion (16,4%), and teachers (14,9%).

It is noteworthy that the median income of ministers of religion is the lowest of the occupations that are compared.

6.3 *Coloureds*

It is apparently a general trend that Non-White male graduates in the public sector receive a higher income than employees in the private sector. The median income of Coloured male graduates in the public sector is approximately R2400 per annum higher than that of employees in the private sector (R9520 as against R7080 per annum).

The male and female employees are mainly teachers and the wage structure according to age indicates that the median wage of men rises from R4670 per annum to R11 250 for those up to the age of 49 years, and then falls.

As was the case with the other population groups, the majority of Coloured employees receive a cash bonus. The percentage of persons receiving an additional earning in a specific occupation is indicated in brackets next to the occupation. The size of the additional earnings relative to the gross salary is important. For example, 58,3 per cent of the inspectors, directors of education and 57,6 per cent of the teachers receive a cash bonus, but the median bonus is 1,7 per cent and 2,7 per cent respectively of the median wage.

The particulars of the 1975 to 1979 wage surveys show that the median wage of Coloured men in the teaching professions, has risen by between 8 and 10 per cent per annum since 1975 (lecturers 8,6%, inspectors, directors of education 9,3% and teachers 9,9% per annum). The self-employed doctors are a relatively small group, but the figures indicate that the median wage increased by 29,1 per cent per annum during the period 1977 to 1979.

In contrast with the particulars of other population groups, the median wage of employees in the public sector shows a more rapid growth rate than that of employees in the private sector (for example 9,1% as against 7,4% per annum for the period 1975-1979). The relatively large growth rate for self-employed persons (21,5%) can be ascribed to the fact that this group consists mainly of doctors, and as previously mentioned, the median wage of doctors has risen considerably.

7 CONCLUDING REMARKS

Due to the great demand for information on wage structures, it has become apparent that there is a need for regular surveys on the wage structure of graduates. The wage survey will probably be repeated in 1981.

Apart from this report, there are three other reports on the 1979 survey (see Paragraph 1). An investigation is also being undertaken into the profitability of occupations practised by male graduates, and a report will be published in 1980. The reports which are available are:

- EBERSON, D. *The wage structure of graduate engineers in 1979,*
M-R-68
- KRUGER, A. *The wage structure of graduate White men in 1979,*
M-R-66
- WOLMARANS, K.M. *The wage structure of graduate White women in 1979,*
M-R-67

8 THE TABLES

ASIANS

ANALYSES

Subject and table number

| | |
|-----------------------------------|----------------------|
| . Additional earnings | 8.5 |
| . Age | 8.3 |
| . Comparison 1975 to 1979 surveys | 8.7 |
| . Employees | 8.1 to 8.5, 8.7 |
| . Geographical distribution | 8.4 |
| . Men | 8.1 to 8.7 |
| . Occupation | 8.1 to 8.7 |
| . Self-employed | 8.1 to 8.4, 8.6, 8.7 |
| . Women | 8.1, 8.2, 8.4, 8.5 |

TABLE B.1
OCCUPATIONS PRACTICED BY ASIANS ACCORDING TO SEX

a) Men

| Occupation | Respondent group (all ages) N | Age group 20 - 64 | | | | Total |
|---|--|-----------------------|------------------------|-----------------------|---------------------|-------|
| | | Income indicated | | | | |
| | | Employer sector | | | | |
| | | Public sector N | Private sector N | Self employed N | Two sectors N | |
| <u>Architects, engineers and surveyors</u> | | | | | | |
| Architect | 9 | 1 | 3 | 5 | 9 | |
| Engineers: | | | | | | |
| Chemical | 3 | | 3 | | 3 | |
| Civil | 7 | 2 | 5 | | 7 | |
| Electrical | 8 | 1 | 6 | 1 | 8 | |
| Mechanical | 4 | | 4 | | 4 | |
| Other | 4 | | 4 | | 4 | |
| Engineering geologist | 1 | | 1 | | 1 | |
| Land surveyor | 1 | | 1 | | 1 | |
| <u>Chemists, biological and physical scientists</u> | | | | | | |
| Bacteriologist | 1 | | 1 | | 1 | |
| Chemist | 5 | | 5 | | 5 | |
| Industrial chemist | 4 | | 4 | | 4 | |
| Limnologist | 1 | 1 | | | 1 | |
| Metallurgist | 1 | | 1 | | 1 | |
| <u>Dental, medical and para-medical services</u> | | | | | | |
| Dentist | 6 | 2 | 1 | 2 | 5 | |
| Homeopathist | 1 | | | 1 | 1 | |
| Medical doctors: | | | | | | |
| General practitioner | 165 | 54 | 3 | 98 | 159 | |
| Intern | 1 | 1 | | | | |
| Medical specialist | | | | | | |
| Surgeon | 4 | 2 | | 1 | 4 | |
| Other | 6 | 3 | | 2 | 6 | |
| Optometrist | 1 | | | 1 | 1 | |
| Pharmacist | 37 | 5 | 9 | 21 | 35 | |
| <u>Teaching</u> | | | | | | |
| Inspector, director of education | 7 | 7 | | | 7 | |
| Lecturer | 56 | 55 | | 1 | 56 | |
| Lecturer and medical practitioner | 2 | | | 2 | 2 | |
| Student and part-time lecturer | 1 | 1 | | | 1 | |
| Teacher | 339 | 329 | | | 329 | |
| Trainer, instructor | 1 | | 1 | | 1 | |
| <u>Religion</u> | | | | | | |
| Minister of religion, priest | 1 | | 1 | | 1 | |
| <u>Legal occupations</u> | | | | | | |
| Advocate | 2 | | | 1 | 1 | |
| Attorney | 30 | | 2 | 24 | 26 | |
| Attorney's clerk (articled) | 10 | | 10 | | 10 | |
| <u>Social scientists and other occupations n.e.c.</u> | | | | | | |
| Accountants: | | | | | | |
| Accountant, auditor (registered, C.A.) | 14 | | 5 | 9 | 14 | |
| Accountant, auditor (not registered, not C.A.) | 30 | 3 | 27 | | 30 | |
| Accountants, auditors clerk (articled) | 52 | | 52 | | 52 | |
| Company accountant | 1 | | 1 | | 1 | |
| Management accountant | 1 | | 1 | | 1 | |

TABLE 8.1a (CONTINUED)

| Occupation | Respondent group (all ages) N | Age group 20 - 64 | | | | Total |
|---|--|-----------------------|------------------------|-----------------------|---------------------|-------|
| | | Income indicated | | | | |
| | | Employer sector | | | | |
| | | Public sector N | Private sector N | Self employed N | Two sectors N | |
| Mathematicians: | | | | | | |
| Actuary | 1 | | 1 | | | 1 |
| Programmer computer | 1 | | 1 | | | 1 |
| Statistician | 1 | 1 | | | | 1 |
| System-analyst computer | 1 | | 1 | | | 1 |
| Psychologists: | | | | | | |
| Educational, school psychologist | 4 | 4 | | | | 4 |
| Clinical, counselling psychologist | 4 | 4 | | | | 4 |
| Other psychologists | 2 | 2 | | | | 2 |
| Other occupations: | | | | | | |
| Economic adviser | 2 | 1 | 1 | | | 2 |
| Education planner, adviser, educationist | 7 | 7 | | | | 7 |
| Industrial relations officer | 1 | | 1 | | | 1 |
| Information, liason officer | 2 | 1 | 1 | | | 2 |
| Librarian, archivist | 1 | 1 | | | | 1 |
| Marketing officer | 1 | | 1 | | | 1 |
| Social worker | 2 | 2 | | | | 2 |
| Technicians | | | | | | |
| Laboratory assistant | 4 | 2 | 2 | | | 4 |
| Technical assistant | 2 | 1 | 1 | | | 2 |
| Other technicians | 3 | 3 | | | | 3 |
| Managerial and administrative | | | | | | |
| Directors: | | | | | | |
| Director of companies | 3 | | | 3 | | 3 |
| Financial director | 1 | | 1 | | | 1 |
| Managing director | 2 | | | 2 | | 2 |
| Owner of own business | 2 | | | 2 | | 2 |
| Other directors | 3 | 1 | | 2 | | 3 |
| Managers: | | | | | | |
| Audit manager | 3 | | 3 | | | 3 |
| Bank manager | 1 | | 1 | | | 1 |
| Company manager | 1 | | | 1 | | 1 |
| Computer, data processing manager | 1 | | 1 | | | 1 |
| Planning manager | 1 | | 1 | | | 1 |
| Production manager | 1 | | 1 | | | 1 |
| Quality control manager | 1 | | 1 | | | 1 |
| Other managers | 3 | | 2 | 1 | | 3 |
| Other administrative: | | | | | | |
| City/town treasurer | 1 | 1 | | | | 1 |
| Committee clerk | 1 | 1 | | | | 1 |
| Company secretary | 1 | | 1 | | | 1 |
| Town clerk | 1 | 1 | | | | 1 |
| Other e.g. administrative officer | 1 | 1 | | | | 1 |

TABLE 8.1a (CONTINUED)

| Occupation | Respondent group (all ages) N | Age group 20 - 64 | | | | Total |
|------------------------------------|-------------------------------------|--------------------|---------------------|--------------------|------------------|-------|
| | | Income indicated | | | | |
| | | Employer sector | | | | |
| | | Public sector N | Private sector N | Self employed N | Two sectors N | |
| <u>Clerks</u> | 11 | 1 | 10 | | | 11 |
| <u>Sales and related workers</u> | | | | | | |
| Insurance agent, broker | 5 | | 4 | 1 | | 5 |
| Representative (sales) | 1 | | 1 | | | 1 |
| Salesman | 2 | | 2 | | | 2 |
| Other sales occupations | 1 | | | 1 | | 1 |
| <u>Service occupations</u> | | | | | | |
| Police service | 1 | 1 | | | | 1 |
| Total : economically active | 905 | 502 | 190 | 178 | 9 | 879 |
| Persons outside the labour market: | | | | | | |
| Pensioner | 13 | | | | | |
| Student (post-graduate) | 30 | | | | | |
| Unemployed | 8 | | | | | |
| Total : not economically active | 51 | | | | | |
| GRAND TOTAL | 956 | | | | | |

TABLE 8.1 (CONTINUED)

b) Women

| Occupation | Respondent group (all ages) N | Age group 20 - 64 | | | Total |
|---|--|-----------------------|------------------------|-----------------------|-----------|
| | | Income indicated | | | |
| | | Employer sector | | | |
| | | Public sector N | Private sector N | Self employed N | |
| <u>Dental, medical and para-medical services</u> | | | | | |
| General medical practitioner | 17 | 16 | | | 16 |
| Pharmacist | 3 | 1 | 2 | | 3 |
| Physiotherapist | 1 | 1 | | | 1 |
| <u>Teaching</u> | | | | | |
| Inspector, director of education | 2 | 2 | | | 2 |
| Lecturer | 9 | 9 | | | 9 |
| Teacher | 30 | 27 | | | 27 |
| <u>Religion</u> | | | | | |
| Other e.g. salvation army officer | 1 | | 1 | | 1 |
| <u>Legal occupations</u> | | | | | |
| Attorney | 1 | | | 1 | 1 |
| Attorney' clerk (articled) | 3 | | 3 | | 3 |
| Legal adviser | 1 | | 1 | | 1 |
| <u>Social scientists and other occupations n.e.c.</u> | | | | | |
| <u>Accountants:</u> | | | | | |
| Accountant, auditor (not registered, not C.A.) | 2 | | 2 | | 2 |
| Accountant's, auditor's clerk (articled) | 1 | | 1 | | 1 |
| <u>Mathematicians:</u> | | | | | |
| Actuary clerk (articled) | 1 | | 1 | | 1 |
| Programmer computer | 4 | | 4 | | 4 |
| <u>Other occupations:</u> | | | | | |
| Development officer | 1 | | 1 | | 1 |
| Librarian, archivist | 2 | 1 | 1 | | 2 |
| Personnel officer, clerk | 1 | | 1 | | 1 |
| Social worker | 8 | 2 | 6 | | 8 |
| Student counsellor | 1 | 1 | | | 1 |
| Vocational counsellor, officer | 1 | 1 | | | 1 |
| Other e.g. researcher | | | | | |
| occupation unknown | 1 | 1 | | | 1 |
| <u>Managerial and administrative</u> | | | | | |
| Owner of own business | 2 | | | 1 | 1 |
| <u>Clerks</u> | | | | | |
| Senior clerk, administrative assistant | 1 | | 1 | | 1 |
| Total: economically active | 94 | 62 | 25 | 2 | 89 |
| <u>Persons outside the labour market</u> | | | | | |
| Housewife | 14 | | | | |
| Student (post-graduate) | 12 | | | | |
| Unemployed | 1 | | | | |
| Total: not economically active | 27 | | | | |
| GRAND TOTAL | 121 | | | | |

TABLE 8.2
WAGE STRUCTURE OF ASIANS ACCORDING TO SEX, OCCUPATION AND EMPLOYER SECTOR
a) Men

| Occupation | Public sector | | | | | Private sector | | | | | Employees | | | | | Self-employed | | | | |
|--|---------------|-----------|-----------------|-------|-------|----------------|-----------|-----------------|-------|-------|-----------|-----------|-----------------|-------|-------|---------------|-----------|-----------------|-------|-------|
| | N | Me age | Income (R.p.a.) | | | N | Me age | Income (R.p.a.) | | | N | Me age | Income (R.p.a.) | | | N | Me age | Income (R.p.a.) | | |
| | | | Q1 | Me | Q3 | | | Q1 | Me | Q3 | | | Q1 | Me | Q3 | | | Q1 | Me | Q3 |
| Accountant, auditor (registered, C.A.) | | | | | | 5 | 26 | | 7750 | | 5 | 26 | | 7750 | | 9 | 30 | | 12250 | |
| Accountant, auditor (not registered, not C.A.) | 3 | | | | | 27 | 28 | 7180 | 8130 | 9780 | 30 | 29 | 7250 | 8500 | 9810 | | | | | |
| Accountant's, audi- tor's clerk (articled) | | | | | | 52 | 27 | 4830 | 5800 | 7200 | 52 | 27 | 4830 | 5800 | 7200 | | | | | |
| Architect | 1 | | | | | 3 | | | | | 4 | | | | | 5 | 39 | | 8380 | |
| Attorney, notary | | | | | | 2 | | | | | 2 | | | | | 24 | 37 | 7250 | 10200 | 12380 |
| Attorney's clerk (articled) | | | | | | 10 | 27 | 1750 | 2170 | 5130 | 10 | 27 | 1750 | 2170 | 5130 | | | | | |
| Chemist | | | | | | 5 | 31 | | 7630 | | 5 | 31 | | 7630 | | | | | | |
| Clerk | 1 | | | | | 10 | 28 | 5130 | 6170 | 6630 | 11 | 28 | 3440 | 6080 | 6560 | | | | | |
| Director | 1 | | | | | 1 | | | | | 2 | | | | | 9 | 36 | | 15250 | |
| Education planner, adviser, educationist | 7 | 41 | | 10880 | | | | | | | 7 | 41 | | 10880 | | | | | | |
| Engineer | | | | | | | | | | | | | | | | | | | | |
| Electrical | 1 | | | | | 6 | 32 | | 11500 | | 7 | 33 | | 11250 | | 1 | | | | |
| Civil | 2 | | | | | 5 | 40 | | 13250 | | 7 | 36 | | 10380 | | | | | | |
| Other | | | | | | 11 | 31 | 8380 | 10750 | 11630 | 11 | 31 | 8380 | 10750 | 11630 | | | | | |
| General medical practitioner | 54 | 32 | 7970 | 10250 | 13070 | 3 | | | | | 57 | 32 | 8020 | 10580 | 13080 | 98 | 42 | 12180 | 17000 | 21500 |
| Inspector, director of education | 7 | 55 | | 15290 | | | | | | | 7 | 55 | | 15290 | | | | | | |
| Lecturer | 55 | 38 | 8880 | 10430 | 11530 | | | | | | 55 | 38 | 8880 | 10430 | 11530 | | | | | |
| Manager | | | | | | 10 | 32 | 7250 | 9000 | 12750 | 10 | 32 | 7250 | 9000 | 12750 | 2 | | | | |
| Pharmacist | 5 | 31 | | 6130 | | 9 | 31 | | 7880 | | 14 | 31 | 6080 | 7500 | 8880 | 21 | 34 | 8130 | 12080 | 15190 |
| Teacher | 329 | 40 | 7990 | 8860 | 10150 | | | | | | 329 | 40 | 7990 | 8860 | 10150 | | | | | |
| 46 other occupa- tions | 36 | 38 | 5880 | 8250 | 10500 | 31 | 28 | 5790 | 7080 | 9060 | 67 | 32 | 5840 | 7880 | 9630 | 9 | 46 | | 10630 | |
| TOTAL | 502 | 39 | 7960 | 9160 | 10660 | 190 | 28 | 5490 | 7340 | 9800 | 692 | 35 | 7540 | 8720 | 10460 | 178 | 39 | 10080 | 13750 | 19100 |

TABLE 8.2 (CONTINUED)

b) Women

| Occupation | Public sector | | | | | Private sector | | | | | Employees | | | | | Self-employed | | | |
|------------------------------|------------------------------|----|-----------------|------|-------|------------------------------|---|-----------------|------|------|------------------------------|----|----|------------------------------|------|-----------------|------|----|----|
| | Me N years job exp. | | Income (R.p.a.) | | | Me N years job exp. | | Income (R.p.a.) | | | Me N years job exp. | | | Me N years job exp. | | Income (R.p.a.) | | | |
| | | | Q1 | Me | Q3 | | | Q1 | Me | Q3 | | | | | | Q1 | Me | Q3 | Q1 |
| General medical practitioner | 16 | 6 | 7500 | 9500 | 11750 | | | | | | | 16 | 6 | 7500 | 9500 | 11750 | | | |
| Lecturer | 9 | 12 | | 7750 | | | | | | | | 9 | 12 | | 7750 | | | | |
| Social worker | 2 | | | | | 6 | 4 | | 4170 | | | 8 | 4 | | 4130 | | | | |
| Teacher | 27 | 11 | 5090 | 6580 | 7430 | | | | | | | 27 | 11 | 5090 | 6580 | 7430 | | | |
| 19 other occupations | 8 | 4 | | 5500 | | 19 | 4 | 3880 | 6250 | 8310 | | | 27 | 4 | 3440 | 5750 | 8310 | 2 | |
| TOTAL | 62 | 9 | 5210 | 7190 | 9310 | 25 | 4 | 3630 | 4750 | 7440 | | | 87 | 6 | 4580 | 6810 | 8780 | 2 | |

TABLE B.3

WAGE STRUCTURE OF ASIAN MALES ACCORDING TO EMPLOYER SECTOR, OCCUPATION AND AGE

a) Employees

| Occupation | | Age | | | | | | | | | Total |
|--|----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | |
| Accountant, auditor (not registered, not C.A.) | N | 2 | 18 | 6 | 3 | | 1 | | | | 30 |
| | Q1 | | 7080 | 7250 | | | | | | | 7250 |
| | Me | | 8000 | 9250 | | | | | | | 8500 |
| | Q3 | | 9630 | 10750 | | | | | | | 9810 |
| Accountant's, auditor's clerk (articled) | N | 9 | 36 | 6 | 1 | | | | | | 52 |
| | Q1 | 4130 | 4900 | 5380 | | | | | | | 4830 |
| | Me | 5130 | 6000 | 8000 | | | | | | | 5800 |
| | Q3 | 6380 | 7250 | 8380 | | | | | | | 7200 |
| General medical practitioner | N | | 21 | 15 | 8 | 4 | 4 | 1 | 4 | | 57 |
| | Q1 | | 7520 | 8290 | 10500 | | | | | | 8020 |
| | Me | | 7890 | 9750 | 13000 | | | | | | 10580 |
| | Q3 | | 8470 | 13040 | 13330 | | | | | | 13080 |
| Lecturer | N | | 5 | 12 | 15 | 12 | 5 | 5 | | 1 | 55 |
| | Q1 | | 4710 | 8000 | 7940 | 10100 | 9630 | 10630 | | | 8880 |
| | Me | | 4920 | 10250 | 10380 | 10400 | 11250 | 12250 | | | 10430 |
| | Q3 | | 7380 | 10750 | 11380 | 11500 | 12380 | 13380 | | | 11530 |
| Teacher | N | 3 | 25 | 68 | 63 | 69 | 53 | 30 | 13 | 5 | 329 |
| | Q1 | | 5410 | 7820 | 8060 | 8160 | 9130 | 9690 | 10880 | 9630 | 7990 |
| | Me | | 6630 | 8240 | 8400 | 8940 | 9960 | 10200 | 12250 | 10250 | 8860 |
| | Q3 | | 7400 | 8810 | 9260 | 10130 | 10910 | 12060 | 12960 | 12880 | 10150 |

b) Self-employed

| Occupation | | Age | | | | | | | | | Total |
|---------------------------------|----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | |
| Attorney | N | | 7 | 2 | 7 | 1 | 1 | 1 | 4 | 1 | 24 |
| | Q1 | | 6380 | | 6380 | | | | | | 7250 |
| | Me | | 8250 | | 12250 | | | | | | 10200 |
| | Q3 | | 12130 | | 15060 | | | | | | 12380 |
| General medical practitioner | N | | 2 | 11 | 28 | 19 | 18 | 13 | 4 | 3 | 98 |
| | Q1 | | | 12380 | 13000 | 12380 | 12130 | 12210 | | | 12180 |
| | Me | | | 17500 | 15000 | 19750 | 18330 | 13880 | | | 17000 |
| | Q3 | | | 24250 | 18830 | 22250 | 24500 | 23750 | | | 21500 |
| Pharmacist | N | | 5 | 7 | 6 | 2 | | 1 | | | 21 |
| | Q1 | | | 6630 | 7380 | 9750 | | | | | 8130 |
| | Me | | | 10250 | 9250 | 15000 | | | | | 12080 |
| | Q3 | | | 14880 | 12310 | 16500 | | | | | 15190 |

TABLE 8.4

WAGE STRUCTURE OF ASIANS ACCORDING TO SEX, EMPLOYER SECTOR,
GEOGRAPHICAL DISTRIBUTION AND OCCUPATION

a) Male employees

| Geographical distribution | | Accountant auditor (not registered not C.A.) | Accountant auditor's clerk (articled) | General medical practitioner | Lecturer | Teacher |
|--|--------|--|---------------------------------------|------------------------------|----------|---------|
| Johannesburg | N | 8 | 13 | 10 | 2 | 17 |
| | Me age | 33 | 27 | 32 | | 39 |
| | Q1 | | 6630 | 7880 | | 8040 |
| | Me | 9670 | 7420 | 10500 | | 8880 |
| Pretoria | Q3 | | 9690 | 12380 | | 9960 |
| | N | 3 | 6 | | 1 | 10 |
| | Me age | | 26 | | | 41 |
| | Q1 | | | | | 7880 |
| The rest of the Witwatersrand - Vaaltriangle (including Sasolburg) | Me | | 5500 | | | 10750 |
| | Q3 | | | | | 12250 |
| | N | 4 | 3 | 4 | 1 | 3 |
| | | | | | | |
| The rest of the Transvaal Peninsula | N | | 3 | 2 | | 2 |
| | N | | 3 | 2 | 1 | |
| Port Elizabeth and Uitenhage | N | | | 3 | | 2 |
| The rest of the Cape Province | N | | 1 | 1 | 1 | 3 |
| | | | | | | |
| Durban | N | 10 | 15 | 29 | 39 | 165 |
| | Me age | 29 | 26 | 33 | 39 | 41 |
| | Q1 | 7130 | 4630 | 8020 | 8380 | 6100 |
| | Me | 8000 | 5190 | 9380 | 10390 | 8990 |
| The rest of Natal | Q3 | 9130 | 5810 | 12880 | 11410 | 10060 |
| | N | 5 | 7 | 6 | 10 | 122 |
| | Me age | 29 | 27 | 48 | 34 | 39 |
| | Q1 | | | | 7750 | 7870 |
| Bloemfontein | Me | 7250 | 5130 | 12250 | 10500 | 8590 |
| | Q3 | | | | 11630 | 10020 |
| | N | | | | | |
| | | | | | | |
| The rest of the O.F.S. (Sasolburg excluded) | N | | | | | |
| | | | | | | |
| South-West Africa | N | | | | | |
| Homelands (including Transkei and Bophuthatswana) | N | | 1 | | | 5 |
| | Me age | | | | | 42 |
| | Q1 | | | | | |
| | Me | | | | | 8250 |
| Total | Q3 | | | | | |
| | N | 30 | 52 | 57 | 55 | 329 |
| | Me age | 29 | 27 | 32 | 38 | 40 |
| | Q1 | 7250 | 4830 | 8020 | 8880 | 7990 |
| | Me | 8500 | 5800 | 10580 | 10430 | 8860 |
| Q3 | 9810 | 7200 | 13080 | 11530 | 10150 | |

TABLE 8.4 (CONTINUED)

b) Self-employed men

| Geographical distribution | | Attorney | General medical practitioner | Pharmacist |
|--|--------|----------|------------------------------|------------|
| Johannesburg | N | 2 | 10 | 4 |
| | Me age | | 45 | |
| | Q1 | | 13130 | |
| | Me | | 18000 | |
| Pretoria | Q3 | | 18630 | |
| | N | 2 | 8 | |
| | Me age | | 48 | |
| | Q1 | | 24000 | |
| The rest of the Witwatersrand - Vaaltriangle (including Sasolburg) | Me | | 24000 | |
| | Q3 | | | |
| | N | 1 | 9 | |
| | Me age | | 40 | |
| The rest of the Transvaal | Q1 | | 14750 | |
| | Me | | 17 | |
| | Q3 | | 41 | |
| | N | | 11630 | |
| Peninsula | Me | | 19130 | |
| | Q3 | | 20750 | |
| | N | | 4 | 2 |
| | Me age | | 43 | |
| Port Elizabeth and Uitenhage | Q1 | | 24250 | |
| | Me | | 6 | |
| | Q3 | | 40 | |
| | N | | 20500 | |
| The rest of the Cape Province | Me | | 20500 | |
| | Q3 | | | |
| | N | 14 | 20 | 7 |
| | Me age | 37 | 41 | 34 |
| Durban | Q1 | 7750 | 12170 | |
| | Me | 10250 | 14500 | 10250 |
| | Q3 | 12310 | 20500 | |
| | N | 4 | 18 | 7 |
| The rest of Natal | Me age | | 47 | 32 |
| | Q1 | | 6250 | |
| | Me | | 14000 | 12130 |
| | Q3 | | 18830 | |
| Bloemfontein | N | | | |
| The rest of the O.F.S. (Sasolburg excluded) | N | | | |
| South-West Africa | N | | | |
| Homelands (including Transkei and Bophuthatswana) | N | 1 | 1 | 1 |
| Total | N | 24 | 98 | 21 |
| | Me age | 37 | 42 | 34 |
| | Q1 | 7250 | 12180 | 8130 |
| | Me | 10200 | 17000 | 12080 |
| | Q3 | 12380 | 21500 | 15190 |

TABLE 8.4 (CONTINUED)

c) Female employees

| Geographical distribution | Teacher | | | | |
|--|-----------|--------------------|-----------------|-------------|-------------|
| | N | Me years job. exp. | Income (R.p.a.) | | |
| | | | Q1 | Me | Q3 |
| <u>Transvaal:</u> | | | | | |
| Johannesburg | 1 | | | | |
| Pretoria | 1 | | | | |
| The rest of the Witwatersrand - Vaaltriangle (including Sasolburg) | | | | | |
| The rest of the Transvaal | | | | | |
| <u>Cape Province:</u> | | | | | |
| Peninsula | | | | | |
| Port Elizabeth and Uitenhage | 1 | | | | |
| The rest of the Cape Province | | | | | |
| <u>Natal:</u> | | | | | |
| Durban | 19 | 13 | 5880 | 7050 | 7630 |
| The rest of Natal | 5 | | | 3750 | |
| <u>Orange Free State</u> | | | | | |
| Bloemfontein | | | | | |
| The rest of the O.F.S. (Sasolburg excluded) | | | | | |
| South-West Africa | | | | | |
| Homelands (including Transkei and Bophuthatswana) | | | | | |
| Total | 27 | 11 | 5090 | 6580 | 7430 |

TABLE B.5

GROSS SALARY AND ADDITIONAL EARNINGS OF ASIAN EMPLOYEES
ACCORDING TO SEX AND OCCUPATION

a) Men

| Occupation | | Gross salary and additional earnings (R.p.a.) | | | | |
|--|--------|---|------------|-----------------------|---------------------|--------------|
| | | Gross salary | Cash bonus | Overtime remuneration | Part-time lecturing | Consultation |
| Accountant, auditor (registered, C.A.) | N | 5 | 3(60,0%) | 3(60,0%) | | |
| | Me age | 26 | | | | |
| | Q1 | | | | | |
| | Me | 7750 | | | | |
| Accountant, auditor (not registered, not C.A.) | N | 30 | 19(63,3%) | 1(3,3%) | | |
| | Me age | 29 | 29 | | | |
| | Q1 | 7250 | 290 | | | |
| | Me | 8500 | 480 | | | |
| Accountant's, Auditor's clerk (articled) | N | 52 | 22(42,3%) | 5(9,6%) | | |
| | Me age | 27 | 27 | 25 | | |
| | Q1 | 4830 | 140 | | | |
| | Me | 5800 | 250 | 550 | | |
| Attorney's clerk (articled) | N | 10 | 3(30,0%) | | | |
| | Me age | 27 | | | | |
| | Q1 | 1750 | | | | |
| | Me | 2170 | | | | |
| Chemist | N | 5 | 5(100%) | 2(40,0%) | | |
| | Me age | 31 | 31 | | | |
| | Q1 | | | | | |
| | Me | 7630 | 480 | | | |
| Clerk | N | 11 | 8(72,7%) | 2(18,2%) | | |
| | Me age | 28 | 28 | | | |
| | Q1 | 3440 | | | | |
| | Me | 6080 | 500 | | | |
| Education planner, adviser, educationist | N | 7 | 5(71,4%) | | | |
| | Me age | 41 | 43 | | | |
| | Q1 | | | | | |
| | Me | 10880 | 250 | | | |
| Engineer - electrical | N | 7 | 6(85,7%) | 1(14,3%) | | |
| | Me age | 33 | 33 | | | |
| | Q1 | | | | | |
| | Me | 11250 | 700 | | | |
| Engineer - civil | N | 7 | 6(85,7%) | 1(14,3%) | 1(14,3%) | |
| | Me age | 36 | 39 | | | |
| | Q1 | | | | | |
| | Me | 10380 | 1200 | | | |
| Engineer - other | N | 11 | 7(63,6%) | 1(9,1%) | | |
| | Me age | 31 | 32 | | | |
| | Q1 | 8380 | | | | |
| | Me | 10750 | 980 | | | |
| General medical practitioner | N | 57 | 33(57,9%) | 42(73,7%) | | 1(1,8%) |
| | Me age | 32 | 32 | 32 | | |
| | Q1 | 8020 | 120 | 3580 | | |
| | Me | 10580 | 180 | 3730 | | |
| Inspector, director of education | N | 7 | 1(14,3%) | | | |
| | Me age | 55 | | | | |
| | Q1 | | | | | |
| | Me | 15290 | | | | |

TABLE 8.5a (CONTINUED)

a) Men

| Occupation | | Gross salary and additional earnings (R.p.a.) | | | | |
|------------|--------|---|------------|-----------------------|---------------------|--------------|
| | | Gross salary | Cash bonus | Overtime remuneration | Part-time lecturing | Consultation |
| Lecturer | N | 55 | 34(61,8%) | 4(7,3%) | 5(9,1%) | |
| | Me age | 38 | 36 | | 39 | |
| | Q1 | 8880 | 210 | | | |
| | Me | 10430 | 240 | | 650 | |
| Manager | Q3 | 11530 | 270 | | | |
| | N | 10 | 8(80,0%) | 1(10,0%) | | |
| | Me age | 32 | 34 | | | |
| | Q1 | 7250 | | | | |
| Pharmacist | Me | 9000 | 800 | | | |
| | Q3 | 12750 | | | | |
| | N | 14 | 5(35,7%) | 1(7,1%) | | |
| | Me age | 31 | 30 | | | |
| Teacher | Q1 | 6080 | | | | |
| | Me | 7500 | 270 | | | |
| | Q3 | 8880 | | | | |
| | N | 329 | 207(62,9%) | 1(0,3%) | 8(2,4%) | |
| | Me age | 40 | 41 | | 37 | |
| | Q1 | 7990 | 210 | | | |
| | Me | 8860 | 240 | | 900 | |
| | Q3 | 10150 | 270 | | | |

b) Women

| Occupation | | Gross salary and additional earnings (R.p.a.) | | | | |
|------------------------------|-------------------|---|------------|-----------------------|---------------------|--------------|
| | | Gross salary | Cash bonus | Overtime remuneration | Part-time lecturing | Consultation |
| General medical practitioner | N | 16 | 10(62,5%) | 8(50,0%) | | |
| | Me years job exp. | 6 | 6 | 5 | | |
| | Q1 | 7500 | 60 | | | |
| | Me | 9500 | 120 | 3750 | | |
| Lecturer | Q3 | 11750 | 170 | | | |
| | N | 9 | 3 | | | |
| | Me years job exp. | 12 | | | | |
| | Q1 | 7750 | | | | |
| Social worker | Me | | | | | |
| | Q3 | | | | | |
| | N | 8 | 1(12,5%) | | | |
| | Me years job exp. | 4 | | | | |
| Teacher | Q1 | 4130 | | | | |
| | Me | | | | | |
| | Q3 | | | | | |
| | N | 27 | 13(48,1%) | | 2(7,4,1%) | |
| | Me years job exp. | 11 | 5 | | | |
| | Q1 | 5090 | 80 | | | |
| | Me | 6580 | 130 | | | |
| | Q3 | 7430 | 160 | | | |

TABLE 8.6

NET INCOME AND ADDITIONAL EARNINGS OF SELF-EMPLOYED
ASIAN MALES ACCORDING TO OCCUPATION

| Occupation | Net income and additional earnings | | | | | | | | | |
|--|------------------------------------|-----------|-------|-------|-------|------------------------------------|-----------|----|------|----|
| | Net income (R.p.a.) | | | | | Salaried work after hours (R.p.a.) | | | | |
| | N | Me age | Q1 | Me | Q3 | N | Me age | Q1 | Me | Q3 |
| Accountant, auditor (re- gistered, C.A.) | 9 | 30 | | 12250 | | 4(44,4%) | | | | |
| Director | 9 | 36 | | 15250 | | 1(11,1%) | | | | |
| General medical practitioner | 98 | 42 | 12180 | 17000 | 21500 | 7(7,1%) | 39 | | 3080 | 6 |
| Pharmacist | 21 | 34 | 8130 | 12080 | 15190 | 1(4,0%) | | | | |

TABLE 8.7

COMPARISON OF ASIAN MALES' MEDIAN WAGE: 1975 TO 1979,
ACCORDING TO OCCUPATION AND EMPLOYER SECTOR

| Employer sector and occupation | 1975 | | 1977 | | 1979 | | Percentage increase Median income per annum | | |
|--|------|------------|------|------------|------|------------|---|----------------|----------------|
| | N | Me wage | N | Me wage | N | Me wage | 1975 - 1977 | 1977 - 1979 | 1975 - 1979 |
| <u>Employees</u> | | | | | | | | | |
| Accountant, auditor (not registered, not C.A.) | 8 | 6250 | 22 | 6520 | 30 | 8500 | + 2,1 | +14,2 | + 8,0 |
| Accountant's, auditor's clerk (articled) | 23 | 3610 | 36 | 4680 | 52 | 5800 | +13,9 | +11,3 | +12,6 |
| Attorney's clerk (articled) | 7 | 2250 | 8 | 1350 | 10 | 2170 | -22,5 | +26,8 | - 0,5 |
| Clerks other e.g. clerk, administrative assistant | | | 9 | 4520 | 11 | 6080 | | +16,0 | |
| Educational planner, adviser, educationist | 15 | 8750 | 6 | 12350 | 7 | 10880 | +18,8 | - 6,1 | + 5,6 |
| General medical practitioner | 18 | 7380 | 26 | 8500 | 57 | 10580 | + 7,3 | +11,6 | + 9,4 |
| Inspector, director of education | 5 | 10170 | 10 | 12310 | 7 | 15290 | +10,0 | +11,4 | +10,7 |
| Lecturer | 50 | 7000 | 44 | 8350 | 55 | 10430 | + 9,2 | +11,8 | +10,5 |
| Pharmacist | 5 | 5500 | 8 | 5800 | 14 | 7500 | + 2,7 | +13,7 | + 8,1 |
| Teacher, headmaster | 319 | 6260 | 291 | 6500 | 329 | 8860 | + 1,9 | +16,8 | + 9,1 |
| <u>Self-employed</u> | | | | | | | | | |
| Accountant, auditor (registered, C.A.) | | | 9 | 9500 | 9 | 12250 | | + 3,6 | |
| Attorney | 11 | 8170 | 14 | 9500 | 24 | 10200 | + 7,6 | + 3,6 | + 5,7 |
| General medical practitioner | 57 | 13380 | 60 | 15000 | 98 | 17000 | + 5,9 | + 6,5 | + 6,2 |
| Pharmacist | 6 | 10500 | 11 | 7500 | 21 | 12080 | -15,5 | +26,9 | + 3,6 |
| <u>Employer sector (all occupations)</u> | | | | | | | | | |
| Public sector | 427 | 6390 | 415 | 6750 | 502 | 9160 | + 2,8 | +16,5 | + 9,4 |
| Private sector | 104 | 4870 | 134 | 5770 | 190 | 7340 | + 8,8 | +12,8 | +10,8 |
| Self-employed | 92 | 12170 | 114 | 12350 | 178 | 13750 | + 0,7 | + 5,5 | + 3,1 |

BLACKS

ANALYSES

Subject and table number

| | |
|-----------------------------------|----------------------|
| . Additional earnings | 8.12 |
| . Age | 8.10 |
| . Comparison 1975 to 1979 surveys | 8.13 |
| . Employees | 8.8 to 8.13 |
| . Geographical distribution | 8.11 |
| . Men | 8.8 to 8.13 |
| . Occupation | 8.8 to 8.13 |
| . Self-employed | 8.8, 8.9, 8.13 |
| . Women | 8.8, 8.9, 8.11, 8.12 |

TABLE 8.8

OCCUPATIONS PRACTISED BY BLACKS ACCORDING TO SEX

a) Men

| Occupation | Respondent group (all ages) N | Age group 20 - 64 | | | | Total |
|---|--|-----------------------|------------------------|-----------------------|---------------------|-------|
| | | Income indicated | | | | |
| | | Employer sector | | | | |
| | | Public sector N | Private sector N | Self employed N | Two sectors N | |
| <u>Architects, engineers and surveyors</u> | | | | | | |
| <u>Engineers:</u> | | | | | | |
| Electrical | 1 | | 1 | | 1 | |
| <u>Chemists, biological and physical scientists</u> | | | | | | |
| Agricultural researcher | 1 | | 1 | | 1 | |
| Chemist | 3 | | 3 | | 3 | |
| Other natural scientists not classified elsewhere | 1 | | 1 | | 1 | |
| <u>Dental, medical and para- medical services</u> | | | | | | |
| General medical practitioner | 22 | 10 | | 10 | 2 | 22 |
| Health inspector | 2 | 2 | | | | 2 |
| Pharmacist | 4 | | 3 | 1 | | 4 |
| Radiotherapist | 1 | 1 | | | | 1 |
| Superintendent of a hospital | 1 | 1 | | | | 1 |
| <u>Teaching</u> | | | | | | |
| Inspector, director of education | 38 | 38 | | | | 38 |
| Lecturer | 51 | 47 | 3 | | | 50 |
| Teacher | 144 | 138 | | | | 138 |
| Trainer, instructor | 3 | 1 | 2 | | | 3 |
| <u>Religion</u> | | | | | | |
| Minister of religion, priest | 7 | | 5 | | | 5 |
| <u>Legal occupations</u> | | | | | | |
| Attorney | 6 | | | 4 | | 4 |
| Attorney's clerk (articled) | 5 | | 5 | | | 5 |
| Legal adviser | 1 | 1 | | | | 1 |
| Magistrate | 7 | 6 | | | | 6 |
| <u>Writers and artists</u> | | | | | | |
| Actor, musician, radio announcer | 1 | 1 | | | | 1 |
| Author, editor, publisher | 2 | 1 | 1 | | | 2 |
| <u>Social scientists and other occupations n.e.c.</u> | | | | | | |
| <u>Accountants:</u> | | | | | | |
| Accountant, auditor (not registered, not C.A.) | 3 | 1 | 2 | | | 3 |
| Accountant's, auditor's clerk (articled) | 2 | 1 | 1 | | | 2 |
| Cost accountant | 1 | | 1 | | | 1 |
| <u>Mathematicians:</u> | | | | | | |
| Data processor | 1 | | 1 | | | 1 |
| Programmer-computer | 2 | | 2 | | | 2 |
| Statistician | 1 | 1 | | | | 1 |
| <u>Psychologists:</u> | | | | | | |
| Educational, school psychologist | 1 | 1 | | | | 1 |
| <u>Other occupations:</u> | | | | | | |
| Education planner, adviser, educationist | 1 | 1 | | | | 1 |
| Industrial consultant | 1 | | 1 | | | 1 |
| Industrial relations officer, assistant | 3 | | 3 | | | 3 |
| Information, liason officer | 6 | 1 | 5 | | | 6 |

TABLE 8.8a (CONTINUED)

| Occupation | Respondent group (all ages) N | Age group 20 - 64 | | | | Total |
|---|---|--------------------|---------------------|--------------------|------------------|------------|
| | | Income indicated | | | | |
| | | Employer sector | | | | |
| | | Public sector N | Private sector N | Self-employed N | Two sectors N | |
| Librarian, archivist | 4 | 4 | | | | 4 |
| Linguist, interpreter | 2 | 1 | 1 | | | 2 |
| Market analyst strategist | 1 | | 1 | | | 1 |
| Personnel officer, clerk | 19 | 2 | 17 | | | 19 |
| Recruitment, employment officer | 1 | | 1 | | | 1 |
| Social worker | 14 | 12 | 2 | | | 14 |
| Translator | 2 | 2 | | | | 2 |
| Work study officer | 1 | 1 | | | | 1 |
| Other e.g. researcher | | | | | | |
| occupation unknown | 2 | 1 | 1 | | | 2 |
| <u>Technicians</u> | | | | | | |
| Laboratory assistant | 1 | 1 | | | | 1 |
| <u>Managerial and administrative</u> | | | | | | |
| <u>Directors:</u> | | | | | | |
| Owner of own business | 2 | | | 2 | | 2 |
| Other directors | 3 | | 3 | | | 3 |
| <u>Managers:</u> | | | | | | |
| Bank manager | 2 | | 2 | | | 2 |
| Marketing manager | 1 | | 1 | | | 1 |
| Personnel manager | 3 | 1 | 2 | | | 3 |
| Production manager | 1 | | 1 | | | 1 |
| Production planner, controller, assistant | 1 | | 1 | | | 1 |
| Training manager | 2 | 1 | 1 | | | 2 |
| Other managers | 2 | | 2 | | | 2 |
| <u>Secretaries:</u> | | | | | | |
| Secretary of government departments | 6 | 6 | | | | 6 |
| Other secretaries | 2 | 1 | | | | 1 |
| <u>Other administrative:</u> | | | | | | |
| High executive posts | 3 | 3 | | | | 3 |
| Manager assistant | 2 | | 1 | | | 1 |
| Members of parliament | 4 | 4 | | | | 4 |
| Other e.g. administrative officers | 5 | 4 | 1 | | | 5 |
| <u>Clerks</u> | | | | | | |
| Bank clerk | 1 | | 1 | | | 1 |
| Senior clerk, senior administrative assistant | 4 | 3 | 1 | | | 4 |
| Other clerks | 14 | 14 | | | | 14 |
| <u>Sales and related workers</u> | | | | | | |
| Counter attendants, shop assistant | 1 | | 1 | | | 1 |
| Insurance agent, broker | 1 | | 1 | | | 1 |
| Representative (Sales) | 1 | | 1 | | | 1 |
| <u>Service occupations</u> | | | | | | |
| Hostel trainee | 2 | 1 | 1 | | | 2 |
| Sports officer, entertainment worker | 1 | 1 | | | | 1 |
| Total: economically active | 434 | 316 | 85 | 17 | 2 | 420 |
| <u>Persons outside the labour market:</u> | | | | | | |
| Pensioner | 4 | | | | | |
| Student (post-graduate) | 25 | | | | | |
| Unemployed | 5 | | | | | |
| Total: not economically active | 34 | | | | | |
| GRAND TOTAL | 468 | | | | | |

TABLE 8.8 (CONTINUED)

b) Women

| Occupation | Respondent group (all ages) N | Age group 20 - 64 | | | Total |
|---|---|--------------------|---------------------|--------------------|-----------|
| | | Income indicated | | | |
| | | Employer sector | | | |
| | | Public sector N | Private sector N | Self-employed N | |
| <u>Dental, medical and para-medical services</u> | | | | | |
| Dentist | 1 | 1 | | | 1 |
| General medical practitioner | 2 | 1 | | 1 | 2 |
| Nurse | 2 | 2 | | | 2 |
| <u>Teaching</u> | | | | | |
| Lecturer | 7 | 7 | | | 7 |
| Teacher | 33 | 28 | 2 | | 30 |
| <u>Social scientists and other occupations n.e.c.</u> | | | | | |
| Librarian, archivist | 2 | 2 | | | 2 |
| <u>Mathematicians:</u> | | | | | |
| Computer scientist | 1 | | 1 | | 1 |
| Personnel officer, clerk | 1 | 1 | | | 1 |
| Probation officer | 3 | 2 | | | 2 |
| Social worker | 25 | 18 | 6 | | 24 |
| Other e.g. researcher occupation unknown | 1 | | 1 | | 1 |
| <u>Managerial and administrative</u> | | | | | |
| High executive posts | 2 | | 2 | | 2 |
| Members of parliament | 1 | 1 | | | 1 |
| Other e.g. administrative officer | 1 | 1 | | | 1 |
| <u>Clerks</u> | | | | | |
| Bank clerk | 1 | 1 | | | 1 |
| Other clerks | 2 | 2 | | | 2 |
| Total: economically active | 85 | 67 | 12 | 1 | 80 |
| <u>Persons outside the labour market</u> | | | | | |
| Housewife | 1 | | | | |
| Student (post-graduate) | 3 | | | | |
| Unemployed | | | | | |
| Total: not economically active | 4 | | | | |
| GRAND TOTAL | 89 | | | | |

TABLE 8.9
WAGE STRUCTURE OF BLACKS ACCORDING TO SEX, OCCUPATION AND EMPLOYER SECTOR

a) Men

| Occupation | Public sector | | | | | Private sector | | | | | Employees | | | | | Self-employed | | | | |
|-------------------------------------|---------------|--------|-----------------|-------|-------|----------------|--------|-----------------|------|-------|-----------|--------|-----------------|-------|-------|---------------|--------|-----------------|-------|-------|
| | N | Me age | Income (R.p.a.) | | | N | Me age | Income (R.p.a.) | | | N | Me age | Income (R.p.a.) | | | N | Me age | Income (R.p.a.) | | |
| | | | Q1 | Me | Q3 | | | Q1 | Me | Q3 | | | Q1 | Me | Q3 | | | Q1 | Me | Q3 |
| Administrative officer | 4 | | | | | 1 | | | | | 5 | 36 | | 6250 | | | | | | |
| Attorney's clerk (articled) | | | | | | 5 | 34 | | 4580 | | 5 | 34 | | 4580 | | | | | | |
| Clerk | 17 | 33 | 3130 | 3850 | 4690 | 2 | | | | | 19 | 33 | 3380 | 3950 | 5060 | | | | | |
| General medical practitioner | 10 | 50 | 8880 | 13000 | 15750 | | | | | | 10 | 50 | 8880 | 13000 | 15750 | 10 | 50 | 9750 | 15500 | 24500 |
| Information, liason officer | 1 | | | | | 5 | 40 | | 7750 | | 6 | 41 | | 8000 | | | | | | |
| Inspector, director of education | 38 | 49 | 9780 | 12050 | 12270 | | | | | | 38 | 49 | 9780 | 12050 | 12270 | | | | | |
| Lecturer | 47 | 36 | 6790 | 7880 | 9160 | 3 | | | | | 50 | 36 | 6440 | 7750 | 9060 | | | | | |
| Magistrate | 6 | 38 | | 5000 | | | | | | | 6 | 38 | | 5000 | | | | | | |
| Manager | 2 | | | | | 10 | 42 | 6250 | 9000 | 11250 | 12 | 42 | 6000 | 9000 | 11250 | | | | | |
| Minister of religion, priest | | | | | | 5 | 34 | | 2750 | | 5 | 34 | | 2750 | | | | | | |
| Personnel officer, clerk | 2 | | | | | 17 | 33 | 5310 | 6750 | 8690 | 19 | 33 | 4960 | 6380 | 8560 | | | | | |
| Secretary of government departments | 6 | 59 | | 12750 | | | | | | | 6 | 59 | | 12750 | | | | | | |
| Social worker | 12 | 32 | 3170 | 4000 | 4500 | 2 | | | | | 14 | 30 | 3080 | 4000 | 4440 | | | | | |
| Teacher | 138 | 34 | 3900 | 7020 | 7860 | | | | | | 138 | 34 | 3900 | 7020 | 7860 | | | | | |
| 42 other occupations | 33 | 42 | 4710 | 7750 | 10380 | 35 | 34 | 5400 | 7540 | 9060 | 68 | 35 | 5190 | 7570 | 9500 | 7 | 39 | | 12080 | |
| Total | 316 | 37 | 4380 | 7370 | 9170 | 85 | 34 | 4900 | 6410 | 8630 | 401 | 36 | 4560 | 7260 | 9020 | 17 | 43 | 9630 | 12420 | 16750 |

TABLE 8.9 (CONTINUED)

b) Women

| Occupation | Public sector | | | | | Private sector | | | | | Employees | | | | | Self-employed | | | | |
|----------------------|---------------|----------------------------|-----------------|------|------|----------------|----------------------------|-----------------|------|------|-----------|----------------------------|-----------------|------|------|---------------|----------------------------|-----------------|----|----|
| | N | Me years job exp. | Income (R.p.a.) | | | N | Me years job exp. | Income (R.p.a.) | | | N | Me years job exp. | Income (R.p.a.) | | | N | Me years job exp. | Income (R.p.a.) | | |
| | | | Q1 | Me | Q3 | | | Q1 | Me | Q3 | | | Q1 | Me | Q3 | | | Q1 | Me | Q3 |
| Lecturer | 7 | 10 | 4750 | | | | | | | | 7 | 10 | 4750 | | | | | | | |
| Social worker | 18 | 6 | 2690 | 2880 | 3250 | 6 | 3 | 4000 | | | 24 | 6 | 2710 | 2930 | 3750 | | | | | |
| Teacher | 28 | 5 | 3200 | 3750 | 5000 | 2 | | | | | 30 | 5 | 3150 | 3750 | 4750 | | | | | |
| 13 other occupations | 14 | 5 | 3250 | 4670 | 6750 | 4 | | | | | 18 | 5 | 3750 | 5000 | 7250 | 1 | | | | |
| Total | 67 | 6 | 2860 | 3580 | 4930 | 12 | 4 | 3500 | 5000 | 6000 | 79 | 6 | 2880 | 3700 | 5190 | 1 | | | | |

TABLE 8.10

WAGE STRUCTURE OF BLACK MALE EMPLOYEES ACCORDING TO OCCUPATION AND AGE

| Occupation | | Age | | | | | | | | Total | |
|-------------------------------------|----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | | 60-64 |
| Clerk | N | 1 | 5 | 5 | 6 | | | | 1 | 1 | 19 |
| | Q1 | | 2630 | 3810 | 3630 | | | | | | 3380 |
| | Me | | 3250 | 4250 | 4000 | | | | | | 3950 |
| | Q3 | | 3880 | 4690 | 5250 | | | | | | 5060 |
| Inspector, director of education | N | | 1 | 1 | 4 | 3 | 11 | 8 | 7 | 3 | 38 |
| | Q1 | | | | | | 12040 | 9750 | 9880 | | 9780 |
| | Me | | | | | | 12190 | 12000 | 10380 | | 12050 |
| | Q3 | | | | | | 12350 | 12250 | 12210 | | 12270 |
| Lecturer | N | | 8 | 13 | 7 | 6 | 11 | 3 | 1 | 1 | 50 |
| | Q1 | | 6000 | 6810 | 7380 | 8130 | 6880 | | | | 6440 |
| | Me | | 7500 | 7250 | 7880 | 9000 | 8380 | | | | 7750 |
| | Q3 | | 8170 | 7690 | 9130 | 9380 | 12630 | | | | 9060 |
| Personnel officer, clerk | N | | 6 | 5 | 4 | 4 | | | | | 19 |
| | Q1 | | 4630 | 5130 | | | | | | | 4960 |
| | Me | | 5000 | 6130 | | | | | | | 6380 |
| | Q3 | | 5750 | 6440 | | | | | | | 8560 |
| Teacher | N | 1 | 41 | 32 | 18 | 14 | 17 | 7 | 8 | | 138 |
| | Q1 | | 3300 | 3930 | 7060 | 6380 | 7040 | 7190 | 6500 | | 3900 |
| | Me | | 3740 | 7000 | 8000 | 7500 | 7650 | 7630 | 7500 | | 7020 |
| | Q3 | | 4290 | 7600 | 8920 | 7940 | 8190 | 8630 | 8750 | | 7860 |

TABLE 8.11

WAGE STRUCTURE OF BLACK EMPLOYEES ACCORDING TO SEX,
GEOGRAPHICAL DISTRIBUTION AND OCCUPATION

a) Men

| Geographical distribution | | Inspector director of education | Lecturer | Personnel officer, clerk | Teacher |
|---|--------|---------------------------------------|----------|--------------------------------|---------|
| Johannesburg | N | 1 | 3 | 5 | 5 |
| | Me age | | | 43 | 46 |
| | Q1 | | | | |
| | Me | | | 7750 | 4330 |
| Pretoria | N | 1 | 3 | 1 | 8 |
| | Me age | | | | 47 |
| | Q1 | | | | |
| | Me | | | | 7670 |
| The rest of the Wit- watersrand - Vaal- triangle (including Sasolburg) | N | 14 | 16 | 5 | 50 |
| | Me age | 49 | 32 | 33 | 36 |
| | Q1 | 9810 | 6750 | | 4080 |
| | Me | 12060 | 7500 | 5250 | 7420 |
| Peninsula | N | 1 | | | |
| | Me age | | | | |
| | Q1 | | | | |
| | Me | | | | |
| Port Elizabeth and Uitenhage | N | 1 | | | 2 |
| | Me age | | | | |
| | Q1 | | | | |
| | Me | | 8000 | | 7250 |
| The rest of the Cape Province | N | 1 | 6 | 2 | 5 |
| | Me age | | 40 | | 43 |
| | Q1 | | | | |
| | Me | | | | |
| Durban | N | | 1 | 2 | 1 |
| | Me age | | | | |
| | Q1 | | | | |
| | Me | | | | |
| The rest of Natal | N | 1 | 13 | 1 | 8 |
| | Me age | | 46 | | 33 |
| | Q1 | | 5630 | | |
| | Me | | 7250 | | 7250 |
| Bloemfontein | N | | | | |
| | Me age | | | | |
| | Q1 | | | | |
| | Me | | | | |
| The rest of the O.F.S. (Sasolburg excluded) | N | 1 | | | |
| | Me age | | | | |
| | Q1 | | | | |
| | Me | | | | |
| South-West Africa | N | | 1 | | 1 |
| | Me age | | | | |
| | Q1 | | | | |
| | Me | | | | |
| Homelands (including Transkei and Bophuthatswana) | N | 15 | 5 | 1 | 50 |
| | Me age | 52 | 35 | | 33 |
| | Q1 | 9580 | | | 3860 |
| | Me | 9950 | 8380 | | 6500 |
| Total | N | 38 | 50 | 19 | 138 |
| | Me age | 49 | 36 | 33 | 34 |
| | Q1 | 9780 | 6440 | 4960 | 3900 |
| | Me | 12050 | 7750 | 6380 | 7020 |
| | Q3 | 12270 | 9060 | 8560 | 7860 |

TABLE 8.11 (CONTINUED)

b) Women

| Geographical distribution | Social worker | | | | | Teacher | | | | |
|---|---------------|-------------------|-----------------|-------------|-------------|-----------|-------------------|-----------------|-------------|-------------|
| | N | Me years job exp. | Income (R.p.a.) | | | N | Me years job exp. | Income (R.p.a.) | | |
| | | | Q1 | Me | Q3 | | | Q1 | Me | Q3 |
| <u>Transvaal:</u> | | | | | | | | | | |
| Johannesburg | 2 | | | | 2 | | | | | |
| Pretoria | 1 | | | | 1 | | | | | |
| The rest of the Witwatersrand - Vaal-triangle (including Sasolburg) | 1 | | | | 6 | 6 | | 3750 | | |
| The rest of the Transvaal | 1 | | | | 4 | | | | | |
| <u>Cape Province:</u> | | | | | | | | | | |
| Peninsula | 1 | | | | 1 | | | | | |
| Port Elizabeth and Uitenhage | | | | | | | | | | |
| The rest of the Cape Province | 5 | 7 | | 2920 | 3 | | | | | |
| <u>Natal:</u> | | | | | | | | | | |
| Durban | 2 | | | | 1 | | | | | |
| The rest of Natal | 3 | | | | 2 | | | | | |
| <u>Orange Free State:</u> | | | | | | | | | | |
| Bloemfontein | 3 | | | | 1 | | | | | |
| The rest of the O.F.S (Sasolburg excluded) | 1 | | | | 1 | | | | | |
| <u>South-West Africa</u> | | | | | | | | | | |
| Homelands (including Transkei and Bophuthatswana) | 4 | | | | 8 | 15 | | 5000 | | |
| Total | 24 | 6 | 2710 | 2930 | 3750 | 30 | 5 | 3150 | 3750 | 4750 |

TABLE 8.12
GROSS SALARY AND ADDITIONAL EARNINGS OF BLACK EMPLOYEES
ACCORDING TO SEX AND OCCUPATION

a) Men

| Occupation | | Gross salary and additional earnings (R.p.a.) | | | |
|-------------------------------------|--------|---|------------|-----------------------|----------------------------------|
| | | Gross salary | Cash bonus | Overtime remuneration | Part-time Lecturing Consultation |
| Administrative officer | N | 5 | 5 (100%) | | |
| | Me age | 36 | 36 | | |
| | Q1 | | | | |
| | Me | 6250 | 280 | | |
| Attorney's clerk (articled) | N | 5 | 1(20,0%) | | |
| | Me age | 34 | | | |
| | Q1 | | | | |
| | Me | 4580 | | | |
| Clerk | N | 19 | 11(57,9%) | | 1(5,3%) |
| | Me age | 33 | 33 | | |
| | Q1 | 3380 | 220 | | |
| | Me | 3950 | 250 | | |
| General medical practitioner | N | 10 | 2(20,0%) | 3(30,0%) | 1(10,0%) |
| | Me age | 50 | | | |
| | Q1 | 8880 | | | |
| | Me | 13000 | | | |
| Information, liason officer | N | 6 | 6 (100%) | | |
| | Me age | 41 | 41 | | |
| | Q1 | | | | |
| | Me | 8000 | 700 | | |
| Inspector, director of education | N | 38 | 19(50,0%) | | |
| | Me age | 49 | 49 | | |
| | Q1 | 9780 | 220 | | |
| | Me | 12050 | 240 | | |
| Lecturer | N | 50 | 25(50,0%) | | |
| | Me age | | 36 | | |
| | Q1 | 6440 | 210 | | |
| | Me | 7750 | 250 | | |
| Magistrate | N | 6 | 5(83,3%) | | |
| | Me age | 38 | 39 | | |
| | Q1 | | | | |
| | Me | 5000 | 250 | | |
| Manager | N | 12 | 9(75,0%) | | |
| | Me age | 42 | 39 | | |
| | Q1 | 6000 | | | |
| | Me | 9000 | 650 | | |
| Personnel officer, clerk | N | 19 | 11(57,9%) | | |
| | Me age | 33 | 35 | | |
| | Q1 | 4960 | 240 | | |
| | Me | 6380 | 380 | | |
| Secretary of government departments | N | 6 | 4(66,7%) | | |
| | Me age | 59 | | | |
| | Q1 | | | | |
| | Me | 12750 | | | |
| Social worker | N | 14 | 8(57,1%) | | |
| | Me age | 30 | 32 | | |
| | Q1 | 3080 | | | |
| | Me | 4000 | 240 | | |
| Teacher | N | 138 | 58(42,0%) | | 5(36,0%) |
| | Me age | 34 | 36 | | |
| | Q1 | 3900 | 200 | | |
| | Me | 7020 | 230 | | 80 |
| | Q3 | 7860 | 270 | | |

TABLE 8.12 (CONTINUED)

b) Women

| Occupation | | Gross salary and additional earnings (R.p.a.) | | | |
|---------------|-------------------|---|------------|-----------------------|----------------------------------|
| | | Gross salary | Cash bonus | Overtime remuneration | Part-time Lecturing Consultation |
| Lecturer | N | 7 | 6(85,7%) | | |
| | Me years job exp. | 10 | 10 | | |
| | Q1 | | | | |
| | Me | 4750 | 160 | | |
| Social worker | Q3 | | | | |
| | N | 24 | 9(37,5%) | | |
| | Me years job exp. | 6 | 6 | | |
| | Q1 | 2710 | | | |
| Teacher | Me | 2930 | 150 | | |
| | Q3 | 3750 | | | |
| | N | 30 | 15(50,0%) | | 1(3,3%) |
| | Me years job exp. | 5 | 5 | | |
| | Q1 | 3150 | 110 | | |
| | Me | 3750 | 150 | | |
| | Q3 | 4750 | 180 | | |

TABLE 8.13

COMPARISON OF BLACK MALES' MEDIAN WAGE : 1975 TO 1979, ACCORDING TO OCCUPATION AND EMPLOYER SECTOR

| Employer sector and occupation | 1975 | | 1977 | | 1979 | | Percentage increase Median income per annum | | |
|--|------|---------|------|---------|------|---------|---|-----------|-----------|
| | N | Me wage | N | Me wage | N | Me wage | 1975-1977 | 1977-1979 | 1975-1979 |
| <u>Employees</u> | | | | | | | | | |
| Clerk | 27 | 2640 | 13 | 3250 | 19 | 3950 | +11,0 | +10,2 | +10,6 |
| Inspector, director of education | 45 | 5930 | 37 | 7520 | 38 | 12050 | +12,6 | +26,6 | +19,4 |
| Lecturer | 49 | 5740 | 53 | 7110 | 50 | 7750 | +11,3 | + 4,4 | + 7,8 |
| Minister of religion | 6 | 1500 | 6 | 2690 | 5 | 2750 | +33,9 | + 1,1 | +16,4 |
| Secretary of government department | | | 6 | 11020 | 6 | 12750 | | + 7,6 | |
| Social worker | 14 | 2600 | 13 | 2930 | 14 | 4000 | + 6,2 | +16,8 | +11,4 |
| Teacher | 145 | 4030 | 142 | 5620 | 138 | 7020 | +18,1 | +11,8 | +14,9 |
| <u>Self-employed</u> | | | | | | | | | |
| General medical practitioner | 6 | 18000 | 8 | 13000 | 10 | 15500 | -15,0 | + 9,2 | - 3,7 |
| <u>Employer sector (all occupations)</u> | | | | | | | | | |
| Public sector | 314 | 4800 | 297 | 6200 | 316 | 7370 | +13,7 | + 9,0 | +11,3 |
| Private sector | 53 | 3690 | 79 | 5720 | 85 | 6410 | +24,5 | + 5,9 | +14,8 |
| Self-employed | 9 | 9500 | 16 | 12500 | 17 | 12420 | +14,7 | - 0,3 | + 6,9 |

COLOUREDS

ANALYSES

Subject and table number

| | |
|-----------------------------------|------------------|
| . Additional earnings | 8.18 |
| . Age | 8.16 |
| . Comparison 1975 to 1979 surveys | 8.19 |
| . Employees | 8.14 to 8.18 |
| . Geographical distribution | 8.17 |
| . Men | 8.14 to 8.19 |
| . Occupation | 8.14 to 8.19 |
| . Self-employed | 8.14, 8.15, 8.19 |
| . Women | 8.14, 8.15, 8.18 |

TABLE 8.14
OCCUPATIONS PRACTISED BY COLOUREDS ACCORDING TO SEX

a) Men

| Occupation | Respondent group (all ages) N | Age group 20 - 64 | | | | Total |
|---|---|--------------------|---------------------|--------------------|------------------|-------|
| | | Income indicated | | | | |
| | | Employer sector | | | | |
| | | Public sector N | Private sector N | Self employed N | Two sectors N | |
| <u>Architects, engineers and surveyors</u> | | | | | | |
| Building surveyor | 1 | | 1 | | | 1 |
| <u>Engineers:</u> | | | | | | |
| Chemical | 2 | | 2 | | | 2 |
| Electrical | 1 | | 1 | | | 1 |
| Mechanical | 1 | 1 | | | | 1 |
| Metallurgical | 1 | | 1 | | | 1 |
| Civil | 3 | | 2 | 1 | | 3 |
| <u>Chemists, biological and physical scientists</u> | | | | | | |
| Biochemist | 1 | | 1 | | | 1 |
| Chemist | 3 | | 3 | | | 3 |
| <u>Dental, medical and para-medical services</u> | | | | | | |
| <u>Medical doctors:</u> | | | | | | |
| General practitioner | 31 | 11 | 1 | 16 | 3 | 31 |
| Intern | 1 | 1 | | | | 1 |
| <u>Medical specialist:</u> | | | | | | |
| Surgeon | 1 | 1 | | | | 1 |
| Other | 1 | | | | | 1 |
| Pharmacist | 4 | 1 | 2 | 2 | | 5 |
| Superintendent of a hospital | 1 | 1 | | | | 1 |
| <u>Teaching</u> | | | | | | |
| Inspector, director of education | 13 | 12 | | | | 12 |
| Lecturer | 30 | 30 | | | | 30 |
| Lecturer and engineer | 1 | | | | 1 | 1 |
| Teacher | 143 | 136 | 3 | | | 139 |
| <u>Religion</u> | | | | | | |
| Minister of religion, priest | 8 | | 8 | | | 8 |
| <u>Legal occupations</u> | | | | | | |
| Attorney | 3 | | 2 | 1 | | 3 |
| <u>Social scientists and other occupations n.e.c.</u> | | | | | | |
| <u>Accountants:</u> | | | | | | |
| Accountant, auditor (registered, C.A.) | 1 | | | 1 | | 1 |
| Accountant, auditor (not registered, not C.A.) | 5 | | 5 | | | 5 |
| Accountant's, auditor's clerk (articled) | 2 | | 2 | | | 2 |
| Company accountant | 1 | 1 | | | | 1 |
| Financial accountant | 1 | | 1 | | | 1 |
| <u>Psychologists:</u> | | | | | | |
| Educational, school psychologist | 2 | 2 | | | | 2 |
| <u>Other occupations:</u> | | | | | | |
| Economist, business economist | 1 | 1 | | | | 1 |
| Education planner, adviser, educationist | 1 | 1 | | | | 1 |

TABLE 8.14a (CONTINUED)

| Occupations | Respondent group (all ages) N | Age group 20 - 64 | | | | Total |
|--------------------------------------|---|--------------------|---------------------|--------------------|------------------|-------|
| | | Income indicated | | | | |
| | | Employer sector | | | | |
| | | Public sector N | Private sector N | Self employed N | Two sectors N | |
| Industrial consultant | 1 | | 1 | | | 1 |
| Librarian, archivist | 4 | 4 | | | | 4 |
| Personnel officer, clerk | 1 | | 1 | | | 1 |
| Probation officer | 1 | 1 | | | | 1 |
| Social worker | 2 | 2 | | | | 2 |
| <u>Technicians</u> | | | | | | |
| Laboratory assistant | 3 | 3 | | | | 3 |
| Other technicians | 3 | 2 | 1 | | | 3 |
| <u>Managerial and administrative</u> | | | | | | |
| Directors | 1 | 1 | | | | 1 |
| Other administrative: | | | | | | |
| Head of department | 1 | 1 | | | | 1 |
| High executive posts | 3 | 3 | | | | 3 |
| Manager assistant | 1 | | 1 | | | 1 |
| Town/city treasurer | 1 | 1 | | | | 1 |
| Other e.g. administrative officer | 1 | 1 | | | | 1 |
| <u>Clerks</u> | | | | | | |
| Bookkeeper | 1 | | 1 | | | 1 |
| Other clerks | 3 | 1 | 2 | | | 3 |
| Total: economically active | 291 | 219 | 42 | 21 | 4 | 286 |
| Persons outside the labour market: | | | | | | |
| Pensioner | 2 | | | | | |
| Student (post-graduate) | 11 | | | | | |
| Total: not economically active | 13 | | | | | |
| GRAND TOTAL | 304 | | | | | |

TABLE B.14 (CONTINUED)

b) Women

| Occupation | Respondent group (all ages) N | Age group 20 - 64 | | | Total |
|---|--|-----------------------|------------------------|-----------------------|-----------|
| | | Income indicated | | | |
| | | Employer sector | | | |
| | | Public sector N | Private sector N | Self employed N | |
| <u>Dental, medical and para-medical services</u> | | | | | |
| General medical practitioner | 5 | 3 | | 1 | 4 |
| Nurse | 3 | 3 | | | 3 |
| Pharmacist | 1 | | | 1 | 1 |
| Physiotherapist | 2 | 2 | | | 2 |
| <u>Teaching</u> | | | | | |
| Inspector, director of education | 1 | 1 | | | 1 |
| Lecturer | 6 | 5 | 1 | | 6 |
| Teacher | 14 | 14 | | | 14 |
| <u>Legal occupations</u> | | | | | |
| Attorney's clerk (articled) | 1 | | 1 | | 1 |
| <u>Social scientists and other occupations n.e.c.</u> | | | | | |
| Librarian, archivist | 1 | 1 | | | 1 |
| Social worker | 9 | 6 | 3 | | 9 |
| Other e.g. researcher occupation unknown | 1 | 1 | | | 1 |
| <u>Clerks</u> | | | | | |
| | 1 | | 1 | | 1 |
| Total: economically active | 45 | 36 | 6 | 2 | 44 |
| <u>Persons outside the labour market:</u> | | | | | |
| Housewife | 2 | | | | |
| Student (post-graduate) | 1 | | | | |
| Total: not economically active | 3 | | | | |
| GRAND TOTAL | 48 | | | | |

TABLE 8.15

WAGE STRUCTURE OF COLOUREDS ACCORDING TO SEX, OCCUPATION AND EMPLOYER SECTOR

a) Men

| Occupation | Public sector | | | | | Private sector | | | | | Employees | | | | | Self-employed | | | | |
|--|---------------|-----------|-----------------|-------|-------|----------------|-----------|-----------------|------|------|-----------|-----------|-----------------|-------|-------|---------------|-----------|-----------------|-------|-------|
| | N | Me age | Income (R.p.a.) | | | N | Me age | Income (R.p.a.) | | | N | Me age | Income (R.p.a.) | | | N | Me age | Income (R.p.a.) | | |
| | | | Q1 | Me | Q3 | | | Q1 | Me | Q3 | | | Q1 | Me | Q3 | | | Q1 | Me | Q3 |
| Accountant, auditor (not registered, not C.A.) | 1 | | | | | 5 | 28 | 6750 | | | 5 | 28 | 6750 | | | 1 | | | | |
| Engineer | | | | | | 7 | 29 | 9750 | | | 8 | 29 | 11000 | | | | | | | |
| General medical practi- tioner | 11 | 33 | 8880 | 12250 | 14560 | 1 | | | | | 12 | 34 | 9000 | 12500 | 14750 | 16 | 38 | 14000 | 20000 | 25330 |
| Inspector, director of education | 12 | 47 | 12170 | 14500 | 15330 | | | | | | 12 | 47 | 12170 | 14500 | 15330 | | | | | |
| Lecturer | 30 | 32 | 7750 | 9250 | 10920 | | | | | | 30 | 32 | 7750 | 9250 | 10920 | | | | | |
| Minister of religion, priest | | | | | | 8 | 38 | 6250 | | | 8 | 38 | 6250 | | | | | | | |
| Teacher | 136 | 38 | 6670 | 9100 | 10860 | 3 | | | | | 139 | 38 | 6650 | 8960 | 10830 | | | | | |
| 32 other occupations | 29 | 33 | 5310 | 7250 | 12190 | 18 | 31 | 5420 | 6750 | 8250 | 47 | 32 | 5380 | 6950 | 10810 | 4 | | | | |
| Total | 219 | 37 | 6900 | 9520 | 11370 | 42 | 31 | 5750 | 7080 | 8420 | 261 | 35 | 6610 | 8880 | 11200 | 21 | 38 | 12060 | 18500 | 25250 |

b) Women

| Occupation | Public sector | | | | | Private sector | | | | | Employees | | | | | Self-employed | | | | |
|---------------------|---------------|----------------------------|-----------------|------|------|----------------|----------------------------|----------------|------|------|-----------|----------------------------|-----------------|------|------|---------------|----------------------------|-----------------|----|----|
| | N | Me years job exp. | Income (R.p.a.) | | | N | Me years job exp. | Income(R.p.a.) | | | N | Me years job exp. | Income (R.p.a.) | | | N | Me years job exp. | Income (R.p.a.) | | |
| | | | Q1 | Me | Q3 | | | Q1 | Me | Q3 | | | Q1 | Me | Q3 | | | Q1 | Me | Q3 |
| Lecturer | 5 | | | 7750 | | 1 | | | | | 6 | | | 7500 | | | | | | |
| Social worker | 6 | 4 | | 3750 | | 3 | | | | | 9 | 4 | | 4250 | | | | | | |
| Teacher | 14 | 6 | 4880 | 5750 | 7130 | | | | | | 14 | 6 | 4880 | 5750 | 7130 | | | | | |
| 9 other occupations | 11 | 5 | 3460 | 4750 | 8310 | 2 | | | | | 13 | 5 | 3380 | 4630 | 8190 | 2 | | | | |
| Total | 36 | 5 | 4130 | 5500 | 7500 | 6 | 5 | 2250 | 4750 | 5250 | 42 | 5 | 4060 | 5170 | 7440 | 2 | | | | |

TABLE 8.16

WAGE STRUCTURE OF COLOURED MALE EMPLOYEES ACCORDING TO OCCUPATION AND AGE

| Occupation | | Age | | | | | | | | | Total |
|------------|----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | |
| Lecturer | N | | 11 | 8 | 4 | 5 | 1 | 1 | | | 30 |
| | Q1 | | 6380 | 8500 | | 11130 | | | | | 7750 |
| | Me | | 7750 | 9000 | | 12250 | | | | | 9250 |
| | Q3 | | 8630 | 10000 | | 12690 | | | | | 10920 |
| Teacher | N | 8 | 27 | 22 | 21 | 27 | 14 | 12 | 5 | 3 | 139 |
| | Q1 | 4000 | 5070 | 8310 | 8380 | 9190 | 8380 | 9500 | 8130 | | 6650 |
| | Me | 4670 | 5350 | 8900 | 9920 | 10440 | 11250 | 10670 | 10250 | | 8960 |
| | Q3 | 5000 | 6330 | 10060 | 11090 | 11430 | 12250 | 12500 | 10880 | | 10830 |

TABLE 8.17

WAGE STRUCTURE OF COLOURED MALE EMPLOYEES ACCORDING TO GEOGRAPHICAL DISTRIBUTION AND OCCUPATION

| Geographical distribution | Lecturer | | | | | Teacher | | | | |
|--|-----------|-----------|-----------------|-------------|--------------|------------|-----------|-----------------|-------------|--------------|
| | N | Me age | Income (R.p.a.) | | | N | Me age | Income (R.p.a.) | | |
| | | | Q1 | Me | Q3 | | | Q1 | Me | Q3 |
| <u>Transvaal:</u> | | | | | | | | | | |
| Johannesburg | 1 | | | | | 5 | 50 | | 8080 | |
| Pretoria | | | | | | 4 | | | | |
| The rest of the Witwatersrand - Vaaltriangle (including Sasolburg) | | | | | | 3 | | | | |
| The rest of the Transvaal | | | | | | 3 | | | | |
| <u>Cape Province:</u> | | | | | | | | | | |
| Peninsula | 13 | 32 | 7060 | 8750 | 10190 | 42 | 39 | 8190 | 10000 | 11310 |
| Port Elizabeth and Uitenhage | 5 | 31 | | 9250 | | 8 | 30 | | 7170 | |
| The rest of the C.P. | 8 | 30 | | 8750 | | 63 | 36 | 5880 | 8690 | 10450 |
| <u>Natal:</u> | | | | | | | | | | |
| Durban | 3 | | | | | 9 | 39 | | 10380 | |
| The rest of Natal | | | | | | | | | | |
| <u>Orange Free State:</u> | | | | | | | | | | |
| Bloemfontein | | | | | | 1 | | | | |
| The rest of the O.F.S. (Sasolburg excluded) | | | | | | | | | | |
| South-West Africa | | | | | | | | | | |
| Homelands (including Transkei, Bophuthatswana) | | | | | | 1 | | | | |
| Total | 30 | 32 | 7750 | 9250 | 10920 | 139 | 38 | 6650 | 8960 | 10830 |

TABLE B.18

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

a) Men

| Occupation | | Gross salary and additional earnings (R.p.a.) | | | | |
|--|--------|---|------------|-----------------------|---------------------|--------------|
| | | Gross salary | Cash bonus | Overtime remuneration | Part-time lecturing | Consultation |
| Accountant, auditor (not registered, not C.A.) | N | 5 | 3(60,0%) | | | |
| | Me age | 28 | | | | |
| | Q1 | 6750 | | | | |
| | Q3 | | | | | |
| Engineer | N | 8 | 5(62,5%) | 1(12,5%) | 1(12,5%) | 1(12,5%) |
| | Me age | 29 | 31 | | | |
| | Q1 | 11000 | 550 | | | |
| | Q3 | | | | | |
| General medical practitioner | N | 12 | 4(33,3%) | 5(41,7%) | | |
| | Me age | 34 | | 35 | | |
| | Q1 | 9000 | | | | |
| | Q3 | 12500 | | 3690 | | |
| Inspector, director of education | N | 12 | 7(58,3%) | | | |
| | Me age | 47 | 47 | | | |
| | Q1 | 12170 | | | | |
| | Q3 | 14500 | 250 | | | |
| Lecturer | N | 30 | 17(56,7%) | 1(3,3%) | 5(16,7%) | |
| | Me age | 32 | 32 | 36 | | |
| | Q1 | 7750 | 170 | | | |
| | Q3 | 9250 | 220 | 1250 | | |
| Minister of religion, priest | N | 8 | 3(37,5%) | | | |
| | Me age | 38 | | | | |
| | Q1 | 6250 | | | | |
| | Q3 | | | | | |
| Teacher | N | 139 | 80(57,6%) | 9(6,5%) | 9(6,5%) | |
| | Me age | 38 | 40 | 47 | 31 | |
| | Q1 | 6650 | 200 | | | |
| | Q3 | 8960 | 240 | 2820 | 620 | |
| | N | 10830 | 270 | | | |
| | Me age | | | | | |
| | Q1 | | | | | |
| | Q3 | | | | | |

b) Women

| Occupation | | Gross salary and additional earnings (R.p.a.) | | | | |
|---------------|-------------------|---|------------|-----------------------|---------------------|--------------|
| | | Gross salary | Cash bonus | Overtime remuneration | Part-time lecturing | Consultation |
| Lecturer | N | 6 | 2(33,3%) | | | |
| | Me years job exp. | | | | | |
| | Q1 | 7500 | | | | |
| | Q3 | | | | | |
| Social worker | N | 9 | 3(33,3%) | | | |
| | Me years job exp. | 4 | | | | |
| | Q1 | 4250 | | | | |
| | Q3 | | | | | |
| Teacher | N | 14 | 11(28,6%) | 2(14,3%) | | |
| | Me years job exp. | 6 | 6 | | | |
| | Q1 | 4880 | 110 | | | |
| | Q3 | 5750 | 140 | | | |
| | N | 7130 | 170 | | | |
| | Me age | | | | | |
| | Q1 | | | | | |
| | Q3 | | | | | |

TABLE 8.19

COMPARISON OF COLOURED MALES' MEDIAN WAGE: 1975 TO 1979,
ACCORDING TO OCCUPATION AND EMPLOYER SECTOR

| Employer sector and occupation | 1975 | | 1977 | | 1979 | | Percentage increase Median income per annum | | |
|--|------|------------|------|------------|------|------------|---|---------------|---------------|
| | N | Me wage | N | Me wage | N | Me wage | 1975- 1977 | 1977- 1979 | 1975- 1979 |
| <u>Employers</u> | | | | | | | | | |
| Inspector, director of education | 10 | 10170 | 11 | 12230 | 12 | 14500 | + 9,7 | + 8,9 | + 9,3 |
| Lecturer | 33 | 6650 | 26 | 7020 | 30 | 9250 | + 2,7 | +14,8 | + 8,6 |
| Minister of religion | | | 6 | 5520 | 8 | 6250 | | + 6,4 | |
| Teacher | 87 | 6140 | 109 | 7540 | 139 | 8960 | +10,8 | + 9,0 | + 9,9 |
| <u>Self-employed</u> | | | | | | | | | |
| General medical practitioner | | | 8 | 12000 | 16 | 20000 | | +29,1 | |
| <u>Employer sector (all occupations)</u> | | | | | | | | | |
| Public sector | 147 | 6710 | 162 | 7620 | 219 | 9520 | + 6,6 | +11,8 | + 9,1 |
| Private sector | 20 | 5330 | 29 | 5880 | 42 | 7080 | + 5,0 | + 9,7 | + 7,4 |
| Self-employed | 7 | 8500 | 16 | 12000 | 21 | 18500 | +18,8 | +24,2 | +21,5 |

