

The wage structure  
of graduate  
engineers in 1984

Die loonstruktuur  
van gegradueerde  
ingenieurs in 1984

Mieke van Blaricum

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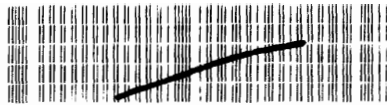
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Mieke van Blaricum

# Die loonstruktuur van gegradueerde ingenieurs in 1984

Mieke van Blaricum

Pretoria  
Human Sciences Research Council  
1984

Pretoria  
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1984

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## THE WAGE STRUCTURE OF GRADUATE ENGINEERS IN 1984

### 1. BACKGROUND

One of the important objectives of the research programme of the Institute for Manpower Research (IMAN) is the analysis of the manpower supply and demand situation in the RSA. A very important factor with regard to the allocation of labour in a relatively free market system (like that of the RSA) is the wages that are paid for a particular kind of work. To obtain a better understanding of the influence of wage levels in the allocation of labour, a time series is necessary for analysis purposes. Since such a series is not available, the HSRC started with wage surveys in 1971 and since then the surveys have been repeated every two years. Although a survey was undertaken in 1983, it was decided to undertake another survey in 1984 because the analyses possible from the 1983 survey were not very comprehensive. This was due to a small sample of graduates.

A relatively long time series is necessary before it will be possible to include wage levels as a variable in a supply and demand model. In 1966, 1968 and 1970 surveys were undertaken by the Federation of Societies of Professional Engineers (FSPE) concerning the income of persons with qualifications in engineering. Since engineers are included in the HSRC surveys, the HSRC and FSPE agreed that the FSPE would not continue with its surveys and that the HSRC would release a publication about the engineers' income for general use. Enquiries have shown that the information on wage levels is insufficient and that analyses of these wage surveys are used among others, for personnel administration at firms as well as for guidance and career information by persons in particular professions.

The aim of this investigation is to analyse, as was done in previous reports, the wage structure of White male graduates with an engineering qualification as on 1 March 1984.

Information concerning the wage structure of engineers in 1984 is also incorporated but in much less detail in the report:

- *The wage structure of White male graduates in 1984, MN 108.*

This report also deals with other occupations followed by male graduates, such as attorneys, accountants, medical practitioners, land surveyors and engineers and therefore provides information on the basis of which professions can be compared with one another.

### 2. THE SURVEY GROUP AND QUESTIONNAIRE

The names and addresses of all the graduated engineers in the RSA are not available and consequently the HSRC Register of Graduates (formerly the National Register of Natural and Social Scientists) was used to identify the test group.

The Register is kept up to date by the HSRC and contains data like the names, addresses, sex, qualifications and age of a 62 per cent sample of all graduates or persons with equivalent qualifications in the RSA and SWA (Ebersohn 1972). By using the Register to identify the survey group, persons registered with SACPE, as well as a group who had at least a B. degree in engineering, but who were not registered with SACPE, were involved in the survey. Ebersohn found in 1979 that the HSRC

## DIE LOONSTRUKTUUR VAN GEGRADUEERDE INGENIEURS IN 1984

### 1. AGTERGROND

Een van die belangrike doelstellings van die navoringsprogram van die Instituut vir Mannekragnavorsing (IMAN) is die daarstelling van 'n beeld van die mannekragvraag- en aanbodsituasie in die RSA. 'n Baie belangrike faktor in die allokasie van arbeid in 'n relatief vrye markstelsel (soos dié van die RSA), is die loon wat vir die arbeid van 'n sekere aard betaal word. Om 'n beter begrip van die invloed van loonpeile in die allokasie van arbeid te kry, is 'n tydreeks vir ontledingsdoeleindes nodig. Omdat so 'n tydreeks nie beskikbaar is nie, het die RGN in 1971 begin met loonopnames en hierdie opnames word gewoonlik elke 2 jaar herhaal. Hoewel 'n opname gemaak is in 1983, is daar besluit om weer 'n opname te maak in 1984, omdat die ontledings in die 1983-opname as gevolg van 'n klein steekproef van gegradueerdes nie baie omvattend was nie.

'n Relatief lang tydreeks is nodig voordat dit moontlik sal wees om loonpeile as 'n veranderlike in 'n vraag- en aanbodmodel in te bou. In 1966, 1968 en 1970 is opnames deur die Federasie van Verenigings van Professionele Ingenieurs (FVPI) onderneem oor die inkomste van persone met opleiding in ingenieurswese. Omdat ingenieurs in die RGN-opnames ingesluit word, het die RGN en FVPI ooreengekom dat die FVPI nie met sy opnames sou voortgaan nie en dat die RGN 'n publikasie oor die inkomste van ingenieurs vir algemene gebruik sou vrystel. Navrae het getoon dat daar 'n wesentlike gebrek aan inligting oor loonpeile bestaan en dat ontledings van hierdie loonopnames gebruik word vir onder andere die personeeladministrasie by firmas, asook vir voorligting en beroepsinligting deur beroepsbeoefenaars self.

Die doel van hierdie opname is om soos in vorige verslae die loonstruktuur van gegradueerde Blanke mans met 'n kwalifikasie in ingenieurswese soos op 1 Maart 1984, te ontleed.

Inligting oor die loonstruktuur van ingenieurs in 1984 is ook in veel minder besonderhede opgeneem in 'n ander verslag, nl:

- *Die loonstruktuur van gegradueerde Blanke mans in 1984, MN 108.*

Hierdie verslag handel ook oor ander beroepe wat gegradueerde mans beoefen, soos prokureur, rekenmeester, medikus, landmeter en ingenieur, en verstrekk dus inligting op grond waarvan beroepe onderling met mekaar vergelyk kan word.

### 2. DIE ONDERSOEGGROEP EN VRAELYS

Die name en adresse van alle gegradueerde ingenieurs in die RSA is nie beskikbaar nie en gevolglik is gebruik gemaak van die RGN-register van Gegradueerdes (voorheen die Nasionale Register van Natuur- en Geesteswetenskaplikes) om die ondersoekgroep te identifiseer.

Die Register word deur die RGN in stand gehou en bevat gegewens soos die name, adresse, geslag, kwalifikasies en ouderdom van ongeveer 60 persent van alle gegradueerdes of persone met gelykwaardige kwalifikasies in die RSA en SWA (Ebersohn 1972). Deur die Register te gebruik om die ondersoekgroep te identifiseer, is persone wat by SARPI geregistreer is, asook 'n groep wat oor minstens 'n B.-graad in ingenieurswese beskik, maar nie by SARPI geregistreer is nie, by die opname

Register contained 83 % of the engineers as registered with SACPE. The Register therefore is a good source for providing names of engineers for use in the survey.

By using the HSRC Register 8 980 persons were identified — from now on called the questionnaire group — and during March a questionnaire was posted to each of them. After three months 4 086 (46 %) completed questionnaires were received. This group will henceforth be called the respondents' group.

By means of the questionnaire information was gathered with regard to the following:

- (a) Occupation practised as on 1 March 1984
- (b) Employer sector
- (c) Economic sector
- (d) Income as on 1 March 1984
- (e) Fringe benefits as on 1 March 1984
- (f) Working hours per week and working weeks per year
- (g) Professional status

Details concerning age, language, qualifications and place of residence, were obtained from the HSRC Register.

### 3. RESPONSE PATTERNS

The HSRC Register is compiled by means of a postal questionnaire and therefore cannot be regarded as a random sample of the total graduate population. On the other hand it is estimated that 83 % of all the graduated engineers have supplied information for the Register. Those graduates who have not responded to the Register questionnaire would have to differ dramatically from Register members with regard to the variables used, to make the Register unsuitable for the purposes for which it is used.

The respondents' group of 4 086 persons is compared to the questionnaire group of 8 980 persons according to age, language distribution, level of highest qualification, geographical distribution and field of study (see Tables 1 to 5). The respondents' group is also compared to the non respondents' group. This gives an indication of possible bias in the respondents' group. The total percentage of responses (45,5, see Table 1) is relatively low but on the other hand the distribution of response percentages over the different categories is relatively uniform (from 43,5 to 47,5).

On statistical grounds the sample for this survey cannot be regarded as a random representative sample, but there is no reason to suspect that the survey findings do not give a good indication of the salaries or incomes of graduate engineers.

### 4. EXPLANATORY REMARKS

The following explanatory remarks are necessary for the interpretation of the data.

#### 4.1 Occupational titles

The respondent was requested in the questionnaire to specify his occupational title. The name of the occupation indicated, was used to identify occupational groups. For instance, a respondent who indicated that he was a chemical engineer was classified with "engineers" and a managing director with "managerial and administrative occupations".

betrek. Ebersohn het in 1979 bevind dat die RGN-register 83 % van die ingenieurs, soos by SARPI geregistreer, bevat. Die Register is dus, wat geregistreeerde ingenieurs betref, 'n goeie bron om te gebruik vir die opname.

Deur gebruik te maak van die RGN-register is 8 980 persone (voortaan die vraelysgroep genoem) geïdentifiseer en gedurende Maart is 'n vraelys aan elkeen gepos. Na drie maande is van 4 086 (46 %) persone ingevulde vraelys terugontvang. Hierdie groep word voortaan die respondentegroep genoem.

Deur middel van die vraelys is gegewens versamel oor die volgende:

- (a) Beroep beoefen soos op 1 Maart 1984
- (b) Werkgewersektor
- (c) Ekonomiese sektor
- (d) Inkomste soos op 1 Maart 1984
- (e) Byvoordele soos op 1 Maart 1984
- (f) Werksure per week en werksweke per jaar
- (g) Professionele status

Besonderhede oor ouderdom, taal, kwalifikasies en woonplek is uit die RGN-register verkry.

### 3. RESPONSGEDRAG

Die RGN-register word deur middel van 'n posvraelys saamgestel en is dus nie in wese 'n ewekansige verteenwoordigende steekproef van die gegradueerde populasie in die land nie. Omdat die Register egter na raming 83 % van die populasie van gegradueerde ingenieurs insluit, sou die nie-respondente dramaties van die Registergroep moes verskil ten opsigte van die aangetekende veranderlikes om die Register onbruikbaar te maak vir die doel waarvoor dit gebruik word.

Die respondentegroep van 4 086 persone is met die vraelysgroep van 8 980 persone vergelyk deur dié gedeelte van die vraelysgroep wat nie gerespondeer het nie (nie-respondentegroep) teenoor die respondentegroep te beskou volgens ouderdomsverdeling, taalverdeling, peil van hoogste kwalifikasie, geografiese verspreiding en studierigting (tabelle 1-5). Hierdeur kan 'n aanduiding van die sydigheid in die respondentegroep verkry word. Enersyds is die totale responspersentasie van 45,5 'n relatief lae respons (tabel 1). Andersyds is die verspreiding van responspersentasies relatief eenvormig (wissel van 43,5 tot 47,5). Die persentuele afwykings tussen die respondente- en die nie-respondentegroep ten opsigte van die aspekte wat vergelyk word, is relatief klein.

Alhoewel die steekproef vir hierdie studie dus nie op statistiese gronde as 'n verteenwoordigende steekproef beskou kan word nie, is daar geen rede om te vermoed dat die opnamebevindings nie 'n goeie weerspieëling van die salarisse van gegradueerde ingenieurs is nie.

### 4. VERDUIDELIKENDE OPMERKINGS

Die volgende verduidelikende opmerkings is nodig vir die interpretasie van die gegewens.

#### 4.1 Beroepsbenaminge

Die respondent is in die vraelys versoek om 'n beroepsbenaming te spesifiseer. Die beroepsbenaming wat aangedui is, is gebruik om beroepsgroepe te identifiseer. Byvoorbeeld, 'n respondent wat aangedui het dat hy 'n siviele ingenieur is, is by "ingenieurs" en 'n besturende direkteur by "bestuurs- en administratiewe beroepe" geklassifiseer.

TABLE 1

AGE DISTRIBUTION OF THE QUESTIONNAIRE GROUP  
AND THE RESPONDENTS' GROUP

Age	A Questionnaire group Vraelysgroep		B Respondents' group Respondentegroep		Non respondents' group Nie-respondentegroep		B ÷ A Response % Respons %	Ouderdom
	N	%	N	%	N	%		
20—24	262	2,9	114	2,8	148	3,0	43,5	20—24
25—29	1 393	15,5	628	15,4	765	15,6	45,1	25—29
30—34	1 421	15,8	643	15,7	778	15,9	45,2	30—34
35—39	1 242	13,8	574	14,0	668	13,6	46,2	35—39
40—44	984	11,0	435	10,7	549	11,2	44,2	40—44
45—49	825	9,2	370	9,1	455	9,3	44,8	45—49
50—54	556	6,2	257	6,3	299	6,1	46,2	50—54
55—59	709	7,9	337	8,2	372	7,6	47,5	55—59
60—64	704	7,8	320	7,8	384	7,8	45,5	60—64
65 +	884	9,8	408	10,0	476	9,7	46,1	65 +
TOTAL	8 980	100	4 086	100	4 894	100	45,5	TOTAAL

TABEL 1

OUDERDOMSVERSPREIDING VAN DIE VRAELYSGROEP  
EN DIE RESPONDENTEGROEP

TABLE 2

LANGUAGE DISTRIBUTION OF THE QUESTIONNAIRE GROUP  
AND THE RESPONDENTS' GROUP

Language	Questionnaire group Vraelysgroep		Respondents' group Respondentegroep		Non respondents' group Nie-respondentegroep		Taal
	N	%	N	%	N	%	
Afrikaans	3 013	33,6	1 452	35,5	1 561	31,9	Afrikaans
English	5 967	66,4	2 634	64,5	3 333	68,1	Engels
TOTAL	8 980	100	4 086	100	4 894	100	TOTAAL

TABEL 2

TAALVERSPREIDING VAN DIE VRAELYSGROEP  
EN DIE RESPONDENTEGROEP

TABLE 3

HIGHEST QUALIFICATION OF THE QUESTIONNAIRE GROUP  
AND THE RESPONDENTS' GROUP

Highest qualification obtained	Questionnaire group Vraelysgroep		Respondents' group Respondentegroep		Non respondents' group Nie-respondentegroep		Hoogste kwalifikasie behaal
	N	%	N	%	N	%	
Diploma = B. degree	631	7,0	289	7,1	342	7,0	Diploma = B.-graad
B. degree	6 142	68,4	2 798	68,5	3 344	68,3	B.-graad
Post graduate diploma	185	2,1	87	2,1	98	2,0	Nagraadse diploma
B.Hons. degree	631	7,0	297	7,3	334	6,8	Hons.B.-graad
M. degree	1 121	12,5	497	12,2	624	12,7	M.-graad
D. degree	270	3,0	118	2,9	152	3,1	D.-graad
TOTAL	8 980	100	4 086	100	4 894	100	TOTAAL

TABEL 3

HOOGSTE KWALIFIKASIE VAN DIE VRAELYSGROEP  
EN DIE RESPONDENTEGROEP

TABLE 4

TABEL 4

## GEOGRAPHICAL DISTRIBUTION OF THE QUESTIONNAIRE GROUP AND THE RESPONDENTS' GROUP

## GEOGRAFIESE VERSPREIDING VAN DIE VRAELYSGROEP EN DIE RESPONDENTEGROEP

Geographical distribution	Questionnaire group Vraelysgroep		Respondents' group Respondentegroep		Non respondents' group Nie-respondentegroep		Geografiese verspreiding
	N	%	N	%	N	%	
Transvaal							Transvaal
Johannesburg	2 248	25,0	940	23,0	1 308	26,7	Johannesburg
Pretoria	1 671	18,6	762	18,6	909	18,6	Pretoria
Rest of W-V-area	1 336	14,9	591	14,5	745	15,2	Res van W.V.-gebied
Rest of the Tvl.	485	5,4	227	5,6	258	5,3	Res van Tvl.
Cape Province							Kaapprovinsie
Peninsula	1 029	11,5	488	11,9	541	11,1	Skiereiland
Port Elizabeth	167	1,9	77	1,9	90	1,8	Port Elizabeth
Rest of the C.P.	615	6,9	330	8,1	285	5,8	Res van K.P.
Natal							Natal
Durban	435	4,8	190	4,6	245	5,0	Durban
Rest of Natal	632	7,0	310	7,6	322	6,6	Res van Natal
Orange Free State							Oranje-Vrystaat
Bloemfontein	108	1,2	55	1,4	53	1,1	Bloemfontein
Rest of the O.F.S.	125	1,4	50	1,2	75	1,5	Res van O.V.S.
South West Africa	119	1,3	56	1,4	63	1,3	Suidwes-Afrika
National states	10	0,1	10	0,2			Nasionale state
TOTAL	8 980	100	4 086	100	4 894	100	TOTAAL

TABLE 5

TABEL 5

## FIELD OF STUDY OF THE QUESTIONNAIRE GROUP AND THE RESPONDENTS' GROUP

## STUDIERIGTING VAN DIE VRAELYSGROEP EN DIE RESPONDENTEGROEP

Field of study	Questionnaire group Vraelysgroep		Respondents' group Respondentegroep		Non respondents' group Nie-respondentegroep		Studierigting
	N	%	N	%	N	%	
Agricultural	111	1,2	52	1,3	59	1,1	Landbou-
Chemical	584	6,5	266	6,5	318	6,5	Chemiese
Civil	2 682	29,9	1 291	31,6	1 391	28,4	Siviele
Electrical	1 736	19,3	771	18,9	965	19,7	Elektriese
Industrial	154	1,7	61	1,5	93	1,9	Bedryfs-
Mechanical	1 357	15,1	604	14,8	753	15,4	Meganiese
Metallurgical	184	2,0	80	1,9	104	2,1	Metallurgiese
Mining	233	2,6	113	2,8	120	2,5	Mynbou-
Other	1 939	21,6	848	20,7	1 091	22,3	Ander
TOTAL	8 980	100	4 086	100	4 894	100	TOTAAL

**4.2 Employer sector**

The respondent could indicate one of the following eight different categories of employers:

- (a) Government — employees who work for the government or provincial administration.
- (b) Local authority — for instance city council, town council or administrative board, regional authority.

**4.2 Werkgewersektor**

Die respondent kon een van die volgende agt verskillende werkgewerkategorieë aandui:

- (a) Staat — werknemers werksaam by die staat of provinsiale administrasie.
- (b) Plaaslike owerheid — byvoorbeeld stads- of dorpsraad, streeksowerheid, administrasieraad.



- (c) Semi-government — employees who work for a semi-government, government-controlled or government-aided organization (e.g. universities, HSRC, CSIR, SABS).
- (d) Public corporation — for instance ISCOR, SASOL, ESCOM, ARMSCOR, Rand Water Board.
- (e) Professional practice — for instance auditors, consultants.
- (f) Business enterprise — for instance private or public company.
- (g) Some other firm, concern etc. in the private sector — for instance church, agricultural co-operative.
- (h) Self-employed — these are persons who work in their own/private practice, undertaking or business and include:
  - (i) partners in professional undertakings and/or
  - (ii) managing directors who own more than 50 % of the shares of a company.

In all the analyses the employer categories (e) to (g) were grouped under private firm. In some of the analyses the employer categories were grouped under public sector (a to c) and private sector (d to g).

#### 4.3 Economic sector

The respondent was requested to indicate the economic sector that describes the main activity of their employers (or themselves if they are self-employed). The sectors are the following:

- 01 Agriculture, forestry and fisheries.
- 02 Mining, digging and quarrying.
- 03 Electricity, gas and water supply, including generation, production, purification and distribution.
- 04 Building and construction.
- 05 Manufacturing, including production, processing, printing and newspapers.
- 06 Transport, storage and communication, for instance SA Transport Services, Postal Services, SABC, SAA.
- 07 Commerce, including hotel-keeping, wholesale, retail, meat and motor trade.
- 08 Financing, like banks, building societies, IDC, properties and insurance.
- 09 Medical, dental and other health services, including hospitals and veterinary services.
- 10 Business services as rendered by advertising, consulting engineers, legal, architectural, accounting, auditing services, etc.
- 11 Other personal services like pastoral work, sport and entertainment.
- 12 Protection services like the police, defence force, prisons and traffic control.
- 13 All other government and community services as rendered by the government (ordinary public service), provincial administrations, local authorities (e.g. city councils and regional authorities) as well as by semi-government, government-controlled and government-

- (c) Semi-staat — werknemers werksaam by 'n semi-staats-, staatsbeheerde of staatsondersteunde organisasie (bv. universiteite, RGN, WNNR, SABS).
- (d) Openbare korporasie — byvoorbeeld YSKOR, SASOL, EVKOM, KRYGKOR, SAUK, Randwaterraad.
- (e) Professionele praktyk — byvoorbeeld ouditeure, konsultante.
- (f) Besigheidsonderneming — byvoorbeeld private of openbare maatskappy.
- (g) Ander firma, onderneming ens. in die private sektor — byvoorbeeld kerke, landboukoöperasies.
- (h) Selfgeëmployeerd — dit is persone wat in hul eie/private praktyk/onderneming of besigheid werk, en sluit in:
  - (i) vennote van professionele ondernemings en/of
  - (ii) besturende direkteure wat meer as 50 % van 'n maatskappy se aandele besit.

In al die ontledings is die werkgewerkategorieë (e) tot (g) saamgegroeper as private firma. In sommige van die ontledings is die werkgewerkategorieë gegroeper in openbare sektor (a tot c) en private sektor (d tot e).

#### 4.3 Ekonomiese sektor

Die respondent is versoek om die ekonomiese sektor aan te dui wat die vernaamste aktiwiteit van sy werkgewer (of homself indien hy selfgeëmployeerd is) beskryf. Die sektore is die volgende:

- 01 Landbou, bosbou en visserye.
- 02 Mynbou, insluitende delf en steengroewery.
- 03 Elektrisiteit, gas- en watervoorsiening, insluitende opwekking, produksie, suiwing en verspreiding.
- 04 Bou en konstruksie.
- 05 Fabriekswese, insluitende vervaardiging, verwerking, drukwerk en koerante.
- 06 Vervoer, berging en kommunikasie, byvoorbeeld SAVD, SAUK, SAL.
- 07 Handel, insluitende hotelwese, groot-, klein-, vleis- en motorhandel.
- 08 Finansiële soos banke, bouverenigings, NOK, eiendom en versekering.
- 09 Mediese, tandheekkundige en ander gesondheidsdienste, insluitende hospitale en veeartsenydienste.
- 10 Besigheidsdienste soos gelewer deur die advertensiewese, raadgewende ingenieurs, juridiese, argiteks-, rekenmeesters-, ouditeursdienste, ens.
- 11 Ander persoonlike dienste soos sielsorg, sport en vermaak.
- 12 Beskermingsdienste, soos die polisie, weermag, gevangenisdiens en verkeerbeheer.
- 13 Alle ander owerheids- en gemeenskapsdienste soos gelewer word deur die Staat (gewone staatsdiens), provinsiale administrasie, plaaslike owerhede (bv. stadsrade en streekowerhede), asook deur semi-staats-, staatsbeheerde en staatsondersteunde organi-

aided bodies such as CSIR, National Parks Board, boards of control, etc.

#### 4.4 Income

As was mentioned before, this survey took place on 1 March 1984 and respondents were requested to indicate their income as at 1 March 1984.

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

(a) Basic salary/income

In the case of employees basic salary refers to the gross salary that is received and it includes pensionable allowances. To self-employed persons it includes the net income from the occupation, as well as income from related work done after normal working hours.

(b) Director's fees received as a result of the practising of the occupation stated.

(c) Income received from overtime work, lecturing in a part-time capacity and consultation.

(d) Bonuses, like profit-sharing, commercial, production and cash bonuses (e.g. service, vacation, Christmas bonus).

#### 4.5 Value of fringe benefits

Only employees had to indicate in respect of each of the following fringe benefits whether they received the fringe benefit from their employers or not, and if so, what they thought the average annual value of it was.

(a) Executive share scheme (dividends excluded).

(b) Pension — employer's contribution to pension fund, provident fund, medical fund.

(c) Car — free or subsidized car for private use, as well as travelling allowance.

(d) Entertainment allowance.

(e) Housing —

(i) housing subsidy — contribution by the employer (rate of interest of loan subsidized by the employer) or

(ii) housing or boarding at a low rental, low tariff or free. In this case the employee was requested to indicate the difference between the normal amount and what he actually paid.

(f) Other fringe benefits — like the employer's contribution to, for instance, clothes, telephone, insurance premiums, study aid, subsidized purchases, cafeteria facilities etc.

#### 4.6 Income not analyzed

The income (including value of fringe benefits) of four or fewer persons in a specific category was not indicated in the tables in order to ensure the anonymity of such person(s).

#### 4.7 Percentile values

The percentile values 10, 50 and 90 were used in the tables.

sasies soos die WNNR, Nasionale Parkeraad, beheerrade, ens.

#### 4.4 Inkomste

Soos reeds genoem het hierdie opname op 1 Maart 1984 plaasgevind en respondente is gevra om hulle inkomste soos op 1 Maart aan te dui.

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

(a) Basiese salaris/inkomste

Vir werknemers verwys basiese salaris na die bruto salaris wat ontvang word en sluit pensioendraende toelae in. Vir selfgeëmployeerde persone sluit dit die netto inkomste uit die beroep in, asook gesalarieerde inkomste uit na-uurse verbandhoudende werk.

(b) Direkteursgelde verkry as gevolg van die beoefening van die beroep verstrekk.

(c) Inkomste verdien uit oortydwerk, onderrig in deeltydse hoedanigheid en konsultasiewerk.

(d) Bonusse, soos winsdelings-, handels-, produksie- en kontantbonusse (byvoorbeeld diens-, vakansie-, Kersfeesbonus).

#### 4.5 Waarde van byvoordele

Slegs werknemers moes aandui ten opsigte van elk van die volgende byvoordele of hulle die byvoordeel van hul werkgewers ontvang of nie, en indien wel, wat na hulle mening die gemiddelde jaarlikse waarde daarvan is.

(a) Aandeleskema — vir uitvoerende amptenare (dividende uitgesluit).

(b) Pensioen — werkgewer se bydrae tot pensioen-, voorsorgfonds, mediese fonds.

(c) Motor — gratis of gesubsidieerde motor vir privaatgebruik, asook reistoelae.

(d) Onthaaltoelae.

(e) Behuising —

(i) behuisingssubsidie — bydrae deur die werkgewer (rentekoers van lening gesubsidieer deur die werkgewer) of

(ii) huisvesting of losies teen 'n lae huur, lae tarief of gratis. In hierdie geval is die werknemer versoek om die verskil tussen die normale bedrag en wat hy werklik betaal, aan te dui.

(f) Ander byvoordele — soos die werkgewer se bydrae tot byvoorbeeld klere, telefoon, versekeringspremies, studiehulp, gesubsidieerde aankope, kafeteriafasiliteite, ensovoorts.

#### 4.6 Inkomste nie ontleed nie

Die inkomste (asook die waarde van byvoordele) van vier of minder persone in 'n spesifieke kategorie word nie in die tabelle getoon nie ten einde die anonimiteit van sulke persone te verseker.

#### 4.7 Persentielwaardes

Die persentielwaardes 10, 50 en 90 is in die tabelle gebruik.

The tenth percentile value indicates the point where 10 % of the group receive less and 90 % of the group receive more than the indicated income. The fiftieth percentile value (also called median value) indicates the middle value, viz. the point where 50 % of the group receive less and 50 % of the group receive more than the indicated income. The fiftieth percentile value is regarded as a better index for purposes of these analyses than the mathematical mean because it is insensitive to very high or very low income values.

The tenth and the 90th percentile values give an indication of the range of a particular group's income structure. The tenth and the ninetieth values should be interpreted very carefully for groups smaller than 20 persons. Only the median value is supplied in the case of groups of 9 to 5 persons, since the tenth and the ninetieth percentile value can give cause to wrong interpretations.

#### **4.8 Working hours**

It is well known that the number of working hours an employee devotes to following his occupation, has an influence on his income. Normally, for instance, a lower wage is paid to a part-time employee than to one working full-time. Full-time employees' income probably is not to the same extent subject to the specific number of working hours whereas the self-employed person's income is indeed affected by the number of hours devoted to practising the occupation.

Respondents were requested to indicate the number of hours normally devoted per week to occupational activities (i.e. office hours, overtime and after hours), for financial gain. Since leave benefits can also affect working hours, respondents were requested to indicate the number of working weeks per year normally devoted to occupational activities. With the aid of the working hours and working weeks that were indicated, the working hours of respondents were adapted ( $\text{hours} \times \text{weeks} \div 52$ ) so that the working hours would be comparable between the groups. The hours which were devoted to the occupation on a voluntary basis, without remuneration, were not taken into account.

Some of the respondents did not supply information about working hours and/or working weeks and were therefore excluded in the calculation of a group's median working hours per week. The median working hours for groups smaller than 10 are not reported in the tables.

#### **4.9 Professional status**

Professional status as obtained through registration with the South African Council for Professional Engineers (SACPE) as Professional Engineers (Pr Ing) or Engineer in Training.

#### **4.10 Level of highest educational qualification obtained**

Educational qualifications were divided into five levels without the field of study being taken into consideration.

- (a) Diploma. This is registration as Professional Engineer or Engineer in Training with SACPE. If a person also had a degree, he was classified with the degree group.
- (b) B. degree. Bachelor's degrees like B.Sc. (Eng.), B. Eng. obtained in South Africa or abroad.

Die tiende persentielwaarde dui die punt aan waar 10 % van die groep minder en 90 % van die groep meer ontvang as die aangeduide inkomste. Die vyftigste persentielwaarde (ook mediaanwaarde genoem) dui die middelwaarde aan, naamlik die punt waar 50 % van die groep minder en 50 % van die groep meer as die aangeduide inkomste ontvang. Die vyftigste persentielwaarde is vir doeleindes van hierdie ontledings as 'n beter indeks beskou as die rekenkundige gemiddelde omdat dit ongevoelig is vir uifers hoë of uifers lae inkomstewaardes.

Die tiende en negentigste persentielwaardes gee 'n aanduiding van die spanwydte van die inkomstestruktuur van 'n bepaalde groep. Vir groepe kleiner as 20 persone moet die tiende en negentigste persentielwaardes versigtig interpreteer word. Vir groepe van 9 tot 5 persone word slegs die mediaanwaarde verstrekk aangesien die tiende en negentigste persentielwaarde kan lei tot waninterpretasies.

#### **4.8 Werksure**

Dit is welbekend dat die aantal werksure wat 'n werknemer aan die beoefening van sy beroep bestee, 'n invloed op sy inkomste uitoefen. Normaalweg word byvoorbeeld 'n laer loon aan 'n deeltydse werknemer as aan 'n voltydse werknemer betaal. Die inkomste van voltydse werknemers is waarskynlik nie so blootgestel aan die spesifieke aantal werksure nie, terwyl die selfgeëmpleeërde se inkomste wel beïnvloed word deur die aantal ure wat aan die beoefening van die beroep bestee word.

Respondente is versoek om die aantal ure wat normaalweg per week (dit is kantoorure, oortyd en na-uurs) vir finansiële voordeel aan beroepsaktiwiteite bestee word, aan te dui. Aangesien verlofvoordele ook 'n invloed op die werksure kan uitoefen, is respondente versoek om die aantal werksure per jaar wat normaalweg aan beroepsaktiwiteite bestee word, aan te dui. Met behulp van die werksure en weke aangedui, is beroepsbeoefenaars se werksure per week aangepas ( $\text{ure} \times \text{weke} \div 52$ ), sodat die werksure tussen groepe vergelykbaar is. In die berekening is die aantal ure wat op 'n vrywillige basis sonder vergoeding aan die beroep bestee word, nie in berekening gebring nie.

Van die respondente het nie inligting oor werksure en/of werksure verstrekk nie en is dus weggelaat in die berekening van 'n groep se mediaanwerksure per week. Die mediaanwerksure vir groepe kleiner as 10 word nie in die tabelle gerapporteer nie.

#### **4.9 Professionele status**

Professionele status soos verkry deur registrasie by die Suid-Afrikaanse Raad vir Professionele Ingenieurs (SARPI) as Professionele Ingenieurs (Pr Ing) of Ingenieur-in-opleiding.

#### **4.10 Peil van hoogste opvoedkundige kwalifikasie behaal**

Opvoedkundige kwalifikasies is in vyf peile ingedeel sonder dat die studierigting in ag geneem is.

- (a) Diploma. Dit is registrasie as Professionele Ingenieur of Ingenieur-in-opleiding by SARPI. Indien 'n persoon ook oor 'n graad beskik, is die persoon by die graadgroep geklassifiseer.
- (b) B.-graad. Baccalaureusgrade soos B.Sc. (Ing.), B. Ing. in Suid-Afrika of in die buiteland verwerf.

(c) Post-graduate diploma or Hons. B. degree, for instance "Graduate Diploma in Engineering", B.Sc. (Eng.) Hons., Diplom Ingenieure (Germany).

(d) M. degree, for instance M.Sc. (Eng.), M.S. Engineer (Overseas), MBA, MBL.

(e) D. degree, for instance D.Sc. (Eng.), D. Eng., Ph.D. (Eng.).

#### 4.11 Geographical distribution

The classification of respondents in geographical areas is based on the person's postal address as on 1 March 1984. In the analyses thirteen areas are distinguished and headings for most areas are self-explanatory. The areas requiring further explanation are the following:

- Johannesburg — including Randburg.
- Pretoria — including Wonderboom.
- Rest of W-V-area — i.e. the rest of the Witwatersrand-Vaal-triangle, including Sasolburg.
- Port Elizabeth — including Uitenhage.
- National states — such as Lebowa, KwaZulu (Transkei, Bophuthatswana and Venda excluded).

#### 4.12 Age and years of job experience

In a comparison of wage structures the effect of years of job experience is an important factor to take into account. Especially among employees the person's income increases in accordance with his years of job experience (and age, naturally). In previous wage surveys respondents were asked to indicate the years of job experience. This year the question was altered and respondents were asked to indicate both total job experience (since entering the labour market) and job experience in their present occupation. Since the response on the question was unsatisfactory, age is used in the analyses. As was mentioned before, the information on age was obtained from the HSRC Register and the year of birth of all the respondents is known.

In a comparison of wage structures, especially of employees, it is important to take the age structure of occupational practitioners consistently into account.

#### 4.13 Comparability of the 1984 data with those of previous years

By comparing the data of this survey with those of previous surveys an idea is obtained of the wage fluctuations and trends over time. As was mentioned in paragraph 1, the first wage survey of the HSRC was undertaken in 1971 and the surveys have been repeated every two years. Although a survey was undertaken in 1983, this survey was of such a small size that it was decided to undertake another survey in 1984 but with a much larger sample.

As the 1971 survey was based on a smaller sample than those of later years and an abridged list of occupations was used, the data of the 1971 survey are not used in the comparisons.

As in the case of the 1981 questionnaire, that of 1984 has also been extended to collect information on directors' fees, profit-sharing bonuses of employees and the additional earnings of self-employed persons, as mentioned in paragraph 4.4(b) to

(c) Nagraadse diploma of Hons. B.-graad. Dit is byvoorbeeld "Graduate Diploma in Engineering", B.Sc. (Ing.) Hons., Diplom Ingenieure (Duitsland).

(d) M.-graad, byvoorbeeld M.Sc. (Ing.), M.S. Engineer (Buiteland), MBA, MBL.

(e) D.-graad, byvoorbeeld D.Sc. (Ing.), D.Ing., Ph.D. (Ing.).

#### 4.11 Geografiese verspreiding

Die indeling van respondente in geografiese gebiede is gebaseer op die posadres van die persoon soos op 1 Maart 1984. In die ontledings word 13 gebiede onderskei en die meeste gebiede se opskrifte is selfverklarend. Die gebiede wat verdere toeligting vereis is die volgende:

- Johannesburg — sluit Randburg in.
- Pretoria — sluit Wonderboom in.
- Res van die W-V-gebied — dit is die res van die Witwatersrand-Vaaldriehoekgebied en sluit Sasolburg in.
- Port Elizabeth — sluit Uitenhage in.
- Nasionale state — bv. Lebowa, KwaZulu (Transkei, Bophuthatswana en Venda uitgesluit).

#### 4.12 Ouderdom en jare werkervaring

In die vergelyking van loonstrukture is die invloed van jare werkervaring 'n belangrike faktor om in berekening te bring. Veral by werknemers styg die persoon se inkomste namate sy jare werkervaring (en natuurlik ouderdom) toeneem. In die vorige loonopnames is respondente versoek om jare werkervaring aan te dui. Hierdie jaar is die vraag verander en respondente is gevra om sowel totale werkervaring (vanaf toetrede tot die arbeidsmag) as werkervaring in die huidige beroep aan te dui. Aangesien die respons op die vraag onbevredigend was, word in die ontledings gebruik gemaak van ouderdom. Soos reeds vermeld, word die besonderhede oor ouderdom uit die RGN-register verkry en al die respondente se geboortejaar is bekend.

In die vergelyking van loonstrukture veral van werknemers is dit belangrik om deurgaans kennis te neem van die ouderdomstruktuur van beroepsbeoefenaars.

#### 4.13 Vergelykbaarheid van die 1984-gegewens met dié van vorige jare

Deur die gegewens van hierdie opname te vergelyk met dié van vorige opnames, word 'n beeld van die loonfluktuerings en -tendense oor tyd verkry. Soos vermeld in paragraaf 1, het die eerste loonopname van die RGN plaasgevind in 1971 en is elke tweede jaar herhaal. Hoewel daar in 1983 'n opname plaasgevind het, was die opname van so 'n klein omvang, dat daar in 1984 besluit is om weer 'n opname te onderneem, maar met 'n veel groter steekproef. Omdat die 1971-opname op 'n kleiner steekproef gebaseer was en daar van 'n verkorte beroepslys gebruik gemaak is, word die gegewens van dié opname nie in die vergelykings gebruik nie.

Soos in die geval van die 1981-vraelys, is dié van 1984 ook uitgebrei om inligting oor direkteursgelde, winsdelingsbonusse van werknemers en die byverdienstes van selfgeëmpleeëdes soos genoem in paragraaf 4.4(b) tot (d) in te win. Hierdie bedrae is ingesluit by die inkomstes wat vir 1981 en 1984 gerap-

(d). These amounts are included in the incomes reported in 1981 and 1984 but not in the incomes reported for previous years. The effect of the omission in the data of previous years when comparisons are made of income structures, is probably small.

The question about the money value of fringe benefits was included for the first time in the questionnaire for the 1981 survey and a comparison with the 1981 survey is possible.

The question about fringe benefits was extended this year to make provision for the executive share scheme. Since it is the first time this question was asked, no comparison with previous surveys is possible.

porteer word, terwyl dit uitgesluit is by die vorige jare se inkomstesyfers. Die invloed van die weglating by die gegewens van vorige jare wanneer vergelykings van die inkomstestrukture gemaak word, is waarskynlik klein.

Die vraag oor die geldwaarde van byvoordele is vir die eerste keer in die vraelys vir die 1981-opname ingesluit en 'n vergelyking met die 1981-opname is dus moontlik.

Die vraag oor byvoordele is hierdie jaar uitgebrei om voorsiening te maak vir die aandeeskema vir uitvoerende amptenare. Aangesien dit vir die eerste keer in hierdie opname gevra is, is geen vergelyking met vorige opnames moontlik nie.

TABLE 6

OCCUPATIONS PRACTISED ACCORDING TO PROFESSIONAL STATUS

TABEL 6

BEROEP WAT BEOEFEN WORD VOLGENS PROFESSIONELE STATUS

Occupation	Professional status Professionele status					Beroep
	Professional engineer Professionele ingenieur N	Engineer in training Ingenieur-in-opleiding N	Non-registered Nie geregistreer N	Not indicated Nie aangedui N	Total Totaal N	
Engineers:						Ingenieurs:
Agricultural	20	10	1		31	Landbou-
Chemical	56	41	42		139	Chemiese
Civil	797	230	44	3	1 074	Siviele
Electrical	249	190	59	2	500	Elektriese
Industrial	8	21	10		39	Bedryfs-
Mechanical	179	97	45	1	322	Meganiese
Metallurgical	11	13	7	1	32	Metallurgiese
Mining	23	13	21		57	Mynbou-
Other engineers	206	46	45	1	298	Ander ingenieurs
Subtotal: engineers	1 549	661	274	8	2 492	Subtotaal: ingenieurs
Lecturers/professors	81	21	27	2	131	Lektore/professore
Managerial and administrative occupations	436	58	207	22	723	Bestuurs- en administratiewe beroepe
Other, e.g. metallurgists, farmers	99	58	76	47	280	Ander, bv. metallurge, boere
Subtotal: economically active	616	137	310	71	1 134	Subtotaal: ekonomies bedrywig
Outside the labour market:						Buite arbeidsmark:
Pensioners				349	349	Uitdiensgetree
Post-graduate students				48	48	Nagraadse studente
Prisoner				1	1	Gevangene
Unemployed				15	15	Werkloos
Subtotal: outside the labour market				413	413	Subtotaal: buite arbeidsmark
TOTAL	2 165	798	584	492	4 039	TOTAAL

## 5. THE ANALYSES

### 5.1 Introduction

Of the 4 086 persons who formed the respondents' group of the 1984 survey, the data of 47 persons of other population groups are excluded from further analyses since this group is too small for significant analyses.

## 5 DIE ONTLEDINGS

### 5.1 Inleiding

Van die 4 086 persone wat die respondentegroep van die 1984-opname vorm, word die gegewens van 47 persone van ander volksgroepe uitgesluit van verdere ontledings aangesien hierdie groep te klein is vir sinvolle ontledings.

Table 6 reflects the occupations followed by 4 039 White men, according to professional status. Of the 4 039 men, 413 were outside the labour market and they therefore indicated no income. A further 26 persons indicated no income. These 439 persons are therefore excluded from any further analyses.

Analyses were done in respect of four groups, viz. engineers, lecturers/professors, managerial and administrative occupations and the total economically active group.

## 5.2 Engineers

Of the 4 039 White men, 2 492 (62 %) indicated that they were engineers. Four of these 2 492 engineers did not report any income. In this report the wage structure of 2 488 engineers is analysed according to employer and age (Table 7 and Figure 1), professional status according to employer and age (Tables 8 to 10 and Figures 2 to 4), branch of engineering according to employer and age (Tables 11 to 15), economic sector according to employer and branch of engineering (Tables 16 to 20), geographical distribution (Table 21) and fringe benefits (Tables 22 to 24). The 1973 and subsequent surveys until 1984 are compared according to age, employer and branch of engineering in Tables 25 to 27.

## 5.3 Lecturers/professors

The wage structure of 131 lecturers/professors is analysed according to age and field of study in Tables 28 and 29.

## 5.4 Managerial and administrative occupations

This group of persons follow occupations like director, manager, superintendent and administrator. Three persons did not indicate any income and they are excluded from further analyses. The wage structure of this group was analysed according to occupation and employer (Table 30), age and employer (Table 31), professional status according to age and employer (Tables 32 and 33 and Figure 5), field of study of engineering qualification (Table 34), economic sector (Table 35) and fringe benefits (Tables 36 to 38). Finally the 1973 to 1984 surveys are compared in respect of age and employer (Tables 39 and 40).

## 5.5 Total economically active group

In the analysis of this group's wage structure, the data of a group of 19 persons were excluded, as they had not indicated any income. The wage structure of this group was analysed according to employer and age (Table 41), professional status, age and employer (Tables 42 and 43 and Figure 6), level of highest qualification obtained, field of study of qualification in engineering and employer (Tables 44 and 45), economic sector and employer (Table 46), MBA/MBL graduates according to occupation and employer (Table 47) and fringe benefits (Tables 48 to 50). The data of the 1973 to 1984 surveys are compared in Tables 51 and 52 according to age and employer.

## 5.6 Salary surveys 1966 to 1984

In Figure 7 the 1984 wage structure of the total economically active group is compared with the 1966 to 1970 surveys of FSPE and the 1973 to 1981 surveys of the HSRC.

Tabel 6 toon die beroepe wat deur 4 039 Blanke mans beoefen word volgens professionele status. Van die mans was 413 buite die arbeidsmark en kon gevolglik geen inkomste aangedui nie. 'n Verdere 26 persone het geen inkomste aangedui nie. Hierdie 439 persone is dus uitgesluit van enige verdere ontledings.

Ontledings is gedoen ten opsigte van vier groepe, naamlik ingenieurs, lektore/professore, bestuurs- en administratiewe beroepe en die totale ekonomies bedrywige groep.

## 5.2 Ingenieurs

Van die 4 039 Blanke mans het 2 492 (62 %) aangedui dat hulle ingenieurs is. Van hierdie 2 492 ingenieurs het vier geen inkomste verstrek nie. In hierdie verslag word die loonstruktuur van 2 488 ingenieurs ontleed volgens werkgewer en ouderdom (tabel 7 en figuur 1), professionele status volgens werkgewer en ouderdom (tabelle 8 tot 10 en figure 2 tot 4), tak van ingenieurswese volgens werkgewer en ouderdom (tabelle 11 tot 15), ekonomiese sektor volgens werkgewer en tak van ingenieurswese (tabelle 16 tot 20), geografiese verspreiding (tabel 21) en byvoordele (tabelle 22 tot 24). Die 1973- en daaropvolgende opnames tot 1984 word volgens ouderdom, werkgewer en tak van ingenieurswese vergelyk in tabelle 25 tot 27.

## 5.3 Lektore/professore

Die loonstruktuur van 131 lektore/professore word volgens ouderdom en studierigting ontleed in tabelle 28 en 29.

## 5.4 Bestuurs- en administratiewe beroepe

Hierdie groep persone beoefen beroepe soos direkteur, bestuurder, superintendent en administrator. Drie persone het geen inkomste aangedui nie en word uitgesluit by verdere ontledings. Die loonstruktuur is ontleed volgens beroep en werkgewer (tabel 30), ouderdom en werkgewer (tabel 31), professionele status volgens ouderdom en werkgewer (tabelle 32 en 33 en figuur 5), studierigting van ingenieurskwalifikasie (tabel 34), ekonomiese sektor (tabel 35) en byvoordele (tabelle 36 tot 38). Laastens word die 1973- tot 1984-opnames vergelyk ten opsigte van ouderdom en werkgewer (tabelle 39 en 40).

## 5.5 Totale ekonomies bedrywige groep

By die ontleding van hierdie groep se loonstruktuur, is die gegewens van 'n groep van 19 persone uitgesluit wat geen inkomste aangedui het nie. Die loonstruktuur van hierdie groep is ontleed volgens werkgewer en ouderdom (tabel 41), professionele status, ouderdom en werkgewer (tabelle 42 en 43 en figuur 6), peil van hoogste kwalifikasie behaal, studierigting van kwalifikasie in ingenieurswese en werkgewer (tabelle 44 en 45), ekonomiese sektor en werkgewer (tabel 46), MBA-/MBL-gegraderdes volgens beroep en werkgewer (tabel 47) en byvoordele (tabelle 48 tot 50). Die gegewens van die 1973- tot 1984-opnames word in tabelle 51 en 52 vergelyk volgens ouderdom en werkgewer.

## 5.6 Salarisopnames van 1966 tot 1984

In figuur 7 word die 1984-loonstruktuur van die totale ekonomies bedrywige groep vergelyk met die 1966- tot 1970-opnames van die FVPI en die 1973- tot 1981-opnames van die RGN.

## 6. FINDINGS

Only a few findings are discussed briefly since the tables and figures are mainly self-explanatory.

### 6.1 Engineers

The fiftieth percentile income (median income) of R50 000 per year of self-employed engineers is considerably higher than the R31 200 of employees in the public sector and the R32 500 of employees in the private sector (see Tables 7.2 and 7.3). The remuneration of the self-employed person includes entrepreneur's remuneration and risk premium, with the result that the self-employed person's and the employees' income are not directly comparable. The self-employed engineers devote approximately 10 hours per week more to practising their occupation than the employees (46 median working hours per week in comparison with 36 and 37 of employees in the public and private sectors).

As can be expected, the engineers' income increases as they grow older and as their experience increases. The data show that the income in most cases increases until about 50 years of age, after which it decreases again. This is a very typical occurrence in a cross-section analysis of income according to age. According to Van Pletzen (1984) a similar trend is also noticeable in other occupations followed by White males.

The median income of civil engineers, the largest engineering branch, is higher for employees in the economic sector building and construction (R33 020 per year), than for employees in transport (R28 890 per year) and business services (R31 200 per year). The employees in the building and construction sector devote approximately six hours more per week to practising their occupation (42 median working hours as against 36).

The analyses of income according to geographical area show that employees of private firms in the "rest of W-V-area" receive a higher income (median income R34 770 per year) than the employees in the Peninsula (R29 900), Port Elizabeth (R30 180) and the "rest of Natal" (R27 840). The median age of the four groups of employees is 35 years (see Table 21).

Approximately three per cent of the employees in private firms indicated that they received shares from the Executive Share Scheme and estimated the value of this fringe benefit at R3 000 per year (Table 22a). Employees receive this fringe benefit apparently when their annual income reaches approximately R35 000 or higher (Table 23a).

According to the Commission for Administration all White males in the public service belong to a pension or provident fund and the Government's contribution is on average 21 % of a person's salary. The relatively high percentage employees in the public service who did not answer the question about the pension fringe benefit (15,0 %) or indicated that they did not receive it (10,7 %) indicates that employees are unaware of the employer's contribution to the pension fringe benefit (see Table 22b). Of the government employees who do receive the fringe benefit, 63,4 % accorded a value to it.

The annual median value of their employer's contribution to the pension fund is R3 000 and the range (10th to 90th percentile) is R510 to R6 960 per year.

The median value indicated by the employees in the other employers' sectors varies between R2 020 and R3 830 per

## 6. BEVINDINGS

Slegs enkele bevindings word kortliks bespreek aangesien die tabelle en figure grotendeels selfverduidelikend is.

### 6.1 Ingenieurs

Die vyftigste persentielinkomste (mediaaninkomste) van R50 000 per jaar van selfgeëmployeerde ingenieurs is aansienlik hoër as die R31 200 van werknemers in die openbare sektor en die R32 500 van werknemers in die private sektor (kyk tabelle 7.2 en 7.3). Die vergoeding van die selfgeëmployeerde sluit 'n ondernemingsloon en risikopremie in, met die gevolg dat die selfgeëmployeerde en die werknemer se inkomste nie direk vergelykbaar is nie. Die selfgeëmployeerde ingenieurs bestee ongeveer 10 ure per week meer aan die beoefening van hulle beroep as die werknemers (mediaanwerksure is 46 in vergelyking met 36 en 37 van werknemers in die openbare en private sektore).

Soos verwag kan word, styg die ingenieurs se inkomste namate hulle ouderdom en dus ook hulle werkervaring toeneem. Die gegewens toon aan dat die inkomste in die meeste gevalle styg tot ongeveer 50-jarige ouderdom om daarna weer te daal. Dit is 'n baie tipiese verskynsel by 'n dwarsnitontleding van inkomste volgens ouderdom. Volgens Van Pletzen (1984) is 'n soortgelyke tendens ook by ander beroepe wat deur Blanke mans beoefen word, waarneembaar.

Die mediaaninkomste van siviele ingenieurs, die grootste tak in ingenieurswese, is hoër vir werknemers in die ekonomiese sektor bou en konstruksie (R33 020 p.j.) as vir werknemers in vervoer (28 890 p.j.) en besigheidsdienste (R31 200 p.j.). Die werknemers in die bou- en konstruksiesektor bestee egter ongeveer 6 ure meer per week aan die beoefening van hulle beroep (mediaanwerksure 42 teenoor 36 vir vervoer en besigheidsdienste).

Die ontledings van inkomste volgens geografiese gebied toon dat werknemers in die private sektor in die "res van die W-V-gebied" 'n hoër inkomste ontvang (mediaaninkomste R34 770 p.j.) as die werknemers in die Skiereiland (R29 900), Port Elizabeth (R30 180) en die "res van Natal" (R27 840). Die mediaan-ouderdom van al vier die groepe werknemers is 35 jaar (kyk tabel 21).

Ongeveer drie persent van die werknemers in private firmas het aangedui dat hulle volgens die aandeeskema vir uitvoerende amptenare aandele ontvang en raam die waarde van dié byvoordeel op R3 000 per jaar (tabel 22a). Werknemers ontvang hierdie byvoordeel blykbaar wanneer hulle jaarlikse inkomste ongeveer R35 000 of meer is (tabel 23a).

Volgens die Kommissie vir Administrasie behoort alle Blanke mans in die Staatsdiens aan 'n pensioen- of voorsorgfonds en die Staat se bydrae is gemiddeld 21 % van 'n persoon se salaris. Die relatief hoë persentasie werknemers in die Staat wat nie die vraag oor die pensioenbyvoordeel beantwoord het nie (15,0 %), of aangedui het dat hulle dit nie ontvang nie (10,7 %), dui daarop dat werknemers onbewus is van die werkgever se bydrae tot die pensioenbyvoordeel (kyk tabel 22b). Van die werknemers van die Staat wat wel die byvoordeel ontvang, het 63,4 % 'n waarde daaraan toegeken.

Die jaarlikse mediaanwaarde van hulle werkgever se bydrae tot die pensioenbyvoordeel is R3 000 en die spanwydte (10de tot 90ste persentiel) R510 tot R6 960 p.j.

Die mediaanwaarde aangedui deur die werknemers in die ander werkgewersektore wissel tussen R2 020 en R3 830 per

annum with a range of R600 to R6 610 per annum. As can be expected, the employer's contribution to the pension fund increases as the employee's income increases, since the employer's contribution is usually calculated as a percentage of the employee's salary (see Table 23b).

When the median value of the pension fringe benefit for 1984 is compared with the value in 1981, an increase of 19,9 % per annum is found (from R1 450 in 1981 to R2 500 per annum in 1984).

Approximately 6 out of every 10 employees of private firms (61,7 %) indicated that they receive a car and estimate the value of this fringe benefit as R3 000 per year (Table 22c). Private firms provide a car apparently when the employee's annual income reaches approximately R20 000 or higher (Table 23c). In comparison quite a large number of employees in other employers' sectors do not receive a car and those who do, indicate a lower median value.

The housing benefit is received by more than 70 % of each employer group, with the exception of private firms, and the median value of the housing benefit varies from R3 000 to R4 630 per year. The employees of private firms who do receive this fringe benefit (29,7 %), indicate a low median value, viz. R3 350 per year.

In order to establish what percentage the value of fringe benefits is of the employee's income, only the data of those persons who indicated the value of at least one fringe benefit and answered the rest of the question about fringe benefits correctly, were taken into consideration. Approximately 47 % of the employees in both the public and the private sector indicated the money value of fringe benefits. In the public sector fringe benefits constitute 17,3 % of the remuneration packet as against 14,6 % in the private sector. In 1981 fringe benefits caused the gap between the incomes of employees in the public and the private sector to increase in favour of the private sector. It would now seem that this trend has been reversed and fringe benefits now make this gap smaller (Table 24).

For the period 1981 to 1984 there was a bigger percentage increase in the annual growth rate of the median income of employees in the public sector (17,0 %) than in the private sector (14,8 %) (see Table 26). For self-employed persons the annual growth rate in median income was 16,2 %.

During the same period the annual growth rate in the median income of agricultural engineers was 22,6 % which is much higher than the 6,8 % to 16,9 % of the engineers in any one of the other branches (see Table 27).

## **6.2 Lecturers/professors**

Although the median income of lecturers/professors was lower for most age groups than that of engineers in the semi-government sector, the income for the two occupational groups as a whole was virtually the same (R30 170 as against R30 380 per annum) (compare the information in Tables 7 and 28). The median working hours per week are the same for the two occupational groups, viz. 35. The median income of lecturers/professors with a qualification in chemical, electrical or mechanical engineering is higher than that of persons in other fields of study (see Table 29).

Analyses not included in this report, show that 85 lecturers/professors indicated that they receive the pension

jaar met 'n spanwydte van R600 tot R6 610 per jaar. Soos verwag kan word styg die werkgewer se bydrae tot die pensioenfonds namate die werknemer se inkomste toeneem aangesien die werkgewer se bydrae gewoonlik op 'n persentasie van die salaris van die werknemer bereken word (kyk tabel 23b).

Indien die mediaanwaarde van die pensioenbyvoordeel vir 1984 vergelyk word met die waarde in 1981 word 'n styging van 19,9 % per jaar gevind (van R1 450 p.j. in 1981 tot R2 500 in 1984).

Ongeveer 6 uit elke 10 werknemers van private firmas (61,7 %) het aangedui dat hulle 'n motor ontvang en raam die waarde van dié byvoordeel op R3 000 per jaar (tabel 22c). Private firmas verskaf 'n motor blykbaar wanneer die werknemer se jaarlikse inkomste 'n peil van ongeveer R20 000 of hoër bereik (tabel 23c). In vergelyking ontvang heelwat minder werknemers in ander werkgewerssektore 'n motor en dié wat dit wel ontvang, dui ook 'n laer mediaanwaarde aan.

Die behuisingsvoordeel word deur meer as 70 % van elke werkgewergroep, met die uitsondering van private firmas, ontvang en die mediaanwaarde van die behuisingsvoordeel wissel van R3 000 tot R4 630 per jaar. Die werknemers van private firmas wat wel hierdie byvoordeel ontvang (29,7 %) dui 'n lae mediaanwaarde aan, naamlik R3 350 per jaar.

Om te bepaal watter persentasie die waarde van byvoordele van die inkomste van die werknemer vorm, is die gegewens van slegs daardie persone wat die waarde van minstens een byvoordeel aangedui en die res van die vraag oor byvoordele korrek beantwoord het, in ag geneem. Ongeveer 47 % van die werknemers in sowel die openbare as die private sektor het die geldwaarde van byvoordele aangedui. In die openbare sektor maak byvoordele 17,3 % van die vergoedingspakket uit teenoor die 14,6 % in die private sektor. In 1981 het die effek van byvoordele op die inkomstepakket daartoe gelei dat die gaping in die loonpeile ten gunste van die werknemer in die private sektor verder vergroot het. Dit wil egter voorkom of die gaping in 1984 verklein het ten gunste van die werknemer in die openbare sektor (tabel 24).

Vir die tydperk 1981 tot 1984 was daar 'n groter persentasie styging in die jaarlikse groeikoers van die mediaaninkomste van werknemers in die openbare sektor (17,0 %) as in die private sektor (14,8 %) (kyk tabel 26). Vir selfgeëmpte was die jaarlikse groeikoers in mediaaninkomste 16,2 %.

In dieselfde tydperk was die jaarlikse groeikoers in die mediaaninkomste van landbou-ingenieurs 22,6 %, wat baie hoër is as die 6,8 % tot 16,9 % van die ingenieurs in enige een van die ander vertakings (kyk tabel 27).

## **6.2 Lektore/professore**

Alhoewel die mediaaninkomste van lektore/professore vir die meeste ouderdomsgroepe laer is as dié van ingenieurs in die semi-staat, is dit vir die twee beroepsgroepe as geheel feitlik dieselfde (R30 170 teenoor R30 380 p.j.) (vergeelyk die inligting in tabelle 7 en 28). Die mediaanwerksure per week vir die twee beroepsgroepe is dieselfde, naamlik 35. Die mediaaninkomste van lektore/professore met 'n kwalifikasie in chemiese, elektriese of meganiese ingenieurswese is hoër as dié van persone in ander studierigtings (kyk tabel 29).

Ontledings wat nie in hierdie verslag opgeneem is nie, toon dat 85 lektore/professore aangedui het dat hulle die pensioenbyvoordeel ontvang met 'n mediaanwaarde van R2 500



fringe benefit with a median value of R2 500 per annum and the range is R640 to R4 590 per annum. Only two persons receive a car and one person receives an entertainment allowance. The 92 lecturers/professors (70,2 %) who receive the housing benefit, indicated a median value of R1 130 per year and the range is R1 000 to R1 250 per year.

### 6.3 Managerial and administrative occupations

Management posts are normally promotion posts and for this reason it can be expected that the median income of engineers in managerial and administrative occupations will be higher than that of engineers in the corresponding employers' sector and age group. A much bigger percentage of engineers in managerial and administrative occupations work in the private sector (79,4 %) than in the public sector (6,4 %) or as self-employed persons (14,2 %).

The data concerning fringe benefits (Tables 36 and 37) reveal the same trends as those that were observed with engineers who do not hold managerial posts. A small percentage (7,2) in private firms indicate that they share in the executive share scheme and they estimate the value of this benefit at R4 480 per year. A large percentage in each employer group indicated that their employer contributes to a pension fund. Approximately 8 out of every 10 employees of private firms receive a car (median value R2 500 per annum) and in proportion fewer employees of private firms (28,9 %) receive a housing benefit than employees in other employer sectors (50,0 % to 81,8 %), and those who do receive this benefit, indicate a median value of R4 000 per annum.

Employees in a private firm receive a car when their income reaches approximately R25 000 per year or higher and an entertainment allowance of approximately R1 200 per year when their income is approximately R30 000 per year. Of those employees who do receive benefits and who answered the question correctly, more than 50 % in the private sector indicated that the total value of fringe benefits amounted to 15,7 % of their income. For the employee in the public sector the comparable figure is 18,3 % (see Table 38). The net effect on the income package (income plus value of total fringe benefits) is that the difference between the wage levels of the employees in the public and private sectors decreases in favour of the employee in the public sector.

During the period 1981 to 1984 the median income of employees in the public sector increased with 15,0 % per year as against the 14,3 % of employees in the private sector. The money value of the increase was R26 000 to R39 530 per year from 1981 to 1984 as against R30 000 to R44 750 per year (see Table 40).

### 6.4 Total economically active group

The income of graduates with training in engineering, irrespective of the name of the occupation, increased as follows during the period 1973 to 1984: private sector, 12,9 %, public sector, 12,7 % and self-employed persons, 11,0 % per year. During the period 1981 to 1984, the annual growth was respectively 16,9 % and 15,2 % in the public and private sector as against 17,0 % in respect of the self-employed persons (see Table 52).

per jaar en die spanwydte daarvan is R640 tot R4 590 per jaar. Slegs twee persone ontvang 'n motor en een persoon ontvang 'n onthaaltoelae. Die 92 lektore/professore (70,2 %) wat die behuisingsvoordeel ontvang, dui 'n mediaanwaarde van R1 130 per jaar daarvoor aan en die spanwydte is R1 000 tot R1 250 per jaar.

### 6.3 Bestuurs- en administratiewe beroepe

Bestuursposte is normaalweg bevorderingsposte en daarom kan verwag word dat ingenieurs wat bestuurs- en administratiewe beroepe beoefen se mediaaninkomste hoër sal wees as dié van ingenieurs in die ooreenstemmende werkgewer-sektor en ouderdomsgroep. 'n Veel groter persentasie ingenieurs in bestuurs- en administratiewe beroepe is werksaam in die private sektor (79,4 %) as in die openbare sektor (6,4 %) of as selfgeëmployeerdes (14,2 %).

Die gegewens oor byvoordele (tabelle 36 en 37) toon dieselfde tendense soos wat by die ingenieurs, wat nie bestuursposisies beklee nie, waargeneem is. 'n Klein persentasie (7,2) van die persone in die private firmas het aangedui dat hulle deel in die aandeeskema en hulle raam die waarde van dié byvoordeel op R4 480 per jaar. 'n Groot persentasie in elke werkgewergroep het aangedui dat hul werkgewer bydra tot 'n pensioenfonds. Ongeveer 8 uit elke 10 werknemers van private firmas ontvang 'n motor (mediaanwaarde R2 500 per jaar) en in verhouding ontvang minder werknemers van private firmas (28,9 %) 'n behuisingsvoordeel as werknemers in die ander werkgewer-sektore (50,0 % tot 81,8 %), en dié wat dit wel ontvang, dui 'n mediaanwaarde van R4 000 per jaar aan.

Werknemers in private firmas ontvang 'n motor wanneer hul inkomste ongeveer R25 000 per jaar of meer beloop en 'n onthaaltoelae van ongeveer R1 200 per jaar wanneer hulle inkomste ongeveer R30 000 per jaar bedra. Van die werknemers wat wel byvoordele ontvang en die vraag korrek beantwoord het, het meer as 50 % in die private sektor aangedui dat die totale waarde van byvoordele 15,7 % van hulle inkomste bedra. Vir die werknemers in die openbare sektor is die vergelykbare syfer 18,3 % (kyk tabel 38). Die netto effek op die inkomstepakket (inkomste plus waarde van totale byvoordele) is dat die gaping tussen die loonpeile van die werknemers in die openbare en private sektore verklein ten gunste van die werknemer in die openbare sektor.

In die tydperk 1981 tot 1984 het die mediaaninkomste van werknemers in die openbare sektor met 15,0 % per jaar gestyg teenoor die 14,3 % van werknemers in die private sektor. In randwaarde was die styging R26 000 tot R39 530 per jaar van 1981 tot 1984 teenoor R30 000 tot R44 750 per jaar (kyk tabel 40).

### 6.4 Totale ekonomiese bedrywige groep

Gegradueerdes met opleiding in ingenieurswese, ongeag beroepsbenaming, se inkomste het in die tydperk 1973 tot 1984 soos volg gestyg: private sektor, 12,9 %, openbare sektor, 12,7 % en selfgeëmployeerdes 11,0 % per jaar. Vir die tydperk 1981 tot 1984 was die jaarlikse groei onderskeidelik 16,9 % en 15,2 % in die private en openbare sektor teenoor 17,0 % ten opsigte van die selfgeëmployeerdes (kyk tabel 52).

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## 7. BRONNELYS

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## ENGINEERS

### OCCUPATIONAL TITLES

Agricultural engineer, chemical engineer, civil engineer, electrical engineer, industrial engineer, mechanical engineer, metallurgical engineer, mining engineer, other engineer (e.g. systems engineer, branch of engineering unknown)

### ANALYSES

Subject and table number

- Age 7 to 15, 18 to 21, 25
- Branch of engineering 11 to 15, 17 to 20, 27
- Comparison 1973—1984 surveys 25 to 27
- Economic sector 16 to 20
- Employer 7 to 14, 16 to 20 and figures 1 to 4
- Fringe benefits 22 to 24
- Geographical distribution 21
- Professional status 8 to 10 and figures 2 to 4

## INGENIEURS

### BEROEPSBENAMINGS

Landbouingenieur, chemiese ingenieur, siviele ingenieur, elektriese ingenieur, bedryfsingenieur, meganiese ingenieur, metallurgiese ingenieur, mynbou ingenieur, ander ingenieurs (bv. stelselingenieur, tak van ingenieurswese onbekend)

### ONTLEDINGS

Onderwerp en tabelnommer

- Byvoordele 22 tot 24
- Ekonomiese sektor 16 tot 20
- Geografiese verspreiding 21
- Ouderdom 7 tot 15, 18 tot 21, 25
- Professionele status 8 tot 10 en figure 2 tot 4
- Tak van ingenieurswese 11 tot 15, 17 tot 20, 27
- Vergelyking tussen die 1973—1984-opnames 25 tot 27
- Werkgewer 7 tot 14, 16 tot 20 en figure 1 tot 4

TABLE 7  
ENGINEERS  
INCOME ACCORDING TO EMPLOYER AND AGE (R.P.A.)  
7.1 EMPLOYEES IN PUBLIC SECTOR

TABEL 7  
INGENIEURS  
INKOMSTE VOLGENS WERKGEWER EN OUDERDOM (R.P.J.)  
7.1 WERKNEMERS IN OPENBARE SEKTOR

AGE	GOVERNMENT STAAT				LOCAL AUTHORITY PLAASLIKE OORHEID				SEMI-GOVERNMENT SEMI-STAAT				OUD					
	N	ME HRS	PERCENTILE/PERSENTIEL			N	ME URE	PERCENTILE/PERSENTIEL			N	ME HRS		PERCENTILE/PERSENTIEL				
			10	50	90			10	50	90			10	50	90			
21																21		
22																22		
23		2									4					23		
24		3									7	36		18060		24		
(20-24)		5	36		17900						11	36	13040	18060	19110	(20-24)		
25		17	36	14650	17670	20520					19	36	10100	17900	23300	25		
26		14	37	14940	18460	23590			4		17	36	15300	19180	22330	26		
27		24	37	17820	21920	24790			2		16	36	16190	19180	26990	27		
28		20	36	15430	21590	33190			4		13	36	15400	22620	37560	28		
29		11	38	20470	27120	33130			4		15	36	18130	26280	30450	29		
(25-29)		86	36	15300	20220	27430	16	36	15280	22330	28600	80	36	16500	20080	28470	(25-29)	
30		12	38	17180	28210	34310			2		8	37		27500		30		
31		19	37	22380	27140	34270			6	36		13	37	21400	31200	34590	31	
32		23	37	22590	28000	31760			7	39	27160		6	36	31480	32		
33		13	37	27550	31600	37000			10	37	25330	28400	38850		7	37	31690	33
34		12	38	19480	29460	38430			3				8	36	35020	34		
(30-34)		79	37	21650	28370	34270	28	36	24300	27230	36040	42	37	21870	30870	36490	(30-34)	
35-39		47	37	29020	35040	41170	39	36	26400	31500	39260	35	38	27930	35040	41480	35-39	
40-44		36	37	31960	39370	44270	17	36	25200	32740	42600	18	36	28170	36650	45400	40-44	
45-49		26	38	33100	40550	48090	28	36	26780	32320	38840		7	36	36410	45-49		
50-54		19	38	32770	40000	47830	24	36	26050	32500	38110		9	36	35000	50-54		
55-59		33	37	31340	39280	54800	34	36	28330	33800	43970		14	37	32110	40130	57140	55-59
60-64		16	36	29840	42440	54280	30	36	26820	33650	40790		12	37	29860	34250	69720	60-64
65+		12	36	10600	29520	39300			8	36	31610		2			65+		
TOTAL		359	37	18020	31690	43920	224	36	24440	31740	39450	230	36	17880	30380	40270	TOTAAL	

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = WERKSURE PER WEEK

TABLE 7 (CONTINUED)

TABEL 7 (VERVOLG)

7.2 EMPLOYEES IN PRIVATE SECTOR AND SELF-EMPLOYED

7.2 WERKNEMERS IN PRIVATE SEKTOR EN SELFGEEMPLOJEERD

AGE	EMPLOYEES IN PRIVATE SECTOR/WERKNEMERS IN PRIVATE SEKTOR				SELF-EMPLOYED SELFGEEMPLOJEERD				OUD									
	PUBLIC CORPORATION OPENBARE KORPORASIE				PRIVATE FIRM PRIVATE FIRMA													
	N	ME HRS	PERCENTILE/PERSENTIEL			N	ME URE	PERCENTILE/PERSENTIEL			N	ME HRS	PERCENTILE/PERSENTIEL					
			10	50	90			10	50	90			10	50	90			
21																21		
22																22		
23		3				6	41			19480						23		
24		10	37	15490	17540	19910	16	38	13540	16270	20520					24		
(20-24)		13	36	12800	17240	19650	22	39	14250	16700	20680					(20-24)		
25		24	36	15180	19030	21880	24	38	17090	18680	22420					25		
26		26	37	17070	20160	26220	42	37	15600	19430	25050					26		
27		25	37	17720	22000	30360	49	38	15600	21600	29080					27		
28		26	37	18160	25080	31150	47	37	18890	25050	32500					28		
29		16	38	19280	23550	31840	44	37	20820	30000	36070					29		
(25-29)		117	37	17300	20800	29120	206	37	17570	21890	32500	6	50		37250	(25-29)		
30		15	38	19120	28990	34370	48	38	20890	27800	33490					30		
31		16	38	19690	30430	36660	49	38	22010	31200	40000		6	43		40500	31	
32		9	37		32300		55	40	22640	30820	41870		5	55		53000	32	
33		17	37	23950	30230	39620	37	37	27660	34030	43320		10	44	24000	37000	63100	33
34		18	38	25320	32430	36990	48	38	25080	34400	41690		5	55		40000	34	
(30-34)		75	36	22270	30450	35830	237	38	23370	31100	40100	28	47	23600	43750	81100	(30-34)	
35-39		46	36	32180	38660	44930	136	37	29390	36000	48770	62	46	30750	50000	89160	35-39	
40-44		33	37	28700	40630	53430	98	38	28950	40950	61440	56	46	40000	60000	108400	40-44	
45-49		13	37	27350	40180	49900	77	35	25810	40100	74250	64	46	33610	50000	113000	45-49	
50-54		10	37	33460	40950	57240	55	40	29830	42000	77100	34	44	25000	60000	100000	50-54	
55-59		20	37	31510	39500	57950	78	38	30320	44500	83800	41	46	24200	45000	93600	55-59	
60-64		13	37	22720	42680	62840	40	37	25180	40240	79920	34	39	14500	45000	95000	60-64	
65+		6	36		20800		32	35	8030	28300	46950	22	27	13670	36700	91600	65+	
TOTAL		346	37	18510	30300	44560	581	38	19670	33000	53000	348	46	25000	50000	97840	TOTAAL	

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = WERKSURE PER WEEK

TABLE 7 (CONTINUED)

TABLE 7 (VERVOLG)

7.3 SUMMARY

7.3 OPSOMMING

AGE	PUBLIC SECTOR EMPLOYEES (TOTAAL)			PRIVATE SECTOR EMPLOYEES (TOTAAL)			GRAND TOTAL (EMPLOYEES AND SELF-EMPLOYED)		
	N	ME HRS	PERCENTILE/PERSENTIEL 50 90	N	ME HRS	PERCENTILE/PERSENTIEL 50 90	N	ME HRS	PERCENTILE/PERSENTIEL 50 90
21									
22									
23	6	37	17310	9	40	18000	15	37	12300
24	10	36	15350	26	37	14320	37	37	14680
(20-24)	16	36	14390	35	37	14120	52	37	14250
25	38	36	14670	48	36	16170	87	36	15270
26	35	36	15180	68	37	16930	103	37	15600
27	42	37	16930	74	38	17180	117	38	17190
28	37	36	16320	73	37	18870	111	37	18000
29	30	36	20140	60	37	20110	93	37	20190
(25-29)	182	36	15460	323	37	17330	511	37	17010
30	22	37	19200	63	38	20840	87	38	20680
31	38	37	22360	65	38	21770	109	37	22100
32	36	37	24200	64	38	22610	105	38	23520
33	30	37	25330	54	37	26520	94	37	26130
34	23	37	20020	66	38	25570	94	38	23840
(30-34)	149	37	22530	312	38	23030	489	38	23000
35-39	121	37	28060	182	37	30000	365	38	28840
40-44	71	37	28570	131	37	28790	258	38	29690
45-49	61	36	29330	90	38	30120	215	38	30630
50-54	52	36	27430	65	39	30360	151	37	29040
55-59	81	36	30280	98	37	31400	220	37	30000
60-64	58	36	28220	53	37	25720	145	37	25820
65+	22	36	10940	38	35	8090	82	35	12070
TOTAL	813	36	18620	1327	37	19200	2488	37	19240
			41170			50000			33390
			31200			32500			55000

HRS = WORKING HOURS PER WEEK

OUDE = OOUERDOM//URE = WERKSURE PER WEEK

FIGURE 1

FIGUUR 1

ENGINEERS

INGENIEURS

INCOME ACCORDING TO EMPLOYER

INKOMSTE VOLGENS WERKGEWER

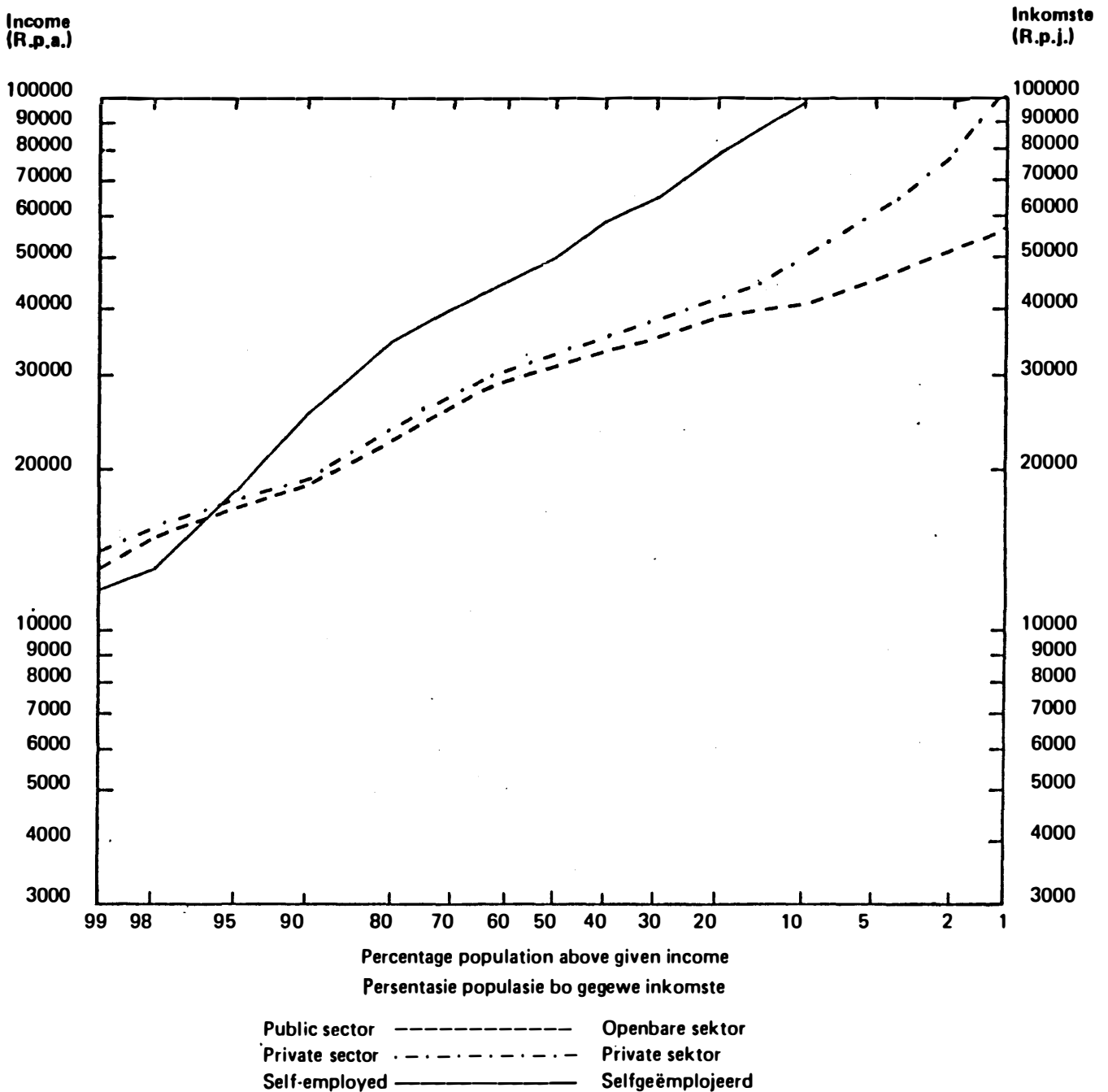


TABLE 7  
ENGINEERS  
INCOME OF PROFESSIONAL ENGINEERS  
ACCORDING TO EMPLOYER AND AGE (R.P.A.)  
8.1 EMPLOYEES IN PUBLIC SECTOR

TABEL 8  
INGENIEURS  
INKOMSTE VAN PROFESSIONELE INGENIEURS  
VOLGENS WERKGEMEEN EN OUDERDOM (R.P.A.)  
8.1 WERKNEMERS IN OPENBARE SEKTOR

AGE	GOVERNMENT STAAT					LOCAL AUTHORITY PLAASLIKE OORHEID					SEMI-GOVERNMENT SEMI-STAAT					GUD
	N	ME HRS	PERCENTILE/PERSENTIEL			N	ME HRS	PERCENTILE/PERSENTIEL			N	ME HRS	PERCENTILE/PERSENTIEL			
			10	50	90			10	50	90			10	50	90	
21																21
22																22
23																23
24																24
(20-24)																(20-24)
25																25
26																26
27																27
28	1										4					28
29	2					1					6	36		28850		29
(25-29)	3					1					10	36	20230	26220	39140	(25-29)
30	6	37		28810							1					30
31	14	37	22050	28290	36920	5	36		33800		7	36		31200		31
32	16	38	19620	28270	31570	5	42		27500		3					32
33	11	37	27270	31600	34000	7	37		26250		4					33
34	7	38		33150		1					5	36		35040		34
(30-34)	54	37	24390	29360	34420	19	38	24780	27230	36000	20	36	22290	31850	36530	(30-34)
35-39	40	37	29280	36000	41170	30	36	26460	32240	39260	25	38	27930	35040	43550	35-39
40-44	35	37	31730	39380	44320	15	36	26580	32740	44750	15	36	28110	35040	46600	40-44
45-49	25	38	32800	40270	48090	22	36	27220	33080	40140	7	36		36410		45-49
50-54	19	38	32770	40000	47830	17	36	25600	33480	41270	8	36		34400		50-54
55-59	30	36	32710	40140	55700	25	36	27380	33800	44670	12	37	32070	43290	57140	55-59
60-64	15	37	29790	43710	54380	26	36	26670	33840	41120	11	37	33530	34500	73150	60-64
65+	11	36	10400	31000	39850	8	34		31610		1					65+
TOTAL	232	37	28060	36000	47260	163	36	26250	32630	40600	109	36	26000	35000	46310	TCTAAL

HRS = WORKING HOURS PER WEEK

GUD = OUDERDOM//URE = WERKSURE PER WEEK

TABLE 8 (CONTINUED)

TABEL 8 (VERVOLG)

8.2 EMPLOYEES IN PRIVATE SECTOR AND SELF-EMPLOYED

8.2 WERKNEMERS IN PRIVATE SEKTOR EN SELFGEËMPLUJDE

AGE	EMPLOYEES IN PRIVATE SECTOR/WERKNEMERS IN PRIVATE SEKTOR					SELF-EMPLOYED SELFGEËMPLUJDE					GUD					
	PUBLIC CORPORATION OPENBARE KORPORASIE			PRIVATE FIRM PRIVATE FIRMA		PUBLIC CORPORATION OPENBARE KORPORASIE			PRIVATE FIRM PRIVATE FIRMA							
	N	ME HRS	PERCENTILE/PERSENTIEL			N	ME HRS	PERCENTILE/PERSENTIEL			N	ME HRS	PERCENTILE/PERSENTIEL			
			10	50	90			10	50	90			10	50	90	
21																21
22																22
23																23
24											1					24
(20-24)											1					(20-24)
25																25
26																26
27	3															27
28	3					9	37			31850						28
29	2					10	37	25100	33770	42020	2					29
(25-29)	6	40		29280		21	37	22220	32400	41640	2					(25-29)
30	6	35		30500		18	38	23650	29500	35070	1					30
31	6	36		30660		22	37	24600	32120	40850	6	43		40500		31
32	3					26	40	22670	31310	45000	4					32
33	5	37		35040		20	37	28010	34300	43910	9	42		38000		33
34	5	38		35000		37	37	26440	36000	44270	3					34
(30-34)	32	38	27550	33000	39460	123	38	25140	32500	42820	23	46	26400	45600	81200	(30-34)
35-39	32	36	32600	38900	46000	106	37	29820	36000	48770	58	46	30000	48500	90000	35-39
40-44	25	37	28640	43150	54400	78	38	28480	40820	63100	55	46	40000	60000	109200	40-44
45-49	10	38	32920	41650	51850	66	40	31760	41050	75310	62	46	33250	50500	115800	45-49
50-54	8	37		40950		45	38	29380	43260	72720	34	44	25000	60000	100000	50-54
55-59	17	37	30690	40000	60860	66	38	29570	43360	79680	40	46	24100	44000	94300	55-59
60-64	12	37	28030	42810	63380	34	37	24500	40240	83000	33	40	14400	45000	96000	60-64
65+	5	36		22600		27	35	7960	26600	50490	18	27	12220	36700	66000	65+
TOTAL	150	37	28800	36230	51050	566	37	26600	36860	60000	326	46	25700	50000	100000	TCTAAL

HRS = WORKING HOURS PER WEEK

GUD = OUDERDOM//URE = WERKSURE PER WEEK

TABLE 8 (CONTINUED)

TABLE 8 (VERVOLGD)

8.3 SUMMARY

8.3 OPSOMMING

AGE	PUBLIC SECTOR EMPLOYEES (TOTAAL)			PRIVATE SECTOR EMPLOYEES (TOTAAL)			GRAND TOTAL (EMPLOYEES AND SELF-EMPLOYED)						
	N	ME HRS	PERCENTILE/PERSENTIEL 10 50 90	N	ME HRS	PERCENTILE/PERSENTIEL 10 50 90	N	ME HRS	PERCENTILE/PERSENTIEL 10 50 90				
	OPENBARE SEKTOR WERKNEMERS (TOTAAL)			PRYVATE SEKTOR WERKNEMERS (TOTAAL)			GROOTTOTAAL (WERKNEMERS & SELFGEËMPLCJEEERD) GUD						
21										21			
22										22			
23										23			
24										24			
(20-24)										(20-24)			
25										25			
26				1						26			
27				4						27			
28	5	36	23300	12	37	21750	30550	214900	17	37	21270	29250	90160
29	5	36	28440	12	36	24570	33380	41260	23	36	24160	30400	40880
(25-29)	14	36	28300	29	37	22230	31960	38720	45	37	22400	30000	39270
30	8	36	28810	24	38	24520	29500	34370	33	38	25030	29240	35280
31	26	36	29530	28	37	25200	31460	40550	60	37	24210	31060	40450
32	24	38	26860	29	40	22750	31800	45000	57	39	23560	30420	45100
33	22	37	30170	29	37	28000	34570	43150	60	37	26250	32730	43080
34	13	37	25590	46	37	26880	35420	42160	62	37	27070	35040	43120
(30-34)	93	37	24370	156	38	26230	32900	41850	272	38	25060	31700	42060
35-39	55	37	29040	138	37	30360	36500	48020	291	38	29280	36440	53290
40-44	65	37	28720	103	37	28700	41300	60600	223	38	29820	41000	70000
45-49	54	36	29850	76	39	32000	41050	65950	192	39	30960	41500	80000
50-54	44	36	28230	53	37	29980	42000	66120	131	38	29190	40480	75640
55-59	67	36	30310	83	38	30500	42500	76280	190	38	30000	40610	69900
60-64	52	36	27810	46	37	26680	40580	79440	131	37	25270	39000	80000
65+	20	36	10630	32	35	10100	25300	47140	70	35	12020	30000	49950
TOTAL	504	36	27000	716	37	27280	36780	55000	1546	37	27000	37000	62120

HRS = WORKING HOURS PER WEEK

GUD = LUUDERDOM/URE = WEEKSURE PER WEEK



FIGURE 2

ENGINEERS

INCOME OF PROFESSIONAL ENGINEERS

ACCORDING TO EMPLOYER

FIGUUR 2

INGENIEURS

INKOMSTE VAN PROFESSIONELE

INGENIEURS VOLGENS WERKGEWER

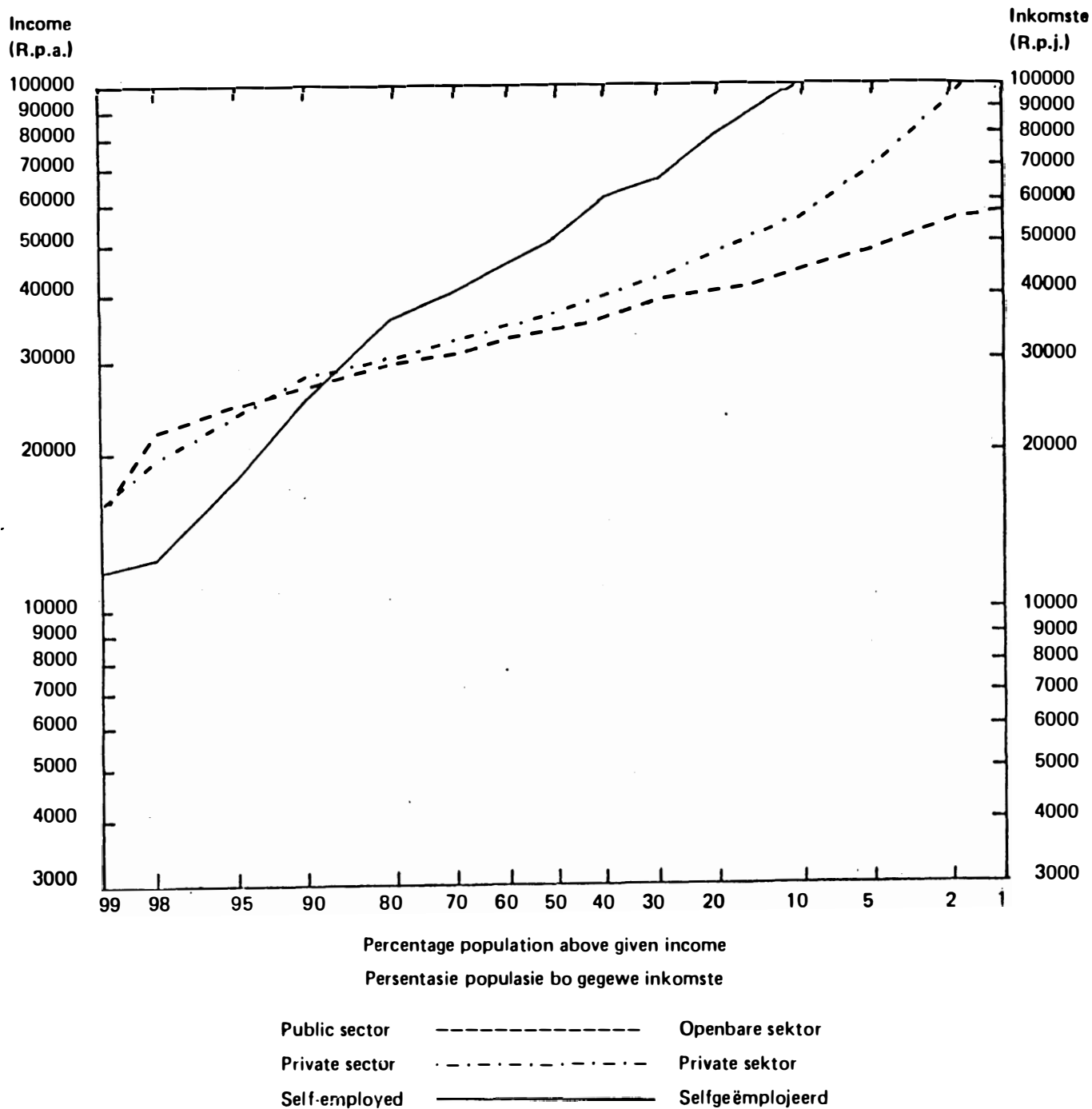


TABLE 9  
ENGINEERS  
INCOME OF ENGINEERS IN TRAINING  
ACCORDING TO EMPLOYER AND AGE (R.P.A.)  
9.1 EMPLOYEES IN PUBLIC SECTOR

TABEL 9  
INGENIEURS  
INKOMSTE VAN INGENIEURS-IN-OPLEIDING  
VOLGENS WERKGEWER EN OUDERDOM (R.P.J.)  
9.1 WERKNEMERS IN OPENBARE SEKTOR

AGE	GOVERNMENT STAAT					LOCAL AUTHORITY PLAASLIKE OORHEID					SEMI-GOVERNMENT SEMI-STAAT					GDD
	N	ME HRS	PERCENTILE/PERSENTIEL			N	ME URE	PERCENTILE/PERSENTIEL			N	ME HRS	PERCENTILE/PERSENTIEL			
			10	50	90			10	50	90			10	50	90	
21																21
22																22
23	2										4					23
24	3										6	36		18270		24
(20-24)	5	36		17900							10	36	12770	18270	19140	(20-24)
25	16	36	14540	17630	20470	2					18	36	10040	17940	23460	25
26	13	36	14930	18900	23700	3					16	36	15300	19180	20650	26
27	22	36	17800	22130	25000	2					13	37	17090	19160	27480	27
28	19	36	15300	21100	28170	4					5	36		22360		28
29	8	36		26070		3					8	37		21780		29
(25-29)	78	36	15300	20220	26180	14	36	15200	20810	28600	64	36	15900	19180	26620	(25-29)
30	6	35		23840							7	37		26890		30
31	5	37		23890		1					6	35		30620		31
32	7	36		27020		2					2					32
33	2					2					3					33
34	5	38		20320		2					3					34
(30-34)	25	37	19300	26000	34620	7	36		27230		21	38	21150	28800	36770	(30-34)
35-39	6	37		33190		5	37		25500		4					35-39
40-44																40-44
45-49						1										45-49
50-54																50-54
55-59																55-59
60-64											1					60-64
65+																65+
TOTAL	114	36	16070	21520	31040	27	36	15550	24300	33670	100	36	16500	20260	33610	TCTAAL

HRS = WORKING HOURS PER WEEK

GDD = OUDERDOM//URE = WORKSURE PER WEEK

TABLE 9 (CONTINUED)

TABEL 9 (VERVOLGD)

9.2 EMPLOYEES IN PRIVATE SECTOR AND SELF-EMPLOYED

9.2 WERKNEMERS IN PRIVATE SEKTOR EN SELFGEEMPLOEGDE

AGE	EMPLOYEES IN PRIVATE SECTOR/WERKNEMERS IN PRIVATE SEKTOR										SELF-EMPLOYED SELFGEEMPLOEGDE					GDD
	PUBLIC CORPORAATION OPENBARE OORHEID					PRIVATE FIRM PRIVATE FIRMA										
	N	ME HRS	PERCENTILE/PERSENTIEL			N	ME URE	PERCENTILE/PERSENTIEL			N	ME HRS	PERCENTILE/PERSENTIEL			
			10	50	90			10	50	90			10	50	90	
21																21
22																22
23	3					4										23
24	10	37	15490	17590	19910	13	38	14270	16500	20640						24
(20-24)	13	36	12800	17290	15650	17	39	14330	16500	21200						(20-24)
25	23	36	15100	15180	21910	18	40	16890	18610	21490	1					25
26	24	36	17490	20160	26350	34	37	15600	19340	22510						26
27	15	36	17300	21450	28000	42	38	15750	21400	29000						27
28	22	36	17690	24280	30540	29	37	18500	23600	32400						28
29	12	35	19070	23550	33700	26	37	15510	27510	35540	1					29
(25-29)	100	36	17300	20540	27270	149	37	17160	21200	30420	2					(25-29)
30	6	36		25410		27	37	20160	25550	32100	1					30
31	10	38	18680	25900	39780	16	41	20180	29330	36040						31
32	4					20	38	22390	28500	38510	1					32
33	5	40		28440		8	38		33700		1					33
34	6	37		31140		6	43		27000		1					34
(30-34)	33	37	15980	28440	35810	77	38	21300	27550	36000	4					(30-34)
35-39	6	40		34450		12	37	20920	33010	44750	2					35-39
40-44	1					1										40-44
45-49						1										45-49
50-54																50-54
55-59																55-59
60-64	1															60-64
65+	1															65+
TOTAL	155	37	17240	21450	32380	257	37	17440	23100	33560	8	56	28000	47500	81000	TCTAAL

HRS = WORKING HOURS PER WEEK

GDD = OUDERDOM//URE = WORKSURE PER WEEK

TABLE 9 (CONTINUED)

TABEL 9 (VERVOLG)

9.3 SUMMARY

9.3 LPSGMING

AGE	PUBLIC SECTOR EMPLOYEES (TOTAAL)			PRIVATE SECTOR EMPLOYEES (TOTAAL)			GRAND TOTAL (EMPLOYEES AND SELF-EMPLOYED)		
	N	ME HRS	PERCENTILE/PERSENTIEEL 10 50 90	N	ME HRS	PERCENTILE/PERSENTIEEL 10 50 90	N	ME HRS	PERCENTILE/PERSENTIEEL 10 50 90
21									
22									
23	6	37	17310	7	40	18000	13	37	12200
24	9	36	18040	23	37	16900	32	37	14830
(20-24)	15	36	14120	30	37	17090	45	37	14300
25	36	36	17880	41	36	18850	78	36	15140
26	32	36	18530	58	36	19800	90	36	15600
27	37	38	21660	61	38	21450	98	38	17200
28	32	36	21590	51	37	24050	83	36	17800
29	19	37	25970	38	37	26350	58	37	19940
(25-29)	156	36	19650	249	37	21000	407	37	16550
30	13	36	24510	35	37	25950	49	38	19240
31	12	37	25150	26	39	28280	38	38	20450
32	11	36	27020	24	38	28500	36	37	23640
33	7	36	34170	13	38	31600	21	37	25260
34	10	36	27800	12	36	29690	23	39	20020
(30-34)	53	37	27230	110	38	28000	167	38	20440
35-39	15	37	32510	18	36	34450	35	37	26170
40-44				2			2		
45-49	1			1			2		
50-54									
55-59									
60-64	1			1			2		
65+				1			1		
TOTAL	241	36	16120	412	37	17270	661	37	16910
			21650			22400			22100
			32490			33170			33410

HRS = WORKING HOURS PER WEEK

CLC = CUDERDCM//URE = WERKSURE PER WEEK

FIGURE 3

ENGINEERS

INCOME OF ENGINEERS IN TRAINING  
ACCORDING TO EMPLOYER

FIGUUR 3

INGENIEURS

INKOMSTE VAN INGENIEURS-  
IN-OPLEIDING VOLGENS WERKGEWER

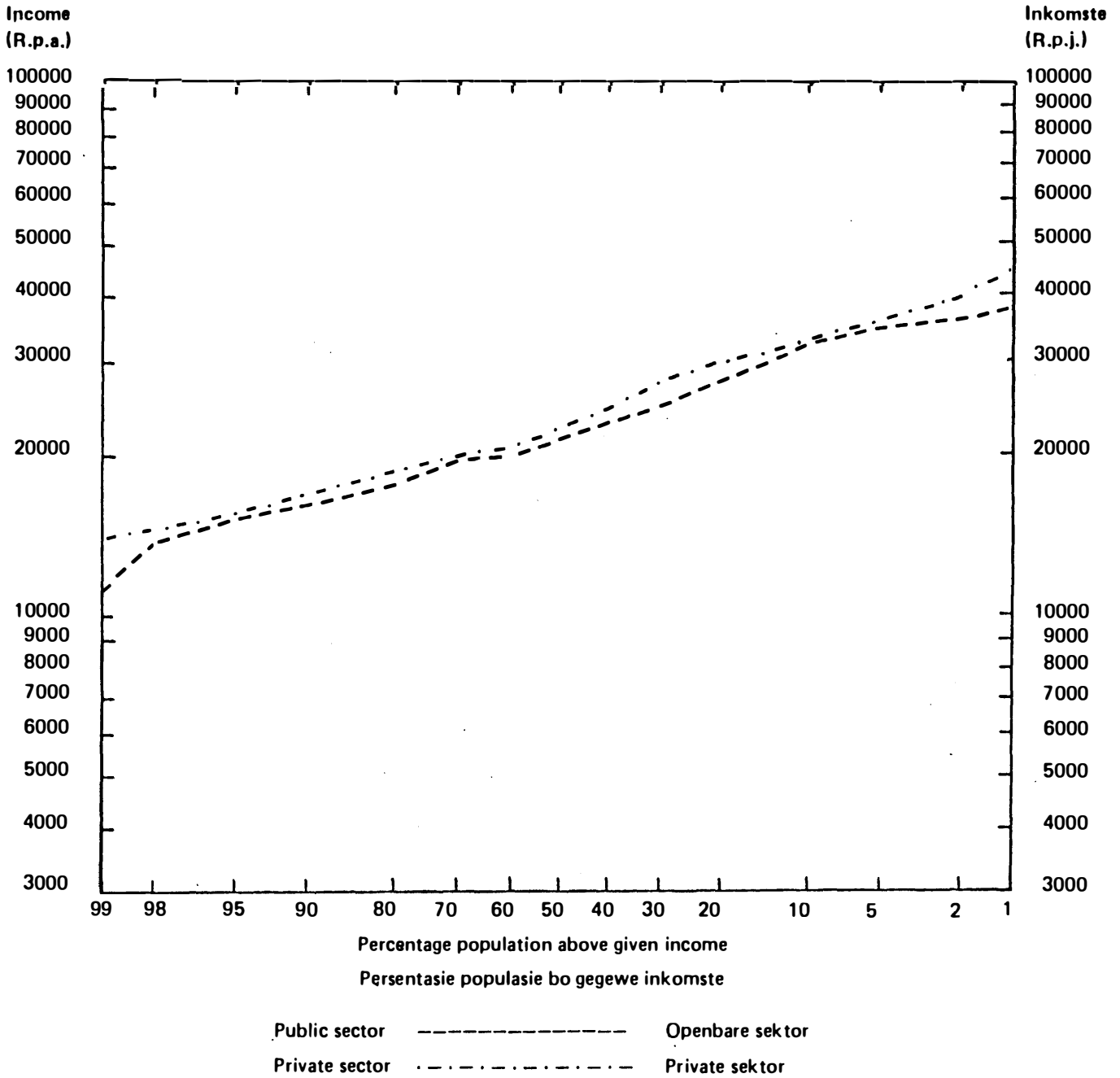


TABLE 10  
ENGINEERS  
INCOME OF NON-REGISTERED ENGINEERS  
ACCORDING TO EMPLOYER AND AGE (R.P.A.)  
10.1 EMPLOYEES IN PUBLIC SECTOR

TABEL 10  
INGENIEURS  
INKOMSTE VAN NIE-GEREGISTREERDE INGENIEURS  
VGLGENS WERKGEWER EN OUDERDOM (R.P.J.)  
10.1 WERKNEMERS IN OPENBARE SEKTOR

AGE	GOVERNMENT STAAT				LOCAL AUTHORITY PLAASLIKE OORFEID				SEMI-GOVERNMENT SEMI-STAAT				GUD			
	N	ME [HRS]	PERCENTILE/PERSENTIEL			N	ME [URE]	PERCENTILE/PERSENTIEL			N	ME [HRS]		PERCENTILE/PERSENTIEL		
			10	50	90			10	50	90			10	50	90	
21																21
22																22
23																23
24											1					24
(20-24)											1					(20-24)
25	1										1					25
26	1					1										26
27	2										2					27
28																28
29	1										1					29
(25-29)	5	36		19960		1					4					(25-29)
30						1										30
31																31
32											1					32
33						1										33
34																34
(30-34)						2					1					(30-34)
35-35	1					4					4					35-35
40-44	1					2					3					40-44
45-49	1					5	36		31300							45-45
50-54						7	36		29240		1					50-54
55-59	3					5	36		34420		2					55-55
60-64	1					4										60-64
65+	1										1					65+
TOTAL	13	37	16550	28470	44310	34	36	25040	30470	38470	17	36	17650	34000	40370	TCTAAL

HRS = WORKING HOURS PER WEEK

GUD = GUDERDOM//URE = WERKSURE PER WEEK

TABLE 10 (CONTINUED)

TABEL 10 (VERVOLG)

10.2 EMPLOYEES IN PRIVATE SECTOR AND SELF-EMPLOYED

10.2 WERKNEMERS IN PRIVATE SEKTOR EN SELFGEEMPLOOIEERD

AGE	EMPLOYEES IN PRIVATE SECTOR/WERKNEMERS IN PRIVATE SEKTOR				SELF-EMPLOYED SELFGEEMPLOOIEERD				GUD							
	PUBLIC CORPORATION OPENBARE KERPCHASIE		PRIVATE FIRM PRIVATE FIRMA		PUBLIC CORPORATION OPENBARE KERPCHASIE		PRIVATE FIRM PRIVATE FIRMA									
	N	ME [HRS]	PERCENTILE/PERSENTIEL			N	ME [URE]	PERCENTILE/PERSENTIEL			N	ME [HRS]	PERCENTILE/PERSENTIEL			
			10	50	90			10	50	90			10	50	90	
21																21
22																22
23						2										23
24						3										24
(20-24)						5	39		16030							(20-24)
25	1					6	37		15300							25
26	2					7	38		20150							26
27	3					5	41		26500		1					27
28	1					5	42		20480		1					28
29	2					8	35		28860							29
(25-29)	5	37		20580		35	39	17400	21700	32500	2					(25-29)
30	1					3										30
31						11	36	19250	33360	35660						31
32	2					9	43		32000							32
33	3					9	35		33600							33
34	3					4					1					34
(30-34)	9	38		28860		36	35	23810	33180	40000	1					(30-34)
35-35	6	38		39800		17	37	31460	36660	66160	2					35-35
40-44	7	37		38760		15	41	30720	43000	60900	1					40-44
45-49	3					10	37	27030	37450	75180	2					45-45
50-54	2					10	41	30360	40000	57520						50-54
55-59	3					11	41	20770	51500	118680	1					55-55
60-64						6	41		35110		1					60-64
65+						5	36		32580		4					65+
TOTAL	41	37	19260	32340	42400	154	35	19000	33530	55240	14	42	20100	47000	86000	TCTAAL

HRS = WORKING HOURS PER WEEK

GUD = GUDERDOM//URE = WERKSURE PER WEEK

TABLE 10 (CONTINUED)

TABEL 10 (VERVOLG)

10.3 SUMMARY

10.3 OPSOMMING

AGE	PUBLIC SECTOR EMPLOYEES (TOTAAL)			PRIVATE SECTOR EMPLOYEES (TOTAAL)			GRAND TOTAL (EMPLOYEES AND SELF-EMPLOYED)			
	N	ME HRS	PERCENTILE/PERSENTIEL 10 50 90	N	ME HRS	PERCENTILE/PERSENTIEL 10 50 90	N	ME HRS	PERCENTILE/PERSENTIEL 10 50 90	
	OPENBARE SEKTOR WERKNEMERS (TOTAAL)			PRIVATE SEKTOR WERKNEMERS (TOTAAL)			GROOTTOTAAL (WERKNEMERS & SELFGEËMPLCJEERD)			
21										21
22										22
23				2						23
24	1			3						24
(20-24)	1			5	35					(20-24)
25	2			7	36	16030				25
26	2			9	38	19000				26
27	4			8	37	20150				27
28				10	42	24200				28
29	2			10	39	20740	41110			29
(25-29)	10	36	16720 21550 28470	44	38	27670 32500	32500			(25-29)
30	1			4		21600	31250			30
31				11	38	19250	33360	39660		31
32	1			11	40	20410	32000	39320		32
33	1			12	38	24930	32250	44510		33
34				7	38	33800	33800			34
(30-34)	3			45	38	22780	33000	39400		(30-34)
35-35	9	36	34200	25	37	31420	39000	56760		35-35
40-44	6	38	36770	26	38	30110	39750	56180		40-44
45-49	6	36	34830	13	36	25000	38070	66720		45-49
50-54	8	36	29840	12	41	31140	40380	93760		50-54
55-59	14	36	28950 34730 43350	14	37	24920	45740	111670		55-59
60-64	5	37	33000	6	41	39110	39110			60-64
65+	2			5	36	32580	32580			65+
TOTAL	64	36	21510 30720 40280	195	38	19100 33500 51200	33500	51200		TOTAL

HRS = WORKING HOURS PER WEEK

GUD = CUDERDOM//URE = WEEKSURE PER WEEK

FIGURE 4

ENGINEERS

INCOME OF NON-REGISTERED ENGINEERS  
ACCORDING TO EMPLOYER

FIGUUR 4

INGENIEURS

INKOMSTE VAN NIE-GEREGISTREERDE  
INGENIEURS VOLGENS WERKGEWER

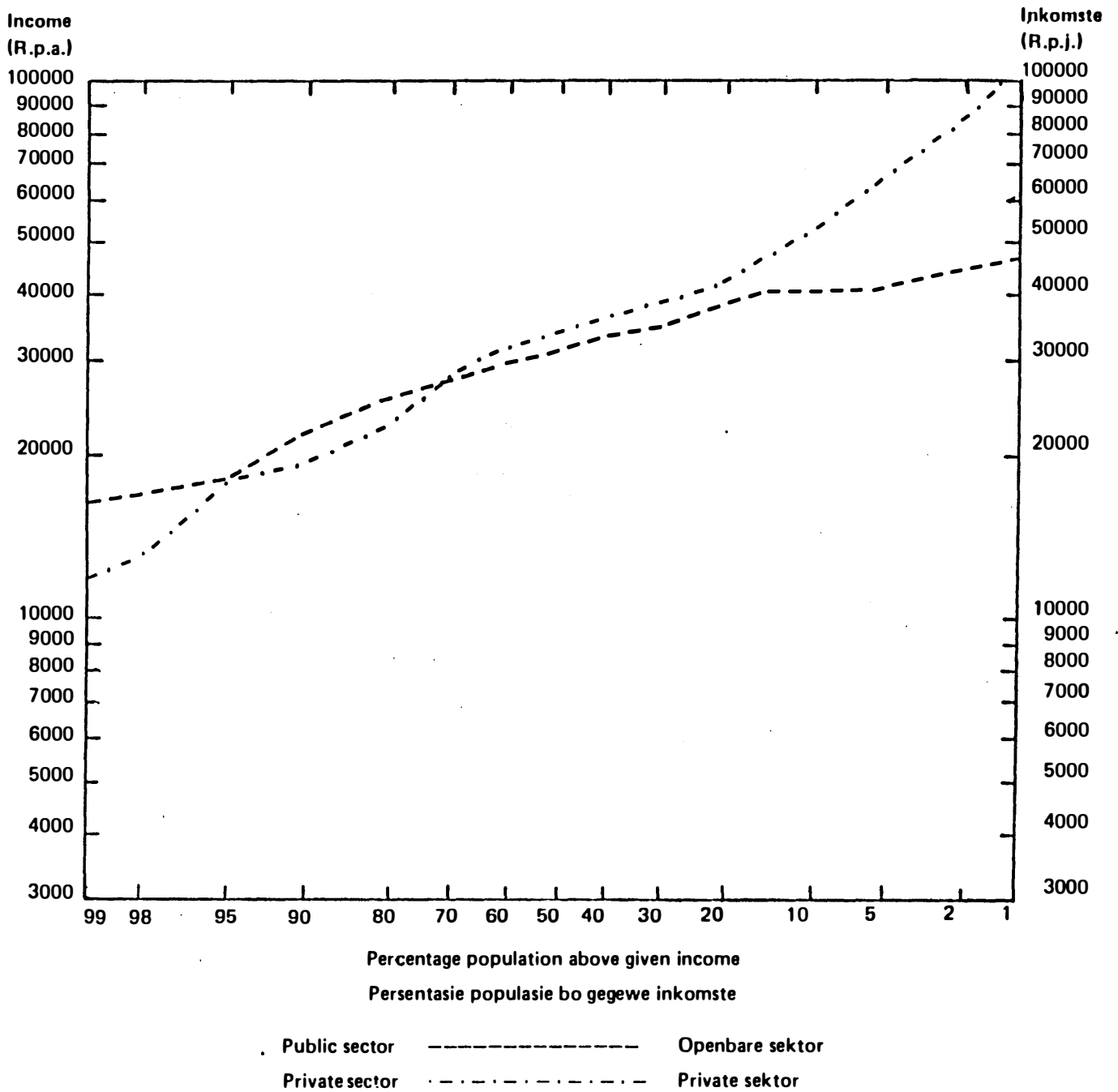


TABLE 11  
ENGINEERS  
INCOME OF CIVIL ENGINEERS  
ACCORDING TO EMPLOYER AND AGE (R.P.A.)  
11.1 EMPLOYEES IN PUBLIC SECTOR

TABEL 11  
INGENIEURS  
INKOMSTE VAN SIVIELE INGENIEURS  
VOLGENS WERKGEVER EN OUDERDOM (R.P.J.)  
11.1 WERKNEMERS IN OPENBARE SEKTOR

AGE	GOVERNMENT STAAT					LOCAL AUTHORITY PLAASLIKE OORFEID					SEMI-GOVERNMENT SEMI-STAAT					OUD		
	N	ME HRS	PERCENTILE/PERSENTIEL			N	ME HRS	PERCENTILE/PERSENTIEL			N	ME HRS	PERCENTILE/PERSENTIEL					
			10	50	90			10	50	90			10	50	90			
21																21		
22																22		
23		2														23		
24		2														24		
(20-24)		4														(20-24)		
25		7	36		17880		2					4				25		
26		5	37		18020		4					5	35		19180	26		
27		15	36	15860	21760	25100		2				7	36		19180	27		
28		11	36	15550	19180	34830		2				4				28		
29		9	36		26170			3				2				29		
(25-29)		51	36	16160	19990	26950	13	37	15160	21320	28600	22	36	15660	19180	25460	(25-29)	
30		7	37		28220			1				4					30	
31		15	36	22470	27140	32720		5	36		33800		5	37		23080	31	
32		18	37	20430	28270	31420		6	36		26130		2				32	
33		5	37		31600			8	36		27230		2				33	
34		5	37		28470			2					3				34	
(30-34)		58	37	22310	28360	33180	22	37	24300	27190	34670	16	37	15730	28670	32510	(30-34)	
35-39		27	37	29000	34200	40300	30	36	26460	31400	39250	13	36	27090	35040	51400	35-39	
40-44		14	36	30450	35280	42250		6	36		30040		8	36		40050	40-44	
45-49		16	35	30550	40550	49340		17	36	26560	31430	35050		3			45-49	
50-54		4						13	36	25970	30950	38360		2			50-54	
55-59		18	37	33590	38750	56030		16	37	25650	33940	47110		7	36		46310	55-59
60-64		9	36		46310			20	36	26420	33650	41790		3				60-64
65+		4						2										65+
TOTAL		207	37	18040	30400	42260	139	36	24300	30630	39200	75	36	17960	30450	40230	TCTAAL	

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM/HRS = WERKSURE PER WEEK

TABLE 11 (CONTINUED)

TABEL 11 (VERVOLG)

11.2 EMPLOYEES IN PRIVATE SECTOR AND SELF-EMPLOYED

11.2 WERKNEMERS IN PRIVATE SEKTOR EN SELFGEEMPLOEERD

AGE	EMPLOYEES IN PRIVATE SECTOR/WERKNEMERS IN PRIVATE SEKTOR										SELF-EMPLOYED SELFGEEMPLOEERD					OUD	
	PUBLIC CORPORATION OPENBARE KORPORASIE					PRIVATE FIRM PRIVATE FIRMA											
	N	ME HRS	PERCENTILE/PERSENTIEL			N	ME HRS	PERCENTILE/PERSENTIEL			N	ME HRS	PERCENTILE/PERSENTIEL				
			10	50	90			10	50	90			10	50	90		
21																21	
22																22	
23																23	
24		2														24	
(20-24)		2														(20-24)	
25		1					6	51		19700						25	
26		3					12	35	13460	15270	23230					26	
27							21	37	14850	20600	25660					27	
28		2					21	37	16850	22400	40500					28	
29		1					14	36	15730	23910	38500					29	
(25-29)		7	36		20370		74	37	17100	21160	32170					(25-29)	
30		4					25	40	20560	26000	31580					30	
31							25	37	21040	30000	35450					31	
32		1					32	38	22210	30370	40650		5	55		53000	32
33		2					17	37	27660	34030	47200		7	46		42500	33
34		2					24	37	23870	31650	37520		4				34
(30-34)		5	37		32000		123	38	22050	29900	37120	20	50	20800	46800	79000	(30-34)
35-39		2					67	37	27200	34500	42000	31	46	31000	46000	89000	35-39
40-44		5	36		39450		36	37	25230	38570	65200	34	44	40000	62500	100500	40-44
45-49		3					37	37	32000	40100	84000	50	45	32900	51750	126300	45-49
50-54							22	40	27840	37340	71100	22	44	20400	60000	55500	50-54
55-59		2					21	38	30900	40000	53280	27	42	28800	48000	103000	55-59
60-64		2					14	36	26580	39500	94390	15	38	13200	36000	86400	60-64
65+		3					5	34		20000		9	27		38400		65+
TOTAL		35	36	18000	31660	48410	406	37	20000	32330	47530	210	44	28920	50000	87900	TCTAAL

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM/HRS = WERKSURE PER WEEK



TABLE 11 (CONTINUED)

TABLE 11 (VERVOLGD)

11.3 SUMMARY

11.3 OPSOMMING

AGE	PUBLIC SEKTOR EMPLOYEES (TOTAAL)			PRIVATE SEKTOR EMPLOYEES (TOTAAL)			GRAND TOTAL (EMPLOYEES AND SELF-EMPLOYED)		
	N	ME HRS	PERCENTILE/PERSENTIEL 50	N	ME HRS	PERCENTILE/PERSENTIEL 50	N	ME HRS	PERCENTILE/PERSENTIEL 50
21									
22									
23	2			1			3		
24	3			4			8		
(20-24)	5	35	18040	5	38	18000	11	38	18020
25	13	36	15180	7	47	15800	20	36	15680
26	18	36	15000	15	36	14300	33	36	15160
27	24	38	15930	21	37	14850	45	37	15300
28	17	36	14990	23	37	18850	40	36	16710
29	14	38	20880	15	36	15780	30	37	20140
(25-29)	86	36	15570	81	37	17610	168	36	16470
30	12	37	19200	29	38	20200	41	37	20040
31	25	36	22270	25	37	21040	54	37	21890
32	26	37	23490	33	38	22250	64	38	22610
33	19	37	25230	19	37	27800	45	38	26250
34	14	37	19570	26	37	24320	44	38	22240
(30-34)	96	37	22300	132	37	22040	248	37	22100
35-39	70	37	28060	69	37	27300	170	37	28600
40-44	28	36	28460	41	37	25880	103	38	28650
45-49	38	36	29110	40	37	32020	128	35	30890
50-54	15	36	25650	22	40	27840	63	41	26180
55-59	41	37	31560	23	37	30560	91	37	31490
60-64	32	36	26860	16	36	27220	63	36	25550
65+	6	37	29520	12	29	6790	27	33	11160
TOTAL	421	36	19180	441	37	19850	1072	37	19800
			41100			32200			47490
			30440			4790			33000
			56790			56790			56790

GUD = GUDERDGM//LRE = WERKSURE PER WEEK

HRS = WERKING HOURS PER WEEK

TABLE 12  
ENGINEERS  
INCOME OF ELECTRICAL ENGINEERS  
ACCORDING TO EMPLOYER AND AGE (R.P.A.)  
12.1 EMPLOYEES IN PUBLIC SECTOR

TABEL 12  
INGENIEURS  
INKOMSTE VAN ELEKTRIESE INGENIEURS  
VOLGENS WERKGEVER EN OUDERDOM (R.P.J.)  
12.1 WERKNEMERS IN OPENBARE SEKTOR

AGE	GOVERNMENT STAAT					LOCAL AUTHORITY PLAASLIKE OORDEIC					SEMI-GOVERNMENT SEMI-STAAT					OLD
	N	ME HRS	PERCENTILE/PERSENTIEL			N	ME LRE	PERCENTILE/PERSENTIEL			N	ME HRS	PERCENTILE/PERSENTIEL			
			10	50	90			10	50	90			10	50	90	
21																21
22																22
23																23
24	1															24
(20-24)	1															(20-24)
25	6	36		15840							10	36	10740	19850	24740	25
26	4										7	37		20360		26
27	5	36		20140							4					27
28	6	36		22400							4					28
29	1					1					2					29
(25-29)	22	37	15350	20650	31750	2					27	36	17190	20800	30150	(25-29)
30	4					1					3					30
31	1					1					3					31
32	1										3					32
33	1					1					4					33
34	2										2					34
(30-34)	9	38		33700		3					15	36	26460	32500	39180	(30-34)
35-39	12	38	28030	35700	46470	3					11	36	31080	35040	40270	35-39
40-44	5	37		39360		5	36		32800		2					40-44
45-49	3					4					2					45-49
50-54	10	38	36000	39650	44740	6	35		33640		2					50-54
55-59	4					10	36	26350	34500	44030	3					55-59
60-64	1					6	36		32450		7	37		34000		60-64
65+	4					3										65+
TOTAL	75	36	17820	35040	44140	42	36	25150	33020	43240	73	36	18120	30300	40060	TCTAAL

HRS = WORKING HOURS PER WEEK

OLD = OUDERDOM/LRE = WERKSURE PER WEEK

TABLE 12 (CONTINUED)

12.2 EMPLOYEES IN PRIVATE SECTOR AND SELF-EMPLOYED

TABEL 12 (VERVOLG)

12.2 WERKNEMERS IN PRIVATE SEKTOR EN SELFGEËMPLIGDE

AGE	EMPLOYEES IN PRIVATE SECTOR/WERKNEMERS IN PRIVATE SEKTOR					SELF-EMPLOYED SELFGEËMPLIGDE					OLD							
	PUBLIC CORPORATION OPENBARE OORDEIC					PRIVATE FIRM PRIVATE FIRMA						N					ME HRS	PERCENTILE/PERSENTIEL
	N	ME HRS	PERCENTILE/PERSENTIEL			N	ME LRE	PERCENTILE/PERSENTIEL			N	ME HRS	PERCENTILE/PERSENTIEL					
			10	50	90			10	50	90			10	50	90			
21																21		
22																22		
23		1				3										23		
24		4				4										24		
(20-24)		5	36		18000	7	37		19800							(20-24)		
25		11	36	13460	18680	22440	4									25		
26		11	37	16460	20120	26010	5	36		21000						26		
27		8	36		22380		15	39	14560							27		
28		12	36	20030	24820	36850	8	36		29430						28		
29		7	36		25520		10	36	20800	31530	36010	1				29		
(25-29)		45	36	17100	22000	30450	46	37	17890	24530	32500	1				(25-29)		
30		6	35		26020		8	40		30560		1				30		
31		5	39		25580		6	39		32410		1				31		
32		3					4									32		
33		5	40		35040		6	36		32250		2				33		
34		6	37		33200		9	36		39160		1				34		
(30-34)		25	39	20070	31550	35750	35	38	23730	32500	44500	5	46		36000	(30-34)		
35-39		18	36	32230	40410	45650	17	38	32970	41500	56000	15	45	33600	65000	102000	35-39	
40-44		14	36	33310	43240	52530	10	36	33000	42750	104000	8	47		60000		40-44	
45-49							4					5	47		44000		45-49	
50-54		2					5	42		49000		4					50-54	
55-59		5	38		42500		6	38		41530		2					55-59	
60-64		6	38		45650		3					4					60-64	
65+							3					2					65+	
TOTAL	128	37	18400	31040	46720	136	37	15750	32500	47000	46	46	28200	54500	109500	TCTAAL		

HRS = WORKING HOURS PER WEEK

OLD = OUDERDOM/LRE = WERKSURE PER WEEK

TABLE 12 (CONTINUED)

TABEL 12 (VERVOLGD)

12.3 SUMMARY

12.3 OPSOMMING

AGE	PUBLIC SECTOR EMPLOYEES (TOTAAL)			PRIVATE SECTOR EMPLOYEES (TOTAAL)			GRAND TOTAL (EMPLOYEES AND SELF-EMPLOYED)		
	N	ME HRS	PERCENTILE/PERSENTIEL 1C 50 90	N	ME HRS	PERCENTILE/PERSENTIEL 1C 50 90	N	ME HRS	PERCENTILE/PERSENTIEL 1C 50 90
21									
22									
23	2			4			6	39	19220
24	3			8	36	17390	11	36	14850
(20-24)	5	36	17900	12	37	15210	17	36	14310
25	16	36	13640	15	36	14130	31	36	14870
26	11	36	17700	20	36	16380	31	36	17220
27	5	37	20140	23	38	16220	32	38	17170
28	11	37	19490	20	36	20010	31	36	20020
29	4			17	38	20250	22	38	20870
(25-29)	5	36	16160	95	37	17180	147	36	17150
30	8	37	20290	14	35	20980	23	35	20760
31	5	36	33750	13	35	15150	19	35	20200
32	4			7	38	34600	11	37	25150
33	6	36	33480	11	39	25690	19	37	24000
34	4			15	36	25030	20	37	23420
(30-34)	27	36	23260	60	36	22780	92	36	23140
35-39	26	37	29640	35	37	32930	76	38	32590
40-44	16	37	28210	24	36	33000	48	37	32650
45-49	9	37	38370	4			18	36	34040
50-54	18	37	30030	7	41	46920	29	38	30120
55-59	17	36	28510	15	38	31550	34	36	29950
60-64	14	37	28020	9	37	48750	27	37	27480
65+	7	36	33070	3			12	35	8670
TOTAL	190	36	18500	264	37	18560	500	37	19120
			33470			32000			46760
			41000			46760			33010
			4980			46760			48740
			44980			46760			48740
			56230			46760			48740
			44970			46760			48740
			33070			46760			48740
			41000			46760			48740
			33470			46760			48740
			41000			46760			48740
			4980			46760			48740
			44980			46760			48740
			56230			46760			48740
			44970			46760			48740
			33070			46760			48740
			41000			46760			48740
			33470			46760			48740
			41000			46760			48740
			4980			46760			48740
			44980			46760			48740
			56230			46760			48740
			44970			46760			48740
			33070			46760			48740
			41000			46760			48740
			33470			46760			48740
			41000			46760			48740
			4980			46760			48740
			44980			46760			48740
			56230			46760			48740
			44970			46760			48740
			33070			46760			48740
			41000			46760			48740
			33470			46760			48740
			41000			46760			48740
			4980			46760			48740
			44980			46760			48740
			56230			46760			48740
			44970			46760			48740
			33070			46760			48740
			41000			46760			48740
			33470			46760			48740
			41000			46760			48740
			4980			46760			48740
			44980			46760			48740
			56230			46760			48740
			44970			46760			48740
			33070			46760			48740
			41000			46760			48740
			33470			46760			48740
			41000			46760			48740
			4980			46760			48740
			44980			46760			48740
			56230			46760			48740
			44970			46760			48740
			33070			46760			48740
			41000			46760			48740
			33470			46760			48740
			41000			46760			48740
			4980			46760			48740
			44980			46760			48740
			56230			46760			48740
			44970			46760			48740
			33070			46760			48740
			41000			46760			48740
			33470			46760			48740
			41000			46760			48740
			4980			46760			48740
			44980			46760			48740
			56230			46760			48740
			44970			46760			48740
			33070			46760			48740
			41000			46760			48740
			33470			46760			48740
			41000			46760			48740
			4980			46760			48740
			44980			46760			48740
			56230			46760			48740
			44970			46760			48740
			33070			46760			48740
			41000			46760			48740
			33470			46760			48740
			41000			46760			48740
			4980			46760			48740
			44980			46760			48740
			56230			46760			48740
			44970			46760			48740
			33070			46760			48740
			41000			46760			48740
			33470			46760			48740
			41000			46760			48740
			4980			46760			48740
			44980			46760			48740
			56230			46760			48740
			44970			46760			48740
			33070			46760			48740
			41000			46760			48740
			33470			46760			48740
			41000			46760			48740
			4980			46760			48740
			44980			46760			48740
			56230			46760			48740
			44970			46760			48740
			33070			46760			48740
			41000			46760			48740
			33470			46760			48740
			41000			46760			48740
			4980			46760			48740
			44980			46760			48740
			56230			46760			48740
			44970			46760			48740
			33070			46760			48740
			41000			46760			48740
			33470			46760			48740
			41000			46760			48740
			4980			46760			48740
			44980			46760			48740
			56230			46760			48740
			44970			46760			48740
			33070			46760			48740
			41000			46760			48740
			33470			46760			48740
			41000			46760			48740
			4980			46760			48740
			44980			46760			48740
			56230			46760			48740
			44970			46760			48740
			33070			46760			48740
			41000			46760			48740
			33470			46760			48740
			4100						

TABLE 13  
ENGINEERS  
INCOME OF MECHANICAL ENGINEERS  
ACCORDING TO EMPLOYER AND AGE (R.P.A.)  
13.1 EMPLOYEES IN PUBLIC SECTOR

TABEL 13  
INGENIEURS  
INKOMSTE VAN MECHANIESE INGENIEURS  
VOLGENS WERKGEVER EN OUDERDOM (R.P.J.)  
13.1 WERKNEMERS IN OPENBARE SEKTOR

AGE	GOVERNMENT STAAT			LOCAL AUTHORITY PLAASLIKE OORHEID			SEMI-GOVERNMENT SEMI-STAAT			CDD
	N	ME HRS	PERCENTILE/PERSENTIEL 10 50 90	N	ME HRS	PERCENTILE/PERSENTIEL 10 50 90	N	ME HRS	PERCENTILE/PERSENTIEL 10 50 90	
21										21
22										22
23										23
24										24
(20-24)										(20-24)
25	1									25
26										26
27	1									27
28	2									28
29	1									29
(25-29)	5	36	22660				12	36	14930 19180 29200	(25-29)
30							1			30
31	1									31
32	2									32
33	2									33
34				1			2			34
(30-34)	5	36	26490	1			3			(30-34)
35-39	3			2			5	41	35040	35-39
40-44	9	38	39350	2			5	40	38260	40-44
45-49	2			1			1			45-49
50-54	2			2			3			50-54
55-59	5	36	46400	3			3			55-59
60-64	2			2						60-64
65+	1									65+
TOTAL	34	37	23550 35020 47310	13	36	27230 33000 39920	34	38	17220 33000 42800	TCTAAL

HRS = WORKING HOURS PER WEEK

CDD = CDDERDOM//URE = WERKSURE PER WEEK

TABLE 13 (CONTINUED)  
13.2 EMPLOYEES IN PRIVATE SECTOR AND SELF-EMPLOYED

TABEL 13 (VERVOLG)  
13.2 WERKNEMERS IN PRIVATE SEKTOR EN SELFGEEMPLOOJD

AGE	EMPLOYEES IN PRIVATE SECTOR/WERKNEMERS IN PRIVATE SEKTOR			SELF-EMPLOYED SELFGEEMPLOOJD			CDD			
	PUBLIC CORPORATION OPENBARE KORPORASIE			PRIVATE FIRM PRIVATE FIRMA						
	N	ME HRS	PERCENTILE/PERSENTIEL 10 50 90	N	ME HRS	PERCENTILE/PERSENTIEL 10 50 90	N	ME HRS	PERCENTILE/PERSENTIEL 10 50 90	
21										21
22										22
23										23
24	1			4						24
(20-24)	1			4						(20-24)
25	6	36	18810	3			1			25
26	5	37	19250	8	38	18000				26
27	10	37	17520 20530 32110	4						27
28	6	36	25730	5	47	26000				28
29	4			10	39	20400 25310 173610				29
(25-29)	33	36	17120 20480 29210	30	39	17230 23000 33400	1			(25-29)
30	4			2						30
31	7	40	30880	2						31
32	1			5	46	30820				32
33	6	35	28400	2						33
34	3			5	37	36650				34
(30-34)	21	38	24580 29760 34910	16	40	19380 31510 40600				(30-34)
35-39	8	37	37300	15	39	30740 35000 57200	4			35-39
40-44	7	37	38760	18	39	28980 40000 55750	5	46	60000	40-44
45-49	5	36	40000	11	43	27600 42000 60790				45-49
50-54	4			7	35	43580	3			50-54
55-59	3			15	39	16300 47160 98420	3			55-59
60-64	1			10	41	24280 34350 72950	5	37	45000	60-64
65+	1			5	37	23200	4			65+
TOTAL	84	37	18640 28750 42030	131	39	18000 34000 52600	25	46	21860 45000 80600	TCTAAL

HRS = WORKING HOURS PER WEEK

CDD = CDDERDOM//URE = WERKSURE PER WEEK

TABLE 13 (CONTINUED)  
 13.3 SUMMARY  
 13.3 GPSCMMING  
 TABEL 13 (VERVOLG)  
 13.3 GPSCMMING

AGE	PUBLIC SECTOR EMPLOYEES (TOTAAL)			PRIVATE SECTOR EMPLOYEES (TOTAAL)			GRAND TOTAL (EMPLOYEES AND SELF-EMPLOYED)		
	N	ME HRS	PERCENTILE/PERSENTIEL 1C 5C 90	N	ME HRS	PERCENTILE/PERSENTIEL 1C 5C 90	N	ME HRS	PERCENTILE/PERSENTIEL 1C 5C 90
21	1						1		
22	1						1		
23	1						1		
24	1			5	39	15640	6	39	1677C
(20-24)	2			5	39	15640	7	38	1790C
25	2			9	36	18780	12	36	15040
26	3			13	37	15240	16	37	15210
27	4			14	37	17450	18	37	17230
28	4			13	39	15800	17	37	15040
29	4			14	38	20300	18	38	19740
(25-29)	17	36	15150	63	38	17230	81	37	16660
30	1			6	37	28870	7	38	2807C
31	1			9	40	31110	10	39	24570
32	2			6	44	29390	8	42	27830
33	2			8	40	2976C	10	37	20620
34	3			8	37	33300	11	37	27050
(30-34)	9	36	2700C	37	39	23630	46	38	23450
35-39	10	38	26570	23	37	30460	37	39	29370
40-44	16	38	31510	25	37	25210	46	38	30150
45-49	4			16	41	26000	20	38	27300
50-54	7	37	38820	11	36	37400	21	37	29500
55-59	11	36	27710	18	35	19370	32	38	22570
60-64	4			11	41	24560	20	38	27110
65+	1			6	37	26010	11	36	15160
TOTAL	81	36	18650	215	38	18040	321	37	18420
			44930			3130C			49190
									330CC
									45770
									TOTAAL

HRS = WORKING HOURS PER WEEK GUC = GUCERDOM/WURE = WERKSURE PER WEEK

TABLE 14  
ENGINEERS  
INCOME OF CHEMICAL ENGINEERS  
ACCORDING TO AGE AND EMPLOYER (R.P.A.)

TABEL 14  
INGENIEURS  
INKOMSTE VAN CHEMIESE INGENIEURS  
VOLGENS OUDERDOM EN WERKGEMEEN (R.P.J.)

AGE	PUBLIC SECTOR/OPENBARE SEKTOR				PRIVATE SECTOR/PRIVÉ SEKTOR				CUD		
	N	ME  HRS	PERCENTILE/PERSENTIEL			N	ME  LRE	PERCENTILE/PERSENTIEL			
			10	50	90			10	50	90	
21											21
22											22
23						1					23
24	2					2					24
(20-24)	2					3					(20-24)
25	4					11	36	16380	18750	21940	25
26	1					10	37	17130	15750	24350	26
27						4					27
28	1					6	40		22580		28
29	2					7	36		27610		29
(25-29)	8	37		20560		38	37	17240	21030	29120	(25-29)
30						5	36		31460		30
31	1					6	36		32710		31
32						3					32
33	1					2					33
34						4					34
(30-34)	2					20	36	24610	32450	46880	(30-34)
35-39	2					16	36	25810	37240	43170	35-39
40-44	3					10	40	28110	51000	64160	40-44
45-49	1					9	42		43000		45-49
50-54						6	35		40000		50-54
55-59						4					55-59
60-64	2					2					60-64
65+						2					65+
TOTAL	20	37	15520	27550	43390	110	37	18550	32000	48700	TOTAAL

HRS = WORKING HOURS PER WEEK

CUD = OUDERDOM//URE = WORKSURE PER WEEK

TABLE 14 (CONTINUED)

TABEL 14 (VERVOLG)

AGE	SELF-EMPLOYED/SELFGEEMLIGJEERD				TOTAL/TOTAAL				CUD		
	N	ME  HRS	PERCENTILE/PERSENTIEL			N	ME  LRE	PERCENTILE/PERSENTIEL			
			10	50	90			10	50	90	
21											21
22											22
23						1					23
24						4					24
(20-24)						5	36		17920		(20-24)
25						15	36	13540	18620	21620	25
26						11	38	15650	19500	24210	26
27						4					27
28						7	37		23600		28
29						5	37		27610		29
(25-29)						46	37	17010	21030	29160	(25-29)
30						5	36		31460		30
31						7	36		31200		31
32						3					32
33						3					33
34						4					34
(30-34)						22	36	24840	32450	45350	(30-34)
35-39	2					20	37	25440	36630	47300	35-39
40-44	3					16	41	23850	40170	62270	40-44
45-49						10	35	25150	43150	77530	45-49
50-54	1					7	37		41000		50-54
55-59	2					6	36		41300		55-59
60-64						4					60-64
65+	1					3					65+
TOTAL	5	46	20000	40000	100800	139	37	18500	31560	48750	TOTAAL

HRS = WORKING HOURS PER WEEK

CUD = OUDERDOM//URE = WORKSURE PER WEEK

TABLE 15  
ENGINEERS  
INCOME OF MINING, INDUSTRIAL,  
AGRICULTURAL, METALLURGICAL AND OTHER  
ENGINEERS ACCORDING TO AGE (R.P.A.)

TABEL 15  
INGENIEURS  
INKOMSTE VAN MYNBOU-, BEDRYFS-,  
LANDBOU-, METALLURGIËSE EN ANDER  
INGENIEURS VOLGENS OUDERDOM (R.P.J.)

AGE	MINING/MYNEBU-					INDUSTRIAL/BEDRYFS-					AGRICULTURAL/LANDBOU-					CUD
	N	ME [HRS]	PERCENTILE/PERSENTIEL			N	ME [URE]	PERCENTILE/PERSENTIEL			N	ME [HRS]	PERCENTILE/PERSENTIEL			
			10	50	90			10	50	90			10	50	90	
21																21
22																22
23																23
24	3										1					24
(20-24)	3										1					(20-24)
25	1										2					25
26	2															26
27	2										3					27
28	2										4					28
29	1						37		26750		1					29
(25-29)	6	42		20040		17	37	17180	20580	46680	7	36		22190		(25-29)
30	1															30
31	1										3					31
32	4										3					32
33	1										3					33
34	1										2					34
(30-34)	6	43		32650		10	37	22160	31000	38700	7	41		31200		(30-34)
35-39	7	35		39800		1					1					35-39
40-44	10	46	30290	46000	64000	1					4					40-44
45-49	3										5	41		47810		45-49
50-54	5	46		66000		1					2					50-54
55-59	6	44		55600		4					2					55-59
60-64	2															60-64
65+	4					1					2					65+
TOTAL	56	43	18250	40550	72900	39	37	16650	28020	49000	31	41	14080	33000	48030	TCTAAL

HRS = WORKING HOURS PER WEEK

CUD = CUDERDOM//URE = WERKSURE PER WEEK

TABLE 15 (CONTINUED)

TABEL 15 (VERVOLG)

AGE	METALLURGICAL/METALLURGIËSE					OTHER/ANDER					CUD
	N	ME [HRS]	PERCENTILE/PERSENTIEL			N	ME [URE]	PERCENTILE/PERSENTIEL			
			10	50	90			10	50	90	
21											21
22											22
23	2										23
24	1					1					24
(20-24)	3					1					(20-24)
25	2					1					25
26	1					6	36		21800		26
27	3					9	37		23010		27
28	2					7	38		22380		28
29	1					5	36		30450		29
(25-29)	5	37		23520		28	37	17880	22700	33990	(25-29)
30	10	39				10	39	23460	28300	77020	30
31	1					12	38	20670	33870	41000	31
32						10	46	23560	33280	44380	32
33						12	37	29980	34580	39000	33
34	2					9	40		36000		34
(30-34)	3					53	38	25570	33600	41000	(30-34)
35-39	5	41		43920		48	38	26310	36630	65860	35-39
40-44	6	38		40750		24	38	28510	41630	110000	40-44
45-49	1					30	39	25360	35730	64700	45-49
50-54	1					22	36	27780	38590	73450	50-54
55-59						45	37	26600	40000	78800	55-59
60-64	1					28	40	19250	48600	93160	60-64
65+	3					19	36	16500	26000	50000	65+
TOTAL	32	38	15740	30100	46840	298	37	22360	35200	67550	TCTAAL

HRS = WORKING HOURS PER WEEK

CUD = CUDERDOM//URE = WERKSURE PER WEEK

TABEL 16

INGENIEURS

INCOME ACCORDING TO ECONOMIC SECTOR AND EMPLOYER (R.p.a.)

ECONOMIC SECTOR	EMPLOYEES WERKNEMERS				SELF-EMPLOYED SELFGEEMPLOJEERD				TOTAL TOTAAL				EKONOMIESE SEKTOR	
	N	MEDIAN AGE	HRS	PERCENTILE/PERSENTIEL	N	MEDIAAN OUD	URE	PERCENTILE/PERSENTIEL	N	MEDIAN AGE	HRS	PERCENTILE/PERSENTIEL		
01 Agriculture	15	34	41	18 450	31 300	70 200			16	35	42	19 530	61 900	01 Landbou
02 Mining	167	38	39	19 040	36 820	67 600			169	38	39	19 180	68 000	02 Mynbou
03 Electricity	174	43	36	20 110	33 480	48 270			190	43	36	20 110	49 570	03 Elektrisiteit
04 Building and construction	215	34	42	19 560	33 000	52 000			303	38	43	19 680	70 000	04 Bou en konstruksie
05 Manufacturing	425	32	37	18 510	30 450	46 110			442	33	37	18 500	47 190	05 Fabriekswese
06 Transport	143	31	37	17 880	30 450	40 490			145	31	37	17 880	40 420	06 Vervoer
07 Commerce	17	41	37	22 520	32 500	53 140			19	42	37	20 210	45 000	07 Handel
08 Financing	4								5	44	41		42 500	08 Finanswese
09 Medical services	3								3					09 Mediese dienste
10 Business services	300	35	37	20 000	32 450	47 590			519	40	38	22 000	80 000	10 Besighheidsdienste
11 Other personal services	1								1					11 Ander persoonlike dienste
12 Protection services	31	31	37	16 460	30 500	44 600			31	31	37	16 460	44 600	12 Beskeringsdienste
13 Government services	639	37	36	18 850	31 300	41 170			639	37	36	18 850	41 170	13 Owerheidsdienste
14 Not indicated	6	44	37		30 660				6	44	37		30 660	14 Nie aangedui nie
TOTAL	2 140	35	37	19 130	32 250	46 910			2 488	37	37	19 240	55 000	TOTAAL

Hrs = working hours per week (adjusted)

Oud = ouderdom // Ure = werksure per week (aangepas)



TABEL 17  
**ENGINEERS**  
**INGENIEURS**  
**INCOME ACCORDING TO EMPLOYER, ECONOMIC SECTOR**  
**AND BRANCH OF ENGINEERING (R.p.a.)**  
**INKOMSTE VOLGENS WERKGEWER, EKONOMIESE SEKTOR,**  
**EN TAK VAN INGENIEURSWESE (R.p.i.)**  
**17.1 EMPLOYEES**  
**17.1 WERKNEMERS**

BRANCH	01 AGRICULTURE LANDBOU			02 MINING MYNBOU			03 ELECTRICITY ELEKTRISITEIT			TAK															
	N	MEDIAN AGE	HRS	10	50	90	N	MEDI- AAN	OUD		URE	10	50	90	N	MEDI- AN	AGE	HRS	10	50	90				
																						PERCENTILE/P PERSENTIEL	PERCENTILE/P PERSENTIEL	PERCENTILE/P PERSENTIEL	
Agricultural	9	33	46			34 000								9	40	37									Landbou
Chemical																									Chemies
Civil	3													33	35	36									Siviel
Electrical														93	40	36									Elektries
Industrial														3											Bedryfs
Mechanical	3													16	46	36									Meganies
Metallurgical														1											Metallurgies
Mining																									Mynbou
Other														19	56	36									Ander
TOTAL	15	34	41	18 450	31 300	70 200	167	38	39	19 040	36 820	67 600	174	43	36	20 110	33 480	48 270	TOTAAL						

TABEL 17.1 (VERVOLG)

BRANCH	04 BUILDING AND CONSTRUCTION BOU EN KONSTRUKSIE			05 MANUFACTURING FABRIEKSWESE			06 TRANSPORT VERVOER			TAK															
	N	MEDIAN AGE	HRS	10	50	90	N	MEDI- AAN	OUD		URE	10	50	90	N	MEDI- AN	AGE	HRS	10	50	90				
																						PERCENTILE/P PERSENTIEL	PERCENTILE/P PERSENTIEL	PERCENTILE/P PERSENTIEL	
Agricultural	2																								Landbou
Chemical	2													79	31	37									Chemies
Civil	182	33	42	19 030	33 020	52 000	16	34	37	29 280	35 150	44 660	47	31	36										Siviel
Electrical	1						106	29	37	18 420	28 360	44 610	56	30	38										Elektries
Industrial							23	31	37	19 040	30 000	60 520	1												Bedryfs
Mechanical	16	45	42	20 820	33 000	55 010	113	34	37	17 320	31 980	50 000	27	36	39										Meganies
Metallurgical							13	40	38	15 260	30 000	62 040													Metallurgies
Mining							1																		Mynbou
Other	12	34	44	22 420	29 300	83 530	73	37	37	21 670	33 280	44 200	12	31	37										Ander
TOTAL	215	34	42	19 560	33 000	52 000	425	32	37	18 510	30 450	46 110	143	31	37	17 880	30 450	40 490	TOTAAL						

Hrs = working hours per week (adjusted) Oud = ouderdom // Ure = werksure per week (aangepas)

TABLE 17.1 (CONTINUED)

TABLE 17.1 (VERVOLG)

BRANCH	07 COMMERCE HANDEL			08 FINANCING FINANSWESE			10 BUSINESS SERVICES BESIGHEIDSDIENSTE			TAK							
	N	MEDIAN AGE	PERCENTILE/PERSENTIEL			N	MIDIAAN OUD	PERCENTILE/PERSENTIEL			N	MEDIAN AGE	PERCENTILE/PERSENTIEL				
			10	50	90			10	50				90	10	50	90	
Agricultural	3										7	33	38	38 800		Landbou	
Chemical	1										207	35	36	20 000	31 200	43 280	Chemies
Civil	3				2						38	34	37	19 570	33 900	51 000	Siviel
Electrical	1										1						Elektries
Industrial	3										21	37	41	20 050	33 400	52 230	Bedryfs
Mechanical					1						2						Meganies
Metallurgical					1						24	41	38	17 950	38 680	63 030	Metallurgies
Mining	6	40	38	33 450													Mynbou
Other																	Ander
TOTAL	17	41	37	22 520	32 500	53 140	4				300	35	37	20 000	32 450	47 590	TOTAAL

TABLE 17.1 (CONTINUED)

TABLE 17.1 (VERVOLG)

BRANCH	12 PROTECTION SERVICES BESKERMINGSDIENSTE			13 GOVERNMENT SERVICES OWERHEIDSDIENSTE			14 NOT INDICATED NIE AANGEDUI NIE			TAK							
	N	MEDIAN AGE	PERCENTILE/PERSENTIEL			N	MIDIAAN OUD	PERCENTILE/PERSENTIEL			N	MEDIAN AGE	PERCENTILE/PERSENTIEL				
			10	50	90			10	50				90	10	50	90	
Agricultural																	Landbou
Chemical																	Chemies
Civil	4				18	41	36	13 570	27 150	47 850	23	31	37	16 160	29 410	42 040	Siviel
Electrical	14	28	36	17 040	25 990	46 530					348	37	36	19 430	30 450	41 180	Elektries
Industrial											122	37	36	18 070	33 600	40 990	Bedryfs
Mechanical	5	41	39	36 760							3						Meganies
Metallurgical	1				69	36	36	18 150	31 110	42 200	5	40	37	34 000			Metallurgies
Mining											51	45	37	24 050	34 630	41 170	Mynbou
Other	7	34	42	31 850							639	37	36	18 850	31 300	41 170	Ander
TOTAL	31	31	37	16 460	30 500	44 600	639	37	36	18 850	31 300	41 170	6	44	37	30 660	TOTAAL

Hrs = working hours per week (adjusted)

Oud = ouderdom // Ure = werksure per week (aangepas)

TABEL 17 (VERVOLG)  
17.2 SELFGEËMPLJOEERD

BRANCH	03 ELECTRICITY ELEKTRISITEIT			04 BUILDING AND CONSTRUCTION BOU EN KONSTRUKSIE			TAK
	N	PERCENTILE/PERSENTIEL		N	PERCENTILE/PERSENTIEL		
		AGE	HRS		10	50	
Agricultural	1						Landbou
Chemical	4						Chemies
Civil	9	51	46		44 990		Siviel
Electrical							Elektries
Industrial							Bedryfs
Mechanical							Meganies
Metallurgical							Metallurgies
Mining							Mynbou
Other	2						Ander
TOTAL	16	44	47	17 600	44 990	102 400	TOTAAL:
							88
							46
							46
							19 800
							48 000
							95 000

TABEL 17.2 SELFGEËMPLJOEERD (VERVOLG)

BRANCH	05 MANUFACTURING FABRIEKSEWE			10 BUSINESS SERVICES BESIGHEIDSDIENSTE			TAK
	N	PERCENTILE/PERSENTIEL		N	PERCENTILE/PERSENTIEL		
		AGE	HRS		10	50	
Agricultural	1						Landbou
Chemical							Chemies
Civil	5	45	55		40 000		Siviel
Electrical	8	56	48		39 000		Elektries
Industrial							Bedryfs
Mechanical							Meganies
Metallurgical							Metallurgies
Mining							Mynbou
Other	3						Ander
TOTAL	17	56	46	16 800	41 000	69 600	TOTAAL
							219
							46
							44
							30 000
							52 500
							100 000

Hrs = working hours per week (adjusted) Oud = ouderdom // Ure = werksure per week (aangepas)

TABLE 18

## ENGINEERS

INCOME OF CIVIL ENGINEERS ACCORDING TO EMPLOYER,  
MAIN ECONOMIC SECTORS AND AGE (R.p.a.)

## 18.1 EMPLOYEES

TABEL 18

## INGENIEURS

INKOMSTE VAN SIVIELE INGENIEURS VOLGENS  
WERKGEWER, VERNAAMSTE EKONOMIESE SEKTORE EN OUDERDOM (R.p.j.)

## 18.1 WERKNEMERS

AGE	04 BUILDING AND CONSTRUCTION BOU EN KONSTRUKSIE					06 TRANSPORT VERVOER					10 BUSINESS SERVICES BESIGHEIDSDIENSTE					13 GOVERNMENT SERVICES OWERHEIDSDIENSTE					OUDERDOM
	N	ME PERCENTILE/ PERSENTIEL				N	ME PERCENTILE/ PERSENTIEL				N	ME PERCENTILE/ PERSENTIEL				N	ME PERCENTILE/ PERSENTIEL				
		HRS	10	50	90		URE	10	50	90		HRS	10	50	90		URE	10	50	90	
21																			21		
22																			22		
23																			23		
24																			24		
(20 - 24)																			(20 - 24)		
25	1			19 600		1				1				2	36		17 910	25			
26	2			19 120		4				6	36		19 280	14	37	15 200	18 460	24 080	26		
27	6	43	14 480	18 460	25 170	5	36		19 180	7	36		21 130	17	38	16 820	22 070	26 350	27		
28	10	42	16 830	22 000	41 150	3				11	37	18 850	21 710	32 500	13	36	15 810	19 180	32 670	28	
29	6	42	21 560	25 410	42 400	1				8	36		22 840	12	38	20 710	26 640	30 570	29		
(25 - 29)	43	43	15 430	20 000	33 040	17	36	14 990	18 900	22 760	34	36	18 530	21 160	31 530	64	36	16 320	20 900	27 640	(25 - 29)
30	9	39	20 200	28 500	33 000	2				16	40	20 560	25 550	37 320	10	37	19 570	27 540	29 250	30	
31	10	42	19 690	28 900	34 170	4				12	37	21 590	31 270	36 000	21	36	22 410	27 140	34 170	31	
32	14	47	22 180	33 370	45 000	1				15	37	20 460	28 600	35 870	25	37	23 230	28 000	31 640	32	
33	12	37	25 790	35 010	54 950	1				6	36		30 560	13	37	23 260	30 430	33 790	33		
34	6	48		33 120		3				15	36	24 150	29 500	36 540	11	37	19 430	28 470	36 610	34	
(30 - 34)	51	43	21 630	30 620	41 130	11	37	19 700	30 450	31 980	64	37	22 290	28 950	36 000	80	37	22 400	28 290	33 450	(30 - 34)
35 - 39	25	42	27 940	36 000	44 400	11	38	26 490	35 040	55 200	38	37	26 770	32 940	42 050	56	37	27 700	33 200	39 860	35 - 39
40 - 44	13	43	26 480	48 900	73 600	5	36		40 200		22	36	24 540	36 790	56 050	22	36	28 610	35 260	42 270	40 - 44
45 - 49	18	42	28 740	41 500	82 300						17	36	31 000	38 000	107 410	35	36	29 350	36 830	47 590	45 - 49
50 - 54	7	40		37 310						13	41	28 020	37 380	66 890	17	36	25 520	32 210	49 110	50 - 54	
55 - 59	16	37	31 900	37 010	67 820	2				4					37	37	31 390	38 000	52 840	55 - 59	
60 - 64	4									8	36		34 650		27	36	26 720	35 040	53 980	60 - 64	
65 +	2									6	25		18 640		6	37		29 520		65 +	
TOTAL	182	42	19 030	33 020	52 000	47	36	17 620	28 890	40 270	207	36	20 000	31 200	43 280	348	36	19 430	30 450	41 180	TOTAAL

Hrs = working hours per week (adjusted)

Ure = werksure per week (aangepas)

TABLE 18.2 SELF-EMPLOYED

TABEL 18.2 SELFGEËMPOJEEERD

AGE	04 BUILDING AND CONSTRUCTION BOU EN KONSTRUKSIE					10 BUSINESS SERVICES BESIGHEIDSDIENSTE					OUDERDOM					
	N	ME PERCENTILE/ PERSENTIEL				N	ME PERCENTILE/ PERSENTIEL									
		URE	10	50	90		HRS	10	50	90						
21											21					
22											22					
23											23					
24											24					
(20 - 24)						1					(20 - 24)					
25						1					25					
26											26					
27											27					
28											28					
29											29					
(25 - 29)						1					(25 - 29)					
30						1					30					
31						3					31					
32						2					32					
33						3					33					
34						2					34					
(30 - 34)						10	49	16 400	46 250	69 400	10	50	30 250	46 800	81 800	(30 - 34)
35 - 39						8	49		38 500		21	46	36 000	50 000	97 000	35 - 39
40 - 44						8	44		65 500		23	42	45 400	65 000	113 600	40 - 44
45 - 49						16	46	17 420	50 000	220 200	34	41	36 000	60 000	128 720	45 - 49
50 - 54						6	43		57 500		16	46	16 800	61 840	89 500	50 - 54
55 - 59						8	35		40 500		18	46	31 800	55 400	92 700	55 - 59
60 - 64						7	38		46 000		8	38		34 500		60 - 64
65 +						2					5	27		38 400		65 +
TOTAL						66	46	20 000	48 000	87 900	136	44	32 920	53 150	97 900	TOTAAL

Hrs = working hours per week (adjusted)

Ure = werksure per week (aangepas)

TABLE 19

TABEL 19

## ENGINEERS

## INGENIEURS

INCOME OF ELECTRICAL ENGINEER EMPLOYEES  
ACCORDING TO MAIN ECONOMIC SECTORS AND AGE (R.p.a.)INKOMSTE VAN ELEKTRIESE INGENIEURSWERKNEMERS  
VOLGENS VERNAAMSTE EKONOMIESE SEKTORE EN OUDERDOM (R.p.j.)

AGE	03 ELECTRICITY ELEKTRISITEIT					05 MANUFACTURING FABRIEKSWESE					06 TRANSPORT VERVOER					13 GOVERNMENT SERVICES OWERHEIDSDIENSTE					OUDERDOM
	N	ME				N	ME				N	ME				N	ME				
		HRS	10	50	90		URE	10	50	90		HRS	10	50	90		URE	10	50	90	
21																				21	
22																				22	
23																				23	
24																				24	
(20 - 24)	2					3														(20 - 24)	
25	5	36		20 200		2	35		20 160		1				1	36		18 490		25	
26	6	37		20 160		2	36		17 880		2				4	36	10 600	18 430	24 740	26	
27	2					7	38		20 150		5	38		20 200	5	36		20 300		27	
28	2					14	40	15 080	22 930	30 150	5	38		23 080	7	37		20 020		28	
29	3					12	36	20030	25090	37 000	4				7	36		27 100		29	
(25 - 29)	18	36	18 940	21 840	27 000	9	36		30 420		2				2					(25 - 29)	
30	1					49	37	17 100	22 750	31 050	24	37	17 790	22 610	31 500	31	36	15 360	20 350	32 120	30
31	2					9	39		26 400		3				4						31
32	2					7	40		30 090		1				5	36		35 590			32
33	2					3					5	41		33 710	2						33
34	2					6	36		37 780		1				4						34
(30 - 34)	9	37		34 600		27	39	21 650	32 900	45 600	13	40	25 640	32 000	39 250	19	36	20 320	31 690	39 000	(30 - 34)
35 - 39	17	36	32 400	39 910	46 030	7	36		36 300		7	38		39 060	16	36	28 080	35 040	42 910		35 - 39
40 - 44	10	36	33 560	44 950	53 720	6	37		41 470		2				14	37	28 150	36 390	44 010		40 - 44
45 - 49	5	36		38 370		3					1				4						45 - 49
50 - 54	7	36		36 290		3									13	38	29 590	39 390	44 560		50 - 54
55 - 59	14	36	27 960	39 930	64 400	4					3				8	36		35 000			55 - 59
60 - 64	8	37		32 960		2					3				8	37		34 550			60 - 64
65 +	3														4						65 +
TOTAL	93	36	20 200	34 600	49 410	106	37	18 420	28 360	44 610	56	38	17 820	28 860	41 690	122	36	18 070	33 600	40 980	TOTAAL

Hrs = working hours per week (adjusted)

Ure = werksure per week (aangepas)

TABLE 20

TABEL 20

## ENGINEERS

## INGENIEURS

INCOME OF MECHANICAL ENGINEER EMPLOYEES  
ACCORDING TO MAIN ECONOMIC SECTORS AND AGE (R.p.a.)INKOMSTE VAN MEGANIESE INGENIEURSWERKNEMERS VOLGENS  
VERNAAMSTE EKONOMIESE SEKTORE EN OUDERDOM (R.p.j.)

AGE	02 MINING MYNBOU					05 MANUFACTURING FABRIEKSWESE					06 TRANSPORT VERVOER					13 GOVERNMENT SERVICES OWERHEIDSDIENSTE					OUDERDOM	
	N	ME				N	ME				N	ME				N	ME					
		HRS	10	50	90		URE	10	50	90		HRS	10	50	90		URE	10	50	90		
21																					21	
22																					22	
23																					23	
24																					24	
(20 - 24)						4															(20 - 24)	
25	1					4															25	
26	1					6	36		18 090		2										26	
27						9	37		18 000		2										27	
28	1					9	37		23 800		2										28	
29	1					6	39		25 730		2										29	
(25 - 29)	4					9	36		25 800		3										(25 - 29)	
30	1					39	37	17 230	20 600	32 420	9	37		19 180	15	36	14 470	19 280	28 720		30	
31						2					1				1						31	
32	1					5	37		34 000		1				3						32	
33	3					2					1				3						33	
34	1					4									2						34	
(30 - 34)	6	46		30 910		3					1				5	36		31 600			(30 - 34)	
35 - 39	2					16	37	23 480	32 090	40 090	3				14	36	24 870	27 470	35 020		35 - 39	
40 - 44	3					13	37	26 360	39 000	45 210	5	41		35 040	7	36		35 040			40 - 44	
45 - 49						13	37	30 810	40 000	59 500	5	39		35 040	10	37	30 460	37 910	41 080		45 - 49	
50 - 54	3					7	42		39 000						2						50 - 54	
55 - 59	3					4					1				8	35		39 670			55 - 59	
60 - 64	2					7	35		50 000		4				6	37		44 200			60 - 64	
65 +						6	39		38 690						3							65 +
						4									1							
TOTAL	23	38	18 030	33 000	49 960	113	37	17 320	31 980	50 000	27	39	17 620	32 700	45 100	69	36	18 150	31 110	42 200	TOTAAL	

Hrs = working hours per week (adjusted)

Ure = werksure per week (aangepas)

**TABEL 21**  
**ENGINEERS**  
**INCOME ACCORDING TO GEOGRAPHICAL DISTRIBUTION AND EMPLOYER (R.p.a.)**

GEOGRAPHICAL AREA	GOVERNMENT STAAT										LOCAL AUTHORITY PLAASLIKE OWERHEID					SEMI-GOVERNMENT SEMI-STAAT					GEOGRAFIESE GEBIED
	N	MEDIAN AGE	HRS	PERCENTILE/PERSENTIEL			N	MIDIAAN OUD	URE	10	50	90	N	MEDIAN AGE	HRS	PERCENTILE/PERSENTIEL					
				10	50	90										10	50	90			
Johannesburg	18	40	37	15 260	38 190	47 930	34	53	36	25 030	32 900	40 760	20	36	36	16 650	29 860	45 560	Johannesburg		
Pretoria	129	39	37	19 440	34 340	47 830	15	43	36	22 600	33 800	47 060	81	32	36	17 880	32 230	39 880	Pretoria		
Rest of W.V-area	24	39	36	17 790	29 460	43 090	30	42	36	28 730	35 200	39 970	37	32	36	18 910	30 450	46 450	Res van W.V-gebied		
Rest of the Transvaal	18	32	40	19 340	28 810	41 170	18	38	36	26 280	33 150	39 450	3						Res van Transvaal		
Peninsula	46	37	36	18 030	30 360	39 900	39	39	36	24 300	27 230	32 630	16	35	36	17 880	32 120	39 640	Skierailand		
Port Elizabeth	7	36	39		30 450		9	51	36		32 000		7	28	36		22 620		Port Elizabeth		
Rest of Cape Province	49	31	37	15 460	27 020	39 360	21	48	36	24 140	28 490	39 220	23	33	36	17 090	30 000	36 320	Res van die Kaaprovinsie		
Durban	12	38	36	17 910	34 460	49 110	21	55	36	18 970	32 930	41 660	16	30	38	11 600	27 000	65 300	Durban		
Rest of Natal	23	32	36	18 470	28 200	41 970	24	49	36	24 140	31 080	38 530	15	35	37	18 270	30 120	42 370	Res van Natal		
Bloemfontein	17	41	38	23 910	37 700	48 320	5	57	36		30 320		5	31	40		31 850		Bloemfontein		
Rest of O.F.S.	2						4						3						Res van O.V.S.		
South West Africa	13	33	37	23 800	34 500	39 300	4						4						Suidwes-Afrika		
National states	1						4												Nasionale state		
<b>TOTAL</b>	<b>359</b>	<b>36</b>	<b>37</b>	<b>18 020</b>	<b>31 690</b>	<b>43 920</b>	<b>224</b>	<b>47</b>	<b>36</b>	<b>24 440</b>	<b>31 740</b>	<b>39 450</b>	<b>230</b>	<b>32</b>	<b>36</b>	<b>17 880</b>	<b>30 380</b>	<b>40 270</b>	<b>TOTAAL</b>		

TABLE 21 (CONTINUED)

TABLE 21 (VERVOLG)

GEOGRAPHICAL AREA	PUBLIC CORPORATION OPENBARE KORPORASIE						PRIVATE FIRM PRIVATE FIRMA						SELF-EMPLOYED SELFGEËMPLOJEERD						GEOGRAFIESE GEBIED
	N	MEDIAN AGE	PERCENTILE/PERSENTIEL			N	MIDIAAN OUD	PERCENTILE/PERSENTIEL			N	MEDIAN AGE	PERCENTILE/PERSENTIEL						
			10	50	90			10	50	90			10	50	90				
Johannesburg	46	44	36	17 750	36 020	49 710	275	40	37	19 800	36 000	67 300	89	51	46	28 000	50 000	100 000	Johannesburg
Pretoria	126	31	37	18 700	28 940	42 730	127	32	37	21 570	32 500	45 100	81	43	46	29 040	55 000	103 360	Pretoria
Rest of W-V-area	70	32	37	19 540	30 510	48 970	170	37	37	20 490	36 200	52 900	27	43	42	17 400	41 000	90 200	Res van W-V-gebied
Rest of the Transvaal	26	32	36	16 830	30 840	44 070	64	33	41	18 000	33 120	52 000	14	37	48	21 500	49 000	77 500	Res van Transvaal
Peninsula	18	34	36	17 910	31 130	44 940	118	35	37	17 280	29 740	45 050	50	49	41	20 250	49 000	99 000	Skierieiland
Port Elizabeth	2						18	35	41	18 540	29 090	53 840	8	47	48				Port Elizabeth
Rest of Cape Province	21	32	36	16 890	27 710	36 070	58	33	38	18 670	31 550	41 730	12	45	46	21 200	53 000	84 100	Res van die Kaapprovinsie
Durban	5	59	37	18 920	28 000	47 480	41	39	39	16 220	30 300	42 390	19	52	47	16 080	45 000	87 000	Durban
Rest of Natal	25	34	37	17 820	26 100	41 620	70	36	39	20 180	28 550	42 700	30	47	40	24 820	45 500	96 020	Res van Natal
Bloemfontein							10	34	39	19 680	34 600	50 620	8	43	45				Bloemfontein
Rest of O.F.S.	2						15	33	49	18 790	34 000	91 600	3						Res van O.V.S.
South West Africa	5	34	41		36 060		11	33	37	20 220	31 040	59 800	7	39					Suidwes-Afrika
National states							4												Nasionale state
TOTAL	346	33	37	18 510	30 300	44 560	981	35	38	19 670	33 000	53 000	348	46	46	25 000	50 000	97 840	TOTAAL

Hrs = working hours per week (adjusted)

Oud = ouderdom // Ure = werksure per week (aangepas)

TABLE 21 (CONTINUED)

TABLE 21 (VERVOLG)

GEOGRAPHICAL AREA	PUBLIC SECTOR EMPLOYEES (TOTAL) OPENBARE SEKTOR WERKNEMERS (TOTAAL)						PRIVATE SECTOR EMPLOYEES (TOTAL) PRIVATE SEKTOR WERKNEMERS (TOTAAL)						GRAND TOTAL (EMPLOYEES AND SELF-EMPLOYED) GROOTTOTAAL (WERKNEMERS EN SELFGEEËMPLOJEERDES)						GEOGRAFIESE GEBIED
	N	MEDIAN AGE	HRS	PERCENTILE/PERSENTIEL			N	MIDIAAN OUD	URE	PERCENTILE/PERSENTIEL			N	MEDIAN AGE	HRS	PERCENTILE/PERSENTIEL			
				10	50	90				10	50	90				10	50	90	
Johannesburg	72	44	36	17 780	32 900	46 140	321	41	37	19 800	36 000	63 760	482	44	37	19 860	37 000	72 140	Johannesburg
Pretoria	225	36	36	18 780	33 710	45 400	253	32	37	19 690	32 000	44 200	559	35	37	19 440	33 750	55 000	Pretoria
Rest of W-V-area	91	37	36	20 180	33 640	41 800	240	35	37	20 220	34 770	51 880	358	37	37	20 190	34 920	50 080	Res van W-V-gebied
Rest of the Transvaal	39	35	37	21 650	31 200	39 260	90	33	38	18 000	33 000	49 180	143	34	38	18 450	33 000	50 000	Res van Transvaal
Peninsula	101	37	36	18 640	29 400	39 170	136	35	36	17 530	29 900	44 850	287	38	36	18 000	30 500	50 600	Skierieland
Port Elizabeth	23	44	36	18 880	30 450	41 460	20	35	39	18 910	30 180	51 760	51	40	38	19 160	32 340	52 530	Port Elizabeth
Rest of Cape Province	93	33	37	16 880	28 220	36 820	79	32	38	17 880	30 450	41 300	184	33	37	17 880	29 310	40 590	Res van die Kaapprovinsie
Durban	49	38	37	17 750	32 500	45 000	46	39	38	16 680	29 550	43 920	114	44	38	16 980	32 630	53 000	Durban
Rest of Natal	62	38	36	19 180	30 300	39 350	95	35	38	19 060	27 840	41 500	187	39	37	19 520	30 600	46 100	Res van Natal
Bloemfontein	27	40	38	25 550	35 040	44 340	10	34	39	19 660	34 600	50 620	45	40	39	26 250	36 810	65 800	Bloemfontein
Rest of O.F.S.	9	44	37		24 410		17	33	45	18 900	31 720	88 800	29	36	38	19 000	30 280	50 000	Res van O.V.S.
South West Africa	21	34	37	24 440	34 570	39 220	16	34	37	18 920	34 560	56 800	44	34	37	25 490	35 750	52 650	Suidwes-Afrika
National states	1						4						5	31	52		29 660		Nasionale state
<b>TOTAL</b>	<b>813</b>	<b>37</b>	<b>36</b>	<b>18 620</b>	<b>31 200</b>	<b>41 170</b>	<b>1 327</b>	<b>34</b>	<b>37</b>	<b>19 200</b>	<b>32 500</b>	<b>50 000</b>	<b>2 488</b>	<b>37</b>	<b>37</b>	<b>19 240</b>	<b>33 390</b>	<b>55 000</b>	<b>TOTAAL</b>

Hrs = working hours per week (adjusted)

Oud = ouderdom // Ure = werksure per week (aangepas)



## ENGINEERS

## INGENIEURS

FRINGE BENEFIT STRUCTURE OF EMPLOYEES  
ACCORDING TO EMPLOYERBYVOORDELESTRUKTUUR VAN WERKNEMERS  
VOLGENS WERKGEWER

EMPLOYER	TOTAL NUMBER OF EMPLOYEES	QUESTION NOT ANSWERED	DO NOT RECEIVE FRINGE BENEFIT	RECEIVE FRINGE BENEFIT ONTVANG BYVOORDEEL					WERKGEWER
				VALUE NOT INDICATED WAARDE NIE AANGEDUI NIE	VALUE INDICATED (R.p.a.) WAARDE AANGEDUI (R.p.j.)				
					PERCENTILE/PERSENTIEL				
	TOTALE AANTAL WERKNEMERS	VRAAG NIE BEANTWOORD NIE	ONTVANG NIE BYVOORDEEL NIE		N	10	50	90	
<b>(a) Shares</b>									<b>(a) Aandele</b>
Government	N 347	134	213						N Staat
%	100	38,6	61,4						%
Local authority	N 219	66	153						N Plaaslike owerheid
%	100	30,1	69,9						%
Semi-government	N 226	72	151		3				N Semi-staat
%	100	31,9	66,8		1,3	600	2 520	3 240	%
Public sector	N 792	272	517		3				N Openbare sektor
%	100	34,3	65,3		0,4				%
Public corporation	N 336	112	222		2				N Openbare korporasie
%	100	33,3	66,1		0,6	4 500	5 870	7 240	%
Private firm	N 949	340	565	13	31				N Private firma
%	100	35,8	59,5	1,4	3,3	500	3 000	10 000	%
Private sector	N 1 285	452	787	13	33				N Private sektor
%	100	35,2	61,2	1,0	2,6	500	3 000	10 000	%
TOTAL	N 2 077	724	1304	13	36				N TOTAL
%	100	34,9	62,8	0,6	1,7	500	3 000	10 000	%

**(b) Pension****(b) Pensioen**

Government	N 347	52	37	38	220				N Staat
%	100	15,0	10,7	10,9	63,4	510	3 000	6 960	%
Local authority	N 219	13	12	11	183				N Plaaslike owerheid
%	100	5,9	5,5	5,0	83,6	1 640	3 830	6 610	%
Semi-government	N 226	29	22	22	153				N Semi-staat
%	100	12,8	9,7	9,7	67,7	720	2 750	6 590	%
Public sector	N 792	94	71	71	556				N Openbare sektor
%	100	11,9	9,0	9,0	70,2	1 000	3 030	6 600	%
Public corporation	N 336	38	24	23	251				N Openbare korporasie
%	100	11,3	7,1	6,8	74,7	1 000	2 500	5 100	%
Private firm	N 949	99	78	43	729				N Private firma
%	100	10,4	8,2	4,5	76,8	600	2 020	5 000	%
Private sector	N 1 285	137	102	66	980				N Private sektor
%	100	10,7	7,9	5,1	76,3	600	2 220	5 000	%
TOTAL	N 2 077	231	173	137	1536				N TOTAAL
%	100	11,1	8,3	6,6	74,0	640	2 500	6 000	%

**(c) Motor-car****(c) Motor**

Government	N 347	97	160	6	84				N Staat
%	100	28,0	46,1	1,7	24,2	550	2 500	6 000	%
Local authority	N 219	31	63	10	115				N Plaaslike owerheid
%	100	14,2	28,8	4,6	52,5	720	2 150	4 030	%
Semi-government	N 226	59	125	2	40				N Semi-staat
%	100	26,1	55,3	0,9	17,7	550	2 000	5 880	%
Public sector	N 792	187	348	18	239				N Openbare sektor
%	100	23,6	43,9	2,3	30,2	620	2 260	4 970	%
Public corporation	N 336	71	150	1	114				N Openbare korporasie
%	100	21,1	44,6	0,3	33,9	600	2 450	5 000	%
Private firm	N 949	75	170	25	679				N Private firma
%	100	7,9	17,9	2,6	71,5	680	3 000	6 000	%
Private sector	N 1 285	146	320	26	793				N Private sektor
%	100	11,4	24,9	2,0	61,7	680	3 000	6 000	%
TOTAL	N 2 077	333	668	44	1032				N TOTAAL
%	100	16,0	32,2	2,1	49,7	680	2 500	5 600	%

EMPLOYER	TOTAL NUMBER OF EMPLOYEES TOTALE AANTAL WERKNEMERS	QUESTION NOT ANSWERED VRAAG NIE BEANTWOORD NIE	DO NOT RECEIVE FRINGE BENEFIT ONTVANG NIE BY-VOORDEEL NIE	RECEIVE FRINGE BENEFIT ONTVANG BYVOORDEEL					WERKGEWER
				VALUE NOT INDICATED WAARDE NIE AANGEDUI NIE	VALUE INDICATED (R.p.a.) WAARDE AANGEDUI (R.p.j.)				
					N	PERCENTILE/PERSENTIEL 10 50 90			
<b>(d) Entertainment allowance</b>									<b>(d) Onthaaltoelae</b>
Government	N 347	135	291	11	11	60	180	1 140	N Staat
%	100	38,9	57,9	3,2	3,2	60	180	1 140	%
Local authority	N 219	64	143	12	12	400	580	1 140	N Plaaslike owerheid
%	100	29,2	65,3	5,5	5,5	400	580	1 140	%
Semi-government	N 226	70	150	6	6				N Semi-staat
%	100	31,0	66,4	2,6	2,6		1 000		%
Public sector	N 792	269	494	29	29	180	540	1 180	N Openbare sektor
%	100	34,0	62,4	3,7	3,7	180	540	1 180	%
Public corporation	N 336	108	216	1	11	480	780	3 980	N Openbare korporasie
%	100	32,1	64,3	0,3	3,3	480	780	3 980	%
Private firm	N 949	293	470	7	179	300	1 000	2 500	N Private firma
%	100	30,9	49,5	0,7	18,9	300	1 000	2 500	%
Private sector	N 1 285	401	686	8	190	300	1 000	2 520	N Private sektor
%	100	31,2	53,4	0,6	14,8	300	1 000	2 520	%
TOTAL	N 2 077	670	1180	8	219	300	1 000	2 400	N TOTAAL
%	100	32,3	56,8	0,4	10,5	300	1 000	2 400	%

**(e) Housing****(e) Behuising**

Government	N 347	30	57	16	244	1 250	4 500	7 000	N Staat
%	100	8,6	16,4	4,6	70,3	1 250	4 500	7 000	%
Local authority	N 219	14	40	6	159	910	3 000	5 150	N Plaaslike owerheid
%	100	6,4	18,3	2,7	72,6	910	3 000	5 150	%
Semi-government	N 226	12	44	12	158	1 640	4 630	8 170	N Semi-staat
%	100	5,3	19,5	5,3	69,9	1 640	4 630	8 170	%
Public sector	N 792	56	141	34	561	1 200	3 820	7 000	N Openbare sektor
%	100	7,1	17,8	4,3	70,8	1 200	3 820	7 000	%
Public corporation	N 336	17	53	11	255	1 560	4 100	7 280	N Openbare korporasie
%	100	5,1	15,8	3,3	75,9	1 560	4 100	7 280	%
Private firm	N 949	258	391	18	282	1 000	3 350	7 200	N Private firma
%	100	27,2	41,2	1,9	29,7	1 000	3 350	7 200	%
Private sector	N 1 285	275	444	29	537	1 120	3 870	7 200	N Private sektor
%	100	21,4	34,6	2,3	41,8	1 120	3 870	7 200	%
TOTAL	N 2 077	331	585	63	1098	1 150	3 850	7 070	N TOTAAL
%	100	15,9	28,2	3,0	52,9	1 150	3 850	7 070	%

**(f) Other fringe benefits****(f) Ander byvoordele**

Government	N 347	114	148	1	84	70	240	1 020	N Staat
%	100	32,9	42,6	0,3	24,2	70	240	1 020	%
Local authority	N 219	47	91	3	78	100	600		N Plaaslike owerheid
%	100	21,5	41,6	1,4	35,6	100	600		%
Semi-government	N 226	60	100	6	66	70	230	1 910	N Semi-staat
%	100	26,5	44,2	2,7	29,2	70	230	1 910	%
Public sector	N 792	221	339	4	228	70	200	1 000	N Openbare sektor
%	100	27,9	42,8	0,5	28,8	70	200	1 000	%
Public corporation	N 336	81	138	5	112	100	300	1 440	N Openbare korporasie
%	100	24,1	41,1	1,5	33,3	100	300	1 440	%
Private firm	N 949	285	387	6	271	100	500	2 000	N Private firma
%	100	30,0	40,8	0,6	28,6	100	500	2 000	%
Private sector	N 1 285	366	525	11	383	100	450	1 850	N Private sektor
%	100	28,5	40,9	0,9	29,8	100	450	1 850	%
TOTAL	N 2 077	587	864	15	611	70	300	1 500	N TOTAAL
%	100	28,3	41,6	0,7	29,4	70	300	1 500	%



**(d) Entertainment allowance  
Onthaaltoelae**

≤ 4 999					1	
5 000 – 9 999						260
10 000 – 14 999						900
15 000 – 19 999						3 410
20 000 – 24 999					2	
25 000 – 29 999					13	260
30 000 – 34 999					25	200
35 000 – 39 999					27	280
40 000 – 44 999	4		540		31	320
45 000 – 49 999	4			3	20	330
50 000 +	3			3	60	600

**(e) Housing  
Behulwing**

≤ 4 999						
5 000 – 9 999						960
10 000 – 14 999						2 300
15 000 – 19 999						360
20 000 – 24 999						3 720
25 000 – 29 999						8 000
30 000 – 34 999						1 060
35 000 – 39 999						4 000
40 000 – 44 999						7 850
45 000 – 49 999						1 200
50 000 +						3 600

**(f) Other fringe benefits  
Ander byvoordele**

≤ 4 999						
5 000 – 9 999						140
10 000 – 14 999						300
15 000 – 19 999						1 450
20 000 – 24 999						410
25 000 – 29 999						1 970
30 000 – 34 999						1 340
35 000 – 39 999						80
40 000 – 44 999						500
45 000 – 49 999						2 000
50 000 +						500

TABLE 24

## ENGINEERS

INCOME PACKAGE OF EMPLOYEES WHICH RECEIVE ONE OR MORE OF THE FRINGE BENEFITS AND HAVE INDICATED THE VALUE, ACCORDING TO EMPLOYER (R.p.a.)

TABLE 24

## INGENIEURS

INKOMSTEPAKKET VAN WERKNEMERS WAT EEN OF MEER BYVOORDELE ONTVANG EN DIE WAARDE AANGEDUI HET VOLGENS WERKGEWER (R.p.i.)

EMPLOYER	N	ME AGE/ OUD	ME HRS/ URE	INCOME INKOMSTE			TOTAL FRINGE BENEFITS TOTALE BYVOORDELE			INCOME PACKAGE INKOMSTEPAKKET			FRINGE BENEFITS AS % OF INCOME BYVOORDELE AS % VAN INKOMSTE			WERKGEWER
				10	50	90	10	50	90	10	50	90	10	50	90	
Government	149	36	37	20 320	33 150	46 400	1 950	7 000	13 500	24 380	40 710	56 570	6,4	17,2	29,4	Staat
Local authority	120	45	36	25 030	31 990	39 320	2 450	6 850	12 950	28 170	39 100	50 310	8,0	17,5	27,5	Plaaslike owerheid
Semi-government	110	33	36	17 980	30 500	40 290	1 170	6 510	13 390	20 500	39 350	51 470	5,8	17,1*	31,3	Semi-staat
Public sector	379	37	36	19 720	32 440	42 210	2 000	6 830	13 070	24 290	39 650	52 490	6,4	17,3	29,4	Openbare sektor
Public corporation	161	32	37	19 510	30 370	43 510	1 900	7 000	12 540	23 280	37 960	52 140	6,9	17,8	28,9	Openbare korporasie
Private firm	472	36	37	20 700	33 680	55 880	1 300	5 090	13 970	23 420	40 620	67 360	4,0	13,1	27,4	Private firma
Private sector	633	35	37	20 120	33 000	52 860	1 410	5 600	13 360	23 430	40 100	64 060	4,8	14,6	28,0	Private sektor
TOTAL	1 012	36	37	20 040	32 630	48 000	1 560	6 000	13 240	23 560	39 950	58 600	5,3	15,7	28,7	TOTAAL

Hrs = working hours per week (adjusted)

Oud = ouderdom // Ure = werksure per week (aangepas)

TABLE 25

## ENGINEERS

COMPARISON BETWEEN THE 1973, 1975, 1977, 1979, 1981 AND 1984 WAGE STRUCTURE ACCORDING TO AGE

TABEL 25

## INGENIEURS

VERGELYKING TUSSEN DIE 1973-, 1975-, 1977-, 1979-, 1981- EN 1984-LOONSTRUKTUUR VOLGENS OUDERDOM

INCOME (R.p.a.) INKOMSTE (R.p.j.)		AGE / OUDERDOM									TOTAL TOTAAL
		20—24	25—29	30—34	35—39	40—44	45—49	50—54	55—59	60—64	
1973	N	97	735	612	370	311	376	309	203	141	3 154
Percentile/	10	4 090	4 460	6 240	7 250	7 320	7 580	7 540	7 230	5 780	5 250
Persentiel	50	4 810	6 020	8 170	9 040	9 380	9 570	9 460	9 760	9 260	8 380
	90	5 860	8 370	10 770	14 000	14 520	16 490	17 310	17 930	14 800	12 740
1975	N	83	765	628	556	398	499	495	354	194	3 972
Percentile/	10	5 070	5 860	8 400	9 910	10 130	10 320	10 480	10 280	9 340	7 360
Persentiel	50	6 100	8 120	11 110	12 740	13 130	13 480	13 650	13 410	12 850	11 960
	90	7 880	10 980	15 230	20 970	21 030	25 210	25 950	24 920	22 800	20 150
1977	N	111	888	751	591	426	404	500	355	175	4 201
Percentile/	10	5 530	6 500	9 690	11 970	12 390	12 700	12 370	12 520	10 680	8 080
Persentiel	50	7 150	9 090	12 710	14 870	16 150	16 500	16 070	15 760	15 120	13 760
	90	8 990	12 180	17 050	24 630	27 640	27 770	27 600	26 500	25 380	23 480
1979	N	97	1 056	991	663	542	398	483	427	191	4 848
Percentile/	10	6 140	6 850	10 760	12 980	13 780	13 870	14 240	13 400	10 890	9 130
Persentiel	50	8 200	10 410	14 520	16 710	18 450	18 680	18 880	17 660	16 980	15 540
	90	9 960	14 720	19 030	25 340	29 970	30 410	30 760	34 080	32 900	25 510
1981	N	82	867	934	556	447	323	354	379	228	4 170
Percentile/	10	8 390	10 300	14 950	17 510	18 850	18 110	19 700	18 200	16 980	12 950
Persentiel	50	10 980	14 400	20 020	23 000	25 750	25 430	26 000	25 000	24 030	21 300
	90	15 140	20 000	26 500	35 000	40 000	44 230	43 600	44 000	39 100	34 700
1984	N	52	511	489	365	258	215	151	220	145	2 406
Percentile/	10	14 250	17 010	23 000	28 840	29 690	30 630	29 040	30 000	25 830	19 500
Persentiel	50	17 700	21 300	30 450	36 090	40 420	40 790	40 000	40 000	38 000	33 480
	90	20 330	30 440	40 000	50 880	67 100	80 000	75 640	69 900	79 520	55 000
Yearly % increase in median income Jaarlikse % styging in mediaaninkomste											
	1973—1975	12,6	16,1	16,6	18,7	18,3	18,7	20,1	17,2	17,8	19,5
	1975—1977	8,3	5,8	7,0	8,0	10,9	10,6	8,5	8,4	8,5	7,3
	1977—1979	7,1	7,0	6,9	6,0	6,9	6,4	8,4	5,9	6,0	6,3
	1979—1981	15,7	17,6	17,4	17,3	18,1	16,7	17,4	19,0	19,0	17,1
	1981—1984	17,3	13,9	15,0	16,2	16,2	17,1	15,4	17,0	16,5	16,3
	1973—1984	12,6	12,2	12,7	13,4	14,2	14,1	14,0	13,7	13,7	13,4

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TABLE 26

## ENGINEERS

COMPARISON BETWEEN THE 1973, 1975, 1977, 1979, 1981 AND 1984 WAGE STRUCTURE ACCORDING TO EMPLOYER

TABEL 26

## INGENIEURS

VERGELYKING TUSSEN DIE 1973-, 1975-, 1977-, 1979-, 1981- EN 1984-LOONSTRUKTUUR VOLGENS WERKGEWER

INCOME (R.p.a.) INKOMSTE (R.p.j.)		EMPLOYER/WERKGEWER		
		PUBLIC SECTOR OPENBARE SEKTOR	PRIVATE SECTOR PRIVATE SEKTOR	SELF-EMPLOYED SELFGEEËMPOJEERD
1973 *	N	1 249	1 716	317
Percentile/	10	4 800	5 310	8 210
Persentiel	50	8 160	8 150	15 300
	90	10 040	11 800	29 150
1975	N	1 408	2 044	520
Percentile/	10	6 490	7 500	10 580
Persentiel	50	11 370	11 830	18 910
	90	13 850	18 670	25 330
1977	N	1 461	2 203	537
Percentile/	10	6 830	8 450	12 770
Persentiel	50	12 660	13 870	20 910
	90	15 830	22 630	38 620
1979	N	1 758	2 528	562
Percentile/	10	7 260	10 010	15 160
Persentiel	50	13 690	16 160	23 730
	90	17 460	25 380	42 130
1981	N	1 417	2 210	543
Percentile/	10	11 700	13 390	19 700
Persentiel	50	19 500	21 500	31 870
	90	25 270	32 800	53 300
1984	N	791	1 289	326
Percentile/	10	18 860	19 500	30 000
Persentiel	50	31 200	32 500	50 000
	90	41 220	50 000	98 320
Yearly % increase in median income Jaarlikse % styging in mediaaninkomste				
	1973—1975	18,0	20,5	11,2
	1975—1977	5,5	8,3	5,2
	1977—1979	4,0	7,9	6,5
	1979—1981	19,3	15,3	15,9
	1981—1984	17,0	14,8	16,2
	1973—1984	13,0	13,4	11,4

\* N.B. Figures for 1973 include age group 65+. All other include 20—64 age group.

\* L.W. Syfers vir 1973 sluit in ouderdomsgroep 65+. Alle ander sluit in 20—64 ouderdomsgroep.

COMPARISON BETWEEN THE 1973, 1975, 1977, 1979, 1981 AND 1984  
WAGE STRUCTURE ACCORDING TO BRANCH OF ENGINEERINGVERGELYKING TUSSEN DIE 1973-, 1975-, 1977-, 1979-, 1981- EN 1984-LOONSTRUKTUUR  
VOLGENS TAK VAN INGENIEURSWESE

INCOME (R.p.a.) INKOMSTE (R.p.a.)	BRANCH OF ENGINEERING/TAK VAN INGENIEURSWESE											Other Ander
	Agricultural Landbou	Chemical Chemies	Civil Siviel	Electrical Elektries	Elect. & Mech. Elek. & Mieg.	Industrial Bedryfs	Mechanical Meganies	Metallurgical Metalurgies	Mining Mynbou			
1973*	N 10 50 90	160 4 880 7 230 9 900	1 250 5 340 8 700 16 000	667 5 020 7 990 10 880	88 7 380 9 690 17 100	41 4 820 8 050 10 450	472 5 030 7 880 10 930	41 5 020 7 930 12 900	88 5 960 9 920 18 100			444 5 590 8 450 11 790
1975	N 10 50 90	234 7 160 10 830 16 400	1 567 6 970 12 190 23 760	765 7 160 11 410 16 050	104 10 140 13 740 26 200	51 7 700 10 580 15 450	605 7 520 11 700 16 830	41 7 700 11 100 18 450	153 10 550 14 970 27 700			410 8 500 12 050 18 900
1977	N 10 50 90	263 8 780 13 180 20 240	1 744 7 480 13 600 25 160	756 7 780 12 900 18 810	79 12 320 16 500 24 780	68 8 200 13 250 16 870	670 8 900 13 800 20 300	56 10 090 14 000 24 470	141 10 870 18 500 29 630			369 10 290 14 890 25 700
1979	N 10 50 90	272 10 430 15 640 23 160	2 146 7 880 14 830 26 610	870 9 230 20 670 29 800	** 12 320 16 910 20 280	62 9 170 16 130 22 800	633 10 230 16 040 23 770	50 13 200 16 910 27 000	133 14 220 22 130 35 430			634 11 240 16 830 28 330
1981	N 10 50 90	217 13 960 22 800 33 000	1 893 12 430 20 000 35 000	797 12 920 20 670 29 800	** 13 120 20 900 32 650	46 13 120 20 900 32 650	488 13 000 21 990 32 000	37 12 110 24 600 39 000	84 18 010 26 750 55 500			567 15 860 23 500 38 010
1984	N 10 50 90	136 18 520 31 710 48 400	1 045 19 980 33 000 57 400	488 19 170 33 000 48 770	** 18 520 33 350 49 830	38 16 640 27 880 50 920	310 18 520 33 350 49 830	29 15 140 30 000 47 850	52 17 930 40 140 68 940			279 23 490 36 000 68 000
Yearly % increase in median income Jaarlikse % styging in mediaaninkomste	1973 — 1975 1975 — 1977 1977 — 1979 1979 — 1981 1981 — 1984 1973 — 1984	22,4 10,3 8,9 20,7 11,6 14,4	18,4 5,6 4,4 16,1 18,2 12,9	19,5 6,3 7,5 17,8 16,9 13,8	19,1 9,6 9,6 17,1 14,9 14,0	14,6 11,9 10,3 13,8 10,1 12,0	21,9 8,6 7,8 17,1 14,9 14,0	18,3 12,3 9,9 20,6 6,8 12,9	22,8 11,2 9,4 9,9 14,5 13,6			19,4 11,2 6,3 18,2 15,3 14,1

\* N.B. Figures for 1973 include age group 65+. All others include 20-64 age group.

\* L.W. Syfers vir 1973 sluit in ouderdomsgroep 65+. Alle ander sluit in 20-64 ouderdomsgroep.

\*\* Included with other engineers.

\*\* Ingesluit by ander ingenieurs.



## **LECTURERS / PROFESSORS**

### **OCCUPATIONAL TITLE**

Lecturer, professor in engineering or any other field of study, attached to a university, college or other training institution.

### **ANALYSES**

Subject and table number

- Age 28
- Field of study 29

## **LEKTORE / PROFESSORE**

### **BEROEPSBENAMING**

Lektor, professor in ingenieurswese of enige ander studierigting verbonde aan 'n universiteit, kollege of ander opleidingsinrigting.

### **ONTLEDINGS**

Onderwerp en tabelnommer

- Ouderdom 28
- Studierigting 29

TABLE 28

LECTURERS/PROFESSORS

INCOME ACCORDING TO AGE (R.p.a.)

AGE	N	ME HRS/ URE	PERCENTILE/PERSENTIEL			OUDERDOM
			10	50	90	
20—24	1					20—24
25—29	14	34	8 100	26 240	42 250	25—29
30—34	19	37	21 870	29 020	56 000	30—34
35—39	27	36	23 190	31 520	46 380	35—39
40—44	22	37	27 680	32 740	48 810	40—44
45—49	14	41	21 750	33 350	56 950	45—49
50—54	8	42		36 200		50—54
55—59	10	41	23 870	28 980	38 510	55—59
60—64	9	36		29 170		60—64
65 +	7	30		24 830		65 +
TOTAL	131	36	23 840	30 170	44 400	TOTAAL

Hrs = working hours per week (adjusted)

Ure = werksure per week (aangepas)

TABEL 28

LEKTORE/PROFESSORE

INKOMSTE VOLGENS OUDERDOM (R.p.j.)

TABLE 29

LECTURERS/PROFESSORS

INCOME ACCORDING TO FIELD OF STUDY (R.p.a.)

TABEL 29

LEKTORE/PROFESSORE

INKOMSTE VOLGENS STUDIERIGTING (R.p.j.)

FIELD OF STUDY	N	ME AGE OUD	ME HRS URE	PERCENTILE/PERSENTIEL			STUDIERIGTING
				10	50	90	
Agricultural	3						Landbou
Chemical	8	36	35		32 600		Chemies
Civil	33	37	36	24 670	29 020	39 560	Siviel
Electrical	28	38	38	23 190	32 700	44 990	Elektries
Industrial	2						Bedryfs
Mechanical	24	43	36	25 500	32 830	55 950	Meganies
Metallurgical	4						Metallurgies
Mining	5	63	29		25 000		Mynbou
Other	19	43	38	24 000	31 700	68 500	Ander
TOTAL	126	40	36	23 770	30 740	44 520	TOTAAL

Hrs = working hours per week (adjusted)

Oud = ouderdom // Ure = werksure per week (aangepas)

## **MANAGERIAL AND ADMINISTRATIVE OCCUPATIONS**

### **OCCUPATIONAL TITLES**

Director, manager, superintendent, other administrative

- managerial field — engineering and other
- see Table 30 for comprehensive list of occupational titles

### **ANALYSES**

Subject and table number

- Age 31, 32, 39
- Comparison 1973—1984 surveys 39, 40
- Economic sector 37
- Employer 31, 33, 34, 35 and Figure 5
- Field of qualification 34
- Fringe benefits 36, 38
- Occupations 30
- Professional status 32, 33 and Figure 5

## **BESTUURS- EN ADMINISTRATIEWE BEROEPE**

### **BEROEPSBENAMINGS**

Direkteur, bestuurder, superintendent, ander administratief

- bestuursrigting — ingenieurswese en ander
- kyk tabel 30 vir omvattende lys van beroepsbenamings

### **ONTLEDINGS**

Onderwerp en tabelnommer

- Byvoordele 36, 38
- Beroepe 30
- Ekonomiese sektor 37
- Ouderdom 31, 32, 39
- Professionele status 32, 33 en figuur 5
- Studierigting van kwalifikasie 34
- Vergelyking 1973—1984-opnames 39, 40
- Werkgewer 31, 33, 34, 35 en figuur 5

TABEL 30

TABEL 30

MANAGERIAL AND ADMINISTRATIVE OCCUPATIONS

BESTUURS- EN ADMINISTRATIEWE BEROEPE

INCOME ACCORDING TO OCCUPATION AND EMPLOYER (R.p.a.)

INKOMSTE VOLGENS BEROEP EN WERKGEWER (R.p.a.)

OCCUPATION	PUBLIC SECTOR OPENBARE SEKTOR				PRIVATE SECTOR PRIVATE SEKTOR				SELF-EMPLOYED SELFGEËMPLOJEERD				BEROEP
	N	MEDIAN AGE	HRS	PERCENTILE/P 10 50 90	N	MEDIAAN OUD	URE	PERCENTILE/P 10 50 90	N	MEDIAN AGE	HRS	PERCENTILE/P 10 50 90	
Directors													Direkteure
Administrative													Administratiewe
Commercial													Handels
Company													Maatskappy
Contracts													Kontrakte
Development													Ontwikkelings
Director of companies													Direkteur van maatskappye
Engineering	1	57	37	43 720									Ingenieurs
Executive	5												Uitvoerende
Managing													Besturende
Manufacturing													Vervaardigings
Marketing													Bemarkings
Production													Produkste
Regional	2												Streeks
Research	1												Navorsings
Sales													Verkoops
Technical	1												Tegniese
Works													Werke
Other	6	49	38	38 610									Ander
Managers, Administrators, Superintendents													Bestuurders, Administrators, Superintendente
Accounting													Oudit
Administrative													Administratiewe
Agricultural													Landbou
Area	1												Gebieds
Building													Bou
Commercial													Handels
Company													Maatskappy
Computer	2												Rekenaar
Construction													Konstruksie
Contract													Kontrak

Hrs = working hours per week (adjusted)

Oud = ouderdom // Ure = werksure per week (aangepas)

TABEL 30 (VERVOLG)

TABEL 30 (CONTINUED)

OCCUPATION	PUBLIC SECTOR OPENBARE SEKTOR				PRIVATE SECTOR PRIVATE SEKTOR				SELF-EMPLOYED SELFGÊEMPLOJEERD				BEROEP	
	N	MEDIAN AGE	HRS	PERCENTILE/PERSENTIEL 10 50 90	N	MEDIAAN OUD	URE	PERCENTILE/PERSENTIEL 10 50 90	N	MEDIAN AGE	HRS	PERCENTILE/PERSENTIEL 10 50 90		
Development													Ontwikkelings	
Distribution													Distribusie	
Divisional					3	40	41	33 000	45 200	89 760			Afdelings	
Engineering	6	51	37	35 480	46	45	40	32 460	40 130	54 870	1		Ingenieurs	
Factory					3								Fabrieks	
Farm													Plaas	
Financial					4								Finansiële	
Foundry					1								Smeltery	
General					69	42	42	34 000	49 190	75 000	1		Algemene	
Hotel													Hotel	
Industrial					2								Bedryfs	
Investment					2								Beleggings	
Manufacturing					2								Vervaardigings	
Market development					1								Markontwikkelings	
Marketing					14	40	37	30 430	40 000	66 210			Bemarkings	
Market research					1								Marknavorsings	
Materials					1								Materiaal	
Medical	2												Mediese	
Metallurgical					2								Metallurgiese	
Mill					2								Meul	
Mine					10	49	44	27 930	44 950	104 920			Myn	
Operations					4								Operasionele	
Personnel					3								Personeel	
Planning	1				3								Beplannings	
Plant	2				7	37	38		39 440				Aanleg	
Product					4								Produkte	
Production	1				25	37	42	28 530	39 000	50 200			Produkste	
Project	3				56	39	37	30 790	40 470	55 270	5	35 46	45 000	Projek
Property													Etendoms	
Quality assurance					7	41	36		44 700		1		Kwaliteitsbeheer	
Research	2				2								Navorsings	
Retail					1								Kleinhandels	
Sales					7	42	41		37 360				Verkoops	

Oud = ouderdom // Ure = werksure per week (aangepas)

Hrs = working hours per week (adjusted)

TABEL 30 (VERVOLG)

TABEL 30 (CONTINUED)

OCCUPATION	PUBLIC SECTOR OPENBARE SEKTOR					PRIVATE SECTOR PRIVATE SEKTOR					SELF-EMPLOYED SELFGEËMPLOJEERD					BEROEP			
	N	MEDIAAN AGE	HRS	10	50	90	N	MEDIAAN OUDE	URE	10	50	90	N	MEDIAAN AGE	HRS		10	50	90
Technical	1						30	46	37	30 750	42 500	65 040	2						Tegniese
Training							1												Opleidings
Warehouse							1												Magasyn
Works	1						3												Werke
Other	4						21	39	38	24 400	41 200	67 500	27	43	53	19 600	40 000	64 460	Ander
Accountant secretary							2												Rekenmeestersekreteraris
Other administrative																			Ander administratief
Head of department																			Afdelingshoof
High executive posts e.g. Commissioner-general	3						11	50	38	31 450	46 000	148 800							Hoë uitvoerende pos. by. Kommissaris-generaal
TOTAL	46	49	36	29 080	39 460	52 210	572	43	41	31 200	44 700	72 470	102	44	50	24 000	44 500	90 000	TOTAAL

Hrs = working hours per week (adjusted) Oud = ouderdom // Ure = werksure per week (aangepas)

TABLE 31  
MANAGERIAL AND ADMINISTRATIVE OCCUPATIONS  
INCOME ACCORDING TO AGE AND EMPLOYER (R.P.A.)

TABLE 31  
BESTUURS- EN ADMINISTRATIEVE BEROEPE  
INKOMSTE VULGENS OUDERDOM EN WERKGEVER (R.P.O.J.)

AGE	PUBLIC SECTOR/OPENBARE SEKTOR			PRIVATE SECTOR/PRIVATE SEKTOR			TOTAL/TOTAAL
	N	TIME (HRS) 10	PERCENTILE/PERSENTIEEL 50	N	TIME (HRS) 10	PERCENTILE/PERSENTIEEL 50	
20-24				11			
25-29	21			24	41	21350	30790
30-34	21			80	40	26420	36000
35-39	61	36	39760	109	39	33000	44000
40-44	111	36	25660	50	42	36030	48520
45-49	31			56	42	36330	51230
50-54	51	37	43270	55	41	36000	48000
55-59	101	36	28540	55	42	35120	51690
60-64	61	40	44840	50	41	25400	46000
65+	11			12	34	8380	34210
TOTAL	461	36	25080	572	41	31200	44700

HRS = WORKING HOURS PER WEEK

GUD = GUDERDOM//URE = WERKSURE PER WEEK

TABLE 31 (CONTINUED)

TABLE 31 VERVOLG

AGE	SELF-EMPLOYED/SELFGEEWOLDE			TOTAL/TOTAAL			GUD
	N	TIME (HRS) 10	PERCENTILE/PERSENTIEEL 50	N	TIME (HRS) 10	PERCENTILE/PERSENTIEEL 50	
20-24				11			
25-29	61	47	40000	32	42	22360	30520
30-34	101	52	25500	92	41	26660	36000
35-39	201	50	24400	135	41	32390	44300
40-44	161	55	30000	117	42	35750	47000
45-49	141	48	15000	113	44	35880	52000
50-54	121	45	25800	72	41	35000	46930
55-59	111	55	20500	76	41	31850	48750
60-64	61	44	40000	62	41	28090	44670
65+	71	51	40000	20	37	9060	36320
TOTAL	1021	50	24000	720	41	30000	44320

HRS = WORKING HOURS PER WEEK

GUD = GUDERDOM//URE = WERKSURE PER WEEK

TABLE 32  
 MANAGERIAL AND ADMINISTRATIVE OCCUPATIONS  
 INCOME ACCORDING TO AGE AND PROFESSIONAL STATUS (R.P.A.)

TABLE 32  
 BESTUURS- EN ADMINISTRATIEVE BEROEPE  
 INKOMSTE VOLGENS OUDERDOM EN PROFESSIONELE STATUS (R.P.A.)

AGE	PROFESSIONAL ENGINEER PROFESSIONELE INGENIEUR			ENGINEER-IN-TRAINING INGENIEUR-IN-OPLEIDING			NOT REGISTERED NIET GEREGISTREERD			GUD				
	N	ME HRS	IPERCENTILE/PERSENTIEL 10 50 90	N	ME HRS	IPERCENTILE/PERSENTIEL 10 50 90	N	ME HRS	IPERCENTILE/PERSENTIEL 10 50 90					
20-24	1			14	41	18350	30000	48250	1			20-24		
25-29	71	42	31030	21	40	26540	36530	41920	8	43	31740	25-29		
30-34	461	41	30000	161	38	31190	39500	86000	221	43	23080	30-34		
35-39	751	41	32350	5	46		42000		42	41	30880	35-39		
40-44	721	42	36080	1					34	43	31380	40-44		
45-49	761	43	35300	1					34	44	34420	45-49		
50-54	571	42	34800						13	41	32400	50-54		
55-59	481	41	36900						26	42	22340	55-59		
60-64	381	40	27530	1					22	46	20820	60-64		
65+	141	35	25500	1					5	51	60000	65+		
TOTAL	4331	41	31880	581	41	26000	36770	51900	2071	42	30000	45000	75200	TOTAAL

HRS = WORKING HOURS PER WEEK

OUC = CUDERCUM//URE = WERKSURE PER WEEK

TABLE 32 (CONTINUED)

TABLE 32 (VERVOLGD)

AGE	NOT INDICATED NIET AANGEGEVI			TOTAL TOTAAL			GUD				
	N	ME HRS	IPERCENTILE/PERSENTIEL 10 50 90	N	ME HRS	IPERCENTILE/PERSENTIEL 10 50 90	N	ME HRS	IPERCENTILE/PERSENTIEL 10 50 90		
20-24	1			1							20-24
25-29	31			32	42	22360	30520	48950			25-29
30-34	31			92	41	26660	36000	45970			30-34
35-39	21			135	41	32350	44300	70000			35-39
40-44	61	36	48130	117	42	35750	47000	69420			40-44
45-49	21			113	44	35880	52000	84600			45-49
50-54	21			72	41	35000	46930	85950			50-54
55-59	21			76	41	31850	48750	92910			55-59
60-64	21			62	41	28050	44670	83280			60-64
65+	1			20	37	9060	36320	57200			65+
TOTAL	221	39	28180	720	41	30000	44320	72950			TOTAAL

HRS = WORKING HOURS PER WEEK

OUC = CUDERCUM//URE = WERKSURE PER WEEK



TABLE 33

MANAGERIAL AND ADMINISTRATIVE OCCUPATIONS  
INCOME ACCORDING TO PROFESSIONAL STATUS  
AND EMPLOYER (R.P.A.)

TABLE 33

BESTUURS- EN ADMINISTRATIEVE BEROEPE  
INKOMSTE VOLGENS PROFESSIONELE STATUS  
EN WERKGEVER (R.P.J.)

PROFESSIONAL STATUS	PUBLIC SECTOR/OPENBARE SEKTOR			PRIVATE SECTOR/PRIVATE SEKTOR			PROFESSIONELE STATUS
	N	MEDIAN INCOME RANGE	PERCENTILE/PERSENTIEL 10 50 90	N	MEDIAN INCOME RANGE	PERCENTILE/PERSENTIEL 10 50 90	
PROFESSIONAL ENGINEER	36	50 36	33150 41470 53490	338	45 41	32950 45500 73680	PROFESSIONELE INGENIEUR
ENGINEER-IN-TRAINING	3			50	33 40	26030 36770 59100	INGENIEUR-IN-OPLEIDING
NOT REGISTERED	3			170	42 41	32400 45250 71800	NIE GEREGISTREER
NOT INDICATED	4			14	44 42	29600 42100 79600	NIE AANGEDUI
TOTAL	46	49 36	29680 39460 52210	572	43 41	31200 44700 72470	TOTAAL

HRS = WORKING HOURS PER WEEK

GUD = CUDERDOM/URE = WEEKSURE PER WEEK

TABLE 33 (CONTINUED)

TABLE 33 (VERVOLGD)

PROFESSIONAL STATUS	SELF-EMPLOYED/SELFGEEMLICJEERD			TOTAL/TOTAAL			PROFESSIONELE STATUS
	N	MEDIAN INCOME RANGE	PERCENTILE/PERSENTIEL 10 50 90	N	MEDIAN INCOME RANGE	PERCENTILE/PERSENTIEL 10 50 90	
PROFESSIONAL ENGINEER	59	46 50	24000 45000 66000	433	46 41	31880 45000 73000	PROFESSIONELE INGENIEUR
ENGINEER-IN-TRAINING	5	29 50	40000	58	33 41	26000 36770 51900	INGENIEUR-IN-OPLEIDING
NOT REGISTERED	34	46 49	21250 40000 98000	207	42 42	30000 45000 75200	NIE GEREGISTREER
NOT INDICATED	4			22	42 39	28180 45660 111720	NIE AANGEDUI
TOTAL	102	44 50	24000 44500 90000	720	44 41	30000 44320 72950	TOTAAL

HRS = WORKING HOURS PER WEEK

GUD = CUDERDOM/URE = WEEKSURE PER WEEK

FIGURE 5

MANAGERIAL AND ADMINISTRATIVE OCCUPATIONS  
INCOME ACCORDING TO PROFESSIONAL  
STATUS AND EMPLOYER

(a) Professional engineers

FIGUUR 5

BESTUURS- EN ADMINISTRATIEWE BEROEPE  
INKOMSTE VOLGENS PROFESSIONELE  
STATUS EN WERKGEWER

(a) Professionele ingenieurs

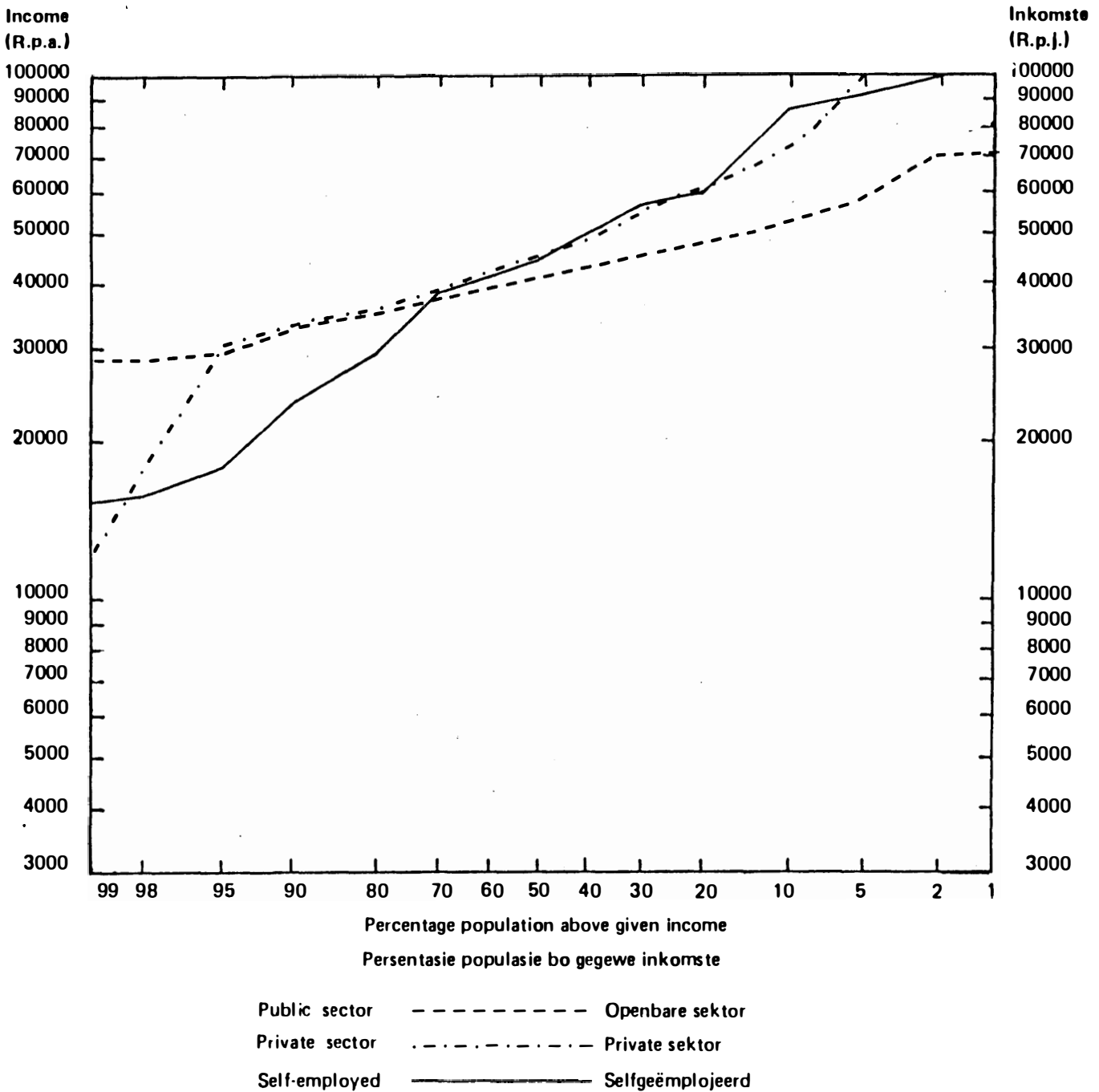


FIGURE 5 (CONTINUED)

FIGUUR 5 (VERVOLG)

(b) Non registered

(b) Nie geregistreer

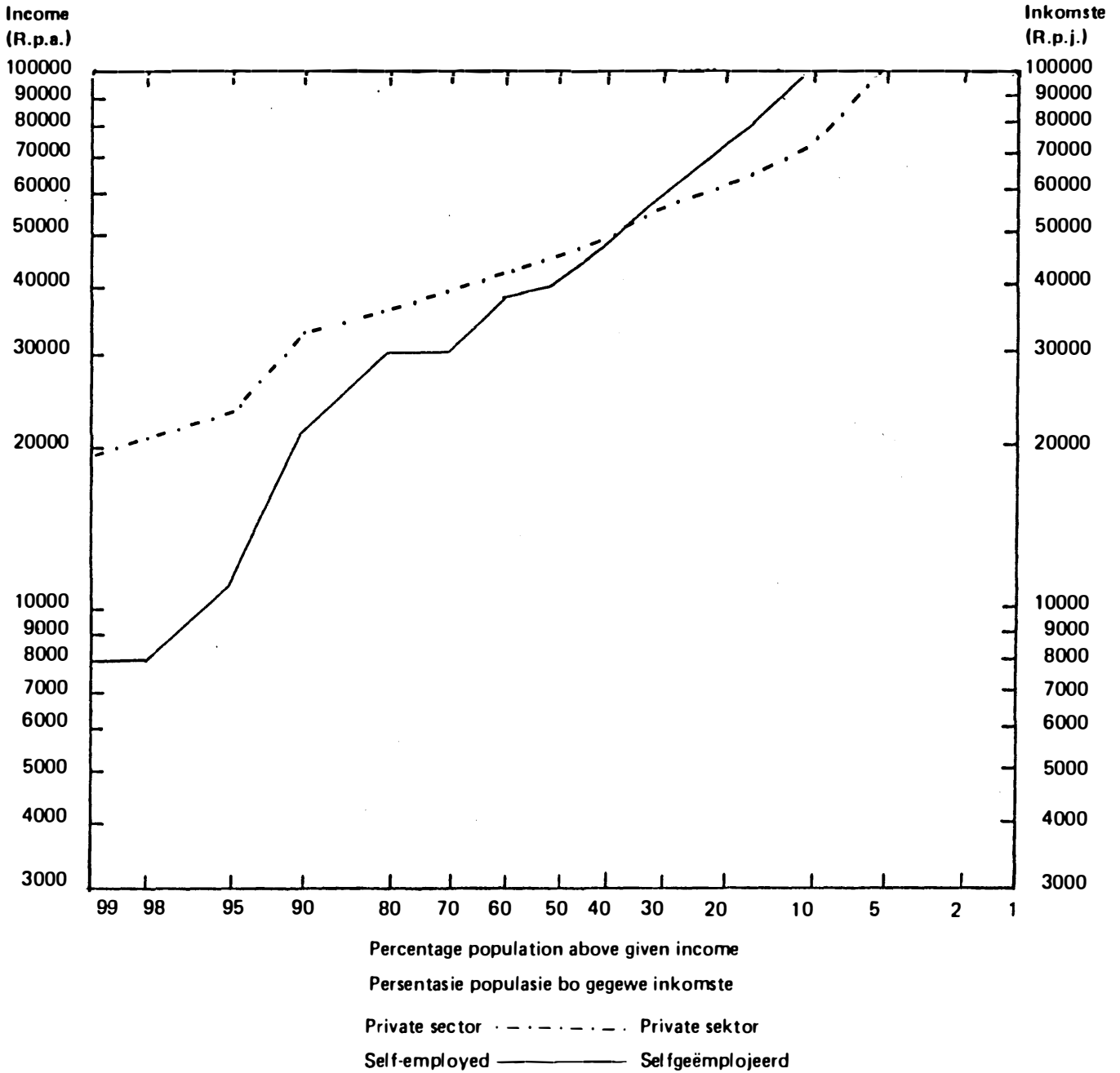


FIGURE 5 (CONTINUED)

FIGUUR 5 (VERVOLG)

(c) Total

(c) Totaal

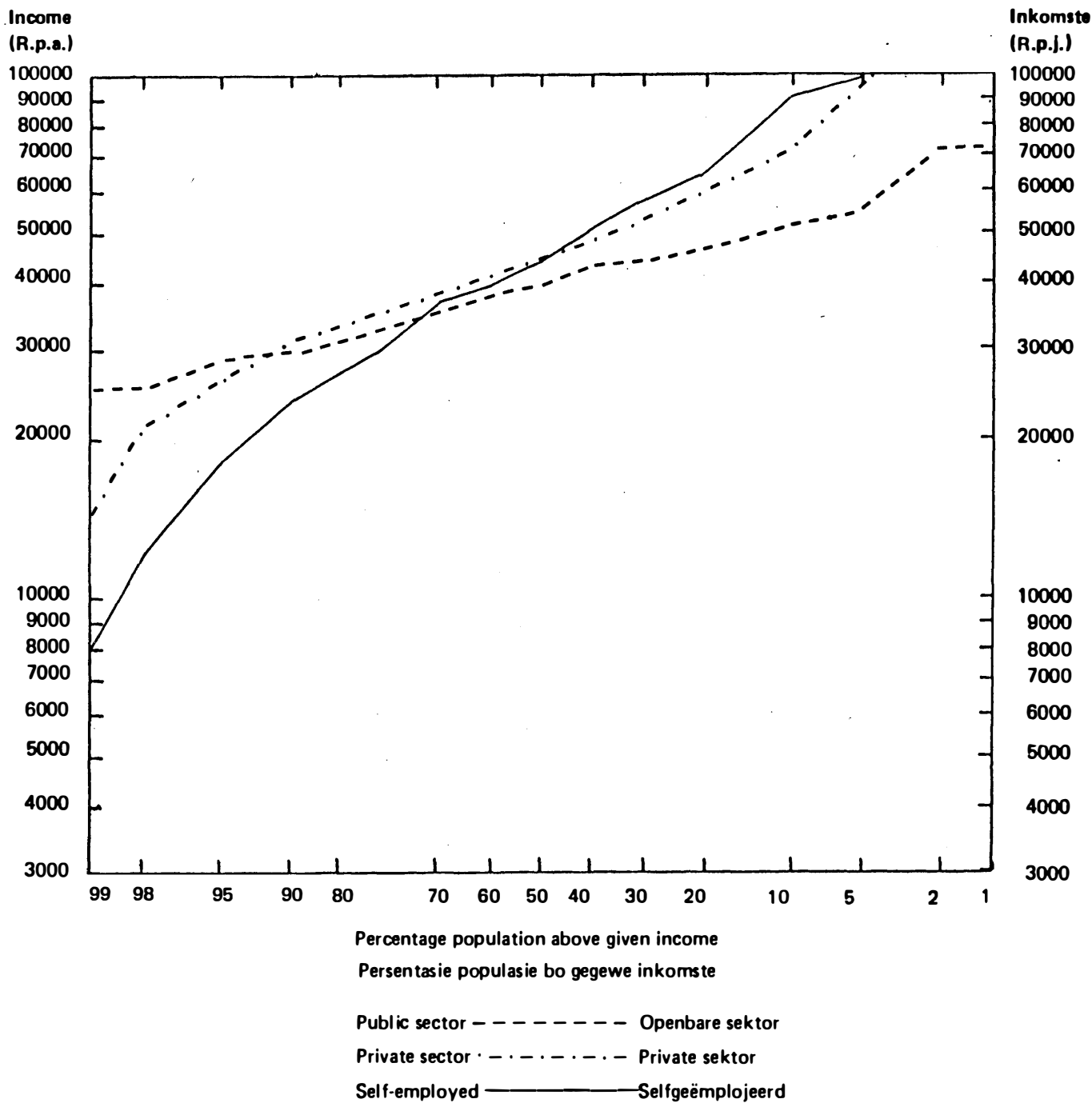


TABLE 34

MANAGERIAL AND ADMINISTRATIVE OCCUPATIONS  
INCOME ACCORDING TO FIELD OF STUDY OF  
ENGINEERING QUALIFICATION AND EMPLOYER (R.P.A.)

TABLE 34

BESTUURS- EN ADMINISTRATIEWE BEROEPE  
INKOMSTE VOLGENS STUDIERIGTING VAN  
INGENIEURSKWALIFIKASIE EN WERKGEMER (R.P.J.)

FIELD OF STUDY	PUBLIC SECTOR/OPENBARE SEKTOR				PRIVATE SECTOR/PRIVATE SEKTOR				STUDIERIGTING		
	N	MEDIAN WAGE HRS	PERCENTILE/ PERSENTIEL	PERCENTILE/ PERSENTIEL	N	MEDIAAN LOUD URE	PERCENTILE/ PERSENTIEL	PERCENTILE/ PERSENTIEL			
		10	50	90		10	50	90			
AGRICULTURAL					31				LANDBOU-		
CHEMICAL	11				591	40	32480	43310	CHEMIESE		
CIVIL	51	47	361	36000	891	41	31020	42000	SIVIELE		
ELECTRICAL	71	58	371	40080	861	42	28100	42600	ELEKTRIESE		
INDUSTRIAL	21				151	37	461	44400	BEDRYFS-		
MECHANICAL	131	44	361	31550	1241	45	32120	46470	MEGANIESE		
METALLURGICAL	21			64690	221	43	441	31590	METALLURGIESE		
MINING					251	48	461	39600	MYNBOU-		
OTHER AND UNKNOWN	61	39	371	40340	991	40	411	32500	ANDER EN ONBEKEND		
TOTAL	361	44	361	29080	5221	42	411	31200	44700	73470	TOTAAL

HRS = WORKING HOURS PER WEEK

LOUD = OUDERDOM//URE = WERKSURE PER WEEK

TABLE 34 (CONTINUED)

FIELD OF STUDY	SELF-EMPLOYED/SELFGEEWOLPE				TOTAL/TOTAAL				STUDIERIGTING		
	N	MEDIAN WAGE HRS	PERCENTILE/ PERSENTIEL	PERCENTILE/ PERSENTIEL	N	MEDIAAN LOUD URE	PERCENTILE/ PERSENTIEL	PERCENTILE/ PERSENTIEL			
		10	50	90		10	50	90			
AGRICULTURAL					31				LANDBOU-		
CHEMICAL	61	44	461	27000	661	41	411	27400	CHEMIESE		
CIVIL	251	38	501	28000	1191	41	441	30000	SIVIELE		
ELECTRICAL	171	44	501	16000	1101	42	411	26100	ELEKTRIESE		
INDUSTRIAL	31				201	38	461	24200	BEDRYFS-		
MECHANICAL	171	44	541	35400	1541	45	411	32720	MEGANIESE		
METALLURGICAL	11			128000	251	42	451	28720	METALLURGIESE		
MINING	21				271	49	461	39800	MYNBOU-		
OTHER AND UNKNOWN	211	42	491	21000	1261	42	421	30490	ANDER EN ONBEKEND		
TOTAL	921	42	501	24300	6501	42	411	30000	44320	74410	TOTAAL

HRS = WORKING HOURS PER WEEK

LOUD = OUDERDOM//URE = WERKSURE PER WEEK

TABEL 35

MANAGERIAL AND ADMINISTRATIVE OCCUPATIONS

TABEL 35

BESTUURS- EN ADMINISTRATIEWE BEROEPE

INCOME ACCORDING TO ECONOMIC SECTOR AND EMPLOYER (R.p.a.)

INKOMSTE VOLGENS EKONOMIESE SEKTOR EN WERKGEWER (R.p.i.)

ECONOMIC SECTOR	EMPLOYEES WERKNEMERS					SELF-EMPLOYED SELFGEËMPLJOEERD					TOTAL TOTAAL					EKONOMIESE SEKTOR			
	N	MEDIAN AGE	HRS	PERCENTILE/PERSENTIEL	PERSENTIEL	N	MEDIAAN OUD	URE	PERCENTILE/PERSENTIEL	PERSENTIEL	N	MEDIAN AGE	HRS	PERCENTILE/PERSENTIEL	PERSENTIEL				
01 Agriculture	12	36	43	19 260	35 660	78 500	4									01 Landbou			
02 Mining	67	47	42	33 700	48 810	94 870	1									02 Mynbou			
03 Electricity	25	46	36	33 150	42 000	71 260	3									03 Elektrisiteit			
04 Building and construction	81	43	44	31 980	44 000	91 340	26	42	52	24 000	50 000	93 000	107	43	46	30 000	04 Bou en konstruksie		
05 Manufacturing	283	42	41	31 910	45 000	69 600	32	46	50	24 300	41 000	98 800	315	43	41	31 120	05 Fabriekswese		
06 Transport	15	44	36	26 770	42 000	69 600	15	44	36	26 770	42 000	69 600	15	44	36	26 770	06 Vervoer		
07 Commerce	39	46	42	30 550	42 200	60 000	22	44	49	24 000	41 000	91 400	61	44	46	26 190	07 Handel		
08 Financing	11	37	40	24 960	39 280	71 770	2						13	39	40	25 720	08 Finanswese		
09 Medical services	2						2						2				09 Mediese dienste		
10 Business services	31	41	39	24 260	44 500	64 800	10	37	47	31 000	48 800	70 000	41	40	42	26 760	10 Besigheidsdienste		
11 Other personal services							1						1				11 Ander persoonlike dienste		
12 Protection services	7	45	36	30 800	42 000	52 660	7						7	45	36	32 550	12 Beskeringsdienste		
13 Government services	43	45	37	30 800	42 000	52 660	43						43	45	37	30 800	13 Owerheidsdienste		
14 Not indicated	2						1						3				14 Nie aangedui nie		
TOTAL	618	44	41	31 200	44 320	72 000	102	44	50	24 000	44 500	90 000	720	44	41	30 000	44 320	72 950	TOTAAL

Hrs = working hours per week (adjusted)

Oud = ouderdom // Ure = werksure per week (aangepas)

## MANAGERIAL AND ADMINISTRATIVE OCCUPATIONS

## BESTUURS- EN ADMINISTRATIEWE BEROEPE

FRINGE BENEFIT STRUCTURE OF EMPLOYEES  
ACCORDING TO EMPLOYERBYVOORDELESTRUKTUUR VAN WERKNEMERS  
VOLGENS WERKGEWER

EMPLOYER	TOTAL NUMBER OF EMPLOYEES TOTALE AANTAL WERKNEMERS	QUESTION NOT ANSWERED VRAAG NIE BEANTWOORD NIE	DO NOT RECEIVE FRINGE BENEFIT ONTVANG NIE BY-VOORDEEL NIE	RECEIVE FRINGE BENEFIT ONTVANG BYVOORDEEL					WERKGEWER
				VALUE NOT INDICATED WAARDE NIE AANGEDUI NIE	VALUE INDICATED (R.p.a.) WAARDE AANGEDUI (R.p.j.)				
					N	PERCENTILE/PERSENTIEL 10 50 90			
<b>(a) Shares</b>									<b>(a) Aandele</b>
Government	N 22 % 100	9 40,9	12 54,5		1 4,5				N Staat %
Local authority	N 8 % 100	5 62,5	3 37,5						N Plaaslike owerheid %
Semi-government	N 16 % 100	7 43,8	9 56,2						N Semi-staat %
Public sector	N 46 % 100	21 45,7	24 52,2		1 2,1				N Openbare sektor %
Public corporation	N 72 % 100	21 29,2	49 68,1		2 2,7				N Openbare korporasie %
Private firm	N 494 % 100	158 32,0	274 55,5	21 4,3	41 8,3	1 000	4 480	20 000	N Private firma %
Private sector	N 566 % 100	179 31,6	323 57,1	21 3,7	43 7,6	1 000	4 480	20 000	N Private sektor %
<b>TOTAL</b>	N 612 % 100	200 32,7	347 56,7	21 3,4	44 7,2	1 000	4 490	20 000	N TOTAAL %

**(b) Pension****(b) Pensioen**

Government	N 22 % 100	4 18,2	3 13,6	3 13,6	12 54,5	1 020	3 000	9 930	N Staat %
Local authority	N 8 % 100		2 25,0		6 75,0		4 230		N Plaaslike owerheid %
Semi-government	N 16 % 100	5 31,3	1 6,2		10 62,5	1 680	5 100	10 450	N Semi-staat %
Public sector	N 46 % 100	9 19,6	6 13,0	3 6,5	28 60,9	1 960	4 520	10 050	N Openbare sektor %
Public corporation	N 72 % 100	5 6,9	2 2,8	5 6,9	60 83,3	1 810	3 510	7 000	N Openbare korporasie %
Private firm	N 494 % 100	52 10,5	42 8,5	16 3,2	384 77,7	780	3 220	7 250	N Private firma %
Private sector	N 566 % 100	57 10,1	44 7,8	21 3,7	444 78,4	870	3 330	7 200	N Private sektor %
<b>TOTAL</b>	N 612 % 100	66 10,8	50 8,2	24 3,9	472 77,1	900	3 430	7 270	N TOTAAL %

**(c) Motor-car****(c) Motor**

Government	N 22 % 100	5 22,7	9 40,9	1 4,5	7 31,8		5 000		N Staat %
Local authority	N 8 % 100	1 12,5	2 25,0		5 62,5		2 570		N Plaaslike owerheid %
Semi-government	N 16 % 100	3 18,7	3 18,7		10 62,5	2 000	3 000	11 400	N Semi-staat %
Public sector	N 46 % 100	9 19,6	14 30,4	1 2,1	22 47,8	2 000	3 000	10 290	N Openbare sektor %
Public corporation	N 72 % 100	7 9,7	10 13,9	2 2,8	53 73,6	810	2 400	6 000	N Openbare korporasie %
Private firm	N 494 % 100	15 3,0	19 3,8	20 4,0	440 89,1	720	2 500	6 000	N Private firma %
Private sector	N 566 % 100	22 3,9	29 5,1	22 3,9	493 87,1	720	2 500	6 000	N Private sektor %
<b>TOTAL</b>	N 612 % 100	31 5,1	43 7,0	23 3,8	515 84,1	720	2 500	6 000	N TOTAAL %

TABLE 36 (CONTINUED)

TABEL 36 (VERVOLG)

EMPLOYER	TOTAL NUMBER OF EMPLOYEES	QUESTION NOT ANSWERED	DO NOT RECEIVE FRINGE BENEFIT	RECEIVE FRINGE BENEFIT ONTVANG BYVOORDEEL					WERKGEWER
				VALUE NOT INDICATED WAARDE NIE AANGEDUI NIE	VALUE INDICATED (R.p.a.) WAARDE AANGEDUI (R.p.j.)				
					PERCENTILE/PERSENTIEL				
	TOTAAL AANTAL WERKNEMERS	VRAAG NIE BEANTWOORD NIE	ONTVANG NIE BYVOORDEEL NIE	N	10	50	90		
<b>(d) Entertainment allowance</b>								<b>(d) Onthaaltoelae</b>	
Government	N 22	7	11	4				N Staat	
%	100	31,8	50,0	18,2				%	
Local authority	N 8	5	3					N Plaaslike owerheid	
%	100	62,5	37,5					%	
Semi-government	N 16	7	6	3				N Semi-staat	
%	100	43,8	37,5	18,7				%	
Public sector	N 46	19	20	7				N Openbare sektor	
%	100	41,3	43,5	15,2		400		%	
Public corporation	N 72	15	41	16				N Openbare korporasie	
%	100	20,8	56,9	22,2	500	1 000	3 220	%	
Private firm	N 494	91	172	9	222			N Private firma	
%	100	18,4	34,8	1,8	44,9	600	1 200	3 000	
Private sector	N 566	106	213	9	238			N Private sektor	
%	100	18,7	37,6	1,6	42,0	600	1 200	3 000	
TOTAL	N 612	125	233	9	245			N TOTAAL	
%	100	20,4	38,1	1,5	40,0	500	1 200	3 000	

**(e) Housing****(e) Behuising**

Government	N 22	1	3	18					N Staat
%	100	4,5	13,6	81,8	1 190	5 630	7 750		%
Local authority	N 8	2	1	4					N Plaaslike owerheid
%	100	25,0	12,5	50,0					%
Semi-government	N 16	1	2	13					N Semi-staat
%	100	6,2	12,5	81,3	1 670	4 500	7 120		%
Public sector	N 46	4	6	35					N Openbare sektor
%	100	8,7	13,0	76,1	1 410	4 250	7 200		%
Public corporation	N 72	6	4	58					N Openbare korporasie
%	100	8,3	5,6	80,5	1 000	3 200	9 060		%
Private firm	N 494	116	222	143					N Private firma
%	100	23,5	44,9	28,9	1 000	4 000	9 300		%
Private sector	N 566	122	226	201					N Private sektor
%	100	21,6	39,9	35,5	1 000	3 800	9 000		%
TOTAL	N 612	126	232	236					N TOTAAL
%	100	20,6	37,9	38,6	1 000	3 850	8 650		%

**(f) Other fringe benefits****(f) Ander byvoordele**

Government	N 22	7	5	1	9				N Staat
%	100	31,8	22,7	4,5	40,9		200		%
Local authority	N 8	4	1	1	2				N Plaaslike owerheid
%	100	50,0	12,5	12,5	25,0				%
Semi-government	N 16	5	4	7					N Semi-staat
%	100	31,2	25,0	43,8		500			%
Public sector	N 46	16	10	2	18				N Openbare sektor
%	100	34,8	21,7	4,3	39,1	90	400	2 160	%
Public corporation	N 72	17	26	1	28				N Openbare korporasie
%	100	23,6	36,1	1,4	38,9	120	450	1 530	%
Private firm	N 494	121	199	4	170				N Private firma
%	100	24,5	40,3	0,8	34,4	180	630	2 500	%
Private sector	N 566	138	225	5	198				N Private sektor
%	100	24,4	39,7	0,9	35,0	180	600	2 400	%
TOTAL	N 612	154	235	7	216				N TOTAAL
%	100	25,2	38,4	1,1	35,3	170	600	2 330	%



MANAGERIAL AND ADMINISTRATIVE OCCUPATIONS

BESTUURS- EN ADMINISTRATIEWE BEROEPE

VALUE OF FRINGE BENEFITS ACCORDING TO INCOME AND EMPLOYER (R.p.a.)

WAARDE VAN BYVOORDELE VOLGENS INKOMSTE EN WERKGEWER (R.p.i.)

FRINGE BENEFIT AND INCOME BYVOORDEEL EN INKOMSTE	GOVERNMENT STAAT			LOCAL AUTHORITY PLAASLIKE OWERHEID			SEMI-GOVERNMENT SEMI-STAAT			PUBLIC CORPORATION OPENBARE KORPORASIE			PRIVATE FIRM PRIVATE FIRMA				
	N	10	50	90	N	10	50	90	N	10	50	90	N	10	50	90	
(a) Share scheme Aandelekema																	
≤ 4 999																	
5 000 — 9 999																	
10 000 — 14 999																	
15 000 — 19 999																	
20 000 — 24 999																	
25 000 — 29 999																	
30 000 — 34 999																	
35 000 — 39 999																	
40 000 — 44 999	1																
45 000 — 49 999																	
50 000 +																	

(b) Pension  
Pensioen

≤ 4 999																		
5 000 — 9 999																		
10 000 — 14 999																		
15 000 — 19 999																		
20 000 — 24 999																		
25 000 — 29 999																		
30 000 — 34 999																		
35 000 — 39 999																		
40 000 — 44 999																		
45 000 — 49 999																		
50 000 +																		

(c) Motor-car  
Motor

≤ 4 999																		
5 000 — 9 999																		
10 000 — 14 999																		
15 000 — 19 999																		
20 000 — 24 999																		
25 000 — 29 999																		
30 000 — 34 999																		
35 000 — 39 999																		
40 000 — 44 999																		
45 000 — 49 999																		
50 000 +																		

(d) Entertainment allowance  
Onthaaltoelae

≤ 4 999						
5 000 – 9 999				1		1
10 000 – 14 999						4
15 000 – 19 999						2
20 000 – 24 999						14
25 000 – 29 999						19
30 000 – 34 999			1			250
35 000 – 39 999				1		200
40 000 – 44 999			1			510
45 000 – 49 999				1		600
50 000 +			2		2 450	122

(e) Housing  
Behuising

≤ 4 999						
5 000 – 9 999						
10 000 – 14 999						
15 000 – 19 999						
20 000 – 24 999				1		6
25 000 – 29 999				2		5
30 000 – 34 999			1			11
35 000 – 39 999			5			24
40 000 – 44 999	5 870		1			22
45 000 – 49 999	3 800			1		19
50 000 +			3			56

(f) Other fringe benefits  
Ander byvoordele

≤ 4 999						
5 000 – 9 999						
10 000 – 14 999						
15 000 – 19 999						
20 000 – 24 999						
25 000 – 29 999						
30 000 – 34 999			1			5
35 000 – 39 999			2			6
40 000 – 44 999			2		450	18
45 000 – 49 999			1		350	23
50 000 +			3		600	84

TABLE 38

## MANAGERIAL AND ADMINISTRATIVE OCCUPATIONS

INCOME PACKAGE OF EMPLOYEES WHICH RECEIVE ONE OR MORE OF THE FRINGE BENEFITS AND HAVE INDICATED THE VALUE, ACCORDING TO EMPLOYER (R.p.a.)

TABLE 38

## BESTUURS- EN ADMINISTRATIEWE BEROEPE

INKOMSTEPAKKET VAN WERKNEMERS WAT EEN OF MEER BYVOORDELE ONTVANG EN DIE WAARDE AANGEDUI HET VOLGENS WERKGEWER (R.p.i.)

EMPLOYER	N	ME AGE/ OUD	ME HRS/ URE	INCOME INKOMSTE			TOTAL FRINGE BENEFITS TOTALE BYVOORDELE			INCOME PACKAGE INKOMSTEPAKKET			FRINGE BENEFITS AS % OF INCOME BYVOORDELE AS % VAN INKOMSTE			WERKGEWER
				PERCENTILE/PERSENTIEL	PERCENTILE/PERSENTIEL	PERCENTILE/PERSENTIEL	PERCENTILE/PERSENTIEL	PERCENTILE/PERSENTIEL	PERCENTILE/PERSENTIEL	PERCENTILE/PERSENTIEL	PERCENTILE/PERSENTIEL	PERCENTILE/PERSENTIEL	PERCENTILE/PERSENTIEL	PERCENTILE/PERSENTIEL		
				10	50	90	10	50	90	10	50	90	10	50	90	
Government	9	48	39		44 190		8 200		53 420		16,9		Staat			
Local authority	1												Plaaslike owerheid			
Semi-government	5	38	36		43 270		14 400		57 670		25,0		Semi-staat			
Public sector	15	42	39	27 450	43 820	54 180	1 210	9 200	26 790	35 040	2,5	18,3	Openbare sektor			
Public corporation	39	43	39	32 500	42 000	57 710	5 640	12 510	17 000	40 610	13,2	21,4	Openbare korporasie			
Private firm	251	42	42	32 250	46 200	80 000	2 800	8 400	20 380	38 480	5,7	14,9	Private firma			
Private sector	290	42	42	32 500	45 250	75 000	2 910	8 930	20 080	38 550	6,5	15,7	Private sektor			
TOTAL	305	42	41	32 330	45 000	74 690	2 870	8 960	20 120	38 220	6,4	15,8	TOTAAL			

Hrs = working hours per week (adjusted)

Oud = ouderdom // ure = werksure per week (aangepas)

MANAGERIAL AND ADMINISTRATIVE OCCUPATIONS  
COMPARISON BETWEEN THE 1973, 1975, 1977, 1979, 1981 AND  
1984 WAGE STRUCTURE ACCORDING TO AGE

BESTUURS- EN ADMINISTRATIEWE BEROEPE  
VERGELYKING TUSSEN DIE 1973-, 1975-, 1977-, 1979-, 1981-  
EN 1984-LOONSTRUKTUUR VOLGENS OUDERDOM

INCOME (R.p.a.) INKOMSTE (R.p.j.)		AGE / OUDERDOM									TOTAL TOTAAL
		20—24	25—29	30—34	35—39	40—44	45—49	50—54	55—59	60—64	
1973	N	2	78	230	273	264	446	363	210	141	2 007
Percentile/ Persentiel	10		5 150	7 320	8 230	8 580	8 680	8 770	8 370	7 870	8 080
	50		7 570	9 740	11 020	11 880	12 050	11 990	12 170	12 030	11 360
	90		10 400	15 920	20 090	22 220	21 390	22 520	23 710	23 960	20 550
1975	N		41	105	147	109	170	163	106	43	884
Percentile/ Persentiel	10		8 280	10 250	11 610	11 190	11 630	11 610	10 940	10 650	10 750
	50		10 420	13 250	15 110	15 610	17 130	16 590	17 110	16 380	15 510
	90		13 980	19 750	22 860	24 530	25 670	28 700	39 250	29 700	25 550
1977	N	1	24	108	127	99	114	129	111	46	759
Percentile/ Persentiel	10		10 800	12 180	13 170	14 090	13 350	15 240	13 870	14 200	13 210
	50		14 670	16 500	18 170	20 250	20 900	22 680	20 500	22 000	19 770
	90		18 800	24 550	30 720	29 050	35 600	34 650	36 610	46 000	33 570
1979	N		31	119	152	151	116	134	143	64	910
Percentile/ Persentiel	10		9 100	14 650	16 090	18 080	16 230	15 850	16 660	13 130	15 500
	50		13 830	19 100	21 580	24 190	23 830	25 670	25 060	23 000	22 490
	90		18 730	26 780	30 310	36 980	40 400	42 300	41 570	48 600	37 600
1981	N	1	39	148	204	199	139	156	166	99	1 151
Percentile/ Persentiel	10		12 620	18 000	21 000	22 600	20 000	22 570	20 840	19 500	20 000
	50		19 950	24 290	28 110	31 940	32 000	32 990	34 250	28 980	29 470
	90		26 000	37 280	40 000	50 000	53 060	54 000	60 260	60 000	50 000
1984	N	1	32	92	135	117	113	72	76	62	700
Percentile/ Persentiel	10		22 370	26 660	32 390	35 750	35 880	35 000	31 850	28 090	30 490
	50		30 520	36 000	44 300	47 000	52 000	46 930	48 750	44 670	44 370
	90		48 950	45 970	70 000	69 420	84 600	85 590	92 910	83 280	72 950
Yearly % increase in median income Jaarlikse % styging in mediaaninkomste											
			17,3	16,6	17,1	14,6	19,2	17,6	18,6	16,7	16,8
			18,7	11,6	9,7	13,9	10,5	16,9	9,5	15,9	12,9
			- 2,9	7,6	9,0	9,3	6,8	6,4	10,6	2,2	6,7
			20,1	12,8	14,1	14,9	15,9	13,4	16,9	12,2	14,5
			15,2	14,0	16,4	13,7	17,6	12,5	12,5	15,5	14,6
			13,5	12,6	13,5	13,3	14,2	13,2	13,4	12,7	13,2

TABLE 40

TABEL 40

MANAGERIAL AND ADMINISTRATIVE OCCUPATIONS  
COMPARISON BETWEEN THE 1973, 1975, 1977, 1979, 1981 AND  
1984 WAGE STRUCTURE ACCORDING TO EMPLOYER

BESTUURS- EN ADMINISTRATIEWE BEROEPE  
VERGELYKING TUSSEN DIE 1973-, 1975-, 1977-, 1979-, 1981-  
EN 1984-LOONSTRUKTUUR VOLGENS WERKGEWER

INCOME (R.p.a.) INKOMSTE (R.p.j.)		EMPLOYER/WERKGEWER		
		PUBLIC SECTOR OPENBARE SEKTOR	PRIVATE SECTOR PRIVATE SEKTOR	SELF-EMPLOYED SELFGEEËMPOJEERD
1973 *	N	340	1 379	323
Percentile/	10	7 700	8 110	7 550
Persentiel	50	9 730	11 640	15 470
	90	12 130	19 620	33 810
1975	N	75	699	110
Percentile/	10	9 630	10 970	10 000
Persentiel	50	13 500	15 680	18 110
	90	17 500	25 180	42 500
1977	N	42	622	95
Percentile/	10	12 070	13 490	12 500
Persentiel	50	15 400	20 090	20 940
	90	18 880	33 390	40 630
1979	N	61	730	119
Percentile/	10	13 370	16 310	10 300
Persentiel	50	17 810	23 610	20 470
	90	20 650	38 140	40 550
1981	N	92	902	157
Percentile/	10	20 340	20 490	13 940
Persentiel	50	26 000	30 000	30 000
	90	32 700	50 000	58 000
1984	N	45	560	95
Percentile/	10	29 010	31 870	24 000
Persentiel	50	39 530	44 750	45 000
	90	52 360	72 490	90 000
Yearly % increase in median income Jaarlikse % styging in mediaaninkomste				
	1973—1975	17,8	16,1	8,2
	1975—1977	6,8	13,2	7,5
	1977—1979	7,5	8,4	-1,1
	1979—1981	20,8	12,7	21,1
	1981—1984	15,0	14,3	14,5
	1973—1984	13,6	13,0	10,2

\* N.B. Figures for 1973 include age group 65+. All other include 20—64 age group.

\* L.W. Syfers vir 1973 sluit in ouderdomsgroep 65+. Alle ander sluit in 20—64 ouderdomsgroep.



## TOTAL ECONOMICALLY ACTIVE GROUP

### OCCUPATIONAL TITLES

All occupations (see Table 6)

This section shows the wage structure of persons with a degree in engineering (or registered as a professional engineer) irrespective of occupational title.

### ANALYSES

Subject and table number

- Age 41, 42, 51
- Comparison 1973—1984 surveys 51, 52 and Figure 7
- Economic sector 46
- Employer 41, 43, 44, 47, 52 and Figure 6
- Fringe benefits 48, 50
- MBA/MBL graduates 47
- Professional status 42, 43 and Figure 6
- Qualifications 44, 45

## TOTALE EKONOMIES BEDRYWIGE GROEP

### BEROEPSBENAMINGS

Alle beroepe (kyk tabel 6)

Hierdie afdeling toon die inkomstestruktuur van persone met grade in ingenieurswese (of geregistreer as professionele ingenieurs), ongeag beroepsbenaming.

### ONTLEDINGS

Onderwerp en tabelnommer

- Byvoordele 48, 50
- Ekonomiese sektor 46
- Kwalifikasies 44, 45
- MBA-/MBL-gegradueerdes 47
- Ouderdom 41, 42, 51
- Professionele status 42, 43 en figuur 6
- Vergelyking tussen die 1973—1984-opnames 51, 52 en figuur 7
- Werkgewer 41, 43, 44, 47, 52 en figuur 6

TABLE 41  
TOTAL ECONOMICALLY ACTIVE GROUP  
INCOME ACCORDING TO EMPLOYER AND AGE (R.P.A.)  
41.1 EMPLOYEES IN PUBLIC SECTOR

TABEL 41  
TOTAAL EKONOMIES BEDRIJVE GROEP  
INKOMSTE VOLGENS WERKGEVER EN GEDERDEN (R.P.J.)  
41.1 WERKNEMERS IN OPENBARE SEKTOR

AGE	GOVERNMENT STAAT					LEGAL AUTHORITY PLAASLIKE OORDEIC					SEMI-GOVERNMENT SEMI-STAAT					GROU
	N	ME [HRS]	PERCENTILE/PERSENTIEL			N	ME [URE]	PERCENTILE/PERSENTIEL			N	ME [HRS]	PERCENTILE/PERSENTIEL			
			10	50	90			10	50	90			10	50	90	
21															21	
22															22	
23	13	37	1850	12000	17750						4				23	
24	20	35	1740	12530	18670						8	36		18270	24	
(20-24)	33	36	1840	12000	18260						12	36	13310	18270	23250	(20-24)
25	26	36	3980	17630	20070	21					24	36	5800	17850	24100	25
26	19	37	6500	17940	23070	4					21	36	13810	15180	24470	26
27	26	37	16340	21720	24590	2					19	36	16570	19280	33820	27
28	21	36	15550	21100	32630	5	35		22350		19	36	17680	26870	36670	28
29	11	38	20470	27120	33130	4					18	36	18510	26340	31410	29
(25-29)	105	36	13440	19330	26630	17	36	15320	22350	28600	101	36	15300	20480	30360	(25-29)
30	12	38	17180	28210	34310	2					10	37	15360	26800	31710	30
31	20	37	22400	27630	34210	7	36		28530		19	35	21770	31120	39050	31
32	23	37	22590	28000	31780	7	39		27160		9	36		31900		32
33	15	37	26590	31600	38120	10	37	25330	28400	38850	14	37	20920	31070	40640	33
34	13	38	19520	30450	38240	3					11	36	24350	32340	38890	34
(30-34)	83	37	21940	28380	34630	29	36	24300	27230	36000	63	37	21960	30540	38220	(30-34)
35-39	58	37	27890	35040	41270	40	36	26460	31740	35250	61	36	25200	35040	43600	35-39
40-44	44	37	30530	39380	44380	22	36	26020	32690	40140	46	36	28650	34000	50250	40-44
45-49	30	36	34010	40550	52750	30	36	27020	32000	38620	23	36	24800	35000	53350	45-49
50-54	23	38	28110	40000	47220	28	36	26370	32570	39590	19	37	29020	37020	56520	50-54
55-59	44	37	28740	39040	54500	34	36	28330	33800	43570	28	39	26300	36870	53650	55-59
60-64	23	38	28760	43710	54760	34	36	26900	33840	42450	22	37	28450	34340	45280	60-64
65+	21	36	10400	30000	35280	9	35		32500		10	33	4700	27200	33870	65+
TOTAL	464	37	15600	30450	44050	243	36	24600	32000	39950	385	36	18350	30450	43280	TOTAAL

HRS = WORKING HOURS PER WEEK

URE = CLDERDOM//URE = WERKSURE PER WEEK

TABLE 41 (CONTINUED)

TABEL 41 (VERVOLG)

41.2 EMPLOYEES IN PRIVATE SECTOR AND SELF-EMPLOYED

41.2 WERKNEMERS IN PRIVATE SEKTOR EN SELFGEEMPLOOIJDE

AGE	EMPLOYEES IN PRIVATE SECTOR/WERKNEMERS IN PRIVATE SEKTOR					SELF-EMPLOYED SELFGEEMPLOOIJDE					GROU					
	PUBLIC CORPORATION OPENBARE KORPORASIE			PRIVATE FIRM PRIVATE FIRMA												
	N	ME [HRS]	PERCENTILE/PERSENTIEL	N	ME [URE]	PERCENTILE/PERSENTIEL	N	ME [HRS]	PERCENTILE/PERSENTIEL							
21												21				
22												22				
23	3					6	41		15980			23				
24	10	37	15490	17590	19910	18	38	13980	16700	27590	1		24			
(20-24)	13	36	12800	17290	19650	24	39	14260	17200	24930	1		(20-24)			
25	24	36	15180	19030	21880	26	40	17140	19100	22290	1		25			
26	26	37	17070	20160	26220	46	37	15600	19430	26140	1		26			
27	25	37	17720	22000	30360	53	35	15860	21900	25980	2		27			
28	27	37	16280	25130	32500	57	37	15380	25200	33160	3		28			
29	17	36	19380	23560	35330	54	37	21030	30000	36070	6	50	50000	29		
(25-29)	119	37	17300	20800	29300	236	38	17630	22210	32500	13	50	24800	44500	104000	(25-29)
30	16	38	19300	28530	34150	65	39	21620	29000	37200	6	64		32000	30	
31	15	37	20200	30410	35100	61	38	22260	32400	35800	9	44		40000	31	
32	9	37		32300		73	41	22660	32200	44300	9	55		48000	32	
33	22	36	25230	33390	38100	50	38	27820	34580	45800	15	46	18400	36000	58000	33
34	18	36	25320	32430	36990	73	38	25850	35040	43760	7	55		36000	34	
(30-34)	84	38	22570	30950	35830	322	38	23760	32500	41940	46	50	18800	40000	80300	(30-34)
35-39	64	37	32630	38000	47530	242	38	30000	38000	60830	95	47	29520	48000	90800	35-39
40-44	43	37	25070	41200	52010	185	41	30000	45000	65400	83	46	30000	54000	102400	40-44
45-49	32	37	32570	43580	52250	160	41	32010	47410	80000	87	46	28000	50000	101320	45-49
50-54	22	38	32980	40290	56620	107	41	30480	44500	76800	51	45	26600	60000	99520	50-54
55-59	29	37	31650	44330	70310	130	40	31870	47240	50000	60	46	22650	40000	80000	55-59
60-64	17	37	25840	42000	65000	95	38	27700	43000	79200	47	40	13600	45000	92000	60-64
65+	9	30		18280		50	35	8010	27510	49350	39	37	15000	35000	80000	65+
TOTAL	431	37	18930	32900	47760	1555	39	20450	36000	62440	522	46	24000	46910	90000	TOTAAL

HRS = WORKING HOURS PER WEEK

URE = CLDERDOM//URE = WERKSURE PER WEEK



TABLE 41 (CONTINUED)

TABLE 41 (VERVOLG)

41.3 SUMMARY

41.3 OPSOMMING

AGE	PUBLIC SECTOR EMPLOYEES (TOTAL)				PRIVATE SECTOR EMPLOYEES (TOTAL)				GRAND TOTAL (EMPLOYEES AND SELF-EMPLOYED)						
	OPENBARE SEKTOR WERKNEMERS (TOTAAL)		PERCENTILE/PERSENTIEL		PRIVATE SEKTOR WERKNEMERS (TOTAAL)		PERCENTILE/PERSENTIEL		GRUPTOTAAL (WERKNEMERS & SELFGEEMPLCJEERD)		PERCENTILE/PERSENTIEL				
	N	IME HRS	10	50	90	N	IME HRS	10	50	90	N	IME HRS	10	50	90
21															21
22															22
23	17	37	2100	15000	18610						26	37	3180	15870	20230
24	28	38	2020	16140	19180	9	40				57	37	3890	16900	20480
(20-24)	45	37	2140	15600	18760	28	37	14350			83	37	3760	16580	20300
25	54	36	5610	17880	22650	50	36	16300			105	36	13490	18500	22270
26	44	37	13220	18010	23560	72	37	16510			117	37	15240	19340	24670
27	47	36	16570	21660	26350	78	38	17200			127	38	17190	21780	29430
28	45	36	16830	22620	33750	84	37	15200			132	37	18150	24180	33000
29	33	36	20550	26390	30570	71	37	20380			110	37	20500	27770	36200
(25-29)	223	36	15000	20020	28470	355	37	17560			591	37	16500	21500	31740
30	24	37	15210	26800	32770	81	38	21540			111	38	20820	28220	35600
31	46	37	22300	28670	35320	80	38	22110			135	38	22270	30920	40000
32	35	37	24280	28140	32500	82	40	22640			130	38	23640	30820	44950
33	35	37	25230	30450	37530	72	38	27050			126	38	25770	32970	42380
34	27	36	20220	31920	37470	91	38	25570			125	38	25050	34580	41510
(30-34)	175	37	22480	29020	35990	406	38	23540			627	38	23170	31200	40540
35-39	155	37	26400	34510	41000	306	37	30570			560	38	28600	37000	59950
40-44	112	36	28520	36000	44900	228	35	30000			423	40	29580	42000	66920
45-49	83	36	27230	36410	48050	152	41	32130			362	41	30180	44000	80000
50-54	70	36	27430	35600	45430	129	40	31000			250	39	29270	42000	76450
55-59	106	37	28270	36730	51840	159	39	31650			325	38	28860	40270	71890
60-64	75	36	28250	35040	47830	116	38	27610			242	37	26000	40000	72100
65+	40	36	10630	30000	39500	58	35	8090			137	35	10380	30000	54560
TOTAL	1052	36	17520	30950	42240	1986	36	20000			3600	38	19450	34720	60000

HRS = WORKING HOURS PER WEEK

CUC = CUDERCUM/WURE = WERKSURE PER WEEK

TABLE 42

TOTAL ECONOMICALLY ACTIVE GROUP  
INCOME ACCORDING TO AGE AND PROFESSIONAL STATUS (R.P.A.)

TABEL 42  
TOTALE EKONOMISCH BEDRYFVIGE GROEP  
INKOMSTE VOLGENS OUDERDOM EN PROFESSIONELE STATUS (R.P.)

AGE	PROFESSIONAL ENGINEER PROFESSIONELE INGENIEUR			ENGINEER-IN-TRAINING INGENIEUR-IN-OPLEIDING			NOT REGISTERED NIET GEREGISTREERD			OUD	
	N	ME (HRS)	PERCENTILE/PERSENTIEEL (10 50 90)	N	ME (HRS)	PERCENTILE/PERSENTIEEL (10 50 90)	N	ME (HRS)	PERCENTILE/PERSENTIEEL (10 50 90)		
20-24	11	37	22850 30400 38670	70	37	4520 16540 19770	51	38	17920	20-24	
25-29	53	37	22850 30400 38670	452	37	16240 20560 25690	76	37	15630	25-29	
30-34	341	38	25130 32510 43800	197	38	20960 28800 37200	81	39	21910	30-34	
35-39	396	38	29110 37200 55000	58	37	23470 34800 52500	93	38	27930	35-39	
40-44	316	40	29990 42170 69300	11	41	24950 36000 59900	84	41	27920	40-44	
45-49	290	40	30900 43930 80000	3			66	41	28280	45-49	
50-54	202	35	30000 42230 75950				41	40	28680	50-54	
55-59	255	38	29660 41050 74220				63	38	24740	55-59	
60-64	190	37	26420 39000 72680	2			46	41	22940	60-64	
65+	105	35	10000 28830 49500	2			22	36	9900	65+	
TOTAL	2153	38	27000 38500 65000	795	37	16250 22550 35100	581	38	20030	36000 61260	TOTAAL

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = WEEKSURE PER WEEK

TABLE 42 (CONTINUED)

AGE	ECONOMICALLY ACTIVE GROUP ECONOMISCH BEDRYFVIGE GROEP			TOTAL TOTAAL			OUD	
	N	ME (HRS)	PERCENTILE/PERSENTIEEL (10 50 90)	N	ME (HRS)	PERCENTILE/PERSENTIEEL (10 50 90)		
20-24	3	37	5580 23150 112800	83	37	3760 16580 20300	20-24	
25-29	10	39	32660 56800 61710	59	37	16500 21500 31740	25-29	
30-34	13	47	22100 30000 56800	62	38	23170 31200 40540	30-34	
35-39	12	36	26730 39020 61710	56	38	28600 37000 59550	35-39	
40-44	3			42	40	25560 42000 66520	40-44	
45-49	7	37	32900 35910	36	41	30180 44000 80000	45-49	
50-54	7	46		25	39	25270 42000 76450	50-54	
55-59	4			32	38	28860 40270 71890	55-59	
60-64	4			24	37	26000 40000 72100	60-64	
65+	4			13	35	10380 30000 54560	65+	
TOTAL	71	41	17800 32900 65440	360	38	19450 34720 60000	60000 61260	TOTAAL

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = WEEKSURE PER WEEK

TABLE 43

TOTAL ECONOMICALLY ACTIVE GROUP  
INCOME ACCORDING TO PROFESSIONAL  
STATUS AND EMPLOYER (R.F.A.)

TABLE 43  
TOTALE EKONOMISCH BEDRYFVIGE GROEP  
INKOMSTE VOLGENS PROFESSIONELE  
STATUS EN WERKGEVER (R.F.A.)

PROFESSIONAL STATUS	PUBLIC SECTOR/OPENBARE SEKTOR			PRIVATE SECTOR/PRIVATE SEKTOR			PROFESSIONELE STATUS
	N	MEDIAN AGE HRS	PERCENTILE/PERSENTIEL 10 50 90	N	MEDIAAN OUDEURE	PERCENTILE/PERSENTIEL 10 50 90	
PROFESSIONAL ENGINEER	648	44	36   26550   34200   45520	1090	43	38   28030   39000   62980	PROFESSIONELE INGENIEUR
ENGINEER-IN-TRAINING	310	27	30   14890   20690   32890	469	28	37   17330   23600   36000	INGENIEUR-IN-OPLEIDING
NOT REGISTERED	107	44	36   19070   30440   40780	398	40	40   20160   37870   62050	NIE GEREgistREER
NOT INDICATED	27	38	36   4320   27230   45030	27	40	41   19560   33800   68440	NIE AANGEDUI
TOTAL	1092	38	36   17920   30950   42240	1984	38	38   20000   35530   60000	TOTAAL

HRS = WORKING HOURS PER WEEK

OUDEURE = GEDERDOM//URE = WERKSURE PER WEEK

1

PROFESSIONAL STATUS	SELF-EMPLOYED/SELFGEEMLGJEERC			TOTAL/TOTAAL			PROFESSIONELE STATUS
	N	MEDIAN AGE HRS	PERCENTILE/PERSENTIEL 10 50 90	N	MEDIAAN OUDEURE	PERCENTILE/PERSENTIEL 10 50 90	
PROFESSIONAL ENGINEER	413	46	46   24000   46000   91200	2151	44	38   27000   38500   65000	PROFESSIONELE INGENIEUR
ENGINEER-IN-TRAINING	16	33	52   25400   40000   80300	795	28	37   16250   22550   35100	INGENIEUR-IN-OPLEIDING
NOT REGISTERED	76	46	47   18420   40000   97200	581	41	38   20030   36000   61260	NIE GEREgistREER
NOT INDICATED	10	41	48   23100   45500   132000	70	40	41   17840   33350   66120	NIE AANGEDUI
TOTAL	521	45	46   24000   47000   90000	3597	39	38   19490   34720   60000	TOTAAL

HRS = WORKING HOURS PER WEEK

OUDEURE = GEDERDOM//URE = WERKSURE PER WEEK

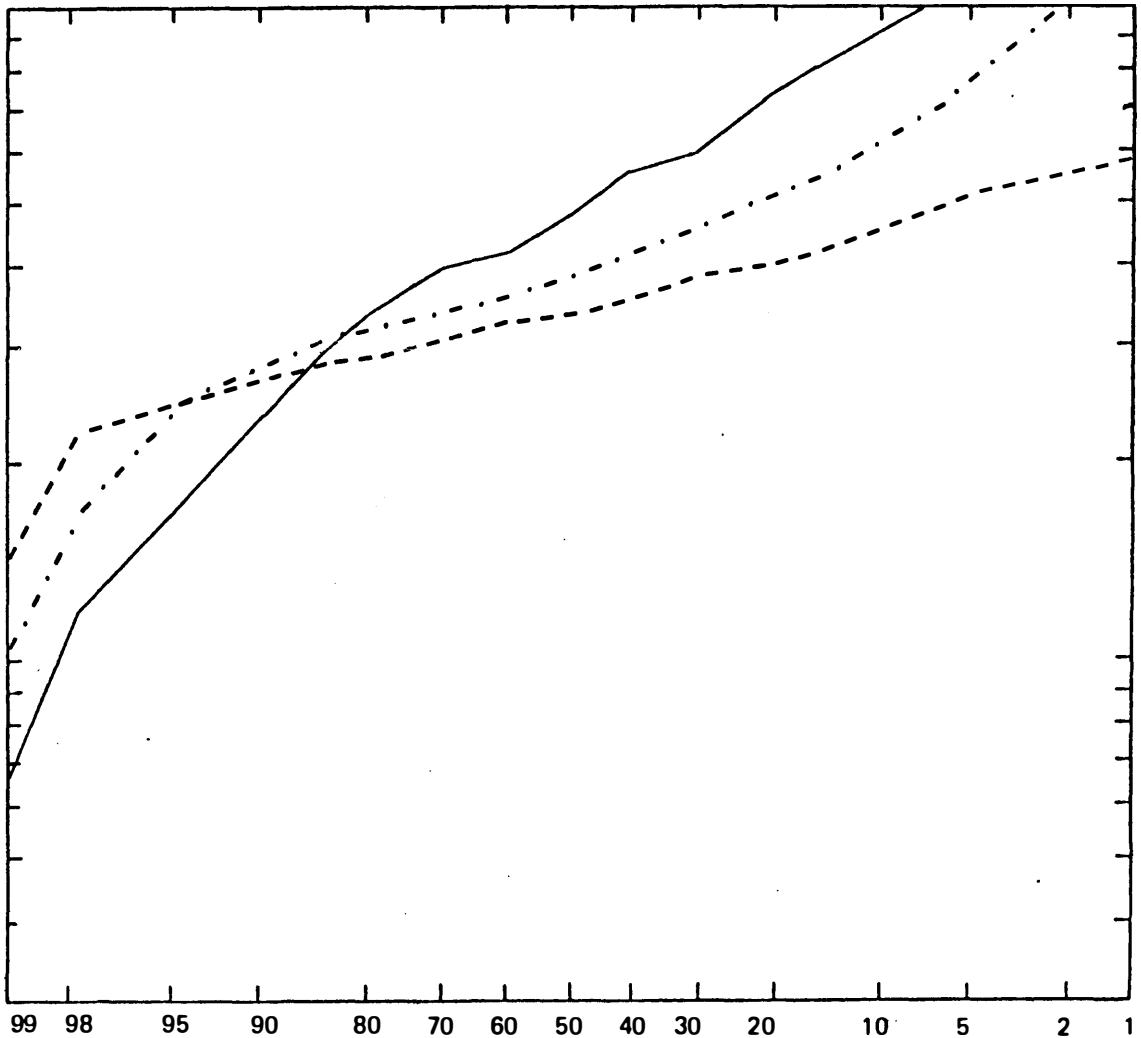
FIGURE 6

TOTAL ECONOMICALLY ACTIVE GROUP  
INCOME ACCORDING TO PROFESSIONAL  
STATUS AND EMPLOYER

(a) Professional engineers

Income  
(R.p.a.)

100000  
90000  
80000  
70000  
60000  
50000  
40000  
30000  
20000  
10000  
9000  
8000  
7000  
6000  
5000  
4000  
3000



Percentage population above given income  
Persentasie populasie bo gegewe inkomste

Public sector - - - - - Openbare sektor  
Private sector · · · · · Private sektor  
Self-employed ————— Selfgeëmpleeerd

FIGUUR 6

TOTALE EKONOMIES BEDRYWIGE GROEP  
INKOMSTE VOLGENS PROFESSIONELE  
STATUS EN WERKGEWER

(a) Professionele ingenieurs

Inkomste  
(R.p.j.)

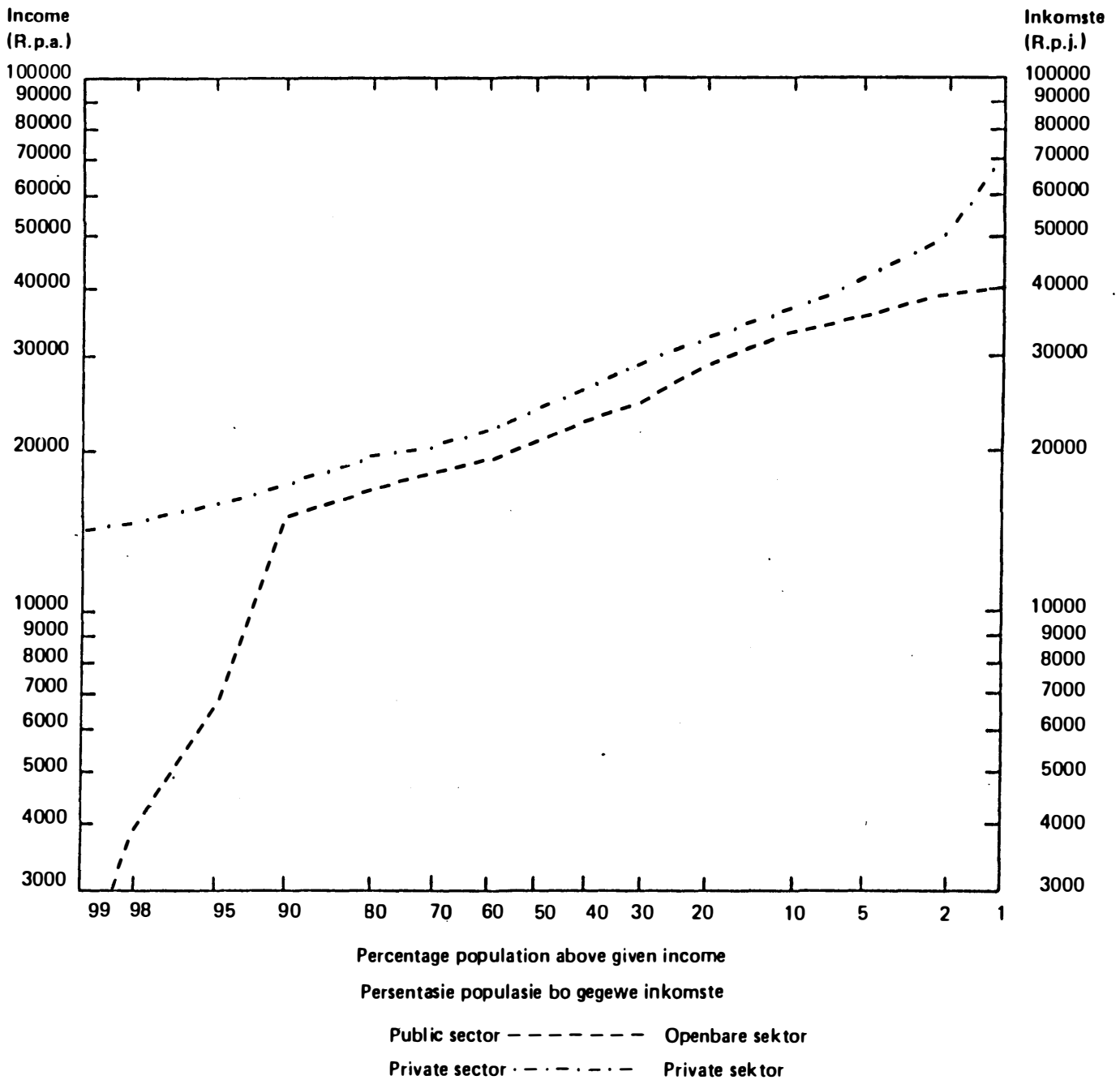
100000  
90000  
80000  
70000  
60000  
50000  
40000  
30000  
20000  
10000  
9000  
8000  
7000  
6000  
5000  
4000  
3000

FIGURE 6 (CONTINUED)

FIGUUR 6 (VERVOLG)

(b) Engineers in training

(b) Ingenieurs-in-opleiding



(c) Non registered

(c) Nie geregistreer

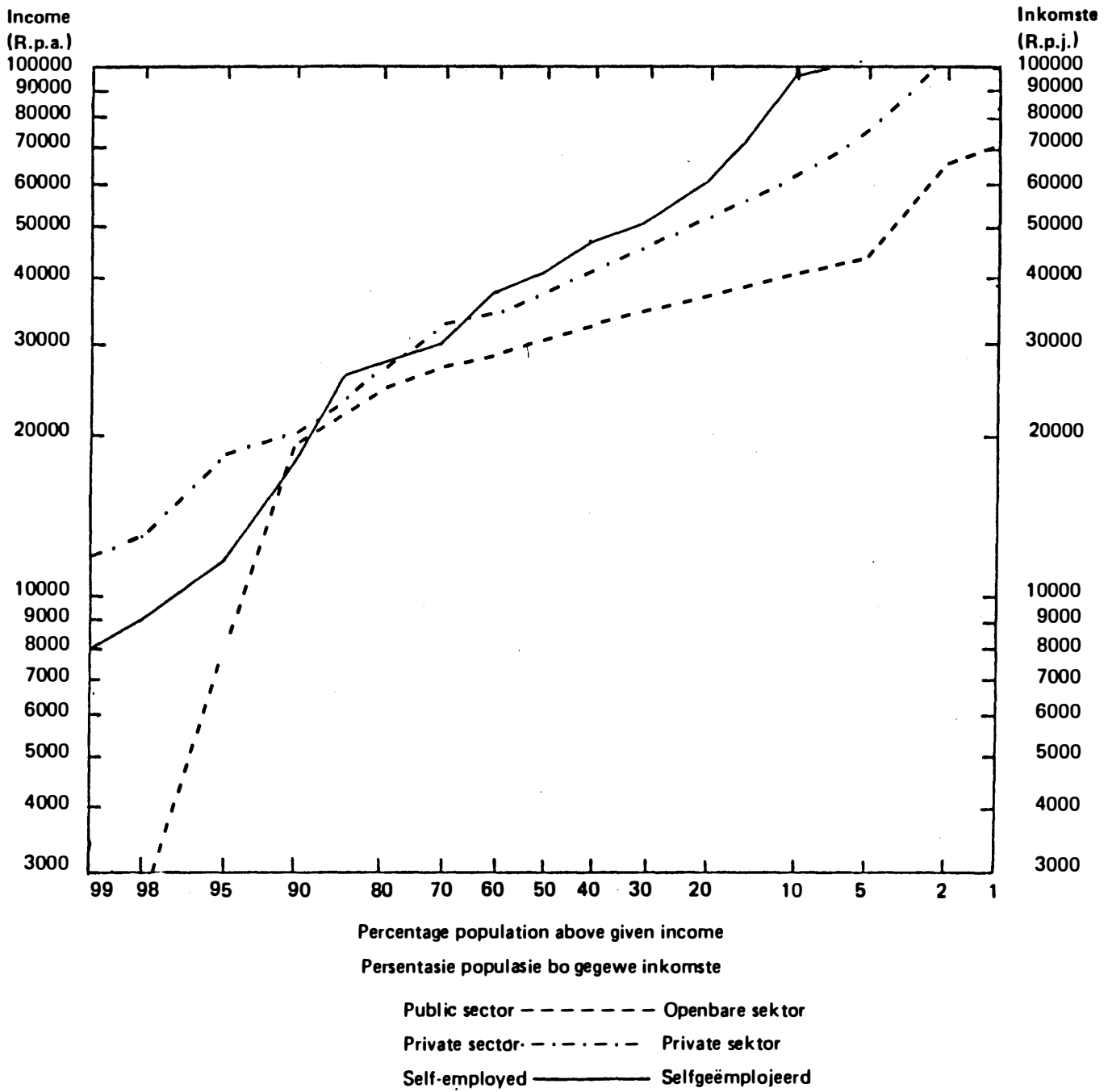


FIGURE 6 (CONTINUED)

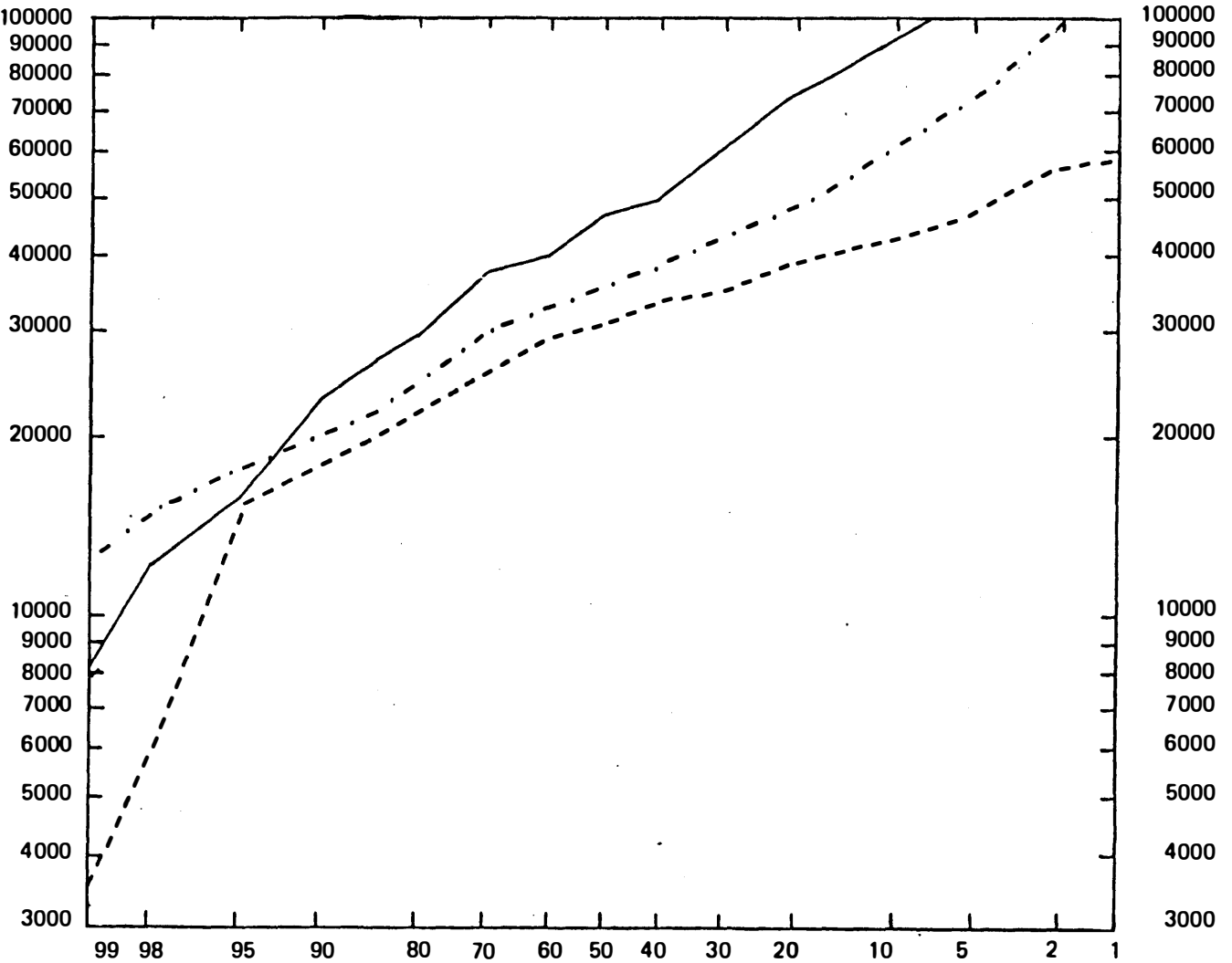
FIGUUR 6 (VERVOLG)

(d) Total

(d) Totaal

Income  
(R.p.a.)

Inkomste  
(R.p.j.)



Percentage population above given income

Persentasie populasie bo gegewe inkomste

Public sector - - - - - Openbare sektor

Private sector · - · - · Private sektor

Self-employed ————— Selfgeëmpleeerd

TABLE 44

TOTAL ECONOMICALLY ACTIVE GROUP  
INCOME ACCORDING TO LEVEL OF HIGHEST  
QUALIFICATION AND EMPLOYER (R.P.A.)

LEVEL OF QUALIFICATION	PUBLIC SECTOR/OPENBARE SEKTOR				PRIVATE SECTOR/PRIVATE SEKTOR				PEIL VAN KWALIFIKASIE		
	N	MEDIAN AGE FRS	PERCENTILE/ PERSENTIEEL 10 50 90	N	MEDIAAN ICUD UREI	PERCENTILE/ PERSENTIEEL 10 50 90	N	MEDIAAN ICUD UREI	PERCENTILE/ PERSENTIEEL 10 50 90		
DIPLOMA	65	59	37   25680   34180   44190	107	57	37   23840   40000   62000					DIPLOMA
B.DEGREE	754	36	36   16580   29400   41550	1362	36	38   19500   34000   56030					B.-GRAAD
POST-GRADUATE DIP. OR B.HONS	108	36	36   22350   30730   40070	201	35	39   21650   35000   54570					NAGRAADSE DIP. OF B.HONS
M.DEGREE	124	39	36   26030   34010   44750	272	39	38   28000   40140   62080					M.-GRAAD
L.DEGREE	411	49	39   28820   37000   51710	421	48	38   31250   46920   73470					D.-GRAAD
TOTAL	1092	38	36   17920   30550   42240	1984	38	38   20000   35530   60000					TOTAAL

HRS = WORKING HOURS PER WEEK

HRS = CUDERDOM//URE = WERKSURE PER WEEK

TABLE 44 (CONTINUED)

TABLE 44 (VERVOLGD)

LEVEL OF QUALIFICATION	SELF-EMPLOYED/SELFGEEMLCJEERD				TOTAL/TOTAAL				PEIL VAN KWALIFIKASIE		
	N	MEDIAN AGE FRS	PERCENTILE/ PERSENTIEEL 10 50 90	N	MEDIAAN ICUD UREI	PERCENTILE/ PERSENTIEEL 10 50 90	N	MEDIAAN ICUD UREI	PERCENTILE/ PERSENTIEEL 10 50 90		
DIPLOMA	371	57	46   15910   45000   120000	209	58	37   24000   38000   60000					DIPLOMA
B.DEGREE	345	45	46   22800   47600   55000	2461	37	38   18400   33500   60000					B.-GRAAD
POST-GRADUATE DIP. OR B.HONS	48	43	46   29850   44000   72150	357	36	38   22400   34100   54880					NAGRAADSE DIP. OF B.HONS
M.DEGREE	74	41	46   22100   50000   100000	470	39	38   26990   39000   66940					M.-GRAAD
L.DEGREE	171	56	44   33300   48000   112000	1001	49	38   30120   40350   71600					D.-GRAAD
TOTAL	521	45	46   24000   47000   90000	3597	35	38   19490   34720   60000					TOTAAL

HRS = WORKING HOURS PER WEEK

HRS = CUDERDOM//URE = WERKSURE PER WEEK



TABEL 45  
 TOTALE EKONOMIES BEDRYWIGE GROEP  
 INKOMSTE VOLGENS STUDIERIGTING VAN  
 INGENIEURSKWALIFIKASIE EN WERKGEWER (R.P.A.)

FIELD OF STUDY	PUBLIC SECTOR/OPENBARE SEKTOR				PRIVATE SECTOR/PRIVATE SEKTOR				STUDIERIGTING				
	N	MEDIAN AGE HRS	PERCENTILE/ PERSENTIEL	50	50	N	MEDIAAN/ GOU URE	PERCENTILE/ PERSENTIEL		50			
AGRICULTURAL	45	38	36	16250	30300	40740	171	33	451	18000	34000	88000	LANDBOU-
CHEMICAL	41	28	37	2890	21510	37000	177	36	381	19430	35000	54320	CHEMIESE
CIVIL	437	36	36	18090	25790	40720	518	35	381	20000	33210	54860	SIVIELE
ELECTRICAL	225	33	36	16420	31850	40830	387	34	371	19770	34500	51720	ELEKTRIESE
INDUSTRIAL	12	29	36	7920	25800	48280	39	32	371	18000	32100	50050	BEDRYFS-
MECHANICAL	138	40	36	17570	33580	46320	357	37	381	19560	35530	62810	MEGANIESE
METALLURGICAL	15	27	37	5770	18700	43530	53	37	41	20200	33800	72600	METALLURGIESE
MINING	7	63	30		28090		71	45	43	19260	44000	106160	MYNBOU-
OTHER AND UNKNOWN	112	43	36	27480	35040	46510	230	41	381	27300	40000	62290	ANDER EN ONREKEND
TOTAL	1012	37	36	17880	30450	42210	1849	37	381	20000	35040	60000	TOTAAL

HRS = WORKING HOURS PER WEEK

UUC = CUDERDOM//URE = WERKSURE PER WEEK

TABEL 45 (VERVOLG)

FIELD OF STUDY	SELF-EMPLOYED/SELFGEEMLCJEERG				TOTAL/TOTAAL				STUDIERIGTING				
	N	MEDIAN AGE HRS	PERCENTILE/ PERSENTIEL	50	50	N	MEDIAAN/ GOU URE	PERCENTILE/ PERSENTIEL		50			
AGRICULTURAL	8	37	57		27500		50	36	41	14160	31380	42420	LANDBOU-
CHEMICAL	18	43	46	20090	33750	102720	236	36	36	18070	33780	53300	CHEMIESE
CIVIL	225	46	46	25840	50000	88800	1180	37	381	19500	33000	60000	SIVIELE
ELECTRICAL	70	43	47	24000	44450	98200	682	35	371	18550	33780	52700	ELEKTRIESE
INDUSTRIAL	8	42	46		44500		59	33	371	17330	31980	53140	BEDRYFS-
MECHANICAL	45	44	48	21880	46500	100000	540	38	381	19180	35040	60900	MEGANIESE
METALLURGICAL	3						71	36	40	16230	31500	69800	METALLURGIESE
MINING	6	61	42		60000		84	48	43	19390	43320	100000	MYNBOU-
OTHER AND UNKNOWN	89	42	46	24000	50000	95000	431	42	381	27300	39600	62470	ANDER EN ONREKEND
TOTAL	472	45	46	24000	47800	50000	3333	38	381	19260	34500	60000	TOTAAL

HRS = WORKING HOURS PER WEEK

UUC = CUDERDOM//URE = WERKSURE PER WEEK

TABEL 46  
 TOTAL ECONOMICALLY ACTIVE GROUP  
 INCOME ACCORDING TO ECONOMIC  
 SECTOR AND EMPLOYER (R.p.a.)

TABEL 46  
 TOTALE EKONOMIES BEDRYWIGE GROEP  
 INKOMSTE VOLGENS EKONOMIESE  
 SEKTOR EN WERKGEWER (R.p.i.)

ECONOMIC SECTOR	EMPLOYEES WERKNEMERS						SELF-EMPLOYED SELFGEEEMPLOJEERD						TOTAL TOTAAL						EKONOMIESE SEKTOR			
	N	MEDIAN AGE HRS			PERCENTILE/PERSENTIEL			N	MIDIAAN OUD URE			PERCENTILE/PERSENTIEL			N	MEDIAN AGE HRS				PERCENTILE/PERSENTIEL		
		10	50	90	10	50	90		10	50	90	10	50	90								
01 Agriculture	29	35	41	22 000	34 000	75 000	38	42	56	7 800	30 400	87 550	67	39	47	11 600	32 500	76 000	01 Landbou			
02 Mining	252	41	40	21 430	40 730	73 220	5	57	57	55 000	55 000	82 000	257	41	40	21 840	41 000	73 380	02 Mynbou			
03 Electricity	206	43	36	20 180	35 420	49 840	19	44	48	15 240	44 500	82 000	225	44	36	20 120	36 000	51 080	03 Elektrisiteit			
04 Building and construction	305	37	42	20 450	36 000	64 800	117	45	46	20 000	48 000	91 000	422	40	43	20 420	37 210	73 000	04 Bou en konstruksie			
05 Manufacturing	727	37	38	19 800	35 750	60 660	49	47	48	23 000	41 000	90 000	776	38	38	19 840	36 000	61 060	05 Fabriekswese			
06 Transport	161	33	37	17 880	30 450	45 840	2						163	33	37	17 880	30 450	45 810	06 Vervoer			
07 Commerce	59	42	38	25 740	39 000	60 000	24	44	49	22 100	38 600	91 000	83	44	44	24 000	39 000	66 400	07 Handel			
08 Financing	23	39	40	24 460	34 130	54 940	5	35	47	40 000	40 000		28	38	40	24 790	39 110	56 700	08 Finanswese			
09 Medical services	12	43	44	20 580	37 660	58 350	4						16	47	42	21 610	38 710	63 030	09 Mediese dienste			
10 Business services	346	36	37	20 000	32 500	50 070	257	45	45	30 000	50 000	100 000	603	41	38	22 050	38 000	80 000	10 Besighheidsdienste			
11 Other personal services	9	54	53		12 100		1						10	54	50	3 000	14 450	29 820	11 Ander persoonlike dienste			
12 Protection services	88	26	38	3 590	18 050	38 400							88	26	38	3 590	18 050	38 400	12 Beskerminingsdienste			
13 Government services	852	38	36	19 290	31 670	42 500							852	38	36	19 290	31 670	42 500	13 Owerheidsdienste			
14 Not indicated	9	42	38		34 100		1						10	44	38	11 990	30 660	47 800	14 Nie aangeduid nie			
TOTAL	3 078	38	37	19 180	33 750	53 260	522	45	46	24 000	46 910	90 000	3 600	37	38	19 450	34 720	60 000	TOTAAL			

Hrs = working hours per week (adjusted)

Oud = ouderdom // Ure = werksure per week (aangepas)

TABEL 47

TOTAL ECONOMICALLY ACTIVE GROUP

INCOME OF MBA/MBL GRADUATES ACCORDING TO OCCUPATION AND EMPLOYER (R.p.a.)

TABEL 47

TOTALE EKONOMIES BEDRYWIGE GROEP INKOMSTE VAN MBA/MBL - GEGRADUEERDES VOLGENS BEROEP EN WERKGEWER (R.p.j.)

OCCUPATION	PUBLIC SECTOR OPENBARE SEKTOR					PRIVATE SECTOR PRIVATE SEKTOR					SELF-EMPLOYED SELFGEEËMPLOJEERD					BEROEP			
	N	MEDIAN AGE	HRS	10	90	N	MOUD URE	10	50	90	N	MEDIAN AGE	HRS	10	50		90		
Engineers																	Ingenieurs		
Chemical																	Chemies		
Civil	10	41	37	30 720	38 110	51 720										45 600	Siviel		
Electrical	2																Elektries		
Industrial																	Bedryfs		
Mechanical	4																Meganies		
Metallurgical	1																Metallurgies		
Mining																	Mynbou		
Other							42	37		37 880							Ander		
Managerial and administrative Directors																	Bestuurs- en administratief Direkteure		
Development																	Ontwikkelings		
Director of companies	1																Direkteur van maatskappye		
Executive																	Uitvoerende		
Managing																	Besturende		
Marketing																	Bemarkings		
Production																	Produksie		
Technical																	Tegniese		
Other	2																Ander		
Managers																	Bestuurders		
General																	Algemene		
Marketing																	Bemarkings		
Production																	Produksie		
Project																	Projek		
Technical																	Tegniese		
Other	6																Ander		
Lecturers	7	38	36			36 400											Lektore		
11 Other occupations	1																11 Ander beroepe		
TOTAL	34	40	36	29 810	37 970	53 400	142	40	42	32 220	44 500	67 920	30	37	47	28 080	46 910	107 200	TOTAAL

Hrs = working hours per week (adjusted)

Oud = ouderdom // Ure = werksure per week (aangepas)

TABLE 48

TABEL 48

TOTAL ECONOMICALLY ACTIVE GROUP

TOTALE EKONOMIES BEDRYWIGE GROEP

FRINGE BENEFIT STRUCTURE OF EMPLOYEES  
ACCORDING TO EMPLOYERBYVOORDELESTRUKTUUR VAN WERKNEMERS  
VOLGENS WERKGEWER

EMPLOYER	TOTAL NUMBER OF EMPLOYEES	QUESTION NOT ANSWERED	DO NOT RECEIVE FRINGE BENEFIT	RECEIVE FRINGE BENEFIT						WERKGEWER		
				TOTAL AANTAL WERKNEMERS	VRAAG NIE BEANTWOORD NIE	ONTVANG NIE BY-VOORDEEL NIE	VALUE NOT INDICATED WAARDE NIE AANGEDUI NIE	VALUE INDICATED (R.p.a.)				
								WAARDE AANGEDUI (R.p.j.)				
					PERCENTILE/PERSENTIEL							
					N	10	50	90				
<b>(a) Shares</b>												
Government	N	432	165	265	1	1				(a) Aandele		
	%	100	38,2	61,3	0,2	0,2				N Staat		
Local authority	N	237	76	161						%		
	%	100	32,1	67,9						N Plaaslike owerheid		
Semi-government	N	375	123	249		3				%		
	%	100	32,8	66,4		0,8				N Semi-staat		
Public sector	N	1 044	364	675	1	4				%		
	%	100	34,9	64,6	0,1	0,4				N Openbare sektor		
Public corporation	N	420	133	282	1	4				%		
	%	100	31,7	67,1	0,2	1,0				N Openbare korporasie		
Private firm	N	1 512	513	891	35	73				%		
	%	100	33,9	58,9	2,3	4,8	500	3 900	17 200	N Private firma		
Private sector	N	1 932	646	1 173	36	77				%		
	%	100	33,4	60,7	1,9	4,0	500	4 000	14 400	N Private sektor		
TOTAL	N	2 976	1 010	1 848	37	81				N TOTAAL		
	%	100	33,9	62,1	1,2	2,7	520	4 000	12 600	%		

**(b) Pension****(b) Pensioen**

Government	N	432	70	55	46	261				N Staat
	%	100	16,2	12,7	10,6	60,4	500	3 000	6 580	%
Local authority	N	237	15	14	13	195				N Plaaslike owerheid
	%	100	6,3	5,9	5,5	82,3	1 760	3 960	6 600	%
Semi-government	N	375	43	39	35	258				N Semi-staat
	%	100	11,5	10,4	9,3	68,8	710	2 620	6 100	%
Public sector	N	1 044	128	108	94	714				N Openbare sektor
	%	100	12,3	10,3	9,0	68,4	720	3 000	6 400	%
Public corporation	N	420	43	28	28	321				N Openbare korporasie
	%	100	10,2	6,7	6,7	76,4	1 000	2 640	5 500	%
Private firm	N	1 512	157	135	62	1 158				N Private firma
	%	100	10,4	8,9	4,1	76,6	600	2 500	6 000	%
Private sector	N	1 932	200	163	90	1 479				N Private sektor
	%	100	10,4	8,4	4,7	76,5	650	2 500	5 730	%
TOTAL	N	2 976	328	271	184	2 193				N TOTAAL
	%	100	11,0	9,1	6,2	73,7	650	2 640	6 000	%

**(c) Motor-car****(c) Motor**

Government	N	432	119	206	7	100				N Staat
	%	100	27,5	47,7	1,6	23,1	500	2 500	6 000	%
Local authority	N	237	35	68	10	124				N Plaaslike owerheid
	%	100	14,8	28,7	4,2	52,3	760	2 160	4 090	%
Semi-government	N	375	108	214	2	51				N Semi-staat
	%	100	28,8	57,1	0,5	13,6	620	2 000	6 000	%
Public sector	N	1 044	262	488	19	275				N Openbare sektor
	%	100	25,1	46,7	1,8	26,3	620	2 280	5 000	%
Public corporation	N	420	78	166	3	173				N Openbare korporasie
	%	100	18,6	39,5	0,7	41,2	750	2 400	5 200	%
Private firm	N	1 512	95	211	45	1 161				N Private firma
	%	100	6,3	13,9	3,0	76,8	720	2 880	6 000	%
Private sector	N	1 932	173	377	48	1 334				N Private sektor
	%	100	8,9	19,5	2,5	69,0	720	2 500	6 000	%
TOTAL	N	2 976	435	865	67	1 609				N TOTAAL
	%	100	14,6	29,1	2,3	54,1	720	2 500	6 000	%

TABLE 48 (CONTINUED)

TABEL 48 (VERVOLG)

EMPLOYER	TOTAL NUMBER OF EMPLOYEES	QUESTION NOT ANSWERED	DO NOT RECEIVE FRINGE BENEFIT	RECEIVE FRINGE BENEFIT ONTVANG BYVOORDEEL						WERKGEWER	
				VALUE NOT INDICATED WAARDE NIE AANGEDUI NIE	VALUE INDICATED (R.p.a.) WAARDE AANGEDUI (R.p.j.)			N	PERCENTILE/PERSENTIEL		
					10	50	90				
<b>(d) Entertainment allowance</b>										<b>(d) Onthaaltoelae</b>	
Government	N 432	164	253		15					N Staat	
%	100	38,0	58,5		3,5	80	230	2 000		%	
Local authority	N 237	75	149	1	12					N Plaaslike owerheid	
%	100	31,6	62,9	0,4	5,1	400	580	1 140		%	
Semi-government	N 375	123	242		10					N Semi-staat	
%	100	32,8	64,5		2,7	300	650	1 160		%	
Public sector	N 1 044	362	644	1	37					N Openbare sektor	
%	100	34,7	61,7	0,1	3,5	160	500	1 200		%	
Public corporation	N 420	125	267	1	27					N Openbare korporasie	
%	100	29,8	63,6	0,2	6,4	500	1 000	3 110		%	
Private firm	N 1 512	396	689	16	411					N Private firma	
%	100	26,2	45,6	1,1	27,2	400	1 200	2 970		%	
Private sector	N 1 932	521	956	17	438					N Private sektor	
%	100	27,0	49,5	0,9	22,7	400	1 200	2 900		%	
TOTAL	N 2 976	883	1 600	18	475					N TOTAAL	
%	100	29,7	53,8	0,6	15,9	300	1 200	2 800		%	

**(e) Housing****(e) Behuising**

Government	N 432	36	85	18	293					N Staat
%	100	8,3	19,7	4,2	67,8	1 240	4 250	7 000		%
Local authority	N 237	17	43	7	170					N Plaaslike owerheid
%	100	7,2	18,1	2,9	71,7	750	2 910	5 100		%
Semi-government	N 375	19	66	13	277					N Semi-staat
%	100	5,1	17,6	3,5	73,8	1 500	4 200	7 550		%
Public sector	N 1 044	72	194	38	740					N Openbare sektor
%	100	6,9	18,6	3,6	70,9	1 200	3 800	7 000		%
Public corporation	N 420	24	59	15	322					N Openbare korporasie
%	100	5,7	14,0	3,6	76,7	1 430	4 000	7 880		%
Private firm	N 1 512	379	647	32	454					N Private firma
%	100	25,1	42,8	2,1	30,0	1 000	3 600	7 750		%
Private sector	N 1 932	403	706	47	776					N Private sektor
%	100	20,9	36,5	2,4	40,2	1 040	3 890	7 790		%
TOTAL	N 2 976	475	900	85	1 516					N TOTAAL
%	100	15,9	30,2	2,9	50,9	1 110	3 830	7 200		%

**(f) Other fringe benefits****(f) Ander byvoordele**

Government	N 432	141	187	4	100					N Staat
%	100	32,6	43,3	0,9	23,1	70	240	1 000		%
Local authority	N 237	55	94	5	83					N Plaaslike owerheid
%	100	23,2	39,7	2,1	35,0	70	100	610		%
Semi-government	N 375	107	168	1	99					N Semi-staat
%	100	28,5	44,8	0,3	26,4	70	240	2 000		%
Public sector	N 1 044	303	449	10	282					N Openbare sektor
%	100	29,0	43,0	1,0	27,0	70	220	1 040		%
Public corporation	N 420	101	168	6	145					N Openbare korporasie
%	100	24,0	40,0	1,4	34,5	100	350	1 500		%
Private firm	N 1 512	415	624	12	461					N Private firma
%	100	27,4	41,3	0,8	30,5	120	500	2 000		%
Private sector	N 1 932	516	792	18	606					N Private sektor
%	100	26,7	41,0	0,9	31,4	120	500	2 000		%
TOTAL	N 2 976	819	1 241	28	888					N TOTAAL
%	100	27,5	41,7	0,9	29,8	80	400	2 000		%

TABLE 49

TABEL 49

TOTAL ECONOMICALLY ACTIVE GROUP

TOTALE EKONOMIES BEDRYWIGE GROEP

VALUE OF FRINGE BENEFITS ACCORDING TO INCOME AND EMPLOYER (R.p.a.)

WAARDE VAN BYVOORDELE VOLGENS INKOMSTE EN WERKGEWER (R.p.j.)

FRINGE BENEFIT AND INCOME BYVOORDEEL EN INKOMSTE	GOVERNMENT STAAT			LOCAL AUTHORITY PLAASLIKE OORWERHEID			SEMI-GOVERNMENT SEMI-STAAT			PUBLIC CORPORATION OPENBARE KORPORASIE			PRIVATE FIRM PRIVATE FIRMA			
	N	10	50	90	N	10	50	90	N	10	50	90	N	10	50	90
(a) Share scheme Aandelskema																
≤ 4 999																
5 000 — 9 999																
10 000 — 14 999																
15 000 — 19 999																
20 000 — 24 999																
25 000 — 29 999																
30 000 — 34 999																
35 000 — 39 999																
40 000 — 44 999																
45 000 — 49 999																
50 000 +	1															

(b) Pension  
Pensioen

≤ 4 999	1																			
5 000 — 9 999	3																			
10 000 — 14 999	1																			
15 000 — 19 999	33	240	1 200	4 170	2	1 550	2 400	5 290	29	300	1 300	3 000	2	880	1 500	2 660	10	730	1 440	1 890
20 000 — 24 999	32	200	1 660	5 170	14	900	3 120	5 820	26	290	1 480	3 830	29	1 000	2 000	3 310	61	300	1 200	2 580
25 000 — 29 999	42	500	3 050	6 250	53	2 000	4 030	6 170	43	1 020	2 500	5 310	40	640	2 240	3 960	91	500	1 550	2 750
30 000 — 34 999	39	1 200	3 000	7 040	68	2 980	4 750	6 950	63	1 460	3 000	6 410	57	1 000	2 500	4 310	113	600	1 640	3 390
35 000 — 39 999	38	1 000	3 000	7 740	41	2 980	4 750	6 950	46	1 270	3 000	6 180	58	1 000	2 940	5 420	200	500	2 320	4 360
40 000 — 44 999	38	1 980	3 280	8 820	12	3 600	6 400	9 620	23	440	2 850	7 240	44	1 500	3 840	6 500	181	710	2 520	4 700
45 000 — 49 999	16	1 490	5 370	10 140	2				8	3 360			24	1 720	3 460	6 750	99	800	3 500	6 600
50 000 +	8		6 000		3				19	1 300	5 000	10 000	22	2 980	4 560	8 850	256	780	4 200	9 000

(c) Motor-car  
Motor

≤ 4 999																					
5 000 — 9 999	1																				
10 000 — 14 999	3																				
15 000 — 19 999	3																				
20 000 — 24 999	3																				
25 000 — 29 999	12	530	2 460	4 700	9	830	2 090	3 450	4	1 400			3	170	1 750	4 220	19	1 000	3 000	5 000	
30 000 — 34 999	13	200	2 000	4 000	23	800	2 130	4 340	5	1 000			11	410	2 450	4 940	55	600	2 400	5 030	
35 000 — 39 999	17	360	1 500	6 000	50	580	2 180	4 820	8	2 000			45	860	2 500	6 000	108	720	3 000	5 000	
40 000 — 44 999	23	1 000	2 400	6 180	28	580	2 180	4 820	9	2 500			40	690	2 500	5 620	222	720	3 000	6 000	
45 000 — 49 999	19	1 200	4 350	6 000	8		2 540		8	3 600			33	690	2 500	5 620	171	620	2 400	6 000	
50 000 +	9		6 500		2				8	4 130			15	820	4 260	7 100	110	720	2 350	6 000	

(d) Entertainment allowance

Onthaaltoelae

≤ 4 999								1			
5 000 – 9 999								2			
10 000 – 14 999											
15 000 – 19 999								6	800		
20 000 – 24 999								17	290	900	2 500
25 000 – 29 999								41	220	1 000	2 800
30 000 – 34 999								47	280	1 000	1 940
35 000 – 39 999								61	500	1 000	2 320
40 000 – 44 999	1		540		180		1	600	600	1 000	2 400
45 000 – 49 999	5				900		5	1 000	600	1 200	2 400
50 000 +	5	1					10	700	2 200	3 890	

(e) Housing

Behuisings

≤ 4 999	1							2				
5 000 – 9 999	3							30	1 020	2 400	5 400	
10 000 – 14 999	24							40	380	3 660	7 960	
15 000 – 19 999	2	1 560	4 220	8 460	5 000	6 610	2	1 230	4 800	9 800		
20 000 – 24 999	35	1 080	3 000	6 000	5 300	8 040	11	1 440	4 650	8 810		
25 000 – 29 999	47	1 440	4 800	7 040	4 800	7 040	49	2 140	5 150	7 400		
30 000 – 34 999	53	2 090	4 560	7 120	4 560	7 120	56	1 750	4 700	8 400		
35 000 – 39 999	57	740	3 540	6 360	3 540	6 360	34	1 440	4 000	8 210		
40 000 – 44 999	43	1 390	3 600	7 120	3 600	7 120	14	1 500	2 970	7 200		
45 000 – 49 999	17	660	3 000	7 100	3 000	7 100	2	630	3 000	7 550		
50 000 +	11	460	2 400	6 000	2 400	6 000	2	680	2 570	10 940		

(f) Other fringe benefits

Ander byvoordele

≤ 4 999	1							2				
5 000 – 9 999	1							10	160	280	3 520	
10 000 – 14 999	1							16	160	280	3 520	
15 000 – 19 999	7							22	80	410	2 000	
20 000 – 24 999	8							17	90	300	1 340	
25 000 – 29 999	11	60	240	1 740	240	1 740	17	50	320	1 140		
30 000 – 34 999	11	90	300	1 840	300	1 840	18	70	230	2 110		
35 000 – 39 999	24	70	190	1 220	190	1 220	19	40	100	1 880		
40 000 – 44 999	22	40	230	1 020	40	1 020	6	80	200	950		
45 000 – 49 999	8		300				8	200	600	1 980		
50 000 +	6						7	300	600	1 980		

TABLE 50

TABEL 50

## TOTAL ECONOMICALLY ACTIVE GROUP

## TOTALE EKONOMIES BEDRYGWIGE GROEP

INCOME PACKAGE OF EMPLOYEES WHICH RECEIVE ONE OR MORE OF THE FRINGE BENEFITS AND HAVE INDICATED THE VALUE, ACCORDING TO EMPLOYER (R.p.a.)

INKOMSTEPAKKET VAN WERKNEMERS WAT EEN OF MEER BYVOORDELE ONTVANG EN DIE WAARDE AANGEDUI HET VOLGENS WERKGEWER (R.p.a.)

EMPLOYER	N	ME AGE/ OUD	ME HRS/ URE	INCOME INKOMSTE			TOTAL FRINGE BENEFITS TOTALE BYVOORDELE			INCOME PACKAGE INKOMSTEPAKKET			FRINGE BENEFITS AS % OF INCOME BYVOORDELE AS % VAN INKOMSTE			WERKGEWER
				PERCENTILE/PERSENTIEL 10	50	90	PERCENTILE/PERSENTIEL 10	50	90	PERCENTILE/PERSENTIEL 10	50	90	PERCENTILE/PERSENTIEL 10	50	90	
Government	178	36	37	19 200	32 830	46 500	1 470	6 300	12 980	20 640	40 020	56 620	4,9	16,9	30,2	Staat
Local authority	122	45	36	25 050	32 000	39 510	2 480	6 850	12 920	28 200	39 350	50 240	8,0	17,5	27,5	Plaaslike owerheid
Semi-government	181	36	36	19 180	31 120	43 980	1 360	6 480	12 490	22 480	38 920	54 580	5,7	16,1	30,1	Semi-staat
Public sector	481	37	36	19 700	31 850	43 800	1 800	6 500	12 830	23 590	39 480	53 850	6,2	16,9	29,4	Openbare sektor
Public corporation	207	34	37	20 070	33 000	46 940	2 400	7 480	14 020	24 450	41 970	58 940	7,2	18,7	28,5	Openbare korporasie
Private firm	760	38	39	22 020	37 760	65 940	1 560	6 000	16 190	25 870	45 000	77 200	4,7	14,2	27,5	Private firma
Private sector	967	37	38	21 280	36 250	61 220	1 760	6 520	15 170	25 280	44 300	74 140	5,0	15,1	27,9	Private sektor
TOTAL	1 448	37	37	20 800	34 400	55 000	1 800	6 500	14 260	25 070	42 030	67 070	5,4	15,7	28,7	TOTAAL

Hrs = working hours per week (adjusted)

Oud = ouderdom // ure = werksure per week (aangepas)



**TABLE 51**  
**TOTAL ECONOMICALLY ACTIVE GROUP**  
**COMPARISON BETWEEN THE 1973, 1975, 1977, 1979, 1981 AND**  
**1984 WAGE STRUCTURE ACCORDING TO AGE**

**TABEL 51**  
**TOTALE EKONOMIES BEDRYWIGE GROEP**  
**VERGELYKING TUSSEN DIE 1973-, 1975-, 1977-, 1979-, 1981-**  
**EN 1984-LOONSTRUKTUUR VOLGENS OUDERDOM**

INCOME (R.p.a.) INKOMSTE (R.p.j.)		AGE / OUDERDOM									TOTAL TOTAAL
		20—24	25—29	30—34	35—39	40—44	45—49	50—54	55—59	60—64	
1973	N	108	895	926	700	629	880	743	462	324	5 667
Percentile/	10	4 050	4 450	6 340	7 380	7 660	8 030	7 890	7 400	6 230	5 720
Persentiel	50	4 790	6 130	8 440	9 620	10 200	10 540	10 530	10 570	10 110	9 190
	90	5 890	8 580	12 270	16 530	18 370	19 110	19 950	21 130	20 000	16 440
1975	N	90	877	811	784	555	721	730	526	284	5 378
Percentile/	10	5 000	5 820	8 430	9 790	10 230	10 410	10 340	10 090	9 430	7 630
Persentiel	50	6 070	8 220	11 310	12 940	13 610	14 080	14 000	13 920	13 000	12 330
	90	7 850	11 220	15 760	21 050	21 860	25 240	26 140	26 130	24 530	20 970
1977	N	124	962	962	797	574	566	704	540	252	5 481
Percentile/	10	5 370	6 510	9 590	11 720	12 440	12 530	12 490	12 320	10 480	8 390
Persentiel	50	7 150	9 190	12 860	15 100	16 640	17 060	16 690	16 290	15 940	14 260
	90	9 090	12 690	18 470	24 770	27 820	20 430	28 880	29 500	32 710	25 020
1979	N	125	1 177	1 220	926	768	558	676	639	295	6 348
Percentile/	10	5 210	6 770	10 740	13 010	13 950	13 900	14 160	13 470	10 680	9 350
Persentiel	50	7 940	10 520	14 760	17 210	19 300	19 620	19 870	18 870	17 560	16 210
	90	9 870	14 990	20 230	26 650	30 970	32 030	34 070	35 470	35 630	28 150
1981	N	117	993	1 162	844	728	500	558	603	381	5 886
Percentile/	10	4 240	10 070	15 000	17 580	18 980	18 190	19 500	18 430	15 650	13 000
Persentiel	50	10 670	14 590	20 310	23 990	26 950	26 580	27 400	26 300	24 220	22 250
	90	14 220	20 480	28 000	36 000	45 000	46 950	45 500	50 000	44 320	39 000
1984	N	83	591	627	560	423	362	250	325	242	3 463
Percentile/	10	3 760	16 500	23 170	28 600	29 590	30 180	29 270	28 860	26 000	19 750
Persentiel	50	16 580	21 500	31 200	37 000	42 000	44 000	42 000	40 280	40 000	35 000
	90	20 300	31 740	40 540	59 950	66 920	80 000	76 450	71 900	72 100	60 000
Yearly % increase in median income Jaarlikse % styging in mediaaninkomste											
1973—1975		12,6	15,8	15,8	16,0	15,5	15,6	15,3	14,8	13,4	15,8
1975—1977		8,5	5,7	6,6	8,0	10,6	10,1	9,2	8,2	10,7	7,5
1977—1979		5,4	7,0	7,1	6,8	7,7	7,2	9,1	7,6	5,0	6,5
1979—1981		15,9	17,8	17,3	18,1	18,2	16,4	17,4	18,1	17,4	17,2
1981—1984		15,8	13,8	15,4	15,5	15,9	18,3	15,3	15,3	18,2	16,3
1973—1984		11,9	12,1	12,6	13,0	13,7	13,9	13,4	12,9	13,3	12,9

**TABLE 52**  
**TOTAL ECONOMICALLY ACTIVE GROUP**  
**COMPARISON BETWEEN THE 1973, 1975, 1977, 1979, 1981 AND**  
**1984 WAGE STRUCTURE ACCORDING TO EMPLOYER**

**TABEL 52**  
**TOTALE EKONOMIES BEDRYWIGE GROEP**  
**VERGELYKING TUSSEN DIE 1973-, 1975-, 1977-, 1979-, 1981-**  
**EN 1984-LOONSTRUKTUUR VOLGENS WERKGEWER**

INCOME (R.p.a.) INKOMSTE (R.p.j.)		EMPLOYER/WERKGEWER		
		PUBLIC SECTOR OPENBARE SEKTOR	PRIVATE SECTOR PRIVATE SEKTOR	SELF-EMPLOYED SELFGEEËMPLJOJEERD
1973 *	N	1 916	3 243	703
Percentile/	10	5 110	5 800	7 520
Persentiel	50	8 390	9 400	15 170
	90	10 760	16 120	31 470
1975	N	1 783	2 888	707
Percentile/	10	6 610	7 870	10 270
Persentiel	50	11 410	12 650	18 510
	90	14 300	20 800	35 830
1977	N	1 765	3 003	713
Percentile/	10	7 000	8 800	12 440
Persentiel	50	12 690	14 840	20 780
	90	16 060	25 420	39 020
1979	N	2 140	3 452	792
Percentile/	10	7 240	10 490	12 880
Persentiel	50	13 700	17 380	22 610
	90	17 730	28 930	40 920
1981	N	1 821	3 269	796
Percentile/	10	10 960	14 170	16 000
Persentiel	50	19 500	23 400	30 000
	90	26 000	39 600	53 150
1984	N	1 052	1 928	483
Percentile/	10	17 940	20 200	24 000
Persentiel	50	31 120	35 750	48 000
	90	42 500	60 000	91 200
Yearly % increase in median income Jaarlikse % styging in mediaaninkomste				
	1973—1975	16,6	16,0	10,5
	1975—1977	5,5	8,3	6,0
	1977—1979	3,9	8,2	4,3
	1979—1981	19,3	16,0	15,2
	1981—1984	16,9	15,2	17,0
	1973—1984	12,7	12,9	11,0

\* N.B. Figures for 1973 include age group 65 + . All other include 20—64 age group.

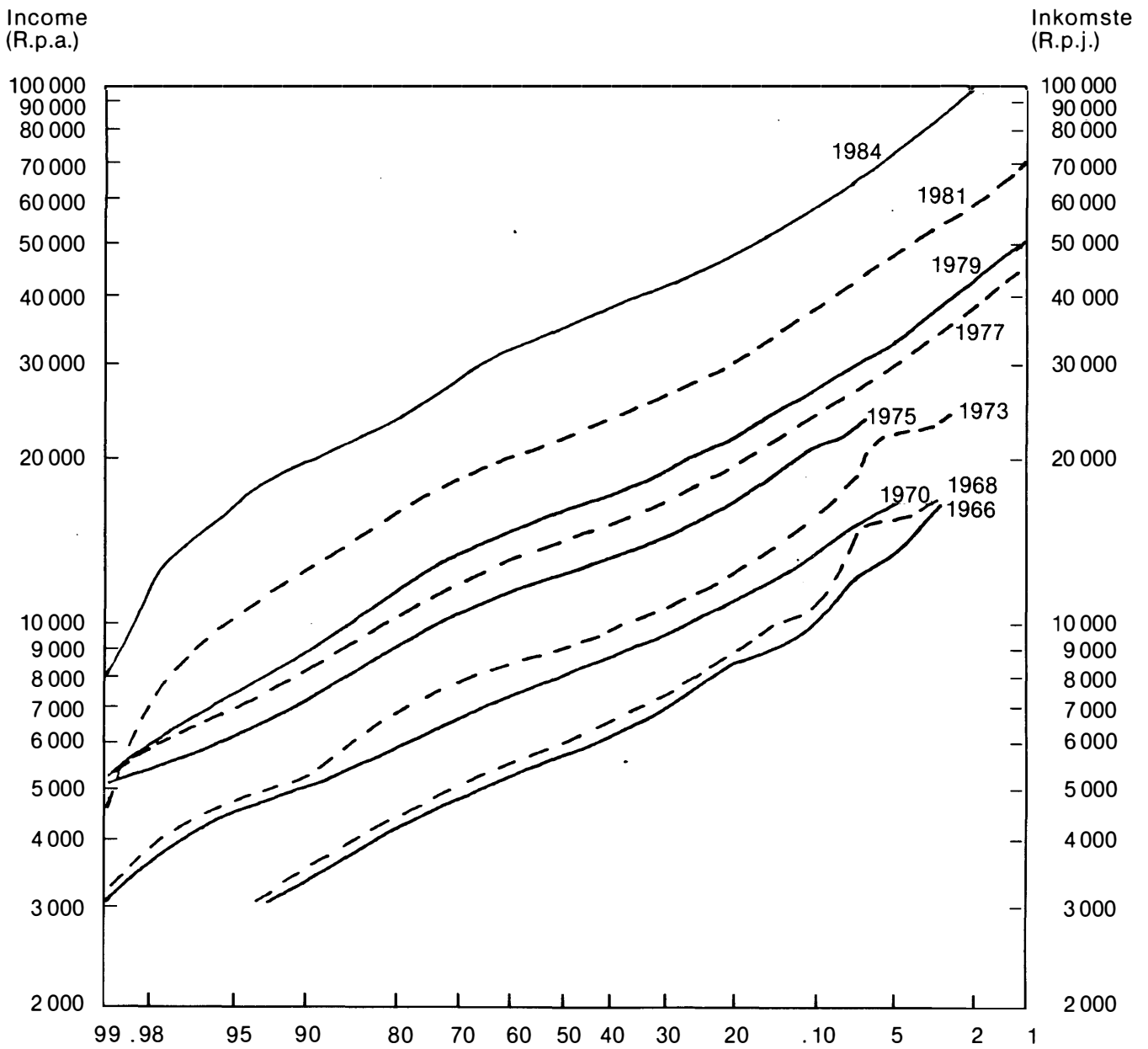
\* L.W. Syfers vir 1973 sluit in ouderdomsgroep 65 + . Alle ander sluit in 20—64 ouderdomsgroep.

FIGURE 7

FIGUUR 7

SALARY SURVEYS 1966 — 1984

SALARISOPNAMES 1966 — 1984



Percentage population above given income  
 Persentasie populasie bo gegewe inkomste



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