
**The wage
structure of
graduate
engineers in
1981**

**Die loon-
struktuur van
gegraduateerde
ingenieurs in
1981**

1981

Human Sciences
Research Council

S.A. Institute for
Manpower Research

Raad vir Geesteswetenskaplike
Navorsing

S.A. Instituut vir
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THE WAGE STRUCTURE OF GRADUATE ENGINEERS IN 1981
DIE LOONSTRUKTUUR VAN GEGRADUEERDE INGENIEURS IN 1981

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HUMAN SCIENCES RESEARCH COUNCIL
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PRETORIA

1981

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THE WAGE STRUCTURE OF GRADUATE ENGINEERS IN 1981

1. BACKGROUND

One of the most important objectives of the research programme of the South African Institute for Manpower Research (SAIMAR) is the analysis of the manpower supply and demand situation in the RSA. One of the most important factors with regard to the allocation of labour in a relatively free market system (like that of the RSA) is the wages that is 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. 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. The value of these reports, *inter alia* to engineers' employers, has been confirmed since 1971 by the sales of reports and through numerous enquiries.

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 1981.

Information concerning the wage structure of engineers in 1981 was also incorporated, in much less detail, in various other reports. The reports are the following:

- *The wage structure of White male graduates in 1981, MR 84.*
This report also deals with other occupations followed by male graduates such as attorneys, accountants, medical practitioners and engineers and therefore provides information on the basis of which professions can be compared mutually with one another.
- *The wage structure of White female graduates in 1981, MR 86.*
Only 27 White female graduates who have engineering qualifications, participated in the 1981 survey. This relatively small group of persons is excluded from the analysis of this report.
- *The wage structure of Asian, Black and Coloured graduates in 1981, MR 87.* (Report is available only in English.)
Relatively few persons from the other population groups viz. six Coloured, twenty-four Asian and two Black graduates with engineering degrees, participated in the 1981 survey. Owing to their relatively small numbers, they are excluded from any further analysis dealing with graduated engineers alone.

DIE LOONSTRUKTUUR VAN GEGRADUEERDE INGENIEURS IN 1981

1. AGTERGROND

Een van die belangrikste doelstellings van die navorsingsprogram van die Suid-Afrikaanse Instituut vir Mannekragnavorsing (SAIMAN) is die daarstelling van 'n beeld van die mannekragvraag- en aanbodsituasie in die RSA. Een van die belangrikste faktore 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 met loonopnames in 1971 begin en word die opnames sedertdien elke 2 jaar herhaal. '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. Die gebruikswaarde van hierdie verslae, onder andere vir werkgewers van ingenieurs, is sedert 1971 deur die verkope van verslae en talle navrae bevestig.

Die doel met hierdie ondersoek is om soos in vorige verslae die loonstruktuur van gegradueerde Blanke manlike persone met 'n ingenieurskwalifikasie soos op 1 Maart 1981, te ontleed.

Inligting oor die loonstruktuur van ingenieurs in 1981 is ook in veel minder besonderhede opgeneem in verskeie ander verslae. Die verslae is die volgende:

- *Die loonstruktuur van gegradueerde Blanke mans in 1981, MN 84.*
Hierdie verslag handel ook oor ander beroepe wat gegradueerde mans beoefen, soos prokureur, rekenmeester, medikus en ingenieur, en verstrek dus inligting op grond waarvan beroepe onderling met mekaar vergelyk kan word.
- *Die loonstruktuur van gegradueerde Blanke vroue in 1981, MN 86.*
Slegs 27 Blanke gegradueerde vroue wat oor ingenieurskwalifikasies beskik het aan die 1981-opname deelgeneem. Hierdie relatief klein groepie persone word uitgesluit by die ontleding van hierdie verslag.
- *The wage structure of Asian, Black, and Coloured graduates in 1981, MR 87.* (Verslag is slegs in Engels beskikbaar.)
Relatief min persone van die ander volksgroepe, naamlik ses Kleurling-, vier-en-twintig Asiër- en twee Swartgegradueerdes met grade in ingenieurswese het aan die 1981-opname deelgeneem. Vanweë hul relatief klein getalle word hulle uitgesluit uit enige verdere ontledings wat oor gegradueerde ingenieurs alleen handel.

- *The profitability of occupations and fields of study pursued by graduates in 1981, MR 88.* (Report is available only in English.)
The aim of this report is to compare a number of occupations practised by White men and fields of study in respect of their profitability. The profitability of occupations like engineer, medical practitioner, quantity surveyor, attorney and architect is indicated. Qualitative factors like study expenses, number of years of study and income tax are taken into account in the calculation of the profitability.

2. THE SURVEY GROUP AND THE QUESTIONNAIRE

According to estimates, there are approximately 18 700 White men with degrees or equivalent qualifications in engineering in the RSA and SWA. Registration with the South African Council for Professional Engineers (SACPE) as a Professional Engineer or Engineer in Training, is regarded as equivalent to a degree.

Since the names and addresses of the estimated 18 700 persons are not available, the National Register of Physical and Human Scientists was used to identify the survey group. The National Register is kept up to date by the HSRC and contains data like the names, addresses, sex, qualifications and age of a 62% 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 National Register contained 83% of the engineers as registered with SACPE. The Register's list of names is therefore, as far as registered engineers are concerned, totally up to date.

With the aid of the National Register 13 502 persons were identified – from now on called the National Register Group – and during March a questionnaire was posted to each of them. After three months completed questionnaires were received from 6 724 (49,8%) – (henceforth called the respondents group).

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

- Occupation practised as on 1 March 1981
- Employer sector
- Economic sector
- Professional status
- Income as on 1 March 1981
- Fringe benefits as on 1 March 1981
- Working hours per week and working weeks per year.

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

- *The profitability of occupations and fields of study pursued by graduates in 1981, MR 88.* (Verslag is slegs in Engels beskikbaar.)
Die doel met hierdie verslag is om 'n aantal beroepe soos beoefen deur Blanke mans en studierigtings ten opsigte van hul winsgewendheid te vergelyk. Die winsgewendheid van beroepe soos ingenieur, medikus, bourekenaar, prokureur en argitek word getoon. Kwalitatiewe faktore soos studiekoste, aantal studiejare en inkomstebelasting word in die berekening van die winsgewendheid in ag geneem.

2. DIE ONDERSOEKGROEP EN VRAELYS

Na raming is daar ongeveer 18 700 Blanke mans met grade of gelykwaardige kwalifikasies in ingenieurswese in die RSA en SWA. Registrasie by die Suid-Afrikaanse Raad vir Professionele Ingenieurs (SARPI) as 'n Professionele Ingenieur of Ingenieur-in-opleiding, word as gelykwaardig met 'n graad beskou.

Aangesien die name en adresse van die geraamde 18 700 persone nie beskikbaar is nie, is die Nasionale Register van Natuur- en Geesteswetenskaplikes gebruik om die ondersoekgroep te identifiseer. Die Nasionale Register word deur die RGN in stand gehou en bevat gegewens soos die name, adresse, geslag, kwalifikasies en ouderdom van 'n 62 persent-steekproef 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 betrek. Ebersohn het in 1979 bevind dat die Nasionale Register 83% van die ingenieurs, soos geregistreer by SARPI, bevat. Die Register se naamlys is dus, wat geregistreerde ingenieurs betref, heeltemal op datum.

Met behulp van die Nasionale Register is 13 502 persone (voortaan die Nasionale Registergroep genoem) geïdentifiseer en gedurende Maart is 'n vraelys aan elk geos. Na drie maande is van 6 724 (49,8%) (voortaan die respondentegroep genoem) ingevulde vraelyste terugontvang.

Deur middel van die vraelys is inligting oor die volgende ingesamel:

- Beroep beoefen soos op 1 Maart 1981
 - Werkgewersektor
 - Ekonomiese sektor
 - Professionele status
 - Inkomste soos op 1 Maart 1981
 - Byvoordele soos op 1 Maart 1981
 - Werksure per week en werksweke per jaar
- Besonderhede oor ouderdom, taal, kwalifikasies en woonplek is uit die Nasionale Register verkry.

3. REPRESENTATIVENESS OF THE RESPONDENTS GROUP

In 1970 the National Register was a representative sample of the graduate population of the RSA (Ebersohn, 1972). The data of newly graduated persons and immigrants are added annually, whereas those of people who have died and of emigrants, are removed from the Register. It is therefore accepted that the National Register as it was on 1 March 1981 was still a representative sample.

The question now arises whether the respondents group of 6 724 is a representative sample of the National Register Group of 13 502. The two groups are therefore compared according to age, language, geographical distribution, level and field of study of the highest qualification (See Tables 1 to 5).

3. VERTEENWOORDIGENDHEID VAN DIE RESPONDENTEGROEP

In 1970 was die Nasionale Register 'n verteenwoordigende steekproef van die gegradueerde bevolking van die RSA (Ebersohn, 1972). Jaarliks word die gegewens van pasgegradueerdes en immigrante bygevoeg, terwyl oorledenes en emigrante se gegewens van die Register geskrap word. Daar word dus aanvaar dat die Nasionale Register soos op 1 Maart 1981 nog steeds 'n verteenwoordigende steekproef is.

Die vraag ontstaan nou of die respondentegroep van 6 724 persone 'n verteenwoordigende steekproef is van die Nasionaaleregistergroep van 13 502. Die twee groepe word daarom volgens ouderdom, taal, geografiese verspreiding, peil en studierigting van hoogste kwalifikasie vergelyk (kyk tabelle 1 tot 5).

TABLE 1

AGE DISTRIBUTION OF THE NATIONAL REGISTER GROUP AND THE RESPONDENTS GROUP

Age	National Register group/ Nasionaleregistergroep		Respondents group/ Respondentegroep		Ouderdom
	N	%	N	%	
20-24	305	2,3	129	1,9	20-24
25-29	2 049	15,2	1 041	15,5	25-29
30-34	2 384	17,7	1 187	17,6	30-34
35-39	1 806	13,4	865	12,9	35-39
40-44	1 539	11,4	736	11,0	40-44
45-49	1 017	7,5	506	7,5	45-49
50-54	1 125	8,3	566	8,4	50-54
55-59	1 215	9,0	623	9,3	55-59
60-64	890	6,6	461	6,9	60-64
65+	1 172	8,7	610	9,1	65+
TOTAL	13 502	100	6 724	100	TOTAAL

TABEL 1

OUDERDOMSVERSPREIDING VAN DIE NASIONALEREGISTERGROEP EN DIE RESPONDENTEGROEP

TABLE 2

LANGUAGE DISTRIBUTION OF THE NATIONAL REGISTER GROUP AND THE RESPONDENTS GROUP

Language	National Register group/ Nasionaleregistergroep		Respondents group/ Respondentegroep		Taal
	N	%	N	%	
Afrikaans	4 266	31,6	2 264	33,7	Afrikaans
English	9 236	68,4	4 460	66,3	Engels
TOTAL	13 502	100	6 724	100	TOTAAL

TABEL 2

TAAIVERDELING VAN DIE NASIONALE-REGISTERGROEP EN DIE RESPONDENTEGROEP

TABLE 3

**GEOGRAPHICAL DISTRIBUTION OF THE
NATIONAL REGISTER GROUP AND THE
RESPONDENTS GROUP**

Geographical distribution	National Register group Nasionaleregistergroep		Respondents group Respondentegroep		Geografiese verspreiding
	N	%	N	%	
Transvaal					Transvaal
Johannesburg	1 271	9,4	601	8,9	Johannesburg
Pretoria	953	7,1	504	7,5	Pretoria
Rest of W-V-area	3 359	24,9	1 574	23,4	Res van W-V-gebied
Rest of the Tvl.	3 045	22,6	1 484	22,1	Res van Tvl.
Cape Province					Kaapprovinsie
Peninsula	1 513	11,2	753	11,2	Skieriland
Port Elizabeth	41	0,3	24	0,4	Port Elizabeth
Rest of the C.P.	1 159	8,6	647	9,6	Res van die K.P.
Natal					Natal
Durban	666	4,9	341	5,1	Durban
Rest of Natal	1 017	7,5	548	8,2	Res van Natal
Orange Free State					Oranje-Vrystaat
Bloemfontein	28	0,2	12	0,2	Bloemfontein
Rest of O.F.S.	378	2,8	198	2,9	Res van O.V.S.
South-West Africa	39	0,3	24	0,4	Suidwes-Afrika
National states	33	0,2	14	0,2	Nasionale state
TOTAL	13 502	100	6 724	100	TOTAAL

TABEL 3

**GEOGRAFIESE VERSPREIDING VAN DIE
NASIONALEREGISTERGROEP EN DIE
RESPONDENTEGROEP**

TABLE 4

**HIGHEST QUALIFICATION LEVEL OF THE
NATIONAL REGISTER GROUP AND THE
RESPONDENTS GROUP**

Highest qualification level obtained	National Register group Nasionaleregistergroep		Respondents group Respondentegroep		Hoogste kwalifikasiepeil behaal
	N	%	N	%	
Diploma = B.degree	1 108	8,2	567	8,4	Diploma = B.-graad
B. degree	9 368	69,4	4 619	68,7	B.-graad
Post-graduate diploma	266	2,0	141	2,1	Nagraadse diploma
B. Hons.degree	810	6,0	430	6,4	Hons. B.-graad
M. degree	1 547	11,5	785	11,7	M.-graad
D. degree	403	3,0	182	2,7	D.-graad
TOTAL	13 502	100	6 724	100	TOTAAL

TABEL 4

**HOOGSTE KWALIFIKASIEPEIL VAN DIE
NASIONALEREGISTERGROEP EN DIE
RESPONDENTEGROEP**

TABLE 5

FIELD OF STUDY OF THE NATIONAL REGISTER GROUP AND THE RESPONDENTS GROUP

Field of study	National Register group Nasionaleregistergroep		Respondents group Respondentegroep		Studierigting
	N	%	N	%	
Agricultural	149	1,1	79	1,2	Landbou
Chemical	801	5,9	392	5,8	Chemies
Civil	4 210	31,2	2 247	33,4	Siviel
Electrical	2 139	15,8	1 091	16,2	Elektries
Industrial	188	1,4	89	1,3	Bedryfs
Mechanical	1 902	14,1	938	14,0	Meganies
Metallurgical	243	1,8	105	1,6	Metallurgies
Mining	413	3,1	199	3,0	Mynbou
Other	3 457	25,6	1 584	23,6	Ander
TOTAL	13 502	100	6 724	100	TOTAAL

TABEL 5

STUDIERIGTING VAN DIE NASIONALE REGISTERGROEP EN DIE RESPONDENTEGROEP

The percentual deviations between the National Register group and the respondents group in respect of the aspects that are compared, are relatively small. It is therefore accepted that the respondents group is a representative sample of the National Register group and consequently also of the graduate population of the RSA. It is realized that this assumption carries a risk in a certain sense, since the National Register was not or could not be compared with the population since 1970. The sample of 6 724 should, however, be regarded as fairly large.

4. EXPLANATORY NOTES

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

4.1 Occupational titles

In the questionnaire the respondent was requested 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 company director with "managerial and administrative occupations".

4.2 Employer sector

The respondent could indicate one of the following six 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.

Die persentuele afwykings tussen die Nasionale-register- en die respondentegroep ten opsigte van die aspekte wat vergelyk word, is relatief klein. Daar word dus aanvaar dat die respondentegroep 'n verteenwoordigende steekproef van die Nasionaleregistergroep en gevolglik ook van die gegraduateerde bevolking van die RSA is. Daar word besef dat hierdie aanname in 'n sekere sin riskant is omdat die Nasionale Register sedert 1970 nie weer met die universum vergelyk is of kon word nie. Die steekproef van 6 724 persone moet egter as betreklik groot bestempel word.

4. VERDUIDELIKENDE OPMERKINGS

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

4.1 Beroepsbenaminge

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

4.2 Werkgewersektor

Die vraelysinvuller kon een van die volgende ses verskillende werkgewerkategorieë aandui:

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

- (c) Semi-government – employees who work for a semi-government, government-controlled or government-aided organization (e.g. universities, the SAR & H, HSRC, CSIR, control board, SABS, SABC).
- (d) Public corporation – for instance ISCOR, SASOL, ESCOM, ARMSCOR, Rand Water Board.
- (e) Private sector – for instance private firms, mines, agricultural corporations.
- (f) 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 some of the analyses the employer categories were grouped under public sector (a to c above) and private sector (d and e above).

4.3 Economic sector

The respondent was requested to classify his employer's most important activity in one of thirteen economic sectors:

- 01 Agriculture, including forestry and fishing.
- 02 Mining, including digging and quarrying.
- 03 Electricity, including gas and water provision as well as power generating, production, purification and distribution.
- 04 Building and construction.
- 05 Manufacturing industry, including manufacturing, processing, printing and newspapers.
- 06 Transport, including storage and communication (e.g. SAR & H, postal service, SABC, SAA).
- 07 Commerce, including hotel-keeping, wholesale, retail, meat and motor trade.
- 08 Finance, 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 and auditing services.
- 11 Other personal services like pastoral work, sports and entertainment.
- 12 Protection services like the police, defence force, prison service and traffic control.
- 13 Government services: All other community and government services, like those *inter alia* rendered by the government (ordinary public service), provincial administration, local authorities (e.g. municipalities and regional authorities), as well as by semi-government, government controlled and government-aided organizations like CSIR, National Parks Board, control boards, etc.

- (c) Semi-staat – werknemers werksaam by 'n semi-staats-, staatsbeheerde of staatsondersteunde-organisasie (bv. universiteite, SAS & H, RGN, WNNR, Beheerrade, SABS, SAUK).
- (d) Openbare korporasie – byvoorbeeld YSKOR, SASOL, EVKOM, KRYGKOR, Randwaterraad.
- (e) Private sektor – byvoorbeeld private firmas, myne, landboukoöperasies.
- (f) Selfgeëmplojeerd – 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 sommige van die ontledings is die werkgewer-kategorieë gegroepeer in openbare sektor (a tot c hierbo) en private sektor (d en e hierbo).

4.3 Ekonomiese sektor

Die vraelysinvuller is versoek om sy werkgewer se vernaamste aktiwiteit te klassifiseer in een van dertien ekonomiese sektore:

- 01 Landbou, insluitende bosbou en visserye.
- 02 Mynbou, insluitende delf en steengroewery.
- 03 Elektrisiteit, insluitende gas- en watervoorsiening asook opwekking, produksie, suiwering en verspreiding.
- 04 Bou en konstruksie.
- 05 Fabriekswese, insluitende vervaardiging, verwerking, drukwerk en koerante.
- 06 Vervoer, insluitende berging en kommunikasie (bv. SAS & H, Poswese, SAUK, SAL).
- 07 Handel, insluitende hotelwese, groot-, klein-, vleis- en motorhandel.
- 08 Finanswese soos banke, bouverenigings, NOK, eiendomme en versekering.
- 09 Mediese, tandheelkundige en ander gesondheidsdienste insluitende hospitale en veeartsenydienste.
- 10 Besigheidsdienste soos gelewer deur die advertensiewese, raadgewende ingenieurs, juridiese, argitek-, rekenmeesters- en ouditeursdienste.
- 11 Ander persoonlike dienste, soos sielsorg, sport en vermaak.
- 12 Beskermingsdienste soos die polisie, weermag, gevangenisdiens en verkeersbeheer.
- 13 Owerheidsdienste: Alle ander gemeenskaps- en owerheidsdienste soos onder andere gelewer deur die Staat (gewone staatsdiens), provinsiale administrasie, plaaslike owerhede (bv. stadsrade en streeksowerhede) asook deur semi-staats-, staatsbeheerde en staatsondersteunde organisasies soos WNNR, Nasionale Parkeraad, beheerrade, ens.

4.4 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.

4.5 Income

As has already been stated, this survey took place on 1 March 1981. It is known that the employees in the public sector on 1 April 1981 received a salary increase of approximately 12%. It is not known what increases private firms gave their employees after 1 March 1981. The increases granted after 1 March 1981 have not been taken into account.

In this report the term income refers to the total salary or income (fringe benefits excluded and before tax or any deductions have been made) which has been received as a result of the direct following 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, instruction in a part-time capacity and consultation work.

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

4.6 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) Pension – employer's contribution to pension fund, provident fund, medical fund.

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

(c) Entertainment allowance.

(d) Housing –
(i) housing subsidy – contribution by the employer (rate of interest of loan subsidized by the employer) or

4.4 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.

4.5 Inkomste

Soos reeds genoem het hierdie opname op 1 Maart 1981 plaasgevind. Dit is bekend dat die werknemers in die openbare sektor op 1 April 1981 'n salarisverhoging van ongeveer 12% ontvang het. Die verhogings wat private firmas na 1 Maart 1981 aan hulle werknemers toegestaan het, is onbekend. In hierdie verslag is die verhogings na 1 Maart 1981 nie in berekening gebring nie.

In hierdie verslag verwys die term inkomste na die totale salaris of inkomste (byvoordele uitgesluit en voor belasting en enige 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, onder- rig in deeltydse hoedanigheid en konsultasiewerk.

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

4.6 Waarde van byvoordele

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

(a) Pensioen – werkgewer se bydrae tot pensioen-, voorsorgfonds, mediese fonds.

(b) Motor – gratis of gesubsidieerde motor vir privaatgebruik, asook reistoelae.

(c) Onthaaltoelae.

(d) Behuising –
(i) behuisingsubsidie – bydrae deur die werkgewer (rentekoers van lening gesubsidieer deur die werk- gewer) of

- (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.

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

The monetary value of fringe benefits was not included in the income.

4.7 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).

4.8 Percentile values

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

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.

4.9 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 occupa-

- (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.

(e) Ander byvoordele – soos die werkgewer se bydrae tot byvoorbeeld klere, telefoon, versekeringspremies, studiehulp, gesubsidieerde aankope, kafeteria-fasiliteite, ens.

Die geldwaarde van byvoordele is nie by die inkomste ingereken nie.

4.7 Inkomste nie ontleed nie

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

4.8 Persentielwaardes

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

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.

4.9 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 selfgeëmployeerde 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 werksweke per jaar wat normaalweg aan beroepsaktiwiteite

tional 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.

4.10 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.
- (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 1981. 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).

teite 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 werksweke verstrek 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.

4.10 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 graad-groep geklassifiseer.
- (b) B.-graad. Baccalaureusgrade soos B.Sc. (Ing.), B. Ing. in Suid-Afrika of in die buiteland verwerf.
- (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 1981. 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 Comparability of the 1981 survey with previous surveys

The question about the monetary value of fringe benefits was included for the first time in the questionnaire for the 1981 survey and no comparison is possible with previous surveys.

The 1981 questionnaire was also extended to gather information concerning directors' fees and profit-sharing bonuses, and these amounts are included in the incomes reported for 1981, while they were excluded from the incomes of previous years. According to analyses not included in this report, the number of persons who receive directors' fees and a profit-sharing bonus is however relatively small and will probably not influence the comparability with the data of previous years significantly.

5. THE ANALYSES

5.1 Introduction

Of the 6 724 persons who formed the respondents group of the 1981 survey the data of 32 persons of other population groups and 27 White women are excluded from further analyses since these groups' wage structure is analysed in the reports mentioned in paragraph 1.

Table 6 reflects the occupations followed by 6 665 White men, according to professional status. Of the 6 665 men, 507 were outside the labour market and they therefore indicated no income. A further 29 persons indicated no income. These 536 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 6 665 White men, 4 329 (65%) indicated that they were engineers. Eight of these 4 329 engineers did not report any income. In this report the wage structure of 4 321 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 1981 are compared according to age, employer and branch of engineering in Tables 25 to 27.

5.3 Lecturers/professors

The wage structure of 206 lecturers/professors is analysed according to age and field of study in Tables 28 and 29.

4.12 Vergelykbaarheid van die 1981-opname met vorige opnames

Die vraag oor die geldwaarde van byvoordele is vir die eerste keer in die vraelys vir die 1981-opname ingesluit en geen vergelyking met vorige opnames is moontlik nie.

Die 1981-vraelys is ook uitgebrei om inligting oor direkteursgelde en winsdelingsbonusse in te win en hierdie bedrae is ingesluit by die inkomstes wat vir 1981 gerapporteer word, terwyl dit uitgesluit is by die inkomste van vorige jare. Volgens ontledings wat nie in hierdie verslag opgeneem is nie, is die aantal persone wat direkteursgelde en 'n winsdelingsbonus ontvang egter relatief klein en sal dit waarskynlik nie die vergelykbaarheid met vorige jare se gegewens noemenswaardig beïnvloed nie.

5. DIE ONTLEDINGS

5.1 Inleiding

Van die 6 724 persone wat die respondentegroep van die 1981-opname vorm, word die gegewens van 32 persone van ander volksgroepe en 27 Blanke vroue uitgesluit van verdere ontledings aangesien hierdie groepe se loonstruktuur ontleed word in die verslae genoem in paragraaf 1.

Tabel 6 toon die beroepe wat deur 6 665 Blanke mans beoefen word volgens professionele status. Van die 6 665 mans was 507 buite die arbeidsmark en kon gevolglik geen inkomste aandui nie. 'n Verdere 29 persone het geen inkomste aangedui nie. Hierdie 536 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 ekonomiese bedrywige groep.

5.2 Ingenieurs

Van die 6 665 Blanke mans het 4 329 (65%) aangedui dat hulle ingenieurs is. Van hierdie 4 329 ingenieurs het agt geen inkomste verstrek nie. In hierdie verslag word die loonstruktuur van 4 321 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 1981 word volgens ouderdom, werkgewer en tak van ingenieurswese vergelyk in tabelle 25 tot 27.

5.3 Lektore/professore

Die loonstruktuur van 206 lektore/professore word volgens ouderdom en studierigting ontleed in tabelle 28 en 29.

TABLE 6
OCCUPATIONS PRACTISED
ACCORDING TO PROFESSIONAL STATUS

TABEL 6
BEROEPE 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	31	10	1		42	Landbou-
Chemical	78	58	85	1	222	Chemiese
Civil	1 388	472	89	5	1 954	Siviele
Electrical	473	234	107	2	816	Elektriese
Industrial	21	16	9		46	Bedryfs-
Mechanical	293	124	90	1	508	Meganiese
Metallurgical	18	5	16	1	40	Metallurgiese
Mining	53	11	27		91	Mynbou-
Other engineers	425	82	101	2	610	Ander ingenieurs
Subtotal: engineers	2 780	1 012	525	12	4 329	Subtotaal: ingenieurs
Lecturers/ professors	149	22	29	6	206	Lektore/ professore
Managerial and administrative occupations	771	60	342	25	1 199	Bestuurs- en administratiewe beroepe
Other, e.g. metallurgists, farmers	137	89	146	53	424	Ander, bv. metallurge, boere
Subtotal: economically active	1 057	171	517	84	1 829	Subtotaal: ekonomies bedrywig
Outside the labour market:						Buite arbeids- mark:
Pensioners				450	450	Uitdiensgetree
Post-graduate students				36	36	Nagraadse studente
Prisoner				1	1	Gevangene
Unemployed				20	20	Werkloos
Subtotal: outside the labour market				507	507	Subtotaal: buite arbeidsmark
TOTAL	3 837	1 183	1 042	603	6 665	TOTAAL

5.4 Managerial and administrative occupations

This group of persons follow occupations like director, manager, superintendent and administrator. Four persons did not indicate any income and they are excluded from further analyses. The wage structure 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 1981 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 17 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 1981 surveys are compared in Tables 51 and 52 according to age and employer.

5.6 Salary surveys 1966 to 1981

In Figure 7 the 1981 wage structure of the total economically active group is compared with the 1966 to 1970 surveys of FSPE and the 1973 to 1979 surveys of the HSRC.

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 R30 900 per year of self-employed engineers is considerably higher than the R19 490 of employees in the public sector and the R21 450 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. It is worth noticing that the self-employed engineers devote approximately 7 hours per week more to practising their occupation than the employees (45 median working hours per week in comparison with 37 and 38 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 Goosen (1981) a similar trend is also noticeable in other occupations followed by White males.

5.4 Bestuurs- en administratiewe beroepe

Hierdie groep persone beoefen beroepe soos direkteur, bestuurder, superintendent en administrator. Vier persone het geen inkomste aangedui nie en word uitgesluit by verdere ontledings. Die loonstruktuur is ontleed volgens beroep en werkgever (tabel 30), ouderdom en werkgever (tabel 31), professionele status volgens ouderdom en werkgever (tabelle 32 en 33 en figuur 5), studierigting van ingenieurswesekwalifikasie (tabel 34), ekonomiese sektor (tabel 35) en byvoordele (tabelle 36 tot 38). Laastens word die 1973- tot 1981-opnames vergelyk ten opsigte van ouderdom en werkgever (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 17 persone uitgesluit. Wat geen inkomste aangedui het nie. Die loonstruktuur van hierdie groep is ontleed volgens werkgever en ouderdom (tabel 41), professionele status, ouderdom en werkgever (tabelle 42 en 43 en figuur 6), peil van hoogste kwalifikasie behaal, studierigting van kwalifikasie in ingenieurswese en werkgever (tabelle 44 en 45), ekonomiese sektor en werkgever (tabel 46), MBA-/MBL-gegradueerdes volgens beroep en werkgever (tabel 47) en byvoordele (tabelle 48 tot 50). Die gegewens van die 1973- tot 1981-opnames word in tabelle 51 en 52 vergelyk volgens ouderdom en werkgever.

5.6 Salarisopnames 1966 tot 1981

In figuur 7 word die 1981 se loonstruktuur van die totale ekonomies bedrywige groep vergelyk met die 1966- tot 1970-opnames van FVPI en die 1973- tot 1979-opnames van die RGN.

6. BEVINDINGS

Slegs enkele bevindinge word kortliks bespreek daar die tabelle en figure grotendeels selfverduidelikend is.

6.1 Ingenieurs

Die vyftigste persentielinkomste (mediaaninkomste) van R30 900 per jaar van selfgeëmployeerde ingenieurs is aansienlik hoër as die R19 490 van werknemers in die openbare sektor en die R21 450 van werknemers in die private sektor (kyk tabelle 7.2 en 7.3). Die vergoeding van die selfgeëmployeerde sluit 'n ondernemersloon en risikopremie in, met die gevolg dat die selfgeëmployeerde en die werknemers se inkomste nie direk vergelykbaar is nie. Dit is opvallend dat die selfgeëmployeerde ingenieurs ongeveer 7 ure per week meer bestee aan die beoefening van hul beroep as die werknemers (mediaanwerksure per week is 45 in vergelyking met 37 en 38 van werknemers in die openbare en private sektore).

Soos verwag kan word, styg die ingenieurs se inkomste namate hul ouderdom en dus ook hulle werkervaring toeneem. Die gegewens toon 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 dwarssnitontleding van inkomste volgens ouderdom. Volgens Goosen (1981) is 'n soortgelyke tendens ook by ander beroepe wat deur Blanke mans beoefen word, waarneembaar.

The median income of civil engineers, the largest engineering branch, is higher for employees in the economic sector, building and construction (R20 050 per year), than for employees in business services (R18 480 per year). The employees in the building and construction sector devote approximately five hours more per week to practising their occupation (42 median working hours as against 37).

The analyses of income according to geographical area show that employees of private firms in Johannesburg receive a higher income (median income R24 000 per year) than the employees in the Peninsula (R19 790) and in the "rest of Natal" (R21 000). The median age of the three groups of employees is 35 years (see Table 21).

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 an average 21% of a person's salary. The relatively high percentage employees in the public service (and provincial administration) who did not answer the question about the pension fringe benefit (13,8%) or indicated that they did not receive it (14,2%) indicates that employees are unaware of the employer's contribution to the pension fringe benefit (see Table 22). Boshoff (1973) found the same trend in his investigation into fringe benefits. Of the government employees who do receive the fringe benefit, 58,7% accorded a value to it.

The annual median value of their employer's contribution to the pension benefit is R1 500 and the range (10th to 90th percentile) R330 to R4 000 per annum.

The median value indicated by the employees in the other employers' sectors vary between R1 300 and R1 940 per annum with a range of R350 to R3 500 per annum. As can be expected, the employer's contribution to the pension fund increases as the employer's income increases, since the employer's contribution is usually calculated as a percentage of the employee's salary (see Table 23a).

Approximately 6 out of every 10 employees of private firms (62,0%) indicated that they receive a car and estimate the value of this fringe benefit at R1 800 per year (Table 22b). Private firms provide a car apparently when the employer's annual income reaches approximately R15 000 and higher. 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 54% of each employer group, with the exception of private firms, and the median value of the housing benefit varies from R980 to R1 440 per year. The employees of private firms who do receive this fringe benefit (22,7%), indicate a higher median value, viz. R2 000 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. The result of the calculation appears in Table 24. More than 50% of the employees in both the public and the private

Die mediaaninkomste van siviele ingenieurs, die grootste ingenieurstak, is hoër vir werknemers in die ekonomiese sektor bou en konstruksie (R20 050 p.j.), as vir werknemers in besigheidsdienste (R18 480 p.j.). Die werknemers in die bou- en konstruksiesektor bestee egter ongeveer 5 ure meer per week aan die beoefening van hul beroep (mediaan-werksure 42 teenoor 37).

Die ontledings van inkomste volgens geografiese gebied toon dat werknemers van private firmas in Johannesburg 'n hoër inkomste ontvang (mediaaninkomste R24 000 p.j.) as die werknemers in die Skiereiland (R19 790) en in die "res van Natal" (R21 000). Die mediaanouderdom van die drie groepe werknemers is 35 jaar (kyk tabel 21).

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 (en provinsiale administrasie) wat nie die vraag oor die pensioenbyvoordeel beantwoord het nie (13,8%), of aangedui het dat hulle dit nie ontvang nie (14,2%), dui daarop dat werknemers onbewus is van die werkgewer se bydrae tot die pensioenbyvoordeel (kyk tabel 22). Boshoff (1973) het dieselfde tendens in sy ondersoek na byvoordele gevind. Van die werknemers van die Staat wat wel die byvoordeel ontvang, het 58,7% 'n waarde daaraan toegeken.

Die jaarlikse mediaanwaarde van hulle werkgewer se bydrae tot die pensioenbyvoordeel is R1 500 en die spanwydte (10de tot 90ste persentiel) R330 tot R4 000 p.j.

Die mediaanwaarde aangedui deur die werknemers in die ander werkgewersektore wissel tussen R1 300 en R1 940 per jaar met 'n spanwydte van R350 tot R3 500 per jaar. Soos verwag kan word styg die werkgewer se bydrae tot die pensioenfondse namate die werkgewer se inkomste toeneem aangesien die werkgewer se bydrae gewoonlik op 'n persentasie van die salaris van die werknemer bereken word (kyk tabel 23a).

Ongeveer 6 uit elke 10 werknemers van private firmas (62,0%) het aangedui dat hulle 'n motor ontvang en raam die waarde van dié byvoordeel op R1 800 per jaar (tabel 22b). Private firmas verskaf 'n motor blykbaar wanneer die werknemer se jaarlikse inkomste 'n peil van ongeveer R15 000 en hoër bereik (tabel 23b). In vergelyking ontvang heelwat minder werknemers in ander werkgewersektore 'n motor en dié wat dit wel ontvang, dui ook 'n laer mediaanwaarde aan.

Die behuisingsvoordeel word deur meer as 54% van elke werkgewergroep, met die uitsondering van private firmas, ontvang en die mediaanwaarde van die behuisingsvoordeel wissel van R980 tot R1 440 per jaar. Die werknemers van private firmas wat wel hierdie byvoordeel ontvang (22,7%) dui 'n hoër mediaanwaarde aan, naamlik R2 000 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. Die resultaat van die berekening verskyn in tabel 24. Meer as 50% van die werknemers insowel die openbare as die private

sector indicated that the monetary value of all fringe benefits together formed 13,6% of their income. The effect of fringe benefits on the income package is that the gap in the wage levels are increasing in favour of the employee in the private sector.

For the period 1979 to 1981 there was a bigger percentage increase in the annual growth rate of the median income of employees in the public sector (19,3%) than in the private sector (15,3%) (see Table 26). It can be explained to a certain extent by the participation of relatively more young engineers in the private sector and relatively more older engineers in the public sector in the 1981 survey than in the 1979 survey. For self-employed persons the annual growth rate in median income was 15,9%.

During the same period the annual growth rate in the median income of chemical and metallurgical engineers was respectively 20,7% and 20,6% which is higher than the 9,9% to 18,2% 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 (R19 960 as against R19 700 per annum). (Compare the information in Tables 7 and 28.) The median working hours per week differ, however, by one hour per week in favour of the engineers (see Table 28). The median income of lecturers/professors with a qualification in chemical or industrial engineering is higher than that of persons in any other field of study. To a certain extent this can be ascribed to the fact that their median age of 42 years, is higher than that of lecturers/professors in the other fields of study, except for mining (see Table 29).

Analyses not included in this report, show that only 9 lecturers/professors (4,4%) received a car as a fringe benefit and three persons (1,5%) an entertainment allowance. The 132 lecturers/professors (64,1%) who received the housing benefit, indicated a median value of R940 per year for it and the range is R540 to R1 390 per year. More than 50% of the lecturers/professors also indicated that fringe benefits form 10,1% of their income.

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 (8,1%) or as self-employed persons (13,9%).

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 positions. A large percentage in each employer group indicated that their employer contributes to a pension fund, approximately

sektor het aangedui dat die geldwaarde van alle byvoordele gesamentlik 13,6% van hulle inkomste vorm. Die effek van byvoordele op die inkomstepakket is dat die gaping in die loonpeile ten gunste van die werknemer in die private sektor vergroot.

Vir die tydperk 1979 tot 1981 was daar 'n groter persentasie styging in die jaarlikse groeikoers van die mediaaninkomste van werknemers in die openbare sektor (19,3%) as in die private sektor (15,3%) (kyk tabel 26). Dit kan in 'n mate verklaar word deur die deelname van relatief meer jonger ingenieurs in die private sektor en relatief meer ouer ingenieurs in die openbare sektor aan die 1981- as aan die 1979-opname. Vir selfgeëmployeerdes was die jaarlikse groeikoers in mediaaninkomste 15,9%.

In dieselfde tydperk, was die jaarlikse groeikoers in die mediaaninkomste van chemiese en metallurgiese ingenieurs onderskeidelik 20,7% en 20,6%, wat hoër is as die 9,9% tot 18,2% 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 (R19 960 teenoor R19 700 p.j.) (vergelyk die inligting in tabelle 7 en 28). Die mediaanwerksure per week verskil egter met een uur per week ten gunste van die ingenieurs (kyk tabel 28). Die mediaaninkomste van lektore/professore met 'n kwalifikasie in chemiese of bedryfsingenieurswese is hoër as dié van persone in enige ander studierigting. Dit kan in 'n mate daaraan toegeskryf word dat hulle mediaanouderdom van 42 jaar hoër is as dié van lektore/professore in die ander studierigtings, behalwe in die mynboustudierigting (kyk tabel 29).

Ontledings wat nie in hierdie verslag opgeneem is nie, toon dat slegs 9 lektore/professore (4,4%) 'n motor as byvoordeel ontvang en 3 persone (1,5%) 'n onthaaltoelae. Die 132 lektore/professore (64,1%) wat die behuisingsvoordeel ontvang, dui 'n mediaanwaarde van R940 per jaar daarvoor aan en die spanwydte is R540 tot R1 390 per jaar. Meer as 50% van die lektore/professore het ook aangedui dat byvoordele 10,1% van hulle inkomste bedra.

6.3 Bestuurs- en administratiewe beroepe

Bestuursposte is normaalweg bevorderingsposte en daarom kan daar verwag word dat ingenieurs wat bestuurs- en administratiewe beroepe beoefen se mediaaninkomste hoër sal wees as dié van ingenieurs in die ooreenstemmende werkgewerssektor en ouderdomsgroep. 'n Veel groter persentasie ingenieurs in bestuurs- en administratiewe beroepe is werksaam in die private sektor (78%) as in die openbare sektor (8,1%) of as selfgeëmployeerdes (13,9%).

Die gegewens oor byvoordele (tabelle 36 en 37) toon dieselfde tendense soos wat by die ingenieurs, wat nie bestuursposisies beklee nie, waargeneem is. 'n Groot persentasie in elke werkgewersgroep het aangedui dat hul werkgewer tot 'n pensioenfonds bydra, ongeveer 9 uit elke 10

nine out of every ten employees of private firms receive a car (median value R1 500 per year) and in proportion fewer employees of private firms (23,3%) receive a housing benefit than employees in other employer sectors (56,5% to 77,5%), but those who do receive this fringe benefit, indicate a higher median value (R2 000 as against R560 to R1 500 per annum).

In a private firm the employee receives a car when his income reaches approximately R15 000 per year and an entertainment allowance of approximately R600 per year when his income is approximately R20 000, and it increases to approximately R1 000 as his income increases. Of those employees who receive fringe benefits and who answered the question correctly, more than 50% in the public sector indicated that the total value of the fringe benefits amounted to 17,8% of their income. For the employees in the private sector the comparable figure is 15,2% (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 the private sector increases in favour of the employee in the private sector.

During the period 1979 to 1981 the median income of employees in the public sector increased with 20,8% per year as against the 12,7% per year of employees in the private sector. The monetary value of the increase was R17 810 to R26 000 per year from 1979 to 1981 as against R23 610 to R30 000 per year.

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 1981: private sector, 12,1%, public sector, 11,1% and self-employed persons, 8,9% per year. During the period 1979 to 1981, the annual growth was respectively 19,3% and 16,0% in the public and the private sector as against 15,2% in respect of the self-employed persons (see Table 52).

7. CONCLUSION

A similar survey will probably be repeated in 1983 or 1984, since wage structures constantly change.

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werknemers van private firmas ontvang 'n motor (mediaanwaarde R1 500 per jaar) en in verhouding ontvang minder werknemers van private firmas (23,3%) 'n behuisingsvoordeel as werknemers in ander werkgewesektore (56,5% tot 77,5%), maar dié wat wel hierdie byvoordeel ontvang, dui 'n hoër mediaanwaarde aan (R2 000 teenoor R560 tot R1 500 per jaar).

Die werknemer in 'n private firma ontvang 'n motor wanneer sy inkomste ongeveer R15 000 per jaar be-loop en 'n onthaaltoelae van ongeveer R600 per jaar wanneer sy inkomste ongeveer R20 000 bedra en styg na ongeveer R1 000 namate sy inkomste toeneem. Van die werknemers wat wel byvoordele ontvang en die vraag korrek beantwoord het, het meer as 50% in die openbare sektor aangedui dat die totale waarde van die byvoordele 17,8% van hul inkomste bedra. Vir die werknemers in die private sektor is die vergelykbare syfer 15,2% (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 vergroot ten gunste van die werknemer in die private sektor.

In die tydperk 1979 tot 1981 het die mediaaninkomste van werknemers in die openbare sektor met 20,8% per jaar gestyg teenoor die 12,7% per jaar van werknemers in die private sektor. In randwaarde was die styging R17 810 tot R26 000 per jaar van 1979 tot 1981 teenoor R23 610 tot R30 000 per jaar.

6.4 Totale ekonomies bedrywige groep

Gegradueerdes met opleiding in ingenieurswese, ongeag beroepsbenaming, se inkomste het in die tydperk 1973 tot 1981 soos volg gestyg: private sektor, 12,1%, openbare sektor, 11,1% en selfgeëmployeerdes, 8,9% per jaar. Vir die tydperk 1979 tot 1981 was die jaarlikse groei onderskeidelik 19,3% en 16,0% in die openbare en private sektor teenoor 15,2% ten opsigte van die selfgeëmployeerdes (kyk tabel 52).

7. SLOTOPMERKING

'n Soortgelyke opname sal waarskynlik in 1983 of 1984 herhaal word aangesien loonstrukture voortdurend verander.

8. 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 1973–1981 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. stelsel ingenieur, 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 1973–1981 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	1															23
24	6			8380		6			11730		15	36	8470	10660	12360	24
(20-24)	7			8370		6			11730		17	36	8730	10660	11930	(20-24)
25	16	37	5330	8360	9600	2					25	36	8770	11700	13110	25
26	16	37	7160	9660	15040	7			14620		31	37	9120	12200	17420	26
27	25	36	8820	11550	13660	6			13650		28	36	10660	13770	18510	27
28	35	37	9910	12510	15410	14	36	11840	13980	18520	30	37	10890	13780	18700	28
29	38	37	10560	13000	16030	11	37	13130	14470	18970	24	37	11700	15850	19980	29
(25-29)	130	37	8390	12330	15400	40	37	12080	14090	18190	138	37	9840	12930	18040	(25-29)
30	26	37	12000	14190	16250	18	37	12780	16130	21490	26	37	12920	18560	20990	30
31	11	37	11780	16120	21970	11	37	14490	17960	20630	26	37	13350	18720	21660	31
32	17	36	12490	16120	22490	16	37	15550	17230	21510	20	36	15590	18890	22090	32
33	20	38	15470	17530	23840	13	36	14590	19700	23500	27	37	10300	18720	21620	33
34	12	37	16200	18510	24010	22	37	15730	20300	21740	25	38	18710	21180	24830	34
(30-34)	86	37	12540	16120	22100	80	37	14960	18880	21870	124	37	14140	19210	22100	(30-34)
35-39	52	38	14160	19240	24050	29	36	17590	19900	21670	85	38	17470	22100	25370	35-39
40-44	53	37	17420	24000	26000	31	36	16220	19500	22950	42	37	18980	23630	27080	40-44
45-49	35	39	16470	23920	26000	42	36	17380	20670	22340	21	38	17190	24420	27390	45-49
50-54	42	38	19700	23940	27330	50	36	17390	20990	25530	40	37	19260	24700	27300	50-54
55-59	51	38	16980	24050	26960	70	37	18050	22150	26900	42	38	19260	24050	29780	55-59
60-64	39	38	13560	23920	26000	38	36	17000	20000	26040	27	39	18430	24700	30380	60-64
65+	25	36	4290	16700	23920	11	35	10750	16080	20960	7			20930		65+
TOTAL	520	37	10030	17790	25180	397	36	14000	19720	24050	543	37	11600	19700	26760	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 SELFGEËMPOJEERO

AGE	EMPLOYEES IN PRIVATE SECTOR/WERKNEMERS IN PRIVATE SEKTOR										SELF-EMPLOYED SELFGEËMPOJEERO					OUD	
	PUBLIC CORPORATION OPENBARE KORPORASIE					PRIVATE FIRM PRIVATE FIRMA					N	ME HRS	PERCENTILE/PERSENTIEL				
	N	ME HRS	PERCENTILE/PERSENTIEL			N	ME URE	PERCENTILE/PERSENTIEL					10	50	90		
21																	21
22																	22
23	9				11380												23
24	17	37	8990	12290	14820	24	37	9050	11920	16510	1						24
(20-24)	26	37	8470	12220	13390	25	38	9060	11830	16330	1						(20-24)
25	38	36	10720	13080	16500	53	37	9550	13200	17530	1						25
26	30	37	10900	14040	16250	69	37	10400	14400	18200							26
27	27	38	12230	15170	18410	92	37	12280	16050	21200	2						27
28	28	37	13150	17410	21700	90	38	11700	16850	21810	2						28
29	18	38	12990	18650	23130	101	39	12680	17550	23950	8			20830			29
(25-29)	141	37	11420	14660	19500	405	37	11400	16000	21180	13	46	16800	20000	34080	(25-29)	
30	27	37	14810	19550	23930	109	37	14000	18770	25200	10	45	13020	29400	43600	30	
31	17	37	16110	20250	22910	108	38	14580	20350	25220	11	50	14800	25000	36800	31	
32	26	38	16160	20660	23510	100	38	16130	20810	26000	13	43	8040	28000	44810	32	
33	18	38	20530	23710	26190	82	40	18430	21680	28840	8			34500		33	
34	26	39	18090	23020	27130	73	40	16440	23400	31380	16	47	19500	31000	53000	34	
(30-34)	114	38	16760	21480	25530	472	38	15000	20800	26670	58	46	15000	30000	48000	(30-34)	
35-39	62	37	20730	23820	30700	237	40	17800	23340	32600	91	46	19600	30800	50000	35-39	
40-44	44	37	21550	26120	34590	172	38	19500	26000	38280	105	45	23200	33800	63800	40-44	
45-49	29	40	21650	26000	33500	120	38	19050	27450	47220	76	44	20000	30050	53950	45-49	
50-54	28	37	21610	27980	33150	113	39	20360	30000	44820	81	45	20000	35000	56200	50-54	
55-59	29	37	19500	25500	35000	108	39	18070	29450	48200	79	45	18000	34800	67200	55-59	
60-64	15	36	15150	22000	30430	70	36	17150	24540	39900	39	42	15000	35000	55000	60-64	
65+	8			20130		61	36	6680	16520	32800	39	33	8000	19000	60000	65+	
TOTAL	496	37	12840	21480	29260	1783	38	13530	21450	34000	582	45	18000	30900	53350	TOTAAL	

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = WERKSURE PER WEEK

TABLE 7 (CONTINUED)

TABEL 7 (VERVOLG)

7.3 SUMMARY

7.3 OPSOMMING

AGE	PUBLIC SECTOR EMPLOYEES (TOTAL)			PRIVATE SECTOR EMPLOYEES (TOTAL)			GRAND TOTAL (EMPLOYEES AND SELF-EMPLOYED)		
	N	IME HRS	PERCENTILE/PERSENTIEL 10 50 90	N	IME HRS	PERCENTILE/PERSENTIEL 10 50 90	N	IME HRS	PERCENTILE/PERSENTIEL 10 50 90
	OPENBARE SEKTOR WERKNEMERS (TOTAAL)			PRIVATE SEKTOR WERKNEMERS (TOTAAL)			GROOTTOTAAL (WERKNEMERS & SELFGEEËMPLOJEERD)		
	N	IME HRS	PERCENTILE/PERSENTIEL 10 50 90	N	IME HRS	PERCENTILE/PERSENTIEL 10 50 90	N	IME HRS	PERCENTILE/PERSENTIEL 10 50 90
21									
22									
23	3			10	36	4070	13	36	5280
24	27	36	7670	41	37	9100	69	36	8400
(20-24)	30	36	10560	51	37	9020	82	36	8390
25	43	37	12810	91	37	10220	135	37	8540
26	54	37	12600	99	37	10400	153	37	9660
27	59	36	12810	119	37	12280	180	37	10680
28	79	37	16710	119	37	12280	199	37	10800
29	73	37	16250	118	37	12300	200	38	12080
(25-29)	308	37	18000	119	39	13000	867	37	10300
30	70	38	18360	136	37	11400	216	37	13350
31	48	37	17420	125	38	14230	184	37	14170
32	53	36	20360	126	38	14980	192	37	15560
33	60	37	21450	100	39	16240	168	38	16120
34	59	37	22000	99	40	18540	174	39	17530
(30-34)	290	37	23070	586	38	17870	934	38	14950
35-39	166	37	22090	299	39	15600	556	39	17510
40-44	126	37	24700	299	39	18300	447	39	17510
45-49	98	37	26000	216	38	19630	323	38	18850
50-54	132	37	25870	149	38	19630	323	39	18110
55-59	163	37	27300	141	37	20700	354	38	19700
60-64	104	37	27000	137	38	28880	379	39	18200
65+	43	36	27560	85	36	18440	228	37	16980
			23960	69	36	7000	151	36	7500
TOTAL	1460	37	19490	2279	38	13170	4321	38	12800
			25160			21450			21100
			32790			34500			TOTAAL

HRS = WORKING HOURS PER WEEK

OUDE = GEDERDOM/DURE = WERKSURE PER WEEK

FIGURE 1

ENGINEERS

INCOME ACCORDING TO EMPLOYER

FIGUUR 1

INGENIEURS

INKOMSTE VOLGENS WERKGEWER

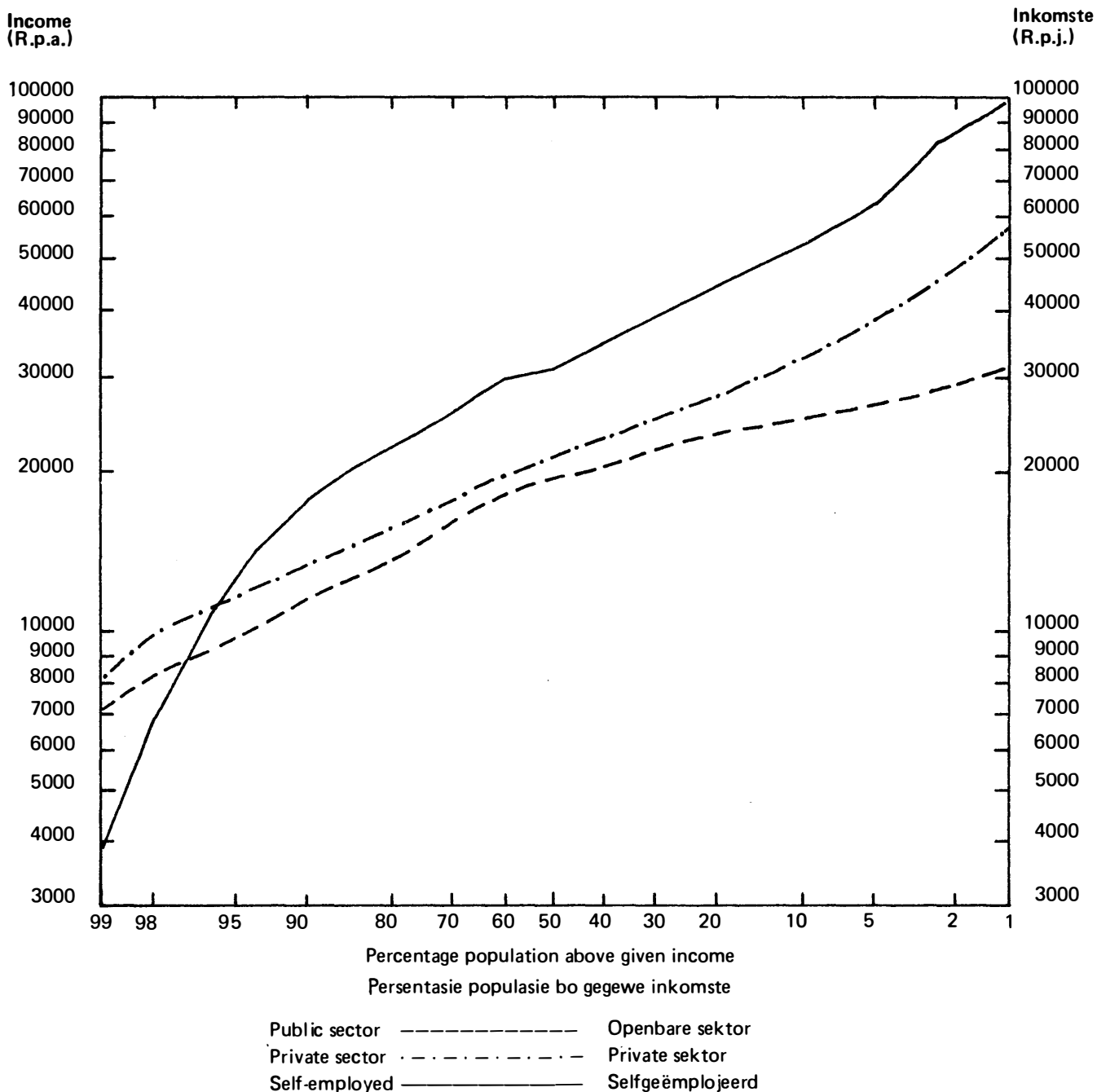


TABLE 8
ENGINEERS
INCOME OF PROFESSIONAL ENGINEERS
ACCORDING TO EMPLOYER AND AGE (R.P.A.)
8.1 EMPLOYEES IN PUBLIC SECTOR

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

AGE	GOVERNMENT STAAT					LOCAL AUTHORITY PLAASLIKE OORWERHEID					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																23
24																24
(20-24)																(20-24)
25																25
26	1															26
27	3										4					27
28	10	36	10030	13450	15410	5			17320		8			17820		28
29	22	38	12470	13470	16030	4					10	37	15270	17910	20020	29
(25-29)	36	37	12310	13470	16030	9			16170		22	37	14300	17820	20020	(25-29)
30	19	38	12000	15320	16030	7			16050		18	38	17040	18720	21220	30
31	9			18270		3					22	36	14690	19100	21880	31
32	14	36	14450	16120	23070	8			17230		12	36	15640	19510	22070	32
33	19	38	15400	17500	24000	8			21180		17	37	17270	20020	24880	33
34	12	37	16200	18510	24010	16	37	14360	20180	22180	14	37	18630	20920	24400	34
(30-34)	73	37	13910	16200	22100	42	37	15130	18920	21920	83	37	17220	19500	22100	(30-34)
35-39	48	38	15350	19500	24050	21	36	18570	20480	23610	71	38	17440	22100	24700	35-39
40-44	51	37	17410	24000	26000	27	36	16280	19920	23010	35	37	18980	23460	26990	40-44
45-49	33	39	16300	23920	25000	37	36	17220	20670	22520	16	40	17660	24650	27470	45-49
50-54	39	38	19700	23950	27600	45	36	17260	20960	26000	38	37	19780	24700	27300	50-54
55-59	42	38	17050	23910	26770	57	37	18870	22430	27050	37	38	19730	24050	29940	55-59
60-64	35	38	15010	23920	26000	30	36	17000	19950	26400	25	39	18380	24150	29980	60-64
65+	23	36	3850	16770	23960	9			16850		7			20930		65+
TOTAL	330	37	13570	19590	25860	277	36	16280	20480	24480	334	37	17520	21980	27300	TOTAAL

HRS = WORKING HOURS PER WEEK

OUD = 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 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 HRS	PERCENTILE/PERSENTIEL			N	ME URE	PERCENTILE/PERSENTIEL				10	50	90			
21																21	
22																22	
23																23	
24											1					24	
(20-24)											1					(20-24)	
25																25	
26	1															26	
27	2										5	36			19480	27	
28	5				18530						22	37	12890	17230	23430	28	
29	6				19620						32	38	13450	18100	23850	29	
(25-29)	14	38	16010	18640	21300	59	38	13840	18000	24000	9			20830	20000	(25-29)	
30	8				20730						44	38	14000	18330	26390	30	
31	6				20850						52	39	15720	20670	26000	31	
32	8				21020						64	38	16200	20910	25880	32	
33	14	38	21100	24020	26290	51	38	17390	21500	28980	7			6080	28870	46410	33
34	18	39	20410	23800	27550	46	40	18210	23890	33950	16	47	19500	31000	53000	34	
(30-34)	54	38	15750	22590	26410	257	39	16090	21000	27660	47	46	16960	30000	48210	(30-34)	
35-39	40	37	21100	23800	30930	171	39	18230	23400	34000	86	46	20000	31840	50000	35-39	
40-44	32	37	20770	25880	35530	136	38	19780	26620	40000	101	45	24000	33800	64600	40-44	
45-49	24	38	20410	26000	30300	103	38	19500	28000	47520	75	43	20000	30100	54100	45-49	
50-54	23	37	21280	27950	33310	94	38	20230	30180	44780	76	45	20700	35000	54200	50-54	
55-59	22	37	18300	25140	29560	84	39	18000	27920	49000	73	45	17640	34800	68280	55-59	
60-64	12	36	13110	22000	31150	55	36	16120	24000	38200	37	41	14580	33000	55000	60-64	
65+	7			20000		54	36	6000	16660	33500	36	34	8000	19000	60120	65+	
TOTAL	228	37	18700	23830	30070	1013	38	16500	23760	37460	541	44	18000	31750	54810	TOTAAL	

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = WERKSURE PER WEEK

FIGURE 2
ENGINEERS
INCOME OF PROFESSIONAL ENGINEERS
ACCORDING TO EMPLOYER

FIGUUR 2
INGENIEURS
INKOMSTE VAN PROFESSIONELE
INGENIEURS VOLGENS WERKGEWER

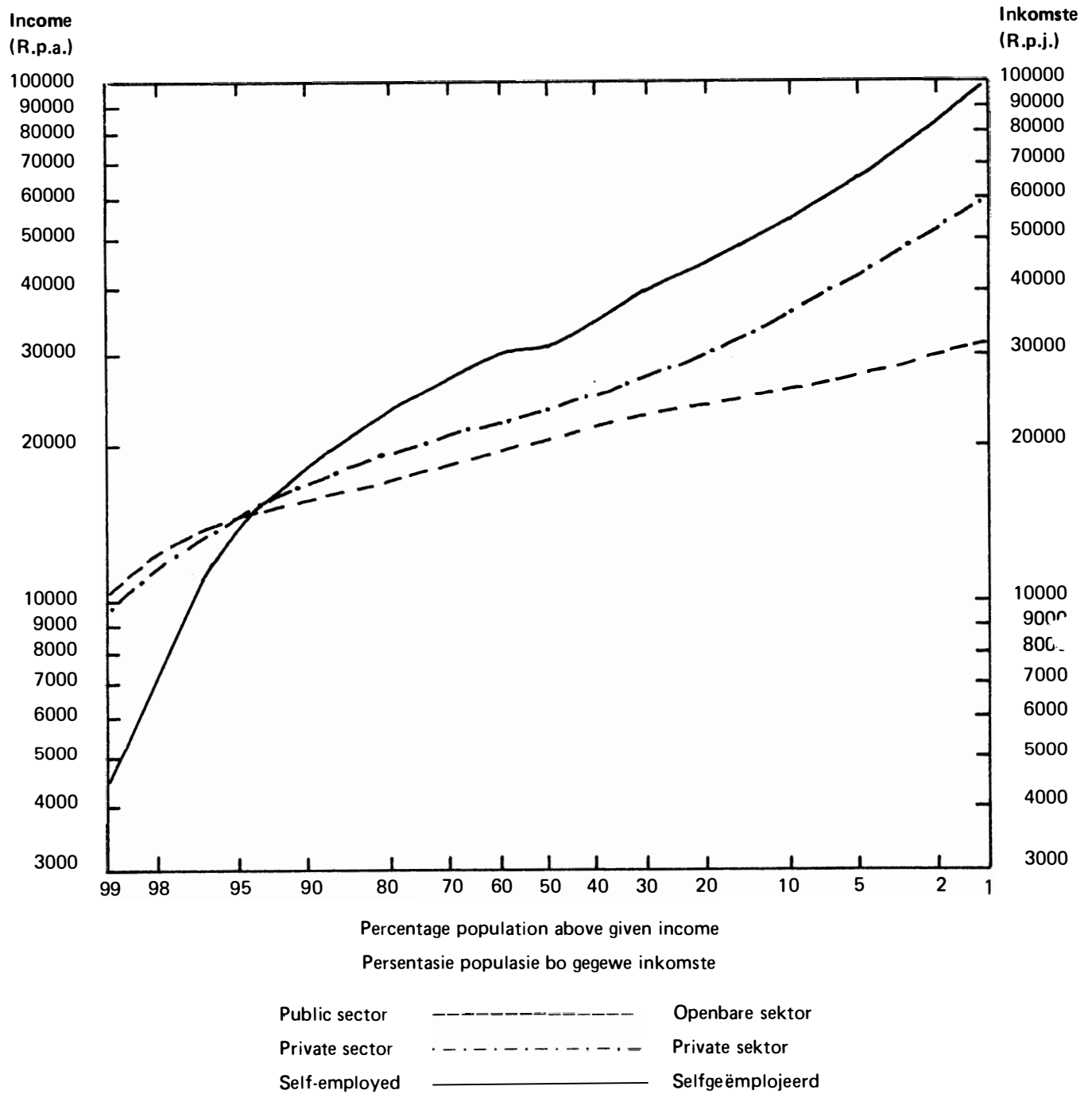


TABLE 9
ENGINEERS
INCOME OF ENGINEERS IN TRAINING
ACCORDING TO EMPLOYER AND AGE (R.P.A.)
9.1 EMPLOYEES IN PUBLIC SECTOR

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

AGE	GOVERNMENT STAAT					LOCAL AUTHORITY PLAASLIKE OORWERHEID					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	1										2					23
24	6			8380		6		11730			13	36	8200	10660	12790	24
(20-24)	7			8370		6		11730			15	36	8470	10660	12360	(20-24)
25	16	37	5330	8360	7600	2					23	36	9020	11700	13240	25
26	14	37	7140	9290	12960	7		14620			23	37	8930	12680	17420	26
27	22	37	8610	10940	12930	6		13650			22	36	10630	13530	17420	27
28	24	37	9910	12340	12960	9		13650			22	37	10300	13450	17420	28
29	16	36	10340	12510	16720	6		14330			12	36	11360	14100	18810	29
(25-29)	92	37	7990	10500	13000	30	37	11730	13650	16050	107	37	9800	12740	17420	(25-29)
30	7			12510		11	39	10360	16200	21420	6			14850		30
31	2					6			18530		4					31
32	3					7			19380		6			18070		32
33	1					3					8			16170		33
34						4					5			22000		34
(30-34)	13	37	10620	12550	21990	31	37	13300	17960	21780	29	37	11700	17420	22100	(30-34)
35-39	4					4					3					35-39
40-44	2					1										40-44
45-49						1										45-49
50-54																50-54
55-59	1										1					55-59
60-64	2															60-64
65+																65+
TOTAL	121	37	7330	10560	14520	73	37	11620	15200	20440	155	36	9930	12780	18000	TOTAAL

HRS = WORKING HOURS PER WEEK

GUD = OUDERDOM//URE = WERKSURE PER WEEK

TABLE 9 (CONTINUED)
9.2 EMPLOYEES IN PRIVATE SECTOR AND SELF-EMPLOYED

TABEL 9 (VERVOLG)
9.2 WERKNEMERS IN PRIVATE SEKTOR EN SELFGEEMPLOJEERD

AGE	EMPLOYEES IN PRIVATE SECTOR/WERKNEMERS IN PRIVATE SEKTOR										SELF-EMPLOYED SELFGEEMPLOJEERD					GUD
	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	8			11700		1										23
24	16	37	8930	12320	15080	19	38	9000	12000	15510						24
(20-24)	24	37	8410	12320	12650	20	38	9020	11920	15510						(20-24)
25	33	37	11350	13170	16690	48	37	9720	13530	17560	1					25
26	25	37	10950	14000	15600	58	37	10400	14660	18020						26
27	20	38	12970	15090	17430	77	37	12220	15410	21360	1					27
28	22	37	13090	16080	20960	57	38	11290	16170	21200						28
29	9			18120		56	39	12390	16900	24420	1					29
(25-29)	109	37	11520	14500	18890	296	38	11150	15400	21000	3					(25-29)
30	15	37	14200	16950	23080	43	37	13620	17190	24180	2					30
31	8			19310		41	38	13640	19260	24400	2					31
32	13	38	14830	19500	25660	25	38	13020	19880	26400	1					32
33	1					8			22500							33
34	4					10	41	13130	19870	31510						34
(30-34)	41	37	14850	19500	23240	127	38	13770	19140	25680	5			18000		(30-34)
35-39	7			22130		22	37	13750	21400	25910	1					35-39
40-44						5			22380		1					40-44
45-49																45-49
50-54						1										50-54
55-59						1										55-59
60-64																60-64
65+																65+
TOTAL	181	37	11420	14850	22000	472	38	11610	16250	23400	10	46	15000	25200	43620	TOTAAL

HRS = WORKING HOURS PER WEEK

GUD = OUDERDOM//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

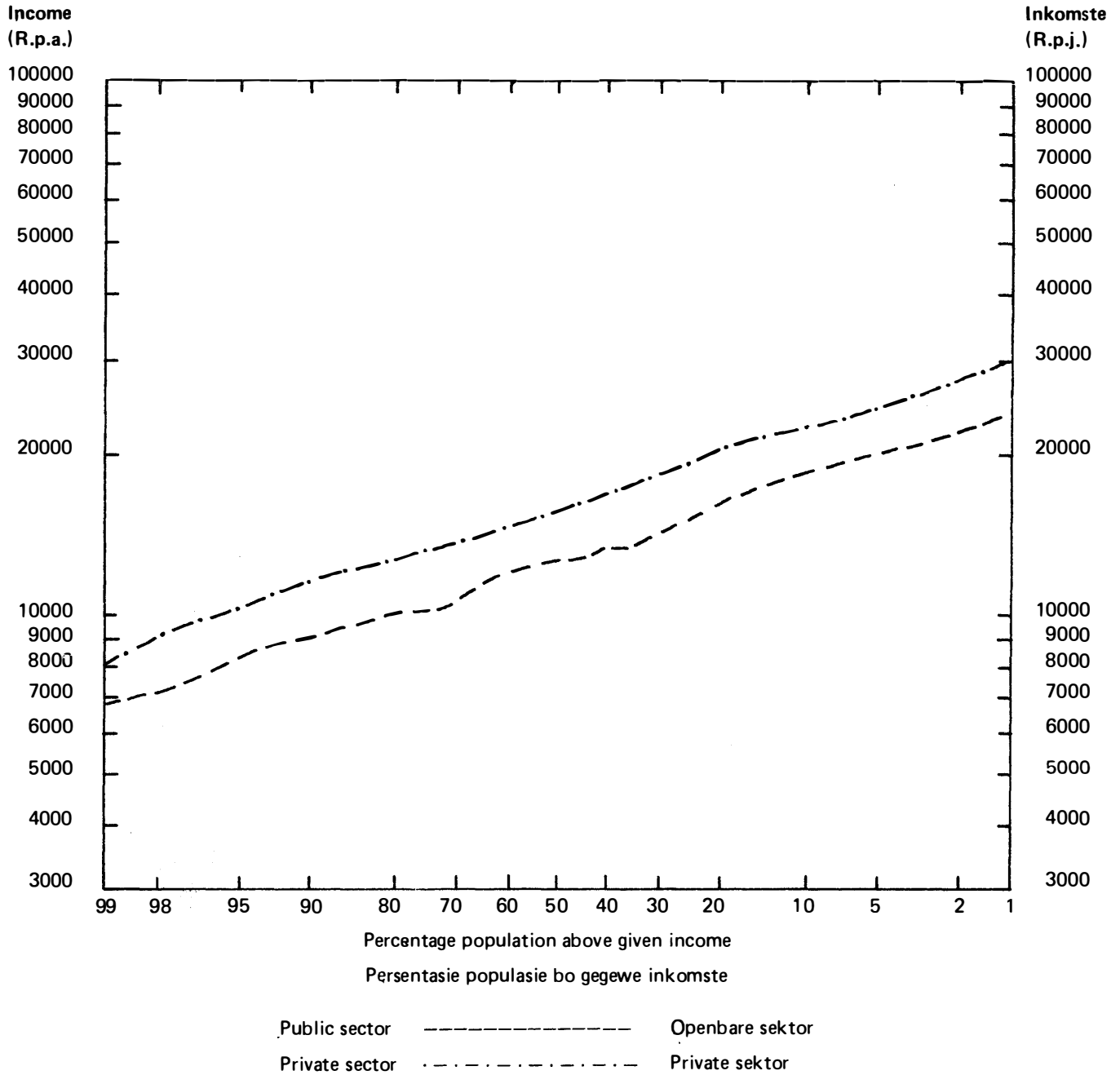


TABLE 10
ENGINEERS
INCOME OF NON-REGISTERED ENGINEERS
ACCORDING TO EMPLOYER AND AGE (R.P.A.)
10.1 EMPLOYEES IN PUBLIC SECTOR

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

AGE	GOVERNMENT STAAT					LOCAL AUTHORITY PLAASLIKE OORWERHEID					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																23
24											2					24
(20-24)											2					(20-24)
25											2					25
26	1										2					26
27											2					27
28	1															28
29						1					2					29
(25-29)	2					1					8		11800			(25-29)
30											2					30
31						2										31
32						1					2					32
33						2					2					33
34						2					6		21550			34
(30-34)						7		18900			12	41	7390	18970	24150	(30-34)
35-39						4					11	38	20210	22100	27020	35-39
40-44						3					7		24650			40-44
45-49	2					4					5		22610			45-49
50-54	3					5		21100			2					50-54
55-59	8		25680			12	37	10200	19410	27930	4					55-59
60-64	2					8		20740			2					60-64
65+	2					2										65+
TOTAL	19	37	9740	23920	26970	46	36	14310	19690	24050	53	38	9850	21000	27300	TOTAAL

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = WERKSURE PER WEEK

TABLE 10 (CONTINUED)
10.2 EMPLOYEES IN PRIVATE SECTOR AND SELF-EMPLOYED

TABEL 10 (VERVOLG)
10.2 WERKNEMERS IN PRIVATE SEKTOR EN SELFGEËMPLJOEERD

AGE	EMPLOYEES IN PRIVATE SECTOR/WERKNEMERS IN PRIVATE SEKTOR										SELF-EMPLOYED SELFGEËMPLJOEERD					OUD	
	PUBLIC CORPORATION OPENBARE KORPORASIE					PRIVATE FIRM PRIVATE FIRMA					N	ME HRS	PERCENTILE/PERSENTIEL				
	N	ME HRS	10	50	90	N	ME URE	10	50	90			10	50	90		
21																	21
22																	22
23	1																23
24	1					4											24
(20-24)	2					4											(20-24)
25	5		12940			4											25
26	4					10	37	9270	13730	21360							26
27	5		14590			10	36	12120	16550	19250							27
28	1					11	37	12840	17600	24600							28
29	3					13	44	11670	17550	22450							29
(25-29)	18	36	10670	14650	35390	48	37	11970	15890	21800	1						(25-29)
30	4					22	37	16530	20540	25780	1						30
31	3					14	36	16490	21200	25680	3						31
32	5		21700			11	37	19600	23240	28810	1						32
33	3					22	41	18430	22200	28840	1						33
34	4					17	38	15920	23400	29040							34
(30-34)	19	38	16200	21000	24230	86	38	17490	22180	26650	6		22500				(30-34)
35-39	15	37	19590	24420	29590	44	41	17460	23850	29110	4						35-39
40-44	12	37	22680	28500	34070	31	37	16240	26000	37370	3						40-44
45-49	5		26000			17	37	16760	26400	37280	1						45-49
50-54	5		29550			18	41	20030	27150	46550	4						50-54
55-59	7		32000			22	36	20040	31000	59900	4						55-59
60-64	3					14	40	18750	25690	45500	2						60-64
65+	1					7		15860			3						65+
TOTAL	87	37	12920	22800	32950	291	38	14620	22540	32810	28	55	12000	25000	51000	TOTAAL	

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = WERKSURE PER WEEK

TABLE 10 (CONTINUED)

TABEL 10 (VERVOLG)

10.3 SUMMARY

10.3 OPSOMMING

AGE	PUBLIC SECTOR EMPLOYEES (TOTAL)			PRIVATE SECTOR EMPLOYEES (TOTAL)			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 & SELFGEËMPLJOEERD)		
	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									
22									
23				1					
24	2			5			7		
(20-24)				6			8		
25	2			9			11		
26	3			14	37	9950	17	37	7330
27	2			15	36	12170	17	37	9670
28	1			12	37	12860	13	36	12230
29	3			16	41	12130	20	38	10580
(25-29)	11	38	8730	66	37	11010	78	37	10670
30	2			26	37	16110	29	37	15000
31	2			17	36	16100	22	38	16410
32	3			16	38	19290	20	38	18450
33	4			25	39	18240	30	39	10200
34	8			21	38	16840	29	38	16300
(30-34)	19	37	9860	105	38	17320	130	38	16190
35-39	15	38	17860	59	41	19520	78	40	19390
40-44	10	37	15020	43	37	18640	56	37	15540
45-49	11	37	13200	22	41	17810	34	39	17980
50-54	10	36	15700	23	37	20620	37	36	18960
55-59	24	38	14780	29	37	20000	57	39	18520
60-64	12	36	10780	17	40	18800	31	37	18000
65+	4			8			15	36	5610
TOTAL	118	37	11420	378	37	14400	524	37	13000
			20270			22610			22060
			26000			32900			32250
									TOTAL

HRS = WORKING HOURS PER WEEK

OUDE = OUDERDOM//URE = WERKSURE PER WEEK

FIGURE 4

ENGINEERS

INCOME OF NON-REGISTERED ENGINEERS
ACCORDING TO EMPLOYER

FIGUUR 4

INGENIEURS

INKOMSTE VAN NIE-GEREGISTREERDE
INGENIEURS VOLGENS WERKGEWER

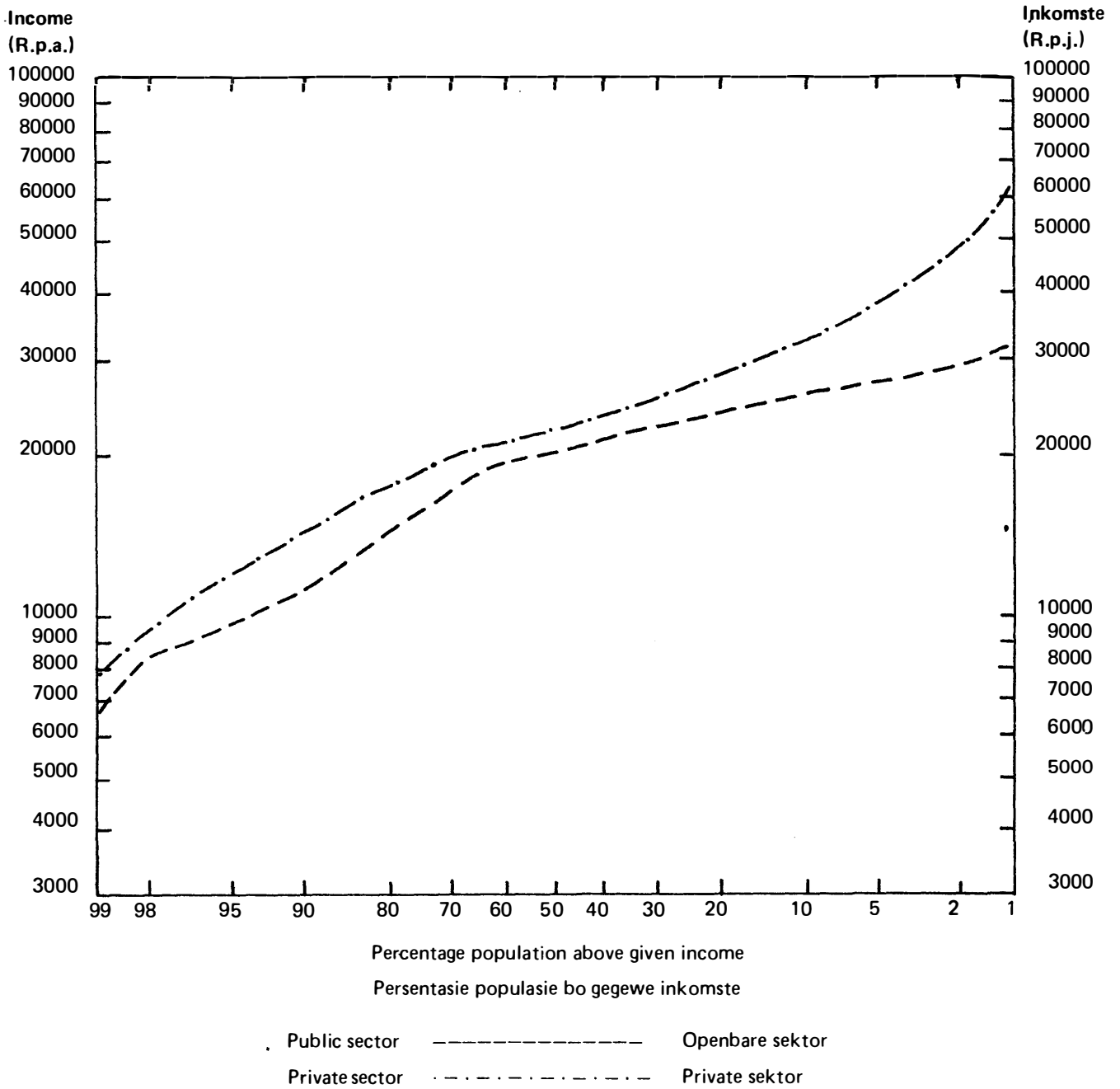


TABLE 11
ENGINEERS
INCOME OF CIVIL ENGINEERS
ACCORDING TO EMPLOYER AND AGE (R.P.A.)
11.1 EMPLOYEES IN PUBLIC SECTOR

TABEL 11
INGENIEURS
INKOMSTE VAN SIVIELE INGENIEURS
VOLGENS WERKGEWER EN OUDERDOM (R.P.J.)
11.1 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	1										1					23
24	6			8380		4					5			9580		24
(20-24)	7			8370		4					6			9580		(20-24)
25	12	40	3660	8360	9780	2					16	36	8720	10910	12740	25
26	13	37	7130	9100	12970	5		14950			16	36	8860	10730	13780	26
27	20	36	9100	11780	13900	6		13650			12	36	8800	13250	14940	27
28	30	37	9780	12510	15210	13	36	13080	14300	18560	15	37	10800	13490	18070	28
29	34	37	10530	13000	16030	11	37	13130	14470	18970	8			16700		29
(25-29)	109	37	8400	12400	14600	37	36	13050	14300	18230	67	37	9190	12000	17250	(25-29)
30	23	38	12000	14400	16010	15	38	12250	16200	21630	4					30
31	8			15700		7			17550		12	37	12620	18660	21480	31
32	13	36	12590	16100	18270	9			16800		5			18920		32
33	13	38	16370	17550	23390	6			21910		17	38	13110	19920	24880	33
34	8			17910		14	37	13970	20050	21470	5			20020		34
(30-34)	65	37	12510	16100	18920	51	37	14170	17550	21900	43	37	14420	19000	22060	(30-34)
35-39	24	37	13820	19540	24050	16	36	16210	19850	24670	27	39	17400	22100	24180	35-39
40-44	39	37	16830	24000	26000	18	36	16090	18220	23200	13	37	18500	22000	26540	40-44
45-49	19	37	16750	23950	26000	28	36	16720	19780	21500	10	36	17140	24560	27170	45-49
50-54	17	39	21560	24050	28600	30	36	17260	20190	23530	14	37	19980	27300	29110	50-54
55-59	32	37	17990	24050	28880	33	37	18530	20810	24980	11	37	18880	22100	29740	55-59
60-64	18	38	15830	24050	26550	25	36	17100	20950	26180	8			26000		60-64
65+	11	35	740	16840	23120	7			14440		2					65+
TOTAL	341	37	9100	16370	24420	249	36	13650	19250	23270	201	37	10660	18720	26000	TOTAAL

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = WERKSURE PER WEEK

TABLE 11 (CONTINUED)
11.2 EMPLOYEES IN PRIVATE SECTOR AND SELF-EMPLOYED

TABEL 11 (VERVOLG)
11.2 WERKNEMERS IN PRIVATE SEKTOR EN SELFGEËMPLJOEERD

AGE	EMPLOYEES IN PRIVATE SECTOR/WERKNEMERS IN PRIVATE SEKTOR					SELF-EMPLOYED SELFGEËMPLJOEERD					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																23
24	1					7			9900							24
(20-24)	1					7			9900							(20-24)
25	6			12710		22	40	9820	13260	16390	1					25
26	11					33	37	9880	13000	16720						26
27	3					35	38	11050	14000	19850						27
28	4					42	40	11240	14240	19050	2					28
29	5			17550		55	40	12180	16250	21440	5			21650		29
(25-29)	19	37	11600	14260	19170	187	39	11030	14630	19480	8			20830		(25-29)
30	3					52	37	13490	16280	21710	5			30000		30
31	1					58	39	13850	18670	25240	4					31
32	3					53	38	15250	19240	24300	10	43	15180	28440	39560	32
33	1					38	40	15540	20670	28210	3					33
34	2					34	40	14900	21700	30000	9			32000		34
(30-34)	10	39	15720	20600	26570	235	38	14050	19200	26000	31	44	17200	30000	46400	(30-34)
35-39	2					94	41	16270	21770	30000	48	46	19950	31840	55100	35-39
40-44	5			26390		78	37	18830	25260	43000	76	44	25000	35000	63600	40-44
45-49	2					55	40	16960	26850	37460	53	43	20000	32000	52100	45-49
50-54	4					33	41	21430	29000	43000	55	45	20600	35000	53730	50-54
55-59	3					31	37	17340	26400	54000	43	42	18800	35000	68280	55-59
60-64	3					21	36	18470	24000	47800	18	39	14790	33000	55500	60-64
65+	2					25	36	4900	13960	45000	12	27	3680	18950	135000	65+
TOTAL	51	37	12940	19180	28000	766	38	12570	19500	31930	344	44	20000	32000	54510	TOTAAL

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = WERKSURE PER WEEK

TABLE 11 (CONTINUED)

TABEL 11 (VERVOLG)

11.3 SUMMARY

11.3 OPSOMMING

AGE	PUBLIC SECTOR EMPLOYEES (TOTAL)			PRIVATE SECTOR EMPLOYEES (TOTAL)			GRAND TOTAL (EMPLOYEES AND SELF-EMPLOYED)		
	N	IME HRS	PERCENTILE/PERSENTIEL 10 50 90	N	IME HRS	PERCENTILE/PERSENTIEL 10 50 90	N	IME HRS	PERCENTILE/PERSENTIEL 10 50 90
21									
22									
23	2						21		21
24	15	36	7650 9000 15150	8		10870	23	36	7670 9580 12970
(20-24)	17	36	7660 9000 13880	8		10870	25	36	7670 9580 12960
25	30	37	7130 9670 12670	28	39	9970 16360	59	38	8340 11700 15000
26	34	37	8210 10530 14780	34	37	9930 16680	68	37	8840 12060 16020
27	38	36	9100 12480 14610	38	37	11160 19830	76	36	9600 13300 17700
28	58	37	10080 12970 17460	46	40	11450 19000	106	37	10500 13490 18250
29	53	37	12000 13650 18220	60	39	12310 21060	118	38	12000 15260 20400
(25-29)	213	37	9020 12530 15940	206	39	11170 19420	427	37	9730 13490 18410
30	42	38	12150 18720	55	37	13540 21930	102	38	12660 16000 21900
31	27	37	12700 17550 20150	59	39	13860 25200	90	37	13870 18540 24450
32	27	37	15080 16800 21440	56	38	15420 19200 24150	93	38	15490 18270 25000
33	36	37	15420 18850 22890	39	39	15600 20750 28100	78	38	15890 20020 28210
34	27	37	15950 19100 22020	36	40	15150 22250 30000	72	39	16230 20670 31400
(30-34)	159	37	13000 17500 21800	245	38	14100 19240 26000	435	38	14000 18500 26000
35-39	67	37	15770 20100 24050	96	40	16300 21850 30000	211	40	17020 22100 35000
40-44	70	36	16860 22000 25890	83	38	18850 25320 42600	229	38	18180 25320 46000
45-49	57	36	16950 20720 25890	57	39	16980 37280	167	39	17580 24930 44510
50-54	61	37	18520 23080 27300	37	40	20970 28200 42790	153	41	19540 26700 45000
55-59	76	37	18580 22200 26980	34	37	17470 26950 52500	153	38	18530 24310 44000
60-64	51	37	17190 23080 29050	24	36	15810 47500	93	37	17220 24050 41840
65+	20	35	3200 16460 21080	27	36	4940 15260 40000	59	34	4970 16080 28360
TOTAL	791	37	10560 18350 24420	817	38	12600 19500 31040	1952	38	12010 20000 35000

HRS = WORKING HOURS PER WEEK

UUD = OUDERDOM//URE = WERKSURE 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 WERKGEWER EN OUDERDOM (R.P.J.)
12.1 WERKNEMERS IN OPENBARE SEKTOR

AGE	GOVERNMENT STAAT					LOCAL AUTHORITY PLAASLIKE OORWERHEID					SEMI-GOVERNMENT SEMI-STAAT					OUD
	N	ME HRS	PERCENTILE/PERSENTIEL 10 50 90			N	ME URE	PERCENTILE/PERSENTIEL 10 50 90			N	ME HRS	PERCENTILE/PERSENTIEL 10 50 90			
21																21
22																22
23																23
24						2					5			10560		24
(20-24)						2					6			10610		(20-24)
25		2									6			12330		25
26		2									8			12410		26
27		1									10	37	10660	16250	19390	27
28											8			17240		28
29		1									10	36	11260	14900	19280	29
(25-29)		6			10450						42	37	10750	14870	18460	(25-29)
30		1									10	37	13260	18670	20760	30
31		3									10	37	11930	19490	21990	31
32		1									5			18720		32
33		3									5			18000		33
34		2									3			21000	23930	34
(30-34)		10	38	12750	19240	23810					43	37	14620	19500	22100	(30-34)
35-39		7			20930						27	38	16160	21980	24760	35-39
40-44		3									6			20010		40-44
45-49		5			23920						10	36	19540	21070	28200	45-49
50-54		12	39	19770	22100	28340					8			23130		50-54
55-59		7			24700						22	37	16290	23040	28750	55-59
60-64		6			21500						9			18530		60-64
65+		2									1					65+
TOTAL		58	38	12550	20840	25290					82	36	14680	20810	25490	TOTAAL

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = 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 SELFGEËMPOJEERD

AGE	EMPLOYEES IN PRIVATE SECTOR/WERKNEMERS IN PRIVATE SEKTOR										SELF-EMPLOYED SELFGEËMPOJEERD					OUD			
	PUBLIC CORPORATION OPENBARE KORPORASIE					PRIVATE FIRM PRIVATE FIRMA													
	N	ME HRS	PERCENTILE/PERSENTIEL 10 50 90			N	ME URE	PERCENTILE/PERSENTIEL 10 50 90			N	ME HRS	PERCENTILE/PERSENTIEL 10 50 90						
21																21			
22																22			
23		6			12350											23			
24		7			12940				12500							24			
(20-24)		13	36	6580	12350	15860			12500							(20-24)			
25		18	36	10720	13290	17450			7970	13000	18880					25			
26		16	36	11060	14780	17450			10080	16250	19890					26			
27		14	37	11890	15370	83340			14300	16200	22750					27			
28		11	37	12200	17420	19230			13820	18100	24710					28			
29		4							14470	18000	21390					29			
(25-29)		63	37	11560	15090	19410			11670	16950	21330					(25-29)			
30		7			19550				15120	18870	30710					30			
31		4							15890	21000	24880					31			
32		13	37	17360	21700	25420			19130	23080	27050					32			
33		6			24100				19970	23630	30900					33			
34		9			23000					22000						34			
(30-34)		39	37	17330	21810	25510			17420	21970	28300				16000	(30-34)			
35-39		18	36	20530	23730	25970			17850	23170	29710			15600	26000	41800	35-39		
40-44		18	36	17400	25910	32950			19960	28000	35880			18600	31800	76400	40-44		
45-49		7			26000				5	22000				35000		45-49			
50-54		9			27950				16	36	16810			29020	46930	50-54			
55-59		11	36	19700	23340	28720				29140				39500		55-59			
60-64		4							6		24500					60-64			
65+		4							2					10000		65+			
TOTAL		186	36	12650	20250	27600			14250	20750	31000			68	46	10000	29000	50300	TOTAAL

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = WERKSURE PER WEEK

TABLE 12 (CONTINUED)

TABLE 12 (VERVOLG)

12.3 SUMMARY

12.3 OPSOMMING

AGE	PUBLIC SECTOR EMPLOYEES (TOTAL)			PRIVATE SECTOR EMPLOYEES (TOTAL)			GRAND TOTAL (EMPLOYEES AND SELF-EMPLOYED)				
	N	ME HRS	PERCENTILE/P 50 90	N	ME HRS	PERCENTILE/P 50 90	N	ME HRS	PERCENTILE/P 50 90	OUD	
											OPENBARE SEKTOR WERKNEMERS (TOTAAL)
21											21
22											22
23	11		10660	61		12350	71		12350		23
24	71		10660	151	371	9560	221	371	12350	12120	24
(20-24)	81		10660	211	371	9250	291	361	12160	12160	(20-24)
25	81		10860	311	361	10550	391	361	12860	12860	25
26	121	411	10220	311	361	10920	431	371	14800	14800	26
27	111	361	9500	331	371	13090	451	371	16200	16200	27
28	91		17070	271	371	13360	361	371	17490	17490	28
29	111	361	11310	211	381	15520	351	381	17880	17880	29
(25-29)	511	371	9700	1431	371	11700	1981	371	15980	15980	(25-29)
30	141	371	13060	171	361	15740	341	371	19100	19100	30
31	161	371	13290	171	391	15950	351	371	19740	19740	31
32	91		18710	251	371	18230	351	371	21220	21220	32
33	101	361	10490	161	411	20060	271	381	21480	21480	33
34	181	381	19500	181	411	19150	381	391	21320	21320	34
(30-34)	671	371	13990	931	381	17360	1691	381	20480	20480	(30-34)
35-39	411	381	16370	561	371	18440	1121	381	22100	22100	35-39
40-44	211	371	19140	411	371	19210	771	381	26000	26000	40-44
45-49	201	371	19510	121	371	15370	371	371	23400	23400	45-49
50-54	321	381	19860	251	361	20570	591	371	24700	24700	50-54
55-59	481	381	17880	191	361	18500	751	381	24000	24000	55-59
60-64	281	371	15780	101	361	18350	411	361	21650	21650	60-64
65+	41			61		19450	171	361	15500	15500	65+
TOTAL	3201	371	12560	4261	371	12950	8141	371	12700	20520	TOTAAL

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM/HURE = WERKSURE PER WEEK

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 MEGANIESE INGENIEURS
VOLGENS WERKGEWER EN OUDERDOM (R.P.J.)
13.1 WERKNEMERS IN OPENBARE SEKTOR

AGE	GOVERNMENT STAAT					LOCAL AUTHORITY PLAASLIKE OORHEID					SEMI-GOVERNMENT SEMI-STAAT					OUD
	N	ME [HRS]	PERCENTILE/PERSENTIEL 10 50 90			N	ME [URE]	PERCENTILE/PERSENTIEL 10 50 90			N	ME [HRS]	PERCENTILE/PERSENTIEL 10 50 90			
21																21
22																22
23																23
24											5			10670		24
(20-24)											5			10670		(20-24)
25	2										2					25
26											4					26
27	1										3					27
28	4										4					28
29											6			16520		29
(25-29)	7			12450							19	36	10660	13320	20020	(25-29)
30											4					30
31							1				3					31
32	1										3					32
33	1						3				3					33
34							1				2					34
(30-34)	2						5		18900		15	36	12440	17560	22100	(30-34)
35-39	12	38	16130	17550	23490						10	38	14790	22950	27300	35-39
40-44	3						2				8			22200		40-44
45-49	3										1					45-49
50-54	1						5		20300		7			23600		50-54
55-59	4						3				4					55-59
60-64	6			17180							4					60-64
65+	2										1					65+
TOTAL	40	38	10200	17780	25930	15	37	14940	19930	22880	74	36	11200	20020	27300	TOTAAL

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = WERKSURE PER WEEK

TABLE 13 (CONTINUED)

TABEL 13 (VERVOLG)

13.2 EMPLOYEES IN PRIVATE SECTOR AND SELF-EMPLOYED

13.2 WERKNEMERS IN PRIVATE SEKTOR EN SELFGEËMPOJEERD

AGE	EMPLOYEES IN PRIVATE SECTOR/WERKNEMERS IN PRIVATE SEKTOR					SELF-EMPLOYED SELFGEËMPOJEERD					OUD					
	PUBLIC CORPORATION OPENBARE KORPORASIE					PRIVATE FIRM PRIVATE FIRMA										
	N	ME [HRS]	PERCENTILE/PERSENTIEL 10 50 90			N	ME [URE]	PERCENTILE/PERSENTIEL 10 50 90			N	ME [HRS]	PERCENTILE/PERSENTIEL 10 50 90			
21																21
22																22
23	3					1										23
24	7			10700		3										24
(20-24)	10	37	8300	10760	12930	4										(20-24)
25	5	37		13000		5			14300							25
26	4					8			12050							26
27	4					13	36	13630	18430	22660						27
28	4					11	37	4270	16490	20800						28
29	5			16870		8			21300							29
(25-29)	22	37	10740	14640	21170	45	36	11380	16900	22440						(25-29)
30	7	36		20090		15	37	13190	19500	25100	1					30
31	4					16	38	17640	22440	26180	2					31
32	4					13	39	13280	23240	30840	1					32
33	6			24020		10	38	17400	22050	31620	2					33
34	6			21640		7			22100		2					34
(30-34)	27	38	17250	21320	26120	61	37	17040	21710	27400	8			26900		(30-34)
35-39	12	38	16560	23370	30700	31	40	20040	25030	35120	10	50	20600	40000	67800	35-39
40-44	7	39		29580		23	38	20780	25850	31280	1					40-44
45-49	9			26390		14	39	22600	29210	53250	5			20000		45-49
50-54	4					14	42	20650	31950	43580	2					50-54
55-59	6			23500		27	36	18160	26000	39760	3					55-59
60-64	3					12	38	17760	26250	35580	2					60-64
65+						11	26	10690	15000	28800	4					65+
TOTAL	100	38	12030	21270	29520	242	37	14330	22180	33000	35	46	17200	28800	57160	TOTAAL

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = WERKSURE PER WEEK

TABLE 13 (CONTINUED)

TABEL 13 (VERVOLG)

13.3 SUMMARY

13.3 OPSOMMING

AGE	PUBLIC SECTOR EMPLOYEES (TOTAL)			PRIVATE SECTOR EMPLOYEES (TOTAL)			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 & SELFGEËMPLOJEERD)		
	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									
22									
23				4			4		
24	5	10670		10	36	8600	15	36	10790
(20-24)	5	10670		14	36	8410	19	36	10790
25	4			10	36	8020	14	36	10790
26	4			12	37	11620	16	36	12760
27	4			17	37	12800	21	36	13100
28	8	12480		15	37	9330	23	37	12200
29	6	16520		13	37	11830	19	37	16000
(25-29)	26	13000	20020	67	37	11490	93	37	17420
30	4			22	36	16990	27	36	15000
31	4			20	37	17350	26	38	19500
32	4			17	39	13760	22	39	20600
33	7	21300		16	39	19730	25	38	22050
34	3			13	38	15790	18	41	22300
(30-34)	22	13600	23720	88	38	17150	118	38	22140
35-39	22	16040	26880	43	39	20280	75	39	21410
40-44	13	18520	23460	30	38	21020	44	38	23800
45-49	4			23	40	21670	32	40	24210
50-54	13	17310	22100	18	41	20770	33	38	26450
55-59	11	14900	25350	33	37	18080	47	37	27000
60-64	10	10120	23080	15	39	18720	27	39	25860
65+	3			11	26	10690	18	35	26000
TOTAL	129	11640	19500	342	37	13000	506	37	18350
			26000			22000			32000
						32190			21870
									32000

HRS = WORKING HOURS PER WEEK

GUD = GUDERDOM//URE = 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 WERKGEWER (R.P.J.)

AGE	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					OUD
	N	ME HRS	PERCENTILE/PERSENTIEL			N	ME URE	PERCENTILE/PERSENTIEL			
			10	50	90			10	50	90	
21											21
22											22
23											23
24						5			12220		24
(20-24)						5			12220		(20-24)
25	1					4					25
26						12	37	11360	14250	17630	26
27	1					12	36	12070	18590	27240	27
28	1					13	36	12460	18000	23940	28
29						8			22410		29
(25-29)	3					49	36	12250	17000	24000	(25-29)
30	3					11	36	15370	20320	23080	30
31						9			21200		31
32	2					11	37	20030	22750	26900	32
33						12	39	19120	25100	29490	33
34	3					11	37	21840	24940	29680	34
(30-34)	8			19250		54	37	18470	22780	26850	(30-34)
35-39	4					34	38	19640	25810	35750	35-39
40-44	5			25350		18	37	23390	27450	42670	40-44
45-49						10	36	18890	27010	50160	45-49
50-54	2					9			28500		50-54
55-59						5			30720		55-59
60-64						3					60-64
65+	1					4					65+
TOTAL	23	38	12680	19000	26670	191	37	14200	23300	33270	TOTAAL

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = WERKSURE PER WEEK

TABLE 14 (CONTINUED)

TABEL 14 (VERVOLG)

AGE	SELF-EMPLOYED/SELFGEEEMPLOJEERD					TOTAL/TOTAAL					OUD
	N	ME HRS	PERCENTILE/PERSENTIEL			N	ME URE	PERCENTILE/PERSENTIEL			
			10	50	90			10	50	90	
21											21
22											22
23											23
24						5			12220		24
(20-24)						5			12220		(20-24)
25						5			13800		25
26						12	37	11360	14250	17630	26
27						13	36	12100	17880	26490	27
28						14	36	12230	18000	23680	28
29						8			22410		29
(25-29)						52	36	12280	16000	23790	(25-29)
30						14	38	13940	19910	22910	30
31						9			21200		31
32						13	37	18650	21000	26800	32
33	1					13	39	14560	24650	29420	33
34						14	38	20470	24230	28300	34
(30-34)	1					63	37	18410	21950	26620	(30-34)
35-39	3					41	38	18960	25040	34350	35-39
40-44	1					24	38	22640	27160	40090	40-44
45-49						10	36	18890	27010	50160	45-49
50-54	2					13	37	17380	28500	192420	50-54
55-59	1					6			30360		55-59
60-64						3					60-64
65+						5			14690		65+
TOTAL	8		11000	30000	291000	222	37	13800	22690	33000	TOTAAL

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = WERKSURE 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/MYNBOU-					INDUSTRIAL/BEDRYFS-					AGRICULTURAL/LANDBOU-					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																23
24						1					1					24
(20-24)						1					1					(20-24)
25	4					3					1					25
26	1					3					1					26
27	2					3					4					27
28	1					5			16000		1					28
29	2					2					3					29
(25-29)	10	44	10660	16800	21880	16	39	11820	15500	25890	10	38	7970	13220	17980	(25-29)
30	1					4										30
31	1					2					2					31
32	2					1					1					32
33	4					2					2					33
34	3					5			23780		1					34
(30-34)	11	44	18950	24920	28300	14	39	15570	20900	35750	6		18400			(30-34)
35-39	9			24380		6			24340		9		21270			35-39
40-44	4					3					4					40-44
45-49	15	38	23080	39000	62400	2					4					45-49
50-54	12	41	21540	36950	57240	1					4					50-54
55-59	10	48	20550	42830	71220	2					1					55-59
60-64	13	36	17040	30000	56000	1					2					60-64
65+	7			19000							1					65+
TOTAL	91	41	17020	26400	55800	46	39	13120	20900	32650	42	39	10180	18880	27880	TOTAAL

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = WERKSURE PER WEEK

TABLE 15 (CONTINUED)

TABEL 15 (VERVOLG)

AGE	METALLURGICAL/METALLURGIËSE					OTHER/ANDER					OUD
	N	ME HRS	PERCENTILE/PERSENTIEL			N	ME URE	PERCENTILE/PERSENTIEL			
			10	50	90			10	50	90	
21											21
22											22
23											23
24						2					24
(20-24)						2					(20-24)
25	4					6			13410		25
26						9			15000		26
27	3					13	38	11520	15920	22700	27
28	1					12	37	10870	17950	22550	28
29						13	42	13840	19500	30160	29
(25-29)	8			12740		53	38	11100	16000	22950	(25-29)
30	3					31	37	13730	20770	25520	30
31	2					17	37	14700	21700	37600	31
32						25	37	15710	19890	24510	32
33	1					16	38	11680	20410	24200	33
34	2					21	40	18210	23920	35180	34
(30-34)	8			24620		110	37	15060	21030	27450	(30-34)
35-39	7			23800		86	38	19440	24110	35120	35-39
40-44	2					60	37	18180	25080	40000	40-44
45-49	4					52	42	18070	26000	37430	45-49
50-54	3					76	40	18660	25590	46550	50-54
55-59	5			32000		80	40	17400	25490	49880	55-59
60-64						48	37	15550	24250	40500	60-64
65+	3					41	36	8410	20000	36600	65+
TOTAL	40	40	12380	24220	38480	608	38	15290	23400	37850	TOTAAL

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = WERKSURE PER WEEK

TABEL 16
ENGINEERS

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

TABEL 16
INGENIEURS

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

ECONOMIC SECTOR	EMPLOYEES WERKNEMERS					SELF-EMPLOYED SELFGEEMPLOEERD					TOTAL TOTAAL					EKONOMIESE SEKTOR			
	N	MEDIAN AGE	HRS	PERCENTILE/ 10	PERCENTILE/ 50	PERCENTILE/ 90	N	MEDIAN OUD	URE	PERCENTILE/ 10	PERCENTILE/ 50	PERCENTILE/ 90	N	MEDIAN AGE	HRS		PERCENTILE/ 10	PERCENTILE/ 50	PERCENTILE/ 90
01 Agriculture	26	33	40	14670	21010	27900	1	59					27	33	41	14760	21120	28400	01 Landbou
02 Mining	305	36	40	15580	25000	42860	9	54					314	37	40	15540	25040	43000	02 Mynbou
03 Electricity	272	41	36	13670	21590	28380	20	46	10500	30000	69500		292	42	36	13670	21710	29740	03 Elektrisiteit
04 Building & construction	418	34	42	12500	20640	35000	128	43	18000	30000	50000		546	38	43	13200	22450	40860	04 Bou & konstruksie
05 Manufacturing	750	33	37	13980	21480	30710	34	42	12000	24500	40000		784	33	37	13800	21510	31000	05 Fabriekswese
06 Transport	344	34	37	11110	20020	27300	1						345	34	37	11120	20020	27300	06 Vervoer
07 Commerce	37	39	37	13680	21500	31540	3						40	39	37	13740	21360	30830	07 Handel
08 Financing	17	40	37	18460	24000	34140	1						18	43	37	18660	24250	38030	08 Finanswese
09 Medical services	10	60	36	10000	16350	23920	1						11	58	36	10390	16700	36780	09 Mediese dienste
10 Business services	512	33	37	13000	19500	30000	381	46	18020	32000	55000		893	38	39	13620	23800	45000	10 Besighheidsdienste
11 Other personal services	2												2						11 Ander persoonlike dienste
12 Protection services	38	28	37	7100	16030	25300	1						39	28	37	7100	16250	25340	12 Beskerminingsdienste
13 Government services	978	38	37	11880	18920	25000							978	38	37	11880	18920	25000	13 Owerheidsdienste
14 Not indicated	30	48	36	8370	20000	31790	2						32	48	37	9100	20200	35500	14 Nie aangedui nte
TOTAL	3739	35	37	12510	20300	29800	582	46	18000	30900	53350		4321	37	38	12800	21100	34500	TOTAAL

Hrs = working hours per week

Oud = ouderdom // Ure = werksure per week

17.1 (VERVOLG)

17.1 (CONTINUED)

BRANCH	07 COMMERCE HANDEL			08 FINANCING FINANSWESE			10 BUSINESS SERVICES BESIGHEIDSDIENSTE			TAK
	N	MEDIAN AGE	PERCENTILE/PERSENTIEL 10 50 90	N	MEDIAAN OUD URE	PERCENTILE/PERSENTIEL 10 50 90	N	MEDIAN AGE	PERCENTILE/PERSENTIEL 10 50 90	
Agricultural	1			3			3	37	20400	Landbou
Chemical	4			5	34	20930	14	41	24740	Chemies
Civil	9	32	26000	2			371	33	13000	Siviel
Electrical	8	35	17720	4			52	33	10650	Elektries
Industrial	15	44	21010	1			4	35	15030	Bedryfs
Mechanical				2			31	36	21240	Meganies
Metallurgical				2			2			Metallurgies
Mining				1			35	37	15840	Mynbou
Other			27860						24760	Ander
TOTAL	37	39	13680 21500 31540	17	40	37 18460 24000 34140	512	33	37 13000 19500 30000	TOTAAL

17.1 (VERVOLG)

17.1 (CONTINUED)

BRANCH	12 PROTECTION SERVICES BESKERMINGSDIENSTE			13 GOVERNMENT SERVICES OWERHEIDSDIENSTE			14 NOT INDICATED NIE AANGEDUI NIE			TAK	
	N	MEDIAN AGE	PERCENTILE/PERSENTIEL 10 50 90	N	MEDIAAN OUD URE	PERCENTILE/PERSENTIEL 10 50 90	N	MEDIAN AGE	PERCENTILE/PERSENTIEL 10 50 90		
Agricultural	1			27	44	11100	19590	26210	1		Landbou
Chemical	1			21	34	13080	19000	26900	2		Chemies
Civil	6	26	7130	604	37	10480	18230	24120	12	55	Siviel
Electrical	16	28	9350	140	39	12520	19500	25000	2		Elektries
Industrial	6	25	9650	2					7	47	Bedryfs
Mechanical				77	36	12360	19000	22850	1		Meganies
Metallurgical				8	36	15740	24000	31460	1		Metallurgies
Mining				11	63	12950	20460	26000	5	33	Mynbou
Other	8	52	18760	88	45	37 11880 18920 25000					Ander
TOTAL	38	28	37 7100 16030 25300	978	38	37 11880 18920 25000	30	48	36 8370 20000 31790	TOTAAL	

Hrs = working hours per week

Oud = ouderdom/Ure = werksure per week

TABLE 17 (CONTINUED)

TABEL 17 (VERVOLG)

17.2 SELF-EMPLOYED

17.2 SELFGEEËMPOLEERD

BRANCH	03 ELECTRICITY ELEKTRISITEIT				04 BUILDING AND CONSTRUCTION BOU EN KONSTRUKSIE				TAK	
	N	AGE	MEDIAN		N	OUD	MEDIAAN			
			HRS	PERCENTILE/PERSENTIEL			URE	PERCENTILE/PERSENTIEL		
Agricultural	1								Landbou	
Chemical	5	52	30000		94	43	47	18000	Chemies	
Civil	6	48	24500		3			30000	Siviel	
Electrical									Elektries	
Industrial					5	39		40600	Bedryfs	
Mechanical	1								Meganies	
Metallurgical					1				Metallurgies	
Mining					25	45	46	22800	Mynbou	
Other	7	61	32800					32000	Ander	
TOTAL	20	54	10500	30000	69500	128	43	18000	30000	50000

17.2 SELF-EMPLOYED (CONTINUED)

17.2 SELFGEEËMPOLEERD (VERVOLG)

BRANCH	05 MANUFACTURING FABRIEKSWESE				10 BUSINESS SERVICES BESIGHEIDSDIENSTE				TAK		
	N	AGE	MEDIAN		N	OUD	MEDIAAN				
			HRS	PERCENTILE/PERSENTIEL			URE	PERCENTILE/PERSENTIEL			
Agricultural									Landbou		
Chemical	5	41	30000		1				Chemies		
Civil	1				2				Siviel		
Electrical	9	53	25000		240	46	42	20000	33900	55000	
Industrial	2				48	40	45	11650	30000	44600	
Mechanical	9	36	25000		2						
Metallurgical	1				18	49	41	8940	29000	65500	
Mining	1				2						
Other	6	42	19500		1						
TOTAL	34	42	12000	24500	40000	381	46	43	18020	32000	55000

Hrs = working hours per week

Oud = ouderdom // Ure = werksure per week

TABEL 18
 INGENIEURS
 INKOMSTE VAN SIVIELE INGENIEURS VOLGENS
 WERKGEWER, VERNAAMSTE EKONOMIESE SEKTORE EN OUDERDOM (R.p.a.)
 18.1 WERKNEMERS

AGE	04 BUILDING AND CONSTRUCTION BOU EN KONSTRUKSIE			06 TRANSPORT VERVOER			10 BUSINESS SERVICES BESIGHEIDSDIENSTE			13 GOVERNMENT SERVICES OORHEIDSDIENSTE			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	6	9560		1			1			1			21							
22	6	10140	17140	1			1			14	36	7640	8700							
23	13	12740	16480	1	48	8940	10660	12530		15	36	7650	8400							
24	20	14180	18950	13	37	9300	11590	13780		14	36	7980	9050							
25	18	11850	14560	9					13650	17230	20	37	8060	12970						
26	18	10180	14100	13	37	10800	13100	18290	9960	17000	28	36	9100	12450						
27	26	11190	16930	7					10340	17000	28	36	10070	12900						
28	26	11190	16930	7					13700	19640	43	37	11140	16150						
29	95	10320	14400	53	37	10020	12740	17560	13700	17860	148	37	9040	13450						
30	19	13600	16450	3					14700	18800	148	37	9040	12530						
31	23	15050	22100	7			18720		16000	20670	35	38	12310	15380						
32	21	15810	19800	4					17030	21000	18	37	12760	17500						
33	13	13400	22020	4					18350	22870	20	36	13690	16110						
34	15	15030	20600	16	39	12770	19560	21330	12980	22870	37	37	16120	18270						
35-39	91	14870	20500	2					16060	20950	19	37	15450	18880						
40-44	39	19000	22350	32	39	14030	19520	21700	13800	21000	23	37	12850	16840						
45-49	26	16150	25250	5	40	20190	22100	24640	13700	18200	115	37	14470	19600						
50-54	19	20000	29000	6			24700		14920	20830	43	36	16820	21630						
55-59	26	14830	24200	2			27300		18850	23600	64	36	17240	20690						
60-64	14	15820	26500	6			26000		17050	25800	44	36	18220	22300						
65+	7	13000		2					20240	40380	67	37	18660	22210						
TOTAL	388	42	12350	20050	35000	136	38	10760	18720	27300	371	37	13000	18480	28080	604	37	10480	18230	24120

Hrs = working hours per week

Ure = werksure per week

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		URE	10 50 90		
21	1			1			21	
22	1			1			22	
23	1			1			23	
24	1			1			24	
(20-24)	1			1			(20-24)	
25	1			1			25	
26	1			1			26	
27	1			1			27	
28	2			2			28	
29	4			4			29	
(25-29)	3			3			(25-29)	
30	3			3			30	
31	3			3			31	
32	4			4			32	
33	4			4			33	
34	10	46	15200	9			34	
(30-34)	11	50	15510	43	19800	32000	(30-34)	
35-39	28	46	24000	35	45	21800	35-39	
40-44	11	48	22430	42	42	25000	40-44	
45-49	12	47	14500	42	42	20000	45-49	
50-54	9	5	31850	45	45	22400	50-54	
55-59	5	4	40000	33	41	18600	55-59	
60-64	5	4	40000	11	39	14310	60-64	
65+	4			7			65+	
TOTAL	94	47	18000	240	42	20000	33900	55000

Hrs = working hours per week

Ure = werksure per week

TABEL 21

ENGINEERS

INCOME ACCORDING TO GEOGRAPHICAL DISTRIBUTION AND EMPLOYER (R.p.a.)

TABEL 21

INGENIEURS

INKOMSTE VOLGENS GEOGRAFIESE VERSPREIDING EN WERKGEWER (R.p.j.)

GEOGRAPHICAL AREA	GOVERNMENT STAAT				LOCAL AUTHORITY PLAASLIKE OORERHEID				SEMI-GOVERNMENT SEMI-STAAT				GEOGRAFIESE GEBIED		
	N	AGE	MEDIAN HRS	PERCENTILE/PERSENTIEL	N	OUDE	URE	PERCENTILE/PERSENTIEL	N	AGE	MEDIAN HRS	PERCENTILE/PERSENTIEL		N	AGE
Johannesburg	7	44	38	23800	20	39	36	20540	35	34	37	11040	20020	28500	Johannesburg
Pretoria	68	30	37	8340	19	30	36	10900	101	32	37	10640	19500	27300	Pretoria
Rest of W.V.-area	22	52	36	10220	73	47	36	14010	85	35	37	13780	20400	27300	Res van W.V.-gebied
Rest of the Transvaal	188	43	38	11450	57	37	36	14460	151	36	37	12750	20400	26880	Res van Transvaal
Peninsula	69	42	36	11310	66	45	36	13650	40	33	37	10440	17330	22280	Skierieland
Port Elizabeth	1			19000	2			19230	3						Port Elizabeth
Rest of the Cape Province	69	30	37	9000	61	49	37	15830	52	35	36	10780	18720	24700	Res van die Kaapprovinsie
Durban	8	31		14230	36	53	37	13720	30	32	39	10800	17430	22980	Durban
Rest of Natal	49	36	38	11550	46	48	37	15190	36	33	38	11740	19510	28180	Res van Natal
Bloemfontein	2			16840	1			19650	1						Bloemfontein
Rest of O.F.S.	28	38	38	12420	15	51	36	15100	9	33				18600	Res van O.V.S.
South West Africa	6	29		17490	1			19440	1						Suidwes-Afrika
National states	3			13320	1				1						Nasionale state
TOTAL	520	38	37	10030	397	46	36	14000	543	39	37	11600	19700	28760	TOTAAL

TABEL 21 (CONTINUED)

TABEL 21 (VERVOLG)

GEOGRAPHICAL AREA	PUBLIC CORPORATION OPENBARE KORPORASIE				PRIVATE FIRM PRIVATE FIRMA				SELF-EMPLOYED SELFGEEMPLOJEERD				GEOGRAFIESE GEBIED		
	N	AGE	MEDIAN HRS	PERCENTILE/PERSENTIEL	N	OUDE	URE	PERCENTILE/PERSENTIEL	N	AGE	MEDIAN HRS	PERCENTILE/PERSENTIEL		N	AGE
Johannesburg	48	34	38	14610	193	35	37	14590	49	42	46	20000	35000	50000	Johannesburg
Pretoria	64	28	28	11210	115	30	38	11860	27	38	45	18000	28800	40600	Pretoria
Rest of W.V.-area	89	38	37	12940	495	39	38	15000	137	51	46	12640	30000	60000	Res van W.V.-gebied
Rest of the Transvaal	171	34	38	14960	332	33	40	14600	127	42	45	21800	35000	60000	Res van Transvaal
Peninsula	28	34	36	12940	206	35	36	12840	79	48	41	15000	33800	52000	Skierieland
Port Elizabeth	1			19650	7	29		15400	1						Port Elizabeth
Rest of the Cape Province	35	30	37	11000	119	32	39	11470	55	45	44	15600	27000	40400	Res van die Kaapprovinsie
Durban	9	55		14040	102	34	36	13000	37	50	41	15000	28000	57800	Durban
Rest of Natal	32	37	37	12350	150	35	39	13240	42	48	42	19300	30000	52040	Res van Natal
Bloemfontein	1			21850	6	32		19210	1						Bloemfontein
Rest of O.F.S.	20	40	36	11500	46	32	38	13700	25	44	47	21800	35000	51610	Res van O.V.S.
South West Africa	6	29		24740	8	31		21420	1						Suidwes-Afrika
National states	3			31990	4			21420	1						Nasionale state
TOTAL	496	33	37	12840	1783	34	38	13530	582	46	45	18000	30900	53350	TOTAAL

Hrs = working hours per week

Oud = ouderdom/Ure = werksure per week

TABEL 21 (VERVOLG)

TABEL 21 (CONTINUED)

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 SELFGEEEMPLOJEERD)					GEOGRAFIESE GEBIED			
	N	MEDIAAN AGE	HRS	PERCENTILE 10	PERCENTILE 50	PERCENTILE 90	N	OUDEUR	URE	PERCENTILE 10	PERCENTILE 50	PERCENTILE 90	N	MEDIAAN AGE	HRS		PERCENTILE 10	PERCENTILE 50	PERCENTILE 90
Johannesburg	62	35	36	11310	20410	26440	241	35	37	14630	23520	35800	352	37	38	14330	23800	37970	Johannesburg
Pretoria	188	31	37	9100	17450	26000	179	30	38	11800	17520	26460	394	30	38	10530	17940	27300	Pretoria
Rest of W.-V-area	180	41	36	13720	20470	26900	584	39	37	14300	23780	39000	901	42	38	14020	23530	40000	Res van W.V-gebied
Rest of the Transvaal	396	39	37	12730	20400	26000	503	34	39	14670	22000	32500	1026	36	38	14140	22100	34330	Res van Transvaal
Peninsula	175	39	36	12270	18900	24310	234	35	36	13000	19790	28750	488	39	37	12510	19790	34070	Skierieland
Port Elizabeth	6	30	30	15090	15090		7	29		15400			14	30	38	10110	16050	28950	Port Elizabeth
Rest of the Cape Province	182	38	37	10550	17560	24040	154	32	38	11440	18200	25000	391	35	38	11400	18300	27940	Res van die Kaapprovinsie
Durban	74	38	38	11430	18720	23010	111	34	36	12360	18300	28960	222	40	37	12370	19760	31520	Durban
Rest of Natal	131	38	38	12510	19480	23970	182	36	39	13170	21000	29000	355	39	38	12960	20480	30100	Res van Natal
Bloemfontein	4						6	32		19210			11	34	37	5100	19980	48000	Bloemfontein
Rest of O.F.S.	52	37	37	12510	18690	24300	66	33	37	12810	21800	30840	143	37	38	13000	21430	34770	Res van O.V.S.
South West Africa	7	29			14190		8	31			21420		16	30	41	9900	16250	30450	Suidwes-Afrika
National states	3						4						8	49			19080		Nasionale state
TOTAL	1460	37	37	11700	19490	25160	2279	34	38	13170	21450	32790	4321	37	38	12800	21100	34500	TOTAAL

Hrs = working hours per week

Oud = ouderdom // Ure = werksure per week

TABLE 22

ENGINEERS

FRINGE BENEFIT STRUCTURE OF EMPLOYEES
ACCORDING TO EMPLOYER

TABEL 22

INGENIEURS

BYVOORDELESTRUKTUUR VAN WERK-
NEMERS 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.)					
					N	PERCENTILE/PERSENTIEL				
					10	50	90			
(a) Pension									(a) Pensioen	
Government	N %	520 100	72 13,8	74 14,2	69 13,3	305 58,7	330 830	1500 1940	4000 3350	N % Staat
Local authority	N %	397 100	26 6,5	30 7,6	18 4,5	323 81,4	830	1940	3350	N % Plaaslike owerheid
Semi-government	N %	543 100	61 11,2	91 16,8	58 10,7	333 61,3	350	1400	3500	N % Semi-staat
Public sector	N %	1460 100	159 10,9	195 13,4	145 9,9	961 65,8	480	1560	3500	N % Openbare sektor
Public corporation	N %	496 100	42 8,5	36 7,3	36 7,3	382 77,0	500	1500	3000	N % Openbare korporasie
Private firm	N %	1783 100	126 7,1	169 9,5	55 3,1	1433 80,4	380	1300	3000	N % Private firma
Private sector	N %	2279 100	168 7,4	205 9,0	91 4,0	1815 79,6	400	1330	3000	N % Private sektor
TOTAL	N %	3739 100	327 8,7	400 10,7	236 6,3	2776 74,2	400	1450	3200	N % TOTAAL

(b) Motor-car

(b) Motor										
Government	N %	520 100	137 26,3	264 50,8	9 1,7	110 21,2	500	1000	3150	N % Staat
Local authority	N %	397 100	79 19,9	200 50,4	5 1,3	113 28,5	400	1200	1860	N % Plaaslike owerheid
Semi-government	N %	543 100	111 20,4	370 68,1		62 11,4	550	1500	3600	N % Semi-staat
Public sector	N %	1460 100	327 22,4	834 57,1	14 1,0	285 19,5	500	1200	3000	N % Openbare sektor
Public corporation	N %	496 100	89 17,9	280 56,5	5 1,0	122 24,6	360	1200	2500	N % Openbare korporasie
Private firm	N %	1783 100	186 10,4	449 25,2	43 2,4	1105 62,0	420	1800	3600	N % Private firma
Private sector	N %	2279 100	275 12,1	729 32,0	48 2,1	1227 53,8	400	1800	3600	N % Private sektor
TOTAL	N %	3739 100	602 16,1	1563 41,8	62 1,7	1512 40,4	400	1500	3600	N % TOTAAL

(c) Entertainment allowance

(c) Onthaaltoelae										
Government	N %	520 100	181 34,8	321 61,7	1 0,2	17 3,3	80	300	850	N % Staat
Local authority	N %	397 100	106 26,7	271 68,3	3 0,8	17 4,3	100	360	760	N % Plaaslike owerheid
Semi-government	N %	543 100	128 23,6	397 73,1		18 3,3	200	330	1600	N % Semi-staat
Public sector	N %	1460 100	415 28,4	989 67,7	4 0,3	52 3,6	120	300	1060	N % Openbare sektor
Public corporation	N %	496 100	115 23,2	369 74,4		12 2,4	300	880	1940	N % Openbare korporasie
Private firm	N %	1783 100	417 23,4	1074 60,2	6 0,3	286 16,0	300	850	2000	N % Private firma
Private sector	N %	2279 100	532 23,3	1443 63,3	6 0,3	298 13,1	300	850	2000	N % Private sektor
TOTAL	N %	3739 100	947 25,3	2432 65,0	10 0,3	350 9,4	300	630	2000	N % TOTAAL

TABLE 22 (CONTINUED)

TABEL 22 (VERVOLG)

EMPLOYER	TOTAL NUMBER OF EMPLOYEES TOTAAL 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.)						
					PERCENTILE/PERSENTIEL						
					N	10	50	90			
(d) Housing									(d) Behuising		
Government	N %	520 100	83 16,0	116 22,3	6 1,2	315 60,6	500	980	1720	N %	Staat
Local authority	N %	397 100	56 14,1	96 24,2	10 2,5	235 59,2	300	800	1470	N %	Plaaslike owerheid
Semi-government	N %	543 100	65 11,8	148 27,3	34 6,3	296 54,5	440	1200	2500	N %	Semi-staat
Public sector	N %	1460 100	204 14,0	360 24,7	50 3,4	846 57,9	400	1000	2400	N %	Openbare sektor
Public corporation	N %	496 100	40 8,1	98 19,8	19 3,8	339 68,3	600	1440	3000	N %	Openbare korporasie
Private firm	N %	1783 100	396 22,2	966 54,2	17 1,0	404 22,7	600	2000	4080	N %	Private firma
Private sector	N %	2279 100	436 19,1	1064 46,7	36 1,6	743 32,6	600	1600	3600	N %	Private sektor
TOTAL	N %	3739 100	640 17,1	1424 38,1	86 2,3	1589 42,5	450	1200	3000	N %	TOTAAL

(a) Other fringe benefits										(e) Ander byvoordele	
Government	N %	520 100	183 35,2	247 47,5	4 0,8	86 16,5	40	120	700	N %	Staat
Local authority	N %	397 100	93 23,4	169 42,6	4 1,0	131 33,0	40	100	600	N %	Plaaslike owerheid
Semi-government	N %	543 100	125 23,0	227 41,8	4 0,7	187 34,4	40	150	520	N %	Semi-staat
Public sector	N %	1460 100	401 27,5	643 44,0	12 0,8	404 27,7	40	140	600	N %	Openbare sektor
Public corporation	N %	496 100	113 22,8	190 38,3	5 1,0	188 37,9	50	200	1000	N %	Openbare korporasie
Private firm	N %	1783 100	467 26,2	852 47,8	18 1,0	446 25,0	90	300	1000	N %	Private firma
Private sector	N %	2279 100	580 25,5	1042 45,8	23 1,0	634 27,9	60	300	1000	N %	Private sektor
TOTAL	N %	3739 100	981 26,2	1685 45,1	35 0,9	1038 27,8	40	220	1000	N %	TOTAAL

TABLE 23

ENGINEERS

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

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				
	PERCENTILE PERSENTIEL				PERCENTILE PERSENTIEL				PERCENTILE PERSENTIEL				PERCENTILE PERSENTIEL				PERCENTILE PERSENTIEL				
	N	10	50	90	N	10	50	90	N	10	50	90	N	10	50	90	N	10	50	90	
(a) Pension Pensioen																					
< 4999																					
5000 - 9999	23	50	500	740	3				6		700		1					3			
10000 - 14999	74	250	960	2450	30	210	1210	2090	56	180	770	1750	3				15	200	430	1200	
15000 - 19999	92	590	1360	3620	128	760	1720	3000	91	410	1260	3000	67	200	1000	1620	165	220	750	1310	
20000 - 24999	78	590	1690	4500	138	1380	2160	3660	119	600	1500	3790	80	350	1000	2380	382	340	1100	2000	
25000 - 29999	34	480	1910	5220	19	1200	2600	4600	53	320	2060	5000	123	700	1600	2990	398	410	1400	2800	
30000 - 34999	4				4				8		2000		74	1000	2000	3520	225	600	1680	3300	
35000 - 39999					1								23	320	2450	3580	109	600	2000	4500	
40000 - 44999													9		2400		56	880	2490	5190	
45000 - 49999													1				31	860	2400	4620	
50000 +													1				16	1200	3800	8450	
																	33	1320	3200	7380	

TABEL 23

INGENIEURS

WAARDE VAN BYVOORDELE VOLGENS
INKOMSTE EN WERKGEWER (R.p.j.)(b) Motor-car
Motor

< 4999																					
5000 - 9999	1												1					2			
10000 - 14999	10	1050	2000	2500	6		1320						2				51	500	1800	3000	
15000 - 19999	31	500	1200	2880	38	420	1020	2260	3				10	310	600	2180	223	410	2000	3600	
20000 - 24999	36	340	800	2520	57	460	1260	1840	11	380	1800	3800	43	600	1490	2500	340	360	1800	3600	
25000 - 29999	29	500	1500	4230	11	170	1200	2640	41	600	1500	3600	40	400	1150	3000	228	400	1730	3600	
30000 - 34999	3				1				6		1600		16	360	880	2650	118	350	1500	3600	
35000 - 39999									1				9		1500		66	600	2000	3720	
40000 - 44999													1				31	520	1200	4000	
45000 - 49999																	15	580	2500	5800	
50000 +																	27	490	1500	4000	

(c) Entertainment
allowance
Onthaaltoelae

< 4999	1																				
5000 - 9999													1								
10000 - 14999																		2			
15000 - 19999	2																21	130	600	2160	
20000 - 24999					7		400		2				4				55	190	500	1620	
25000 - 29999	12	80	260	560	7		300		12	200	330	2200	4				53	260	600	2000	
30000 - 34999	2				2				3				2				45	340	800	1800	
35000 - 39999					1				1				1				43	500	1000	2280	
40000 - 44999																	25	340	1200	2000	
45000 - 49999																	15	300	1400	2100	
50000 +																	27	580	1200	2560	

(d) Housing
Behusing

< 4999	1																				
5000 - 9999	7		1860		1				4				1					5		960	
10000 - 14999	70	700	1010	2350	16	230	870	1410	29	350	1200	2800	44	370	1610	3390	40	960	2000	3540	
15000 - 19999	100	600	950	1440	102	300	890	1570	89	480	1020	2500	71	970	1440	3470	88	600	2220	4240	
20000 - 24999	99	460	950	1200	101	330	760	1400	122	460	1500	2770	122	620	1470	3550	115	400	2400	4200	
25000 - 29999	34	140	940	1570	11	110	460	2160	47	360	1000	2500	69	400	1200	2500	78	550	1500	4800	
30000 - 34999	4				4				4				22	470	1200	3170	40	480	1350	3590	
35000 - 39999									1				7		1800		19	600	1650	4700	
40000 - 44999													1				5		2000		
45000 - 49999																	5		1500		
50000 +													1				9		1500		

(e) Other fringe benefits
Ander byvoordele

< 4999	1																				
5000 - 9999	2								3				2					5		240	
10000 - 14999	14	30	100	1780	10	40	440	1720	20	40	200	930	41	40	280	810	38	60	300	1530	
15000 - 19999	27	30	100	420	46	40	140	910	41	40	100	580	40	70	310	970	109	80	300	850	
20000 - 24999	34	40	140	820	65	40	100	450	82	40	100	570	48	40	200	1020	134	70	250	980	
25000 - 29999	8		250		7		100		33	40	200	390	37	50	180	1000	69	70	300	1000	
30000 - 34999					2				7		180		14	40	100	4380	39	60	300	1200	
35000 - 39999					1				1				4				22	200	380	2460	
40000 - 44999													1				9		720		
45000 - 49999																	8		600		
50000 +													1				13	240	500	2000	

TABEL 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.)

TABEL 24

INGENIEURS

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

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	220	34	37	10500	17450	25340	700	2470	5420	11750	20110	29000	4,9	14,1	28,1	Staat Plaaslike owerheid Semi-staat
Local authority	237	45	36	14380	20000	24310	1180	3150	5000	16430	23380	29080	6,6	15,4	24,7	
Semi-government	278	35	37	12500	20020	26920	350	2400	5230	13430	22830	30870	2,4	12,2	24,9	
Public sector	735	36	37	12510	19580	25620	640	2600	5190	13920	22350	29650	4,6	13,6	26,1	Openbare sektor Openbare korporasie Private firma Private sektor
Public corporation	283	34	37	13530	21870	28640	1040	3100	6560	15000	25100	33630	5,6	15,1	28,0	
Private firm	1051	35	38	14520	22000	34640	770	3100	7480	15890	25900	40040	4,4	13,0	30,6	
Private sector	1334	34	38	14180	22000	33380	800	3100	7300	15730	25700	38190	4,6	13,6	30,0	
TOTAL	2069	35	37	13420	21000	30000	750	2940	6600	15000	24030	35180	4,6	13,6	28,4	TOTAAL

Hrs = working hours per week

Oud = ouderdom // ure = werksure per week

TABLE 25

TABEL 25

ENGINEERS

INGENIEURS

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

VERGELYKING TUSSEN DIE 1973-, 1975-, 1977-, 1979-
EN 1981-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	3154
Percentile/ Persentiel	10	4090	4460	6240	7250	7320	7580	7540	7230	5780	5250
	50	4810	6020	8170	9040	9380	9570	9460	9760	9260	8380
	90	5860	8370	10770	14000	14520	16490	17310	17930	14800	12740
1975	N	83	765	628	556	398	499	495	354	194	3972
Percentile/ Persentiel	10	5070	5860	8400	9910	10130	10320	10480	10280	9340	7360
	50	6100	8120	11110	12740	13130	13480	13650	13410	12850	11960
	90	7880	10980	15230	20970	21030	25210	25950	24920	22800	20150
1977	N	111	888	751	591	426	404	500	355	175	4201
Percentile/ Persentiel	10	5530	6500	9690	11970	12390	12700	12370	12520	10680	8080
	50	7150	9090	12710	14870	16150	16500	16070	15760	15120	13760
	90	8990	12180	17050	24630	27640	27770	27600	26500	25380	23480
1979	N	97	1056	991	663	542	398	483	427	191	4848
Percentile/ Persentiel	10	6140	6850	10760	12980	13780	13870	14240	13400	10890	9130
	50	8200	10410	14520	16710	18450	18680	18880	17660	16980	15540
	90	9960	14720	19030	25340	29970	30410	30760	34080	32900	25510
1981	N	82	867	934	556	447	323	354	379	228	4170
Percentile/ Persentiel	10	8390	10300	14950	17510	18850	18110	19700	18200	16980	12950
	50	10980	14400	20020	23000	25750	25430	26000	25000	24030	21300
	90	15140	20000	26500	35000	40000	44230	43600	44000	39100	34700
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
1973 - 1981		10,9	11,5	11,9	12,4	13,5	13,0	13,5	12,5	12,7	12,4

TABLE 26

TABEL 26

ENGINEERS

INGENIEURS

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

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

INCOME (R.p.a.) INKOMSTE (R.p.j.)		EMPLOYER / WERKGEWER		
		PUBLIC SECTOR OPENBARE SEKTOR	PRIVATE SECTOR PRIVATE SEKTOR	SELF-EMPLOYED SELFGÊEMPOJEERD
1973 *	N	1249	1716	317
Percentile/	10	4800	5310	8210
Persentiel	50	8160	8150	15300
	90	10040	11800	29150
1975	N	1408	2044	520
Percentile/	10	6490	7500	10580
Persentiel	50	11370	11830	18910
	90	13850	18670	25330
1977	N	1461	2203	537
Percentile/	10	6830	8450	12770
Persentiel	50	12660	13870	20910
	90	15830	22630	38620
1979	N	1758	2528	562
Percentile/	10	7260	10010	15160
Persentiel	50	13690	16160	23730
	90	17460	25380	42130
1981	N	1417	2210	543
Percentile/	10	11700	13390	19700
Persentiel	50	19500	21500	31870
	90	25270	32800	53300
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
1973 – 1981		11,5	12,9	9,6

* NB. 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.

TABEL 27
INGENIEURS

VERGELYKING TUSSEN DIE 1973-, 1975-, 1977-, 1979 EN 1981-
LOONSTRUKTUUR VOLGENS TAK VAN INGENIEURSWESE

INCOME (R.p.a.) INKOMSTE (R.p.j.)	BRANCH OF ENGINEERING / TAK VAN INGENIEURSWESE											Other Ander
	Agricultural Landbou	Chemical Chemies	Civil Siviel	Electrical Elektries	Elect. & Mech. Elek. & Meg.	Industrial Bedryfs	Mechanical Meganies	Metallurgical Metallurgies	Mining Mynbou			
1973 *	N	160	1250	667	88	41	472	41	88	444		
Percentile/ Persentiel	4280	4880	5340	5020	7380	4820	5030	5020	5960	5590		
	8050	7230	8700	7990	9690	8050	7880	7930	9920	8460		
	9630	9900	16000	10880	17100	10450	10930	12900	18100	11790		
1975	N	234	1567	765	104	51	605	41	153	410		
Percentile/ Persentiel	5600	7160	6970	7160	10140	7700	7520	7700	10550	8500		
	11000	10830	12190	11410	13740	10580	11700	11100	14970	12050		
	18800	16400	23760	16050	26200	15450	16830	18450	27700	18900		
1977	N	263	1744	756	79	68	670	56	141	369		
Percentile/ Persentiel	6420	8780	7480	7780	12320	8200	8900	10090	10870	10290		
	12580	13180	13600	12900	16500	13250	13800	14000	18500	14890		
	17630	20240	25160	18810	24780	16870	20300	24470	29630	25700		
1979	N	272	2146	870	**	62	633	50	133	634		
Percentile/ Persentiel	6200	10430	7880	9230	9170	9170	10230	13200	14220	11240		
	13200	15640	14830	14900	16130	16130	16040	16910	22130	16830		
	20100	23160	26610	20280	22800	22800	23770	27000	35430	28330		
1981	N	217	1893	797	**	46	488	37	84	567		
Percentile/ Persentiel	9990	13960	12430	12920	13120	13120	13000	12110	18010	15860		
	18180	22800	20000	20670	20900	20900	21990	24600	26750	23500		
	27920	33000	35000	29800	32650	32650	32000	39000	55500	38010		
Yearly % increase in median income Jaarlikse % styging in mediaaninkomste												
1973 - 1975	16,9	22,4	18,4	19,5	19,1	14,6	21,9	18,3	22,8	19,4		
1975 - 1977	6,9	10,3	5,6	6,3	9,6	11,9	8,6	12,3	11,2	11,2		
1977 - 1979	2,4	8,9	4,4	7,5	10,3	10,3	7,8	9,9	9,4	6,3		
1979 - 1981	17,4	20,7	16,1	17,8	17,1	13,8	17,1	20,6	9,9	18,2		
1973 - 1981	10,7	15,4	11,0	12,6	12,7	12,7	13,7	15,2	13,2	13,6		

* 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.)

TABEL 28

LEKTORE/PROFESSORE

INKOMSTE VOLGENS OUDERDOM (R.p.j.)

AGE	N	ME HRS/ URE	PERCENTILE/PERSENTIEL			OUDERDOM
			10	50	90	
20 – 24	1					20 – 24
25 – 29	21	37	10100	16350	22080	25 – 29
30 – 34	29	39	14380	18530	23670	30 – 34
35 – 39	34	36	16240	21250	29960	35 – 39
40 – 44	40	36	17150	22500	29970	40 – 44
45 – 49	18	41	15060	22020	36300	45 – 49
50 – 54	18	39	15570	18460	29490	50 – 54
55 – 59	21	38	17700	23100	32200	55 – 59
60 – 64	13	34	12520	22540	37590	60 – 64
65 +	11	23	1280	12750	21790	65 +
TOTAL	206	36	14940	19960	30060	TOTAAL

Hrs = working hours per week

Ure = werksure per week

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	5	39			16350		Landbou
Chemical	16	42	39	9920	23400	29790	Chemies
Civil	50	41	36	15340	19510	29620	Siviel
Electrical	41	38	38	15580	20600	27840	Elektries
Industrial	7	42			23000		Bedryfs
Mechanical	37	41	36	10660	20000	36600	Meganies
Metallurgical	4						Metallurgies
Mining	9	48			20600		Mynbou
Other	37	47	36	11590	19930	31050	Ander
TOTAL	206	41	36	14940	19960	30060	TOTAAL

Hrs = working hours per week

Oud = ouderdom // Ure = werksure per week

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 1973–1981 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 1973–1981-opnames 39, 40
- Werkgewer 31, 33, 34, 35 en figuur 5

TABEL 30
MANAGERIAL AND ADMINISTRATIVE OCCUPATIONS
BESTUURS- EN ADMINISTRATIEVE BEROEPE
INCOME ACCORDING TO OCCUPATION AND EMPLOYER (R.p.a.)
INKOMSTE VOLGENS BEROEP EN WERKGEWER (R.p.j.)

OCCUPATION	PUBLIC SECTOR OPENBARESEKTOR					PRIVATE SECTOR PRIVATE SEKTOR					SELF-EMPLOYED SELFGEEËMPLOJEERD					BEROEP		
	N	MEDIAAN AGE	HRS	10	90	N	MEDIAAN OUD	URE	10	90	N	MEDIAAN AGE	HRS	10	90			
				PERCENTILE/PERSENTIEL	PERCENTILE/PERSENTIEL				PERCENTILE/PERSENTIEL	PERCENTILE/PERSENTIEL				PERCENTILE/PERSENTIEL	PERCENTILE/PERSENTIEL			
Directors																Direkteure		
Company Contracts						23	52	41	14640	37000	57820	18	53	46	19400	30000	129690	Maatskappy Kontrakte
Development						5	44			40000		1						Ontwikkelings
Director of companies						14	55	46	21500	54500	78560	14	56	44	5800	31750	345500	Direkteur van maatskappye
Engineering Executive	7	54		26830		6	45			31000		1						Ingenieurs
Financial	1					7	56			45000		1						Uitvoerende Finansiële
Managing Manufacturing	1					2		46	26000	42500	65970	52	44	51	18600	36000	50000	Besturende Vervaarligings
Marketing Production						125	49			35000		1						Bemarkings
Regional	3					6	56			40750		2						Produksie
Research	4					6	42			30750		1						Streeks
Sales						1												Navorsings
Technical Works	2					2												Verkoops
Other	18	57	38	22100	26000	30080						4						Tegniese Werke
Managers, Administrators, Superintendents						40	53	43	22490	34250	61860	15	52	47	16200	36000	147600	Ander Bestuurders, Administrators, Superintendente
Administrative Area	3					5	40			21790								Administratiewe Gebieds
Building						14	48	36	16800	31000	38680							Bou
Commercial						1												Handels
Company						3												Maatskappy
Computer	3					5	36			27890		1						Rekenaar
Construction						18	38	36	12090	24280	40000	1						Konstruksie
Contract	1					8	37			26890								Kontrak
Development	1					20	38	47	15180	25870	44460	2						Ontwikkelings
Distribution						8	49			25350								Distribusie
Divisional						6	54			28880								Afdelings
Engineering	5	46		27300		23	38	41	20620	27300	36000	1						Ingenieurs
Factory	5	52		26000		68	44	41	15680	26000	49900	3						Fabrieks
Farm						17	53	41				1						Plaas
Financial	2					2												Finansiële
Financial	3					3												Finansiële

Hrs = working hours per week

Oud = ouderdom // Ure = werksure per week

TABLE 30 (CONTINUED)

TABLE 30 (VERVOLG)

OCCUPATION	PUBLIC SECTOR OPENBARE SEKTOR				PRIVATE SECTOR PRIVATE SEKTOR				SELF-EMPLOYED SELFGEEËMPLOUEERD				BEROEP							
	N	MEDIAN AGE	HRS	10	50	90	N	OUD	URE	10	50	90		N	MEDIAN AGE	HRS	10	50	90	
																				PERCENTILE/PERSENTIEEL
General	5	61	32830				93	44	46	24810	34450	53320	1							Algemene
Industrial							4													Bedryfs
Insurance							2													Assuransie
Investment							2													Beleggings
Liaison							1													Skakel
Manufacturing							3													Vervaardigings
Marketing							30	42	41	22090	29120	42000								Bemarkings
Market development							1													Markontwikkelings
Materials							1													Materiaal
Medical	1						7	36			25440									Mediese
Metallurgical							5	36			23800									Metallurgiese
Mill							18	40	46	26790	30770	52030								Meul
Mine							3													Myn
Operations							6	48			21590									Operasionele
Personnel	2						2				26000									Personeel
Planning	2						19	35	40	21000		34000								Beplannings
Plant							4													Aanleg
Product							30	35	41	19800	24730	36050	1							Produkte
Production							64	42	38	20100	26680	36790	2							Produksie
Project	5	40	21450				1													Projek
Property							2													Eiendoms
Purchasing							7	37			23520									Aankoop
Quality control							7	46			27630									Kwaliteitsbeheer
Research							9	48			32000									Navorsings
Sales	1						47	44	41	20630	29200	43520								Verkoops
Technical							3													Tegniese
Township	1						2													Woonbuurt
Training	1						22	38	42	18150	29400	39310	1							Opleidings
Transport	1						43	45	41	19140	26000	38480	42	48	47	8650	20300	41310		Vervoer
Works	9	48	29900				2													Werke
Other	1																			Ander
Accountant secretary																				Rekenmeestersekretaris
Other administrative																				Ander administratief
Head of department	6	45	23760				6	60			30600									Afdelingshoof
High executive posts e.g.	5	59	26400																	Hoë uitvoerende pos bv.
Commissioner-general,																				Kommissaris-generaal,
Manager assistant,																				Bestuursassistent,
Technical control officer	1																			Tegniese beheerbeampte
TOTAL	96	54	38	19600	25930	32700	930	44	42	20190	30000	50540	166	47	48	13440	30000	58600		TOTAAL

Hrs = working hours per week

Oud = ouderdom // Ure = werksure per week

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

TABEL 31
BESTUURS- EN ADMINISTRATIEVE BEROEPE
INKOMSTE VOLGENS OUDERDOM EN WERKGEWER (R.P.J.)

AGE	PUBLIC SECTOR/OPENBARE SEKTOR					PRIVATE SECTOR/PRIVATE SEKTOR					OUD
	N	ME HRS	PERCENTILE/PERSENTIEL			N	ME URE	PERCENTILE/PERSENTIEL			
			10	50	90			10	50	90	
20-24						1					20-24
25-29	1					33	41	14920	20000	25680	25-29
30-34	1					127	41	18920	24280	33900	30-34
35-39	13	37	12380	24050	33560	170	41	21050	28570	40000	35-39
40-44	13	36	20700	26000	31360	154	42	23830	32440	50000	40-44
45-49	8			25460		116	45	21980	32950	54000	45-49
50-54	18	41	22030	26920	34100	118	43	22690	33330	54000	50-54
55-59	22	39	19480	25350	29770	119	41	24000	36400	59580	55-59
60-64	16	39	22990	28950	38680	64	42	20550	31060	63000	60-64
65+	4					28	37	9890	24100	70500	65+
TOTAL	96	38	19600	25930	32700	930	42	20190	30600	50540	TOTAAL

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = WERKSURE PER WEEK

TABLE 31 (CONTINUED)

TABEL 31 (VERVOLG)

AGE	SELF-EMPLOYED/SELFGEEEMPLOJEERD					TOTAL/TOTAAL					OUD
	N	ME HRS	PERCENTILE/PERSENTIEL			N	ME URE	PERCENTILE/PERSENTIEL			
			10	50	90			10	50	90	
20-24						1					20-24
25-29	5			15000		39	41	12620	19950	26000	25-29
30-34	20	50	12080	25500	131000	148	42	18000	24290	37280	30-34
35-39	21	57	16000	30000	41400	204	42	21000	28110	40000	35-39
40-44	32	50	18600	30000	56030	199	44	22600	31940	50000	40-44
45-49	15	55	13030	28000	50000	139	46	20000	32000	53060	45-49
50-54	20	49	16000	36000	172000	156	43	22570	32990	54000	50-54
55-59	25	46	11400	30000	70000	166	41	20840	34250	60260	55-59
60-64	19	44	8500	25000	50000	99	42	19500	28980	60000	60-64
65+	12	44	4350	30000	63600	44	39	8580	24100	65360	65+
TOTAL	169	49	13200	30000	58000	1195	42	19660	29350	50000	TOTAAL

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = WERKSURE PER WEEK

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

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

AGE	PROFESSIONAL ENGINEER PROFESSIONELE INGENIEUR			ENGINEER-IN-TRAINING INGENIEUR-IN-OPLEIDING			NOT REGISTERED NIE GEREgistREER			OUD
	N	IME HRS	PERCENTILE/PERSENTIEL 10 50 90	N	IME HRS	PERCENTILE/PERSENTIEL 10 50 90	N	IME HRS	PERCENTILE/PERSENTIEL 10 50 90	
20-24	1			1			1			20-24
25-29	7	19800		21	41	11760 19630 25840	11	41	13090	20020 41800
30-34	65	40	19560 24300 35400	27	43	13120 21600 37370	54	44	17420 26000 43500	25-29 30-34
35-39	120	44	21010 27300 41390	8		30170	73	42	20930 28650 37920	35-39
40-44	137	45	23450 31800 50240	2			55	41	22000 31200 50000	40-44
45-49	97	46	20000 31000 53100	1			37	46	23980 34060 67220	45-49
50-54	123	43	23750 33000 54000				30	43	19650 32800 56750	50-54
55-59	114	40	22050 33880 55000				48	44	19230 34300 69100	55-59
60-64	73	42	19860 28930 59600	1			22	41	11650 28710 78210	60-64
65+	34	39	7510 23500 61360				9		27000	65+
TOTAL	770	42	20310 30000 50000	60	43	13020 21840 37970	340	42	19710 29080 50000	TOTAAL

HRS = WORKING HOURS PER WEEK OUD = GUDERDOM//URE = WERKSURE PER WEEK

TABEL 32 (CONTINUED)

AGE	NOT INDICATED NIE AANGEDUI			TOTAL TOTAAL			OUD			
	N	IME HRS	PERCENTILE/PERSENTIEL 10 50 90	N	IME HRS	PERCENTILE/PERSENTIEL 10 50 90	N	IME HRS	PERCENTILE/PERSENTIEL 10 50 90	
20-24	1			1			1			20-24
25-29				39	41	12620 19950 26000	39	41	13090	25-29
30-34	2			148	42	18000 24290 37280	54	44	17420	30-34
35-39	3			204	42	21000 28110 40000	73	42	20930	35-39
40-44	5	40000		199	44	22600 31940 50000	55	41	22000	40-44
45-49	4			139	46	20000 32000 53060	37	46	23980	45-49
50-54	3			156	43	32990 54000	30	43	19650	50-54
55-59	4			166	41	20840 60260	48	44	19230	55-59
60-64	3			99	42	28980 60000	22	41	11650	60-64
65+	1			44	39	8580 24100 65360	9		27000	65+
TOTAL	25	42	14130 31500 66090	1195	42	19660 29350 50000	340	42	19710 29080 50000	TOTAAL

HRS = WORKING HOURS PER WEEK OUD = GUDERDOM//URE = WERKSURE PER WEEK

TABLE 33
MANAGERIAL AND ADMINISTRATIVE OCCUPATIONS
INCOME ACCORDING TO PROFESSIONAL STATUS
AND EMPLOYER (R.P.A.)

TABEL 33
BESTUURS- EN ADMINISTRATIEVE BERGEP
INKOMSTE VOLGENS PROFESSIONELE STATUS
EN WERKGEWER (R.P.J.)

PROFESSIONAL STATUS	PUBLIC SECTOR/OPENBARE SEKTOR				PRIVATE SECTOR/PRIVATE SEKTOR				PROFESSIONELE STATUS
	N	MEDIAN WAGE HRS	PERCENTILE/ PERSENTIEL 10 50 90	N	MEDIAAN LOUD URE	PERCENTILE/ PERSENTIEL 10 50 90	N	MEDIAAN LOUD URE	
PROFESSIONAL ENGINEER	79	54	38 20000 26000 32400	601	47	42 21080 30500 51000			PROFESSIONELE INGENIEUR
ENGINEER IN TRAINING	11			48	30	42 17410 22000 34410			INGENIEUR-IN-OPLEIDING
NOT REGISTERED	16	52	39 10610 24030 36800	264	42	41 20500 29850 50000			NIE GEREГИSTREER
NOT INDICATED				17	44	42 14880 32500 71180			NIE AANGEDUI
TOTAL	96	54	38 19600 25930 32700	930	44	42 20190 30000 50540			TOTAAL

HRS = WORKING HOURS PER WEEK

LOUD = GUDERDOM//URE = WERKSURE PER WEEK

TABLE 33 (CONTINUED)

TABEL 33 (VERVOLG)

PROFESSIONAL STATUS	SELF-EMPLOYED/SELFGEEËMPLOJEERD				TOTAL/TOTAAL				PROFESSIONELE STATUS	
	N	MEDIAN WAGE HRS	PERCENTILE/ PERSENTIEL 10 50 90	N	MEDIAAN LOUD URE	PERCENTILE/ PERSENTIEL 10 50 90	N	MEDIAAN LOUD URE		PERCENTIEL 50 90
PROFESSIONAL ENGINEER	90	47	50 15200 30000 57950	770	47	42 20310 30000 50000			PROFESSIONELE INGENIEUR	
ENGINEER IN TRAINING	11	34	51 8160 15000 43000	60	30	43 13020 21840 37970			INGENIEUR-IN-OPLEIDING	
NOT REGISTERED	60	51	48 15000 29500 69900	340	43	42 19710 29080 50000			NIE GEREГИSTREER	
NOT INDICATED	8	51		23440	25	47	42 14130 31500 66090			NIE AANGEDUI
TOTAL	169	46	49 13200 30000 58000	1195	45	42 19660 29350 50000			TOTAAL	

HRS = WORKING HOURS PER WEEK

LOUD = GUDERDOM//URE = WERKSURE 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

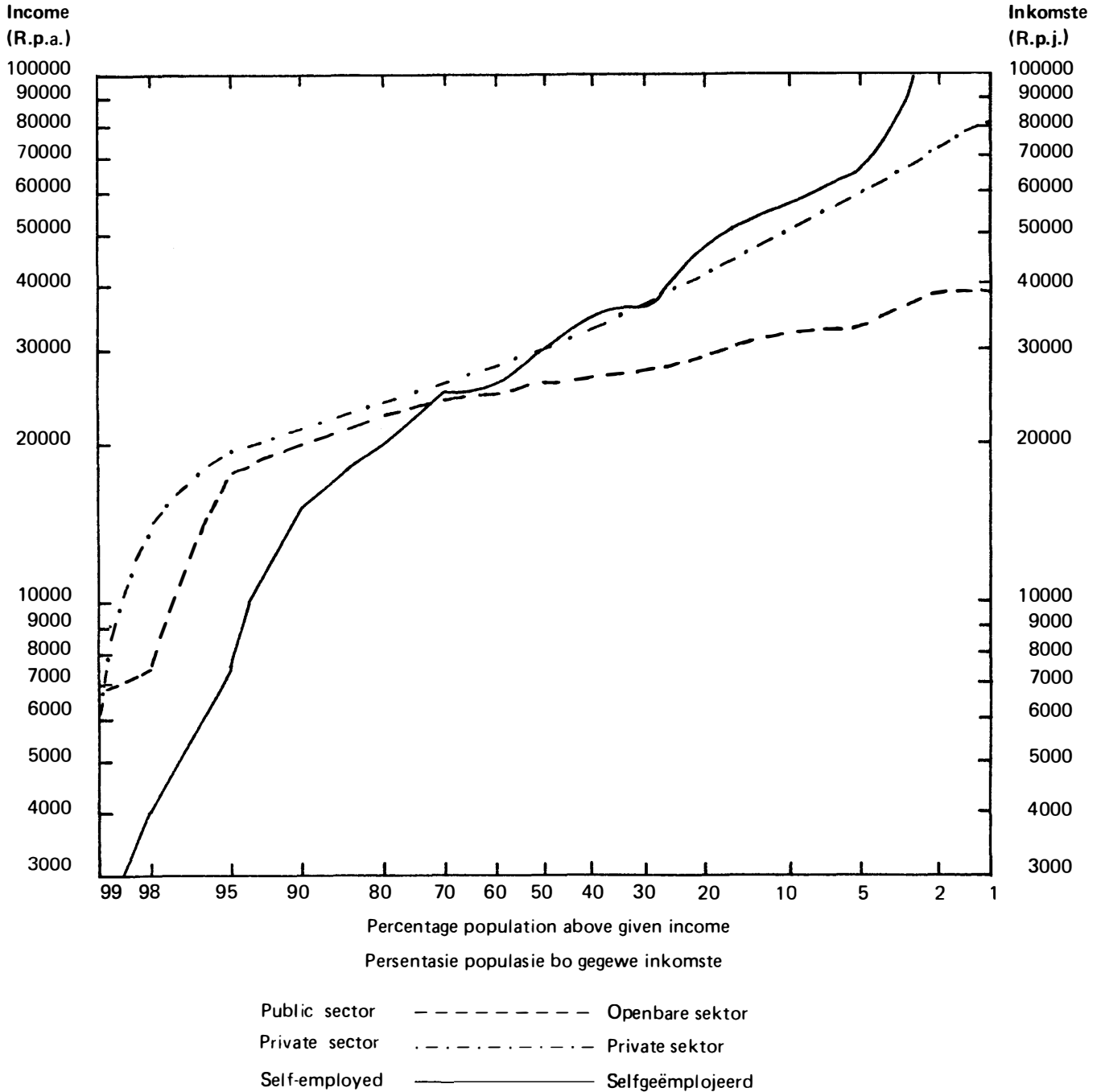


FIGURE 5 (CONTINUED)

(b) Non registered

FIGUUR 5 (VERVOLG)

(b) Nie geregistreer

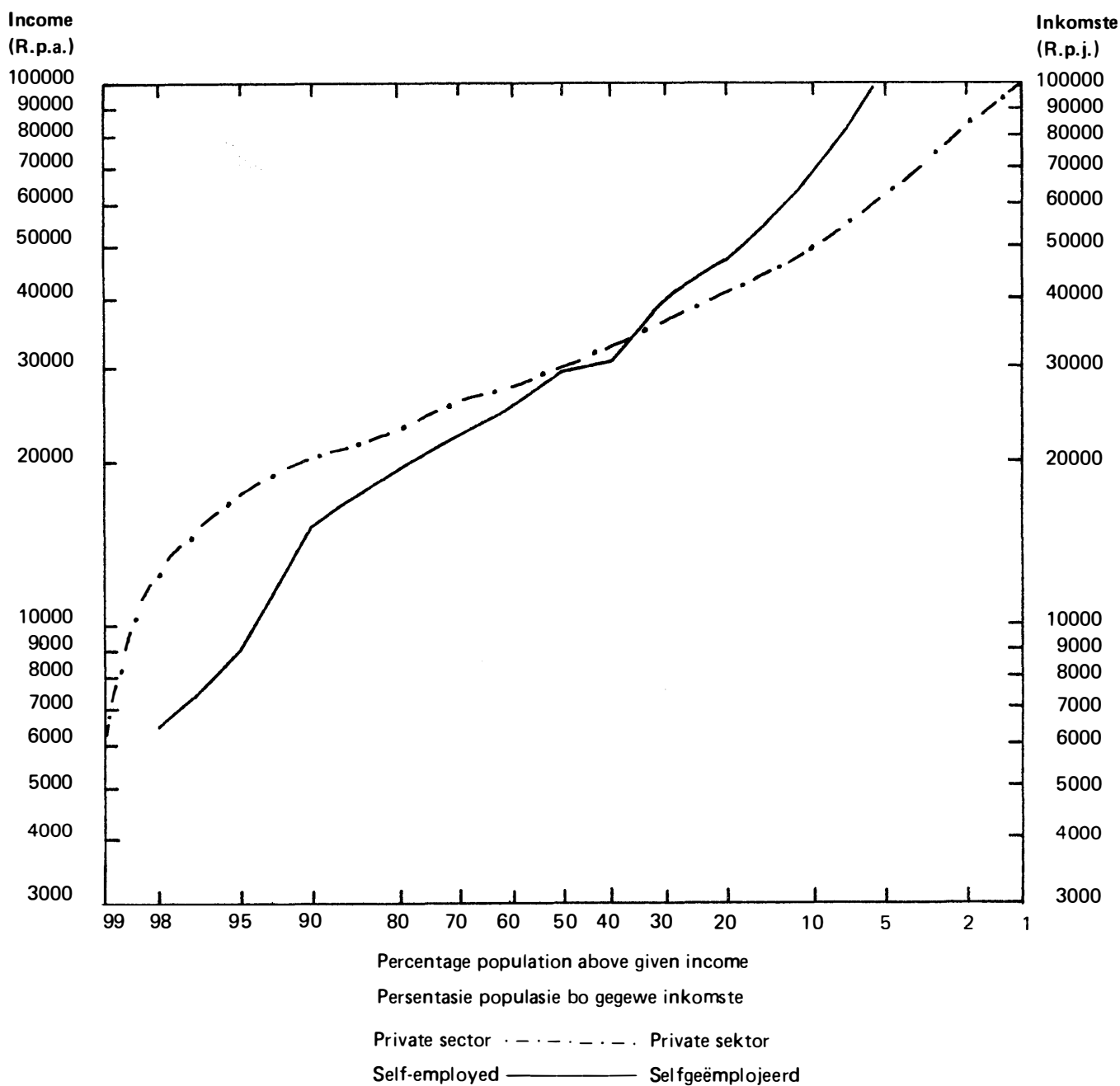
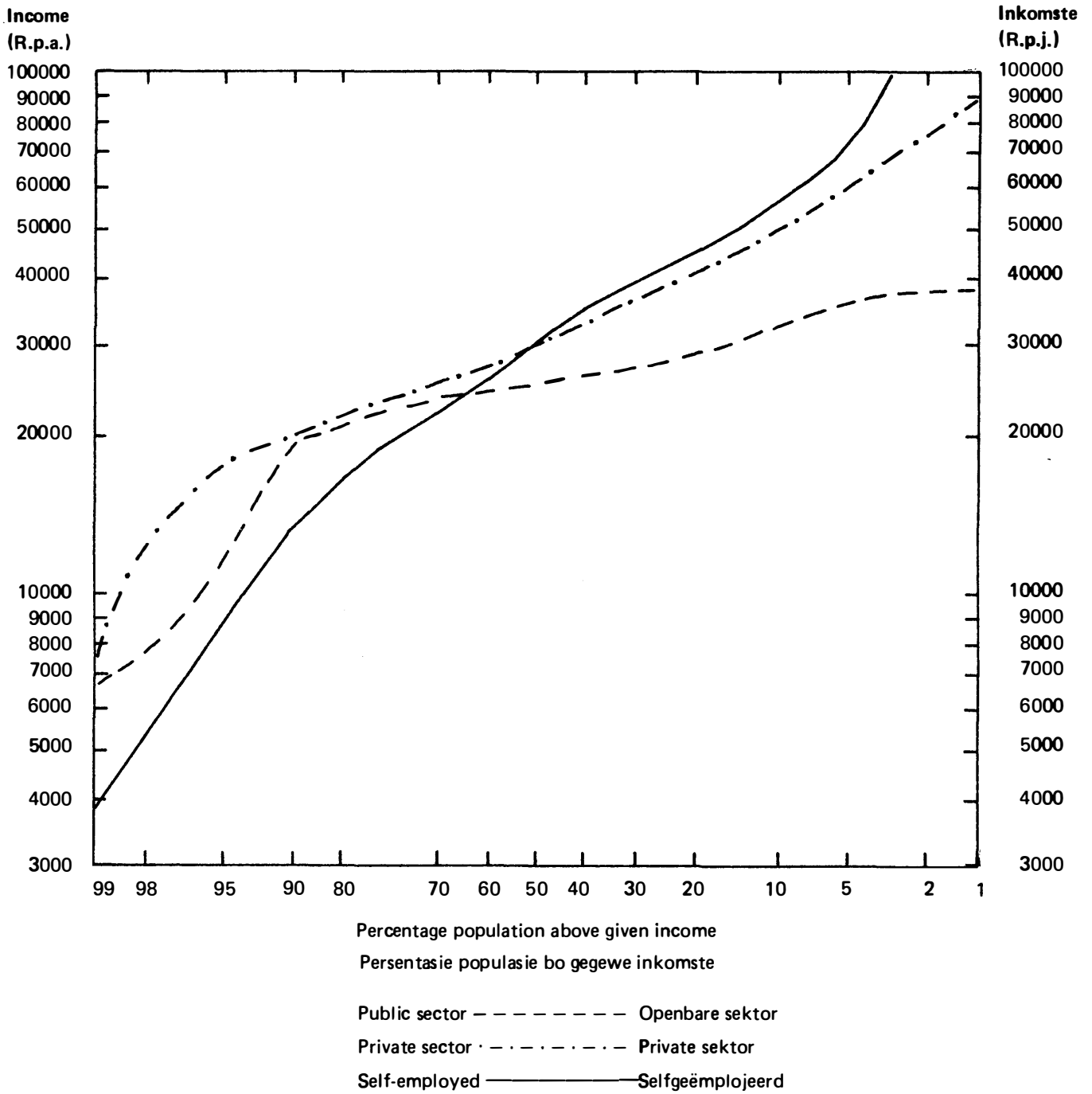


FIGURE 5 (CONTINUED)

FIGUUR 5 (VERVOLG)

(c) Total

(c) Totaal



TABEL 34
 MANAGERIAL AND ADMINISTRATIVE OCCUPATIONS
 INCOME ACCORDING TO FIELD OF STUDY OF
 ENGINEERING QUALIFICATION AND EMPLOYER (R.P.A.)

FIELD OF STUDY	PUBLIC SECTOR/OPENBARE SEKTOR				PRIVATE SECTOR/PRIVATE SEKTOR				STUDIERIGTING		
	N	MEDIAN WAGE HRS	PERCENTILE/ PERSENTIEL	PERCENTILE/ PERSENTIEL	N	MEDIAN WAGE HRS	PERCENTILE/ PERSENTIEL	PERCENTILE/ PERSENTIEL			
AGRICULTURAL	11				71	40		29500	LANDBOU-		
CHEMICAL	21				94	40	21150	29480	CHEMIESE		
CIVIL	19	54	37	19690	26000	29470	139	44	18900	49700	
ELECTRICAL	15	53	38	19540	26980	29880	148	41	19450	29640	
INDUSTRIAL	31				25	39	45	17870	29240	39380	
MECHANICAL	20	53	43	22290	26620	33720	173	45	21000	31250	
METALLURGICAL	31				24	41	42	19730	31300	64000	
MINING	21				44	47	46	24020	37500	72210	
OTHER AND UNKNOWN	31	56	39	13130	24700	30140	276	49	20490	29380	
TOTAL	96	54	38	19600	25930	32700	930	44	20190	30000	50540

HRS = WORKING HOURS PER WEEK

OUW = GUDERDOM//URE = WERKSURE PER WEEK

TABEL 34 (CONTINUED)

FIELD OF STUDY	SELF-EMPLOYED/SELFGEEËMPLOJEERD				TOTAL/TOTAAL				STUDIERIGTING			
	N	MEDIAN WAGE HRS	PERCENTILE/ PERSENTIEL	PERCENTILE/ PERSENTIEL	N	MEDIAN WAGE HRS	PERCENTILE/ PERSENTIEL	PERCENTILE/ PERSENTIEL				
AGRICULTURAL					81	40		26130	LANDBOU-			
CHEMICAL	11	44	52	8400	25000	50560	107	40	41	20000	28930	50720
CIVIL	41	44	50	13300	25000	56520	199	44	46	18000	27300	49700
ELECTRICAL	19	43	49	11800	27000	60000	182	42	41	19960	29180	46350
INDUSTRIAL	7	38			35	39	46	19590	30000	41000		
MECHANICAL	29	45	47	9000	29000	126000	222	46	43	20470	30080	56890
METALLURGICAL	31				30	41	43	19850	30250	63800		
MINING	4				50	47	46	23100	37500	67180		
OTHER AND UNKNOWN	55	52	48	15000	31000	50000	362	50	41	19620	29000	47350
TOTAL	169	46	49	13200	30000	58000	1195	45	42	19660	29350	50000

HRS = WORKING HOURS PER WEEK

OUW = GUDERDOM//URE = WERKSURE PER WEEK

TABEL 35

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

TABEL 35
BESTUURS- EN ADMINISTRATIEWE BEROEPE
INKOMSTE VOLGENS EKONOMIESE SEKTOR
EN WERKGEWER (R.p.j.)

ECONOMIC SECTOR	EMPLOYEES WERKNEMERS						SELF-EMPLOYED SELFGEEËMPLOJEERD						TOTAL TOTAAL						EKONOMIESE SEKTOR
	N	M AGE	HRS	PERCENTILE/PERSENTIEL			N	M OUD	HRS	PERCENTILE/PERSENTIEL			N	M AGE	HRS	PERCENTILE/PERSENTIEL			
				10	50	90				10	50	90				10	50	90	
01 Agriculture	11	41	43	13840	33500	55400	5	46			35000	16	43	46	12920	34250	52650	01 Landbou	
02 Mining	111	45	45	22120	33310	63510	1					112	45	45	22130	33290	63270	02 Mynbou	
03 Electricity	41	52	40	22100	29250	39970	3					44	52	40	22340	29250	40040	03 Elektrisiteit	
04 Building and construction	129	44	47	19000	30000	51400	42	44	51	12520	25000	50000	171	44	47	18100	29900	50000	04 Bou en konstruksie
05 Manufacturing	479	43	41	20350	29600	49000	43	42	51	13680	28600	49200	522	43	42	20000	29550	49000	05 Fabriekswese
06 Transport	26	49	39	22590	27450	38680	2					28	49	39	22730	27750	38810	06 Vervoer	
07 Commerce	58	49	41	17830	28130	46050	26	53	47	13200	28750	53000	84	50	42	17130	28130	46470	07 Handel
08 Financing	19	43	41	19950	26070	74600	6	50		57500		25	53	42	19170	28350	95160	08 Finanswese	
09 Medical services	2						1					3					55250	09 Mediese dienste	
10 Business services	45	43	38	19590	29340	47900	23	52	46	13200	36000	66300	68	45	41	16960	30000	55250	10 Besighheidsdienste
11 Other personal services	2						3					5	55			12400			11 Ander persoonlike dienste
12 Protection services	6	39			22800							6	39			22800			12 Beskeringsdienste
13 Government services	66	54	39	19240	26000	33040	1					67	54	39	19290	26000	43090	13 Owerheidsdienste	
14 Not indicated	31	45	46	21560	31800	64940	13	45	55	10940	30000	251200	44	45	46	20950	30900	64860	14 Nie aangedui nie
TOTAL	1026	45	41	20000	29310	50000	169	46	49	13200	30000	58000	1195	45	42	19660	29350	50000	TOTAAL

Hrs = working hours per week

Oud = ouderdom // Ure = werksure per week

TABLE 36

TABEL 36

MANAGERIAL AND ADMINISTRATIVE OCCUPATIONS
FRINGE BENEFIT STRUCTURE OF EMPLOYEES
ACCORDING TO EMPLOYER

BESTUURS- EN ADMINISTRATIEWE BEROEPE
BYVOORDELE STRUKTUUR VAN WERKNEMERS
VOLGENS WERKGEWER

EMPLOYER	TOTAL NUMBER OF EMPLOYEES TOTAAL AANTAL WERKNEMERS	QUESTION NOT ANSWERED VRAAG NIE BEANTWOORD NIE	DO NOT RECEIVE FRINGE BENEFIT ONTVANG NIE BYVOORDEEL 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	10	50	90	
(a) Pension									(a) Pensioen
Government	N % 23 100	2 8,7	3 13,0	3 13,0	15 65,2	760	2000	6050	N % Staat
Local authority	N % 11 100	2 18,2	2 18,2	1 9,1	8 72,7		1470		N % Plaaslike owerheid
Semi-government	N % 62 100	2 3,2	6 9,7	5 8,1	49 79,0	750	2000	5000	N % Semi-staat
Public sector	N % 96 100	4 4,2	11 11,5	9 9,4	72 75,0	820	2000	5000	N % Openbare sektor
Public corporation	N % 111 100	5 4,5	6 5,4	7 6,3	93 83,8	570	2000	5000	N % Openbare korporasie
Private firm	N % 819 100	47 5,7	68 8,3	34 4,2	670 81,8	500	2000	4850	N % Private firma
Private sector	N % 930 100	52 5,6	74 8,0	41 4,4	763 82,0	500	2000	4940	N % Private sektor
TOTAL	N % 1026 100	56 5,5	85 8,3	50 4,9	835 81,4	500	2000	5000	N % TOTAAL

(b) Motor-car										(b) Motor									
Government	N % 23 100	3 13,0	11 47,8	9 39,1				1000		N % Staat									
Local authority	N % 11 100	2 18,2	7 63,6	2 18,2						N % Plaaslike owerheid									
Semi-government	N % 62 100	12 19,4	24 38,7	1 40,3	25 40,3	470	2000	5030		N % Semi-staat									
Public sector	N % 96 100	17 17,7	42 43,8	1 37,5	36 37,5	480	1650	5440		N % Openbare sektor									
Public corporation	N % 111 100	10 9,0	22 19,8	2 1,8	77 69,4	400	2000	4000		N % Openbare korporasie									
Private firm	N % 819 100	26 3,2	48 5,9	38 4,6	707 86,3	380	1500	3600		N % Private firma									
Private sector	N % 930 100	36 3,9	70 7,5	40 4,3	784 84,3	400	1590	3600		N % Private sektor									
TOTAL	N % 1026 100	53 5,2	112 10,9	41 4,0	820 79,9	400	1600	3600		N % TOTAAL									

(c) Entertainment allowance										(c) Onthaaltoelae									
Government	N % 23 100	7 30,4	13 56,5	3 13,0						N % Staat									
Local authority	N % 11 100	2 18,2	8 72,7	1 9,1						N % Plaaslike owerheid									
Semi-government	N % 62 100	13 21,0	24 38,7	1 38,7	24 38,7	300	300	850		N % Semi-staat									
Public sector	N % 96 100	22 22,9	45 46,9	1 1,0	28 29,2	300	300	910		N % Openbare sektor									
Public corporation	N % 111 100	24 21,6	58 52,3	29 26,1	29 26,1	600	1000	3000		N % Openbare korporasie									
Private firm	N % 819 100	137 16,7	318 38,8	12 1,5	352 43,0	490	1200	2400		N % Private firma									
Private sector	N % 930 100	161 17,3	376 40,4	12 1,3	381 41,0	500	1200	2400		N % Private sektor									
TOTAL	N % 1026 100	183 17,8	421 41,0	13 1,3	409 39,9	350	1000	2400		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			
				TOTAL AN-TAL WERK-NEMERS	VRAAG NIE BEANT-WOORD NIE	ONTVANG NIE BYVOOR-DEEL NIE	VALUE NOT INDICATED WAARDE NIE AANGE-DUI NIE	VALUE INDICATED (R.p.a.) WAARDE AANGEDUI (R.p.j.)				
								N		PERCENTILE/PERSENTIEL		
					10	50	90					
(d) Housing									(d) Behuising			
Government	N % 23 100	2 8,7	5 21,7		16 69,6	160	880	3960	N % Staat			
Local authority	N % 11 100	1 9,1	4 36,4		6 54,5		560		N % Plaaslike owerheid			
Semi-government	N % 62 100	9 14,5	14 22,6	4 6,5	35 56,5	380	1100	2880	N % Semi-staat			
Public sector	N % 96 100	12 12,5	23 24,0	4 4,2	57 59,4	330	1000	3120	N % Openbare sektor			
Public corporation	N % 111 100	7 6,3	11 9,9	7 6,3	86 77,5	420	1500	3660	N % Openbare korporasie			
Private firm	N % 819 100	171 20,9	444 54,2	13 1,6	191 23,3	570	2000	5000	N % Private firma			
Private sector	N % 930 100	178 19,1	455 48,9	20 2,2	277 29,8	540	1920	5000	N % Private sektor			
TOTAL	N % 1026 100	190 18,5	478 46,6	24 2,3	334 32,6	500	1690	4800	N % TOTAAL			

(e) Other fringe benefits										(e) Ander byvoordele									
	N % 23 100	4 17,4	7 30,4		12 52,2	60	170	1610		N % Staat									
	N % 11 100	2 18,2	5 45,5		4 36,4					N % Plaaslike owerheid									
	N % 62 100	21 33,9	19 30,6	1 1,6	21 33,9	50	200	580		N % Semi-staat									
	N % 96 100	27 28,1	31 32,3	1 1,0	37 38,5	40	180	520		N % Openbare sektor									
	N % 111 100	28 25,2	38 34,2	2 1,8	43 38,7	50	250	1030		N % Openbare korporasie									
	N % 819 100	190 23,2	355 43,3	2 0,2	272 33,2	110	410	1500		N % Private firma									
	N % 930 100	218 23,4	393 42,3	4 0,4	315 33,9	100	400	1500		N % Private sektor									
TOTAL	N % 1026 100	245 23,9	424 41,3	5 0,5	352 34,3	100	300	1370		N % TOTAAL									
Government	N % 23 100	4 17,4	7 30,4		12 52,2	60	170	1610	N % Staat										
Local authority	N % 11 100	2 18,2	5 45,5		4 36,4				N % Plaaslike owerheid										
Semi-government	N % 62 100	21 33,9	19 30,6	1 1,6	21 33,9	50	200	580	N % Semi-staat										
Public sector	N % 96 100	27 28,1	31 32,3	1 1,0	37 38,5	40	180	520	N % Openbare sektor										
Public corporation	N % 111 100	28 25,2	38 34,2	2 1,8	43 38,7	50	250	1030	N % Openbare korporasie										
Private firm	N % 819 100	190 23,2	355 43,3	2 0,2	272 33,2	110	410	1500	N % Private firma										
Private sector	N % 930 100	218 23,4	393 42,3	4 0,4	315 33,9	100	400	1500	N % Private sektor										
TOTAL	N % 1026 100	245 23,9	424 41,3	5 0,5	352 34,3	100	300	1370	N % TOTAAL										

TABLE 37

TABEL 37

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

BESTUURS- EN ADMINISTRATIEWE BEROEPE
WAARDE VAN BYVOORDELE VOLGENS
INKOMSTE EN WERKGEWER (R.p.j.)

FRINGE BENEFIT AND INCOME	GOVERNMENT STAAT				LOCAL AUTHORITY PLAASLIKE OWERHEID				SEMI-GOVERNMENT SEMI-STAAT				PUBLIC CORPORATION OPENBARE KORPORASIE				PRIVATE FIRM PRIVATE FIRMA			
	PERCENTILE PERSENTIEL				PERCENTILE PERSENTIEL				PERCENTILE PERSENTIEL				PERCENTILE PERSENTIEL				PERCENTILE PERSENTIEL			
	N	10	50	90	N	10	50	90	N	10	50	90	N	10	50	90	N	10	50	90
(a) Pension Pensioen																				
< 4999																				
5000 - 9999																				
10000 - 14999																				
15000 - 19999																				
20000 - 24999	6		1580		2				1				2							
25000 - 29999	8		2200		2				3				2							
30000 - 34999					4				17	670	1730	4500	26	970	1710	3000	106	360	1500	3020
35000 - 39999									20	600	2120	4950	30	520	2000	4140	138	590	1850	3560
40000 - 44999									4				12	320	2190	5060	123	500	2000	3630
45000 - 49999	1								4				12	190	2580	5200	69	600	2500	5000
50000 +													4				58	580	2500	5000
													1				30	690	3930	5500
													5		7000		90	610	3850	8970

(b) Motor-car
Motor

< 4999																				
5000 - 9999																				
10000 - 14999																				
15000 - 19999																				
20000 - 24999																				
25000 - 29999	3				1				1				2							
30000 - 34999	6		1980						6		1600		19	400	2000	4000	116	360	2000	3600
35000 - 39999									13	920	2000	5930	22	370	2000	3000	141	500	1500	3600
40000 - 44999									3				13	1000	1200	5220	131	360	1500	4000
45000 - 49999									2				10	70	1950	4620	75	380	1200	3600
50000 +													3				65	360	1200	4320
													2				33	300	1000	3000
													5		3600		89	360	1200	4000

(c) Entertainment
allowance
Onthaaltoelae

< 4999																				
5000 - 9999																				
10000 - 14999																				
15000 - 19999																				
20000 - 24999																				
25000 - 29999	3				1				3				7		720		30	360	600	1930
30000 - 34999									14	300	300	850	2				58	410	820	1500
35000 - 39999									4				2				79	360	1000	1950
40000 - 44999									3				10	120	720	1940	41	520	1000	2320
45000 - 49999													2				44	450	1200	2400
50000 +													2				23	740	1500	3000
													6		2800		66	1000	1680	3500

(d) Housing
Behuising

< 4999																				
5000 - 9999																				
10000 - 14999																				
15000 - 19999																				
20000 - 24999	6		760		2				3				2				3			
25000 - 29999	8		1200		1				15	300	1000	1730	24	450	1500	3250	33	740	2100	5300
30000 - 34999	1				3				10	420	2050	6240	27	420	1310	3640	42	570	1650	5220
35000 - 39999	1								5		1100		14	800	1900	4150	34	500	1700	6150
40000 - 44999									2				9		1200		23	460	3000	5760
45000 - 49999													4				17	530	1800	5600
50000 +													1				5		1800	
													4				26	530	2900	5900

(e) Other fringe
benefits
Ander byvoordele

< 4999																				
5000 - 9999																				
10000 - 14999																				
15000 - 19999																				
20000 - 24999	4								1				1				17	90	500	1510
25000 - 29999	7		200		2				7		160		13	30	300	1720	44	80	330	780
30000 - 34999					2				8		200		12	30	110	500	53	110	300	1300
35000 - 39999									3				7		200		43	100	360	1620
40000 - 44999									2				6		390		34	170	480	1750
45000 - 49999	1												2				25	100	500	2000
50000 +													1				13	100	300	2200
													1				39	200	500	3500

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

TABEL 38

BESTUURS- EN ADMINISTRATIEWE BEROEPE
INKOMSTEPAKKET VAN WERKNEMERS WAT
EEN OF MEER BYVOORDELE ONTVANG EN
DIE WAARDE AANGEDUI HET, VOLGENS WERKGEWER

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	9	57	40	27300	5140	34060	17,8						Staat			
Local authority	6	56	36	25350	2260	28010	8,7						Plaaslike owerheid			
Semi-government	28	54	38	22690	1330	24430	5,7	10480	44230	18,5	31,8		Semi-staat			
Public sector	43	54	38	21520	1120	23800	5,4	10590	44060	17,8	36,8		Openbare sektor			
Public corporation	65	43	40	21400	1830	25990	6,7	11590	53140	20,5	32,1		Openbare korporasie			
Private firm	519	44	42	21000	1800	24050	6,1	10860	61000	14,9	33,2		Private firma			
Private sector	584	44	42	21000	1800	24220	6,3	10890	60100	15,2	32,9		Private sektor			
TOTAL	627	44	41	21000	1770	24200	6,2	10840	59860	15,3	32,7		TOTAAL			

Hrs = working hours per week

Oud = ouderdom // Ure = werksure per week

TABLE 39

TABEL 39

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

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

INCOME (R.p.a.) INKOMSTE (R.p.j.)		AGE / OUDERDOM									
		20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	TOTAL TOTAAL
1973	N	2	78	230	273	264	446	363	210	141	2007
Percentile/ Persentiel	10		5150	7320	8230	8580	8680	8770	8370	7870	8080
	50		7570	9740	11020	11880	12050	11990	12170	12030	11360
	90		10400	15920	20090	22220	21390	22520	23710	23960	20550
1975	N		41	105	147	109	170	163	106	43	884
Percentile/ Persentiel	10		8280	10250	11610	11190	11630	11610	10940	10650	10750
	50		10420	13250	15110	15610	17130	16590	17110	16380	15510
	90		13980	19750	22860	24530	25670	28700	39250	29700	25550
1977	N	1	24	108	127	99	114	129	111	46	759
Percentile/ Persentiel	10		10800	12180	13170	14090	13350	15240	13870	14200	13210
	50		14670	16500	18170	20250	20900	22680	20500	22000	19770
	90		18800	24550	30720	29050	35600	34650	36610	46000	33570
1979	N		31	119	152	151	116	134	143	64	910
Percentile / Persentiel	10		9100	14650	16090	18080	16230	15850	16660	13130	15500
	50		13830	19100	21580	24190	23830	25670	25060	23000	22490
	90		18730	26780	30310	36980	40400	42300	41570	48600	37600
1981	N	1	39	148	204	199	139	156	166	99	1151
Percentile/ Persentiel	10		12620	18000	21000	22600	20000	22570	20840	19500	20000
	50		19950	24290	28110	31940	32000	32990	34250	28980	29470
	90		26000	37280	40000	50000	53060	54000	60260	60000	50000
Yearly % increase in median income Jaarlikse % styging in mediaaninkomste											
	1973 - 1975		17,3	16,6	17,1	14,6	19,2	17,6	18,6	16,7	16,8
	1975 - 1977		18,7	11,6	9,7	13,9	10,5	16,9	9,5	15,9	12,9
	1977 - 1979		- 2,9	7,6	9,0	9,3	6,8	6,4	10,6	2,2	6,7
	1979 - 1981		20,1	12,8	14,1	14,9	15,9	13,4	16,9	12,2	14,5
	1973 - 1981		12,9	12,1	12,4	13,2	13,0	13,5	13,8	11,6	12,7

TABLE 40

TABEL 40

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

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

INCOME (R.p.a.) INKOMSTE (R.p.j.)		EMPLOYER / WERKGEWER		
		PUBLIC SECTOR OPENBARE SEKTOR	PRIVATE SECTOR PRIVATE SEKTOR	SELF-EMPLOYED SELFGEEËMPLJOEERD
1973 *	N	340	1379	323
Percentile/ Persentiel	10	7700	8110	7550
	50	9730	11640	15470
	90	12130	19620	33810
1975	N	75	699	110
Percentile/ Persentiel	10	9630	10970	10000
	50	13500	15680	18110
	90	17500	25180	42500
1977	N	42	622	95
Percentile/ Persentiel	10	12070	13490	12500
	50	15400	20090	20940
	90	18880	33390	40630
1979	N	61	730	119
Percentile/ Persentiel	10	13370	16310	10300
	50	17810	23610	20470
	90	20650	38140	40550
1981	N	92	902	157
Percentile/ Persentiel	10	20340	20490	13940
	50	26000	30000	30000
	90	32700	50000	58000
Yearly % increase in median income Jaarlikse % styging in mediaaninkomste				
		17,8	16,1	8,2
		6,8	13,2	7,5
		7,5	8,4	- 1,1
		20,8	12,7	21,1
		13,1	12,6	8,6

* 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 1973–1981 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 1973–1981-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
TOTALE EKONOMIES BEDRIJWIGE GROEP
INKOMSTE VOLGENS WERKGEVER EN OUDERDOM (R.P.J.)
41.1 WERKNEMERS IN OPENBARE SEKTOR

AGE	GOVERNMENT STAAT						LOCAL AUTHORITY PLAASLIKE OEFERHEID						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	11	39	1210	7740	12480						3						23		
24	25	39	1330	7670	11210	6					15	36	8470	10660	12360		24		
(20-24)	36	39	1310	7710	11200	6			11730		18	36	8870	10660	13720		(20-24)		
25	33	38	1700	8290	11400	2					28	36	8620	11440	12920		25		
26	23	37	7030	9100	12970	7			14620		35	37	9480	12610	17420		26		
27	29	37	8640	11550	14000	6			13650		31	36	10630	13760	18340		27		
28	36	36	9920	12480	15410	14	36	11840	13980	18520	37	37	10800	13900	20150		28		
29	40	37	10510	13000	16030	11	37	13130	14470	18970	32	37	11790	16140	19980		29		
(25-29)	161	37	7080	11310	15410	40	37	12080	14090	18190	163	37	9900	13300	18720		(25-29)		
30	29	38	12000	14400	19050	18	37	12780	16130	21490	30	38	12750	18560	23450		30		
31	11	37	11760	16120	21970	11	37	14490	17960	20630	30	37	14010	18720	21490		31		
32	22	36	12130	16120	24780	16	37	15550	17230	21510	27	37	15220	18850	22180		32		
33	21	38	15530	17550	23680	13	36	14590	19700	23500	33	37	11590	18720	21420		33		
34	12	37	16200	18510	24010	22	37	15730	20300	21740	33	38	16680	20650	23780		34		
(30-34)	95	37	12530	16120	22220	80	37	14960	18880	21870	153	37	14420	19000	22100		(30-34)		
35-39	60	38	14260	19500	24050	30	36	17630	19850	21630	131	38	17510	22100	26910		35-39		
40-44	65	36	16070	23940	26030	32	36	16230	19710	23050	91	37	18430	23800	29090		40-44		
45-49	38	39	16910	23920	26000	43	36	17390	20670	22590	44	40	17050	24650	32350		45-49		
50-54	54	38	19700	23980	28020	53	36	17640	21060	25700	72	38	18370	24700	29610		50-54		
55-59	65	38	16840	24050	28770	74	37	16830	22100	26700	76	38	18550	23920	29930		55-59		
60-64	48	38	14150	22980	26290	42	37	17050	20240	27180	51	39	18270	24700	32560		60-64		
65+	34	36	4070	16800	24050	13	35	9170	16080	20820	21	29	2760	18430	23780		65+		
TOTAL	656	37	8400	17550	25860	413	36	13980	19800	24100	820	37	11700	20020	27300		TOTAAL		

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = WERKSURE PER WEEK

TABLE 41 (CONTINUED)

41.2 EMPLOYEES IN PRIVATE SECTOR AND SELF-EMPLOYED

TABEL 41 (VERVOLG)

41.2 WERKNEMERS IN PRIVATE SEKTOR EN SELFGEËMPOLEERD

AGE	EMPLOYEES IN PRIVATE SECTOR/WERKNEMERS IN PRIVATE SEKTOR									SELF-EMPLOYED SELFGEËMPOLEERD					OUD		
	PUBLIC CORPORATION OPENBARE KORPORASIE					PRIVATE FIRM PRIVATE FIRMA				N	ME [HRS]	PERCENTILE/PERSENTIEL					
	N	ME [HRS]	PERCENTILE/PERSENTIEL			N	ME [URE]	PERCENTILE/PERSENTIEL				10	50	90			
21																	21
22																	22
23	9				11380					3							23
24	17	37	8990	12290	14820	26	37	9070	11920	16150	1						24
(20-24)	26	37	8470	12220	13390	29	37	9100	11830	15600	2						(20-24)
25	38	36	10720	13030	16500	55	37	9620	13460	17590	3						25
26	31	37	10900	14079	16510	72	37	10400	14660	18820	1						26
27	28	37	12260	15260	18400	106	37	12070	16150	20790	5			18000			27
28	29	37	13170	17420	21670	107	38	11940	17240	22390	3						28
29	18	38	12990	18650	23130	121	40	13050	18000	24260	12	46	5660	20500	34560		29
(25-29)	144	37	11460	14690	19570	46	38	11630	16100	21630	24	47	9600	20000	30600		(25-29)
30	31	37	15030	19990	23630	137	38	14000	19080	25040	14	47	13900	23000	42000		30
31	17	37	16110	20250	22910	132	38	14720	20900	26000	16	49	10200	23000	37900		31
32	29	38	16730	21220	24000	121	39	16150	21000	27400	20	44	12300	24600	47220		32
33	26	38	18260	22830	26380	106	41	18470	22060	29490	16	52	14100	33600	48300		33
34	37	39	20430	23530	26840	109	40	18000	24100	34240	23	48	12960	32000	56000		34
(30-34)	140	38	16900	21760	25990	605	39	15170	21240	28600	89	48	13200	28000	48000		(30-34)
35-39	87	37	20600	24000	30950	406	41	18470	25000	37000	130	47	16150	30000	49800		35-39
40-44	60	38	21710	26400	34340	323	40	20500	29240	48000	157	46	20000	32000	58000		40-44
45-49	47	40	21940	27600	38420	232	41	19560	29650	50340	96	46	18000	30000	51050		45-49
50-54	42	37	22320	29260	40660	227	42	20960	30500	49760	110	45	19100	35000	65400		50-54
55-59	48	39	19950	28000	39240	227	40	19430	32500	55100	113	46	15960	33000	69000		55-59
60-64	20	37	18030	23170	31700	145	38	15400	26000	51620	75	43	11280	30000	50000		60-64
65+	9				20270	98	36	7130	17930	35100	68	34	7070	19900	50800		65+
TOTAL	623	38	13000	22180	31840	2753	39	14120	23600	40580	864	46	15000	30000	53000		TOTAAL

HRS = WORKING HOURS PER WEEK

OUD = OUDERDOM//URE = WERKSURE PER WEEK

TABLE 41 (CONTINUED)

TABEL 41 (VERVOLG)

41.3 SUMMARY

41.3 OPSOMMING

AGE	PUBLIC SECTOR EMPLOYEES (TOTAL)			PRIVATE SECTOR EMPLOYEES (TOTAL)			GRAND TOTAL (EMPLOYEES AND SELF-EMPLOYED)		
	N	IME HRS	PERCENTILE/PERSENTIEL 10 50 90	N	IME URE	PERCENTILE/PERSENTIEL 10 50 90	N	IME HRS	PERCENTILE/PERSENTIEL 10 50 90
	OPENBARE SEKTOR WERKNEMERS (TOTAAL)			PRIVATE SEKTOR WERKNEMERS (TOTAAL)			GROOTTOTAAL (WERKNEMERS & SELFGEËMPLJOEERD)		
	N	IME HRS	PERCENTILE/PERSENTIEL 10 50 90	N	IME URE	PERCENTILE/PERSENTIEL 10 50 90	N	IME HRS	PERCENTILE/PERSENTIEL 10 50 90
21									
22									21
23	14	39	1230 8820 13700	12	36	5000 11210 13430	27	38	2270 10660 13770
24	46	36	3060 9470 11960	43	37	9100 12160 15560	90	36	7010 10680 14290
(20-24)	60	36	2500 9470 12470	55	37	9060 12090 15500	117	36	4240 10670 14220
25	63	37	2400 9250 12810	93	37	10240 13200 16910	159	37	7200 12000 16400
26	65	37	7910 11590 16990	103	37	10560 14500 18530	169	37	9000 13200 17600
27	66	36	9100 12740 17420	134	37	12170 15690 20480	205	37	10660 14600 19850
28	87	37	10070 13100 18380	136	38	12440 17410 21890	226	37	10800 15600 21060
29	83	37	11700 14220 19100	139	39	13000 18120 24000	234	38	12030 16550 23350
(25-29)	364	37	8400 17490 17490	605	38	11600 15640 21420	993	37	10070 14590 20480
30	77	38	12410 15980 20930	168	37	14070 19220 24500	259	38	13130 18460 24300
31	52	37	13950 18660 21430	149	38	15000 20800 25890	217	38	14140 19880 25660
32	65	36	15000 18270 22100	150	38	16310 21000 26960	235	38	15490 20000 27060
33	67	37	13940 18620 22160	132	40	18430 22100 28880	215	39	16200 21480 29270
34	67	37	16200 20050 22530	146	39	18180 24000 32150	236	39	17540 22370 32690
(30-34)	328	37	13490 18410 22100	745	38	15650 21370 27580	1162	38	15000 20310 28000
35-39	221	37	16240 21130 25390	493	40	19090 24700 35260	844	40	17580 23990 36000
40-44	188	36	17190 22150 27340	383	40	20910 28930 44600	728	40	18980 26950 45000
45-49	125	37	16930 21500 27340	279	41	20000 29000 49000	500	41	18190 26580 46950
50-54	179	38	18420 23500 28270	269	41	21200 30000 48400	558	41	19500 27400 45500
55-59	215	37	18000 23100 28830	275	40	19510 31280 54300	603	40	18430 26300 50000
60-64	141	37	16450 22880 29900	165	38	15740 26000 49040	381	38	15650 24220 44320
65+	68	35	5060 16800 23850	107	36	7300 18000 35200	243	36	6850 18000 35120
TOTAL	1889	37	10800 19500 26000	3376	39	13940 23340 39530	6129	38	12900 22100 39000
TOTAL									TOTAL

HRS = WORKING HOURS PER WEEK OUD = OUDERDOM/URE = WERKSURE PER WEEK

TABLE 42
 TOTAL ECONOMICALLY ACTIVE GROUP
 INCOME ACCORDING TO AGE AND PROFESSIONAL STATUS (R.P.A.)

AGE	PROFESSIONAL ENGINEER PROFESSIOELE INGENIEUR			ENGINEER IN TRAINING INGENIEUR-IN-OPLEIDING			NOT REGISTERED NIE GEREГИSTREER								
	N	ME (PERCENTILE/PERSENTIEL)	90	N	ME (PERCENTILE/PERSENTIEL)	50	N	ME (PERCENTILE/PERSENTIEL)	90						
20-24	11	12970	17440	101	371	3200	10660	13600	101	361	9130	11340	17240	20-24	
25-29	169	37	15600	20670	29670	705	371	9470	13780	19350	1071	371	10370	15600	25-29
30-34	655	38	18010	24000	38000	291	381	13030	13720	24700	2061	401	15660	21700	30-34
35-39	595	40	19000	27000	45150	591	371	13420	22000	33200	1961	411	16850	24650	35-39
40-44	566	40	18260	26390	46600	121	401	16840	24030	43500	1371	381	17850	26460	40-44
45-49	407	40	19850	27500	45000	21					321	421	17410	28000	45-49
50-54	470	41	18680	26000	47800	11					831	401	18040	28100	50-54
55-59	463	39	16120	24570	42000	41					1221	411	17130	27150	55-59
60-64	299	38	7000	18480	36000	31					681	401	11970	24030	60-64
65+	199	36				1					371	351	5810	14440	65+
TOTAL	3824	39	16750	24050	40450	1178	371	9670	14880	22750	10351	401	13000	23830	TOTAAL

HRS = WORKING HOURS PER WEEK

GUD = CUDERDOOM//URE = WEEKSURE PER WEEK

TABLE 42 (CONTINUED)

AGE	NOT INDICATED NIE AANGEDUI			TOTAL TOTAAL			GUD							
	N	ME (PERCENTILE/PERSENTIEL)	90	N	ME (PERCENTILE/PERSENTIEL)	90	N	ME (PERCENTILE/PERSENTIEL)	90					
20-24	51	6400	10400	1171	361	4240	10670	14220	101	361	9130	11340	17240	20-24
25-29	121	39	13140	18050	9931	371	10070	14590	20480	1071	371	10370	15600	25-29
30-34	101	37	17110	30000	11621	381	15000	20310	28000	2061	401	15660	21700	30-34
35-39	41		24000	55200	8441	401	17580	23990	36000	1961	411	16850	24650	35-39
40-44	131	38	17200	30000	7281	401	18980	26950	45000	1371	381	17850	26460	40-44
45-49	91		5840	18430	5001	411	18190	26580	46950	321	421	17410	28000	45-49
50-54	71				5581	411	19500	27400	45500	831	401	18040	28100	50-54
55-59	141	41	10110	20000	6031	401	18430	26300	50000	1221	411	17130	27150	55-59
60-64	111	39			3811	381	15650	24220	44320	681	401	11970	24030	60-64
65+	71				2431	361	6850	13000	35120	371	351	5810	14440	65+
TOTAL	921	39	10110	20000	61291	381	12900	22100	39000	10351	401	13000	23830	TOTAAL

HRS = WORKING HOURS PER WEEK

GUD = CUDERDOOM//URE = WEEKSURE PER WEEK

TABLE 42 (VERVOLG)

TABLE 43

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

TABEL 43
TOTALE EKONOMIES BEDRYWIGE GROEP
INKOMSTE VOLGENS PROFESSIONELE
STATUS EN WERKGEWER (R.P.J.)

PROFESSIONAL STATUS	PUBLIC SECTOR/OPENBARE SEKTOR			PRIVATE SECTOR/PRIVATE SEKTOR			PROFESSIONELE STATUS
	N	MEDIAN WAGE HRS	PERCENTILE/PERSENTIEL 10 50 90	N	MEDIAAN LOUD URE	PERSENTIEL/PERSENTIEL 10 50 90	
PROFESSIONAL ENGINEER	1251	44	37 15600 20940 27080	1901	43	39 17500 25240 42000	PROFESSIONELE INGENIEUR
ENGINEER IN TRAINING	426	27	37 7740 12510 18920	722	28	38 11700 16310 23670	INGENIEUR-IN-OPLÉIDING
NOT REGISTERED	185	45	37 10830 19930 27120	718	38	40 14950 24570 40730	NIE GEREGISTREER
NOT INDICATED	27	40	35 9210 17320 22330	35	42	39 12980 23520 52800	NIE AANGEDUI
TOTAL	1889	39	37 10800 19500 26000	3376	37	39 13940 23340 39530	TOTAAL

HRS = WORKING HOURS PER WEEK
 OUD = OUDERDOM//URE = WERKSURE PER WEEK

TABLE 43 (CONTINUED)

TABEL 43 (VERVOLG)

PROFESSIONAL STATUS	SELF-EMPLOYED/SELFGEEËMPLOJEERD			TOTAL/TOTAAL			PROFESSIONELE STATUS
	N	MEDIAN WAGE HRS	PERCENTILE/PERSENTIEL 10 50 90	N	MEDIAAN LOUD URE	PERSENTIEL/PERSENTIEL 10 50 90	
PROFESSIONAL ENGINEER	672	46	45 18000 30000 54710	3824	44	39 16750 24050 40490	PROFESSIONELE INGENIEUR
ENGINEER IN TRAINING	30	31	49 10410 19500 38820	1178	28	37 9670 14880 22750	INGENIEUR-IN-OPLÉIDING
NOT REGISTERED	132	47	48 12000 25000 63500	1035	40	40 13000 23830 40000	NIE GEREGISTREER
NOT INDICATED	30	54	42 5360 25940 40000	92	46	39 10110 20000 43150	NIE AANGEDUI
TOTAL	864	46	46 15000 30000 53000	6129	39	38 12900 22100 39000	TOTAAL

HRS = WORKING HOURS PER WEEK
 OUD = OUDERDOM//URE = WERKSURE PER WEEK

FIGURE 6

TOTAL ECONOMICALLY ACTIVE GROUP
INCOME ACCORDING TO PROFESSIONAL
STATUS AND EMPLOYER

(a) Professional engineers

FIGUUR 6

TOTALE EKONOMIES BEDRYWIGE GROEP
INKOMSTE VOLGENS PROFESSIONELE
STATUS EN WERKGEWER

(a) Professionele ingenieurs

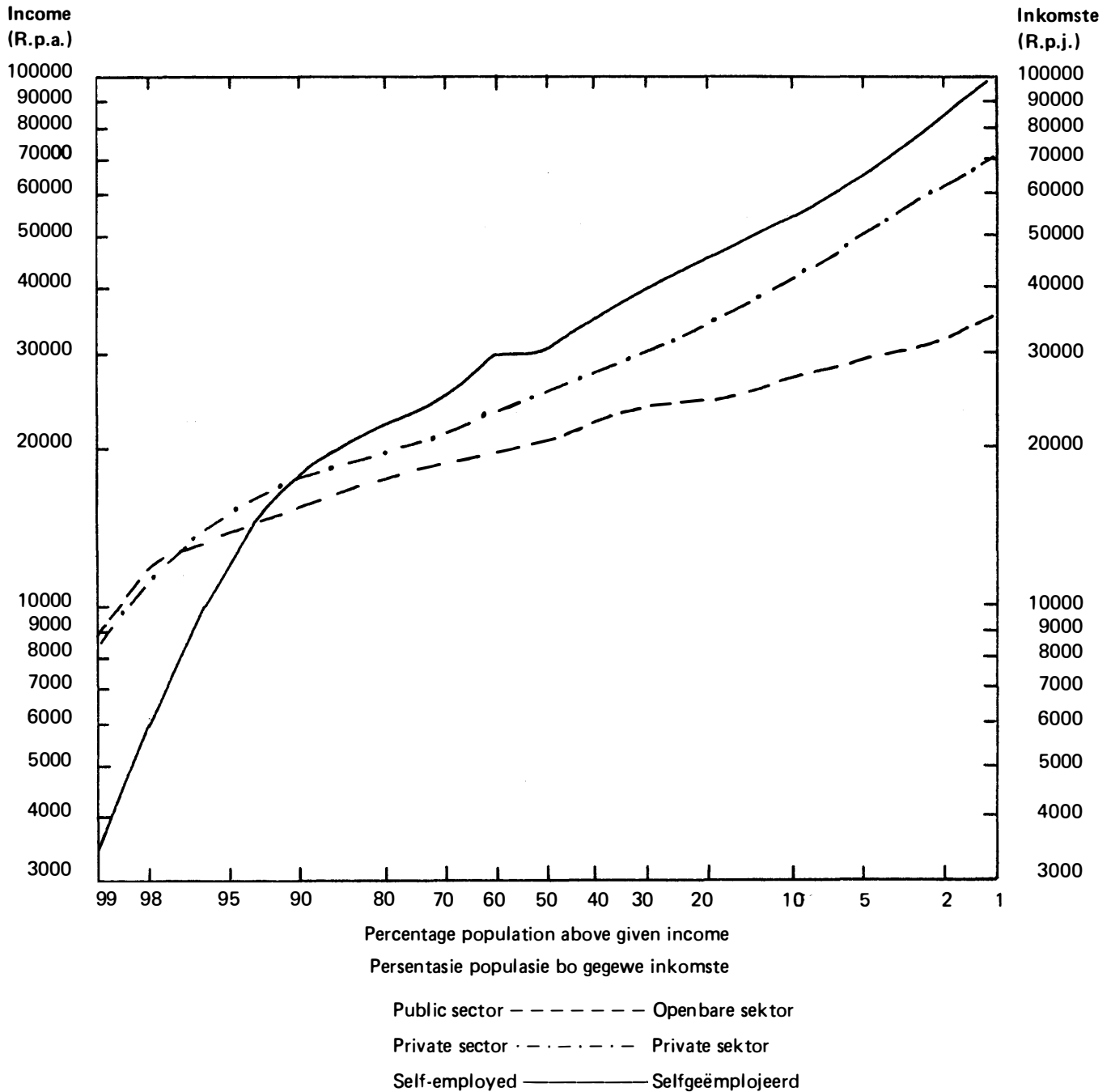


FIGURE 6 (CONTINUED)

FIGUUR 6 (VERVOLG)

(b) Engineers in training

(b) Ingenieurs-in-opleiding

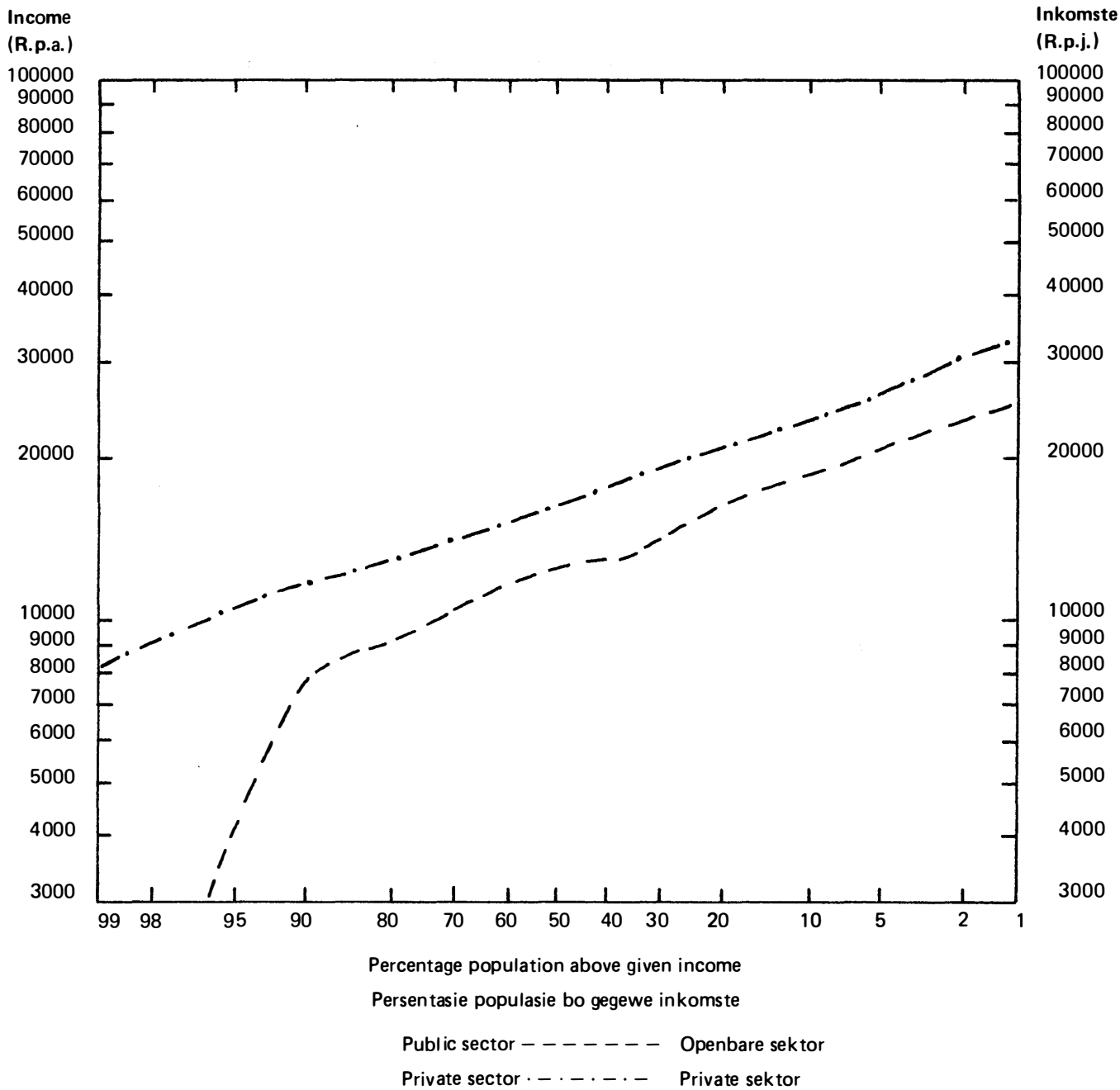


FIGURE 6 (CONTINUED)

FIGUUR 6 (VERVOLG)

(c) Non registered

(c) Nie geregistreer

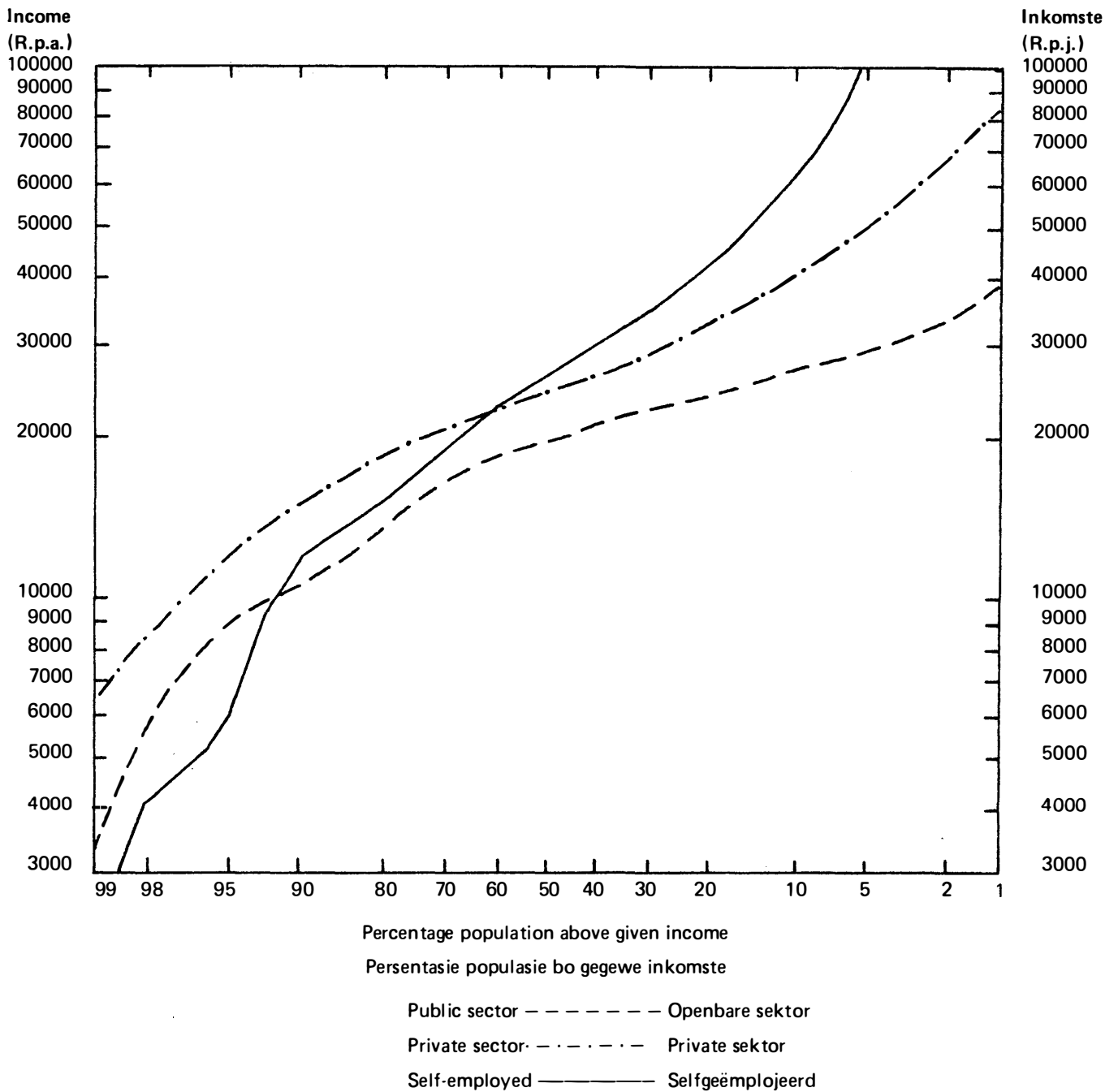


FIGURE 6 (CONTINUED)

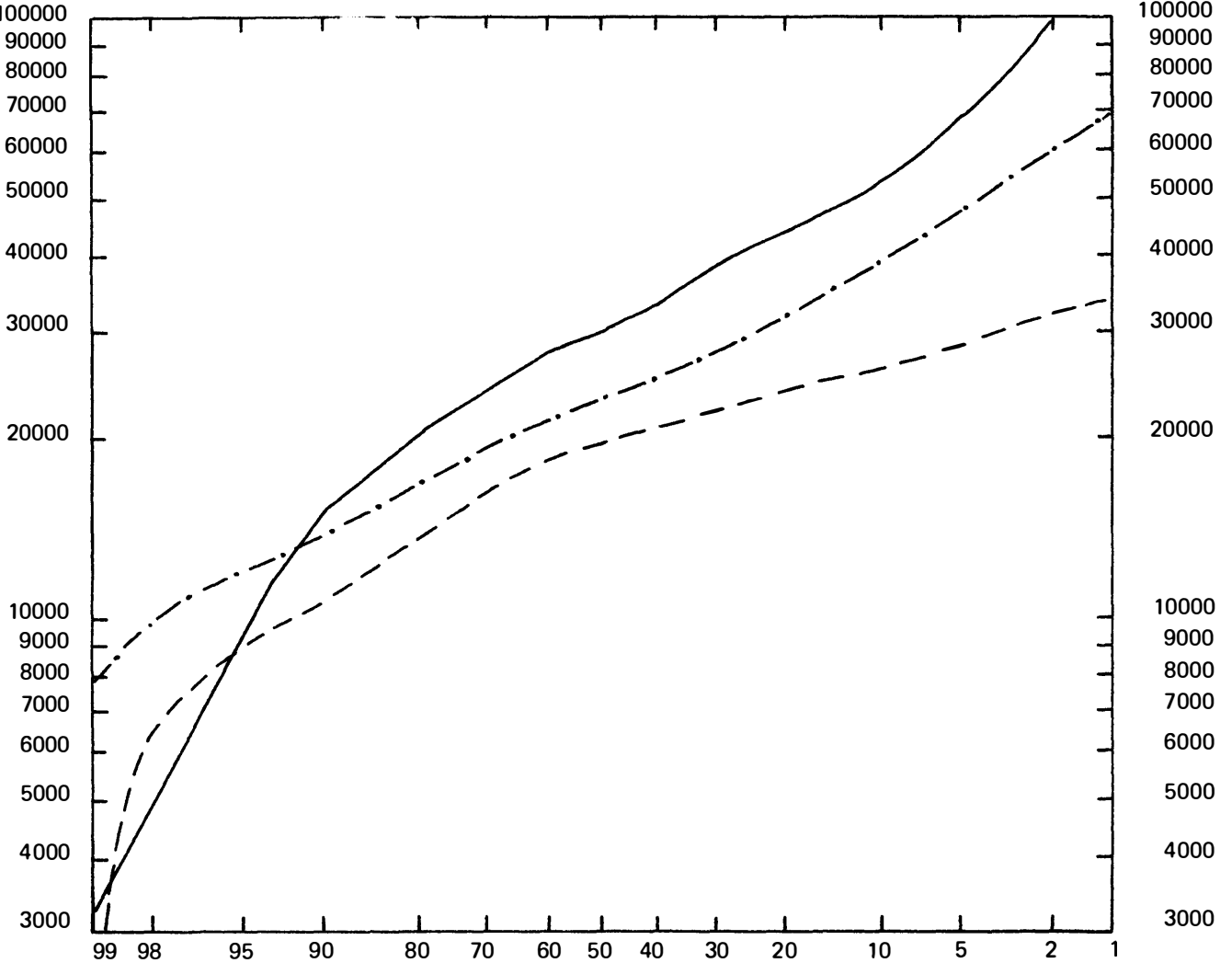
FIGUUR 6 (VERVOLG)

(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.)

TABLE 44
TOTALE EKONOMIES BEDRYWIGE GROEP
INKOMSTE VOLGENS PEIL VAN HOOGSTE
KWALIFIKASIE EN WERKGEWER (R.P.J.)

LEVEL OF QUALIFICATION	PUBLIC SECTOR/OPENBARE SEKTOR			PRIVATE SECTOR/PRIVATE SEKTOR			PEIL VAN KWALIFIKASIE		
	N	MEDIAN WAGE HRS	PERCENTILE/P 10 50 90	N	MEDIAAN OUDEUR	PERSENTIEL/ 10 50 90	N	MEDIAAN OUDEUR	PERSENTIEL/ 10 50 90
DIPLOMA	146	56	38 15550 21140 25820	234	56	39 17150 26960 40350			
B. DEGREE	1288	36	37 10280 18760 25660	2371	36	38 13390 22390 39000			
POST-GRADUATE DIP. OR B. HONS	174	33	36 9830 18000 24800	294	34	39 13000 21700 34190			
M. DEGREE	211	40	36 16360 21950 27500	412	38	40 17300 26000 40300			
D. DEGREE	70	46	38 17780 25930 34530	65	44	39 22440 33000 54670			
TOTAL	1889	39	37 10800 19500 26000	3376	37	39 13940 23340 39530			

HRS = WORKING HOURS PER WEEK
 OUD = OUDERDOM//URE = WERKSURE PER WEEK

TABLE 44 (CONTINUED)

TABLE 44 (VERVOLG)

LEVEL OF QUALIFICATION	SELF-EMPLOYED/SELFGEEWOLPEERD			TOTAL/TOTAAL			PEIL VAN KWALIFIKASIE		
	N	MEDIAN WAGE HRS	PERCENTILE/P 10 50 90	N	MEDIAAN OUDEUR	PERSENTIEL/ 10 50 90	N	MEDIAAN OUDEUR	PERSENTIEL/ 10 50 90
DIPLOMA	74	55	46 13000 27500 55000	454	56	39 16000 24000 40000			
B. DEGREE	572	45	46 15000 30000 52420	4231	37	38 12410 21650 38500			
POST-GRADUATE DIP. OR B. HONS	73	44	46 12120 32000 58000	541	35	38 11600 21000 36000			
M. DEGREE	119	42	46 13720 30000 48000	742	39	39 16500 24700 40000			
D. DEGREE	26	52	45 9550 35000 177300	161	46	39 18440 28050 52720			
TOTAL	864	46	46 15000 30000 53000	6129	39	38 12900 22100 39000			

HRS = WORKING HOURS PER WEEK
 OUD = OUDERDOM//URE = WERKSURE PER WEEK

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

TABEL 45
 TOTAL ECONOMICALLY ACTIVE GROUP
 INCOME ACCORDING TO FIELD OF STUDY OF
 ENGINEERING QUALIFICATION AND EMPLOYER (R.P.A.)

FIELD OF STUDY	PUBLIC SECTOR/OPENBARE SEKTOR				PRIVATE SECTOR/PRIVATE SEKTOR				STUDIËRIGTING			
	N	IMEDIAN IAGE HRS	PERCENTILE/ PERSENTIEL	PERCENTILE/ PERSENTIEL	N	IMEDIAAN I OUD URE	PERCENTILE/ PERSENTIEL	PERCENTILE/ PERSENTIEL	N	IMEDIAAN I OUD URE	PERCENTILE/ PERSENTIEL	PERCENTILE/ PERSENTIEL
AGRICULTURAL	36	40	39	8900	18880	25900	26	34	38	10440	19900	36100
CHEMICAL	51	39	39	10340	19200	27500	292	35	38	14200	24150	37000
CIVIL	82	34	37	10020	18150	25190	895	33	40	12600	20000	36000
ELECTRICAL	325	36	37	12590	20020	26290	593	35	38	14160	22430	35730
INDUSTRIAL	16	40	36	10280	23340	36860	61	36	40	14480	23250	34600
MECHANICAL	202	38	37	11040	20020	27440	578	38	38	14810	23750	40000
METALLURGICAL	20	40	39	11200	22090	32480	66	36	39	12950	25350	53600
MINING	20	53	40	16130	22670	38090	118	47	44	17950	31300	63100
OTHER AND UNKNOWN	398	50	37	13990	20730	26710	747	46	39	16460	25380	40620
TOTAL	1889	39	37	10800	19500	26000	3376	37	39	13940	23340	39530

HRS = WORKING HOURS PER WEEK

OUD = CUDERDROOM//URE = WERKSURE PER WEEK

TABEL 45 (CONTINUED)

TABEL 45 (VERVOLG)

FIELD OF STUDY	SELF-EMPLOYED/SELFGEEËMPLOJEERD				TOTAL/TOTAAL				STUDIËRIGTING			
	N	IMEDIAN IAGE HRS	PERCENTILE/ PERSENTIEL	PERCENTILE/ PERSENTIEL	N	IMEDIAAN I OUD URE	PERCENTILE/ PERSENTIEL	PERCENTILE/ PERSENTIEL	N	IMEDIAAN I OUD URE	PERCENTILE/ PERSENTIEL	PERCENTILE/ PERSENTIEL
AGRICULTURAL	14	35	53	6600	24500	52500	76	38	40	10440	19900	41080
CHEMICAL	19	41	52	11000	30000	51200	362	35	38	13400	24000	36280
CIVIL	386	45	44	18000	31000	56650	2102	37	38	11700	20000	38000
ELECTRICAL	94	42	47	10000	28800	50000	1012	36	38	13140	21930	34440
INDUSTRIAL	10	37	57	12800	37500	641800	87	37	41	13110	23750	38570
MECHANICAL	80	44	46	9000	28400	57200	860	38	38	13000	22940	40000
METALLURGICAL	10	49	47	14430	25000	38700	96	39	39	13000	24030	43190
MINING	18	61	44	8810	27350	51000	156	48	43	15630	29700	55660
OTHER AND UNKNOWN	233	50	46	15000	30000	50000	1378	48	39	15090	24000	40000
TOTAL	864	46	46	15000	30000	53000	6129	39	38	12900	22100	35000

HRS = WORKING HOURS PER WEEK

OUD = CUDERDROOM//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 WERKEMERS					SELF-EMPLOYED SELFGEEËMPLOJEERD					TOTAL TOTAAL					EKONOMIESE SEKTOR			
	N	AGE	HRS	PERCENTILE/PERSENTIEL	90	N	OU D	URE	PERCENTILE/PERSENTIEL	90	N	AGE	HRS	PERCENTILE/PERSENTIEL	90				
01 Agriculture	41	38	41	13520	21840	41600	57	42	51	5000	20000	44000	98	40	46	7900	20000	43100	01 Landbou
02 Mining	466	39	41	15960	26080	48000	15	65	40	12000	25000	50400	481	39	41	15860	26020	47930	02 Mynbou
03 Electricity	318	43	37	13990	22430	30000	23	52	46	12000	30000	80200	341	44	37	14000	22570	30900	03 Elektriesiteit
04 Building & construction	559	37	42	13000	22100	41000	172	44	47	18000	30000	50000	731	40	45	13600	24000	43840	04 Bou & konstruksie
05 Manufacturing	1265	37	38	14810	24000	38840	77	42	50	12800	26000	48000	1342	38	38	14670	24000	40000	05 Fabriekswese
06 Transport	376	35	38	11560	20020	27300	7	38	38	24000	24000	24000	383	35	38	11540	20020	27300	06 Vervoer
07 Commerce	105	44	40	13890	25000	39340	30	53	49	14100	26500	59000	135	47	40	14000	25000	41010	07 Handel
08 Financing	45	43	40	16920	24510	43200	8	50	50	50000	50000	50000	53	43	41	17360	26070	60600	08 Finanswese
09 Medical services	16	56	51	7550	19810	35900	8	50	43	18000	31100	55000	24	51	44	9800	23010	41100	09 Mediese dienste
10 Business services	590	34	37	13000	19930	31760	446	46	43	18000	31100	55000	1036	39	39	13770	24000	45000	10 Besigheidsdienste
11 Other personal services	10	39	47	3210	8260	25850	3						13	46	37	3660	8400	23400	11 Ander persoonlike dienste
12 Protection services	101	25	38	2080	9840	24530	1						102	25	38	2120	9840	25050	12 Beskermingsdienste
13 Government services	1310	41	37	12000	19230	26000	1						1311	41	37	12000	19230	26000	13 Owerheidsdienste
14 Not indicated	63	49	38	12900	23660	49880	16	46	53	6830	30000	154600	79	47	39	12830	24200	50000	14 Nie aangedui nie
TOTAL	5265	38	38	12740	21670	34780	864	46	46	15000	30000	53000	6129	39	38	12900	22100	39000	TOTAAL

Hrs = working hours per week

Oud = ouderdom // Ure = werksure per week

TABEL 47
TOTAL ECONOMICALLY ACTIVE GROUP
INCOME OF MBA/MBL GRADUATES
ACCORDING TO OCCUPATION AND EMPLOYER (R.p.a.)

OCCUPATION	PUBLIC SECTOR OPENBARE SEKTOR				PRIVATE SECTOR PRIVATE SEKTOR				SELF-EMPLOYED SELFGEEËMPOLEERD				BEROEP						
	N	AGE	HRS	PERCENTILE/PERSENTIEL	N	OUDEUR	URE	PERCENTILE/PERSENTIEL	N	AGE	HRS	PERCENTILE/PERSENTIEL							
		10	50	90		10	50	90		10	50	90							
Engineers													Ingenieurs						
Chemical	2	42	36	18540	24050	32510							Chemies						
Civil	13												Siviel						
Electrical	4												Elektries						
Industrial	2												Bedryfs						
Mechanical	1												Meganies						
Metallurgical	1												Metallurgies						
Mining	7	39			22100								Mynbou						
Other													Ander						
Managerial and administrative Directors													Bestuurs- en administratief						
Company Executive	1												Direkteure						
Financial													Maatskappy						
Managing													Uitvoerende						
Production													Finansiële						
Research													Besturende						
Technical													Bemarkings						
Other													Produkksie						
Managers													Navorsing						
General													Tegniese						
Marketing													Ander						
Production													Bestuurders						
Technical													Algemene						
Works													Bemarkings						
Other													Produkksie						
Lecturers	15	38	39	17040	23670	38920							Tegniese						
Other occupations													Werke						
Management consultant													Ander						
22 Other occupations	3												Lektore						
TOTAL	56	40	36	18960	24030	33360	205	38	41	20860	28350	41640	43	37	47	14400	28000	49200	TOTAAL

Hrs = working hours per week
 Oud = ouderdom // Ure = werksure per week

TABLE 48

TOTAL ECONOMICALLY ACTIVE GROUP
FRINGE BENEFIT STRUCTURE OF EMPLOYEES ACCORDING TO EMPLOYER

TABEL 48

TOTALE EKONOMIES BEDRYWIGE GROEP
BYVOORDELESTRUKTUUR 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.)						
					N	10	50	90			
(a) Pension									(a) Pensioen		
Government	N %	656 100	106 16,2	97 14,8	91 13,9	362 55,2	360	1500	4000	N %	Staat
Local authority	N %	413 100	26 6,3	33 8,0	19 4,6	335 81,1	810	1920	3340	N %	Plaaslike owerheid
Semi-government	N %	820 100	83 10,1	122 14,9	79 9,6	536 65,4	400	1500	3500	N %	Semi-staat
Public sector	N %	1889 100	215 11,4	252 13,3	189 10,0	1233 65,3	430	1560	3600	N %	Openbare sektor
Public corporation	N %	623 100	48 7,7	43 6,9	43 6,9	489 78,5	500	1560	3200	N %	Openbare korporasie
Private firm	N %	2753 100	189 6,9	257 9,3	93 3,4	2214 80,4	400	1500	3600	N %	Private firma
Private sector	N %	3376 100	237 7,0	300 8,9	136 4,0	2703 80,1	400	1500	3560	N %	Private sektor
TOTAL	N %	5265 100	452 8,6	552 10,5	325 6,2	3936 74,8	400	1500	3560	N %	TOTAAL

(b) Motor-car										(b) Motor	
Government	N %	656 100	185 28,2	338 51,5	9 1,4	124 18,9	500	1000	3600	N %	Staat
Local authority	N %	413 100	83 20,1	210 50,8	5 1,2	115 27,8	380	1200	1850	N %	Plaaslike owerheid
Semi-government	N %	820 100	187 22,8	536 65,4	1 0,1	96 11,7	500	1550	4060	N %	Semi-staat
Public sector	N %	1889 100	455 24,1	1084 57,4	15 0,8	335 17,7	500	1200	3000	N %	Openbare Sektor
Public corporation	N %	623 100	102 16,4	307 49,3	7 1,1	207 33,2	360	1500	3000	N %	Openbare korporasie
Private firm	N %	2753 100	233 8,5	532 19,3	82 3,0	1906 69,2	400	1800	3600	N %	Private firma
Private sector	N %	3376 100	335 9,9	839 24,9	89 2,6	2113 62,6	400	1750	3600	N %	Private sektor
TOTAL	N %	5265 100	790 15,0	1923 36,5	104 2,0	2448 46,5	400	1500	3600	N %	TOTAAL

(c) Entertainment allowance										(c) Onthaaltoelae	
Government	N %	656 100	234 35,7	398 60,7	1 0,2	23 3,5	80	400	960	N %	Staat
Local authority	N %	413 100	110 26,6	282 68,3	3 0,7	18 4,4	100	360	1020	N %	Plaaslike owerheid
Semi-government	N %	820 100	208 25,4	565 68,9	1 0,1	46 5,6	200	300	1120	N %	Semi-staat
Public sector	N %	1889 100	552 29,2	1245 65,9	5 0,3	87 4,6	200	300	1000	N %	Openbare sektor
Public corporation	N %	623 100	143 23,0	439 70,5		41 6,6	440	1000	2560	N %	Openbare korporasie
Private firm	N %	2753 100	599 21,8	1471 53,4	18 0,7	665 24,2	300	1000	2150	N %	Private firma
Private sector	N %	3376 100	742 22,0	1910 56,6	18 0,5	706 20,9	300	1000	2190	N %	Private sektor
TOTAL	N %	5265 100	1294 24,6	3155 59,9	23 0,4	793 15,1	300	1000	2000	N %	TOTAAL

TABLE 48 (CONTINUED)

TABEL 48 (VERVOLG)

EMPLOYER	TOTAL NUMBER OF EMPLOYEES TOTALE AANTAL WERKNEMERS	QUESTION NOT ANSWERED VRAAG NIE BEANTWOORD NIE	DO NOT RECEIVE FRINGE BENEFIT ONTVANG NIE BYVOORDEEL 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	10	50	90		
(d) Housing										(d) Behuising
Government	N 656 100	118 18,0	157 23,9	12 1,8	369 56,3	500	980	1800	N 100	Staat
Local authority	N 413 100	58 14,0	101 24,5	10 2,4	244 59,1	300	800	1480	N 100	Plaaslike owerheid
Semi-government	N 820 100	105 12,8	208 25,4	40 4,9	467 57,0	470	1000	2400	N 100	Semi-staat
Public sector	N 1889 100	281 14,9	466 24,7	62 3,3	1080 57,2	420	1000	2200	N 100	Openbare sektor
Public corporation	N 623 100	49 7,9	111 17,8	26 4,2	437 70,1	590	1440	3220	N 100	Openbare korporasie
Private firm	N 2753 100	609 22,1	1477 53,7	32 1,1	635 23,1	600	2000	4740	N 100	Private firma
Private sector	N 3376 100	658 19,5	1588 47,0	58 1,7	1072 31,8	600	1800	4000	N 100	Private sektor
TOTAL	N 5265 100	939 17,8	2054 39,0	120 2,3	2152 40,9	480	1200	3470	N 100	TOTAAL

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

Government	N 656 100	235 35,8	309 47,1	4 0,6	108 16,5	40	150	660	N 100	Staat
Local authority	N 413 100	97 23,5	177 42,9	4 1,0	135 32,7	40	100	600	N 100	Plaaslike owerheid
Semi-government	N 820 100	217 26,5	356 43,4	6 0,7	241 29,4	40	180	600	N 100	Semi-staat
Public sector	N 1889 100	549 29,1	842 44,6	14 0,7	484 25,6	40	150	600	N 100	Openbare sektor
Public corporation	N 623 100	145 23,3	233 37,4	7 1,1	238 38,2	50	200	990	N 100	Openbare korporasie
Private firm	N 2753 100	702 25,5	1265 45,9	20 0,7	766 27,8	100	360	1200	N 100	Private firma
Private sector	N 3376 100	847 25,1	1498 44,4	27 0,8	1004 29,7	80	300	1100	N 100	Private sektor
TOTAL	N 5265 100	1396 26,5	2340 44,4	41 0,8	1488 28,3	50	250	1000	N 100	TOTAAL

TABLE 49

TOTAL ECONOMICALLY ACTIVE GROUP
VALUE OF FRINGE BENEFITS ACCORDING TO
INCOME AND EMPLOYER (R.p.a.)

TABEL 49

TOTALE EKONOMIES BEDRYGWIGE GROEP
WAARDE VAN BYVOORDELE VOLGENS
INKOMSTE EN WERKGEWER (R.p.j.)

FRINGE BENEFIT AND INCOME	GOVERNMENT STAAT				LOCAL AUTHORITY PLAASLIKE OWERHEID				SEMI-GOVERNMENT SEMI-STAAT				PUBLIC CORPORATION OPENBARE KORPORASIE				PRIVATE FIRM PRIVATE FIRMA				
	PERCENTILE PERSENTIEL				PERCENTILE PERSENTIEL				PERCENTILE PERSENTIEL				PERCENTILE PERSENTIEL				PERCENTILE PERSENTIEL				
	N	10	50	90	N	10	50	90	N	10	50	90	N	10	50	90	N	10	50	90	
(a) Pension Pensioen																					
5000 - 4999	32	60	500	740	4				1				2				8			850	
10000 - 9999	83	250	960	2400	30	210	1210	2090	7		700		3				19	200	450	1200	
15000 - 14999	102	590	1390	3620	131	780	1680	3000	61	150	720	1690	67	200	1000	1620	193	240	750	1370	
20000 - 19999	93	550	1650	4480	140	1260	2160	3650	177	540	1540	3620	155	720	1620	2990	450	300	1100	2000	
25000 - 24999	46	510	1960	5170	25	780	2400	4500	94	500	2000	4560	107	960	2000	3680	529	400	1470	2900	
30000 - 34999	4				4				24	850	2000	4420	37	350	2380	4220	376	600	1790	3500	
35000 - 39999	1				1				7		3100		21	400	2400	5000	241	500	2000	4000	
40000 - 44999									3				5		3650		129	950	2500	5000	
45000 - 49999									1				1				93	700	2500	4760	
50000 +	1								1				6		6400		47	1320	400	8000	
																	129	1200	3500	8300	

(b) Motor-car
Motor

5000 - 4999	1				1				1				2				9			1200
10000 - 14999	10	1050	2000	2500	6		1320		1				2				8			680
15000 - 19999	32	500	1100	2820	38	420	1020	2260	4				12	320	1100	3460	66	270	1800	3000
20000 - 24999	40	360	780	2400	58	400	1230	1840	18	340	1800	4000	65	600	1500	3000	282	400	2000	3600
25000 - 29999	37	500	1560	4890	11	170	1200	2640	56	600	1650	4220	65	380	1350	3000	482	360	1800	3600
30000 - 34999	3				1				11	460	1700	5700	31	360	1200	3190	382	420	1550	3600
35000 - 39999									4				19	200	1500	3500	261	360	1500	3600
40000 - 44999									1				39	200	1500	3500	145	500	1800	3600
45000 - 49999													4				99	500	1200	4000
50000 +	1												2				50	360	1500	3690
													5		3600		122	400	1200	4000

(c) Entertainment
allowance
Onthaaltoelae

5000 - 4999	1												1				4			
10000 - 14999																	8			450
15000 - 19999	2																29	240	500	1800
20000 - 24999					7		400		6		300		4				89	300	600	1500
25000 - 29999	16	80	350	770	8		330		27	200	300	1160	11	600	720	2000	116	300	600	2000
30000 - 34999	3				2				8		380		4				128	360	1000	1800
35000 - 39999					1				5		360		11	140	720	1960	87	500	1000	2260
40000 - 44999													2				70	380	1200	2400
45000 - 49999													2				39	600	1500	2500
50000 +	1												6		2800		95	330	1500	3000

(d) Housing
Behusing

5000 - 4999	2				2				1				2				2			
10000 - 9999	9		1860						5		1360		1				7			1200
15000 - 14999	76	670	1000	2380	16	230	870	1410	30	360	1200	2770	44	370	1610	3390	51	600	1800	3480
20000 - 19999	115	600	970	1580	105	300	880	1620	147	470	1000	2400	76	950	1440	3500	104	770	2290	4100
25000 - 24999	111	460	940	1200	102	330	760	1400	180	600	1170	2490	152	620	1500	3290	157	480	2400	4620
30000 - 29999	47	180	1000	2400	15	140	460	1680	79	400	960	2500	98	420	1200	2520	124	580	1590	4800
35000 - 34999	7		900		4				15	170	1000	2400	37	560	1440	3870	78	500	1600	4870
40000 - 39999	1								7		1100		16	280	1350	4200	43	560	2000	5240
45000 - 44999									3				5		1200		23	600	1920	5600
50000 +	1												1				11	450	1500	6740
													5		2000		35	600	2400	5000

(e) Other fringe benefits
Ander byvoordele

5000 - 4999	1								3				2				3			240
10000 - 9999	5		400										41	40	230	810	50	60	300	1470
15000 - 14999	14	30	100	1780	10	40	440	1720	57	40	150	620	42	70	300	910	138	100	310	1000
20000 - 19999	30	40	100	510	46	40	140	910	98	40	130	510	65	40	200	1080	190	90	250	1000
25000 - 24999	39	50	140	650	67	40	80	450	44	40	200	600	50	50	140	970	127	100	300	1040
30000 - 29999	16	30	220	1000	9		100		11	60	200	570	22	40	110	2000	85	100	300	1320
35000 - 34999	1				2								10	80	390	3420	57	170	400	1600
40000 - 39999	1				1				4				3				34	130	500	1850
45000 - 44999													1				21	110	360	1160
50000 +	1												2				54	200	500	2650

TABEL 50

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

TABEL 50

TOTALE EKONOMIES BEDRYWIGE GROEP
INKOMSTEPAKKET VAN WERKNEMERS WAT
EEN OF MEER BYVOORDELE ONTVANG EN DIE WAARDE AANGEDUI
HET VOLGENS WERKGEWER (R.p.j.)

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	260	34	37	10070	17550	25860	600	2430	5530	11520	20230	29510	4,8	13,9	28,7	Staat
Local authority	245	46	36	14360	20020	25040	1160	3130	5020	16410	23410	29230	6,6	15,3	24,3	Plaaslike owerheid
Semi-government	411	36	37	13430	20100	28000	560	2400	5190	14940	23100	33070	3,0	11,7	23,6	Semi-staat
Public sector	916	37	37	12560	19760	26810	700	2550	5210	14320	22500	31280	4,4	13,1	25,7	Openbare sektor
Public corporation	358	35	37	13960	22750	32500	1180	3500	7090	15840	26540	37520	5,8	15,6	29,1	Openbare korporasie
Private firm	1650	38	40	15000	24400	42470	970	3680	8800	16900	28930	49190	4,7	13,8	31,5	Private firma
Private sector	2008	37	39	14950	24000	40110	1000	3650	8500	16790	28400	47310	4,9	14,2	30,9	Private sektor
TOTAL	2924	37	38	13980	22200	36030	870	3200	7500	15820	26000	42940	4,8	13,8	29,2	TOTAAL

Hrs = working hours per week

Oud = ouderdom // Ure = werksure per week

TABLE 51

TABEL 51

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

TOTALE EKONOMIES BEDRYWIGE GROEP
VERGELYKING TUSSEN DIE 1973-, 1975, 1977-, 1979- EN
1981-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	5667
Percentile/ Persentiel	10	4050	4450	6340	7380	7660	8030	7890	7400	6230	5720
	50	4790	6130	8440	9620	10200	10540	10530	10570	10110	9190
	90	5890	8580	12270	16530	18370	19110	19950	21130	20000	16440
1975	N	90	877	811	784	555	721	730	526	284	5378
Percentile/ Persentiel	10	5000	5820	8430	9790	10230	10410	10340	10090	9430	7630
	50	6070	8220	11310	12940	13610	14080	14000	13920	13000	12330
	90	7850	11220	15760	21050	21860	25240	26140	26130	24530	20970
1977	N	124	962	962	797	574	566	704	540	252	5481
Percentile/ Persentiel	10	5370	6510	9590	11720	12440	12530	12490	12320	10480	8390
	50	7150	9190	12860	15100	16640	17060	16690	16290	15940	14260
	90	9090	12690	18470	24770	27820	20430	28880	29500	32710	25020
1979	N	125	1177	1220	926	768	558	676	639	295	6348
Percentile/ Persentiel	10	5210	6770	10740	13010	13950	13900	14160	13470	10680	9350
	50	7940	10520	14760	17210	19300	19620	19870	18870	17560	16210
	90	9870	14990	20230	26650	30970	32030	34070	35470	35630	28150
1981	N	117	993	1162	844	728	500	558	603	381	5886
Percentile/ Persentiel	10	4240	10070	15000	17580	18980	18190	19500	18430	15650	13000
	50	10670	14590	20310	23990	26950	26580	27400	26300	24220	22250
	90	14220	20480	28000	36000	45000	46950	45500	50000	44320	39000
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
	1973 - 1981	10,5	11,4	11,6	12,1	12,9	12,3	12,7	12,1	11,5	11,7

TABLE 52

TABEL 52

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

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

INCOME (R.p.a.) INKOMSTE (R.p.j.)		EMPLOYER / WERKGEWER		
		PUBLIC SECTOR OPENBARE SEKTOR	PRIVATE SECTOR PRIVATE SEKTOR	SELF-EMPLOYED SELFGEEËMPLJOEERD
1973 *	N	1916	3243	703
Percentile/ Persentiel	10	5110	5800	7520
	50	8390	9400	15170
	90	10760	16120	31470
1975	N	1783	2888	707
Percentile/ Persentiel	10	6610	7870	10270
	50	11410	12650	18510
	90	14300	20800	35830
1977	N	1765	3003	713
Percentile/ Persentiel	10	7000	8800	12440
	50	12690	14840	20780
	90	16060	25420	39020
1979	N	2140	3452	792
Percentile/ Persentiel	10	7240	10490	12880
	50	13700	17380	22610
	90	17730	28930	40920
1981	N	1821	3269	796
Percentile/ Persentiel	10	10960	14170	16000
	50	19500	23400	30000
	90	26000	39600	53150
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
	1973 - 1981	11,1	12,1	8,9

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

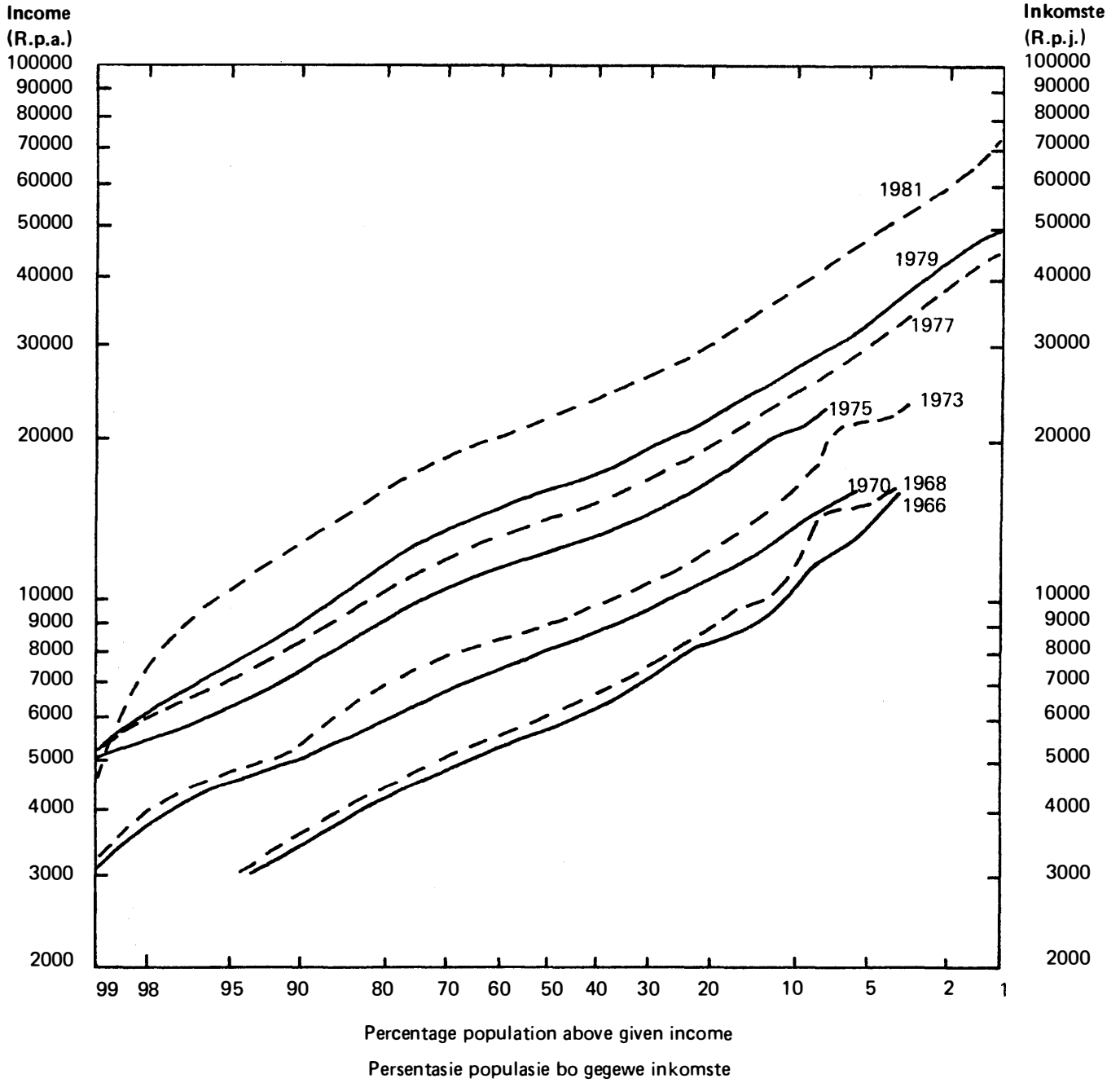
* L.W. Syfers vir 1973 sluit in ouderdomgroep 65+. Alle ander sluit in 20-64-ouderdomsgroep.

FIGURE 7

SALARY SURVEYS 1966-1981

FIGUUR 7

SALARISOPNAMES 1966-1981



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RGN-Ondersoek na die Onderwys
RGN-Ondersoek na Tussengroepverhoudings

Funksie van die RGN

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