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# The wage structure of Asian, Black and Coloured graduates in 1981

1981

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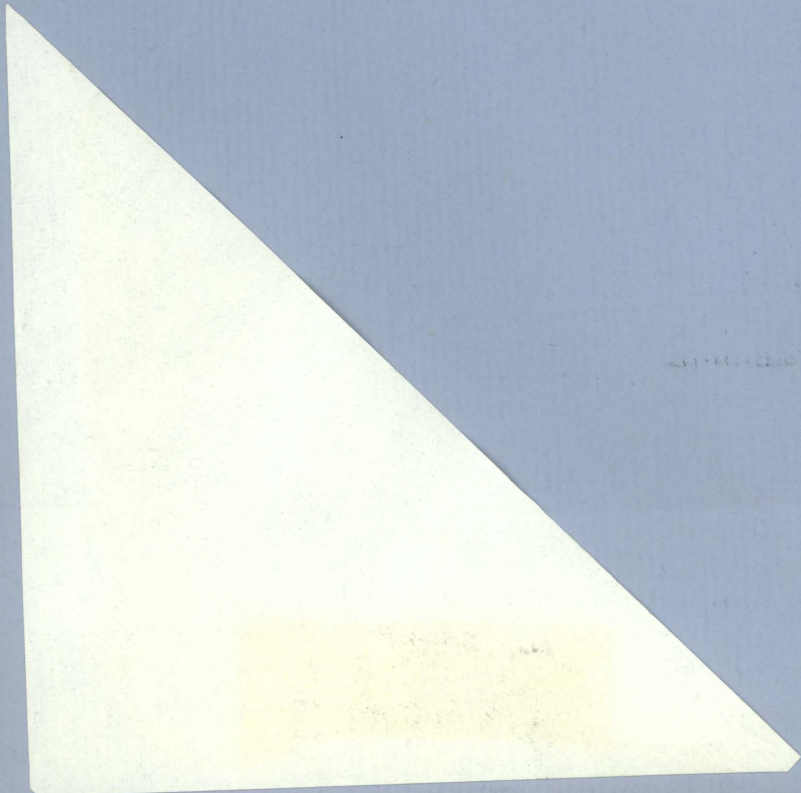


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**THE WAGE STRUCTURE OF ASIAN, BLACK AND COLOURED  
GRADUATES IN 1981**

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SOUTH AFRICAN INSTITUTE FOR MANPOWER RESEARCH  
PRETORIA**

**1981**

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## THE WAGE STRUCTURE OF ASIAN, BLACK AND COLOURED GRADUATES IN 1981

### 1 BACKGROUND AND AIM

The aim of wage surveys is to investigate *inter alia* the important role played by wage standards in the supply-demand situation and the eventual distribution of labour. Wage standards change and in order to establish trends over time, the surveys have to be repeated. Since 1971 the HSRC has been conducting investigations into the wage structure of graduates and in order to ensure continuity in the research on wage structure, the investigations were repeated on a biennial basis in 1973, 1975, 1977, 1979 and now again in 1981. Owing to the relatively small number of persons involved, Asian, Black and Coloured graduates have been included in the surveys only since 1975.

Since the first survey, enquiries have proved that there is a real need of information about wage structures. It has been determined that the analyses of the wage structures are used, *inter alia* to provide occupational information for the individual, for counselling purposes and for personnel administration.

The aim of the investigation is to examine the wage structure of Asian, Black and Coloured graduates as at 1 March 1981 and where possible to compare it with the data of previous years.

### 2 THE SURVEY GROUP AND QUESTIONNAIRE

It has been estimated that there are about 7 300 Asian, 7 200 Black and 3 800 Coloured graduates and persons with equivalent qualifications in the RSA and SWA. Since there is no source containing the names and addresses of these persons, the Register of Natural and Social Scientists<sup>1</sup> is used to identify the group for this survey. The Register is maintained by the South African Institute for Manpower Research of the HSRC and contains approximately a 45% sample of the total number of Asian, a 40% sample of the total number of Black and a 30% sample of the total number of Coloured graduates. The Register contains full information of the names, addresses, sex, age and qualifications of the graduates. For purposes of the Register, certain diplomas (viz. Dip. Pharm.) are equated with a degree if the qualifications are statutorily recognized for the practising of a profession (viz. pharmacist).

All Asians, Blacks and Coloureds resident in the RSA and SWA, excluding the Black states (viz. Transkei, Bophuthatswana and Venda) and whose names and addresses were on the National Register as at 1 March 1981, were involved in the survey. A questionnaire was sent to each of 4 177 Asians, 3 347 Blacks and 1 680 Coloureds (further on to be called the National Register groups) of which 1 156 (27,7%), 562 (16,8%) and 368 (21,9%) respectively were received back after three months. The latter groups will hereinafter be referred to as the respondents groups. (This means that approximately 16% of the total Asian, 8% of the total Black and 10% of the total Coloured graduate population provided information for the survey.)

By means of the questionnaire information was obtained concerning a respondent's occupation, employer,

working hours per week, working weeks per year, number of years of job experience, fringe benefits received by employees and income as at 1 March 1981. Details about the respondents' educational qualifications, age, language and place of residence were obtained from the National Register.

The anonymity of each respondent was protected throughout, since the data of a completed questionnaire were never coupled to the respondent's name.

### 3 REPRESENTATIVENESS

As already stated, the names of the 4 177 Asians, 3 347 Blacks and 1 680 Coloureds to whom questionnaires were sent, were obtained from the National Register. As in 1970 the National Register proved to be a representative sample of all graduates in the country (Ebersohn, D. *Graduate Manpower of South Africa*, HSRC, 1972). As the Register is kept up to date, it is most probably still a representative sample in 1981. Consequently the respondents groups are compared with the National Register groups in respect of a few known aspects. For men, the age distribution, level of highest qualification obtained, language classification and geographical distribution (see Tables 1 to 4) and for women the age distribution (Table 5) are compared to establish the representativeness of the survey.

The comparison shows that in respect of the Asian and Black men, small percentual differences are observed in most cases in respect of the aspects compared. The differences are relatively small and insignificant and it is therefore accepted that the data of the Asian and Black men are representative of the population.

The sample of Coloured men is not representative, since proportionally fewer young persons and fewer persons with post-graduate diplomas (see Table 1 and 2) took part in the survey. The occupational structure of the respondents shows (see Table 23) that the Coloured men mainly follow teaching occupations and it therefore appears as if the sample is under-representative in respect of the young teachers.

Table 5 shows that few women from each group took part in the investigation. Since it is not meaningful to extensively analyse the data of small groups of persons, it has been decided to exclude the women from the rest of this report.

### 4 EXPLANATORY REMARKS

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

#### 4.1 Occupations

The person who had to complete the questionnaire was requested to give a functional description of his occupation (as at 1 March 1981) irrespective of qualifications, training or rank. Guidance was given by means of an example: "Examples of occupations: chemical engineer, personnel manager, computer scientist and NOT professional officer, businessman or civil servant." The occupational title was used to classify respondents according to occupa-

**TABLE 1  
COMPARISON BETWEEN THE NATIONAL REGISTER AND RESPONDENTS GROUPS ACCORDING TO AGE : MEN**

| Age          | Asians                  |            |                   |            | Blacks                  |            |                   |            | Coloureds               |            |                   |            |
|--------------|-------------------------|------------|-------------------|------------|-------------------------|------------|-------------------|------------|-------------------------|------------|-------------------|------------|
|              | National Register group |            | Respondents group |            | National Register group |            | Respondents group |            | National Register group |            | Respondents group |            |
|              | N                       | %          | N                 | %          | N                       | %          | N                 | %          | N                       | %          | N                 | %          |
| 20 - 24      | 157                     | 4,6        | 52                | 5,1        | 31                      | 1,2        | 8                 | 1,7        | 116                     | 8,6        | 15                | 5,0        |
| 25 - 29      | 646                     | 18,8       | 203               | 19,8       | 480                     | 18,4       | 83                | 17,3       | 336                     | 24,9       | 70                | 23,2       |
| 30 - 34      | 728                     | 21,1       | 207               | 20,2       | 641                     | 24,5       | 114               | 23,8       | 250                     | 18,6       | 44                | 14,6       |
| 35 - 39      | 628                     | 18,2       | 173               | 16,9       | 462                     | 17,7       | 89                | 18,6       | 206                     | 15,3       | 50                | 16,6       |
| 40 - 44      | 519                     | 15,1       | 149               | 14,6       | 295                     | 11,3       | 50                | 10,4       | 163                     | 12,1       | 57                | 18,9       |
| 45 - 49      | 354                     | 10,3       | 111               | 10,9       | 240                     | 9,2        | 49                | 10,2       | 99                      | 7,4        | 28                | 9,3        |
| 50 - 54      | 193                     | 5,6        | 63                | 6,2        | 169                     | 6,5        | 39                | 8,1        | 70                      | 5,2        | 20                | 6,6        |
| 55 - 59      | 103                     | 3,0        | 25                | 2,4        | 133                     | 5,1        | 23                | 4,8        | 49                      | 3,6        | 11                | 3,6        |
| 60 - 64      | 67                      | 2,0        | 25                | 2,4        | 74                      | 2,8        | 9                 | 1,9        | 33                      | 2,5        | 5                 | 1,7        |
| 65 +         | 48                      | 1,4        | 15                | 1,5        | 90                      | 3,4        | 15                | 3,1        | 25                      | 1,9        | 2                 | 0,7        |
| <b>TOTAL</b> | <b>3 443</b>            | <b>100</b> | <b>1 023</b>      | <b>100</b> | <b>2 615</b>            | <b>100</b> | <b>479</b>        | <b>100</b> | <b>1 347</b>            | <b>100</b> | <b>302</b>        | <b>100</b> |
| Me age       | 36,0                    |            | 35,9              |            | 36,2                    |            | 36,4              |            | 33,9                    |            | 36,7              |            |

**TABLE 2  
COMPARISON BETWEEN THE NATIONAL REGISTER AND RESPONDENTS GROUPS ACCORDING TO HIGHEST QUALIFICATION LEVEL : MEN**

| Highest qualification level obtained | Asians                  |            |                   |            | Blacks                  |            |                   |            | Coloureds               |            |                   |            |
|--------------------------------------|-------------------------|------------|-------------------|------------|-------------------------|------------|-------------------|------------|-------------------------|------------|-------------------|------------|
|                                      | National Register group |            | Respondents group |            | National Register group |            | Respondents group |            | National Register group |            | Respondents group |            |
|                                      | N                       | %          | N                 | %          | N                       | %          | N                 | %          | N                       | %          | N                 | %          |
| Diploma equivalent to a B. degree    | 34                      | 1,0        | 13                | 1,3        | 33                      | 1,3        | 7                 | 1,5        | 11                      | 0,8        | 1                 | 0,3        |
| B.degree                             | 2 134                   | 62,0       | 646               | 63,2       | 1 654                   | 63,3       | 328               | 68,5       | 724                     | 53,8       | 176               | 58,3       |
| Post-graduate diploma                | 366                     | 10,6       | 101               | 9,9        | 402                     | 15,4       | 50                | 10,4       | 280                     | 20,8       | 42                | 13,9       |
| B.Hons. or post-graduate B.degree    | 783                     | 22,7       | 224               | 21,9       | 429                     | 16,4       | 71                | 14,8       | 287                     | 21,3       | 69                | 22,9       |
| M.degree                             | 109                     | 3,2        | 33                | 3,2        | 75                      | 2,9        | 19                | 4,0        | 39                      | 2,9        | 13                | 4,3        |
| D.degree                             | 17                      | 0,5        | 6                 | 0,6        | 22                      | 0,8        | 4                 | 0,8        | 6                       | 0,5        | 1                 | 0,3        |
| <b>TOTAL</b>                         | <b>3 443</b>            | <b>100</b> | <b>1 023</b>      | <b>100</b> | <b>2 615</b>            | <b>100</b> | <b>479</b>        | <b>100</b> | <b>1 347</b>            | <b>100</b> | <b>302</b>        | <b>100</b> |

**TABLE 3  
COMPARISON BETWEEN THE NATIONAL REGISTER AND RESPONDENTS GROUPS ACCORDING TO LANGUAGE : MEN**

| Language     | Asians                  |            |                   |            | Blacks                  |            |                   |            | Coloureds               |            |                   |            |
|--------------|-------------------------|------------|-------------------|------------|-------------------------|------------|-------------------|------------|-------------------------|------------|-------------------|------------|
|              | National Register group |            | Respondents group |            | National Register group |            | Respondents group |            | National Register group |            | Respondents group |            |
|              | N                       | %          | N                 | %          | N                       | %          | N                 | %          | N                       | %          | N                 | %          |
| Afrikaans    | 36                      | 1,1        | 8                 | 0,8        | 69                      | 2,6        | 5                 | 1,0        | 605                     | 44,9       | 137               | 45,4       |
| English      | 3 407                   | 99,9       | 1 015             | 99,2       | 2 546                   | 97,4       | 474               | 99,0       | 742                     | 55,1       | 165               | 54,6       |
| <b>TOTAL</b> | <b>3 443</b>            | <b>100</b> | <b>1 023</b>      | <b>100</b> | <b>2 615</b>            | <b>100</b> | <b>479</b>        | <b>100</b> | <b>1 347</b>            | <b>100</b> | <b>302</b>        | <b>100</b> |



**TABLE 4**  
**COMPARISON BETWEEN THE NATIONAL REGISTER AND RESPONDENTS GROUPS**  
**ACCORDING TO GEOGRAPHICAL DISTRIBUTION : MEN**

| Geographical distribution    | Asians                  |            |                   |            | Blacks                  |            |                   |            | Coloureds               |            |                   |            |  |
|------------------------------|-------------------------|------------|-------------------|------------|-------------------------|------------|-------------------|------------|-------------------------|------------|-------------------|------------|--|
|                              | National Register group |            | Respondents group |            | National Register group |            | Respondents group |            | National Register group |            | Respondents group |            |  |
|                              | N                       | %          | N                 | %          | N                       | %          | N                 | %          | N                       | %          | N                 | %          |  |
| <b>Transvaal</b>             |                         |            |                   |            |                         |            |                   |            |                         |            |                   |            |  |
| Johannesburg                 | 78                      | 2,3        | 30                | 2,9        | 86                      | 3,3        | 24                | 5,0        | 20                      | 1,5        | 3                 | 1,0        |  |
| Pretoria                     | 42                      | 1,2        | 14                | 1,4        | 99                      | 3,8        | 16                | 3,3        | 3                       | 0,2        | 1                 | 0,3        |  |
| Rest of W-V area             | 420                     | 12,2       | 116               | 11,3       | 335                     | 12,8       | 60                | 12,5       | 88                      | 6,5        | 21                | 7,0        |  |
| Rest of Transvaal            | 258                     | 7,5        | 74                | 7,2        | 625                     | 23,9       | 137               | 28,6       | 31                      | 2,3        | 12                | 4,0        |  |
| <b>Cape Province</b>         |                         |            |                   |            |                         |            |                   |            |                         |            |                   |            |  |
| Cape Peninsula               | 118                     | 3,4        | 29                | 2,8        | 27                      | 1,0        | 3                 | 0,6        | 540                     | 40,1       | 111               | 36,8       |  |
| Port Elizabeth and Uitenhage | 7                       | 0,2        | 2                 | 0,2        | 18                      | 0,7        | 4                 | 0,8        | 16                      | 1,2        | 1                 | 0,3        |  |
| Rest of Cape Province        | 115                     | 3,3        | 40                | 3,9        | 195                     | 7,5        | 20                | 4,2        | 532                     | 39,5       | 123               | 40,7       |  |
| <b>Natal</b>                 |                         |            |                   |            |                         |            |                   |            |                         |            |                   |            |  |
| Durban                       | 1 502                   | 43,6       | 431               | 42,1       | 101                     | 3,8        | 11                | 2,3        | 78                      | 5,8        | 18                | 6,0        |  |
| Rest of Natal                | 891                     | 25,9       | 285               | 27,9       | 152                     | 5,8        | 23                | 4,8        | 18                      | 1,3        | 5                 | 1,7        |  |
| <b>Orange Free State</b>     |                         |            |                   |            |                         |            |                   |            |                         |            |                   |            |  |
| Bloemfontein                 |                         |            |                   |            | 7                       | 0,3        | 2                 | 0,4        | 1                       | 0,1        |                   |            |  |
| Rest of OFS                  |                         |            |                   |            | 124                     | 4,7        | 26                | 5,4        | 7                       | 0,5        | 1                 | 0,3        |  |
| <b>South West Africa</b>     |                         |            |                   |            | 6                       | 0,2        | 1                 | 0,2        | 7                       | 0,5        | 2                 | 0,7        |  |
| <b>National States</b>       | 12                      | 0,4        | 2                 | 0,2        | 840                     | 32,1       | 152               | 31,7       | 6                       | 0,5        | 4                 | 1,3        |  |
| <b>TOTAL</b>                 | <b>3 443</b>            | <b>100</b> | <b>1 023</b>      | <b>100</b> | <b>2 615</b>            | <b>100</b> | <b>479</b>        | <b>100</b> | <b>1 347</b>            | <b>100</b> | <b>302</b>        | <b>100</b> |  |

**TABLE 5**  
**COMPARISON BETWEEN THE NATIONAL REGISTER AND RESPONDENTS GROUPS ACCORDING TO AGE : WOMEN**

| Age           | Asians                  |            |                   |            | Blacks                  |            |                   |            | Coloureds               |            |                   |            |
|---------------|-------------------------|------------|-------------------|------------|-------------------------|------------|-------------------|------------|-------------------------|------------|-------------------|------------|
|               | National Register group |            | Respondents group |            | National Register group |            | Respondents group |            | National Register group |            | Respondents group |            |
|               | N                       | %          | N                 | %          | N                       | %          | N                 | %          | N                       | %          | N                 | %          |
| 20 - 24       | 113                     | 15,4       | 32                | 24,1       | 20                      | 2,7        | 2                 | 2,4        | 60                      | 18,0       | 6                 | 9,1        |
| 25 - 29       | 258                     | 35,2       | 38                | 28,6       | 279                     | 38,1       | 25                | 30,1       | 136                     | 40,8       | 22                | 33,3       |
| 30 - 34       | 160                     | 21,8       | 21                | 15,8       | 197                     | 26,9       | 14                | 16,9       | 61                      | 18,3       | 18                | 27,3       |
| 35 - 39       | 96                      | 13,1       | 14                | 10,5       | 96                      | 13,1       | 11                | 13,3       | 25                      | 7,5        | 4                 | 6,1        |
| 40 - 44       | 53                      | 7,2        | 14                | 10,5       | 57                      | 7,8        | 14                | 16,9       | 16                      | 4,8        | 7                 | 10,6       |
| 45 - 49       | 25                      | 3,4        | 5                 | 3,8        | 36                      | 4,9        | 8                 | 9,6        | 17                      | 5,1        | 3                 | 4,6        |
| 50 - 54       | 15                      | 2,0        | 5                 | 3,8        | 31                      | 4,2        | 6                 | 7,2        | 11                      | 3,3        | 4                 | 6,1        |
| 55 - 59       | 12                      | 1,6        | 3                 | 2,3        | 8                       | 1,1        | 2                 | 2,4        | 6                       | 1,8        | 1                 | 1,5        |
| 60 - 64       | 2                       | 0,3        | 1                 | 0,8        | 5                       | 0,7        | 1                 | 1,2        | 1                       | 0,3        | 1                 | 1,5        |
| 65 +          |                         |            |                   |            | 3                       | 0,4        |                   |            |                         |            |                   |            |
| <b>TOTAL</b>  | <b>734</b>              | <b>100</b> | <b>133</b>        | <b>100</b> | <b>732</b>              | <b>100</b> | <b>83</b>         | <b>100</b> | <b>333</b>              | <b>100</b> | <b>66</b>         | <b>100</b> |
| <b>Me age</b> | <b>29,4</b>             |            | <b>29,0</b>       |            | <b>31,2</b>             |            | <b>34,7</b>       |            | <b>28,4</b>             |            | <b>30,9</b>       |            |



tions. A lecturer or manager with, for instance, a qualification in engineering was therefore classified as lecturer or manager and not as engineer.

It will be noticed that abridged versions of long occupational titles appear in the tables. In the appendix to this report there is an extensive list of occupations in which all the relevant occupations are mentioned. The occupations are arranged alphabetically and each one has been numbered. The HSRC uses one list of occupations for all graduates, but in this survey only certain occupations have been indicated by the respondents. Certain numbers have therefore been omitted from the list of occupations. The Afrikaans occupational title also appears in the appendix.

#### 4.2 Employer sector

The respondents were requested to indicate their employer sector. One of seven categories could be indicated. In the analyses the seven categories are often grouped together, since groups of persons would else be too small for analysis. The categories (which are indicated by means of abbreviations in the tables) are the following :

##### (a) Employees in the public sector

The following four categories together refer to the public sector

- (i) Government. (i.e. employees of the government and the provincial administrations)
- (ii) Local authorities. (For instance city or town councils, regional authorities, administrative boards)
- (iii) Semi-government. (i.e. semi-government, government-controlled or government-aided organizations e.g. universities, the SAR & H, HSRC, CSIR, boards of control, SABC, SABS)
- (iv) Government and semi-government. (i.e. Category (i) and (iii) jointly)

##### (b) Employees in the private sector

The following two categories refer to this group of employees

- (i) Public corporations. (For instance ISCOR, SASOL, ESCOM, ARMSCOR, Rand Water Board)
- (ii) Private firms. (for example private firms, churches, mines and agricultural co-operatives)

##### (c) Employees

If the abbreviation "employees" appears in the report, it refers to the employees in the public and private sector (a and b above).

##### (d) Self-employed

This sector refers to persons who have their own practice, undertaking or business and includes (i) partners in professional undertakings and/or (ii) managing directors who own more than 50% of a company's shares.

#### 4.3 Geographical distribution

The geographical classification of respondents in areas is based on their postal addresses as at 1 March 1981. In the analysis 13 areas are distinguished and most headings of areas are self-explanatory. The areas requiring further elucidation are the following :

- Johannesburg - includes Randburg
- Pretoria - includes Wonderboom
- Rest of W-V area i.e. the rest of the Witwatersrand-Vaal triangle — includes Sasolburg
- National states — i.e. Lebowa and KwaZulu. Transkei, Bophuthatswana and Venda are excluded.

#### 4.4 Income

The respondents were requested to supply data as at 1 March 1981. It is known that employees in the public sector received an increase in salary of approximately 12% on 1 April 1981. The increases granted to employees in the private sector are unknown. In this report the increases granted after 1 March 1981 were not taken into account.

The term income in this report refers to the total salary and income received from the direct pursuit of the occupation indicated (excluding income from investments and fringe benefits and before tax or any other deductions) from the following sources :

##### (a) Basic salary/income

In the case of employees it refers to the gross salary received and includes pensionable allowances. In the case of self-employed persons, it includes the net income from the occupation practised as well as salaried income received in respect of related, after-hours salaried work.

##### (b) Director's fees

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

(d) Bonuses received, e.g. profit-sharing, commercial, production and cash bonus (such as service, holiday or Christmas bonus).

The value of fringe benefits, such as the employer's contribution to a pension fund and housing benefits are not included in the income. The fringe benefits received and the monetary value thereof are analysed separately.

#### 4.5 Fringe benefits

Employees were requested in the questionnaire to indicate on a list of fringe benefits opposite each item whether the fringe benefit is received and if so what they regard the average annual monetary value thereof to be. The list of fringe benefits is as follows :

##### (a) Pension (This refers to the employer's

contribution to a pension, provident and medical fund.)

(b) Car (This refers to a free or subsidized car for private use, as well as a travelling allowance.)

(c) Entertainment allowance

(d) Housing (This refers to a housing subsidy received - in other words the rate of interest of the loan is subsidized by the employer - or housing or lodging at a reduced rent, reduced fee or free. In the latter case respondents were requested to indicate the difference between the normal tariff and that which they actually paid.)

(e) Other fringe benefits (These are benefits such as the employers' contribution towards clothing, telephone, insurance premiums, study aid, subsidized purchases, cafeteria facilities, etc.)

#### 4.6 Income not analysed

In order to ensure the respondents' anonymity, the income and value of the fringe benefits of four or fewer persons in a specific category are not indicated in the analyses.

It will be noted that all occupations indicated by the respondents were not analysed according to all the variables, because the number of people in certain occupations is too small for a meaningful analysis.

The category "other occupations" in the tables refer to a series of occupations in each of which there were four or fewer persons.

#### 4.7 Percentile values

The income and monetary value of fringe benefits received are indicated by means of percentile values. The percentile values 25; 50; 75 and, space permitting, also 10 and 90 are used in the tables. The percentile value 50, also called the median, indicates that 50% of the persons in the group concerned, receive more and 50% less than the indicated value (e.g. R19 000). The median value is regarded as a better index than the arithmetic mean since it is insensitive to very high and very low income values.

The percentile values above and below the median, in other words the 10; 25; 75 and 90 percentile values furnish details about the wage structure or range of wage levels in a specific group. For example, if the percentile values of medical practitioners with own practices are indicated as R18 000 (percentile 25), R24 000 (percentile 50) and R30 000 (percentile 75) it means *inter alia* that

- 50% of the medical practitioners receive more and 50% less than R24 000, and
- 50% (difference between 75 and 25 percentile values) receive between R18 000 and R30 000.

If the number of persons in a particular category becomes small, the 10; 25; 75 and 90 percentile values are subject to incorrect interpretation. For this reason only the median is indicated for groups from 5 to 9.

#### 4.8 Age and job experience

In the comparison of wage structures the years of

job experience is an important variable. Especially in the case of employees, the person's income increases as his years of job experience (and of course age) increases. Enquiries were made through the questionnaire concerning the respondents' years of job experience, but some of the respondents did not answer the question. Consequently age was used in the analyses, because the ages of all the respondents were known.

In the comparison of wage structures especially of employees, it is important to take notice of the age structure, in most cases indicated by the median age.

#### 4.9 Working hours

It is a well-known fact that income of employees can be affected by the number of working hours devoted to his occupation. Normally, for instance a part-time employee receives a lower wage than a full-time one. The income of full-time employees is probably not much affected by the specific number of working hours, while the income of the self-employed person is influenced by the number of hours devoted to his occupation.

Respondents were requested to indicate the number of hours i.e. office hours, overtime and after hours per week, normally devoted to occupational activities for financial gain. Since leave benefits can also influence the number of working hours, respondents were requested to indicate the number of working weeks per year normally devoted to occupational activities. By means of the indicated number of working hours and working weeks, the working hours per week of persons following the occupations were adjusted ( $\text{hours} \times \text{weeks} \div 52$ ) so that the working hours of the different occupations can be compared.

In the calculation the number of hours devoted voluntarily, without remuneration to an occupation, was not taken into account.

Some of the respondents did not furnish information on working hours and/or working weeks and they were therefore omitted in calculating the median working hours per week of a group. The median working hours for groups smaller than 10 are, therefore, not indicated in the tables.

#### 4.10 Comparison of the surveys of 1975 to 1981

The question concerning the monetary value of fringe benefits was included for the first time in the questionnaire of the 1981 survey and the comparisons therefore do not take cognizance of the value of fringe benefits.

Director's fees and profit-sharing bonuses and all the additional earnings of self-employed persons, were not included in the data of previous surveys, since information on these aspects of income were obtained for the first time with the 1981 survey. The number of persons who receive director's fees and a profit-sharing bonus is relatively small and will probably not significantly affect the comparability with the data of previous years.

## 5 ARRANGEMENT OF THE TABLES

The tables for the three population groups are presented separately in alphabetical order, viz. Asians Blacks and Coloureds. The tables appear after the con-

cluding remarks in paragraph 7.

### 5.1 Asian graduates

Table 1 shows that 1 023 Asian men participated in the survey. Of the 1 023 men, 45 indicated that they were not economically active (pensioners, post-graduate students and unemployed persons) and they were therefore not included in the further analyses of the wage structure (see Table 6). Another group that also had to be excluded from the analyses was the one consisting of six persons who did not indicate their incomes and the report therefore deals with the wage structure of 972 graduates.

Data concerning the Asians' income appear in Tables 7 to 13. An index of relevant variables appears at the beginning of this report (p. iv) and also just before the tables.

### 5.2 Black graduates

According to Table 1, 479 Black men participated in the survey. Of the 479 respondents, 23 persons indicated that they were not economically active and two did not mention an income (see Table 14). The wage structure of the 454 graduates is analysed in Tables 15 to 21. An index of relevant variables appear at the beginning of the report (p. iv), as well as before Table 14.

### 5.3 Coloured graduates

Table 1 indicates that 302 men participated in the survey. Nine persons indicated that they were not economically active, and one did not indicate an income (see Table 22). The report therefore deals with the wage structure of 292 graduates only.

An analysis of the data concerning the Coloured men's income, appears in Tables 23 to 29. An index of the variables appears at the beginning of the report (p. iv), as well as just before Table 22.

## 6 FINDINGS

Since the tables are, to a large extent, self-explanatory, they are discussed very briefly.

### 6.1 Asians

Of the 972 men in the survey group 568 (58,4%) were employed in the public sector and 203 (20,9%) in the private sector (see Table 7). The median income of employees in the public sector was higher than that of employees in the private sector (R12 330 as against R11 910 per annum). As a group, however, the employees in the public sector were 10 years older than the employees in the private sector (38 years as against 28 years).

In comparison with the income of employees, the median income of self-employed persons is considerably higher (R20 000 per annum). The income of self-employed persons is, however, not directly comparable with that of employees, since it includes an entrepreneur's remuneration and a risk premium.

Approximately three out of every four respondents in the public sector are in teaching occupations. Of the 568 employees in the public sector, 50,0% (or 284 of 568) are teachers, 12,5% are principals of schools and 12,1% are lecturers. The wage structure of the three occu-

pations show that the median income of lecturers (R14 750) is higher than that of school principals (R14 460) and teachers (R10 560). It must be kept in mind that lecturers usually have more post-graduate qualifications and that the higher qualifications also influence the wage level. The low median working hours of the three occupations, 29 to 30 hours in comparison with 36 to 55 hours per week of the other occupations in the public sector, can be ascribed to the fewer working weeks (owing to school and university holidays) devoted to these occupations.

If the median age of the employees is taken into account, it is clear that the occupation of medical practitioner is the one with the highest median income (R19 000) in the public sector. The median working hours of this group, however, is also the highest (55 hours per week). It is known that the medical practitioners are, to some extent, compensated for this by means of an overtime allowance (included in the median income), which they receive.

The employees in the private sector (N = 203) are mainly in the accounting professions, viz. 43 (21,2%) are accountants' clerks, 34 (16,7%) are accountants without the Final Qualifying Examination (FQE) and 9 (4,4%) are accountants with FQE. Since the accountants' clerks are being trained to become accountants, it is not strange that this group is the youngest (median age 26 as against 28 and 29) and the median income is also the lowest (R7 150 as against R13 100 and R14 400).

More than half (58,7%) of the self-employed graduates are medical practitioners. The median income of this group is also the highest, viz. R24 000 as against the R12 000 to R18 000 of the other occupations.

As can be expected, the wages of employees rise as they become older and their years of job experience therefore increase (see Table 8). The income indicated opposite the percentile value 25 in the youthful age categories, provide information about the possible starting salary of employees in a specific occupation, or what self-employed persons might possibly expect to earn when starting an own practice. It appears that graduated accountants' clerks are offered a starting salary of approximately R4 500 and that graduated teachers are appointed on the R6 000 per annum notch. A self-employed medical practitioner who starts an own practice can expect to earn R17 000 and more.

The analysis of the wage structure according to geographical distribution shows, as can be expected, that most opportunities for employment are found in Natal (see Tables 9 and 10). In most areas, other than Natal, relatively small groups of persons are found and the data should, therefore, be interpreted with caution. As far as the occupations in teaching are concerned the regional differences in median income can be explained by means of the age structure of those practising the occupation, except lecturers. The median income of lecturers in Durban (R15 240) is higher than that of lecturers in Pietermaritzburg (R11 860) and an explanation for this should perhaps be sought in the level and field of study of the lecturers' qualifications in the different regions.

The median income of medical practitioners with

an own practice in Natal (R20 000 and R22 230) is lower than the median income of the medical practitioners in any other geographical area (R23 000 to R34 000) and they also devote more working hours to practising their occupation (57 to 59 as against 55 to 56 hours per week).

It was pointed out in the explanatory notes (Paragraph 4.4) that "income" in this report refers to the total income the person receives from different sources. Data not incorporated in the tables in this report, show that almost two out of every three employees (486 of 771 persons, or 63,0%) receive a cash bonus and as can be expected, the cash bonus is approximately equal to one month's salary.

The fringe benefits an employer can directly or indirectly grant an employee, can augment his wages considerably. In Tables 11 and 12 more details are given concerning the monetary value of fringe benefits the employees receive. The data show that the employers of approximately 6 out of every 10 employees (56,2 + 5,8 = 62,0%) contribute to a pension fund and the median value is R600 per annum. The employer's contribution is usually based on a percentage of the employee's income and is therefore related to the employee's specific income level. It is interesting to note that 16,2% of the government employees (including provincial administrations) indicated that their employers do not contribute to a pension fund. According to the Commission for Administration all government employees belong to a pension or provident fund and the government contributes on an average 15% of the employee's salary to the fund. Apparently these employees are not aware of the fact that they receive this fringe benefit.

Approximately one out of every three employees (35,1%) receive a housing benefit. It is mainly the government employees who receive this benefit which is valued at approximately R840 per annum. On the other hand, more than half (55,1%) of the employees of private firms indicated that they did not receive a housing benefit. The small group who receive housing benefits, however indicated a higher median value (R1 200 as against R840 by the government).

In comparison with other employers, private firms give proportionately more cars, entertainment allowances and other fringe benefits (e.g. clothing or study aid). Few employees, however, receive these fringe benefits, viz. approximately one out of five receive a car (median value R1 500), approximately one out of ten an entertainment allowance (R480) and approximately one out of ten receive other fringe benefits (R250).

The monetary value of fringe benefits can amount to a considerable percentage of the employee's income. For the calculation of the percentage, the data of only those persons who indicated the value of at least one fringe benefit and correctly answered the rest of the question on fringe benefits, were taken into account. The result of the calculation is given in Table 12. Fifty per cent of the employees in the public sector indicated that the total value of all the fringe benefits together amounted to 7,9% of their income. For employees in the private sector the comparable percentage was 6,5% .

If the data of the 1981 survey are compared with those of previous surveys, an idea is formed of wage trends and fluctuations over a period of time. A comparison of 1981 data with the corresponding data of 1975 to 1979 is given in Table 13.

The comparison of the wage structure of 1975 up to 1981 shows that the biggest annual percentage increase in income for the period 1979 to 1981 occurred in the profession of the medical practitioner (21,4%), followed by the accountant (not FQE) (20,8%) and lecturer (18,2%).

The income of employees in the age group 25 to 29 years, reflects the largest annual growth for the period 1979 - 1981, viz. 21,5% as against the 3,8 to 20,4% of the other age groups.

The income of self-employed persons increased significantly during the past two years, viz. 19,9% per annum for medical practitioners.

If occupation is disregarded, the annual income growth for 1975 to 1981, for employees in the public sector was 11,3% as against the 15,0% of employees in the private sector.

## 6.2 Blacks

The largest percentage of workers are employees in the public sector (73,1% or 332 out of 454). As in the case of the Asian graduates, the median income of employees in the public sector is higher than that of the employees in the private sector (R11 550 as against R8 890 per annum - see Table 15).

Of the respondents 25,9% indicated that they were teachers, 16,0% were lecturers, 13,9% were inspectors of education and 11,4% were principals of schools. This means that approximately two out of every three (67,2%) Black graduates who were employed in the public sector, practised some occupation in the teaching profession.

The analyses according to age shows that, as can be expected, the income of employees increases as they become older (see Table 16). In considering the regional differences in income, the age structure of the persons practising the occupations, should therefore, be taken into account.

One out of every two employees receive a cash bonus and as can be expected, the bonus is equal to approximately one month's salary (data not given in the tables in the report).

Some government employees are apparently unaware of the fact that their employer contributes to a pension or provident fund, since 34,0% indicated that they did not receive this fringe benefit (see Table 19). The median value of the employer's contribution as indicated by employees, varies from R590 to R1 010 per annum for the different employer groups. Relatively few employees received any of the other fringe benefits and those who did receive them, were mainly employees of private firms.

A car allowance was received by 16,5% of the employees of private firms, and the car was valued at R1 450 per annum. Other fringe benefits received by this group of employees, and for which a value was indicated, was housing (11,3% received it with a median value of R360), entertainment allowance (9,3% and R550) and

**TABLE 6**  
**DISTRIBUTION OF ASIAN MALES RESPONDENTS GROUP ACCORDING TO EMPLOYER**

| Employer                             | Income indicated | Income not indicated | Total        |
|--------------------------------------|------------------|----------------------|--------------|
| <b>Economically active :</b>         |                  |                      |              |
| Government                           | 506              |                      | 506          |
| Local authority                      | 6                |                      | 6            |
| Semi-government                      | 51               |                      | 51           |
| Government and semi-government       | 5                |                      | 5            |
| Public corporation                   | 7                |                      | 7            |
| Private firm                         | 196              | 3                    | 199          |
| Self-employed                        | 201              | 3                    | 204          |
| <b>Total economically active</b>     | <b>972</b>       | <b>6</b>             | <b>978</b>   |
| <b>Not economically active :</b>     |                  |                      |              |
| Pensioner                            |                  | 20                   | 20           |
| Student (post-graduate)              |                  | 20                   | 20           |
| Unemployed                           |                  | 5                    | 5            |
| <b>Total not economically active</b> |                  | <b>45</b>            | <b>45</b>    |
| <b>GRAND TOTAL</b>                   | <b>972</b>       | <b>51</b>            | <b>1 023</b> |

TABLE 7  
WAGE STRUCTURE OF ASIAN MALES ACCORDING TO OCCUPATION AND EMPLOYER (R.P.A.)

| OCCUPATION              | PUBLIC SECTOR |               |                   |       |       |       | PRIVATE SECTOR |               |                   |      |       |       |
|-------------------------|---------------|---------------|-------------------|-------|-------|-------|----------------|---------------|-------------------|------|-------|-------|
|                         | N             | MEDIAN<br>AGE | PERCENTILE<br>HRS | 25    | 50    | 75    | N              | MEDIAN<br>AGE | PERCENTILE<br>HRS | 25   | 50    | 75    |
| 001 ACCOUNTANT(NOT FQE) | 3             |               |                   |       |       |       | 34             | 29            | 37                | 9590 | 13100 | 15700 |
| 002 ACCOUNTANT(CA,FQE)  |               |               |                   |       |       |       | 9              | 28            |                   |      | 14400 |       |
| 004 ACCOUNTANT CLERK    |               |               |                   |       |       |       | 43             | 26            | 35                | 5580 | 7150  | 9080  |
| 035 ATTORNEY'S CLERK    |               |               |                   |       |       |       | 9              | 28            |                   |      | 1440  |       |
| 144 EDUCATIONAL ADVISE  | 5             | 37            |                   |       | 15280 |       |                |               |                   |      |       |       |
| 145 EDUCATIONAL PSYCHO  | 7             | 40            |                   |       | 13160 |       |                |               |                   |      |       |       |
| 146 EDUCATION PLANNER   | 9             | 42            |                   |       | 18850 |       | 1              |               |                   |      |       |       |
| 151 ENGINEERS           |               |               |                   |       |       |       |                |               |                   |      |       |       |
| 155 CIVIL               | 1             |               |                   |       |       |       | 5              | 37            |                   |      | 19800 |       |
| 181 MEDICAL PRACTITION  | 64            | 30            | 55                | 18020 | 19000 | 25960 | 3              |               |                   |      |       |       |
| 191 HEADMASTER          | 71            | 48            | 29                | 13170 | 14460 | 15600 |                |               |                   |      |       |       |
| 214 INSPECTOR EDUCATIO  | 7             | 50            |                   |       | 20400 |       |                |               |                   |      |       |       |
| 236 LECTURER            | 69            | 39            | 30                | 12000 | 14750 | 17570 |                |               |                   |      |       |       |
| 246 MANAGERS            |               |               |                   |       |       |       |                |               |                   |      |       |       |
| 247 ACCOUNTING          |               |               |                   |       |       |       | 9              | 30            |                   |      | 14400 |       |
| 392 PHARMACIST          | 11            | 33            | 39                | 7680  | 9910  | 11100 | 7              | 32            |                   |      | 12000 |       |
| 471 TEACHER             | 284           | 37            | 29                | 9850  | 10560 | 12440 | 1              |               |                   |      |       |       |
| OTHER OCCUPATIONS       | 37            |               |                   |       |       |       | 82             |               |                   |      |       |       |
| TOTAL                   | 568           | 38            | 33                | 10200 | 12330 | 15150 | 203            | 28            | 36                | 7700 | 11910 | 16000 |

HRS = WORKING HOURS PER WEEK

TABLE 7 (CONTINUED)

| OCCUPATION              | EMPLOYEES |               |                   |       |       |       | SELF-EMPLOYED |               |                   |       |       |       |
|-------------------------|-----------|---------------|-------------------|-------|-------|-------|---------------|---------------|-------------------|-------|-------|-------|
|                         | N         | MEDIAN<br>AGE | PERCENTILE<br>HRS | 25    | 50    | 75    | N             | MEDIAN<br>AGE | PERCENTILE<br>HRS | 25    | 50    | 75    |
| 001 ACCOUNTANT(NOT FQE) | 37        | 29            | 37                | 10380 | 13000 | 15800 |               |               |                   |       |       |       |
| 002 ACCOUNTANT(CA,FQE)  | 9         | 28            |                   |       | 14400 |       | 10            | 31            | 38                | 13750 | 18000 | 22000 |
| 004 ACCOUNTANT CLERK    | 43        | 26            | 35                | 5580  | 7150  | 9080  |               |               |                   |       |       |       |
| 035 ATTORNEY'S CLERK    | 9         | 28            |                   |       | 1440  |       |               |               |                   |       |       |       |
| 039 ATTORNEY, LAWYER    | 1         |               |                   |       |       |       | 26            | 39            | 39                | 8100  | 12000 | 15000 |
| 075 CLERK, STOREMAN     | 7         | 27            |                   |       | 5710  |       |               |               |                   |       |       |       |
| 144 EDUCATIONAL ADVISE  | 5         | 37            |                   |       | 15280 |       |               |               |                   |       |       |       |
| 145 EDUCATIONAL PSYCHO  | 7         | 40            |                   |       | 13160 |       |               |               |                   |       |       |       |
| 146 EDUCATION PLANNER   | 10        | 41            | 38                | 13800 | 17880 | 20800 |               |               |                   |       |       |       |
| 151 ENGINEERS           |           |               |                   |       |       |       |               |               |                   |       |       |       |
| 155 CIVIL               | 6         | 35            |                   |       | 19050 |       |               |               |                   |       |       |       |
| 181 MEDICAL PRACTITION  | 67        | 30            | 55                | 18000 | 19000 | 25000 | 118           | 42            | 55                | 18000 | 24000 | 30000 |
| 191 HEADMASTER          | 71        | 48            | 29                | 13170 | 14460 | 15600 |               |               |                   |       |       |       |
| 214 INSPECTOR EDUCATIO  | 7         | 50            |                   |       | 20400 |       |               |               |                   |       |       |       |
| 228 LAB. ASSIST. OTHER  | 5         | 27            |                   |       | 9750  |       |               |               |                   |       |       |       |
| 236 LECTURER            | 69        | 39            | 30                | 12000 | 14750 | 17570 |               |               |                   |       |       |       |
| 246 MANAGERS            |           |               |                   |       |       |       |               |               |                   |       |       |       |
| 247 ACCOUNTING          | 9         | 30            |                   |       | 14400 |       |               |               |                   |       |       |       |
| 379 OWNER OF BUSINESS   |           |               |                   |       |       |       | 5             | 44            |                   |       | 12000 |       |
| 392 PHARMACIST          | 18        | 33            | 40                | 8850  | 9990  | 12000 | 16            | 36            | 60                | 13500 | 18000 | 23500 |
| 471 TEACHER             | 285       | 37            | 28                | 9850  | 10560 | 12430 |               |               |                   |       |       |       |
| OTHER OCCUPATIONS       | 106       |               |                   |       |       |       | 26            |               |                   |       |       |       |
| TOTAL                   | 771       | 35            | 35                | 9900  | 12150 | 15280 | 201           | 40            | 52                | 14000 | 20000 | 25680 |

HRS = WORKING HOURS PER WEEK

TABLE 8  
WAGE STRUCTURE OF ASIAN MALES ACCORDING TO EMPLOYER, AGE AND OCCUPATION (R.P.A.)  
8.1 EMPLOYEES

| AGE   | 001 ACCOUNTANT (NOT FQE) |    |            |       |       | 004 ACCOUNTANT CLERK |    |            |      |       | 181 MEDICAL PRACTITION |    |            |       |       |
|-------|--------------------------|----|------------|-------|-------|----------------------|----|------------|------|-------|------------------------|----|------------|-------|-------|
|       | N                        | ME | PERCENTILE |       |       | N                    | ME | PERCENTILE |      |       | N                      | ME | PERCENTILE |       |       |
|       | HRS                      |    | 25         | 50    | 75    | HRS                  |    | 25         | 50   | 75    | HRS                    |    | 25         | 50    | 75    |
| 20-24 | 2                        |    |            |       |       | 11                   | 35 | 4470       | 5490 | 7560  | 1                      |    |            |       |       |
| 25-29 | 19                       | 36 | 8150       | 12400 | 16000 | 26                   | 35 | 5910       | 7180 | 10240 | 31                     | 55 | 17640      | 18480 | 19000 |
| 30-34 | 11                       | 37 | 12000      | 14950 | 15600 | 6                    |    |            | 9310 |       | 16                     | 55 | 18370      | 20760 | 24300 |
| 35-39 | 3                        |    |            |       |       |                      |    |            |      |       | 6                      |    |            | 25700 |       |
| 40-44 | 1                        |    |            |       |       |                      |    |            |      |       | 3                      |    |            |       |       |
| 45-49 | 1                        |    |            |       |       |                      |    |            |      |       | 1                      |    |            |       |       |
| 50-54 |                          |    |            |       |       |                      |    |            |      |       | 4                      |    |            |       |       |
| 55-59 |                          |    |            |       |       |                      |    |            |      |       | 1                      |    |            |       |       |
| 60-64 |                          |    |            |       |       |                      |    |            |      |       | 4                      |    |            |       |       |
| 65+   |                          |    |            |       |       |                      |    |            |      |       |                        |    |            |       |       |
| TOTAL | 37                       | 37 | 10380      | 13000 | 15800 | 43                   | 35 | 5580       | 7150 | 9080  | 67                     | 55 | 18000      | 19000 | 25000 |

| AGE   | 191 HEADMASTER |    |            |       |       | 236 LECTURER |    |            |       |       | 392 PHARMACIST |    |            |       |       |
|-------|----------------|----|------------|-------|-------|--------------|----|------------|-------|-------|----------------|----|------------|-------|-------|
|       | N              | ME | PERCENTILE |       |       | N            | ME | PERCENTILE |       |       | N              | ME | PERCENTILE |       |       |
|       | HRS            |    | 25         | 50    | 75    | HRS          |    | 25         | 50    | 75    | HRS            |    | 25         | 50    | 75    |
| 20-24 |                |    |            |       |       | 2            |    |            |       |       |                |    |            |       |       |
| 25-29 |                |    |            |       |       | 4            |    |            |       |       | 7              |    |            | 10650 |       |
| 30-34 | 1              |    |            |       |       | 11           | 30 | 9800       | 13560 | 14850 | 7              |    |            | 10080 |       |
| 35-39 | 4              |    |            |       |       | 18           | 28 | 11010      | 13490 | 15480 | 3              |    |            |       |       |
| 40-44 | 11             | 28 | 13810      | 14850 | 15280 | 18           | 28 | 14140      | 15870 | 19000 | 1              |    |            |       |       |
| 45-49 | 29             | 30 | 13160      | 14440 | 15720 | 6            |    |            | 17310 |       |                |    |            |       |       |
| 50-54 | 16             | 29 | 13540      | 14230 | 15060 | 5            |    |            | 28400 |       |                |    |            |       |       |
| 55-59 | 6              |    |            | 15680 |       | 4            |    |            |       |       |                |    |            |       |       |
| 60-64 | 4              |    |            |       |       | 1            |    |            |       |       |                |    |            |       |       |
| 65+   |                |    |            |       |       |              |    |            |       |       |                |    |            |       |       |
| TOTAL | 71             | 29 | 13170      | 14460 | 15600 | 69           | 30 | 12000      | 14750 | 17570 | 18             | 40 | 8850       | 9990  | 12000 |

| AGE   | 471 TEACHER |    |            |       |       |     |    |            |    |    |     |    |            |    |    |
|-------|-------------|----|------------|-------|-------|-----|----|------------|----|----|-----|----|------------|----|----|
|       | N           | ME | PERCENTILE |       |       | N   | ME | PERCENTILE |    |    | N   | ME | PERCENTILE |    |    |
|       | HRS         |    | 25         | 50    | 75    | HRS |    | 25         | 50 | 75 | HRS |    | 25         | 50 | 75 |
| 20-24 | 12          | 31 | 6000       | 6170  | 6920  |     |    |            |    |    |     |    |            |    |    |
| 25-29 | 21          | 27 | 6230       | 8400  | 10210 |     |    |            |    |    |     |    |            |    |    |
| 30-34 | 66          | 33 | 9760       | 10550 | 11210 |     |    |            |    |    |     |    |            |    |    |
| 35-39 | 79          | 28 | 9910       | 10560 | 12150 |     |    |            |    |    |     |    |            |    |    |
| 40-44 | 55          | 28 | 10510      | 11300 | 13080 |     |    |            |    |    |     |    |            |    |    |
| 45-49 | 37          | 30 | 10560      | 12450 | 13160 |     |    |            |    |    |     |    |            |    |    |
| 50-54 | 8           |    |            | 12480 |       |     |    |            |    |    |     |    |            |    |    |
| 55-59 | 3           |    |            |       |       |     |    |            |    |    |     |    |            |    |    |
| 60-64 | 2           |    |            |       |       |     |    |            |    |    |     |    |            |    |    |
| 65+   | 2           |    |            |       |       |     |    |            |    |    |     |    |            |    |    |
| TOTAL | 285         | 28 | 9850       | 10560 | 12430 |     |    |            |    |    |     |    |            |    |    |

8.2 SELF-EMPLOYED (OWN PRACTICE, BUSINESS)

| AGE   | 039 ATTORNEY, LAWYER |    |            |       |       | 181 MEDICAL PRACTITION |    |            |       |       | 392 PHARMACIST |    |            |       |       |
|-------|----------------------|----|------------|-------|-------|------------------------|----|------------|-------|-------|----------------|----|------------|-------|-------|
|       | N                    | ME | PERCENTILE |       |       | N                      | ME | PERCENTILE |       |       | N              | ME | PERCENTILE |       |       |
|       | HRS                  |    | 25         | 50    | 75    | HRS                    |    | 25         | 50    | 75    | HRS            |    | 25         | 50    | 75    |
| 20-24 | 1                    |    |            |       |       |                        |    |            |       |       |                |    |            |       |       |
| 25-29 | 5                    |    |            | 9600  |       | 6                      |    |            | 24000 |       | 2              |    |            |       |       |
| 30-34 | 5                    |    |            | 6000  |       | 18                     | 55 | 17250      | 24100 | 32250 | 5              |    |            | 13000 |       |
| 35-39 | 2                    |    |            |       |       | 19                     | 55 | 20000      | 25000 | 30000 | 5              |    |            | 15000 |       |
| 40-44 | 4                    |    |            |       |       | 29                     | 59 | 19500      | 24000 | 25180 | 1              |    |            |       |       |
| 45-49 | 2                    |    |            |       |       | 18                     | 55 | 20000      | 24000 | 31500 | 2              |    |            |       |       |
| 50-54 | 2                    |    |            |       |       | 19                     | 60 | 17000      | 21400 | 27310 | 1              |    |            |       |       |
| 55-59 | 2                    |    |            |       |       | 4                      |    |            |       |       |                |    |            |       |       |
| 60-64 | 3                    |    |            |       |       | 4                      |    |            |       |       |                |    |            |       |       |
| 65+   |                      |    |            |       |       | 1                      |    |            |       |       |                |    |            |       |       |
| TOTAL | 26                   | 39 | 8100       | 12000 | 15000 | 118                    | 55 | 18000      | 24000 | 30000 | 16             | 60 | 13500      | 18000 | 23500 |



**TABLE 9**  
**WAGE STRUCTURE OF ASIAN MALES ACCORDING TO GEOGRAPHICAL DISTRIBUTION AND EMPLOYER (R.P.A.)**

| Geographical distribution  | Employees  |            |            |              |               |               | Self-employed |            |            |               |               |               |
|----------------------------|------------|------------|------------|--------------|---------------|---------------|---------------|------------|------------|---------------|---------------|---------------|
|                            | N          | Median Age | Median Hrs | Percentile   |               |               | N             | Median Age | Median Hrs | Percentile    |               |               |
|                            |            |            |            | 25           | 50            | 75            |               |            |            | 25            | 50            | 75            |
| Johannesburg               | 28         | 28         | 35         | 8 400        | 12 430        | 17 660        |               |            |            |               |               |               |
| Pretoria                   | 9          | 33         |            |              | 13 160        |               | 2             |            |            |               |               |               |
| Rest of W-V area*          | 77         | 32         | 36         | 11 260       | 14 400        | 18 500        | 37            | 39         | 47         | 17 500        | 20 800        | 24 400        |
| Rest of Transvaal          | 39         | 30         | 38         | 12 000       | 14 900        | 18 090        | 34            | 42         | 55         | 18 000        | 22 420        | 29 250        |
| Cape Peninsula             | 17         | 29         | 45         | 7 410        | 12 000        | 18 020        | 9             | 37         |            |               | 25 000        |               |
| Port Elizabeth – Uitenhage | 1          |            |            |              |               |               | 1             |            |            |               |               |               |
| Rest of Cape Province      | 22         | 34         | 37         | 7 740        | 13 000        | 16 550        | 18            | 41         | 55         | 18 000        | 30 000        | 39 680        |
| Durban                     | 347        | 36         | 35         | 9 920        | 12 150        | 15 210        | 53            | 40         | 42         | 11 150        | 15 600        | 23 000        |
| Rest of Natal              | 229        | 36         | 34         | 9 750        | 11 210        | 13 740        | 47            | 40         | 56         | 12 000        | 17 000        | 24 430        |
| Bloemfontein               |            |            |            |              |               |               |               |            |            |               |               |               |
| Rest of OFS #              |            |            |            |              |               |               |               |            |            |               |               |               |
| South West Africa          |            |            |            |              |               |               |               |            |            |               |               |               |
| National states            | 2          |            |            |              |               |               |               |            |            |               |               |               |
| <b>TOTAL</b>               | <b>771</b> | <b>35</b>  | <b>35</b>  | <b>9 900</b> | <b>12 150</b> | <b>15 280</b> | <b>201</b>    | <b>40</b>  | <b>52</b>  | <b>14 000</b> | <b>20 000</b> | <b>25 680</b> |

\* Rest of Witwatersrand-Vaal triangle (including Sasolburg)

# Rest of Orange Free State (excluding Sasolburg)

Hrs = working hours per week

TABLE 10  
WAGE STRUCTURE OF ASIAN MALES ACCORDING TO EMPLOYER, GEOGRAPHICAL DISTRIBUTION  
AND OCCUPATION (R.P.A.)  
10.1 EMPLOYEES

| GEOGRAPHICAL DISTRIBUTION     | 001 ACCOUNTANT (INDT FQE) |               |               |                  |                  |                  | 004 ACCOUNTANT CLERK |               |               |                  |                  |                  |
|-------------------------------|---------------------------|---------------|---------------|------------------|------------------|------------------|----------------------|---------------|---------------|------------------|------------------|------------------|
|                               | N                         | MEDIAN<br>AGE | MEDIAN<br>HRS | PERCENTILE<br>25 | PERCENTILE<br>50 | PERCENTILE<br>75 | N                    | MEDIAN<br>AGE | MEDIAN<br>HRS | PERCENTILE<br>25 | PERCENTILE<br>50 | PERCENTILE<br>75 |
| JOHANNESBURG                  | 2                         |               |               |                  |                  |                  | 5                    | 25            |               |                  | 7200             |                  |
| PRETORIA                      |                           |               |               |                  |                  |                  | 1                    |               |               |                  |                  |                  |
| REST OF W-V AREA*             | 7                         | 32            |               |                  | 15000            |                  | 9                    | 26            |               |                  | 8400             |                  |
| REST OF TRANSVAAL             | 8                         | 28            |               |                  | 12980            |                  | 2                    |               |               |                  |                  |                  |
| CAPE PENINSULA                | 1                         |               |               |                  |                  |                  | 1                    |               |               |                  |                  |                  |
| PORT ELIZABETH -<br>UITENHAGE |                           |               |               |                  |                  |                  | 1                    |               |               |                  |                  |                  |
| REST OF CAPE PROVINCE         | 1                         |               |               |                  |                  |                  | 2                    |               |               |                  |                  |                  |
| DURBAN                        | 10                        | 29            | 36            | 11320            | 12200            | 14330            | 15                   | 27            | 35            | 4700             | 6740             | 9080             |
| REST OF NATAL                 | 8                         | 30            |               |                  | 13100            |                  | 7                    | 26            |               |                  | 6000             |                  |
| BLOEMFONTEIN                  |                           |               |               |                  |                  |                  |                      |               |               |                  |                  |                  |
| REST OF OFS#                  |                           |               |               |                  |                  |                  |                      |               |               |                  |                  |                  |
| SOUTH-WEST AFRICA             |                           |               |               |                  |                  |                  |                      |               |               |                  |                  |                  |
| NATIONAL STATES               |                           |               |               |                  |                  |                  |                      |               |               |                  |                  |                  |
| TOTAL                         | 37                        | 29            | 37            | 10380            | 13000            | 15800            | 43                   | 26            | 35            | 5580             | 7150             | 9080             |

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASOLBURG)  
#REST OF ORANGE FREE STATE (EXCLUDING SASOLBURG)  
HRS = WORKING HOURS PER WEEK

10.1 EMPLOYEES (CONTINUED)

| GEOGRAPHICAL DISTRIBUTION     | 181 MEDICAL PRACTITIONER |               |               |                  |                  |                  | 191 HEADMASTER |               |               |                  |                  |                  |
|-------------------------------|--------------------------|---------------|---------------|------------------|------------------|------------------|----------------|---------------|---------------|------------------|------------------|------------------|
|                               | N                        | MEDIAN<br>AGE | MEDIAN<br>HRS | PERCENTILE<br>25 | PERCENTILE<br>50 | PERCENTILE<br>75 | N              | MEDIAN<br>AGE | MEDIAN<br>HRS | PERCENTILE<br>25 | PERCENTILE<br>50 | PERCENTILE<br>75 |
| JOHANNESBURG                  | 4                        |               |               |                  |                  |                  | 3              |               |               |                  |                  |                  |
| PRETORIA                      | 1                        |               |               |                  |                  |                  | 1              |               |               |                  |                  |                  |
| REST OF W-V AREA*             | 10                       | 30            | 55            | 18000            | 19500            | 28850            | 4              |               |               |                  | 15850            |                  |
| REST OF TRANSVAAL             | 4                        |               |               |                  |                  |                  | 5              | 47            |               |                  |                  |                  |
| CAPE PENINSULA                | 5                        | 32            |               |                  | 17040            |                  |                |               |               |                  |                  |                  |
| PORT ELIZABETH -<br>UITENHAGE |                          |               |               |                  |                  |                  | 1              |               |               |                  |                  |                  |
| REST OF CAPE PROVINCE         | 4                        |               |               |                  |                  |                  | 1              |               |               |                  |                  |                  |
| DURBAN                        | 27                       | 29            | 56            | 18000            | 18980            | 21400            | 28             | 51            | 29            | 13860            | 14450            | 15500            |
| REST OF NATAL                 | 12                       | 34            | 55            | 18280            | 19630            | 23000            | 28             | 47            | 28            | 12300            | 13810            | 14760            |
| BLOEMFONTEIN                  |                          |               |               |                  |                  |                  |                |               |               |                  |                  |                  |
| REST OF OFS#                  |                          |               |               |                  |                  |                  |                |               |               |                  |                  |                  |
| SOUTH-WEST AFRICA             |                          |               |               |                  |                  |                  |                |               |               |                  |                  |                  |
| NATIONAL STATES               |                          |               |               |                  |                  |                  | 1              |               |               |                  |                  |                  |
| TOTAL                         | 67                       | 30            | 55            | 18000            | 19000            | 25000            | 71             | 48            | 29            | 13170            | 14460            | 15600            |

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASOLBURG)  
#REST OF ORANGE FREE STATE (EXCLUDING SASOLBURG)  
HRS = WORKING HOURS PER WEEK

10.1 EMPLOYEES (CONTINUED)

| GEOGRAPHICAL DISTRIBUTION     | 236 LECTURER |               |               |                  |                  |                  | 392 PHARMACIST |               |               |                  |                  |                  |
|-------------------------------|--------------|---------------|---------------|------------------|------------------|------------------|----------------|---------------|---------------|------------------|------------------|------------------|
|                               | N            | MEDIAN<br>AGE | MEDIAN<br>HRS | PERCENTILE<br>25 | PERCENTILE<br>50 | PERCENTILE<br>75 | N              | MEDIAN<br>AGE | MEDIAN<br>HRS | PERCENTILE<br>25 | PERCENTILE<br>50 | PERCENTILE<br>75 |
| JOHANNESBURG                  | 1            |               |               |                  |                  |                  |                |               |               |                  |                  |                  |
| PRETORIA                      | 2            |               |               |                  |                  |                  |                |               |               |                  |                  |                  |
| REST OF W-V AREA*             | 3            |               |               |                  |                  |                  | 2              |               |               |                  |                  |                  |
| REST OF TRANSVAAL             | 2            |               |               |                  |                  |                  | 2              |               |               |                  |                  |                  |
| CAPE PENINSULA                | 3            |               |               |                  |                  |                  | 2              |               |               |                  |                  |                  |
| PORT ELIZABETH -<br>UITENHAGE |              |               |               |                  |                  |                  |                |               |               |                  |                  |                  |
| REST OF CAPE PROVINCE         | 1            |               |               |                  |                  |                  | 1              |               |               |                  |                  |                  |
| DURBAN                        | 46           | 40            | 31            | 13110            | 15240            | 17870            | 6              | 33            |               |                  | 9240             |                  |
| REST OF NATAL                 | 11           | 40            | 26            | 9800             | 11860            | 13810            | 5              | 33            |               |                  | 9000             |                  |
| BLOEMFONTEIN                  |              |               |               |                  |                  |                  |                |               |               |                  |                  |                  |
| REST OF OFS#                  |              |               |               |                  |                  |                  |                |               |               |                  |                  |                  |
| SOUTH-WEST AFRICA             |              |               |               |                  |                  |                  |                |               |               |                  |                  |                  |
| NATIONAL STATES               |              |               |               |                  |                  |                  |                |               |               |                  |                  |                  |
| TOTAL                         | 69           | 39            | 30            | 12000            | 14750            | 17570            | 18             | 33            | 40            | 8850             | 9990             | 12000            |

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASOLBURG)  
#REST OF ORANGE FREE STATE (EXCLUDING SASOLBURG)  
HRS = WORKING HOURS PER WEEK

TABLE 10 (CONTINUED)

10.1 EMPLOYEES (CONTINUED)

| GEOGRAPHICAL DISTRIBUTION     | 471 TEACHER |        |     |            |       |       |   |        |     |            |    |    |
|-------------------------------|-------------|--------|-----|------------|-------|-------|---|--------|-----|------------|----|----|
|                               | N           | MEDIAN |     | PERCENTILE |       |       | N | MEDIAN |     | PERCENTILE |    |    |
|                               |             | AGE    | HRS | 25         | 50    | 75    |   | AGE    | HRS | 25         | 50 | 75 |
| JOHANNESBURG                  | 3           |        |     |            |       |       |   |        |     |            |    |    |
| PRETORIA                      |             |        |     |            |       |       |   |        |     |            |    |    |
| REST OF W-V AREA*             | 15          | 37     | 30  | 6760       | 12000 | 12770 |   |        |     |            |    |    |
| REST OF TRANSVAAL             | 1           |        |     |            |       |       |   |        |     |            |    |    |
| CAPE PENINSULA                | 2           |        |     |            |       |       |   |        |     |            |    |    |
| PORT ELIZABETH -<br>UITENHAGE |             |        |     |            |       |       |   |        |     |            |    |    |
| REST OF CAPE PROVINCE         | 1           |        |     |            |       |       |   |        |     |            |    |    |
| DURBAN                        | 138         | 38     | 28  | 9910       | 10780 | 12510 |   |        |     |            |    |    |
| REST OF NATAL                 | 124         | 37     | 28  | 9750       | 10550 | 11800 |   |        |     |            |    |    |
| BLOEMFONTEIN                  |             |        |     |            |       |       |   |        |     |            |    |    |
| REST OF OFS#                  |             |        |     |            |       |       |   |        |     |            |    |    |
| SOUTH-WEST AFRICA             |             |        |     |            |       |       |   |        |     |            |    |    |
| NATIONAL STATES               | 1           |        |     |            |       |       |   |        |     |            |    |    |
| TOTAL                         | 285         | 37     | 28  | 9850       | 10560 | 12430 |   |        |     |            |    |    |

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASOLBURG)  
 #REST OF ORANGE FREE STATE (EXCLUDING SASOLBURG)  
 HRS = WORKING HOURS PER WEEK

10.2 SELF-EMPLOYED (OWN PRACTICE, BUSINESS)

| GEOGRAPHICAL DISTRIBUTION     | 039 ATTORNEY, LAWYER |        |     |            |       |       | 181 MEDICAL PRACTITIONER |        |     |            |       |       |
|-------------------------------|----------------------|--------|-----|------------|-------|-------|--------------------------|--------|-----|------------|-------|-------|
|                               | N                    | MEDIAN |     | PERCENTILE |       |       | N                        | MEDIAN |     | PERCENTILE |       |       |
|                               |                      | AGE    | HRS | 25         | 50    | 75    |                          | AGE    | HRS | 25         | 50    | 75    |
| JOHANNESBURG                  |                      |        |     |            |       |       |                          |        |     |            |       |       |
| PRETORIA                      |                      |        |     |            |       |       | 2                        |        |     |            |       |       |
| REST OF W-V AREA*             | 5                    | 41     |     |            | 17000 |       | 19                       | 40     | 55  | 20800      | 24000 | 30000 |
| REST OF TRANSVAAL             | 1                    |        |     |            |       |       | 29                       | 43     | 55  | 19000      | 23000 | 30500 |
| CAPE PENINSULA                |                      |        |     |            |       |       | 8                        | 37     |     |            | 30500 |       |
| PORT ELIZABETH -<br>UITENHAGE |                      |        |     |            |       |       | 1                        |        |     |            |       |       |
| REST OF CAPE PROVINCE         |                      |        |     |            |       |       | 12                       | 42     | 56  | 28500      | 34000 | 40000 |
| DURBAN                        | 13                   | 40     | 36  | 5160       | 8650  | 12000 | 21                       | 40     | 57  | 15300      | 20000 | 25000 |
| REST OF NATAL                 | 7                    | 29     |     |            | 12000 |       | 26                       | 44     | 59  | 17000      | 22230 | 26320 |
| BLOEMFONTEIN                  |                      |        |     |            |       |       |                          |        |     |            |       |       |
| REST OF OFS#                  |                      |        |     |            |       |       |                          |        |     |            |       |       |
| SOUTH-WEST AFRICA             |                      |        |     |            |       |       |                          |        |     |            |       |       |
| NATIONAL STATES               |                      |        |     |            |       |       |                          |        |     |            |       |       |
| TOTAL                         | 26                   | 39     | 39  | 8100       | 12000 | 15000 | 118                      | 42     | 55  | 18000      | 24000 | 30000 |

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASOLBURG)  
 #REST OF ORANGE FREE STATE (EXCLUDING SASOLBURG)  
 HRS = WORKING HOURS PER WEEK

**TABLE 11**  
**FRINGE BENEFITS OF ASIAN MALE EMPLOYEES ACCORDING TO EMPLOYER (R.P.A.)**

| Employer                       | Total number of employees | Question not answered | Do not receive fringe benefit | Receive fringe benefit |                          |     |     |       |       |       |
|--------------------------------|---------------------------|-----------------------|-------------------------------|------------------------|--------------------------|-----|-----|-------|-------|-------|
|                                |                           |                       |                               | Value not indicated    | Value indicated (R.p.a.) |     |     |       |       |       |
|                                |                           |                       |                               |                        | N                        | 10  | 25  | 50    | 75    | 90    |
| <b>a) Pension</b>              |                           |                       |                               |                        |                          |     |     |       |       |       |
| Government                     | N 506                     | 117                   | 82                            | 39                     | 268                      | 180 | 190 | 600   | 900   | 1 200 |
|                                | % 100                     | 23,1                  | 16,2                          | 7,7                    | 53,0                     |     |     |       |       |       |
| Local authority                | N 6                       |                       |                               |                        | 6                        |     |     | 1 330 |       |       |
|                                | % 100                     |                       |                               |                        | 100,0                    |     |     |       |       |       |
| Semi-government                | N 51                      | 8                     | 9                             | 5                      | 29                       | 200 | 540 | 960   | 1 350 | 2 550 |
|                                | % 100                     | 15,7                  | 17,6                          | 9,8                    | 56,9                     |     |     |       |       |       |
| Government and semi-government | N 5                       | 2                     | 1                             |                        | 2                        |     |     |       |       |       |
|                                | % 100                     | 40,0                  | 20,0                          |                        | 40,0                     |     |     |       |       |       |
| Public sector                  | N 568                     | 127                   | 92                            | 44                     | 305                      | 180 | 300 | 600   | 960   | 1 300 |
|                                | % 100                     | 22,4                  | 16,2                          | 7,7                    | 53,7                     |     |     |       |       |       |
| Public corporation             | N 7                       | 1                     |                               |                        | 6                        |     |     | 700   |       |       |
|                                | % 100                     | 14,3                  |                               |                        | 85,7                     |     |     |       |       |       |
| Private firm                   | N 196                     | 30                    | 43                            | 1                      | 122                      | 180 | 260 | 550   | 1 060 | 1 390 |
|                                | % 100                     | 15,3                  | 21,9                          | 0,5                    | 62,2                     |     |     |       |       |       |
| Private sector                 | N 203                     | 31                    | 43                            | 1                      | 128                      | 180 | 260 | 560   | 1 050 | 1 380 |
|                                | % 100                     | 15,3                  | 21,2                          | 0,5                    | 63,1                     |     |     |       |       |       |
| TOTAL                          | N 771                     | 158                   | 135                           | 45                     | 433                      | 180 | 300 | 600   | 990   | 1 300 |
|                                | % 100                     | 20,5                  | 17,5                          | 5,8                    | 56,2                     |     |     |       |       |       |

**b) Car**

|                                |       |      |      |     |      |     |     |       |       |       |
|--------------------------------|-------|------|------|-----|------|-----|-----|-------|-------|-------|
| Government                     | N 506 | 254  | 244  | 3   | 5    |     |     | 960   |       |       |
|                                | % 100 | 50,2 | 48,2 | 0,6 | 1,0  |     |     |       |       |       |
| Local authority                | N 6   | 2    | 4    |     |      |     |     |       |       |       |
|                                | % 100 | 33,3 | 66,7 |     |      |     |     |       |       |       |
| Semi-government                | N 51  | 22   | 29   |     |      |     |     |       |       |       |
|                                | % 100 | 43,1 | 56,9 |     |      |     |     |       |       |       |
| Government and semi-government | N 5   | 2    | 3    |     |      |     |     |       |       |       |
|                                | % 100 | 40,0 | 60,0 |     |      |     |     |       |       |       |
| Public sector                  | N 568 | 280  | 280  | 3   | 5    |     |     | 960   |       |       |
|                                | % 100 | 49,3 | 49,3 | 0,5 | 0,9  |     |     |       |       |       |
| Public corporation             | N 7   | 2    | 5    |     |      |     |     |       |       |       |
|                                | % 100 | 28,6 | 71,4 |     |      |     |     |       |       |       |
| Private firm                   | N 196 | 62   | 92   | 1   | 41   | 440 | 690 | 1 500 | 3 000 | 4 080 |
|                                | % 100 | 31,6 | 46,9 | 0,5 | 20,9 |     |     |       |       |       |
| Private sector                 | N 203 | 64   | 97   | 1   | 41   | 440 | 690 | 1 500 | 3 000 | 4 080 |
|                                | % 100 | 31,5 | 47,8 | 0,5 | 20,2 |     |     |       |       |       |
| TOTAL                          | N 771 | 344  | 377  | 4   | 46   | 370 | 660 | 1 350 | 3 000 | 3 780 |
|                                | % 100 | 44,6 | 48,9 | 0,5 | 6,0  |     |     |       |       |       |

**c) Entertainment allowance**

|                                |       |      |      |  |  |  |  |  |  |  |
|--------------------------------|-------|------|------|--|--|--|--|--|--|--|
| Government                     | N 506 | 261  | 245  |  |  |  |  |  |  |  |
|                                | % 100 | 51,6 | 48,4 |  |  |  |  |  |  |  |
| Local authority                | N 6   | 2    | 4    |  |  |  |  |  |  |  |
|                                | % 100 | 33,3 | 66,7 |  |  |  |  |  |  |  |
| Semi-government                | N 51  | 22   | 29   |  |  |  |  |  |  |  |
|                                | % 100 | 43,1 | 56,9 |  |  |  |  |  |  |  |
| Government and semi-government | N 5   | 2    | 3    |  |  |  |  |  |  |  |
|                                | % 100 | 40,0 | 60,0 |  |  |  |  |  |  |  |

TABLE 11 (CONTINUED)

| Employer                                      | Total number of employees | Question not answered | Do not receive fringe benefit | Receive fringe benefit |                          |     |     |     |       |    |
|---|---------------------------|-----------------------|-------------------------------|------------------------|--------------------------|-----|-----|-----|-------|----|
|   |                           |                       |                               | Value not indicated    | Value indicated (R.p.a.) |     |     |     |       |    |
|   |                           |                       |                               |                        | N                        | 10  | 25  | 50  | 75    | 90 |
| <b>c) Entertainment allowance (continued)</b> |                           |                       |                               |                        |                          |     |     |     |       |    |
| Public sector                                 | N 568                     | 287                   | 281                           |                        |                          |     |     |     |       |    |
|   | % 100                     | 50,5                  | 49,5                          |                        |                          |     |     |     |       |    |
| Public corporation                            | N 7                       | 2                     | 5                             |                        |                          |     |     |     |       |    |
|   | % 100                     | 28,6                  | 71,4                          |                        |                          |     |     |     |       |    |
| Private firm                                  | N 196                     | 77                    | 103                           | 16                     | 200                      | 300 | 480 | 930 | 2 760 |    |
|   | % 100                     | 39,3                  | 52,6                          | 8,2                    |                          |     |     |     |       |    |
| Private sector                                | N 203                     | 79                    | 108                           | 16                     | 200                      | 300 | 480 | 930 | 2 760 |    |
|   | % 100                     | 38,9                  | 53,2                          | 7,9                    |                          |     |     |     |       |    |
| TOTAL   | N 771                     | 366                   | 389                           | 16                     | 200                      | 300 | 480 | 930 | 2 760 |    |
|   | % 100                     | 47,5                  | 50,5                          | 2,1                    |                          |     |     |     |       |    |

**d) Housing**

|                                |       |      |      |     |      |     |       |       |       |       |
|--------------------------------|-------|------|------|-----|------|-----|-------|-------|-------|-------|
| Government                     | N 506 | 130  | 137  | 16  | 223  | 200 | 590   | 840   | 980   | 1 080 |
|                                | % 100 | 25,7 | 27,1 | 3,2 | 44,1 |     |       |       |       |       |
| Local authority                | N 6   | 1    | 3    |     | 2    |     |       |       |       |       |
|                                | % 100 | 16,7 | 50,0 |     | 33,3 |     |       |       |       |       |
| Semi-government                | N 51  | 14   | 18   | 1   | 18   | 80  | 250   | 790   | 940   | 1 380 |
|                                | % 100 | 27,5 | 35,3 | 2,0 | 35,3 |     |       |       |       |       |
| Government and semi-government | N 5   | 2    | 2    |     | 1    |     |       |       |       |       |
|                                | % 100 | 40,0 | 40,0 |     | 20,0 |     |       |       |       |       |
| Public sector                  | N 568 | 147  | 160  | 17  | 244  | 170 | 580   | 840   | 980   | 1 090 |
|                                | % 100 | 25,9 | 28,2 | 3,0 | 43,0 |     |       |       |       |       |
| Public corporation             | N 7   | 2    | 5    |     |      |     |       |       |       |       |
|                                | % 100 | 28,6 | 71,4 |     |      |     |       |       |       |       |
| Private firm                   | N 196 | 78   | 108  | 10  | 500  | 580 | 1 200 | 1 850 | 2 090 |       |
|                                | % 100 | 39,8 | 55,1 | 5,1 |      |     |       |       |       |       |
| Private sector                 | N 203 | 80   | 113  | 10  | 500  | 580 | 1 200 | 1 850 | 2 090 |       |
|                                | % 100 | 39,4 | 55,7 | 4,9 |      |     |       |       |       |       |
| TOTAL                          | N 771 | 227  | 273  | 17  | 254  | 190 | 590   | 840   | 990   | 1 120 |
|                                | % 100 | 29,4 | 35,4 | 2,2 | 32,9 |     |       |       |       |       |

**e) Other fringe benefits**

|                                |       |      |      |     |      |     |     |     |     |       |
|--------------------------------|-------|------|------|-----|------|-----|-----|-----|-----|-------|
| Government                     | N 506 | 267  | 223  | 1   | 15   | 50  | 100 | 600 | 920 | 1 730 |
|                                | % 100 | 52,8 | 44,1 | 0,2 | 3,0  |     |     |     |     |       |
| Local authority                | N 6   | 2    | 4    |     |      |     |     |     |     |       |
|                                | % 100 | 33,3 | 66,7 |     |      |     |     |     |     |       |
| Semi-government                | N 51  | 22   | 23   |     | 6    |     |     | 490 |     |       |
|                                | % 100 | 43,1 | 45,1 |     | 11,8 |     |     |     |     |       |
| Government and semi-government | N 5   | 2    | 2    |     | 1    |     |     |     |     |       |
|                                | % 100 | 40,0 | 40,0 |     | 20,0 |     |     |     |     |       |
| Public sector                  | N 568 | 293  | 252  | 1   | 22   | 40  | 100 | 560 | 910 | 1 510 |
|                                | % 100 | 51,6 | 44,4 | 0,2 | 3,9  |     |     |     |     |       |
| Public corporation             | N 7   | 2    | 5    |     |      |     |     |     |     |       |
|                                | % 100 | 28,6 | 71,4 |     |      |     |     |     |     |       |
| Private firm                   | N 196 | 76   | 97   | 1   | 22   | 100 | 190 | 250 | 530 | 900   |
|                                | % 100 | 38,8 | 49,5 | 0,5 | 11,2 |     |     |     |     |       |
| Private sector                 | N 203 | 78   | 102  | 1   | 22   | 100 | 190 | 250 | 530 | 900   |
|                                | % 100 | 38,4 | 50,2 | 0,5 | 10,8 |     |     |     |     |       |
| TOTAL                          | N 771 | 371  | 354  | 2   | 44   | 90  | 160 | 330 | 690 | 1 080 |
|                                | % 100 | 48,1 | 45,9 | 0,3 | 5,7  |     |     |     |     |       |

**TABLE 12  
INCOME PACKAGE OF ASIAN MALE EMPLOYEES WHO RECEIVE ONE OR MORE OF THE FRINGE BENEFITS AND HAVE INDICATED THE VALUE ACCORDING TO EMPLOYER (R.P.A.)**

| Employer                       | N   | Median |     | Income |        |        | Total fringe benefits |       |       | Income package |        |        | Fringe benefits as % of income |     |      |
|--------------------------------|-----|--------|-----|--------|--------|--------|-----------------------|-------|-------|----------------|--------|--------|--------------------------------|-----|------|
|                                |     | Age    | Hrs | 25     | 50     | 75     | 25                    | 50    | 75    | 25             | 50     | 75     | 25                             | 50  | 75   |
| Government                     | 145 | 37     | 32  | 10 280 | 12 350 | 14 460 | 360                   | 950   | 1 550 | 11 150         | 13 010 | 15 820 | 3,9                            | 7,6 | 12,3 |
| Local authority                | 4   |        |     |        |        |        |                       |       |       |                |        |        |                                |     |      |
| Semi-government                | 16  | 36     | 36  | 10 820 | 11 710 | 17 020 | 550                   | 980   | 1 870 | 11 890         | 13 030 | 19 020 | 5,0                            | 9,4 | 15,5 |
| Government and semi-government | 3   |        |     |        |        |        |                       |       |       |                |        |        |                                |     |      |
| Public sector                  | 168 | 37     | 33  | 10 360 | 12 350 | 14 750 | 410                   | 1 000 | 1 640 | 11 240         | 13 200 | 16 050 | 4,0                            | 7,9 | 12,7 |
| Public corporation             | 5   | 26     |     |        | 13 000 |        |                       | 840   |       |                | 13 840 |        |                                | 5,4 |      |
| Private firm                   | 66  | 30     | 36  | 8 280  | 12 290 | 17 140 | 350                   | 820   | 1 950 | 8 610          | 13 550 | 19 010 | 4,2                            | 7,3 | 12,5 |
| Private sector                 | 71  | 29     | 36  | 8 400  | 12 300 | 17 100 | 350                   | 840   | 1 800 | 8 920          | 13 710 | 19 000 | 4,0                            | 6,5 | 11,7 |
| TOTAL                          | 239 | 35     | 35  | 9 970  | 12 350 | 15 600 | 360                   | 950   | 1 680 | 10 910         | 13 340 | 16 960 | 4,0                            | 7,6 | 12,7 |

Hrs = working hours per week

**TABLE 13**  
**COMPARISON OF ASIAN MALES' MEDIAN INCOME : 1975 TO 1981, ACCORDING TO EMPLOYER, OCCUPATION AND AGE**

| Employer, occupation and age | 1975 |               | 1977 |               | 1979 |               | 1981 |               | Annual % increase in median income |             |             |             |
|------------------------------|------|---------------|------|---------------|------|---------------|------|---------------|------------------------------------|-------------|-------------|-------------|
|                              | N    | Median income | N    | Median income | N    | Median income | N    | Median income | 1975 - 1977                        | 1977 - 1979 | 1979 - 1981 | 1975 - 1981 |
| <b>EMPLOYEES :</b>           |      |               |      |               |      |               |      |               |                                    |             |             |             |
| <b>Occupation</b>            |      |               |      |               |      |               |      |               |                                    |             |             |             |
| Accountant (not FQE)         | 8    | 6 350         | 22   | 6 720         | 30   | 8 910         | 37   | 13 000        | 2,9                                | 15,2        | 20,8        | 12,7        |
| Accountant clerk             | 23   | 3 630         | 36   | 4 880         | 52   | 5 780         | 43   | 7 150         | 16,0                               | 8,8         | 11,2        | 12,0        |
| General medical practitioner | 17   | 8 430         | 26   | 11 220        | 57   | 12 900        | 67   | 19 000        | 15,4                               | 7,3         | 21,4        | 14,5        |
| Headmaster, teacher          | 319  | 6 260         | 292  | 6 610         | 331  | 8 750         | 356  | 11 210        | 2,8                                | 15,1        | 13,2        | 10,2        |
| Lecturer                     | 50   | 7 220         | 45   | 8 660         | 55   | 10 550        | 69   | 14 750        | 9,5                                | 10,4        | 18,2        | 12,6        |
| <b>Age</b>                   |      |               |      |               |      |               |      |               |                                    |             |             |             |
| 20 - 24                      | 26   | 3 340         | 26   | 4 550         | 28   | 5 890         | 40   | 6 350         | 16,7                               | 13,8        | 3,8         | 11,3        |
| 25 - 29                      | 101  | 4 760         | 128  | 5 550         | 160  | 7 390         | 168  | 10 900        | 8,0                                | 15,4        | 21,5        | 14,8        |
| 30 - 34                      | 102  | 5 300         | 113  | 5 810         | 154  | 8 550         | 162  | 11 460        | 4,7                                | 21,3        | 16,8        | 13,7        |
| 35 - 39                      | 114  | 6 320         | 96   | 6 860         | 112  | 8 790         | 141  | 11 450        | 4,2                                | 13,2        | 14,1        | 10,4        |
| 40 - 44                      | 84   | 6 860         | 78   | 7 860         | 97   | 9 770         | 107  | 13 090        | 7,0                                | 11,5        | 15,8        | 11,4        |
| 45 - 49                      | 56   | 7 940         | 48   | 8 220         | 72   | 10 400        | 85   | 13 440        | 1,8                                | 12,5        | 13,7        | 9,2         |
| 50 - 54                      | 19   | 8 300         | 30   | 8 950         | 41   | 10 800        | 38   | 14 410        | 3,8                                | 9,9         | 15,5        | 9,6         |
| 55 - 59                      | 19   | 9 020         | 18   | 9 920         | 19   | 12 110        | 16   | 15 680        | 4,9                                | 10,5        | 13,8        | 9,7         |
| 60 - 64                      | 10   | 10 100        | 11   | 10 340        | 9    | 13 400        | 12   | 19 420        | 1,2                                | 13,8        | 20,4        | 11,5        |
| 65 +                         |      |               | 2    |               | 3    |               | 2    |               |                                    |             |             |             |
| <b>SELF-EMPLOYED :</b>       |      |               |      |               |      |               |      |               |                                    |             |             |             |
| <b>Occupation</b>            |      |               |      |               |      |               |      |               |                                    |             |             |             |
| General medical practitioner | 55   | 13 000        | 60   | 14 750        | 100  | 16 700        | 118  | 24 000        | 6,5                                | 6,4         | 19,9        | 10,8        |
| <b>Age</b>                   |      |               |      |               |      |               |      |               |                                    |             |             |             |
| 20 - 24                      | 1    |               | 1    |               |      |               | 1    |               |                                    |             |             |             |
| 25 - 29                      | 8    | 7 000         | 16   | 7 400         | 22   | 12 000        | 22   | 15 500        | 2,8                                | 27,3        | 13,7        | 14,2        |
| 30 - 34                      | 13   | 11 740        | 17   | 10 000        | 28   | 12 000        | 39   | 15 000        | - 7,7                              | 9,5         | 11,8        | 4,2         |
| 35 - 39                      | 24   | 12 000        | 20   | 12 000        | 48   | 14 950        | 32   | 22 500        | 0                                  | 11,6        | 22,7        | 11,1        |
| 40 - 44                      | 22   | 13 120        | 22   | 13 500        | 26   | 19 030        | 42   | 23 710        | 1,4                                | 18,7        | 11,6        | 10,4        |
| 45 - 49                      | 14   | 15 000        | 22   | 16 360        | 24   | 16 500        | 26   | 24 000        | 4,4                                | 0,4         | 20,6        | 8,2         |
| 50 - 54                      | 7    | 9 250         | 9    | 12 000        | 16   | 13 750        | 23   | 21 000        | 13,9                               | 7,0         | 23,6        | 14,6        |
| 55 - 59                      | 1    |               | 6    | 7 590         | 8    | 12 150        | 7    | 19 000        |                                    | 26,5        | 25,1        |             |
| 60 - 64                      | 2    |               | 1    |               | 6    | 9 660         | 7    | 14 000        |                                    |             | 20,4        |             |
| 65 +                         |      |               | 1    |               | 3    |               | 2    |               |                                    |             |             |             |
| <b>EMPLOYER SECTOR :</b>     |      |               |      |               |      |               |      |               |                                    |             |             |             |
| Public sector                | 427  | 6 500         | 416  | 6 950         | 505  | 9 600         | 568  | 12 330        | 3,4                                | 17,5        | 13,3        | 11,3        |
| Private sector               | 104  | 5 140         | 134  | 5 830         | 190  | 7 650         | 203  | 11 910        | 6,5                                | 14,6        | 24,8        | 15,0        |
| Employees                    | 531  | 6 260         | 550  | 6 800         | 695  | 9 000         | 771  | 12 150        | 4,2                                | 15,0        | 16,2        | 11,7        |
| Self-employed                | 92   | 12 000        | 115  | 12 000        | 181  | 14 000        | 201  | 20 000        | 0                                  | 8,0         | 19,5        | 8,9         |
| Total                        | 623  | 6 500         | 665  | 7 200         | 876  | 9 700         | 972  | 13 070        | 5,3                                | 16,1        | 16,1        | 12,4        |





## **BLACKS**

### **ANALYSES**

#### **Subject and table number**

- **Age** 16, 21
- **Comparison of median income : 1975 to 1981** 21
- **Employer** 14 to 21
- **Fringe benefits** 19, 20
- **Geographical distribution** 17, 18
- **Occupation** 15, 16, 18, 21

**TABLE 14**  
**DISTRIBUTION OF BLACK MALES RESPONDENTS GROUP ACCORDING TO EMPLOYER**

| Employer                             | Income indicated | Income not indicated | Total      |
|--------------------------------------|------------------|----------------------|------------|
| <b>Economically active :</b>         |                  |                      |            |
| Government                           | 253              |                      | 253        |
| Local authority                      | 7                |                      | 7          |
| Semi-government                      | 72               | 1                    | 73         |
| Public corporation                   | 7                |                      | 7          |
| Private firm                         | 97               |                      | 97         |
| Self-employed                        | 18               | 1                    | 19         |
| <b>Total economically active</b>     | <b>454</b>       | <b>2</b>             | <b>456</b> |
| <b>Not economically active :</b>     |                  |                      |            |
| Pensioner                            |                  | 8                    | 8          |
| Student (post-graduate)              |                  | 13                   | 13         |
| Unemployed                           |                  | 2                    | 2          |
| <b>Total not economically active</b> |                  | <b>23</b>            | <b>23</b>  |
| <b>GRAND TOTAL</b>                   | <b>454</b>       | <b>25</b>            | <b>479</b> |

TABLE 15  
WAGE STRUCTURE OF BLACK MALES ACCORDING TO OCCUPATION AND EMPLOYER (R.P.A.)

| OCCUPATION              | PUBLIC SECTOR |        |     |            |       |       | PRIVATE SECTOR |        |     |            |       |       |
|-------------------------|---------------|--------|-----|------------|-------|-------|----------------|--------|-----|------------|-------|-------|
|                         | N             | MEDIAN |     | PERCENTILE |       |       | N              | MEDIAN |     | PERCENTILE |       |       |
|                         |               | AGE    | HRS | 25         | 50    | 75    |                | AGE    | HRS | 25         | 50    | 75    |
| 004 ACCOUNTANT CLERK    |               |        |     |            |       |       | 8              | 28     |     |            |       | 6450  |
| 035 ATTORNEY'S CLERK    | 1             |        |     |            |       |       | 5              | 32     |     |            |       | 6600  |
| 068 CHAPLAIN, CLERGYMAN | 1             |        |     |            |       |       | 8              | 38     |     |            |       | 3170  |
| 075 CLERK, STOREMAN     | 11            | 34     | 40  | 4830       | 5740  | 8060  | 2              |        |     |            |       |       |
| 104 DEPUTY SECRETARY    | 7             | 54     |     |            | 24000 |       |                |        |     |            |       |       |
| 181 MEDICAL PRACTITION  | 9             | 36     |     |            | 18710 |       |                |        |     |            |       |       |
| 191 HEADMASTER          | 38            | 37     | 32  | 10430      | 12120 | 13010 |                |        |     |            |       |       |
| 208 INDUSTRIAL RELATIO  |               |        |     |            |       |       | 5              | 38     |     |            | 10730 |       |
| 214 INSPECTOR EDUCATIO  | 46            | 49     | 38  | 17100      | 18420 | 18810 |                |        |     |            |       |       |
| 236 LECTURER            | 53            | 37     | 32  | 9450       | 12350 | 15410 | 2              |        |     |            |       |       |
| 242 MAGISTRATE          | 16            | 34     | 40  | 5790       | 6630  | 8450  |                |        |     |            |       |       |
| 390 PERSONNEL OFFICER   | 5             | 45     |     |            | 6830  |       | 15             | 31     | 40  | 6000       | 10170 | 10800 |
| 452 SOCIAL WORKER       | 7             | 34     |     |            | 5010  |       | 6              | 32     |     |            | 7820  |       |
| 471 TEACHER             | 86            | 35     | 33  | 6010       | 8090  | 12150 |                |        |     |            |       |       |
| 486 TRAINING OFFICER    | 3             |        |     |            |       |       | 8              | 37     |     |            | 9810  |       |
| OTHER OCCUPATIONS       | 49            |        |     |            |       |       | 45             |        |     |            |       |       |
| TOTAL                   | 332           | 38     | 36  | 7160       | 11550 | 17090 | 104            | 32     | 37  | 5890       | 8890  | 11300 |

HRS = WORKING HOURS PER WEEK

TABLE 15 (CONTINUED)

| OCCUPATION              | EMPLOYEES |        |     |            |       |       | SELF-EMPLOYED |        |     |            |       |       |
|-------------------------|-----------|--------|-----|------------|-------|-------|---------------|--------|-----|------------|-------|-------|
|                         | N         | MEDIAN |     | PERCENTILE |       |       | N             | MEDIAN |     | PERCENTILE |       |       |
|                         |           | AGE    | HRS | 25         | 50    | 75    |               | AGE    | HRS | 25         | 50    | 75    |
| 004 ACCOUNTANT CLERK    | 8         | 28     |     |            |       | 6450  |               |        |     |            |       |       |
| 035 ATTORNEY'S CLERK    | 6         | 32     |     |            |       | 5240  |               |        |     |            |       |       |
| 039 ATTORNEY, LAWYER    |           |        |     |            |       |       | 6             | 39     |     |            | 13500 |       |
| 068 CHAPLAIN, CLERGYMAN | 9         | 39     |     |            |       | 3240  |               |        |     |            |       |       |
| 075 CLERK, STOREMAN     | 13        | 33     | 40  | 4470       | 5460  | 7500  |               |        |     |            |       |       |
| 104 DEPUTY SECRETARY    | 7         | 54     |     |            | 24000 |       |               |        |     |            |       |       |
| 181 MEDICAL PRACTITION  | 9         | 36     |     |            | 18710 |       | 12            | 48     | 58  | 13400      | 20600 | 27610 |
| 191 HEADMASTER          | 38        | 37     | 32  | 10430      | 12120 | 13010 |               |        |     |            |       |       |
| 208 INDUSTRIAL RELATIO  | 5         | 38     |     |            | 10730 |       |               |        |     |            |       |       |
| 214 INSPECTOR EDUCATIO  | 46        | 49     | 38  | 17100      | 18420 | 18810 |               |        |     |            |       |       |
| 228 LAB. ASSIST. OTHER  | 5         | 28     |     |            | 7990  |       |               |        |     |            |       |       |
| 236 LECTURER            | 55        | 37     | 32  | 9150       | 12350 | 15210 |               |        |     |            |       |       |
| 242 MAGISTRATE          | 16        | 34     | 40  | 5790       | 6630  | 8450  |               |        |     |            |       |       |
| 390 PERSONNEL OFFICER   | 20        | 31     | 40  | 6040       | 9130  | 10710 |               |        |     |            |       |       |
| 392 PHARMACIST          | 6         | 30     |     |            | 9580  |       |               |        |     |            |       |       |
| 452 SOCIAL WORKER       | 13        | 32     | 41  | 4820       | 5490  | 8400  |               |        |     |            |       |       |
| 471 TEACHER             | 86        | 35     | 33  | 6010       | 8090  | 12150 |               |        |     |            |       |       |
| 486 TRAINING OFFICER    | 11        | 32     | 37  | 6420       | 8520  | 9900  |               |        |     |            |       |       |
| OTHER OCCUPATIONS       | 83        |        |     |            |       |       | 0             |        |     |            |       |       |
| TOTAL                   | 436       | 36     | 36  | 6680       | 10530 | 14580 | 18            | 44     | 59  | 11650      | 19180 | 24530 |

HRS = WORKING HOURS PER WEEK

TABLE 16  
WAGE STRUCTURE OF BLACK MALE EMPLOYEES ACCORDING TO AGE AND OCCUPATION (R.P.A.)

| AGE   | 191 HEADMASTER |            |                   | 214 INSPECTOR EDUCATIO |            |                   | 236 LECTURER |            |                  |
|-------|----------------|------------|-------------------|------------------------|------------|-------------------|--------------|------------|------------------|
|       | N              | IME<br>HRS | PERCENTILE        | N                      | IME<br>HRS | PERCENTILE        | N            | IME<br>HRS | PERCENTILE       |
| 20-24 |                |            |                   |                        |            |                   | 11           |            |                  |
| 25-29 | 3              |            |                   |                        |            |                   | 7            |            | 5150             |
| 30-34 | 9              |            | 11580             | 1                      |            |                   | 15           | 30         | 8500 10350 12450 |
| 35-39 | 10             | 44         | 11540 12150 13320 | 6                      |            | 18350             | 9            |            | 13750            |
| 40-44 | 6              |            | 12010             | 4                      |            |                   | 9            |            | 14500            |
| 45-49 | 4              |            |                   | 15                     | 37         | 17100             | 9            |            | 17100            |
| 50-54 | 4              |            |                   | 8                      |            | 18460             | 5            |            | 17100            |
| 55-59 | 1              |            |                   | 10                     | 40         | 18480 20400 20950 |              |            | 17300            |
| 60-64 | 1              |            |                   | 1                      |            |                   |              |            |                  |
| 65+   |                |            |                   | 1                      |            |                   |              |            |                  |
| TOTAL | 38             | 32         | 10430 12120 13010 | 46                     | 38         | 17100 18420 18810 | 55           | 32         | 9150 12350 15210 |

| AGE   | 390 PERSONNEL OFFICER |            |                 | 471 TEACHER |            |                  |
|-------|-----------------------|------------|-----------------|-------------|------------|------------------|
|       | N                     | IME<br>HRS | PERCENTILE      | N           | IME<br>HRS | PERCENTILE       |
| 20-24 | 1                     |            |                 | 1           |            |                  |
| 25-29 | 6                     |            | 6840            | 15          | 33         | 4240 5070 6030   |
| 30-34 | 7                     |            | 10730           | 25          | 35         | 6520 8520 11580  |
| 35-39 | 2                     |            |                 | 21          | 33         | 7100 11550 13160 |
| 40-44 | 1                     |            |                 | 8           |            | 9360             |
| 45-49 | 3                     |            |                 | 3           |            |                  |
| 50-54 |                       |            |                 | 6           |            | 11080            |
| 55-59 |                       |            |                 | 1           |            |                  |
| 60-64 |                       |            |                 | 1           |            |                  |
| 65+   |                       |            |                 | 5           |            | 8050             |
| TOTAL | 20                    | 40         | 6040 9130 10710 | 86          | 33         | 6010 8090 12150  |

**TABLE 17**  
**WAGE STRUCTURE OF BLACK MALES ACCORDING TO GEOGRAPHICAL DISTRIBUTION**  
**AND EMPLOYER (R.P.A.)**

| Geographical distribution     | Employees  |           |           |              |               |               | Self-employed |           |           |               |               |               |
|-------------------------------|------------|-----------|-----------|--------------|---------------|---------------|---------------|-----------|-----------|---------------|---------------|---------------|
|                               | N          | Median    |           | Percentile   |               |               | N             | Median    |           | Percentile    |               |               |
|                               |            | Age       | Hrs       | 25           | 50            | 75            |               | Age       | Hrs       | 25            | 50            | 75            |
| Johannesburg                  | 20         | 33        | 36        | 6 500        | 7 700         | 10 710        | 1             |           |           |               |               |               |
| Pretoria                      | 12         | 35        | 48        | 4 740        | 8 470         | 11 890        | 1             |           |           |               |               |               |
| Rest of W-V area *            | 55         | 37        | 36        | 7 460        | 10 990        | 14 300        | 2             |           |           |               |               |               |
| Rest of Transvaal             | 128        | 36        | 36        | 7 670        | 12 150        | 14 580        | 4             |           |           |               |               |               |
| Cape Peninsula                | 3          |           |           |              |               |               |               |           |           |               |               |               |
| Port Elizabeth –<br>Uitenhage | 4          |           |           |              |               |               |               |           |           |               |               |               |
| Rest of Cape Province         | 19         | 34        | 36        | 6 220        | 9 820         | 10 920        | 1             |           |           |               |               |               |
| Durban                        | 9          | 47        |           |              | 10 660        |               | 2             |           |           |               |               |               |
| Rest of Natal                 | 20         | 34        | 39        | 4 750        | 6 340         | 18 220        |               |           |           |               |               |               |
| Bloemfontein                  | 1          |           |           |              |               |               |               |           |           |               |               |               |
| Rest of OFS #                 | 24         | 35        | 40        | 5 320        | 9 550         | 13 420        |               |           |           |               |               |               |
| South West Africa             | 1          |           |           |              |               |               |               |           |           |               |               |               |
| National states               | 140        | 37        | 37        | 7 110        | 10 910        | 16 970        | 7             | 42        |           |               | 21 200        |               |
| <b>TOTAL</b>                  | <b>436</b> | <b>36</b> | <b>36</b> | <b>6 680</b> | <b>10 530</b> | <b>14 580</b> | <b>18</b>     | <b>44</b> | <b>59</b> | <b>11 650</b> | <b>19 180</b> | <b>24 530</b> |

\* Rest of Witwatersrand - Vaal triangle (including Sasolburg)

# Rest of Orange Free State (excluding Sasolburg)

Hrs = working hours per week

TABLE 18

WAGE STRUCTURE OF BLACK MALE EMPLOYEES ACCORDING TO GEOGRAPHICAL DISTRIBUTION AND OCCUPATION (R.P.A.)

| GEOGRAPHICAL DISTRIBUTION | 191 HEADMASTER |            |            |               |               |               | 214 INSPECTOR EDUCATIC |            |            |               |               |               |
|---------------------------|----------------|------------|------------|---------------|---------------|---------------|------------------------|------------|------------|---------------|---------------|---------------|
|                           | N              | MEDIAN AGE | MEDIAN HRS | PERCENTILE 25 | PERCENTILE 50 | PERCENTILE 75 | N                      | MEDIAN AGE | MEDIAN HRS | PERCENTILE 25 | PERCENTILE 50 | PERCENTILE 75 |
| JOHANNESBURG              |                |            |            |               |               |               | 1                      |            |            |               |               |               |
| PRETORIA                  | 1              |            |            |               |               |               | 1                      |            |            |               |               |               |
| REST OF W-V AREA*         | 5              | 44         |            |               | 9490          |               | 6                      | 48         |            |               | 17100         |               |
| REST OF TRANSVAAL         | 20             | 36         | 36         | 10610         | 12150         | 13130         | 16                     | 51         | 37         | 17100         | 18380         | 19390         |
| CAPE PENINSULA            |                |            |            |               |               |               | 1                      |            |            |               |               |               |
| PORT ELIZABETH -          |                |            |            |               |               |               | 1                      |            |            |               |               |               |
| UITENHAGE                 |                |            |            |               |               |               |                        |            |            |               |               |               |
| REST OF CAPE PROVINCE     |                |            |            |               |               |               |                        |            |            |               |               |               |
| DURBAN                    |                |            |            |               |               |               | 1                      |            |            |               |               |               |
| REST OF NATAL             |                |            |            |               |               |               | 2                      |            |            |               |               |               |
| BLOEMFONTEIN              |                |            |            |               |               |               |                        |            |            |               |               |               |
| REST OF OFS#              | 3              |            |            |               |               |               | 4                      |            |            |               |               |               |
| SOUTH-WEST AFRICA         |                |            |            |               |               |               |                        |            |            |               |               |               |
| NATIONAL STATES           | 9              | 36         |            |               | 11580         |               | 13                     | 48         | 36         | 17050         | 18530         | 21190         |
| TOTAL                     | 38             | 37         | 32         | 10430         | 12120         | 13010         | 46                     | 49         | 38         | 17100         | 18420         | 18810         |

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASOLBURG)

#REST OF ORANGE FREE STATE (EXCLUDING SASOLBURG)

HRS = WORKING HOURS PER WEEK

TABLE 18 (CONTINUED)

| GEOGRAPHICAL DISTRIBUTION | 236 LECTURER |            |            |               |               |               | 471 TEACHER |            |            |               |               |               |
|---------------------------|--------------|------------|------------|---------------|---------------|---------------|-------------|------------|------------|---------------|---------------|---------------|
|                           | N            | MEDIAN AGE | MEDIAN HRS | PERCENTILE 25 | PERCENTILE 50 | PERCENTILE 75 | N           | MEDIAN AGE | MEDIAN HRS | PERCENTILE 25 | PERCENTILE 50 | PERCENTILE 75 |
| JOHANNESBURG              | 1            |            |            |               |               |               | 5           | 37         |            |               | 6510          |               |
| PRETORIA                  |              |            |            |               |               |               | 3           |            |            |               |               |               |
| REST OF W-V AREA*         | 2            |            |            |               |               |               | 9           | 35         |            |               | 8520          |               |
| REST OF TRANSVAAL         | 21           | 37         | 30         | 10240         | 13350         | 15110         | 29          | 37         | 35         | 6860          | 10320         | 13160         |
| CAPE PENINSULA            |              |            |            |               |               |               | 2           |            |            |               |               |               |
| PORT ELIZABETH -          |              |            |            |               |               |               | 1           |            |            |               |               |               |
| UITENHAGE                 |              |            |            |               |               |               |             |            |            |               |               |               |
| REST OF CAPE PROVINCE     | 1            |            |            |               |               |               | 4           |            |            |               |               |               |
| DURBAN                    | 1            |            |            |               |               |               | 1           |            |            |               |               |               |
| REST OF NATAL             | 3            |            |            |               |               |               | 3           |            |            |               |               |               |
| BLOEMFONTEIN              |              |            |            |               |               |               | 1           |            |            |               |               |               |
| REST OF OFS#              | 1            |            |            |               |               |               | 5           | 32         |            |               | 9260          |               |
| SOUTH-WEST AFRICA         |              |            |            |               |               |               |             |            |            |               |               |               |
| NATIONAL STATES           | 25           | 36         | 32         | 9150          | 11150         | 14820         | 23          | 34         | 36         | 6000          | 8090          | 12150         |
| TOTAL                     | 55           | 37         | 32         | 9150          | 12350         | 15210         | 86          | 35         | 33         | 6010          | 8090          | 12150         |

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASOLBURG)

#REST OF ORANGE FREE STATE (EXCLUDING SASOLBURG)

HRS = WORKING HOURS PER WEEK



**TABLE 19**  
**FRINGE BENEFITS OF BLACK MALE EMPLOYEES ACCORDING TO EMPLOYER (R.P.A.)**

| Employer           | Total number of employees | Question not answered | Do not receive fringe benefit | Receive fringe benefit |                          |     |     |            |       |       |    |
|--------------------|---------------------------|-----------------------|-------------------------------|------------------------|--------------------------|-----|-----|------------|-------|-------|----|
|                    |                           |                       |                               | Value not indicated    | Value indicated (R.p.a.) |     |     |            |       |       |    |
|                    |                           |                       |                               |                        | N                        | 10  | 25  | Percentile |       | 75    | 90 |
| <b>(a) Pension</b> |                           |                       |                               |                        |                          |     |     |            |       |       |    |
| Government         | N 253                     | 103                   | 86                            | 13                     | 51                       | 120 | 300 | 720        | 1 200 | 2 070 |    |
|                    | % 100                     | 40,7                  | 34,0                          | 5,1                    | 20,2                     |     |     |            |       |       |    |
| Local authority    | N 7                       | 4                     |                               | 1                      | 2                        |     |     |            |       |       |    |
|                    | % 100                     | 57,1                  |                               | 14,3                   | 28,6                     |     |     |            |       |       |    |
| Semi-government    | N 72                      | 17                    | 21                            | 6                      | 28                       | 200 | 350 | 760        | 1 180 | 1 650 |    |
|                    | % 100                     | 23,6                  | 29,2                          | 8,3                    | 38,9                     |     |     |            |       |       |    |
| Public sector      | N 332                     | 124                   | 107                           | 20                     | 81                       | 190 | 340 | 720        | 1 200 | 1 980 |    |
|                    | % 100                     | 37,3                  | 32,2                          | 6,0                    | 24,4                     |     |     |            |       |       |    |
| Public corporation | N 7                       | 2                     |                               |                        | 5                        |     |     | 1 010      |       |       |    |
|                    | % 100                     | 28,6                  |                               |                        | 71,4                     |     |     |            |       |       |    |
| Private firm       | N 97                      | 23                    | 12                            | 2                      | 60                       | 120 | 210 | 590        | 980   | 1 770 |    |
|                    | % 100                     | 23,7                  | 12,4                          | 2,1                    | 61,9                     |     |     |            |       |       |    |
| Private sector     | N 104                     | 25                    | 12                            | 2                      | 65                       | 120 | 240 | 600        | 1 050 | 1 860 |    |
|                    | % 100                     | 24,0                  | 11,5                          | 1,9                    | 62,5                     |     |     |            |       |       |    |
| TOTAL              | N 436                     | 149                   | 119                           | 22                     | 146                      | 130 | 300 | 640        | 1 150 | 1 960 |    |
|                    | % 100                     | 34,2                  | 27,3                          | 5,0                    | 33,5                     |     |     |            |       |       |    |

**b) Car**

|                    |       |      |      |      |      |     |     |       |       |       |
|--------------------|-------|------|------|------|------|-----|-----|-------|-------|-------|
| Government         | N 253 | 134  | 111  | 3    | 5    |     |     | 1 000 |       |       |
|                    | % 100 | 53,0 | 43,9 | 1,2  | 2,0  |     |     |       |       |       |
| Local authority    | N 7   | 5    | 1    |      | 1    |     |     |       |       |       |
|                    | % 100 | 71,4 | 14,3 |      | 14,3 |     |     |       |       |       |
| Semi-government    | N 72  | 28   | 41   |      | 3    |     |     |       |       |       |
|                    | % 100 | 38,9 | 56,9 |      | 4,2  |     |     |       |       |       |
| Public sector      | N 332 | 167  | 153  | 3    | 9    |     |     | 1 200 |       |       |
|                    | % 100 | 50,3 | 46,1 | 0,9  | 2,7  |     |     |       |       |       |
| Public corporation | N 7   | 1    | 4    | 1    | 1    |     |     |       |       |       |
|                    | % 100 | 14,3 | 57,1 | 14,3 | 14,3 |     |     |       |       |       |
| Private firm       | N 97  | 34   | 47   |      | 16   | 410 | 790 | 1 450 | 2 680 | 3 900 |
|                    | % 100 | 35,1 | 48,5 |      | 16,5 |     |     |       |       |       |
| Private sector     | N 104 | 35   | 51   | 1    | 17   | 440 | 860 | 1 680 | 2 950 | 3 800 |
|                    | % 100 | 33,7 | 49,0 | 1,0  | 16,3 |     |     |       |       |       |
| TOTAL              | N 436 | 202  | 204  | 4    | 26   | 570 | 720 | 1 220 | 2 930 | 3 870 |
|                    | % 100 | 46,3 | 46,8 | 0,9  | 6,0  |     |     |       |       |       |

**c) Entertainment allowance**

|                 |       |      |      |  |     |  |  |     |  |  |
|-----------------|-------|------|------|--|-----|--|--|-----|--|--|
| Government      | N 253 | 132  | 115  |  | 6   |  |  | 490 |  |  |
|                 | % 100 | 52,2 | 45,5 |  | 2,4 |  |  |     |  |  |
| Local authority | N 7   | 5    | 2    |  |     |  |  |     |  |  |
|                 | % 100 | 71,4 | 28,6 |  |     |  |  |     |  |  |
| Semi-government | N 72  | 28   | 43   |  | 1   |  |  |     |  |  |
|                 | % 100 | 38,9 | 59,7 |  | 1,4 |  |  |     |  |  |
| Public sector   | N 332 | 165  | 160  |  | 7   |  |  | 480 |  |  |
|                 | % 100 | 49,7 | 48,2 |  | 2,1 |  |  |     |  |  |

**TABLE 19 (CONTINUED)**

| Employer                                      | Total number of employees | Question not answered | Do not receive fringe benefit | Receive fringe benefit |                          |    |     |               |     |       |
|---|---------------------------|-----------------------|-------------------------------|------------------------|--------------------------|----|-----|---------------|-----|-------|
|   |                           |                       |                               | Value not indicated    | Value indicated (R.p.a.) |    |     |               |     |       |
|   |                           |                       |                               |                        | N                        | 10 | 25  | Percentile 50 | 75  | 90    |
| <b>c) Entertainment allowance (continued)</b> |                           |                       |                               |                        |                          |    |     |               |     |       |
| Public corporation                            | N 7                       | 1                     | 6                             |                        |                          |    |     |               |     |       |
|   | % 100                     | 14,3                  | 85,7                          |                        |                          |    |     |               |     |       |
| Private firm                                  | N 97                      | 37                    | 49                            | 2                      | 9                        |    |     | 550           |     |       |
|   | % 100                     | 38,1                  | 50,5                          | 2,1                    | 9,3                      |    |     |               |     |       |
| Private sector                                | N 104                     | 38                    | 55                            | 2                      | 9                        |    |     | 550           |     |       |
|   | % 100                     | 36,5                  | 52,9                          | 1,9                    | 8,7                      |    |     |               |     |       |
| TOTAL   | N 436                     | 203                   | 215                           | 2                      | 16                       | 60 | 240 | 490           | 800 | 1 490 |
|   | % 100                     | 46,6                  | 49,3                          | 0,5                    | 3,7                      |    |     |               |     |       |

**(d) Housing**

|                    |       |      |      |      |      |     |     |     |       |       |  |
|--------------------|-------|------|------|------|------|-----|-----|-----|-------|-------|--|
| Government         | N 253 | 132  | 110  | 4    | 7    |     |     |     | 310   |       |  |
|                    | % 100 | 52,2 | 43,5 | 1,6  | 2,8  |     |     |     |       |       |  |
| Local authority    | N 7   | 4    | 1    |      | 2    |     |     |     |       |       |  |
|                    | % 100 | 57,1 | 14,3 |      | 28,6 |     |     |     |       |       |  |
| Semi-government    | N 72  | 22   | 36   | 6    | 8    |     |     |     | 620   |       |  |
|                    | % 100 | 30,6 | 50,0 | 8,3  | 11,1 |     |     |     |       |       |  |
| Public sector      | N 332 | 158  | 147  | 10   | 17   | 120 | 170 | 500 | 880   | 2 160 |  |
|                    | % 100 | 47,6 | 44,3 | 3,0  | 5,1  |     |     |     |       |       |  |
| Public corporation | N 7   | 1    | 4    | 1    | 1    |     |     |     |       |       |  |
|                    | % 100 | 14,3 | 57,1 | 14,3 | 14,3 |     |     |     |       |       |  |
| Private firm       | N 97  | 37   | 43   | 6    | 11   | 70  | 100 | 360 | 1 080 | 2 360 |  |
|                    | % 100 | 38,1 | 44,3 | 6,2  | 11,3 |     |     |     |       |       |  |
| Private sector     | N 104 | 38   | 47   | 7    | 12   | 70  | 110 | 360 | 1 170 | 2 290 |  |
|                    | % 100 | 36,5 | 45,2 | 6,7  | 11,5 |     |     |     |       |       |  |
| TOTAL              | N 436 | 196  | 194  | 17   | 29   | 100 | 140 | 360 | 980   | 1 800 |  |
|                    | % 100 | 45,0 | 44,5 | 3,9  | 6,7  |     |     |     |       |       |  |

**e) Other fringe benefits**

|                    |       |      |      |     |      |    |     |     |     |       |  |
|--------------------|-------|------|------|-----|------|----|-----|-----|-----|-------|--|
| Government         | N 253 | 139  | 100  | 1   | 13   | 60 | 120 | 250 | 480 | 2 800 |  |
|                    | % 100 | 54,9 | 39,5 | 0,4 | 5,1  |    |     |     |     |       |  |
| Local authority    | N 7   | 5    | 1    |     | 1    |    |     |     |     |       |  |
|                    | % 100 | 71,4 | 14,3 |     | 14,3 |    |     |     |     |       |  |
| Semi-government    | N 72  | 31   | 26   | 2   | 13   | 60 | 110 | 280 | 700 | 3 120 |  |
|                    | % 100 | 43,1 | 36,1 | 2,8 | 18,1 |    |     |     |     |       |  |
| Public sector      | N 332 | 175  | 127  | 3   | 27   | 60 | 130 | 250 | 400 | 2 000 |  |
|                    | % 100 | 52,7 | 38,3 | 0,9 | 8,1  |    |     |     |     |       |  |
| Public corporation | N 7   |      | 5    |     | 2    |    |     |     |     |       |  |
|                    | % 100 |      | 71,4 |     | 28,6 |    |     |     |     |       |  |
| Private firm       | N 97  | 38   | 34   | 2   | 23   | 80 | 140 | 240 | 420 | 1 150 |  |
|                    | % 100 | 39,2 | 35,1 | 2,1 | 23,7 |    |     |     |     |       |  |
| Private sector     | N 104 | 38   | 39   | 2   | 25   | 90 | 140 | 240 | 730 | 1 520 |  |
|                    | % 100 | 36,5 | 37,5 | 1,9 | 24,0 |    |     |     |     |       |  |
| TOTAL              | N 436 | 213  | 166  | 5   | 52   | 70 | 140 | 250 | 520 | 1 410 |  |
|                    | % 100 | 48,9 | 38,1 | 1,1 | 11,9 |    |     |     |     |       |  |

**TABLE 20  
INCOME PACKAGE OF BLACK MALE EMPLOYEES WHO RECEIVE ONE OR MORE OF THE  
FRINGE BENEFITS AND HAVE INDICATED THE VALUE ACCORDING TO EMPLOYER (R.P.A.)**

| Employer           | N         | Median<br>Age | Median<br>Hrs | Income       |               |               | Total fringe benefits |            |              | Income package |               |               | Fringe benefits as %<br>of income |            |             |
|--------------------|-----------|---------------|---------------|--------------|---------------|---------------|-----------------------|------------|--------------|----------------|---------------|---------------|-----------------------------------|------------|-------------|
|                    |           |               |               | 25           | 50            | 75            | 25                    | 50         | 75           | 25             | 50            | 75            | 25                                | 50         | 75          |
| Government         | 29        | 38            | 38            | 8 320        | 12 150        | 18 260        | 140                   | 580        | 1 100        | 8 950          | 12 220        | 19 250        | 1.6                               | 5.6        | 7.0         |
| Local authority    | 1         |               |               |              |               |               |                       |            |              |                |               |               |                                   |            |             |
| Semi-government    | 16        | 36            | 35            | 7 640        | 9 530         | 14 750        | 300                   | 790        | 1 670        | 8 990          | 10 320        | 15 750        | 0.6                               | 5.5        | 7.4         |
| Public sector      | 46        | 37            | 37            | 8 430        | 11 420        | 17 030        | 200                   | 620        | 1 330        | 9 080          | 11 880        | 18 300        | 3.2                               | 6.3        | 9.0         |
| Public corporation | 3         |               |               |              |               |               |                       |            |              |                |               |               |                                   |            |             |
| Private firm       | 37        | 33            | 37            | 6 620        | 10 660        | 12 980        | 430                   | 1 150      | 3 070        | 8 070          | 11 620        | 16 070        | 3.8                               | 5.2        | 9.0         |
| Private sector     | 40        | 35            | 37            | 6 990        | 10 730        | 13 890        | 440                   | 1 250      | 3 080        | 8 340          | 11 750        | 16 210        | 5.4                               | 9.4        | 26.3        |
| <b>TOTAL</b>       | <b>86</b> | <b>35</b>     | <b>37</b>     | <b>7 940</b> | <b>10 740</b> | <b>15 040</b> | <b>310</b>            | <b>790</b> | <b>2 020</b> | <b>8 820</b>   | <b>11 750</b> | <b>17 060</b> | <b>4.6</b>                        | <b>7.0</b> | <b>15.4</b> |

Hrs = working hours per week

**TABLE 21**  
**COMPARISON OF BLACK MALES' MEDIAN INCOME : 1975 TO 1981, ACCORDING TO EMPLOYER, OCCUPATION AND AGE**

| Employer,<br>occupation and<br>age  | 1975 |                  | 1977 |                  | 1979 |                  | 1981 |                  | Annual % increase in median income |               |               |               |
|-------------------------------------|------|------------------|------|------------------|------|------------------|------|------------------|------------------------------------|---------------|---------------|---------------|
|                                     | N    | Median<br>income | N    | Median<br>income | N    | Median<br>income | N    | Median<br>income | 1975-<br>1977                      | 1977-<br>1979 | 1979-<br>1981 | 1975-<br>1981 |
| <b>EMPLOYEES :</b>                  |      |                  |      |                  |      |                  |      |                  |                                    |               |               |               |
| <b>Occupation</b>                   |      |                  |      |                  |      |                  |      |                  |                                    |               |               |               |
| Director, inspector of<br>education | 45   | 6 020            | 37   | 7 580            | 38   | 12 000           | 47   | 18 430           | 12,2                               | 25,8          | 23,9          | 20,5          |
| Headmaster, teacher                 | 144  | 4 620            | 143  | 5 820            | 139  | 7 200            | 124  | 10 330           | 12,2                               | 13,5          | 19,8          | 14,4          |
| Lecturer                            | 49   | 5 620            | 54   | 7 100            | 50   | 7 750            | 55   | 12 350           | 12,4                               | 4,5           | 26,2          | 14,0          |
| <b>Age</b>                          |      |                  |      |                  |      |                  |      |                  |                                    |               |               |               |
| 20 - 24                             | 3    |                  | 11   | 2 730            | 3    |                  | 6    | 5 280            |                                    |               |               |               |
| 25 - 29                             | 77   | 2 560            | 59   | 3 240            | 86   | 4 280            | 75   | 6 140            | 12,5                               | 14,9          | 19,8          | 15,7          |
| 30 - 34                             | 72   | 4 050            | 90   | 5 820            | 97   | 6 480            | 106  | 8 690            | 19,9                               | 5,5           | 15,8          | 13,6          |
| 35 - 39                             | 53   | 5 340            | 63   | 6 500            | 60   | 8 040            | 85   | 12 000           | 10,3                               | 11,2          | 22,2          | 14,5          |
| 40 - 44                             | 59   | 5 400            | 44   | 6 880            | 40   | 8 360            | 46   | 12 460           | 12,9                               | 10,2          | 22,1          | 15,0          |
| 45 - 49                             | 47   | 5 580            | 47   | 6 920            | 52   | 8 650            | 47   | 13 520           | 11,4                               | 11,8          | 25,0          | 15,9          |
| 50 - 54                             | 27   | 6 060            | 36   | 6 760            | 27   | 9 800            | 37   | 17 100           | 5,6                                | 20,4          | 32,1          | 18,9          |
| 55 - 59                             | 19   | 6 020            | 13   | 6 500            | 23   | 8 550            | 20   | 19 200           | 3,9                                | 14,7          | 49,9          | 21,3          |
| 60 - 64                             | 11   | 6 800            | 13   | 8 120            | 13   | 9 390            | 7    | 22 200           | 9,3                                | 7,5           | 53,8          | 21,8          |
| 65 +                                |      |                  | 2    |                  | 4    |                  | 7    | 8 830            |                                    |               |               |               |
| <b>EMPLOYER SECTOR :</b>            |      |                  |      |                  |      |                  |      |                  |                                    |               |               |               |
| Public sector                       | 315  | 5 120            | 299  | 6 250            | 319  | 7 400            | 332  | 11 550           | 10,5                               | 8,8           | 24,9          | 14,5          |
| Private sector                      | 53   | 3 970            | 79   | 6 000            | 86   | 6 850            | 104  | 8 890            | 23,0                               | 6,9           | 13,9          | 14,4          |
| Employees                           | 368  | 4 860            | 378  | 6 190            | 405  | 7 400            | 436  | 10 530           | 12,9                               | 9,3           | 19,3          | 13,8          |
| Self-employed                       | 9    | 9 000            | 16   | 13 200           | 17   | 14 470           | 18   | 19 180           | 21,1                               | 4,7           | 15,1          | 13,4          |
| Total                               | 377  | 5 000            | 394  | 6 260            | 422  | 7 450            | 454  | 10 640           | 11,9                               | 9,1           | 19,5          | 13,4          |

## COLOURED

### ANALYSES

#### Subject and table number

- Age 24, 29
- Comparison of median income : 1975 to 1981 29
- Employer 22 to 29
- Fringe benefits 27, 28
- Geographical distribution 25, 26
- Occupation 23, 24, 26, 29

**TABLE 22**  
**DISTRIBUTION OF COLOURED MALES RESPONDENTS GROUP ACCORDING TO EMPLOYER**

| Employer                             | Income indicated | Income not indicated | Total      |
|--------------------------------------|------------------|----------------------|------------|
| <b>Economically active :</b>         |                  |                      |            |
| Government                           | 206              |                      | 206        |
| Local authority                      | 6                |                      | 6          |
| Semi-government                      | 22               |                      | 22         |
| Public corporation                   | 4                |                      | 4          |
| Private firm                         | 37               |                      | 37         |
| Self-employed                        | 17               | 1                    | 18         |
| <b>Total economically active</b>     | <b>292</b>       | <b>1</b>             | <b>293</b> |
| <b>Not economically active :</b>     |                  |                      |            |
| Pensioner                            |                  | 1                    | 1          |
| Student (post-graduate)              |                  | 4                    | 4          |
| Unemployed                           |                  | 4                    | 4          |
| <b>Total not economically active</b> |                  | <b>9</b>             | <b>9</b>   |
| <b>GRAND TOTAL</b>                   | <b>292</b>       | <b>10</b>            | <b>302</b> |

TABLE 23  
WAGE STRUCTURE OF COLOURED MALES ACCORDING TO OCCUPATION AND EMPLOYER (R.P.A.A.)

| OCCUPATION              | PUBLIC SECTOR |                   |                  |       |       | PRIVATE SECTOR |                   |                  |       |      |      |       |
|-------------------------|---------------|-------------------|------------------|-------|-------|----------------|-------------------|------------------|-------|------|------|-------|
|                         | N             | MEDIAN<br>AGE HRS | PERCENTILE<br>25 | 50    | 75    | N              | MEDIAN<br>AGE HRS | PERCENTILE<br>25 | 50    | 75   |      |       |
| 001 ACCOUNTANT(NOT FQE) |               |                   |                  |       |       | 6              | 29                |                  | 12750 |      |      |       |
| 068 CHAPLAIN,CLERGYMAN  |               |                   |                  |       |       | 6              | 36                |                  | 8710  |      |      |       |
| 181 MEDICAL PRACTITION  | 5             | 31                |                  | 19700 |       | 1              |                   |                  |       |      |      |       |
| 191 HEADMASTER          | 47            | 45                | 24               | 13350 | 16000 |                |                   |                  |       |      |      |       |
| 214 INSPECTOR EDUCATIO  | 9             | 46                |                  | 22100 |       |                |                   |                  |       |      |      |       |
| 236 LECTURER            | 37            | 37                | 27               | 12750 | 16210 |                |                   |                  |       |      |      |       |
| 471 TEACHER             | 101           | 33                | 24               | 7490  | 10560 |                |                   |                  |       |      |      |       |
| OTHER OCCUPATIONS       | 35            |                   |                  |       |       | 28             |                   |                  |       |      |      |       |
| TOTAL                   | 234           | 39                | 26               | 9700  | 13070 | 15600          | 41                | 29               | 37    | 7870 | 9600 | 12780 |

HRS = WORKING HOURS PER WEEK

TABLE 23 (CONTINUED)

| OCCUPATION              | EMPLOYEES |                   |                  |       |       | SELF-EMPLOYED |                   |                  |       |       |       |       |
|-------------------------|-----------|-------------------|------------------|-------|-------|---------------|-------------------|------------------|-------|-------|-------|-------|
|                         | N         | MEDIAN<br>AGE HRS | PERCENTILE<br>25 | 50    | 75    | N             | MEDIAN<br>AGE HRS | PERCENTILE<br>25 | 50    | 75    |       |       |
| 001 ACCOUNTANT(NOT FQE) | 6         | 29                |                  | 12750 |       |               |                   |                  |       |       |       |       |
| 068 CHAPLAIN,CLERGYMAN  | 6         | 36                |                  | 8710  |       |               |                   |                  |       |       |       |       |
| 181 MEDICAL PRACTITION  | 6         | 32                |                  | 20600 |       | 11            | 40                | 56               | 14000 | 30000 | 41550 |       |
| 191 HEADMASTER          | 47        | 45                | 24               | 13350 | 16000 |               |                   |                  |       |       |       |       |
| 214 INSPECTOR EDUCATIO  | 9         | 46                |                  | 22100 |       |               |                   |                  |       |       |       |       |
| 236 LECTURER            | 37        | 37                | 27               | 12750 | 16210 |               |                   |                  |       |       |       |       |
| 471 TEACHER             | 101       | 33                | 24               | 7490  | 10560 |               |                   |                  |       |       |       |       |
| OTHER OCCUPATIONS       | 63        |                   |                  |       |       | 6             |                   |                  |       |       |       |       |
| TOTAL                   | 275       | 37                | 30               | 9020  | 12510 | 15280         | 17                | 37               | 55    | 13000 | 24000 | 38500 |

HRS = WORKING HOURS PER WEEK



TABLE 24  
WAGE STRUCTURE OF COLOURED MALE EMPLOYEES ACCORDING TO AGE AND OCCUPATION (R.P.A.)

| AGE   | 191 HEADMASTER |           |                        |       | 236 LECTURER |           |                        |       | 471 TEACHER |           |                        |       |       |       |       |
|-------|----------------|-----------|------------------------|-------|--------------|-----------|------------------------|-------|-------------|-----------|------------------------|-------|-------|-------|-------|
|       | N              | ME<br>HRS | PERCENTILE<br>25 50 75 |       | N            | ME<br>HRS | PERCENTILE<br>25 50 75 |       | N           | ME<br>HRS | PERCENTILE<br>25 50 75 |       |       |       |       |
| 20-24 |                |           |                        |       |              |           |                        |       |             |           |                        |       |       |       |       |
| 25-29 |                |           |                        |       | 3            |           |                        |       |             | 7         |                        | 6000  |       |       |       |
| 30-34 |                |           |                        |       | 10           | 28        | 12450                  | 14170 | 15150       | 33        | 24                     | 6500  | 7470  | 8290  |       |
| 35-39 | 8              |           | 14650                  |       | 9            |           | 15280                  |       |             | 14        | 23                     | 9730  | 10790 | 12810 |       |
| 40-44 | 15             | 22        | 13160                  | 14850 | 9            |           | 14400                  |       |             | 18        | 21                     | 11200 | 11660 | 13160 |       |
| 45-49 | 12             | 25        | 12660                  | 14620 | 3            |           |                        |       |             | 17        | 24                     | 12450 | 13810 | 14660 |       |
| 50-54 | 8              |           | 15440                  |       | 1            |           |                        |       |             | 6         |                        |       | 11170 |       |       |
| 55-59 | 2              |           |                        |       | 1            |           |                        |       |             | 3         |                        |       |       |       |       |
| 60-64 | 2              |           |                        |       | 1            |           |                        |       |             | 3         |                        |       |       |       |       |
| 65+   |                |           |                        |       | 1            |           |                        |       |             |           |                        |       |       |       |       |
| TOTAL | 47             | 24        | 13350                  | 14850 | 16000        | 37        | 27                     | 12750 | 14460       | 16210     | 101                    | 24    | 7490  | 10560 | 12750 |

**TABLE 25**  
**WAGE STRUCTURE OF COLOURED MALES ACCORDING TO GEOGRAPHICAL DISTRIBUTION AND EMPLOYER (R.P.A.)**

| Geographical distribution     | Employees  |           |           |              |               |               | Self-employed |           |           |               |               |               |
|-------------------------------|------------|-----------|-----------|--------------|---------------|---------------|---------------|-----------|-----------|---------------|---------------|---------------|
|                               | N          | Median    |           | Percentile   |               |               | N             | Median    |           | Percentile    |               |               |
|                               |            | Age       | Hrs       | 25           | 50            | 75            |               | Age       | Hrs       | 25            | 50            | 75            |
| Johannesburg                  | 3          |           |           |              |               |               |               |           |           |               |               |               |
| Pretoria                      | 1          |           |           |              |               |               |               |           |           |               |               |               |
| Rest of W-V area*             | 19         | 38        | 32        | 10 800       | 13 050        | 15 020        | 2             |           |           |               |               |               |
| Rest of Transvaal             | 12         | 43        | 24        | 10 660       | 11 440        | 15 520        |               |           |           |               |               |               |
| Cape Peninsula                | 98         | 37        | 33        | 9 130        | 13 180        | 16 020        | 9             | 40        |           |               | 24 000        |               |
| Port Elizabeth –<br>Uitenhage | 1          |           |           |              |               |               |               |           |           |               |               |               |
| Rest of Cape Province         | 114        | 35        | 24        | 8 040        | 12 280        | 14 850        | 5             | 35        |           |               | 30 000        |               |
| Durban                        | 16         | 40        | 30        | 10 640       | 11 730        | 14 210        | 1             |           |           |               |               |               |
| Rest of Natal                 | 5          | 39        |           |              | 11 780        |               |               |           |           |               |               |               |
| Bloemfontein                  |            |           |           |              |               |               |               |           |           |               |               |               |
| Rest of OFS #                 | 1          |           |           |              |               |               |               |           |           |               |               |               |
| South West Africa             | 2          |           |           |              |               |               |               |           |           |               |               |               |
| National states               | 3          |           |           |              |               |               |               |           |           |               |               |               |
| <b>TOTAL</b>                  | <b>275</b> | <b>37</b> | <b>30</b> | <b>9 020</b> | <b>12 510</b> | <b>15 280</b> | <b>17</b>     | <b>37</b> | <b>55</b> | <b>13 000</b> | <b>24 000</b> | <b>38 500</b> |

\* Rest of Witwatersrand - Vaal triangle (including Sasolburg)

# Rest of Orange Free State (excluding Sasolburg)

Hrs = working hours per week

TABLE 26  
WAGE STRUCTURE OF COLOURED MALE EMPLOYEES ACCORDING TO GEOGRAPHICAL DISTRIBUTION AND OCCUPATION (R.P.A.)

| GEOGRAPHICAL DISTRIBUTION  | 191 HEADMASTER |            |            |               |               |               | 236 LECTURER |            |            |               |               |               |
|----------------------------|----------------|------------|------------|---------------|---------------|---------------|--------------|------------|------------|---------------|---------------|---------------|
|                            | N              | MEDIAN AGE | MEDIAN HRS | PERCENTILE 25 | PERCENTILE 50 | PERCENTILE 75 | N            | MEDIAN AGE | MEDIAN HRS | PERCENTILE 25 | PERCENTILE 50 | PERCENTILE 75 |
| JOHANNESBURG               |                |            |            |               |               |               | 1            |            |            |               |               |               |
| PRETORIA                   |                |            |            |               |               |               |              |            |            |               |               |               |
| REST OF W-V AREA*          | 3              |            |            |               |               |               | 4            |            |            |               |               |               |
| REST OF TRANSVAAL          | 2              |            |            |               |               |               |              |            |            |               |               |               |
| CAPE PENINSULA             | 17             | 46         | 21         | 14460         | 15280         | 16190         | 14           | 38         | 30         | 13050         | 14930         | 17560         |
| PORT ELIZABETH - UITENHAGE |                |            |            |               |               |               |              |            |            |               |               |               |
| REST OF CAPE PROVINCE      | 17             | 44         | 29         | 13800         | 14490         | 16040         | 14           | 36         | 24         | 12950         | 14280         | 16470         |
| DURBAN                     | 4              |            |            |               |               |               | 4            |            |            |               |               |               |
| REST OF NATAL              | 2              |            |            |               |               |               |              |            |            |               |               |               |
| BLOEMFONTEIN               |                |            |            |               |               |               |              |            |            |               |               |               |
| REST OF OFS#               |                |            |            |               |               |               |              |            |            |               |               |               |
| SOUTH-WEST AFRICA          | 1              |            |            |               |               |               |              |            |            |               |               |               |
| NATIONAL STATES            | 1              |            |            |               |               |               |              |            |            |               |               |               |
| TOTAL                      | 47             | 45         | 24         | 13350         | 14850         | 16000         | 37           | 37         | 27         | 12750         | 14460         | 16210         |

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASOLBURG)

#REST OF ORANGE FREE STATE (EXCLUDING SASOLBURG)

HRS = WORKING HOURS PER WEEK

TABLE 26 (CONTINUED)

| GEOGRAPHICAL DISTRIBUTION  | 471 TEACHER |            |            |               |               |               |   |            |            |               |               |               |
|----------------------------|-------------|------------|------------|---------------|---------------|---------------|---|------------|------------|---------------|---------------|---------------|
|                            | N           | MEDIAN AGE | MEDIAN HRS | PERCENTILE 25 | PERCENTILE 50 | PERCENTILE 75 | N | MEDIAN AGE | MEDIAN HRS | PERCENTILE 25 | PERCENTILE 50 | PERCENTILE 75 |
| JOHANNESBURG               |             |            |            |               |               |               |   |            |            |               |               |               |
| PRETORIA                   | 1           |            |            |               |               |               |   |            |            |               |               |               |
| REST OF W-V AREA*          | 6           | 42         |            |               | 11850         |               |   |            |            |               |               |               |
| REST OF TRANSVAAL          | 8           | 42         |            |               | 11280         |               |   |            |            |               |               |               |
| CAPE PENINSULA             | 25          | 33         | 27         | 7860          | 10560         | 13050         |   |            |            |               |               |               |
| PORT ELIZABETH - UITENHAGE |             |            |            |               |               |               |   |            |            |               |               |               |
| REST OF CAPE PROVINCE      | 53          | 29         | 22         | 6530          | 9150          | 12350         |   |            |            |               |               |               |
| DURBAN                     | 5           | 38         |            |               | 11180         |               |   |            |            |               |               |               |
| REST OF NATAL              | 3           |            |            |               |               |               |   |            |            |               |               |               |
| BLOEMFONTEIN               |             |            |            |               |               |               |   |            |            |               |               |               |
| REST OF OFS#               |             |            |            |               |               |               |   |            |            |               |               |               |
| SOUTH-WEST AFRICA          |             |            |            |               |               |               |   |            |            |               |               |               |
| NATIONAL STATES            |             |            |            |               |               |               |   |            |            |               |               |               |
| TOTAL                      | 101         | 33         | 24         | 7490          | 10560         | 12750         |   |            |            |               |               |               |

\*REST OF WITWATERSRAND-VAAL TRIANGLE (INCLUDING SASOLBURG)

#REST OF ORANGE FREE STATE (EXCLUDING SASOLBURG)

HRS = WORKING HOURS PER WEEK

**TABLE 27**  
**FRINGE BENEFITS OF COLOURED MALE EMPLOYEES ACCORDING TO EMPLOYER (R.P.A.)**

| Employer           | Total number of employees | Question not answered | Do not receive fringe benefit | Receive fringe benefit |                          |     |     |               |       |       |
|--------------------|---------------------------|-----------------------|-------------------------------|------------------------|--------------------------|-----|-----|---------------|-------|-------|
|                    |                           |                       |                               | Value not indicated    | Value indicated (R.p.a.) |     |     |               |       |       |
|                    |                           |                       |                               |                        | N                        | 10  | 25  | Percentile 50 | 75    | 90    |
| <b>(a) Pension</b> |                           |                       |                               |                        |                          |     |     |               |       |       |
| Government         | N 206                     | 72                    | 43                            | 11                     | 80                       | 160 | 270 | 600           | 950   | 1 430 |
|                    | % 100                     | 35,0                  | 20,9                          | 5,3                    | 38,8                     |     |     |               |       |       |
| Local authority    | N 6                       | 1                     |                               |                        | 5                        |     |     | 860           |       |       |
|                    | % 100                     | 16,7                  |                               |                        | 83,5                     |     |     |               |       |       |
| Semi-government    | N 22                      | 2                     | 1                             | 3                      | 16                       | 140 | 180 | 610           | 1 050 | 1 800 |
|                    | % 100                     | 9,1                   | 4,5                           | 13,6                   | 72,7                     |     |     |               |       |       |
| Public sector      | N 234                     | 75                    | 44                            | 14                     | 101                      | 160 | 270 | 600           | 960   | 1 440 |
|                    | % 100                     | 32,1                  | 18,8                          | 6,0                    | 43,2                     |     |     |               |       |       |
| Public corporation | N 4                       |                       |                               | 1                      | 3                        |     |     |               |       |       |
|                    | % 100                     |                       |                               | 25,0                   | 75,0                     |     |     |               |       |       |
| Private firm       | N 37                      | 7                     | 6                             |                        | 24                       | 200 | 320 | 770           | 1 200 | 2 200 |
|                    | % 100                     | 18,9                  | 16,2                          |                        | 64,9                     |     |     |               |       |       |
| Private sector     | N 41                      | 7                     | 6                             | 1                      | 27                       | 200 | 320 | 760           | 1 200 | 1 840 |
|                    | % 100                     | 17,1                  | 14,6                          | 2,4                    | 65,9                     |     |     |               |       |       |
| TOTAL              | N 275                     | 82                    | 50                            | 15                     | 128                      | 180 | 280 | 600           | 990   | 1 450 |
|                    | % 100                     | 29,8                  | 18,2                          | 5,5                    | 46,5                     |     |     |               |       |       |

**(b) Car**

|                    |       |      |      |  |      |     |     |       |       |       |
|--------------------|-------|------|------|--|------|-----|-----|-------|-------|-------|
| Government         | N 206 | 112  | 91   |  | 3    |     |     |       |       |       |
|                    | % 100 | 54,4 | 44,2 |  | 1,5  |     |     |       |       |       |
| Local authority    | N 6   | 5    | 1    |  |      |     |     |       |       |       |
|                    | % 100 | 83,3 | 16,7 |  |      |     |     |       |       |       |
| Semi-government    | N 22  | 11   | 11   |  |      |     |     |       |       |       |
|                    | % 100 | 50,0 | 50,0 |  |      |     |     |       |       |       |
| Public sector      | N 234 | 128  | 103  |  | 3    |     |     |       |       |       |
|                    | % 100 | 54,7 | 44,0 |  | 1,3  |     |     |       |       |       |
| Public corporation | N 4   | 1    | 3    |  |      |     |     |       |       |       |
|                    | % 100 | 25,0 | 75,0 |  |      |     |     |       |       |       |
| Private firm       | N 37  | 14   | 16   |  | 7    |     |     | 1 920 |       |       |
|                    | % 100 | 37,8 | 43,2 |  | 18,9 |     |     |       |       |       |
| Private sector     | N 41  | 15   | 19   |  | 7    |     |     | 1 920 |       |       |
|                    | % 100 | 36,6 | 46,3 |  | 17,1 |     |     |       |       |       |
| TOTAL              | N 275 | 143  | 122  |  | 10   | 320 | 720 | 1 460 | 2 530 | 9 410 |
|                    | % 100 | 52,0 | 44,4 |  | 3,6  |     |     |       |       |       |

**(c) Entertainment allowance**

|                 |       |      |      |  |  |  |  |  |  |  |
|-----------------|-------|------|------|--|--|--|--|--|--|--|
| Government      | N 206 | 113  | 93   |  |  |  |  |  |  |  |
|                 | % 100 | 54,9 | 45,1 |  |  |  |  |  |  |  |
| Local authority | N 6   | 5    | 1    |  |  |  |  |  |  |  |
|                 | % 100 | 83,3 | 16,7 |  |  |  |  |  |  |  |
| Semi-government | N 22  | 11   | 11   |  |  |  |  |  |  |  |
|                 | % 100 | 50,0 | 50,0 |  |  |  |  |  |  |  |
| Public sector   | N 234 | 129  | 105  |  |  |  |  |  |  |  |
|                 | % 100 | 55,1 | 44,9 |  |  |  |  |  |  |  |

TABLE 27 (CONTINUED)

| Employer                                       | Total number of employees | Question not answered | Do not receive fringe benefit | Receive fringe benefit |                          |    |    |               |    |    |
|--|---------------------------|-----------------------|-------------------------------|------------------------|--------------------------|----|----|---------------|----|----|
|  |                           |                       |                               | Value not indicated    | Value indicated (R.p.a.) |    |    |               |    |    |
|  |                           |                       |                               |                        | N                        | 10 | 25 | Percentile 50 | 75 | 90 |
| <b>(c) Entertainment allowance (continued)</b> |                           |                       |                               |                        |                          |    |    |               |    |    |
| Public corporation                             | N 4                       | 1                     | 3                             |                        |                          |    |    |               |    |    |
|  | % 100                     | 25,0                  | 75,0                          |                        |                          |    |    |               |    |    |
| Private firm                                   | N 37                      | 17                    | 19                            | 1                      |                          |    |    |               |    |    |
|  | % 100                     | 45,9                  | 51,4                          | 2,7                    |                          |    |    |               |    |    |
| Private sector                                 | N 41                      | 18                    | 22                            | 1                      |                          |    |    |               |    |    |
|  | % 100                     | 43,9                  | 53,7                          | 2,4                    |                          |    |    |               |    |    |
| TOTAL  | N 275                     | 147                   | 127                           | 1                      |                          |    |    |               |    |    |
|  | % 100                     | 53,5                  | 46,2                          | 0,4                    |                          |    |    |               |    |    |

**(d) Housing**

|                    |       |      |      |     |      |     |     |       |       |       |
|--------------------|-------|------|------|-----|------|-----|-----|-------|-------|-------|
| Government         | N 206 | 72   | 55   | 12  | 67   | 200 | 380 | 500   | 850   | 1 000 |
|                    | % 100 | 35,0 | 26,7 | 5,8 | 32,5 |     |     |       |       |       |
| Local authority    | N 6   | 4    | 1    |     | 1    |     |     |       |       |       |
|                    | % 100 | 66,7 | 16,7 |     | 16,7 |     |     |       |       |       |
| Semi-government    | N 22  | 4    | 4    | 1   | 13   | 160 | 670 | 820   | 1 040 | 1 560 |
|                    | % 100 | 18,2 | 18,2 | 4,5 | 59,1 |     |     |       |       |       |
| Public sector      | N 234 | 80   | 60   | 13  | 81   | 200 | 380 | 600   | 850   | 1 050 |
|                    | % 100 | 34,2 | 25,6 | 5,6 | 34,6 |     |     |       |       |       |
| Public corporation | N 4   | 1    | 2    |     | 1    |     |     |       |       |       |
|                    | % 100 | 25,0 | 50,0 |     | 25,0 |     |     |       |       |       |
| Private firm       | N 37  | 13   | 15   |     | 9    |     |     | 1 320 |       |       |
|                    | % 100 | 35,1 | 40,5 |     | 24,3 |     |     |       |       |       |
| Private sector     | N 41  | 14   | 17   |     | 10   | 450 | 570 | 1 120 | 2 170 | 3 980 |
|                    | % 100 | 34,1 | 41,5 |     | 24,4 |     |     |       |       |       |
| TOTAL              | N 275 | 94   | 77   | 13  | 91   | 200 | 400 | 620   | 880   | 1 300 |
|                    | % 100 | 34,2 | 28,0 | 4,7 | 33,1 |     |     |       |       |       |

**(e) Other fringe benefits**

|                    |       |      |      |     |      |     |     |     |       |       |
|--------------------|-------|------|------|-----|------|-----|-----|-----|-------|-------|
| Government         | N 206 | 120  | 77   |     | 9    |     |     | 250 |       |       |
|                    | % 100 | 58,3 | 37,4 |     | 4,4  |     |     |     |       |       |
| Local authority    | N 6   | 4    | 1    |     | 1    |     |     |     |       |       |
|                    | % 100 | 66,7 | 16,7 |     | 16,7 |     |     |     |       |       |
| Semi-government    | N 22  | 10   | 8    |     | 4    |     |     |     |       |       |
|                    | % 100 | 45,5 | 36,4 |     | 18,2 |     |     |     |       |       |
| Public sector      | N 234 | 134  | 86   |     | 14   | 100 | 190 | 250 | 1 100 | 1 550 |
|                    | % 100 | 57,3 | 36,8 |     | 6,0  |     |     |     |       |       |
| Public corporation | N 4   |      | 1    |     | 3    |     |     |     |       |       |
|                    | % 100 |      | 25,0 |     | 75,0 |     |     |     |       |       |
| Private firm       | N 37  | 13   | 12   | 1   | 11   | 120 | 180 | 270 | 800   | 1 780 |
|                    | % 100 | 35,1 | 32,4 | 2,7 | 29,7 |     |     |     |       |       |
| Private sector     | N 41  | 13   | 13   | 1   | 14   | 120 | 170 | 290 | 820   | 2 000 |
|                    | % 100 | 31,7 | 31,7 | 2,4 | 34,1 |     |     |     |       |       |
| TOTAL              | N 275 | 147  | 99   | 1   | 28   | 120 | 190 | 260 | 860   | 1 910 |
|                    | % 100 | 53,4 | 36,0 | 0,4 | 10,2 |     |     |     |       |       |

**TABLE 28  
INCOME PACKAGE OF COLOURED MALE EMPLOYEES WHO RECEIVE ONE OR MORE FRINGE  
BENEFITS AND HAVE INDICATED THE VALUE ACCORDING TO EMPLOYER (R.P.A.)**

| Employer           | N         | Median<br>Age | Median<br>Hrs | Income       |               |               | Total fringe benefits |            |              | Income package |               |               | Fringe benefits as %<br>of income |            |             |
|--------------------|-----------|---------------|---------------|--------------|---------------|---------------|-----------------------|------------|--------------|----------------|---------------|---------------|-----------------------------------|------------|-------------|
|                    |           |               |               | 25           | 50            | 75            | 25                    | 50         | 75           | 25             | 50            | 75            | 25                                | 50         | 75          |
| Government         | 44        | 40            | 25            | 9 280        | 13 160        | 16 470        | 570                   | 890        | 1 180        | 10 080         | 14 660        | 17 480        | 4,6                               | 7,2        | 9,7         |
| Local authority    | 1         |               |               |              |               |               |                       |            |              |                |               |               |                                   |            |             |
| Semi-government    | 7         | 29            |               |              | 10 700        |               |                       | 920        |              |                | 11 850        |               |                                   | 9,9        |             |
| Public sector      | 52        | 40            | 26            | 9 150        | 13 120        | 16 470        | 570                   | 890        | 1 190        | 9 900          | 14 490        | 17 490        | 5,1                               | 7,5        | 10,1        |
| Public corporation | 2         |               |               |              |               |               |                       |            |              |                |               |               |                                   |            |             |
| Private firm       | 12        | 29            | 37            | 6 680        | 13 320        | 16 230        | 570                   | 1 600      | 2 840        | 7 880          | 14 630        | 18 220        | 5,3                               | 11,0       | 18,2        |
| Private sector     | 14        | 29            | 37            | 7 200        | 12 780        | 15 650        | 620                   | 1 600      | 2 760        | 9 530          | 14 630        | 17 960        | 6,8                               | 11,0       | 20,0        |
| <b>TOTAL</b>       | <b>66</b> | <b>37</b>     | <b>30</b>     | <b>9 150</b> | <b>13 120</b> | <b>16 370</b> | <b>590</b>            | <b>960</b> | <b>1 480</b> | <b>9 900</b>   | <b>14 490</b> | <b>17 650</b> | <b>5,2</b>                        | <b>7,7</b> | <b>11,1</b> |

Hrs = working hours per week

TABLE 29

## COMPARISON OF COLOURED MALES' MEDIAN INCOME : 1975 TO 1981, ACCORDING TO EMPLOYER, OCCUPATION AND AGE

| Employer,<br>occupation and<br>age | 1975 |                  | 1977 |                  | 1979 |                  | 1981 |                  | Annual % increase in median income |                |                |                |
|------------------------------------|------|------------------|------|------------------|------|------------------|------|------------------|------------------------------------|----------------|----------------|----------------|
|                                    | N    | Median<br>income | N    | Median<br>income | N    | Median<br>income | N    | Median<br>income | 1975 -<br>1977                     | 1977 -<br>1979 | 1979 -<br>1981 | 1975 -<br>1981 |
| <b>EMPLOYEES :</b>                 |      |                  |      |                  |      |                  |      |                  |                                    |                |                |                |
| <b>Occupation</b>                  |      |                  |      |                  |      |                  |      |                  |                                    |                |                |                |
| Headmaster, teacher                | 87   | 6 260            | 109  | 7 580            | 140  | 8 900            | 148  | 12 150           | 10,0                               | 8,4            | 16,8           | 11,7           |
| Lecturer                           | 33   | 6 660            | 27   | 7 850            | 30   | 9 140            | 37   | 14 460           | 8,6                                | 7,9            | 25,8           | 13,8           |
| <b>Age</b>                         |      |                  |      |                  |      |                  |      |                  |                                    |                |                |                |
| 20 - 24                            | 19   | 3 500            | 15   | 3 790            | 11   | 4 680            | 11   | 6 320            | 4,1                                | 11,1           | 16,2           | 10,4           |
| 25 - 29                            | 34   | 5 020            | 46   | 5 740            | 69   | 6 300            | 66   | 7 710            | 6,9                                | 4,8            | 10,6           | 7,4            |
| 30 - 34                            | 29   | 6 200            | 31   | 7 440            | 49   | 8 960            | 40   | 14 450           | 9,5                                | 9,7            | 27,0           | 15,2           |
| 35 - 39                            | 28   | 7 560            | 30   | 8 120            | 38   | 10 800           | 45   | 13 160           | 3,6                                | 15,3           | 10,4           | 9,7            |
| 40 - 44                            | 19   | 7 940            | 35   | 8 690            | 40   | 11 600           | 54   | 14 430           | 4,6                                | 15,5           | 11,5           | 10,5           |
| 45 - 49                            | 16   | 8 660            | 16   | 9 060            | 27   | 12 200           | 26   | 14 420           | 2,3                                | 16,0           | 8,7            | 8,9            |
| 50 - 54                            | 11   | 9 020            | 10   | 9 070            | 16   | 11 410           | 18   | 15 280           | 0,3                                | 12,2           | 15,7           | 9,2            |
| 55 - 59                            | 9    | 9 020            | 6    | 10 740           | 7    | 11 000           | 10   | 15 350           | 9,1                                | 1,2            | 18,1           | 9,3            |
| 60 - 64                            | 2    |                  | 2    |                  | 4    |                  | 4    |                  |                                    |                |                |                |
| 65 +                               |      |                  | 1    |                  | 1    |                  | 1    |                  |                                    |                |                |                |
| <b>EMPLOYER SECTOR :</b>           |      |                  |      |                  |      |                  |      |                  |                                    |                |                |                |
| Public sector                      | 147  | 6 800            | 163  | 7 860            | 220  | 9 600            | 234  | 13 070           | 7,5                                | 10,5           | 16,7           | 11,5           |
| Private sector                     | 20   | 5 710            | 29   | 5 870            | 42   | 7 180            | 41   | 9 600            | 1,4                                | 10,6           | 15,6           | 9,1            |
| Employees                          | 167  | 6 540            | 192  | 7 570            | 262  | 9 000            | 275  | 12 510           | 7,6                                | 9,0            | 17,9           | 11,4           |
| Self-employed                      | 7    | 8 400            | 16   | 11 040           | 21   | 18 000           | 17   | 24 000           | 14,6                               | 27,7           | 15,5           | 19,1           |
| Total                              | 174  | 6 550            | 208  | 7 640            | 283  | 9 600            | 292  | 12 850           | 8,0                                | 12,1           | 15,7           | 11,9           |

**APPENDIX  
LIST OF OCCUPATIONS**

|     |  |
|-----|--|
| 001 | ACCOUNTANT, AUDITOR (NOT REGISTERED, NOT CA, NOT FQE), INTERNAL AUDITOR / REKENMEESTER, OUDITEUR (NIE GEREGISTREER, NIE.GR, NIE FKE), INTERNE OUDITEUR       |
| 002 | ACCOUNTANT, AUDITOR (REGISTERED, CA, PRACTISING, PUBLIC, FQE) / REKENMEESTER, OUDITEUR (GEREGISTREER, GR, PRAKTISEREND, OPENBARE, FKE)                       |
| 004 | ACCOUNTANT OR AUDITOR ARTICLED CLERK, AUDIT CLERK, TRAINEE ACCOUNTANT, AUDITOR / REKENMEESTERS-, OUDITEURSKLERK, OUDITKLERK, LEERLING REKENMEESTER, OUDITEUR |
| 007 | ACTUARY CLERK – ARTICLED, ACTUARY STUDENT / AKTUARIËLE KLERK – INGESKREWE, AKTUARIËLE STUDENT  |
| 009 | ADMINISTRATIVE ASSISTANT (SENIOR) (SAA), CHIEF CLERK, SENIOR CLERK / ADMINISTRATIEWE ASSISTENT (SENIOR) (SAA), HOOFKLERK, SENIORKLERK                        |
| 010 | ADMINISTRATIVE OFFICER E.G. AO, ACO, SAO / ADMINISTRATIEWE BEAMPTTE BV. AB, BAB, SAB   |
| 013 | ADVOCATE / ADVOKAAT  |
| 026 | ANALYTICAL CHEMIST / ANALITIESE CHEMIKUS   |
| 032 | ARCHITECT (ALSO ARCHITECT-IN-TRAINING) / ARGITEK (OOK ARGITEK-ASSISTENT)   |
| 035 | ARTICLED CLERK – LEGAL, ATTORNEY’S ASSISTANT, ATTORNEY’S CLERK (ARTICLED) / PROKUREURSKLERK (INGESKREWE), PROKUREURSASSISTENT                                |
| 039 | ATTORNEY, LAWYER, NOTARY, SOLICITOR / PROKUREUR, NOTARIS   |
| 047 | BIOCHEMIST / BIOCHEMIKUS   |
| 052 | BOARDING HOUSEKEEPER, HOUSEMASTER (HOSTEL TRAINEE), MATRON (NOT NURSING) / LOSIEHUISHOUDSTER, HUISVADER (LEERLING HUISVADER), MATRONE (NIE VERPLEEGKUNDE)    |
| 053 | BOOKKEEPER / BOEKHOUER   |
| 062 | BUYER, PURCHASER / AANKOPER, INKOPER   |
| 067 | CHAIRMAN OF ANY BOARD E.G. MARKETING, RENT CONTROL, SELECTION, TRANSPORT / VOORSITTER VAN ENIGE RAAD BV. BEMARKING, HUURBEHEER, KEUR, VERVOER                |
| 068 | CHAPLAIN, CLERGYMAN, MINISTER, MISSIONARY, PRIEST / KAPELAAN, DOMINEE, PREDIKANT, SENDELING, PRIESTER  |
| 071 | CHEMIST (NOT PHARMACIST), RESEARCH CHEMIST / CHEMIKUS (SKEIKUNDIGE) (NIE APTEKER NIE), NAVORSINGSCHEMIKUS  |
| 074 | CITY, TOWN TREASURER / STADSTESOURIER  |
| 075 | CLERK (NOT ARTICLED CLERK), STOREMAN / KLERK (NIE INGESKREWE KLERK NIE), STOORMAN  |
| 076 | CLINICAL PSYCHOLOGIST (ALSO CLINICAL-INTERN) /KLINIESE SIELKUNDIGE (OOK KLINIESE INTERN)   |
| 082 | COMMITTEE CLERK / KLERK VAN DIE RAAD   |
| 083 | COMPANY ACCOUNTANT / MAATSKAPPYREKENMEESTER  |
| 085 | COMPANY SECRETARY, GROUP SECRETARY / MAATSKAPPYSEKRETARIS, GROEPSEKRETARIS   |



- 087 COMPUTER INPUT CHECKER, DATA PROCESSOR / REKENAAROPERATEUR, DATAVERWERKER
- 088 COMPUTER SCIENTIST / REKENAARWETENSKAPLIKE
- 091 CO-ORDINATORS, LEADERS AND PLANNERS OF PROJECTS E.G. PROJECT PLANNER / KOÖRDINEERDERS, LEIERS EN BEPLANNERS VAN PROEKTEN BV. PROEKTBEPLANNER
- 092 COPYWRITER, JOURNALIST, REPORTER / KOPIESKRYWER, JOERNALIS, VERSLAGGEWER
- 094 COST ANALYST, COST CONTROLLER, COST ESTIMATOR / KOSTEONTLEDER, KOSTEKONTROLEUR, KOSTEBEREKENAAR
- 098 CULTURAL OFFICER / KULTURBEAMPTTE
- 102 DANCER, DANCING TEACHER, MUSICIAN, MUSIC TEACHER, SINGER / DANSER, DANSONDERWYSER, MUSIKUS, MUSIEKONDERWYSER, SANGER
- 103 DENTIST / TANDARTS
- 104 DEPUTY SECRETARY, UNDER-SECRETARY, SECRETARY OF GOVERNMENT DEPARTMENT / ADJUNKSEKRETARIS, ONDERSEKRETARIS, SEKRETARIS VAN STAATSDEPARTEMENT
- 106 DEVELOPMENT OFFICER – AGRICULTURAL PRODUCTS, OTHER / ONTWIKKELINGSBEAMPTTE – LANDBOUPRODUKTE, ANDER
- 108 DIPLOMAT, FOREIGN SERVICE OFFICIAL, MEMBERS OF THE DIPLOMATIC CORPS / DIPLOMAAT, BUITELANDSE DIENSBEAMPTTE, LEDE VAN DIE DIPLOMATIEKE DIENS
- 109 DIRECTORS, EXECUTIVES / DIREKTEURE, UITVOERENDE AMPTENARE
- 115 COMPANY / MAATSKAPPY –
- 119 EDUCATION / ONDERWYS--
- 123 FINANCIAL / FINANSIËLE
- 124 MANAGING / BESTURENDE
- 137 OTHER DIRECTORS, EXECUTIVES N.E.C. OR FIELD UNKNOWN, E.G. OF INSTITUTE / ANDER DIREKTEURE, UITVOERENDE AMPTENARE N.E.V. OF RIGTING ONBEKEND BV. INSTITUUT
- 139 DRAUGHTSMAN TECHNICIAN N.E.C. OR FIELD UNKNOWN / TEKENAARTEGNIKUS N.E.V. OF RIGTING ONBEKEND
- 143 EDITOR, FILM EDITOR, PUBLISHER / REDAKTEUR, ROLPRENTREDAKTEUR, UITGEWER
- 144 EDUCATIONAL ADVISER, EDUCATIONIST, SCHOOL LIBRARY ADVISER, SUBJECT ADVISER / ONDERWYSADVISEUR, OPVOEDKUNDIGE, SKOOLBIBLIOTEEKADVISEUR, VAKADVISEUR
- 145 EDUCATIONAL, SCHOOL, TEACHER PSYCHOLOGIST, ORTHOPEDAGOGUE, ORTHODIDACTICIAN / OPVOEDKUNDIGE, SKOOL-, ONDERWYSERSIELKUNDIGE, ORTODIDAKTIKUS, ORTOPEDAGOOG
- 146 EDUCATION PLANNER, SCHOOL PLANNER, UNIVERSITY PLANNER / ONDERWYSBEPLANNER, SKOOLBEPLANNER, UNIVERSITEITSBEPLANNER
- 147 EFFICIENCY CONTROLLER, QUALITY CONTROL OFFICER / GEHALTEKONTROLEUR, KWALITEITSKONTROLE BEAMPTTE

- 148 EMPLOYMENT OFFICER, RECRUITMENT OFFICER / INDIENSNEMINGSBEAMPTE, WERKVERSKAFFINGS-  
BEAMPTE, WERWINGSBEAMPTE
- 151 ENGINEERS / INGENIEURS
- 153 BIO-, BIOMEDICAL / BIO-, BIOMEDIESE
- 154 CHEMICAL / CHEMIESE
- 155 CIVIL / SIVIELE
- 156 ELECTRICAL, ELECTRONIC, TELECOMMUNICATIONS / ELEKTRIESE, ELEKTRONIESE, TELEKOM-  
MUNIKASIE
- 159 MECHANICAL / MEGANIESE
- 160 METALLURGICAL / METALLURGIESE
- 162 STRUCTURAL / STRUKTURELE
- 163 SYSTEMS / STELSEL
- 164 OTHER ENGINEERS N.E.C. / ANDER INGENIEURS N.E.V.
- 171 FINANCIAL ACCOUNTANT / FINANSIËLE REKENMEESTER
- 172 FOOD SCIENTIST / VOEDSELWETENSKAPLIKE
- 181 GENERAL MEDICAL PRACTITIONER, PHYSICIAN (E.G. PHYSICIAN SPECIALIZING IN ANAESTHESIA) /  
ALGEMENE MEDIËSE PRAKTISYN, KLINIESE ASSIST. SPESIALISEER BV. NARKOSE
- 185 GEOLOGIST / GEOLOOG
- 191 HEADMASTER, PRINCIPAL OF SCHOOL / SKOOLHOOF, PRINSIPAAL VAN SKOOL
- 192 HEAD OF DEPARTMENT / AFDELINGSHOOF
- 195 HERBALIST, HOMEOPATHIST, PHYSIATRICIAN / KRUIDOKTER, HOMEOPAAT, NATUURGENESER
- 197 HIGH EXECUTIVE POSTS E.G. COMMISSIONER-GENERAL, REGISTRAR OF UNIVERSITY / HOË UITVOE-  
RENDE POS BV. KOMMISSARIS-GENERAAL, REGISTRATEUR VAN 'N UNIVERSITEIT
- 200 HOUSEMAN, INTERN / INTERN (HUISDOKTERJAAR IN 'N HOSPITAAL)
- 201 HUMAN SCIENTIST N.E.C. OR SPECIFIC OCCUPATION UNKNOWN E.G. RESEARCHER / GEESTESWETEN-  
SKAPLIKE N.E.V. OF SPESIFIEKE BEROEP ONBEKEND BV. NAVORSER
- 206 INDUSTRIAL CHEMIST / BEDRYFSCHEMIKUS, INDUSTRIËLE CHEMIKUS
- 208 INDUSTRIAL RELATIONS ASSISTANT, INDUSTRIAL RELATIONS OFFICER / BEDRYFSVERHOUDINGS-,  
INDUSTRIËLE BETREKKINGS-, NYWERHEIDSVERHOUDINGSBEAMPTE
- 211 INFORMATION OFFICER / INLIGTINGSBEAMPTE
- 214 INSPECTOR OF EDUCATION / INSPEKTEUR VAN ONDERWYS
- 220 INSPECTOR TECHNICIAN N.E.C. E.G. INSPECTOR OF MAIZE BOARD OR MEAT BOARD / INSPEKTEURS-  
TEGNIKUS N.E.V. BV. INSPEKTEUR VAN MIELIERAAD OF VLEISRAAD
- 222 INSURANCE AGENT, INSURANCE CONSULTANT / ASSURANSIE-AGENT, VERSEKERINGSKONSULTANT

- 223 INSURANCE ASSESSOR / VERSEKERINGSASSESSOR
- 224 INSURANCE BROKER / VERSEKERINGSMAKELAAR
- 227 JUDGE'S REGISTRAR, LEGAL ASSISTANT / REGTERSKLERK, REGSASSISTENT
- 228 LABORATORY ASSISTANT FIELD UNKNOWN, LABORATORY TECHNICIAN FIELD UNKNOWN / LABORATORIUMASSISTENT RIGTING ONBEKEND, LABORATORIUMTEGNIKUS RIGTING ONBEKEND
- 229 LABORATORY ASSISTANT WITH B.Sc. DEGREE, LABORATORY TECHNICIAN WITH B.Sc. DEGREE / LABORATORIUMASSISTENT MET B.Sc. -GRAAD, LABORATORIUMTEGNIKUS MET B.Sc. -GRAAD
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- 242 MAGISTRATE / LANDDROS
- 243 MANAGEMENT ACCOUNTANT / BESTUURSREKENMEESTER
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TENDENTE
- 247 ACCOUNTING, AUDIT / OUDIT-
- 248 ADMINISTRATIVE / ADMINISTRATIEWE
- 256 COMMERCIAL / HANDELS-
- 257 COMPANY / MAATSKAPPY-
- 258 COMPOUND / KAMPONG-
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- 276 INDUSTRIAL RELATIONS / NYWERHEIDSV ERHOUDINGE
- 277 INSURANCE / ASSURANSIE-
- 279 LIAISON, PUBLICITY, PUBLIC RELATIONS / SKAKEL-, REKLAME- EN PROMOSIE-, OPENBARE BE-  
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- 291 PERSONNEL / PERSONEEL-
- 295 PRODUCT / PRODUKTE-
- 302 RETAIL / KLEINHANDELS-
- 303 SALES / VERKOOPS-
- 306 TOWNSHIP / WOONBUURT-
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- 333 ANAESTHETIST / NARKOTISEUR
- 334 GYNAECOLOGIST / GINEKOLOOG
- 338 RADIOLOGIST - ALL FIELDS / RADIOLOOG - ALLE RIGTINGS
- 339 SURGEON - ALL FIELDS E.G. UROLOGIST, ORTHOPEDIC SURGEON, NEURO-SURGEON / CHIRURG – ALLE RIGTINGS BV. UROLOOG, ORTOPEDIS, ORTOPEED, NEUROCHIRURG
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- 343 MEMBERS OF THE EXECUTIVE COMMITTEE, PARLIAMENT, PROVINCIAL COUNCIL / LEDE VAN DIE UITVOERENDE KOMITEE, VOLKSRAAD, PROVINSIALE RAAD
- 344 MEMBER OF THE PRESIDENT’S COUNCIL / LID VAN DIE PRESIDENTSRAAD
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- 399 PHYSIOTHERAPIST / FISIOTERAPEUT
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- 475 TECHNICIAN N.E.C. E.G. TOWN AND REGIONAL PLANNING / TEGNIKUS N.E.V. BV. STADS- EN STREEKSBEPLANNING
- 480 TOWN CLERK / STADSKLERK
- 486 TRAINING OFFICER / OPLEIDINGSBEAMPTTE
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- 507 PERSONS OUTSIDE THE LABOUR MARKET / PERSONE BUIE DIE ARBEIDSMARK
- 510 PENSIONER / UITDIENSGETREDENE, PENSIOENTREKKER
- 512 STUDENT (POST-GRADUATE) / STUDENT (NA-GRAADS)
- 513 UNEMPLOYED / WERKLOOS

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**National Programmes**

HSRC Sports Investigation  
HSRC Investigation into Education  
HSRC Investigation into Intergroup Relations

**Function of the HSRC**

The HSRC undertakes, promotes and co-ordinates research in the human sciences, advises the Government and other bodies on the utilization of research findings and disseminates information on the human sciences.

**Institute**

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S.A. Instituut vir Kommunikasienavorsing (SAIKN)  
S.A. Instituut vir Mannekragnavorsing (SAIMAN)  
S.A. Instituut vir Navorsingsontwikkeling (SAINO)  
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S.A. Instituut vir Psigologiese en Psigometriese Navorsing (SAIPPN)  
S.A. Instituut vir Sosiologiese, Demografiese en Kriminologiese Navorsing (SAISDKN)  
S.A. Instituut vir Statistiese Navorsing (SAISN)  
S.A. Instituut vir Taal, Lettere en Kuns (SAITALEK)  
Buro vir Ondersteunende Navorsingsdienste (BOND)  
Administrasie

**Nasionale Programme**

RGN-Sportondersoek  
RGN-Ondersoek na die Onderwys  
RGN-Ondersoek na Tussengroepverhoudings

**Funksie van die RGN**

Die RGN onderneem, bevorder en koördineer navorsing op die gebied van die geesteswetenskappe, dien die Regering en ander instansies van advies insake die benutting van navorsingsbevindings en versprei inligting betreffende die geesteswetenskappe.

