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RESEARCH FINDING

THE INCOME STRUCTURE OF HIGHLY QUALIFIED
WHITE WOMEN ON 1 JULY 1976

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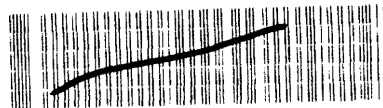
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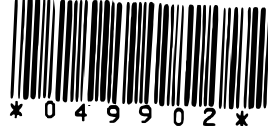
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1 BACKGROUND AND AIM

Surveys on the income structure of highly qualified manpower were undertaken during 1971, 1973, 1975 and 1977 by the HSRC. Women were included in the 1973 survey, but since the majority of the economically active women in the respondent group were teachers (49,9%) and the number of women in other occupations consequently too small to justify valid analyses, women were not involved in the more recent surveys.

In 1976 a questionnaire was sent out to investigate the career orientation of university educated White women in the RSA; the information used in this survey was obtained by means of this questionnaire.

The aim of this report is to make available statistics on the salaries of the university-educated White women, a need for which exists amongst employers, vocational guidance officials and others.

2 THE SURVEY GROUP AND QUESTIONNAIRE

The questionnaire (see Appendix for the questions relevant to this investigation) on the career orientation of university-educated White women in the RSA was sent to all White women resident in the RSA and whose names and addresses appear in the National Register of Natural and Social Scientists. The National Register is maintained by the HSRC and contains information on, amongst other things, the names, addresses, sex, age and qualifications of graduates and similarly qualified persons.

By means of the above questionnaire, data were gathered on the respondent's occupation, employer, working experience, salary and marital status. Particulars on the respondent's age, home language and qualifications were obtained from the National Register.

Of the 19 928 questionnaires sent out, 9065 (45,5%) were returned. Of the 9065, 5271 (58,1%) answered the question concerning salary and income. These 5271 women formed the survey group for this investigation.

As has already been mentioned, the names of the 19 928 to whom the questionnaires were sent, were obtained from the National Register of Natural and Social Scientists. It has been proved that the National Register, as it existed in 1970, is a representative sample of the graduate manpower of the country (Ebersohn, D: Graduate Manpower of South Africa, HSRC, 1972). The representativeness of the respondent group of 9065 women as a sample of the 19 928 National Register group may be ascertained from Tables 3.1, 3.2 and 3.3, in which respectively the age distribution, level of highest qualification and language distribution of the two groups are compared.

TABLE 3.1

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

Age	National Register group		Respondent group	
	N	%	N	%
20 - 24	2401	12,0	1161	12,8
25 - 29	5247	26,3	2044	22,6
30 - 34	3727	18,7	1564	17,2
35 - 39	2156	10,8	1083	11,9
40 - 44	1554	7,8	784	8,6
45 - 49	1598	8,0	849	9,4
50 - 54	1428	7,2	741	8,2
55 - 59	1022	5,1	503	5,6
60 - 64	795	4,0	333	3,7
TOTAL	19928	100	9062	100

TABLE 3.2

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

Highest qualification obtained	National Register group		Respondent group	
	N	%	N	%
Diploma equivalent to B degree	296	1,5	139	1,5
B degree	10536	52,9	4562	50,3
Post-graduate diploma	5587	28,0	2560	28,2
B Hons. degree	2301	11,5	1131	12,5
M degree	991	5,0	542	6,0
D degree	220	1,1	131	1,4
TOTAL	19931	100	9065	100

TABLE 3.3

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

Language	National Register group		Respondent group	
	N	%	N	%
Afrikaans	9985	50,1	4505	49,7
English	9946	49,1	4560	50,3
TOTAL	19931	100	9065	100

From Tables 3.1, 3.2 and 3.3 it appears that the percentual differences between the National Register group and the respondent group on those aspects compared are relatively small, apart from the difference between the two groups in the age group 25 to 29 years. A possible explanation for the smaller response from the women in this age group is the fact that it is during these years that many graduate women are pre-occupied with child-rearing and are therefore less likely to co-operate in returning questionnaires.

The respondent group may therefore be regarded as a representative sample of the National Register group, and in turn therefore of the graduate women of the country.

4 DEFINITION OF CONCEPTS

For the sake of clarity, a few concepts which are used in this report will be defined briefly.

4.1 Highly qualified

A highly qualified person is one with at least a Bachelor's degree or other qualification which, for the purposes of the National Register, is considered to be at least equivalent to a Bachelor's degree.

4.2 Because working women form such a heterogeneous group, the data for full-time and part-time workers have been analysed separately.

(a) Part-time workers are those who work part-time at their occupations at home or elsewhere, and who earn a minimum of R500 per annum in the practice of their occupations.

(b) Full-time workers are those who spend at least eight hours per day in the service of an employer or working for themselves.

4.3 Employees

(a) Public sector: Employees of the government, provincial administrations, local authorities and semi-government, government-controlled or government-subsidised institutions such as CSIR, SABS, SAR & H, GPO, control boards and universities.

(b) Private sector: Employees of public corporations and private firms, organisations and undertakings.

4.4 Self-employed persons are those who work for themselves in their own businesses or practices, including partners of professional undertakings and managing directors who own more than 50 per cent of a company's shares.

4.5 Length of service: This refers to the total working experience of a woman (full-time and/or part-time). This service may not have been continuous and may have been in the service of more than one employer.

4.6 Gross salary of employees: The gross salary of an employee is the annual salary which she receives as a result of the direct pursuit of her occupation, before any deductions are made. Overtime earnings, bonuses, allowances and income from other sources are not included in gross salary.

4.7 Net income of self-employed persons

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

4.8 Income structure on 1 July 1976

The term salary structure is used to refer jointly to the gross salary of employees and the net profit of self-employed persons. It is also used where cash bonuses are indicated together with gross salary. The salary structure analysed in this report refers throughout to the situation as it was on 1 July 1976, except in the comparative analyses where reference is made to 1977 salary structures.

4.9 Median and quartiles

The median salary (Me) indicates that 50 per cent of the group concerned receive more and 50 per cent receive less than that salary. Twenty-five per cent receive less and 75 per cent more than the first quartile (Q_1), whereas 75 per cent receive less and 25 per cent more than the third quartile salary (Q_3). This means that 50 per cent of the group receive more than the Q_1 salary but less than the Q_3 salary.

In order to ensure the anonymity of respondents, median and quartile salaries are not indicated where there are fewer than four persons in a particular group.

5 FINDINGS

Since the tables and figures used in this analysis are largely self-explanatory, they will be discussed in broad outline only. The tables and figures are grouped together at the end of this discussion.

5.1 Income structure according to occupation and employer sector

Of the 5200 women in the survey group, 4579 worked full-time and 821 part-time. The income structure of women working full-time and of women working part-time is indicated in Tables 7.1 and 7.2 respectively.

Of the 821 women in the survey group who worked part-time, 50,8 per cent were in the public sector and 36,5 per cent in the private sector. The difference in median salary of women working part-time in the public sector as a group (R3687) and in the private sector as a group (R3370) was slight.

The two occupations in which women working part-time were concentrated, were teaching (25,9%) and the clerical/secretarial/administrative group (15,5%). Because the number of women working part-time in other occupations was relatively small and meaningful conclusions are therefore not possible, the remainder of this report is concerned with graduate women working full-time only.

Women who work full-time are found in a wide range of occupations, as can be seen from Table 7.1, although the number of women employees in some occupations is small. According to Table 7.1, 3457 (78,9%) of the 4379 women in the survey group working full-time, were in the public sector. The majority (42,1%) of these 3457 women in the public sector were in the teaching profession.

As in the case of part-time workers, the difference in median salary was slight for women working full-time in the public sector as a group (R6776) and in the private sector as a group (R6332). The median income of self-employed women working full-time as a group was considerably higher (R11 600). However, the remuneration of a self-employed person includes not only salary, but entrepreneurial wage and a risk premium as well, and is therefore not directly comparable with the salary of an employee.

5.2 Cash bonuses

The gross salary and cash bonus of employees are analysed according to occupation and employer sector in Table 7.3. The percentage of persons in each occupation who received a cash bonus is indicated opposite the occupation. Although the percentage of full-time employees receiving cash bonuses in the government sector (84,4%) was considerably higher than the percentage in the private sector (59,5%), it should be noted that the cash bonus received by government sector employees was a lower percentage (1,9%) of their median wage than was the cash bonus received by private sector employees (5,1%).

5.3 Gross salary of employees according to qualifications and field of study

In Table 7.4 the gross salary of women according to qualifications and field of study is analysed. The data are represented graphically in Figure 7.1.

It is evident from Table 7.4 that by far the largest number of women (58,8%) had a general arts qualification, despite the fact that the median wage in this field was the lowest (R6374).

5.4 Gross salary according to marital status and career aspirations

Question 9 in the questionnaire (see Appendix) asked the following:

"There is a great difference between a post (a job) and a career. If you were faced with the choice, would you merely want a job or are you really interested in a career, which implies a permanent position in which you would wish to remain and would be prepared to accept promotion with its concomitant responsibilities? (Assume that domestic duties do not play any role at all in this case). What would be your desire, job or career?"

Where the alternative "career" was marked, it was taken, for purposes of this investigation, as an indication of career orientation and the alternative "job" was taken as an indication that the respondent was not career orientated. Table 7.5 shows that married and unmarried career orientated women earned a higher median salary than non-career orientated women.

5.5 Income structure according to occupation and length of service

In the questionnaire on the career orientation of university-educated White women in the RSA, women were asked to indicate their total working experience outside the home. In order to establish the accuracy of this information, the salaries of unmarried women were correlated with

length of service and age; a correlation of 0,85 was found.

Table 7.6 shows the gross salary of women according to occupation, length of service and marital status. Some of the data are represented graphically in Figures 7.2 and 7.3.

Because the majority of occupations listed in Table 7.6 were practised by only small numbers of women, meaningful analyses of these are not possible. Further analyses have been done for those occupations where the numbers justify it.

It is evident from Table 7.6, as well as Figures 7.2 and 7.3, that in most cases salaries increase proportionately with age. In general it must be concluded that unmarried women earn a higher median salary than married women with the same length of service. The reason may be connected with the degree of career orientation.

5.6 Comparison of income structure of men (1977) and women (1976) according to occupation and employer sector

In Table 7.7, the salary structure of women on 1 July 1976 is compared with that of men on 1 March 1977. The comparison in seven occupations shows that in general men have a higher median income than women in the same occupation. This is more evident in the private than in the public sector.

6 CONCLUSION

An attempt has been made in this report to analyse the salary structure of university-educated women as it was on 1 July 1976. This information should provide useful guidelines to employers and vocational guidance officials, as well as to those who intend taking up the professions analysed in this report.

7 TABLES AND FIGURES

TABLE 7.1

INCOME STRUCTURE ACCORDING TO OCCUPATION AND EMPLOYER SECTOR (FULL-TIME)

Occupation and occupational group	Income structure in rand											
	Employees								Self-employed			
	Public sector				Private sector							
	N	Q ₁	Me	Q ₃	N	Q ₁	Me	Q ₃	N	Q ₁	Me	Q ₃
Architect	5	7250	8500	11750	10	6500	7500	9500	3			
Town planner	7	6875	7500	8125	3				0			
Quantity surveyor	0				6	9750	11000	12500	1			
Engineer	2				3				0			
Chemist, Physicist, Earth scientist	79	6750	8536	9946	13	7625	9250	10583	0			
Biologist	9	7125	10500	12750	0				0			
Veterinary surgeon	5	7625	8500	9750	5	8250	9250	9875	1			
Botanist	3				0				0			
Home economist	11	5917	7500	9625	0				0			
Medical superintendent	64	14132	14553	14974	0				0			
Medical practitioner, Specialist	39	15216	15659	18813	1				31	11875	15214	19375
Medical inspector	51	9456	11500	13019	2				0			
Dentist	5	12250	13167	13583	0				1			
Pharmacist	46	7542	8400	9417	52	7333	8409	9000	11	8875	10250	15083
Occupational therapist	9	4750	5375	5938	1				0			
Physiotherapist	23	4679	5389	6125	7	4750	5750	7250	4	6000	1000	15000
Speech therapist	25	5525	6214	8188	2				0			
Dietitian	19	5917	7750	9417	1				0			
Nurse	53	4804	5618	7188	6	4500	6000	10500	0			
Lecturer, Instructor, Professor	521	7419	9195	10580	12	4500	5500	9000	0			
Inspector	14	11375	12200	12900	0				0			
Teacher	1456	5285	6190	7534	145	4784	5643	6815	5	2625	3500	5750
Guidance officer	72	5190	6063	7333	2				0			
Legal occupations	14	5833	7000	9500	22	4500	6500	9100	12	10000	12250	13000
Journalist, Reporter	15	4917	7167	9625	47	5103	5794	6825	0			
Radio personnel	9	5281	5563	5844	0				0			
Vocalist	5	5417	5833	6750	5	4125	4750	6750	0			
TV producer	9	5750	7250	9750	2				0			
Technician	123	5235	5850	6775	17	5325	5750	6583	0			
Director, Manager, Company secretary	2				17	8063	9125	10750	23	5917	10500	16625
Credit manager, Economic adviser	1				10	6833	9000	9833	0			
Administrative staff	102	5402	5957	7050	21	5450	6313	6969	0			
Clerk	37	4659	5324	5868	54	4147	4941	5781	1			
Sales occupations	0				8	3400	3800	5000	1			
Secretarial worker	12	3750	5000	5750	34	4583	5462	6250	1			
Public relations, Information officer	31	5475	6625	7893	36	5571	7000	8800	0			
Personnel officer	14	6100	6800	8250	46	6313	7667	9250	1			
Statistician, Systems analyst	15	6350	7250	9625	34	7313	8600	10313	0			
Computer programmer	15	5688	6357	6893	28	5714	6714	7833	0			
Human sciences researcher	53	5828	7278	9583	24	6250	7000	9000	0			
Social worker	115	5455	6288	7788	83	5069	5587	6283	0			
Clinical psychologist	20	5500	6667	10000	1				5	9250	10250	10875
Curator, Archivist	26	5750	8000	9700	2				0			
Librarian	251	5726	6674	8009	19	6083	6611	7417	0			
Accountant, Auditor	4	6000	9000	9500	31	6212	6808	9417	1			
Translator, proofreader	38	6042	6833	9300	8	5400	5800	8000	0			
Air hostess	4	4500	5000	7000	0				0			
Officer SAP, SADF, SAA	19	5292	6500	7850	0				0			
Minister of religion	0				0				0			
Diplomat	5	6125	6750	7750	0				0			
TOTAL	3457	5568	6776	8737	820	5222	6332	8116	102	8250	11600	15600

TABLE 7.2
INCOME STRUCTURE ACCORDING TO OCCUPATION AND EMPLOYER SECTOR (PART-TIME)

Occupation and occupational group	Income structure in rand											
	Employees								Self-employed			
	Public sector				Private sector							
	N	Q ₁	Me	Q ₃	N	Q ₁	Me	Q ₃	N	Q ₁	Me	Q ₃
Architect	0				3				8	3000	4500	8000
Town planner	0				0				0			
Quantity surveyor	0				1				0			
Engineer	0				2				0			
Chemist, Physicist, Earth scientist	8	4000	4400	4800	1				0			
Biologist	0				0				0			
Veterinary surgeon	0				0				1			
Botanist	0				0				0			
Home economist	2				0				0			
Medical superintendent	2				0				0			
Medical practitioner, Specialist	2				3				13	3750	5500	7750
Medical inspector	61	3525	4700	6094	6	2250	3000	5500	0			
Dentist	0				0				0			
Pharmacist	4	2500	4000	5000	23	2393	3750	5813	1			
Occupational therapist	3				0				0			
Physiotherapist	6	2750	3333	3833	4	3000	3500	4000	7	1750	2500	3250
Speech therapist	6	2250	3000	3750	4	2500	3000	3500	7	875	1750	3250
Dietitian	3				0				1			
Nurse	7	2875	3300	3650	5	2313	2625	2938	0			
Lecturer, Instructor, Professor	79	2609	3794	5350	6	2250	3000	5500	0			
Inspector	0				0				0			
Teacher	46	2700	3467	4700	62	2361	3167	3813	20	1250	2250	2875
Guidance officer	6	2500	4000	5500	0				0			
Legal occupations	0				2				1			
Journalist, Reporter	2				9	2563	3250	4375	3			
Radio personnel	4	3000	4000	4500	0				0			
Vocalist	4	3000	4000	4500	11	2350	2900	4250	5	1250	2500	4750
TV producer	0				1				0			
Technician	43	2750	3425	3962	8	2500	3333	4000	0			
Director, Manager, Company secretary	0				1				16	4000	7000	9500
Credit manager, Economic ad- Administrative staff viser	1				3				0			
Clerk	33	3011	3386	3761	44	2286	2810	3583	6	2750	3500	5500
Sales occupations	0				2				0			
Secretarial worker	8	2667	3250	3750	24	2667	3333	4000	1			
Public relations, Infor- mation officer	2				1				0			
Personnel officer	0				2				0			
Statistician, Systems analyst	3				5	4125	4750	5750	1			
Computer programmer	2				7	3750	4750	5625	1			
Human sciences researcher	9	3750	5375	5938	5	3250	4250	4875	0			
Social worker	10	2833	3500	4250	28	2667	3444	4250	0			
Clinical psychologist	2				2				7	3375	4250	8250
Curator, Archivist	1				1				0			
Librarian	41	2688	3342	3882	9	3083	3833	4438	0			
Accountant, Auditor	2				5	4250	5250	5875	4	1000	3000	8000
Translator, Proofreader	8	3000	5000	6500	6	4167	4667	6500	2			
Air hostess	0				0				0			
Officer SAP, SADF, SAA	0				0				0			
Minister of religion	0				0				0			
Diplomat	1				0				0			
TOTAL	416	2897	3687	4928	300	2520	3370	4531	105	2315	3639	6750

TABLE 7.3

GROSS SALARY AND CASH BONUS ACCORDING TO OCCUPATION AND EMPLOYER SECTOR (FULL-TIME)

Occupation	Income structure in rand													
	Public sector							Private sector						
	Gross salary			Cash bonus				Gross salary			Cash bonus			
	N	Q ₁	Me	Q ₃	N	Q ₁	Me	Q ₃	%	N	Q ₁	Me	Q ₃	%
Architect	5	7250	8500	11750	5	104	120	135	100	10	6500	7500	9500	70
Town planner	7	6875	7500	8125	5	109	122	143	71,4	3	9750	11000	12500	66,7
Quantity surveyor	2				2				100	6				66,7
Engineer										3				100
Chemist,Physicist, Earth scientist	79	6750	8536	9946	68	114	130	146	86,1	13	7625	9250	10583	92,3
Biologist	9	7125	10500	12750	8	115	130	144	88,9	5	8250	9250	9875	60
Veterinary surgeon	5	7625	8500	9750	3				60					
Botanist	3				3				100					
Home economist	11	5917	7500	9625	11	105	120	136	100					
Medical superinten= dent	64	14132	14553	14974	52	113	139	272	81,3					
Medical practitio= ner, Specialist	39	15216	15659	18813	29	112	131	150	74,4	1				
Medical inspector	51	9456	11500	13019	33	109	128	148	64,7	2				50
Dentist	5	12250	13167	13583	4	118	134	201	80					
Pharmacist	46	7542	8400	9417	39	110	126	142	84,8	52	7333	8409	9000	59,6
Occupational therapist	9	4750	5375	5936	6	76	114	132	66,7	1				
Physiotherapist	23	4679	5389	6125	20	101	119	137	87	7	4750	5750	7250	71,4
Speech therapist	25	5525	6214	8188	21	102	119	137	84	2				50
Dietitian	19	5917	7750	9417	16	105	120	136	84,2	6	4500	6000	10500	66,7
Nurse	53	4804	5618	7188	49	114	128	143	92,5					
Lecturer, Instruc= tor, Professor	521	7419	9195	10530	425	110	126	142	81,6	12	4500	5500	9000	33,3

(Continued)

TABLE 7.3 (CONTINUED)

Occupation	Income structure in rand																	
	Public sector							Private sector										
	Gross salary				Cash bonus			Gross salary				Cash bonus						
	N	Q ₁	Me	Q ₃	N	Q ₁	Me	Q ₃	%	N	Q ₁	Me	Q ₃	N	Q ₁	Me	Q ₃	%
Inspector	14	11375	12200	12900	14	109	129	148	100	145	4784	5643	6815	53	84	122	149	36,6
Teacher	1456	5265	6190	7534	1223	107	124	140	84	2	4500	6500	9100	1	126	326	451	50
Guidance officer	72	5190	6063	7333	60	112	126	141	83,3	22	4500	6500	9100	14	126	326	451	63,6
Legal occupations	14	5833	7000	9500	13	115	128	142	92,9	47	5103	5794	6825	32	151	361	461	68
Journalist, Reporter	15	4917	7167	9625	13	109	129	149	86,7	5	4125	4750	6750	2				40
Radio personnel	9	5281	5563	5844	9	207	264	339	100	2				1				50
Vocalist	5	5417	5833	6750	3	6	276	351	60	17	5325	5750	6583	13	157	339	476	76,5
TV producer	9	5750	7250	9750	6	226	276	351	66,7	17	5325	5750	6583	13	157	339	476	76,5
Technician	123	5235	5850	6775	99	112	126	141	80,5	17	8063	9125	10750	11	189	376	909	64,7
Director, Manager, Company secretary	2				2				100	10	6833	9000	9833	8	451	601	801	80
Credit manager, Economic adviser	1				1				100	21	5450	6313	6969	15	270	384	557	71,4
Administrative worker	102	5402	5957	7050	96	114	128	143	94,1	54	4147	4941	5781	36	168	276	401	66,7
Clerk	37	4659	5324	5868	33	112	129	146	89,2	8	3400	3800	5000	3				37,5
Sales occupations	12	3750	5000	5750	12	115	128	142	100	34	4583	5462	6250	20	201	361	476	58,8
Secretarial worker										36	5571	7000	8800	24	218	334	551	66,7
Public relations, Information officer	31	5475	6625	7693	26	114	128	143	83,9									

(Continued)

TABLE 7.3 (CONTINUED)

	Income structure in rand																	
	Public sector							Private sector										
	Gross salary			Cash bonus				Gross salary			Cash bonus							
	N	Q ₁	Me	Q ₃	N	Q ₁	Me	Q ₃	%	N	Q ₁	Me	Q ₃	N	Q ₁	Me	Q ₃	%
Personnel officer, Statistician, Sys= tems analyst	14	6100	6800	8250	14	116	130	145	100	46	6313	7667	9250	31	220	439	682	67,4
Computer programmer	15	6350	7250	9625	15	115	130	144	100	34	7313	8600	10313	25	364	539	695	73,5
Human sciences researcher	15	5688	6357	6893	13	110	124	137	86,7	28	5714	6714	7833	19	376	489	572	67,9
Social worker	53	5828	7278	9583	51	114	129	143	96,2	24	6250	7000	9000	19	189	443	564	79,2
Clinical psycholo= gist	115	5455	6288	7788	96	112	128	144	83,5	83	5069	5587	6283	35	98	126	157	42,2
Curator, Archivist	20	5500	6667	10000	13	108	126	144	65	1								
Librarian	26	5750	8000	9700	25	112	127	143	96,2	2				2				100
Accountant, Auditor	251	5726	6674	8009	221	111	127	143	88	19	6083	6611	7417	13	409	526	739	68,4
Translator, Proof= reader	4	6000	9000	9500	4	118	134	301	100	31	6212	6808	9417	25	164	431	593	80,6
Air hostess	38	6042	6833	9300	32	112	127	142	84,2	8	5400	5800	8000	8	301	401	501	100
Officer SAP, SAIDF, SAA	4	4500	5000	7000	3				75									
Minister of religion	19	5292	6500	7850	19	110	126	142	100									
Diplomat	5	6125	6750	7750	3				60									
TOTAL	3457	5568	6776	8737	2918	110	126	142	84,4	820	5222	6332	8116	488	128	325	529	59,5

TABLE 7.4

GRCS5 SALARY ACCORDING TO QUALIFICATION AND FIELD OF STUDY (FULL-TIME)

Highest qualification		Gross salary according to field of study								
		Sciences			Me= dic= al	Com= merce	Human Sciences		Total	%
		Biolo= gical	Ap= plied	Other			Ap= plied	Gene= ral		
Diploma equivalent to B degree	N		7		42	4	6		59	1,3
	Q ₁		10375		8038	12000	9167			
	Me		11500		8846	16000	9667			
B degree	Q ₃		15250		9944	23500	10500		2013	45,5
	N	86	87	144	378	139	93	1086		
	Q ₁	5352	6234	5436	5955	5493	5631	5116		
Post-graduate diploma	Me	6182	7679	6519	8211	6449	6574	5897	1235	27,9
	Q ₃	7292	9604	8083	12583	7828	7734	7097		
	N	79	29	104	64	36	94	829		
Honours	Q ₁	5120	6313	5367	8250	5455	6109	5235	674	15,3
	Me	5978	7643	6333	14000	6333	6844	6087		
	Q ₃	7525	8950	8067	15500	7500	8208	7581		
M degree	N	65	9	52	20	21	54	453	331	7,5
	Q ₁	5739	8250	6154	5500	6625	6722	5927		
	Me	6525	9500	7250	6600	8250	8000	7340		
D degree	Q ₃	8107	10375	9143	9500	9938	10643	8753	108	2,4
	N	44	12	22	46	13	11	183		
	Q ₁	6714	8333	7875	9100	8125	8375	7352		
TOTAL	Me	8250	9500	9250	13000	10250	9750	8875	4420	100
	Q ₃	9833	11000	11375	15563	11875	12250	10420		
	N	24	2	10	19	3	1	49		
TOTAL	Q ₁	9800		9250	9875			9321	4420	100
	Me	11500		10333	12833			11071		
	Q ₃	14000		11500	14313			13107		
TOTAL	N	298	146	332	569	216	259	2600	4420	100
	Q ₁	5583	6523	5608	6379	5653	6096	5339		
	Me	6667	8158	6825	8927	6725	7034	6374		
TOTAL	Q ₃	8603	9976	8684	13430	8632	8824	8077	4420	100

FIGURE 7.1
GROSS SALARY ACCORDING TO QUALIFICATIONS AND FIELD OF STUDY

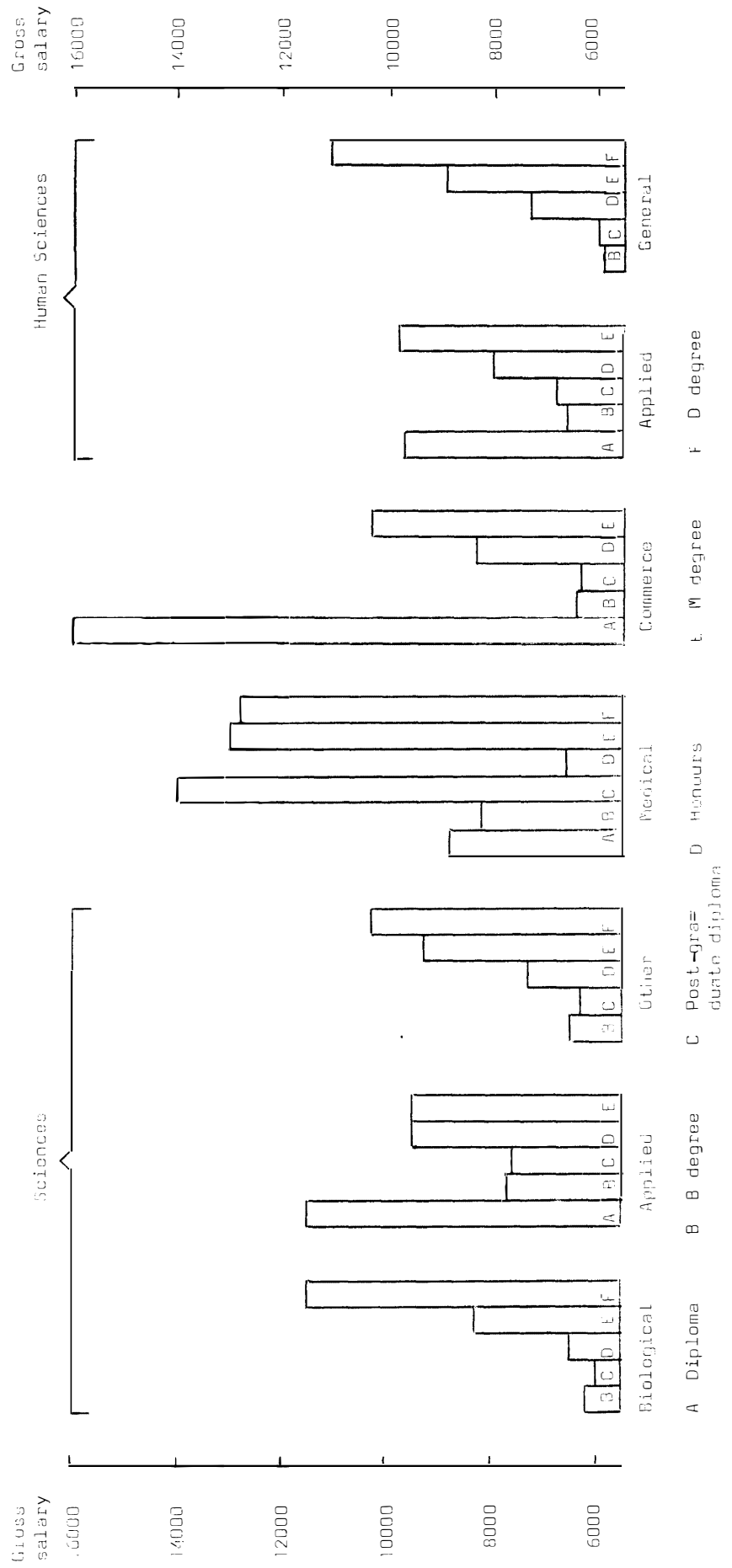


TABLE 7.5

GROSS SALARY ACCORDING TO MARITAL STATUS AND CAREER ORIENTATION (FULL-TIME)

Career orientation	Gross salary in rand according to marital status							
	Unmarried				Married			
	N	Q ₁	Me	Q ₃	N	Q ₁	Me	Q ₃
Career orientated	1886	5594	6987	9204	2028	5556	6763	8633
Non-career orientated	231	5137	5808	6897	264	5262	6103	7161

TABLE 7.6
GROSS SALARY OF EMPLOYEES ACCORDING TO OCCUPATION, MARITAL STATUS AND LENGTH OF SERVICE (FULL-TIME)

Occupation	Gross salary in rand according to marital status																		
	Length of service in years																		
	Unmarried							Married											
	0-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41+	0-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41+	
Architect	1			1	1	1				3	2		1	2					
Town planner	2	2		1						2	1		1						
Quantity surveyor					1					1	2	1				1			
Engineer	1				1					1									
Chemist, Physicist, Earth scientist	11 5917 6500 7250	7 7875 8500 9125	3 7500 10000 12000	4 7500 10000 12000	3 9000 9500 11000	4 9000 9500 11000	1 9000 9500 11000	2 9000 9500 11000		11 6188 6875 9417	6 6500 8000 9500	6 7750 8500 9500	1 7750 8500 9500	2 7750 8500 9500	2 7750 8500 9500			1	
Biologist	2	1			2								1						
Veterinary surgeon	4 7000 8000 9000	2	1							1	2								
Botanist													1	1					

(Continued)

TABLE 7.6 (CONTINUED)

Occupation		Gross salary in rand according to marital status																	
		Length of service in years																	
		Unmarried						Married											
		0-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41+	0-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41+
Home economist	N	2	1			1								1	2				
	Q ₁																		
	Me																		
	Q ₃																		
Medical superintendent	N	4	1	2	7	2	1	2	1		6	3	5	13	4		1		
	Q ₁	14333			14188						13750	14250	14250	14139	14625	14000			
	Me	14667			14625						14250	14500	14500	14500	15167	14500			
	Q ₃	16000			15125						14625	14750	14750	14861	15583	16000			
Medical practitioner, Specialist	N		5	3	4	8	7	3			5	1	6	5	4		2	1	
	Q ₁		15125		15000	15250	14750				14250			10500	12250	15500			
	Me		15750		15500	15750	15500				15500			15000	15500	16000			
	Q ₃		21625		16000	21000	17875				21625			15750	21625	23500			
Medical inspector	N	5	2			3					11	4	4	4	2			1	
	Q ₁	9083									9292	9500	12000	13250					
	Me	9500									9750	12000	13000	13500					
	Q ₃	9917									12625	13000	13500	13750					
Dentist	N										1			2					
	Q ₁																		
	Me																		
	Q ₃																		
Pharmacist	N	15	5	1							28	8	3	2	1			1	
	Q ₁	8125	7250								6833	8250							
	Me	8750	8500								7750	8750							
	Q ₃	10125	9750								8833	9500							
Occupational therapist	N	1	1								2	2							
	Q ₁																		
	Me																		
	Q ₃																		
Physiotherapist	N	8	2		1						7	4	1	2	1				
	Q ₁	5000									3875	7000							
	Me	5400									4500	7500							
	Q ₃	5800									5125	10000							

(Continued)

TABLE 7.6 (CONTINUED)

Occupation	Gross salary in rand according to marital status																		
	Length of service in years																		
	Unmarried							Married											
	0-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41+	0-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41+	
Speech therapist	N	5								5	5	5							
	Q ₁	5083								5313	6125								
	Me	5500								5625	6750								
	Q ₃	5917								5938	8750								
Dietitian	N	6	1	1	1					3	1	1	1		1				
	Q ₁	4750																	
	Me	6000																	
	Q ₃	6750																	
Nurse	N	4	13			3		1		7	8			3					
	Q ₁	5000	4542							4375	5000								
	Me	5333	5125							5167	5667								
	Q ₃	5667	5938							5750	6333								
Lecturer, Instructor, Professor	N	44	43	19	24	18	16	7	2	53	55	44	32	22	15	4			
	Q ₁	6000	7550	7688	8833	9700	10667	7750		5854	6896	8400	9200	8500	9292	10000	11500		
	Me	6846	9088	9071	9714	11000	12000	9250		6719	8150	9727	10000	10000	9917	10333	13000		
	Q ₃	8000	9721	9750	12000	13250	14333	11250		8194	9583	10800	12000	10917	11250	10667	14000		
Inspector	N				3	2	1	1	1										
	Q ₁																		
	Me																		
	Q ₃																		
Teacher	N	189	61	39	19	16	20	4	2	276	184	89	64	29	16	6			
	Q ₁	4776	6181	7194	6950	8200	7500	11000		4949	6115	6662	6381	6875	6667	6750			
	Me	5363	7028	8179	8250	9000	8429	12000		5452	6705	7458	7176	7591	8286	8000			
	Q ₃	5861	7875	8875	9250	11000	9500	13000		5925	7460	8125	8143	8344	8857	8750			
Guidance officer	N	18	5	4	2	2	2			6	5	2	1	2	2				
	Q ₁	4900	5625	7000						5167	6250								
	Me	5444	6167	7500						5667	7250								
	Q ₃	5944	6583	9000						6500	7875								
Legal occupations	N	9	3		1	1				7	4	1	2	2	1	1			
	Q ₁	4625								4875	9000								
	Me	5750								6750	9500								
	Q ₃	6875								7625	15000								

(Continued)

TABLE 7.6 (CONTINUED)

Occupation	Gross salary in rand according to marital status																	
	Length of service in years																	
	Unmarried							Married										
	0-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41+	0-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41+
Journalist, Reporter	N Q ₁ Me Q ₃	17 4708 5375 5964	10 6300 6800 9500	4 6000 8000 9000	1						5 6125 6750 7750	1	2	2				
Radio personnel	N Q ₁ Me Q ₃	3	1							1								
Vocalist	N Q ₁ Me Q ₃	2		1						2	1							
TV producer	N Q ₁ Me Q ₃	1	1							1	1							
Technicians	N Q ₁ Me Q ₃	39 5092 5605 6250	8 6200 6600 7000	4 8000 8500 10000	3	2	1			32 5105 5526 5947	11 5688 6250 6708	3	2	1				
Director, Manager, Company secretary	N Q ₁ Me Q ₃	3	2	2	1	2	1			3	6 8250 9000 9750	2	4	2	2	11000 14000 16000		
Credit manager, Economic adviser	N Q ₁ Me Q ₃		1	1		1	1			2	3	1						
Administrative worker	N Q ₁ Me Q ₃	12 5375 5750 6250	5 5417 5833 7375	4 6000 8000 8500	3	1	2	2		25 5217 5633 6150	16 5167 5833 6600	9 6125 7125 7688	5 5250 8167 8583	2	2	1		

(Continued)

TABLE 7.6 (CONTINUED)

Occupation	Gross salary in rand according to marital status																	
	Length of service in years																	
	Unmarried							Married										
	0-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41+	0-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41+
Clerk	N	15	3	1	1						6	5	1					
	Q ₁	4917									4500	5250						
	Me	5438									5000	6250						
	Q ₃	5906									6250	6875						
Sales occupations	N	2										1	1					
	Q ₁																	
	Me																	
	Q ₃																	
Secretarial worker	N	8	4	1		2					3	3		1				
	Q ₁	4000	6000								3750	5250						
	Me	5333	6333								5250	6125						
	Q ₃	6000	6667								6125							
Public relations, Information officer	N	14	7	6	3	1	2				7	1						
	Q ₁	5083	6375	9100							6000	6375						
	Me	5667	7250	9400							6500	7500						
	Q ₃	7250	8125	9700							7000	10250						
Personnel officer	N	14	4	4	1	1					7	4	2	1				
	Q ₁	5833	7000	7000							6375	8500						
	Me	6750	8000	8000							7000	11000						
	Q ₃	7833	10000	12000							8000	11500						
Statistician, Systems analyst	N	5	4	1	2						10	1						
	Q ₁	6250	10333								6313	8375						
	Me	7250	10667								7167	9000						
	Q ₃	7875	11000								9250	10750						
Computer programmer	N	19	5								1					1		
	Q ₁	5536	6625								5167							
	Me	6250	7250								7000							
	Q ₃	7083	7875								8167							
Human sciences researcher	N	12	8	3	1	1	2	3			6	2	1	2	3	2	1	
	Q ₁	5600	7000								5393	6500						
	Me	6167	7500								5929	7250						
	Q ₃	6667	9000								6813	7625						

(Continued)

TABLE 7.6 (CONTINUED)

Occupation		Gross salary in rand according to marital status																	
		Unmarried							Married										
		Length of service in years																	
		0-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41+	0-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41+
Social worker	N	33	11	6	3	3	7	2	1		37	22	10	10	7	1	1		
	Q ₁	5113	5688	6500			6750				4568	5350	4750	6500	6375				
	Me	5525	6300	7333			8750				5205	5900	6200	8333	9167				
	Q ₃	5938	6850	7833			10250				5625	6750	6700	9250	9750				
Clinical psychologist	N	3	5	1	2		1	1			1	3	1	1					
	Q ₁		7625																
	Me		9500																
	Q ₃		10750																
Curator, Archivist	N	4	1	2							6	1	2	1		1		2	1
	Q ₁	5000									5750								
	Me	5500									6333								
	Q ₃	6000									6833								
Librarian	N	37	14	10	16	7	7	4	1		48	20	12	8	3	1		1	1
	Q ₁	5309	5833	7833	7500	8750	8750	6000			5214	5750	6600	6667					
	Me	5853	6500	8333	9000	9750	10000	10000			6053	7000	7250	7500					
	Q ₃	6614	7250	8750	9800	10625	11000				6684	7833	8000	10000					
Accountant, Auditor	N	5	5		1	1	2				6	6	1		1				
	Q ₁	6125	7250								5250	6300							
	Me	6750	8500								6000	6600							
	Q ₃	7750	9750								6750	6900							
Translator, Proofreader	N	12	1		1	1	2	2	1	1	10	2	1	2	3				
	Q ₁	5500									5250								
	Me	6333									5667								
	Q ₃	6833									6250								
Air hostess	N	3									1								
	Q ₁																		
	Me																		
	Q ₃																		
Officer SAP, SADF, SAA	N	1	4	3				1			3	1	1						
	Q ₁		7000																
	Me		7500																
	Q ₃		8000																

(Continued)

TABLE 7.6 (CONTINUED)

Occupation		Gross salary in rand according to marital status																	
		Length of service in years								Married									
		Unmarried								Married									
		0-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41+	0-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	40+
Minister of religion	N			2															
	Q ₁																		
	Me																		
	Q ₃																		
Diplomat	N	2																	
	Q ₁																		
	Me																		
	Q ₃																		
TOTAL	N	603	259	132	107	82	88	48	23	6	713	441	222	177	109	65	22	12	2
	Q ₁	5125	6250	7296	7827	9038	8333	8625	8250	10500	5076	6091	6770	6852	7426	8404	8375	10000	
	Me	5719	7284	8424	9265	10615	10067	11000	9875	11333	5687	6974	7839	8635	8972	9677	10250	11500	
	Q ₃	6660	9036	9560	11656	12917	12333	13167	13660	11833	6633	8099	9237	10982	10972	12875	12167	13000	

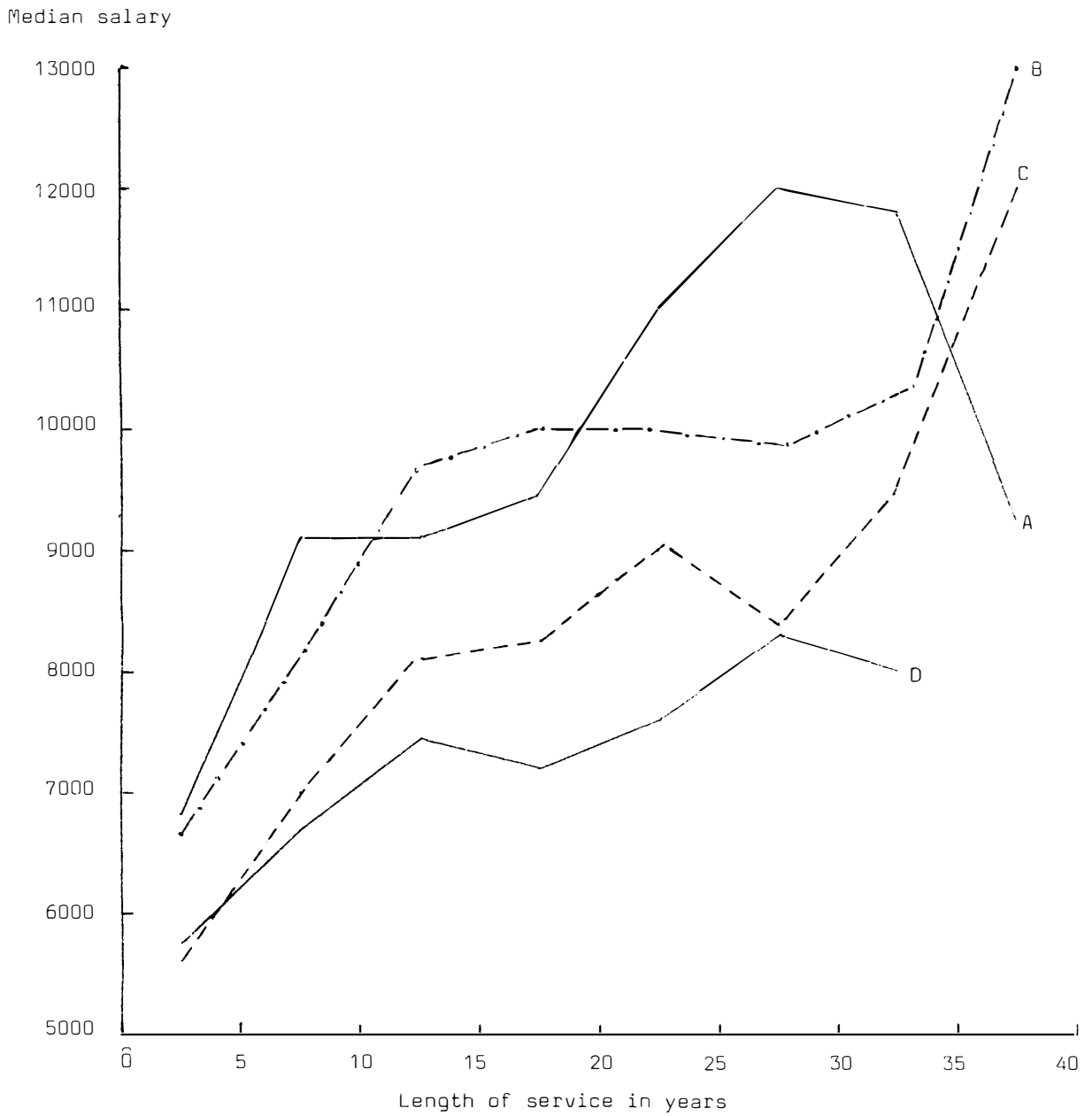
TABLE 7.7

INCOME STRUCTURE OF MEN (1977) AND WOMEN (1976) ACCORDING TO OCCUPATION AND EMPLOYER SECTOR
(FULL-TIME)

Occupation and occupational group	Income structure in rand															
	Public sector							Private sector								
	Men (1 March 1977)			Women (1 July 1976)				Men (1 March 1977)			Women (1 July 1976)					
	N	Q ₁	Me	Q ₃	N	Q ₁	Me	Q ₃	N	Q ₁	Me	Q ₃	N	Q ₁	Me	Q ₃
Medical superintendent	48	13330	13830	14800	64	14132	14553	14974	5	10250	16500	19750	52	7333	8409	9000
Pharmacist	99	8310	9210	10660	46	7542	8400	9417	172	9190	10620	14170				
Lecturer, Instructor, Professor	2639	9610	11550	13610	521	7419	9195	10580	33	5810	8500	12350	12	4500	5500	9000
Teacher	2617	7520	8800	10440	1456	5285	6190	7534	180	6650	8330	10290	145	4784	5643	6815
Public relations, Information officer	89	7880	10810	12610	31	5475	6625	7893	26	8750	10800	13750	36	5571	7000	8800
Computer programmer	38	5710	7000	9100	15	5688	6357	6893	36	7000	8000	9500	28	5714	6714	7833
Social worker	46	5640	7860	10900	115	5455	6288	7788	21	6080	8500	10750	83	5069	5587	6283

FIGURE 7.2

MEDIAN SALARY OF LECTURERS AND TEACHERS ACCORDING TO MARITAL STATUS AND LENGTH OF SERVICE

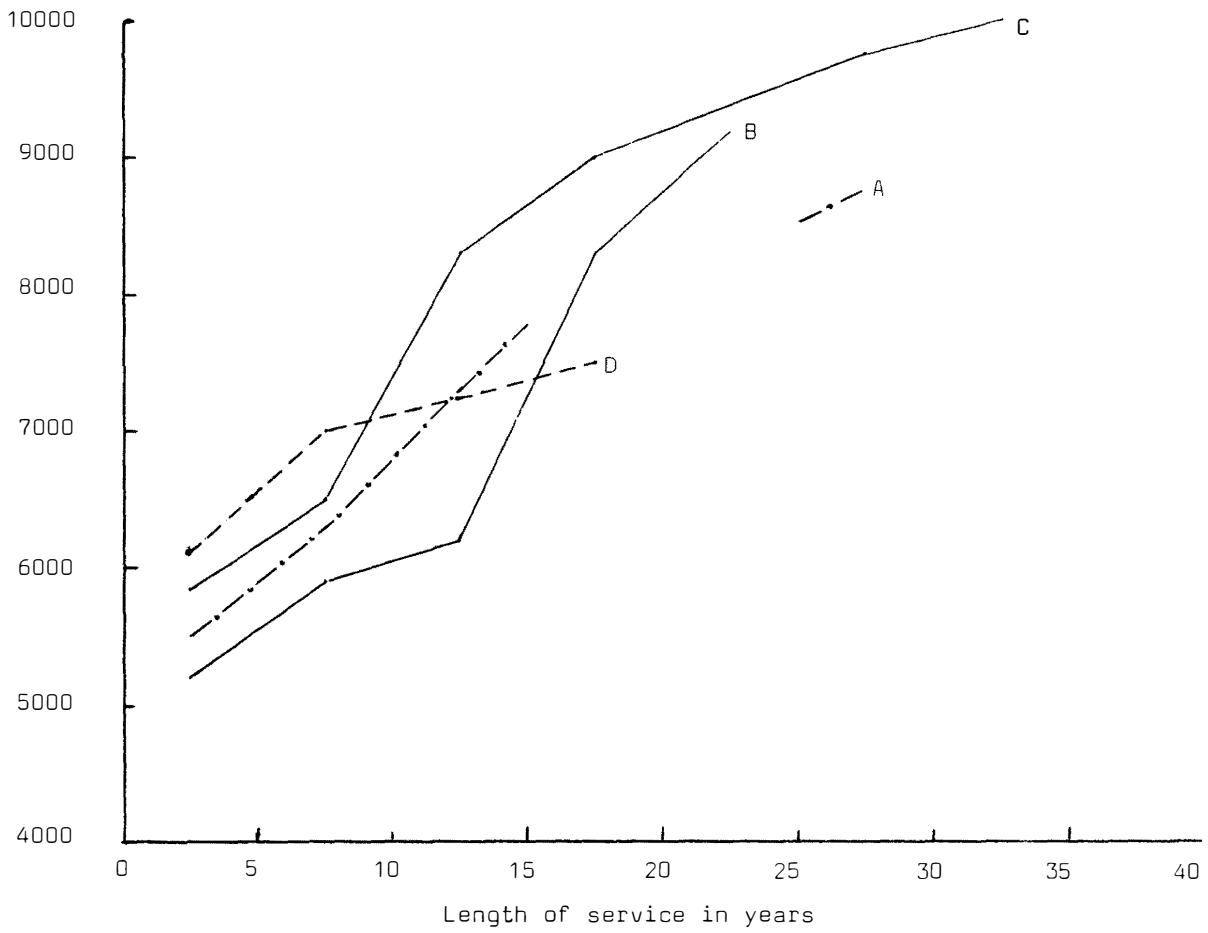


- A Lecturers: unmarried
- B Lecturers: married
- C Teachers : unmarried
- D Teachers : married

FIGURE 7.3

MEDIAN SALARY OF SOCIAL WORKERS AND LIBRARIANS ACCORDING TO MARITAL STATUS AND LENGTH OF SERVICE

Median salary



- A Social workers : unmarried
- B Social workers : married
- C Librarians : unmarried
- D Librarians : married

APPENDIX
QUESTIONNAIRE (EXCERPTS)

THE CAREER ORIENTATION OF UNIVERSITY TRAINED WHITE WOMEN IN THE RSA

STRICTLY CONFIDENTIAL

Mark in the appropriate square

Never married	Married	Widowed	Divorced
1	2	3	4

2 FIELD OF STUDY

2.1 What was the academic field of study which you pursued at university? (Mention major subjects where appropriate, for example B.Sc. (Botany and Zoology), B.A. (Social Work))
.....

5 Read the following statements and mark the one which applies to you
A teaching post is a full-day post

I am working at present and occupy a permanent post	1
I am working at present and occupy a temporary full-day post	2
I am working at present and occupy a temporary part-time post	3
I am not working but would like to work full-time	4
I am not working but would like to work part-time	5
I have worked and have already attained the age of retirement	6
I am not working and am not interested in working	7
I work (at home or elsewhere) as it suits me	8

7 OCCUPATION

7.1 If you are working at present, what is the designation of the post which you occupy? (For example principal of a school, lecturer, medical officer, etc.) Give a brief indication of the duties (nature) of the work you are doing at present (for instance translating, lecturing, etc.)
.....

8 LENGTH OF SERVICE

8.1 State complete number of years
during which you have been (were) in the employ of your present (former) employer

which you spent altogether in the occupation mentioned in Question 7.1

which you spent altogether in working away from home

indicate in the square whether you have been (were) in the service of your present (former) employer for less than a full year
1

you have been (were) in the occupation mentioned in Question 7.1 for less than a full year altogether
1

you have been working (worked) away from home for less than a full year altogether
1



There is a great difference between a post (a job) and a career. If you were faced with the choice, would you merely want a job or are you really interested in a career, which implies a permanent position in which you would wish to remain and would be prepared to accept promotion with its concomitant responsibilities? (Assume that domestic duties do not play any role at all in this case).

What would be your desire?

Job	Career
1	2

14 WHAT IS YOUR ANNUAL (JULY 1976) SALARY/INCOME?

14.1 Employees

14.1.1 Please furnish your annual salary prior to any deductions. Overtime earnings, bonuses allowances and other fringe benefits must be excluded. You should furnish only the salary which you receive in the direct pursuit of your present occupation

R per annum

14.1.2 Cash bonuses (prior to taxation) (for example Christmas, vacation bonus)

R per annum

14.1.3 Income (prior to taxation) earned as a result of

Overtime R per annum

Teaching in part-time capacity R per annum

Consultation R per annum

Other part-time work R per annum

14.2 Persons who have their own business or practice

14.2.1 Net profit derived from direct pursuit of your occupation (prior to taxation)

R per annum

14.2.2 Income (prior to taxation) earned from related salaried work after hours

R per annum

14.3 Total income

Add together and state total income R per annum

15 Which one of the following statements applies to you?

I work for myself in my own business or practice	1
I am an employee of the Public Service	2
I am an employee of a provincial administration	3
I am an employee of a local authority (city or town council)	4
I am an employee of a semi-government, government-controlled or state-aided organisation (CSIR, HSRC, control boards, universities, SAR & H, GPO, SABS, AEB, etc.)	5
I am an employee of a public corporation (e.g. ISCOR, SASOL, ESCOM)	6
My employer is a member of the private sector (private firms, organisations, undertakings, etc.)	7

Not one of the above
(Specify type of employer)

.....

