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## RESEARCH FINDING

DIE LOONSTRUKTUUR VAN HOOGGEKWALIFISEERDE BLANKES  
SOOS OP 1 MAART 1973

THE WAGE STRUCTURE OF HIGHLY QUALIFIED WHITES  
AS AT 1 MARCH 1973

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C.P. Wolmarans, M.A.

INSTITUUT VIR MANNEKRAAGNAVORSING  
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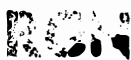
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## OPSOMMING

Gedurende 1971 het die RGN 'n opname oor die loonstruktuur van hooggekwalifiseerde mannekrag onderneem. Aangesien loonstrukture gedurig verander, is 'n soortgelyke opname gedurende 1973 onderneem om ondersoek in te stel na die loonstruktuur van gegradueerde of gelykwaardig gekwalifiseerde Blankes soos op 1 Maart 1973.

Uit die 45 826 persone wat aan die ondersoek deelgeneem het, is 'n ondersoekgroep van 36 530 persone geselekteer wat bestaan uit alle ekonomies bedrywige werknemers en selfgeëmplojeerdes wat 65 jaar en jonger is. Van die 36 530 persone in die ondersoekgroep is 31 308 mans en 5 222 vroue.

Die loonstruktuur van vroue word slegs volgens beroep en werkgewersektor ontleed. Die loonstruktuur van mans word volgens beroep, werkgewersektor en ouderdom ontleed, terwyl byverdiens tes ook in berekening gebring word. Die 1973-loonstruktuur van sommige beroepe wat deur mans beoefen word, word ook met dié van 1971 vergelyk.

## SUMMARY

During 1971 the HSRC undertook a survey on the wage structure of highly qualified manpower. Since wage structures are constantly changing, a similar survey was undertaken during 1973 to investigate the wage structure as at 1 March 1973, of Whites with university degrees or equivalent qualifications.

Of the 45 826 persons who took part in the investigation, a survey group of 36 530 persons was selected. It consisted of all economically active employees and self-employed persons who are 65 years of age and younger. Of the 36 530 persons in the survey group 31 308 are men and 5 222 women.

The wage structure of women is analysed according to occupation and employer sector only. The wage structure of men is analysed according to occupation, employer sector and age, while additional earnings are also taken into consideration. The 1973 wage structure of some occupations pursued by men is also compared with that of 1971.



## 1. AGTERGROND EN DOELSTELLING

Die RGN het gedurende 1971 'n opname oor die loonstruktuur van hooggekwalifiseerde mannekrag onderneem. Die doel met die ondersoek was om statistieke oor die lone van hooggekwalifiseerde mannekrag beskikbaar te stel ten einde te voorsien in die behoefte wat daar by werkgewers, beroepsvoorligters, onderwys-, mannekrag- en ekonomiese beplanners aan sodanige inligting bestaan.

Aangesien loonstrukture nie staties is nie maar gedurig verander, is dit noodsaaklik om die ondersoek na die loonstruktuur van hooggekwalifiseerdes op 'n kontinue basis te onderneem. 'n Verdere opname oor die arbeidsituasie en salarisstruktuur van hoogopgeleide mannekrag is gevolglik gedurende 1973 onderneem.

Die doel met hierdie verslag is om die loonstruktuur van gegradueerde of gelykwaardig gekwalifiseerde Blankes soos op 1 Maart 1973 te ontleed. Die 1973-loonstruktuur van sommige beroepsgroepe word ook met dié van 1971 (soos op 1 Maart 1971) vergelyk.

## 2. DIE ONDERSOEGROEP EN VRAELYS

Die RGN hou 'n Nasionale Register van Natuur- en Geesteswetenskaplikes in stand waarin onder andere die name, adresse, geslag, ouderdom en kwalifikasies van gegradueerdes en gelykwaardig gekwalifiseerdes aangeteken word.

Alle Blanke persone wie se name in die Nasionale Register opgeneem is, en in die RSA en SWA woonagtig is, is in die ondersoek betrek. Aan elk van hierdie persone is 'n vraelys (kyk Bylae) gestuur. Van die 80 473 vraelyste wat uitgestuur is, is 45 826 (56,9%) terugontvang. Laasgenoemde groep word die respondentegroep genoem.

Besonderhede oor die respondente se beroep, werkgewer en salaris, wat in hierdie verslag ontleed word, is deur middel van bogenoemde vraelys ingewin. Besonderhede oor die respondente se ouderdom, geslag, huistaal en kwalifikasies is van die Nasionale Register verkry. In geen enkele geval was dit egter nodig om 'n ingevulde vraelys aan die naam en/of adres van 'n respondent te koppel nie. Streng maatreëls is getref om die anonimiteit van respondente te alle tye te beskerm.

Uit die 45 826 vraelyste wat terugontvang is, is 'n ondersoekgroep van 36 530 persone (79,7%) geselekteer wat bestaan uit alle ekonomies bedrywige werknemers en selfgeëmplojeerdes wat 65 jaar en jonger is. Alle persone wat nie ekonomies bedrywig is nie soos huisvroue, pensioentrekkers en voltydse studente, is dus nie by die ondersoek ingesluit nie.

## 3. VERTEENWOORDIGENDHEID

Soos reeds genoem, is die name van die 80 473 persone aan wie vraelyste gestuur is, van die Nasionale Register

## 1. BACKGROUND AND AIM

During 1971 the HSRC undertook a survey on the wage structure of highly qualified manpower. The aim of the investigation was to release statistics on the wages of highly qualified manpower in order to satisfy the need for such information which exists among employers, vocational guidance officers and educational, manpower and economic planners.

Since wage structures are not static but are constantly changing, it is essential to undertake the investigations into the wage structure of highly qualified persons on a continuous basis. A further survey on the labour situation and salary structure of highly trained manpower was consequently undertaken during 1973.

The aim of this report is to analyse the wage structure of graduate or similarly qualified Whites as at 1 March 1973. The 1973 wage structure of some occupational groups is also compared with that of 1971 (as at 1 March 1971).

## 2. THE SURVEY GROUP AND QUESTIONNAIRE

The HSRC maintains a National Register of Natural and Social Scientists in which, among other things, the names, addresses, sex, age and qualifications of graduates and persons with equivalent qualifications are recorded.

All White persons whose names appear in the National Register and who are resident in the RSA and SWA, were involved in the investigation. A questionnaire (see Appendix) was sent to each of these persons. Of the 80 473 questionnaires which were sent out, 45 826 (56,9%) were returned. The latter group is called the respondent group.

Particulars on the respondents' occupations, employers and salaries, which are analysed in this report, were gathered by means of the above-mentioned questionnaire. Details on the respondents' ages, sex, home language and qualifications were obtained from the National Register. However, in not a single case was it necessary to couple a completed questionnaire with the name and/or address of a respondent. Strict measures were taken to protect the anonymity of respondents at all times.

Of the 45 826 questionnaires which were returned, a survey group of 36 530 persons (79,7%) was selected. It consists of all economically active employees and self-employed persons who are 65 years of age and younger. All persons who are not economically active, such as housewives, pensioners and full-time students were consequently not included in the investigation.

## 3. REPRESENTATIVENESS

As has already been mentioned, the names of the 80 473 persons to whom questionnaires were sent, were

van Natuur- en Geesteswetenskaplikes verkry. Daar is bewys dat die Nasionale Register soos dit in 1970 bestaan het, 'n verteenwoordigende steekproef van die gegradueerde bevolking van die land is (Ebersohn, D. *Gegradueerde Mannekrag van Suid-Afrika*, RGN 1972).

Vir die doel van hierdie ondersoek is dit nodig om te bepaal of die respondentegroep van 45 826 persone 'n verteenwoordigende steekproef is van die 80 473 gegradueerdes of gelykwaardig gekwalifiseerdes wat in die Nasionale Register geregistreer is. In tabelle 3.1, 3.2, 3.3 en 3.4 word onderskeidelik die ouderdomsverspreiding, hoogste kwalifikasiepeil behaal, geslagsverdeling en taalverdeling van die Nasionale Registergroep en van die respondentegroep vergelyk.

Uit bogenoemde tabelle blyk dat die persentuele afwykings tussen die twee groepe ten opsigte van die aspekte wat vergelyk word, relatief klein en onbeduidend is. Die respondentegroep kan dus as 'n verteenwoordigende steekproef van die Nasionale Register beskou word. Aangesien bevind is dat die geregistreerdes in die Nasionale Register 'n verteenwoordigende steekproef van die gegradueerde bevolking van die land is, is daar goeie rede om te aanvaar dat die respondentegroep ook verteenwoordigend van die gegradueerde bevolking is.

#### 4. OMSKRYWING VAN BEGRIPPE

Alvorens voortgegaan word met die bespreking van die loonstruktuur van hooggekwalifiseerdes, is dit ter wille van duidelikheid nodig om enkele begrippe wat daarmee in verband staan, te omskryf.

##### 4.1 *Hooggekwalifiseerde*

Met die begrip hooggekwalifiseerde word bedoel 'n persoon wat in besit is van ten minste 'n B-graad of 'n ander kwalifikasie wat vir die doeleindes van die Nasionale Register van Natuur- en Geesteswetenskaplikes as minstens gelykwaardig aan 'n B-graad beskou word.

##### 4.2 *Werknemers en werkgewersector*

Werknemers kon een van vyf verskillende soorte werkgewerkategorieë aantoon. Vir verwerkingsdoeleindes is die vyf kategorieë na twee verkort, naamlik:

- (a) *Owerheidsektor*. Dit is werknemers van die Staat, provinsiale administrasies, plaaslike owerhede, semi-staats, staatsbeheerde of staatsondersteunde instellings (bv. WNNR, beheerrade, universiteite, SAS & H, HPK) en openbare korporasies (bv. SASOL, YSKOR, EVKOM). Die insluiting van openbare korporasies by die owerheidsektor lewer besliste probleme en daar word besef dat vanweë die aard van en die wyse waarop diensvoorwaardes by openbare korporasies bepaal word, dit eerder by die private sektor ingedeel behoort te

obtain from the National Register of Natural and Social Scientists. It was proved that the National Register, as it existed in 1970, is a representative sample of the graduate population of the country (Ebersohn, D. *Graduate Manpower of South Africa*, HSRC 1972).

It is necessary, for the purpose of this investigation, to determine whether the respondent group of 45 826 persons is a representative sample of the 80 473 graduates or similarly qualified persons whose names appear in the National Register. In Tables 3.1, 3.2, 3.3 and 3.4 respectively, the age distribution, highest qualification level obtained, sex distribution and language distribution of the National Register group and the respondent group are compared.

It appears from the above-mentioned tables that the percentual deviations between the two groups in respect of the aspects which are compared are comparatively small and insignificant. The respondent group can thus be regarded as a representative sample of the National Register. Since it was found that the registered persons in the National Register are a representative sample of the graduate population of the country, there is every reason to believe that the respondent group is also representative of the graduate population.

#### 4. DEFINITION OF CONCEPTS

Before proceeding to a discussion of the wage structure of highly qualified persons, it is necessary, for the sake of clarity, to define certain concepts which have a bearing on the matter.

##### 4.1 *Highly qualified*

The concept "highly qualified" signifies a person who is in possession of at least a Bachelor's degree, or another qualification which, for the purposes of the Register of Natural and Social Scientists, is regarded as at least equivalent to a Bachelor's degree.

##### 4.2 *Employees and employer sector*

Employees could indicate one of five different types of employer categories. For the purposes of processing, the five categories were abbreviated to two, viz:

- (a) *Government sector*. These are employees of the State, provincial administrations, local authorities, semi-state, state-controlled or state-aided institutions (e.g. CSIR, boards of control, universities, SAR & H, GPO) and public corporations (e.g. SASOL, ISCOR, ESCOM). The inclusion of public corporations in the government sector gives rise to definite problems and it is realised that, as a result of the nature of conditions of service at public corporations and the way in which they are determined, they should preferably

TABEL 3.1

**OUDERDOMSVERSPREIDING VAN DIE NASIONALE REGISTERGROEP EN VAN DIE RESPONDENTEGROEP**

Ouderdom/Age	Nasionale Registergroep/National Register Group		Respondentegroep/Respondent Group	
	N	%	N	%
15-19	1	0,001	1	0,002
20-24	3483	4,3	1966	4,3
25-29	14324	17,8	7734	16,9
30-34	12677	15,8	7144	15,6
35-39	9848	12,2	5882	12,8
40-44	8661	10,8	5203	11,4
45-49	8507	10,6	5106	11,1
50-54	7142	8,9	4212	9,2
55-59	5303	6,6	3087	6,7
60-64	4216	5,2	2380	5,2
65-69	3266	4,1	1730	3,8
70-74	1750	2,2	853	1,9
75-79	761	0,9	326	0,7
80+	534	0,7	202	0,4
<b>TOTAAL/TOTAL</b>	<b>80473</b>	<b>100</b>	<b>45826</b>	<b>100</b>

TABLE 3.1

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

TABEL 3.2

**HOOGSTE KWALIFIKASIEPEIL VAN DIE NASIONALE REGISTERGROEP EN VAN DIE RESPONDENTEGROEP**

Hoogste kwalifikasiepeil behaal Highest qualification level obtained	Nasionale Registergroep/National Register Group		Respondentegroep/Respondent Group	
	N	%	N	%
Diploma gelykwaardig aan B-graad/ Diploma equivalent to B degree	9484	11,8	5363	11,7
B-graad/B degree	39485	49,1	22156	48,3
Nagraadse diploma/Post-graduate Diploma	11225	13,9	6087	13,3
Hons. B-graad/B.Hons.	9736	12,1	5562	12,1
M-graad/M degree	7032	8,7	4414	9,6
D-graad/D degree	3511	4,4	2244	4,9
<b>TOTAAL/TOTAL</b>	<b>80473</b>	<b>100</b>	<b>45826</b>	<b>100</b>

TABLE 3.2

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

TABEL 3.3

**GESLAGSVERDELING VAN DIE NASIONALE REGISTERGROEP EN VAN DIE RESPONDENTEGROEP**

Geslag/Sex	Nasionale Registergroep/National Register Group		Respondentegroep/Respondent Group	
	N	%	N	%
Manlik/Male	60619	75,3	35555	77,6
Vroulik/Female	19854	24,7	10271	22,4
<b>TOTAAL/TOTAL</b>	<b>80473</b>	<b>100</b>	<b>45826</b>	<b>100</b>

TABLE 3.3

**SEX DISTRIBUTION OF THE NATIONAL REGISTER GROUP AND OF THE RESPONDENT GROUP**

TABEL 3.4

**TAALVERDELING VAN DIE NASIONALE REGISTERGROEP EN VAN DIE RESPONDENTEGROEP**

Taal/Language	Nasionale Registergroep/National Register Group		Respondentegroep/Respondent Group	
	N	%	N	%
Afrikaans	37845	47,0	21516	47,0
Engels/English	42628	53,0	24310	53,0
<b>TOTAAL/TOTAL</b>	<b>80473</b>	<b>100</b>	<b>45826</b>	<b>100</b>

TABLE 3.4

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

word. Met die oog hierop is die vraelys wat vir die 1973-opname gebruik is, sodanig gewysig dat werknemers van openbare korporasies afsonderlik ingedeel kon word. Daar moet egter in gedagte gehou word dat die omvang van werkgeleenthede vir gegradueerdes in openbare korporasies relatief klein is in vergelyking met die getal werkgeleenthede vir gegradueerdes in die private sektor en die owerheidsektor. Die herindeling van openbare korporasies behoort dus die gegewens oor die loonstruktuur van gegradueerdes in voorgenoemde twee sektore nie veel te verander nie. Die invloed van so 'n herindeling sal egter bepaal word met die oog daarop om openbare korporasies in toekomstige verslae by die private sektor in te deel.

In hierdie verslag kon die herindeling egter nie gebruik word nie vanweë die feit dat die 1973-loonstruktuur met dié van 1971 vergelyk word en die vraelys wat vir die 1971-opname gebruik is, nie voorsiening maak vir openbare korporasies as afsonderlike werkgewerkategorie nie.

- (b) *Private sektor.* Dit is werknemers van private firmas, organisasies, ondernemings, ensovoorts.

Sommige van die inligting in die verslag word volgens voornoemde twee sektore afsonderlik ontleed. In ander gevalle word die twee groepe saamgevoeg in welke gevalle daar na die twee groepe gesamentlik as *werknemers* verwys word.

#### 4.3 *Selfgeëmployeerdes*

Met selfgeëmployeerdes word bedoel persone wat vir hulself in hulle eie besigheid of praktyk werk, insluitende vennote van professionele ondernemings en besturende direkteure wat meer as 50 persent van 'n maatskappy se aandeel besit.

#### 4.4 *Bruto salaris van werknemers*

Soos uit die vraelys (vraag 6(a)) opgemerk sal word, is werknemers versoek om hulle jaarlikse salaris, voor enige aftrekkings, wat hulle ontvang as gevolg van die direkte beoefening van hulle beroep, te verstrek. Oortydverdienste, bonusse, toelaes en inkomstes uit ander bronne word nie by die bruto salaris ingesluit nie.

#### 4.5 *Netto wins van selfgeëmployeerdes*

Selfgeëmployeerdes is versoek (vraag 6(b) in die vraelys) om die netto wins uit die direkte beoefening van hulle beroep (voor belasting) te verstrek. Inkomste verdien uit natuurse verbandhoudende gesalarieerde werk is nie ingesluit nie.

#### 4.6 *Byverdienste*

Werknemers is ook versoek om hulle kontantbonusse (voor belasting) en inkomste (voor belasting) verdien deur

be classified under the private sector. With a view to this, the questionnaire which was used for the 1973 survey was amended in such a way that employees of public corporations could be classified separately. However, it should be remembered that the scope of job opportunities for graduates in public corporations is relatively small in comparison with the number of job opportunities for graduates in the private sector and the government sector. The reclassification of public corporations should consequently not have much effect on the data in respect of the wage structure of graduates in the above-mentioned two sectors. However, the influence of such a reclassification will be determined with a view to classifying public corporations under the private sector in future reports.

The reclassification could not be used in this report because the 1973 wage structure is compared with that of 1971 and the questionnaire which was used for the 1971 survey does not make provision for public corporations as a separate employer category.

- (b) *Private sector.* These are employees of private firms, organisations, undertakings, et cetera.

Some of the information in the report is analysed separately according to the above-mentioned two sectors. In other cases, the two groups are combined, in which instances the two groups are referred to jointly as *employees*.

#### 4.3 *Self-employed persons*

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

#### 4.4 *Gross salary of employees*

As will be noticed from the questionnaire (Question 6(a)), employees were requested to furnish their annual salary, before any deductions, earned as a result of the direct pursuit of their occupation. Overtime earnings, bonuses, allowances and income from other sources are not included in the gross salary.

#### 4.5 *Net profit of self-employed persons*

Self-employed persons were requested (Question 6(b) in the questionnaire) to furnish the net profit from the direct pursuit of their occupation (before taxation). Income derived from salaried work of the same nature after hours was not included.

#### 4.6 *Additional earnings*

Employees were also requested to furnish separately their cash bonuses (before taxation) and income (before

oortyd, onderrig in deeltydse hoedanigheid en konsultasie afsonderlik te verstrek. Selfgeëmplojeerdes is versoek om aan te toon wat hulle inkomste (voor belasting) is wat deur na-uurse verbandhoudende gesalarieerde werk verdien word. Inkomste uit bogenoemde bronne word as byverdienste beskou en word afsonderlik ontleed.

#### 4.7 *Loonstruktuur*

Die woord loonstruktuur word gebruik om na die bruto salaris van werknemers en die netto wins van selfgeëmplojeerdes gesamentlik te verwys, asook in gevalle waar byverdienstes tesame met bruto salaris of netto wins aange- toon word.

#### 4.8 *Mediaan en kwartiele*

Ten einde 'n oorsigtelike beeld van die loonstruktuur van die verskillende groepe respondente te verkry, en om vergelykings tussen die groepe te vergemaklik, word van mediane en kwartiele gebruik gemaak.

Die mediaanloon (Me) beteken dat 50 persent van die groep persone meer en 50 persent minder as die aangeduide loon ontvang. Die eerste kwartiel (Q<sub>1</sub>) en derde kwartiel (Q<sub>3</sub>) verskaf 'n aanduiding van die wyse van verspreiding van 'n groep waarnemings rondom die mediaan. In die geval van loon dui die eerste kwartiel (Q<sub>1</sub>) aan dat 25 persent van die groep persone minder en 75 persent meer as die Q<sub>1</sub>-loon ontvang. Die derde kwartiel (Q<sub>3</sub>) dui aan dat 75 persent van die groep persone minder en 25 persent meer as die Q<sub>3</sub>-loon ontvang. Dit beteken ook dat 50 persent van die groep persone meer as die Q<sub>1</sub>-loon maar minder as die Q<sub>3</sub>-loon ont- vang.

By die bespreking van die loonstruktuur van hoogge- kwalifiseerdes word die mediaan- en kwartielloon nie aan- getoon waar daar minder as vyf persone in 'n bepaalde groep is nie, ten einde die anonimiteit van sodanige persone te verseker.

#### 4.9 *Loonstruktuur soos op 1 Maart 1973*

Daar moet steeds in gedagte gehou word dat die loon- peile wat in hierdie verslag aangetoon word, die situasie weerspieël soos dit op 1 Maart 1973 was (behalwe in gevalle waar daar na die 1971-loonstruktuur verwys word). Dit is algemeen bekend dat die salarisse van werknemers in diens van die staat van 1 April 1973 af met 15 persent verhoog is, terwyl verdere verhogings op 1 Julie 1974 in werking getree het. Hierdie verhogings asook enige moontlike veranderings in die loonstruktuur van ander groepe hooggekwalifiseerdes na 1 Maart 1973 is nie in hierdie verslag in berekening ge- bring nie.

### 5. BEVINDINGS

Die tabelle waarin die syferkundige inligting oor die loonstruktuur van hooggekwalifiseerdes aangetoon word,

taxation) earned by overtime, instruction in a part-time ca- pacity and consultation. Self-employed persons were request- ed to indicate their income (before taxation) derived from salaried work of the same nature after hours. Income from the above-mentioned sources is regarded as additional earn- ings and analysed separately.

#### 4.7 *Wage structure*

The term "wage structure" is used to refer jointly to the gross salary of employees and the net profit of self- employed persons, as well as in cases where additional earn- ings are indicated together with gross salary or net profit.

#### 4.8 *Median and quartiles*

In order to obtain a general picture of the wage struc- ture of the various groups of respondents and to facilitate comparisons between the groups, use is made of medians and quartiles.

The median wage (Me) means that 50 percent of the group of persons receive more and 50 per cent less than the indicated wage. The first quartile (Q<sub>1</sub>) and the third quartile (Q<sub>3</sub>) provide an indication of the manner of distribution of a group of observations around the median. In the case of wage, the first quartile (Q<sub>1</sub>) indicates that 25 per cent of the group of persons receive less and 75 per cent more than the Q<sub>1</sub> wage. The third quartile (Q<sub>3</sub>) indicates that 75 per cent of the group of persons receive less and 25 per cent more than the Q<sub>3</sub> wage. This also means that 50 per cent of the group of persons receive more than the Q<sub>1</sub> wage but less than the Q<sub>3</sub> wage.

In the discussion of the wage structure of highly qua- lified persons, the median and quartile wages are not indica- ted in cases where there are fewer than five persons in a particular group, in order to ensure the enonymity of such persons.

#### 4.9 *Wage structure as at 1 March 1973*

It should be constantly borne in mind that the wage levels indicated in this report reflect the situation as it was at 1 March 1973 (with the exception of cases where reference is made to the 1971 wage structure). It is common know- ledge that the salaries of employees of the state were in- creased by 15 per cent from 1 April 1973, while further in- creases came into operation on 1 July 1974. These increases as well as any possible changes in the wage structure of other groups of highly qualified persons after 1 March 1973, were not taken into consideration in this report.

### 5. FINDINGS

The tables providing the information about the wage structure of highly qualified persons, as well as the graphi-

asook die figure wat op hierdie inligting betrekking het, word aan die einde van die verslag gegroepeer. In tabel 7.1 word die loonstruktuur van vroue en in tabel 7.2 die loonstruktuur van mans volgens beroep en werkgewerssektor ontleed. In tabelle 7.3 en 7.4 word onderskeidelik die bruto salaris van werknemers en die netto wins van selfgeëmplöjeerdes volgens beroep en ouderdom ontleed. Laasgenoemde inligting word ook in figure 7.1 tot 7.14 grafies voorgestel. Tabel 7.5 toon 'n ontleding van die bruto salaris en byverdienste van werknemers en in tabel 7.6 word die netto wins en byverdienste van selfgeëmplöjeerdes aangetoon. In tabelle 7.7, 7.8 en 7.9 word die 1971-loonstruktuur (soos op 1 Maart 1971) met die 1973-loonstruktuur van onderskeidelik die beoefenaars van professionele beroepe, natuurwetenskaplike beroepe en enkele ander beroepe vergelyk. Aangesien die tabelle en figure in 'n groot mate selfverduidelikend is, word dit nie in detail bespreek nie, maar slegs enkele verduidelikende opmerkings word verstrek.

### 5.1 *Loonstruktuur volgens beroep en werkgewerssektor*

In tabelle 7.1 en 7.2 word die loonstruktuur van onderskeidelik vroue en mans volgens beroep en werkgewerssektor ontleed.

Daar moet in gedagte gehou word dat die selfgeëmplöjeerde terselfdertyd ook ondernemer is en dat sy vergoeding nie net salaris nie, maar ook ondernemersloon en 'n risikopremie insluit. Die vergoeding van die selfgeëmplöjeerdes kan dus nie sonder meer met die salarisse van werknemers vergelyk word nie.

Van die 10 271 vroue in die respondentegroep (kyk tabel 3.3) was slegs 5 222 (50,8%) op 1 Maart 1973 ekonomies aktief en 65 jaar en jonger. Meer as 'n driekwart van hierdie 5 222 vroue (78%) was in die owerheidssektor werksaam, terwyl 2 604 (49,9%) 'n onderwysberoep beoefen het. Daar sal opgemerk word dat sommige beroepe wat deur slegs enkele vroue beoefen word, onder die kategorie *ander* saam gegroepeer is. Dit is nie moontlik om die loonstruktuur van hierdie groepe aan te toon nie, aangesien die groepering uit 'n aantal beroepe bestaan wat deur minder as vyf persone beoefen word. Vanweë die relatiewe klein getal vroue in die ander beroepe, word die loonstruktuur van vroue nie verder ontleed nie, en word die res van die verslag aan die ontleding van die loonstruktuur van slegs die manlike hooggekwalifiseerdes gewy.

### 5.2 *Loonstruktuur volgens beroep, ouderdom en werkgewerssektor*

Soos uit tabel 7.2 blyk, het die manlike hooggekwalifiseerdes 'n wye spektrum van beroepe op 1 Maart 1973 beoefen, met die gevolg dat die getal persone in 'n groot aantal van die beroepe so klein is dat sinvolle ontledings van hulle loonstruktuur volgens ouderdom nie moontlik is nie. Daar is gevolglik 44 beroepe en beroepsgroepe geselekteer wat deur 70 of meer persone beoefen word. Die meer

cal representation of this information, are grouped at the end of the report. In Table 7.1, the wage structure of women is analysed according to occupation and employer sector, while the same is done for men in Table 7.2. In Tables 7.3 and 7.4, the gross salary of employees and the net profit of self-employed persons respectively are analysed according to occupation and age. The latter information is also represented graphically in Figures 7.1 to 7.14. Table 7.5 provides an analyses of the gross salary and additional earnings of employees while in Table 7.6, the net profit and additional earnings of self-employed persons are indicated. In Tables 7.7, 7.8 and 7.9, the 1971 wage structure (as at 1 March 1971) is compared with the 1973 wage structure of persons pursuing professional occupations, occupations in the natural sciences and certain other occupations respectively. Since the tables and figures are to a great extent self-explanatory, they are not discussed in detail and only a few clarifying remarks are made.

### 5.1 *Wage structure according to occupation and employer sector*

In Tables 7.1 and 7.2, the wage structure of women and men respectively is analysed according to occupation and employer sector.

It should be remembered that the self-employed person is, at the same time, an entrepreneur and that his remuneration does not include salary alone, but also an entrepreneurial wage and a risk premium. For this reason, the remuneration of the self-employed persons cannot simply be compared with the salaries of employees.

Of the 10 271 women in the respondent group (see Table 3.3), only 5 222 (50,8%) were economically active and aged 65 years and younger on 1 March 1973. More than three-quarters of these 5 222 women (78%) were employed in the government sector, while 2 604 (49,9%) were in the teaching profession. It will be noticed that some occupations which are pursued by only a few women are grouped together under the category *other*. It is not possible to indicate the wage structure of these groups, since the grouping consists of a number of occupations which are pursued by fewer than five persons. As a result of the comparatively small number of women in the other occupations, the wage structure of women is not analysed any further and the remainder of the report is devoted to the analysis of the wage structure of the highly qualified males only.

### 5.2 *Wage structure according to occupation, age and employer sector*

As is apparent from Table 7.2, the highly qualified males pursued a wide spectrum of occupations at 1 March 1973, with the result that the number of persons in a large number of the occupations is so small that meaningful analyses of their wage structure according to age are not possible. Forty-four occupations and occupational groups, in which 70 persons or more are represented, were consequent-

gedetailleerde ontledings van die loonstruktuur van manlike hooggekwalifiseerdes het dus op slegs die beoefenaars van hierdie 44 beroepe/beroepsgroepe betrekking.

In tabelle 7.3 en 7.4 word onderskeidelik die bruto salaris van werknemers en die netto wins van selfgeëmployeerdes volgens beroep en ouderdom ontleed.

In figure 7.1 tot 7.14 word die mediaanloon van die beoefenaars van die 44 beroepe/beroepsgroepe volgens ouderdom en werkgewersector grafies voorgestel. 'n Ontleding van die loonstruktuur volgens ouderdom en werkgewersector toon opvallende verskille tussen selfgeëmployeerdes en werknemers. Uit die betrokke figure blyk veral die algemene tendens dat selfgeëmployeerdes 'n relatiewe hoë peil van netto wins op 'n betreklike jong leeftyd bereik en dat hulle netto wins daarna nie noemenswaardig toeneem nie. Kyk in hierdie verband byvoorbeeld na die loonstruktuur van selfgeëmployeerde ingenieurs en landmeters (figuur 7.2); veeartse en tandartse (figuur 7.5); geneeshere, mediese spesialiste en aptekers (figuur 7.6); en rekenmeesters/ouditeure (figuur 7.10). Uitsonderings op hierdie algemene tendens is bourekenaars (figuur 7.1); advokate (figuur 7.9); en bekleërs van besturende en uitvoerende poste (figuur 7.13).

Die algemene tendens by werknemers daarenteen, is dat die salarisse van die jonger groep werkers relatief laag is en daarna geleidelik toeneem namate die persone ouer word. Kyk in hierdie verband byvoorbeeld na die loonstruktuur van ingenieurs (figuur 7.2); die beoefenaars van natuurwetenskaplike beroepe (figuur 7.3); die beroepe in figuur 7.4 genoem; veeartse (figuur 7.5); geneeshere en mediese spesialiste (figuur 7.6); prokureurs (figuur 7.9); en rekenmeesters/ouditeure (figuur 7.10). Uitsonderings op hierdie algemene loonstrukturtendens van werknemers is onder andere dié van landmeters (figuur 7.2), aptekers (figuur 7.6), en bekleërs van hoë uitvoerende administratiewe poste (figuur 7.12).

### 5.3 Byverdiensle

Die bruto salaris en byverdiensle van werknemers word in tabel 7.5 volgens beroep ontleed en in tabel 7.6 word die netto wins en byverdiensle van selfgeëmployeerdes aangetoon. Teenoor elke beroep word ook aangetoon watter persentasie van die persone wat die betrokke beroep beoefen, ontvang wel die aangeduide byverdiensle.

Die grootste persentasie werknemers ontvang 'n konstantbonus waarvan die bedrag redelik konstant is (kyk tabel 7.5). Wat die ander kategorieë van byverdiensle betref, moet daar op veral twee aspekte gelet word, te wete (a) die persentasie beoefenaars van die verskillende beroepe wat 'n spesifieke byverdiensle ontvang en (b) die bedrag waarmee die betrokke persone se salaris/netto wins deur die byverdiensle aangevul word. Daar sal byvoorbeeld uit tabel 7.5 (waarin die byverdiensle van werknemers aangetoon word) opgemerk word dat sowat 'n derde van die bou-

ly selected. The more detailed analyses of the wage structure of highly qualified males consequently refer to the persons in these 44 occupations/occupational groups.

In Tables 7.3 and 7.4, the gross salary of employees and the net profit of self-employed persons respectively are analysed according to occupation and age.

In Figures 7.1 to 7.14, the median wage of the persons engaged in the 44 occupations/occupational groups is represented graphically according to age and employer sector. An analysis of the wage structure according to age and employer sector reveals striking differences between self-employed persons and employees. The general trend apparent from the figures concerned is that self-employed persons attain a relatively high level of net profit at a comparatively youthful age and that such profit does not increase to any appreciable extent after this. Consider in this regard, for example, the wage structure of self-employed engineers and surveyors (Figure 7.2); veterinary surgeons and dentists (Figure 7.5); physicians, medical specialists and pharmacists (Figure 7.6); and accountants/auditors (Figure 7.10). Exceptions to this general trend are quantity surveyors (Figure 7.1); advocates (Figure 7.9); and persons holding managerial and executive posts (Figure 7.13).

The general trend among employees, on the other hand, is that salaries of the younger group of workers are comparatively low and that they gradually increase as the persons grow older. Consider in this regard, for instance, the wage structure of engineers (Figure 7.2); persons pursuing occupations in the natural sciences (Figure 7.3); the occupations mentioned in Figure 7.4; veterinary surgeons (Figure 7.5); physicians and medical specialists (Figure 7.6); attorneys (Figure 7.9); and accountants/auditors (Figure 7.10). Exceptions to this general wage structure trend of employees are, *inter alia*, those of surveyors (Figure 7.2); pharmacists (Figure 7.6) and persons holding high executive administrative posts (Figure 7.12).

### 5.3 Additional earnings

The gross salary and additional earnings of employees are analysed according to occupation in Table 7.5, while in Table 7.6, an indication is given of the net profit and additional earnings of self-employed persons. Against each occupation is shown the percentage of the persons pursuing the occupation concerned who do, in fact, receive the additional earnings which are indicated.

The largest percentage of employees receive a cash bonus, of which the amount is fairly constant (see Table 7.5). As regards the other categories of additional earnings, particular attention should be paid to two aspects, viz. (a) the percentage of persons pursuing the various occupations who receive specific additional earnings and (b) the amount by which the salaries/net profit of the persons concerned are supplemented by the additional earnings. It will be noticed

rekenaars oortydbesoldiging ontvang alhoewel die mediaan-oortydverdienste (R600) slegs 7,6 persent van die groep se mediaan-salaris (R7 890) uitmaak. Daarenteen ontvang slegs 9 persent van die argitekte oortydbesoldiging maar die mediaan-verdienste daaruit (R 1 080) maak 14 persent van die groep se mediaan-salaris (R7 730) uit. In die geval van geneeshere, mediese spesialiste en aptekers is beide die persentasie persone wat oortydverdienste verrig sowel as die bedrag waarmee hulle mediaan-salaris aangevul word, relatief hoog. Die persentasie werknemers wat 'n byverdienste uit deeltydse onderrig en konsultasie ontvang is relatief laag. Uitsonderings in dié verband is die sowat 13 persent mediese spesialiste wat deeltydse onderrig gee en die 12 persent lektore/dosente wat 'n byverdienste uit konsultasie ontvang.

Wat selfgeëmplojeerdes betref (kyk tabel 7.6) is dit hoofsaaklik mediese spesialiste, en in 'n mindere mate aptekers, wat noemenswaardige na-uurse gesalarieerde werk verrig.

#### 5.4 *Vergelyking van loonstruktuur: 1971/1973*

Wanneer die 1971- en 1973-loonstrukture van die beoefenaars van die verskillende beroepe vergelyk word, moet daar in gedagte gehou word dat die ouderdomsver spreiding van die persone in die verskillende beroepe gedurende die twee vergelykingsjare nie noodwendig dieselfde was nie. Hierdie maontlike verskille in ouderdom kan dus in 'n mate vir die verskille in die loonpeile verantwoordelik wees. Daar sal byvoorbeeld in tabel 7.9 opgemerk word dat die mediaan-salarisse van stads- en streekbeplanners, landbouvoorligters en rekenmeesters/ouditeure (nie-geregistreer) wat in die owerheidsektor werksaam is, in 1973 laer as in 1971 was. Die enigste verklaring hiervoor is dat die persone in genoemde beroepe wat in 1973 aan die ondersoek deelgeneem het, as groep jonger as die 1971-groep was. Sodanige verskuiwing in die ouderdom dui op 'n verlies van ervare personeel in die betrokke beroepskategorieë.

In tabel 7.7 word die 1973-loonstruktuur van die beoefenaars van professionele beroepe met die 1971-loonstruktuur vergelyk. Besonderhede oor die 1971-loonstruktuur van die beoefenaars van professionele beroepe is uit die volgende gepubliseerde verslag verkry: Boshoff, F. *The Profitability of Twelve Professions*, RGN, 1972. Die persentasie styging of daling van die loonstruktuur gedurende die twee jaar tydperk tussen die opnames word ook aangetoon.

Die gemiddelde styging van die loonstruktuur van werknemers wat professionele beroepe beoefen, was 4,9 persent vir bogenoemde 2-jaar tydperk, terwyl die loonstruktuur van selfgeëmplojeerdes met 19,3 persent gestyg het. Indien die relatiewe groot verskil in die styging van die loonstruktuur van werknemers en selfgeëmplojeerdes na 1 Maart 1973 sou voortduur, sou dit beteken dat die verskille tussen die loonpeile van die twee groepe soos uit tabel 7.7 blyk, vergroot sou word. Soos reeds genoem, is die salarisse van werknemers in die owerheidsektor egter na 1 Maart 1973

from Table 7.5, for example (in which the additional earnings of *employees* are indicated) that approximately a third of the quantity surveyors receive overtime remuneration, although the median overtime earnings (R600) constitute only 7,6 per cent of the group's median salary (R7 890). As opposed to this, only 9 per cent of the architects receive overtime remuneration but the median income derived from this source (R 1 080) amounts to 14 per cent of the group's median salary (R7 730). In the case of physicians, medical specialists and pharmacists, both the percentage of persons who work overtime and the amount by which their median salary is supplemented are comparatively high. The percentage of employers who supplement their earnings from part-time instruction and consultation is comparatively low. Exceptions in this case are the somewhat 13 per cent medical specialists who give part-time instruction and the 12 per cent lecturers who receive additional earnings from consultation.

As regards self-employed persons (see Table 7.6), mainly medical specialists and, to a lesser extent, pharmacists perform salaried work after hours to any noticeable degree.

#### 5.4 *Comparison of wage structure: 1971/1973*

When the 1971 and 1973 wage structures of persons who pursue the various occupations are compared, it should be remembered that the age distribution of the persons in the various occupations was not necessarily the same in respect of the two years which are compared. These possible differences in age may thus, to a certain extent, account for the differences in the wage levels. It will, for instance, be noticed in Table 7.9 that the median salaries of town and regional planners, agricultural extension officers and accountants/auditors (non-chartered) employed in the government sector, were lower in 1973 than in 1971. The only explanation for this is that the persons in these occupations who participated in the investigation in 1973 were younger, as a group, than their counterparts in 1971. Such a shift in age points to a loss of experienced staff in the occupational categories concerned.

In Table 7.7, the wage structure of persons pursuing professional occupations is compared with the 1971 wage structure. Particulars on the 1971 wage structure of persons pursuing such occupations were obtained from the published report: Boshoff, F. *The Profitability of Twelve Professions*, HSRC, 1972. The percentage increase or decrease in the wage structure during the two-year period between the surveys is also indicated.

The average increase in the wage structure of employees who pursue professional occupations was 4,9 per cent for the above-mentioned two-year period, while the wage structure of self-employed persons increased by 19,3 per cent. If the comparatively large difference in the increase in the wage structure of employees and self-employed persons were to continue after 1 March 1973, the differences between the wage levels of the two groups, as revealed in Table 7.7, would be enlarged. As has already been mentioned, the salaries of employees in the government sector were,



aansienlik verhoog. Of hierdie verhogings die bestaande gaping in die loonstrukture enigszins beïnvloed het, is nie moontlik om met die beskikbare gegewens te bepaal nie aangesien dit nie bekend is in welke mate die loonstruktuur van werknemers in die private sektor en dié van selfgeëmplojeerdes na 1 Maart 1973 gestyg het nie.

'n Vergelyking van die bruto salaris van die beoefenaars van natuurwetenskaplike beroepe soos dit in 1971 en 1973 waargeneem is, word in tabel 7.8 getref. Besonderhede oor die 1971-salarisse van hierdie persone is uit die volgende gepubliseerde verslag verkry: Smuts, J.S. *Die Salarisstruktuur van Natuurwetenskaplikes in die RSA soos op 1 Maart 1971*, RGN, 1974. Die gemiddelde styging in salaris van natuurwetenskaplikes (werknemers) vir die betrokke 2-jaar tydperk was 5,9 persent in die owerheidsektor en 8,3 persent in die private sektor. Daar sal dus opgemerk word dat die verskille in die persentasie styging van salarisse by natuurwetenskaplikes nie naastenby so groot is as die verskille in die styging van die salarisse en netto wins van werknemers en selfgeëmplojeerdes wat professionele beroepe beoefen nie (kyk tabel 7.7).

In tabel 7.9 word 'n vergelyking getref tussen die bruto salaris van die beoefenaars van enkele ander beroepe soos in 1971 en 1973. Die 20 beroepe/beroepsgroepe ten opsigte waarvan gegewens in hierdie tabel vergelyk word, is geselekteer op grond van die beskikbaarheid van inligting oor hulle salarisse in 1971. As basis vir vergelyking is die volgende gepubliseerde verslag gebruik: Boshoff, F. *Die Loonstruktuur van Hooggekwalifiseerde Blanke Werknemers soos op 1 Maart 1971*, RGN, 1972. Daar sal opgemerk word dat die verskille in die styging van salarisse van werknemers in die owerheidsektor en private sektor aanmerklik groter is vir die beroepe wat in tabel 7.9 genoem is (onderskeidelik 5,6% en 15,3%) as vir die natuurwetenskaplike beroepe (onderskeidelik 5,9% en 8,3% – kyk tabel 7.8).

Uit die vergelyking van die 1971- en die 1973-loonstruktuur blyk duidelik dat die styging in die salaris van werknemers in die private sektor en die netto wins van selfgeëmplojeerdes gedurende die betrokke 2-jaar tydperk aanmerklik groter was as die styging in die salarisse van werknemers in die owerheidsektor. Die gaping in die loonstruktuur van die private sektor en selfgeëmplojeerdes en die owerheidsektor wat reeds in 1971 bestaan het, soos uit tabelle 7.7, 7.8 and 7.9 blyk, het gevolglik in die daaropvolgende 2 jaar verder vergroot.

Aangesien die persentasie verhoging van die salarisse van werknemers in die private sektor na 1 Maart 1973 'n onbekende faktor is, is dit nie moontlik om te bepaal of laasgenoemde werkers se salarisse in dieselfde mate gestyg het as dié van werknemers in die owerheidsektor wat na 1 Maart 1973 twee algemene salarisverhogings ontvang het.

however, substantially increased after 1 March 1973. It is not possible, with the available data, to determine whether the increases have in any way affected the existing gap in the wage structures, since it is not known to what extent the wage structure of employees in the private sector and that of self-employed persons have increased since 1 March 1973. In Table 7.8, a comparison is made of the gross salaries of persons engaged in occupations in the natural sciences, as observed in 1971 and 1973. Particulars on the 1971 salaries of these persons were obtained from the following published report: Smuts, J.S. *Die Salarisstruktuur van Natuurwetenskaplikes in die RSA soos op 1 Maart 1971*, HSRC, 1974. The average increase in salary of natural scientists (employees) for the two-year period concerned was 5,9 per cent in the government sector and 8,3 per cent in the private sector. It will thus be noted that the differences in the percentage increase in salaries in respect of natural scientists are not nearly as considerable as the differences in the increase of the salaries and net profit of employees and self-employed persons who pursue professional occupations (see Table 7.7).

In Table 7.9 a comparison is made between the gross salary of persons pursuing certain other occupations as in 1971 and 1973. The 20 occupations/occupational groups in respect of which data are compared in this table were selected on the strength of the availability of information on their salaries in 1971. The following published report was used as a basis for comparison: Boshoff, F. *The Salary Structure of Highly Qualified White Employees as at 1 March 1971*, HSRC, 1972. It will be noticed that the differences in the increase in salaries of employees in the government sector and private sector are substantially greater for the occupations mentioned in Table 7.9 (5,6% and 15,3% respectively) than for the occupations in the natural sciences (5,9% and 8,3% respectively – see Table 7.8).

It is clearly apparent from the comparison of the 1971 and 1973 wage structures that the increase in the salary of employees in the private sector and the net profit of self-employed persons during the two-year period concerned were considerably greater than the increase in the salaries of employees in the government sector. The gap between the salary structure of the private sector and self-employed persons and that of the government sector, which already existed in 1971, as is apparent from Tables 7.7, 7.8 and 7.9, consequently widened in the subsequent two years.

Since the percentage increase in the salaries of employees in the private sector after 1 March 1973 is an unknown factor, it is not possible to determine whether the salaries of the last-mentioned workers have increased to the same extent as those of employees in the government sector who have received two general salary increases since 1 March 1973.

## **6. SLOTOPMERKINGS**

Uit die gegewens oor die loonstruktuur van hooggekwalifiseerdes wat in 1973 ingewin is, word verdere verslae tans voorberei waarin ander faktore wat loonpeile beïnvloed, ook in aanmerking geneem sal word. Ondersoek word ook na die rendabiliteit van verskillende beroepe ingestel.

As deel van die RGN se navorsingsprogram oor die loonstruktuur van hooggekwalifiseerdes, sal die opname wat in 1973 gedoen is, gedurende 1975 herhaal word.

## **7. TABELLASIES EN FIGURE**

## **6. CONCLUDING REMARKS**

Further reports, in which other factors influencing wage levels will also be taken into consideration, are at present being prepared from data gathered in 1973 on the wage structure of highly qualified persons. The profitability of various occupations is also being investigated.

The survey which was undertaken in 1973 will be repeated in the course of 1975 as part of the HSRC's research programme on the wage structure of highly qualified persons.

## **7. TABULATIONS AND FIGURES**

TABEL 7.1

**LOONSTRUKTUUR VAN VROUW VOLGENS BEROEP EN WERKGEWER-  
SEKTOR**

TABLE 7.1

**WAGE STRUCTURE OF WOMEN ACCORDING TO OCCUPATION AND EMPLOYER  
SECTOR**

Beroep en beroepsgroep/Occupation and occupational group	Loonstructuur/Wage structure											
	Werknemers/Employees								Selfgeëmployeerd/Self-employed			
	Owerheidsektor/Government sector				Private sektor/Private sector							
	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>
<b>Argitekte, ingenieurs, bourekenaars/ Architects, engineers, quantity surveyors</b>												
Argitek/Architect	3	—	—	—	13	2750	4250	5880	16	3250	5500	12000
Bourekenaar/Quantity surveyor					4	—	—	—	2	—	—	—
Ingenieur (elektries, meganias, siviël, ander)/ Engineer (electrical, mechanical, civil, other)	3	—	—	—	6	—	—	—	2	—	—	—
Stads- en streekbeplanner/Town and regional planner	6	3500	4000	5500								
<b>Aardwetenskaplikes/Earth scientists</b>												
Geoloog/Geologist	2	—	—	—	8	4000	4670	6000				
<b>Chemici/Chemists</b>												
Chemikus/Chemist	30	3350	3920	5700	14	3420	4000	4880				
<b>Fisici/Physicists</b>												
Fisikus/Physicist	7	3380	4500	7420								
<b>Ander fisiese wetenskaplikes/Other physical scientists</b>												
Navorsers/wetenskaplike / Researcher/scientist	8	3500	4250	4750								
<b>Biologiese wetenskaplikes/Biological scientists</b>												
Biochemikus/Biochemist	26	3170	3890	4790	2	—	—	—				
Dierkundige/Zoologist	5	3080	3500	3920								
Entomoloog/Entomologist	6	3130	3500	3880								
Mikrobioloog/Microbiologist	9	3250	5130	5690								
Plantkundige/Botanist	7	1750	3500	4130								
Ander (8 beroepe)/Other (8 occupations)	23	—	—	—								
<b>Ander lewenswetenskaplikes/Other life scientists</b>												
Veearts/Veterinarian	5	4630	5500	6750					2	—	—	—
Huishoudkundige/Domestic scientist	14	3310	3750	4500								
Tuinboukundige/Horticulturist	3	—	—	—								

TABEL 7.1 (VERVOLG)

TABLE 7.1 (CONTINUED)

Beroep en beroepsgroep/Occupation and occupational group	Loonstruktuur/Wage structure											
	Werknemers/Employees								Selfgeëmployeerd/Self-employed			
	Owerheidssektor/Government sector				Private sektor/Private sector							
	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>
<b>Medici/Medical services</b>												
Tandarts/Dentist	2	–	–	–					3	–	–	–
Geneesheer (algemene praktisyn)/ Medical practitioner (general practitioner)	192	3260	7220	8750	8	2000	4000	7000	41	4250	6750	12250
Narkotiseur/Anaesthetist	9	6080	6830	8880					2	–	–	–
Psigiater/Psychiatrist	5	7130	7750	9380					2	–	–	–
Ander mediese spesialiste (4 rigtings)/ Other medical specialists (4 fields)	11	–	–	–	2	–	–	–	10	–	–	–
<b>Para-medici/Paramedical services</b>												
Apteker/Pharmacist	44	4500	5150	6000	51	2540	4380	5850	7	7750	10250	14250
Dieetkundige/Dietician	16	3250	4250	5330					4	–	–	–
Fisioterapeut/Physiotherapist	28	2200	2900	3860	9	2060	2630	3250	12	1500	2500	4000
Spraakterapeut/Speech therapist	29	3240	3640	4130	3	–	–	–	2	–	–	–
Mediese navorser/Medical researcher	5	3130	3750	4750								
Mediese tegnoloog/Medical technologist	11	2380	3750	4750	2	–	–	–				
Verpleegster/Nurse	35	2860	3380	3810	5	2130	2750	3750				
Hospitaal/mediese superintendent / Hospital/medical superintendent	7	4750	8500	9250								
Ander (4 beroepe)/Other (4 occupations)	9	–	–	–								
<b>Onderwys/Teaching</b>												
Onderwyseres/Teacher	1809	3420	3970	4790	189	1810	2720	3910	11	390	790	1420
Lektrise/Lecturer	547	4110	5450	6670	4	–	–	–				
Inspektise van onderwys/Inspector of education	16	6600	7250	7750								
Opleidingsbeampte/instruktrise /Trainer/instructor	6	2500	5000	5500	8	2000	4000	5000	2	–	–	–
Ander (4 beroepe)/Other (4 occupations)	12	–	–	–								
<b>Godsdienne beroepe/Religious occupations</b>												
Predikant/priester/sendeling / Minister/priest/missionary					10	1830	5000	5830				
Ander/Other					3	–	–	–				
<b>Regsberoepe/Legal occupations</b>												
Prokureur/Attorney					10	3750	4670	5500	6	6500	12000	17500

TABEL 7.1 (VERVOLG)

TABLE 7.1 (CONTINUED)

Beroep en beroepsgroep/Occupation and occupational group	Loonstruktuur/Wage structure											
	Werknemers/Employees								Selfgeëmpleeerd/Self-employed			
	Owerheidsektor/Government sector				Private sektor/Private sector							
	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>
Prokureursklerk (ingeskrewe)/Attorney's clerk (articled)					8	1330	2000	3000				
Ander (4 beroepe) / Other (4 occupations)	7	—	—	—	2	—	—	—				
<b>Skrywers, kunstenaars en soortgelyke beroepe/ Writers, artists and similar occupations</b>												
Kunstenaar/kunsonderwyseres, ens./Artist/arts teacher, etc.	2	—	—	—	3	—	—	—	5	630	1250	1880
Skryfster/redaktrise /Author/editor	12	3500	4290	4710	12	2500	3330	5500	5	1310	1630	1940
Joernaliste/verslaggeefster/advertensieskryfster/ Journalist/reporter/copy writer	6	3750	4500	5250	27	2920	3540	4420	2	—	—	—
Aktrise/sangeres/radio-omroeper/Actress/singer/radio announcer	8	2500	3330	4000					6	750	1500	3500
Ander/Other	2	—	—	—								
<b>Geesteswetenskaplikes nie elders geklassifiseer/ Social scientists not elsewhere classified</b>												
Antropoloog/volkekundige /Anthropologist	5	1250	3250	3880								
Bibliotekearsse/argivaris /Librarian/archivist	317	3030	3740	4800	18	1750	3500	4500				
Ekonomiese/bedryfsekonoom /Economist/business economist	6	3250	4000	6500								
Inligtings-/skakelbeampte /Information/public relations officer	25	3280	4060	4840	16	3130	3630	4250				
Maatskaplike werker/Social worker	157	2600	3360	3920	66	2120	2900	3690				
Opvoedkundige/vakadviseur /Educationist/subject adviser	6	4500	6000	7250								
Rekenmeester/ouditeur(nie-geregistreer) Accountant/auditor (not chartered)	7	3250	3830	4420	19	3750	4560	5250				
Rekenmeester/ouditeur (geregistreer) /Accountant/auditor (chartered)									5	12250	16500	18750
Sielkundige/personeel-, skoolsielkundige / Psychologist, personnel psychologist, school psychologist	36	3140	3790	4350	5	1250	3500	4750	2	—	—	—
Taalkundige/tolk /Linguist/interpreter	6	3500	4000	4750								
Vertaler/Translator	36	3280	3780	5250	5	2630	3500	4750	2	—	—	—
Vakkundige beampte/navorsers /Professional officer/researcher	26	3120	3620	4300	7	2750	3380	3810				
Marknavorsers/Market researcher					16	3380	3880	3810				
Finansiële-/beleggingsadviseur/-analise / Financial/investment adviser/analyst					6	3250	4000	5500				
Kliniese sielkundige/Clinical psychologist	10	1750	3000	4500	2	—	—	—	3	—	—	—
Ander (6 beroepe)/Other (6 occupations)	5	—	—	—	13	—	—	—				

TABEL 7.1 (VERVOLG)

TABLE 7.1 (CONTINUED)

Beroep en beroepsgroep/Occupation and occupational group	Loonstruktuur/Wage structure											
	Werknemers/Employees								Selfgeëmployeerd/Self-employed			
	Owerheidssektor/Government sector				Private sektor/Private sector							
	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>
<b>Wiskundiges/Mathematicians</b>												
Programmeerder/Programmer	28	3270	3910	4600	28	3310	3850	4830				
Statistikus/Statistician	9	3420	4170	4920	6	2750	3250	3630				
Ander (2 beroepe) / Other (2 occupations)	4	—	—	—	7	—	—	—				
<b>Tegnici/Technicians</b>												
Biologiese tegnikus/Biological technician	5	3080	3500	3920								
Mediese tegnikus/Medical technician	9	2420	3130	3690								
Laboratorium tegnikus/-assistent / Laboratory technician/assistant	44	2800	3380	3830	6	2500	3330	3830				
Ander (7 rigtings) / Other (7 fields)	13	—	—	—	6	—	—	—				
Tegniese assistente/Technical assistant	18	2500	3200	3650	2	—	—	—				
<b>Besturende, uitvoerende en administratiewe poste/ Managerial, executive and administrative posts</b>												
Besturende direkteur/bestuurder / Managing director/manager					41	3660	6360	8190	34	4900	6670	12750
Eienaar van eie besigheid/Owner of own business									14	2500	3750	4630
Personeelbestuurder/-beampte / Personnel manager/official	9	2750	3380	3940	18	3310	3880	4880				
Ander bestuurders/Other managers					8	3000	4500	6000				
Maatskappysekretaris/Company secretary					5	2630	3500	6380				
Ander sekretarisse (bv. skool, klub)/ Other secretaries (e.g. school, club)	6	2500	3500	4250	12	1250	2000	3250				
Hoë uitvoerende beamptes (administratief)/ High executive officials (administrative)	15	7920	9130	10080								
Ander administratiewe beamptes/Other administrative officials	42	4030	4690	5690	9	2250	3500	6750				
Ander (5 beroepe)/Other (5 occupations)	6	—	—	—	7	—	—	—				
<b>Klerke/Clerks</b>												
Senior klerk/-administratiewe assistent/ Senior clerk/administrative assistant	37	2930	3450	3930	7	2580	3130	3560				
Bankklerk/Bank clerk	3	—	—	—	14	2300	3000	3580				
Boekhouer/Bookkeeper	3	—	—	—	28	1710	2500	3290	2	—	—	—
Tikster/Typiste	6	2130	2500	2880	20	1400	1900	3000				
Ander klerke/administratiewe assistente / Other clerks/administrative assistants	156	2200	2840	3540	125	1400	2280	3130				

TABEL 7.1 (VERVOLG)

TABLE 7.1 (CONTINUED)

Beroep en beroepsgroep/Occupation and occupational group	Loonstruktur/Wage structure											
	Werknemers/Employees								Selfgeëmployeerd/Self-employed			
	Owerheidsektor/Government sector				Private sektor/Private sector							
	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>
<b>Verkoops- en verwante werkers / Sales and related workers</b> Alle beroepe (5) / All occupations (5)					19	—	—	—				
<b>Werkers in vervoer; aflevering/ Workers in transport; delivery</b> Lugwaardin/Air hostess	7	3080	3500	3920								
<b>Beroepe in dienshoedanighede/Occupations in service capacities</b> Matrone/huishoudster / Matron/housekeeper	12	2000	3500	4670								
Ander (4 beroepe)/Other (4 occupations)	13	—	—	—								
<b>TOTAAL / TOTAL</b>	<b>N</b> 4074 <b>%</b> 78,0				944 18,1				204 3,9			





TABEL 7.2 (VERVOLG)

TABLE 7.2 (CONTINUED)

Beroep en beroepsgroep/Occupation and occupational group	Loonstructuur/Wage structure											
	Werknemers/Employees								Selfgeëmployeerd/Self-employed			
	Owerheidsektor/Government sector				Private sektor/Private sector							
	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>
Betontechnoloog/Concrete technologist	2	—	—	—								
Brandstoftechnoloog/Fuel technologist	8	6500	8000	9500	6	6500	7330	7830				
Plastiektechnoloog/Plastic technologist					2	—	—	—				
Verftechnoloog/Paint technologist					2	—	—	—				
<b>Fisici/Physicists</b>												
Fisikus/Physicist	69	5190	6540	7900	3	—	—	—				
Landbouweerkundige/Agricultural meteorologist	6	5380	5750	7500								
Meteoroloog (weerkundige)/Meteorologist	8	7330	8000	8500								
<b>Ander fisiese wetenskaplikes/Other physical scientists</b>												
Metallurg/Metallurgist	30	6070	8000	9700	43	6310	7500	8890				
Navorsers/wetenskaplike /Researcher/scientist	53	5030	7080	8520	12	6330	7500	8670				
Wetenskaplike —, tegniese adviseur/Scientific—, technical adviser	10	6750	8000	8630	15	7380	10500	13250				
<b>Biologiese wetenskaplikes/Biological scientists</b>												
Algoloog/Algologist	2	—	—	—								
Bakterioloog/Bacteriologist	4	—	—	—								
Biochemikus/Biochemist	28	4750	5860	7000								
Bioloog/Biologist	21	3540	4230	4700	2	—	—	—				
Biometrikus/Biometrician	4	—	—	—								
Dierkundige/Zoologist	16	3600	5330	6500								
Ekoloog/Ecologist	11	3550	4100	4650								
Entomoloog/Entomologist	44	4000	4690	6000	10	5130	5750	7250				
Fisioloog/Physiologist	5	4250	5500	7750	5	4420	4830	6380				
Genetikus/Geneticist	7	4750	5500	6250	3	—	—	—				
Grond-, bodemkundige/Soil scientist	21	4330	4850	6150								
Hidrobioloog/Hydrobiologist	4	—	—	—								
Hidroloog/Hydrologist	16	5000	6000	6800								
Lugbesoedelingsbeheerbeampte/Air pollution control officer	2	—	—	—								
Marine bioloog/Marine biologist	18	3750	4500	5500								
Mikoloog/Mycologist	3	—	—	—								
Mikrobioloog/Microbiologist	22	3780	4670	7130	4	—	—	—				



TABEL 7.2 (VERVOLG)

TABLE 7.2 (CONTINUED)

Beroep en beroepsgroep/Occupation and occupational group	Loonstruktuur/Wage structure											
	Werknemers/Employees								Selfgeëmployeerd/Self-employed			
	Owerheidsektor/Government sector				Private sektor/Private sector							
	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>
Landbou adviseur/Agricultural adviser					21	5850	6750	7630				
Tegniese adviseur (landbou)/Technical adviser (agriculture)	4	—	—	—	16	5750	6500	8000				
Wynbou-, wingerdboukundige/Viticulturist	5	3630	5500	6380	7	4750	5750	8630				
<b>Veeartseny beroepe/Veterinary occupations</b>												
Veearts/Veterinarian	62	6090	7000	7820	23	4790	6630	8130	94	7550	10000	12320
Veeartsenypatoloog/Veterinary pathologist	3	—	—	—								
<b>Medici/Medical services</b>												
Tandarts/Dentist	32	8530	9330	12330	9	7250	8750	10750	336	10920	13800	16680
Tandheelkundige spesialis/Dental specialist									19	14750	16170	20310
Geneesheer (algemene praktisyn) / Medical practitioner (general practitioner)	461	6370	8230	9420	78	8790	10470	12250	929	12070	15370	18980
Intern (huisdokterjaar)/Intern (houseman)	15	4750	6130	7250								
Chirurg (alle rigtings)/Surgeon (all fields)	36	7440	8400	10300	7	8880	11750	14250	196	14800	20290	28130
Ginekoloog/Gynaecologist	11	7750	10310	10660					89	17250	22920	28960
Internis/Physician	11	7750	10210	10610	2	—	—	—	63	17750	20770	26250
Narkotiseur/Anaesthetist	30	7500	8860	9810					69	17710	21130	25110
Patoloog/Pathologist	19	8880	9900	10850	3	—	—	—	20	20500	30830	35000
Psigiater/Psychiatrist	15	8350	9100	9850					19	13380	14700	24130
Radioloog/Radiologist	19	8250	8930	10540	2	—	—	—	71	20190	24500	30780
Ander mediese spesialiste/Other medical specialists	19	6190	8170	10060					83	15440	20290	25710
<b>Para-medici/Paramedical services</b>												
Apteker/Pharmacist	97	5430	6020	6800	93	6320	6930	8280	262	8280	10730	14470
Dieetkundige/Dietician	2	—	—	—								
Gesigmeetkundige, brilmaker/Optician, optometrist									10	8500	14000	15500
Gesondheidsinspekteur/Health inspector	4	—	—	—								
Radioterapeut/Radio therapist									2	—	—	—
Mediese navorser/Medical research officer	9	5130	6500	8750								
Mediese patoloog/Medical pathologist	4	—	—	—								
Mediese tegnoloog/Medical technologist	2	—	—	—								
Hospitaal superintendent/Hospital superintendent	59	9200	9710	10330	8	10000	11000	15000				

TABEL 7.2 (VERVOLG)

TABLE 7.2 (CONTINUED)

Beroep en beroepsgroep/Occupation and occupational group	Loonstruktuur/Wage structure											
	Werknemers/Employees								Selfgeëmployeerd/Self-employed			
	Owerheidsektor/Government sector				Private sektor/Private sector							
	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>
Mediese fisikus/Medical physicist	4	—	—	—								
Mediese inspekteur van skole/Medical inspector of schools	2	—	—	—								
<b>Ander mediese dienste/Other medical services</b>												
Homeopaat/Homeopathis									3	—	—	—
<b>Onderwys/Teaching</b>												
Onderwyser/Teacher	3197	5350	6340	6860	197	4520	5590	6590				
Lektor/dosent / Lecturer	2723	6280	7490	8970	28	3500	5130	6000	3	—	—	—
Inspekteur/direkteur van onderwys / Inspector/director of education	200	8140	8480	8810								
Opleidingsbeampte/instrukteur / Trainer/instructor	28	4830	6310	6850	15	5690	6420	7250				
Dosent en ingenieur/Lecturer and engineer	2	—	—	—					3	—	—	—
Dosent en geneesheer/Lecturer and medical practitioner	7	6500	7000	7500					5	20250	37500	78750
Dosent en mediese spesialis (werkgever : staat + semi-staat/ Lecturer and medical specialist (employer: state and semi-state)	28	10110	10470	10840								
Dosent en mediese spesialis (werkgever : staat)/ Lecturer and medical specialist (employer : state)	43	8700	10210	10840								
Student/deeltyds dosent / Student/part-time lecturer	21	1750	2900	4380								
Dosent in mediese rigting (werkgever : staat + semi-staat)/ Lecturer in medical field (employer : state + semi-state) :	17	10080	12060	12530								
Dosent en argitek/Lecturer and architect									12	2750	8000	10000
Dosent en bourekenaar/Lecturer and quantity surveyor									4	—	—	—
<b>Godsdienstige beroepe/Religious occupations</b>												
Predikant/priester/sendeling / Minister/priest/missionary	26	5900	7000	7500	848	3910	4980	5600				
Ander bv. heilsleerbeampte/Other e.g. Salvation Army officer					7	3250	3830	6420				
<b>Regsberoepe/Legal occupations</b>												
Advokaat/Advocate	31	4460	7060	7920					121	10320	15060	20780
Bantoesakekommissaris/Bantu Affairs commissioner	7	4580	5500	6630								
Landdros/Magistrate	43	4890	6190	8310								
Patente-agent/Patent agent									10	19250	25000	31250
Prokureur, notaris/Attorney, notary	22	5750	8250	10360	128	4690	5740	6670	956	10260	13690	18880
Prokureursklerk (ingeskrewe)/Attorney's clerk (articled)	13	3230	3550	3880	129	2110	2680	3440				
Regsadviseur/Legal adviser	47	7190	8560	10250	19	6350	9250	12630				

TABEL 7.2 (VERVOLG)

TABLE 7.2 (CONTINUED)

Beroep en beroepsgroep/Occupation and occupational group	Loonstruktuur/Wage structure											
	Werknemers/Employees								Selfgeëmplojeerd/Self-employed			
	Owerheidssektor/Government sector				Private sektor/Private sector							
	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>
Regassistent/Legal assistant	10	3250	3670	4250	9	4630	5500	6750				
Regter/Judge	22	14550	16130	16810								
Staatsaanklaer/Public prosecutor	35	2600	3210	3720								
Ander, bv. weesheer, balju/ Other, e.g. Master of the Supreme Court, sheriff	8	3000	5000	7000								
Advokaat + L.V., L.P.R., of senator/ Advocate + M.P., M.P.C. or senator									2	—	—	—
Prokureur + L.V., L.P.R. of senator/ Attorney + M.P., M.P.C. or senator									2	—	—	—
<b>Skrywers, kunstenaars en soortgelyke beroepe/ Writers, artists and similar occupations</b>												
Kunstenaar/kuns-onderwyser/ens. /Artist/arts teacher/ etc.	2	—	—	—					4	—	—	—
Skrywer/redakteur/uitgewer / Author/editor/publisher	22	5700	6500	7300	35	5250	6880	8080	2	—	—	—
Joernalis/verslaggewer / Journalist/reporter	11	4880	5830	6450	65	4660	6230	7370				
Akteur/musikus/sanger/radio-omroeper/ Actor/musician/singer/radio announcer	18	4130	5330	6630					3	—	—	—
<b>Geesteswetenskaplikes nie elders geklassifiseer/ Social scientists not elsewhere classified</b>												
Antropoloog/argeoloog / Anthropologist/archaeologist	11	3690	4750	6130								
Bestuurskonsultant/Management consultant	8	6670	7330	8000	22	6630	9400	11250	6	10500	11000	18250
Bibliotekaris/argivaris / Librarian/archivist	87	4630	6160	7410	2	—	—	—				
Ekonomiese/bedryfsekonoom / Economist/business economist	100	5710	7150	8880	32	5000	6800	8800	4	—	—	—
Geskiedkundige/Historian	7	5750	6380	6810								
Inligtings-, skakelbeampste/Information, public relations officer	97	4630	6340	8040	11	4380	7100	7650				
Kosteberekenaar/waardeerder /Cost accountant/estimator	21	5560	6700	7940	28	4750	6140	7500				
Maatskaplike werker/Social worker	42	3940	5360	6440	4	—	—	—				
Opvoedkundige/vakadviseur / Educationist/subject adviser	52	7200	8060	8820								
Rekenmeester/ouditeur (geregistreer)/ Accountant/auditor (chartered)	22	6500	7600	9500	164	6700	7850	9640	823	11160	15160	19360
Rekenmeester/ouditeur (nie-geregistreer)/ Accountant/auditor (not chartered)	123	5080	6440	7740	351	5520	6770	8080	36	7830	12250	16000
Rekenmeester-, ouditeursklerk (ingeskrewe) Accountant's /auditor's clerk (articled)	2	—	—	—	257	2870	3650	4710				



TABEL 7.2 (VERVOLG)

TABLE 7.2 (CONTINUED)

Beroep en beroepsgroep/Occupation and occupational group	Loonstruktuur/Wage structure											
	Werknemers/Employees								Selfgeëmpleeerd/Self-employed			
	Owerheidssektor/Government sector				Private sektor/Private sector							
	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>
Meganiese ingenieurstekenaar/Mechanical engineering draughtsman	2	—	—	—	3	—	—	—				
Ander tekenaartegnici/Other draughtsman technicians	2	—	—	—	3	—	—	—				
Chemiese tegnikus/Chemical technician	5	5130	5750	6750								
Biologiese tegnikus/Biological technician	5	3420	3830	4750								
Landbou tegnikus/Agricultural technician	4	—	—	—								
Inspekteur van myne/Inspector of mines	14	8050	8400	8750								
Inspekteur van masjinerie/Inspector of machinery	9	6750	7750	8880								
Ander inspekteurstegnici/Other inspector technicians	14	4830	6400	7170								
Ander tegnisi nie elders vermeld/ Other technicians not elsewhere mentioned	23	3540	4360	5310	6	5170	5670	6500				
Tegniese assistent/Technical assistant	11	3350	3900	5630	3	—	—	—				
<b>Besturende, uitvoerende en administratiewe beroepe/ Managerial, executive and administrative occupations</b>												
Besturende direkteur/Managing director					54	10500	14670	20300	33	11630	15300	20750
Direkteur van maatskappye/Director of companies					25	10080	12880	15750	20	15000	20250	35000
Besturende direkteur/bestuurder /Managing director/manager	280	8390	10230	12430	3536	8300	10400	13530	1242	9424	12820	19300
Bemarkingsbestuurder/Marketing manager	4	—	—	—	42	6500	8500	10630				
Bestuurder/superintendent van fabriek, produksie, werke/ Manager/superintendent of factories, production, works	36	7000	8430	9500	108	6300	7520	9250	3	—	—	—
Eienaar van eie besigheid/Owner of own business									41	6540	8300	12750
Hoofbestuurder/General manager	3	—	—	—	18	11750	14330	18170				
Bestuurder/direkteur van krediet, handel, finansies/ Manager/director of credit, commerce, finance	11	6750	9380	10250	91	8410	10090	11920	4	—	—	—
Bestuurder van tak, distrik, klub/ Manager of branch, district, club	7	5750	9500	10630	22	7170	9330	10880				
Mynbestuurder/Mine manager					13	9450	10170	11380				
Personeelbestuurder, -beampte/Personnel manager/official	64	4620	5730	7000	76	5570	7000	9130	2	—	—	—
Tegniese direkteur/Technical director					10	10500	12500	15250	2	—	—	—
Tegniese bestuurder/Technical manager	5	10630	11250	11880	15	7350	8250	11250				
Bestuurder/direkteur van verkope/Manager/director of sales	7	6380	8250	10250	46	6650	8400	9690				
Ander bestuurders/Other managers	22	6830	8800	10250	150	6710	8350	10130	10	7500	12000	12830

TABEL 7.2 (VERVOLG)

TABLE 7.2 (CONTINUED)

Beroep en beroepsgroep/Occupation and occupational group	Loonstruur/Wage structure											
	Werknemers/Employees								Selfgeëmployeerd/Self-employed			
	Owerheidsektor/Government sector				Private sektor/Private sector							
	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>
Maatskappysekretaris/Company secretary	9	7130	8170	8920	139	7380	8570	9750				
Sekretaris van tak, myn, werke/Secretary of branch, mine, works	5	—	—	—	13	5750	7250	7790				
Ander sekretarisse/Other secretaries	24	5000	6000	8000	30	5300	6500	7700				
Hoë uitvoerende beamptes (administratief)/ High executive officials (administrative)	859	9080	9950	10820	40	8330	9670	12670	3	—	—	—
Bestuurdersassistent/Graduate assistant	3	—	—	—	7	3580	4250	8130				
Ander administratiewe beamptes/Other administrative officials	675	6000	6990	7840	68	5210	6110	7080				
Inspekteur van konstruksie, persele/ Inspector of construction, premises	2	—	—	—								
Lid van diplomatieke diens/Member of diplomatic corps	79	4460	6220	7810								
Lid van Parlement/Provinsiale Raad/ Member of Parliament/Provincial Council	29	6750	10070	12110								
Tegniese beheer-, ondersoekbeampte/ Technical control/investigation official	28	6170	7500	8500	17	5560	6420	7380				
<b>Klerke/Clerks</b>												
Senior klerk/-administratiewe assistent / Senior clerk, administrative assistant	66	3760	4600	5940	18	3750	4400	4850				
Bankklerk/Bank clerk	3	—	—	—	22	4050	4600	5750				
Boekhouer/Bookkeeper	4	—	—	—	7	4000	4500	5000	3	—	—	—
Kassier/betaalmeester / Cashier/paymaster					3	—	—	—				
Ander klerke/administratiewe assistente/ Other clerks/administrative assistants	89	3430	4220	4870	49	3540	4150	4660				
<b>Verkoops- en verwante werkers/Sales and related workers</b>												
Afslaer/aandelemakelaar / Auctioneer/stockbroker					2	—	—	—	14	20500	32500	42500
Assuransie agent/makelaar / Insurance agent/broker					34	5360	7000	10250	4	—	—	—
Eiendomsagent/Estate agent					10	6500	7330	10500	7	6680	10500	17250
Ander agente/Other agents									3	—	—	—
Inkoper/Buyer	5	5080	5500	5920	17	3850	5250	6690				
Verkoopman/demonstrateur /Salesman/demonstrator					34	5380	7330	9630	2	—	—	—
Verteenwoordiger: fabrieks-, verkoops-, diens-, ens./ Representative: manufacturing, sales, service, etc.	5	6130	6750	7750	82	4680	6380	9060	3	—	—	—
Winkel-, toonbankassistent/Shop, counter assistant					2	—	—	—				
Ander verkoopsberoepes/Other sales occupations					13	4810	5830	7880	3	—	—	—



TABEL 7.2 (VERVOLG)

TABLE 7.2 (CONTINUED)

Beroep en beroepsgroep/Occupation and occupational group	Loonstructuur/Wage structure											
	Werknemers/Employees								Selfgeëmployeerd/Self-employed			
	Owerheidssektor/Government sector				Private sektor/Private sector							
	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>	N	Q <sub>1</sub>	Me	Q <sub>3</sub>
<b>Boere/Farmers</b>												
Boere/Farmers					14	2750	4500	7500	494	5230	8120	11850
Plaasbestuurder, -voorman/Farm manager/foreman					20	3110	3670	4500				
Boer + L.V., L.P.R. of senator/Farmer + M.P., M.P.C. or senator									3	—	—	—
<b>Werkers in mynbou/Workers in mining</b>												
Myner/skofbaas / Miner/shift-boss					4	—	—	—				
<b>Werkers in vervoer, aflewering/Workers in transport, delivery</b>												
Alle beroepe, bv. loods / All occupations, e.g. pilot	13	4750	6250	8380					2	—	—	—
<b>Operateurs en ambagsmanne/Operators and artisans</b>												
Alle beroepe, bv. setter / All occupations, e.g. setter					4	—	—	—				
<b>Beroepe in dienshoedanighede/Occupations in service capacities</b>												
Dienspligtige (militêre opleiding)/Ballottee (military training)	2	—	—	—								
Fotograaf/Photographer					2	—	—	—	3	—	—	—
Gevangenisbewaarder/Prison warder	14	4500	5670	7170								
Militêre staf/Military staff	86	4260	5200	6790								
Polisie en speurdiens/Police and detective service	18	3900	4800	6170								
Ander dienste/Other services					2	—	—	—				
<b>TOTAAL/TOTAL</b>	<b>N</b>	14153			9861				7294			
	<b>%</b>	45,2			31,5				23,3			

TABEL 7.3

BRUTO SALARIS VAN WERKNEMERS VOLGENS BEROEP EN OUDERDOM

TABLE 7.3

GROSS SALARY OF EMPLOYEES ACCORDING TO OCCUPATION AND AGE

Beroep/Occupation		Ouderdom/Age										Totaal/ Total
		20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65	
Argitek/Architect	N	1	21	20	17	18	24	19	18	6	1	145
	Q <sub>1</sub>	—	5450	6330	7250	7620	7000	6920	7300	8170	—	6590
	Me	—	6360	6890	8100	8600	8000	8100	8250	8670	—	7730
	Q <sub>3</sub>	—	7190	7670	8950	10250	8750	9120	10170	9500	—	8760
Bourekenaar/Quantity Surveyor	N		31	20	14	12	18	4	9	2		110
	Q <sub>1</sub>		6110	7000	7500	8250	7700	—	8250	—		6830
	Me		6590	7710	8330	9000	8600	—	8700	—		7890
	Q <sub>3</sub>		7140	8750	9500	9600	9620	—	9370	—		9030
Ingenieur/Engineer	N	98	747	610	339	285	325	275	181	132	28	3020
	Q <sub>1</sub>	4130	4830	6690	7410	7700	7950	7990	7680	7300	6600	6270
	Me	4520	5730	7570	8380	8670	8830	8830	9150	8760	7710	7730
	Q <sub>3</sub>	4910	6730	8540	9440	9700	9970	10100	10440	10480	8830	9050
Landmeter/Surveyor	N		6	5	5	12	19	15	3	7		72
	Q <sub>1</sub>		5250	7250	7420	8200	8120	7550	—	8580		7650
	Me		6000	8250	7830	8800	8920	8500	—	9250		8570
	Q <sub>3</sub>		7500	8870	8370	9670	10060	9560	—	10250		9640
Stads- en streekbeplanner/Town and regional planner	N	8	30	15	10	9	8	4	3	3		90
	Q <sub>1</sub>	3280	4250	4580	7120	7560	8000	—	—	—		4560
	Me	3570	4780	6750	7750	8170	9000	—	—	—		6730
	Q <sub>3</sub>	3860	5750	8080	9250	8920	10000	—	—	—		8250
Aardwetenskaplike/Earth scientist	N	13	68	66	43	20	21	10	11	3	1	256
	Q <sub>1</sub>	4120	4330	5770	7230	8250	7650	9500	7870	—	—	5270
	Me	4450	5050	6640	8140	9200	8580	10670	8830	—	—	6890
	Q <sub>3</sub>	4770	5860	7500	9110	9700	9690	12500	12120	—	—	8530
Chemikus/Chemist	N	10	81	82	58	34	34	29	20	8		356
	Q <sub>1</sub>	3500	4320	5460	6250	6750	7190	7050	7400	5500		5320
	Me	4200	4850	6270	7050	7670	8150	8500	8500	6330		6570
	Q <sub>3</sub>	4700	5640	6980	7860	8690	8810	9680	10000	7000		7830

TABEL 7.3 (VERVOLG)

TABLE 7.3 (CONTINUED)

Beroep/Occupation		Ouderdom/Age										Totaal/ Total
		20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65	
Fisikus / Physicist	N	2	14	22	17	16	11	1	1	3		87
	Q <sub>1</sub>	—	3420	5410	6370	6500	7920	—	—	—		5340
	Me	—	4000	5910	7100	7500	8830	—	—	—		6660
	Q <sub>3</sub>	—	4870	6750	7950	9000	9560	—	—	—		7950
Biologiese wetenskaplike/Biological scientist	N	9	129	115	55	26	23	13	6	8		384
	Q <sub>1</sub>	3050	3420	4370	5350	6150	6130	6250	6500	6000		4070
	Me	3500	3930	4970	6090	6800	7120	6610	9000	7000		4940
	Q <sub>3</sub>	3950	4530	5850	6950	7640	9060	6970	10250	9000		6350
Wiskundige/Mathematician	N	22	118	68	34	16	10	7	8	2		285
	Q <sub>1</sub>	3290	4370	6050	6540	7000	6500	5870	7000	—		4860
	Me	3750	5280	6860	7750	8000	8000	8500	9500	—		6300
	Q <sub>3</sub>	4500	6410	8000	8940	9000	8620	9620	10500	—		7710
Landbouvoorigter/Agricultural extension officer	N		24	38	29	16	12	4	2	1		126
	Q <sub>1</sub>		3430	4310	4720	5800	5430	—	—	—		4370
	Me		3860	4670	5370	6300	5860	—	—	—		5080
	Q <sub>3</sub>		4500	5050	5980	6700	6400	—	—	—		5930
Veearts/Veterinarian	N		27	20	13	6	6	4	4	4	1	85
	Q <sub>1</sub>		4480	6250	7160	7500	7250	—	—	—	—	5820
	Me		5080	6670	7560	9500	8000	—	—	—	—	6930
	Q <sub>3</sub>		6310	7250	7970	10500	8750	—	—	—	—	7860
Tandarts/Dentist	N		2	4	3	4	12	5	5	4	2	41
	Q <sub>1</sub>		—	—	—	—	9000	8420	8120	—	—	8430
	Me		—	—	—	—	10500	8830	8750	—	—	9120
	Q <sub>3</sub>		—	—	—	—	12250	12750	12750	—	—	12110
Geneesheer (algemene praktisyn) / Medical practitioner (general practitioner)	N		148	92	32	22	57	59	62	61	6	539
	Q <sub>1</sub>		5440	6390	8060	8560	8860	8780	8620	8390	8500	6470
	Me		6130	7270	8560	9280	9890	10100	9610	9180	9330	8430
	Q <sub>3</sub>		6760	8440	9200	10170	10910	11310	10950	10470	9830	9840



TABEL 7.3 (VERVOLG)

TABLE 7.3 (CONTINUED)

Beroep/Occupation		Ouderdom/Age										Totaal/ Total
		20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65	
Prokureur/Attorney	N	5	84	29	10	7	4	2	5	2	2	150
	Q <sub>1</sub>	4120	4450	5030	6620	6370	—	—	9250	—	—	4760
	Me	4750	5450	5940	7500	7500	—	—	10170	—	—	5910
	Q <sub>3</sub>	5370	6430	6750	8750	10120	—	—	10580	—	—	6880
Prokureursklerk (ingeskrewe) / Attorney's clerk (articled)	N	32	89	13	2	2	1	2	1			142
	Q <sub>1</sub>	1500	2290	3210	—	—	—	—	—			2160
	Me	2100	2770	3750	—	—	—	—	—			2770
	Q <sub>3</sub>	2900	3450	4580	—	—	—	—	—			3550
Joernalis/verslaggewer / Journalist/reporter	N	4	24	19	13	2	4		6	4		76
	Q <sub>1</sub>	—	4220	5150	5750	—	—		6500	—		4690
	Me	—	4890	6060	6500	—	—		9500	—		6150
	Q <sub>3</sub>	—	6670	6660	7370	—	—		11500	—		7150
Bibliotekaris/argivaris / Librarian/archivist	N	5	11	16	18	12	10	8	3	5	1	89
	Q <sub>1</sub>	3250	3690	4000	5830	6000	4750	5500	—	6250	—	4520
	Me	3500	4300	5500	6500	7330	7000	6330	—	7500	—	6110
	Q <sub>3</sub>	3750	4850	6200	7170	8250	8500	7000	—	9750	—	7340
Ekoonom/bedryfsekonoom / Economist/business economist	N	8	28	24	23	22	14	6	5	2		132
	Q <sub>1</sub>	3000	4000	6180	6370	7500	7500	7500	8080	—		5450
	Me	3400	4780	6730	7900	9000	8750	8500	8500	—		7060
	Q <sub>3</sub>	3800	6200	7600	9120	12500	9830	9250	8920	—		8860
Inligtings/skakelbeampte / Information/public relations officer	N	3	18	19	25	12	11	9	6	5		108
	Q <sub>1</sub>	—	3290	4350	6140	6330	6750	6120	6750	4620		4580
	Me	—	3670	5300	6830	6830	7830	8500	7500	6500		6390
	Q <sub>3</sub>	—	4250	7080	7790	8500	8560	9580	8500	8370		7930
Rekenmeester/ouditeur (geregistreer) / Accountant/auditor (chartered)	N	9	72	25	30	16	16	6	6	6		186
	Q <sub>1</sub>	2750	6110	8270	7250	8000	7670	7500	7750	6500		6660
	Me	3500	7070	8790	8600	9670	9500	8000	10000	10000		7820
	Q <sub>3</sub>	5750	7710	9750	10870	11500	13000	12250	12500	12500		9600

TABEL 7.3 (VERVOLG)

TABLE 7.3 (CONTINUED)

Beroep/Occupation		Ouderdom/Age										Totaal/ Total
		20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65	
Rekenmeester/ouditeur (nie-geregistreer) / Accountant/auditor (not chartered)	N	23	159	111	56	42	38	25	12	8		474
	Q <sub>1</sub>	3250	4660	5930	6110	6750	6190	6650	7250	5500		5390
	Me	4060	5980	6980	7540	7890	7300	7900	8000	6500		6690
	Q <sub>3</sub>	4780	6850	8190	8820	9290	8500	9440	9500	9000		7970
Rekenmeester-/ouditeursklerk (ingeskrewe) / Accountant's/auditor's clerk (articled)	N	93	142	17	4	1	1	1				259
	Q <sub>1</sub>	2560	3110	3710	-	-	-	-				2880
	Me	3150	3950	4620	-	-	-	-				3660
	Q <sub>3</sub>	3780	4930	5690	-	-	-	-				4720
Sielkundige/personeel en skoolsielkundige / Psychologist/personnel and school psychologist	N	3	42	26	25	32	15	19	10	3		175
	Q <sub>1</sub>	-	3950	4560	6210	7120	6580	7250	7210	-		4990
	Me	-	4620	5500	7110	7590	7620	7680	7570	-		7010
	Q <sub>3</sub>	-	5410	7070	7600	8170	8560	8620	7930	-		7710
Tegnikus/Technician	N	9	32	16	8	19	10	11	11	14		130
	Q <sub>1</sub>	2750	3400	4670	4670	5440	6620	5370	6370	4870		4310
	Me	3300	4250	5500	6500	6830	8000	6750	8250	6400		5730
	Q <sub>3</sub>	3750	5250	6330	8000	8310	8500	7750	9420	7500		7420
Bestuurder/superintendent van fabriek, produksie, werke / Manager/superintendent of factories, production, works	N	3	24	31	28	14	21	13	6	4		144
	Q <sub>1</sub>	-	4860	6390	7120	7700	8320	8050	5750	-		6450
	Me	-	5830	7070	8000	9500	9170	8700	6500	-		7740
	Q <sub>3</sub>	-	6620	8420	9400	10800	11250	9440	9500	-		9360
Bestuurder/direkteur van krediet, handel, finansies / Manager/director of credit, commerce, finance	N		12	26	20	20	12	5	5	2		102
	Q <sub>1</sub>		6330	8830	8500	9170	10000	8120	9120	-		8370
	Me		7330	10330	10200	10000	11500	8750	9750	-		9940
	Q <sub>3</sub>		8250	11830	11500	12330	15000	10750	10750	-		11830
Personeelbestuurder/-beampste / Personnel manager/official	N	4	41	36	17	16	12	10	2	2		140
	Q <sub>1</sub>	-	4190	5500	5560	6500	7330	7250	-	-		5100
	Me	-	5040	6400	6620	7750	8330	8500	-	-		6360
	Q <sub>3</sub>	-	5890	7750	9190	10000	9500	10500	-	-		8280

TABEL 7.3 (VERVOLG)

TABLE 7.3 (CONTINUED)

Beroep/Occupation		Ouderdom/Age										Totaal/ Total
		20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65	
Ander besturende en uitvoerende poste / Other managerial and executive posts	N	20	405	763	765	627	672	492	311	187	21	4263
	Q <sub>1</sub>	4110	5900	7300	8550	8870	9550	9680	9440	9440	6750	8200
	Me	4670	7030	8920	10340	10660	11910	12000	11890	12200	10250	10280
	Q <sub>3</sub>	6500	8600	10940	12820	13630	15150	15270	16020	16020	13750	13240
Maatskappysekreteris/Company secretary	N		20	37	24	18	18	11	16	4		148
	Q <sub>1</sub>		5500	7400	7280	8250	7750	8390	8330	-		7360
	Me		6500	8500	8170	9000	9000	8780	9670	-		8530
	Q <sub>3</sub>		7600	9520	9330	10500	10250	10250	12000	-		9720
Hoë uitvoerende administratiewe poste/ High executive administrative posts	N	1	10	33	60	111	192	193	169	116	14	899
	Q <sub>1</sub>	-	6750	8020	8430	8950	9100	9180	9310	9620	9750	9060
	Me	-	8670	8650	9170	9630	9900	10020	10210	10480	10600	9940
	Q <sub>3</sub>	-	9750	9750	10000	10530	10710	10830	11200	11640	11750	10840
Ander administratiewe beamptes/Other administrative officials	N	5	71	138	131	118	104	95	49	33	9	753
	Q <sub>1</sub>	-	4220	5190	5930	6630	6780	6490	6270	6650	4750	5840
	Me	-	4900	6170	6790	7390	7480	7420	7230	7500	5750	6900
	Q <sub>3</sub>	-	5730	7020	7560	8140	8140	8360	8060	8220	6870	7800
Klerk/Clerk	N	21	102	52	18	13	14	14	7	16	5	262
	Q <sub>1</sub>	3020	3520	4220	4370	4420	4120	4100	4750	2750	3080	3590
	Me	3370	4100	4640	5400	5370	5000	4800	6500	3750	3500	4330
	Q <sub>3</sub>	3720	4630	5280	6300	6370	6750	6250	7120	4500	3920	4960
Verkoops- en verwante poste/Sales and related posts	N	8	66	61	30	13	10	4	5	7	1	205
	Q <sub>1</sub>	3670	4190	5400	6500	9120	6750	-	6120	3870	-	4890
	Me	4200	5180	6580	8500	10500	8000	-	6750	6500	-	6560
	Q <sub>3</sub>	4600	6940	8190	12250	13870	10500	-	7750	8250	-	9050
Militêre staf/Military staff	N	4	30	18	18	5	6	4	1			86
	Q <sub>1</sub>	-	3650	4560	5420	7620	6500	-	-			4260
	Me	-	4290	5200	6250	8500	8500	-	-			5200
	Q <sub>3</sub>	-	4770	6120	7300	9750	9500	-	-			6800
Lid van diplomatieke diens/Member of diplomatic corps	N	5	12	15	13	14	10	6	3	1		79
	Q <sub>1</sub>	2420	3250	4310	5560	6300	6620	8750	-	-		4450
	Me	2830	4000	4620	6250	7000	7200	9500	-	-		6220
	Q <sub>3</sub>	3370	4750	4940	6790	7870	7700	12500	-	-		7800

TABEL 7.4

## NETTO WINS VAN SELFGEËMPLOJEERDES VOLGENS BEROEP EN OUDERDOM

TABLE 7.4

## NET PROFIT OF SELF-EMPLOYED PERSONS ACCORDING TO OCCUPATION AND AGE

Beroep/Occupation		Ouderdom/Age										Totaal/ Total
		20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65	
Argitek/Architect	N		2	40	81	94	76	53	41	36	1	424
	Q <sub>1</sub>		—	9670	9710	10060	11000	12620	10050	8750	—	10070
	Me		—	12370	12040	14330	15330	15560	14250	15000	—	13890
	Q <sub>3</sub>		—	18500	15820	18580	20250	20580	18690	24000	—	18880
Bourekenaar/Quantity surveyor	N		12	19	42	34	25	24	18	12	3	189
	Q <sub>1</sub>		8000	9920	10270	10500	12250	10670	11750	15000	—	10490
	Me		10000	12310	12000	16000	18500	16000	15670	20000	—	13250
	Q <sub>3</sub>		12500	12910	16250	21500	20950	20500	25170	32500	—	20340
Ingenieur/Engineer	N	1	4	35	47	53	61	47	35	18	4	305
	Q <sub>1</sub>	—	—	11580	12460	10320	13120	12690	10150	7500	—	10880
	Me	—	—	12680	16250	13250	16920	18300	15370	15330	—	15320
	Q <sub>3</sub>	—	—	15210	20890	18750	21750	20910	25250	20830	—	20570
Landmeter/Surveyor	N		2	15	22	37	35	19	11	6	2	149
	Q <sub>1</sub>		—	10370	10580	10650	8620	8870	9750	8500	—	9890
	Me		—	14500	14000	12810	10920	13500	11500	12000	—	12470
	Q <sub>3</sub>		—	16120	17500	16870	16060	16310	15620	15500	—	16140
Veearts/Veterinarian	N		31	26	12	10	6	6	3			94
	Q <sub>1</sub>		7190	7500	7000	9500	8500	7500	—			7550
	Me		9120	9670	10000	10670	10500	10000	—			10000
	Q <sub>3</sub>		10850	12750	12250	15500	12500	10750	—			12320
Tandarts/Dentist	N		11	37	64	69	71	47	20	15	2	336
	Q <sub>1</sub>		10750	12030	12400	12120	10530	10620	10000	5870	—	10920
	Me		12500	13830	14200	14550	13830	13250	12500	10830	—	13800
	Q <sub>3</sub>		13250	16870	18250	17550	16530	16080	17330	15080	—	16680
Geneesheer (algemene praktisyn)/ Medical practitioner (general practitioner)	N		48	118	112	126	186	154	120	61	4	929
	Q <sub>1</sub>		10200	12780	12250	12680	12730	11720	10170	10060	—	12070
	Me		12870	16400	16500	15540	15650	15360	12890	13250	—	15370
	Q <sub>3</sub>		17000	20420	20500	20030	19620	18790	17500	18920	—	18980



TABEL 7.4 (VERVOLG)

TABLE 7.4 (CONTINUED)

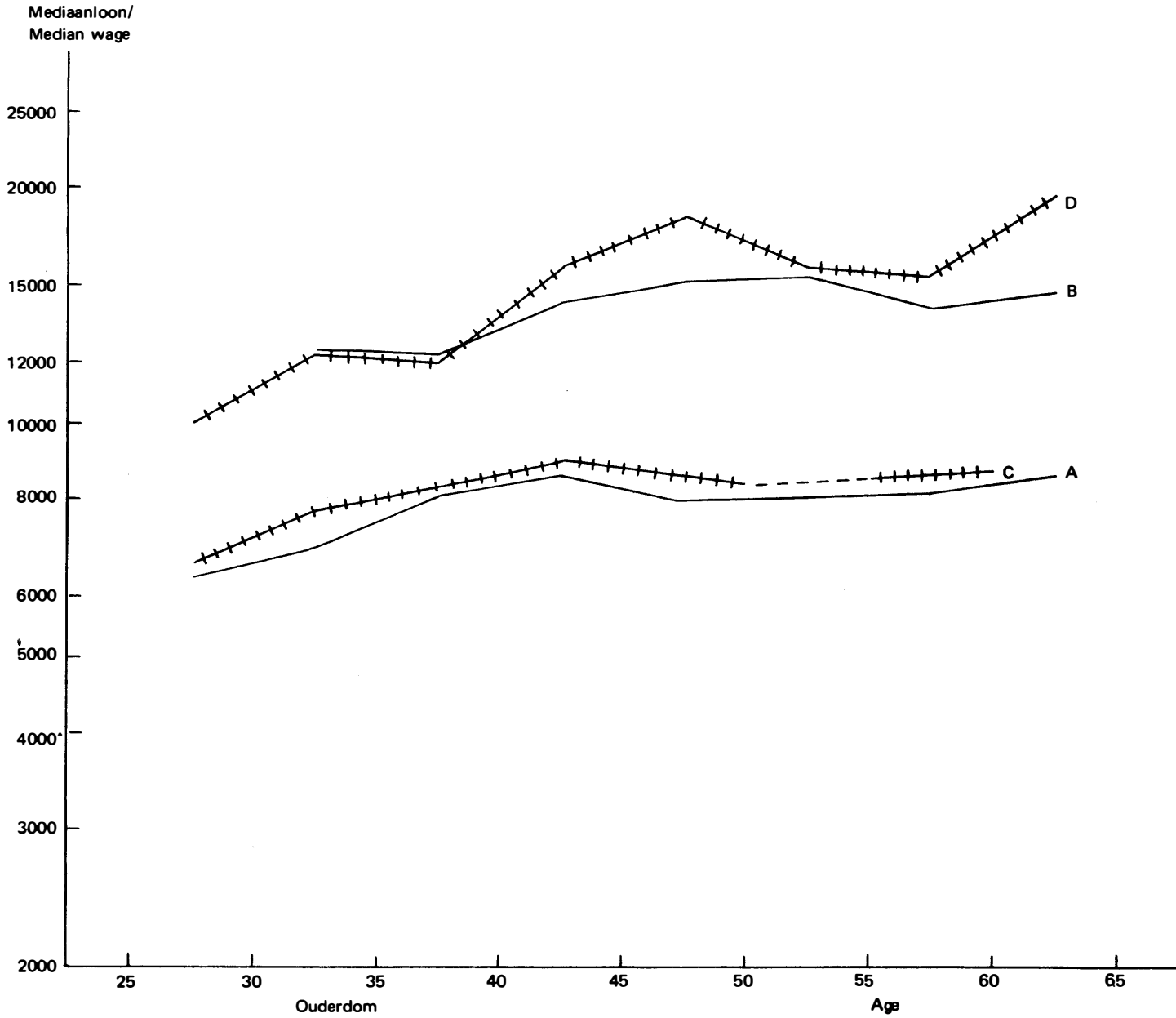
Beroep/Occupation		Ouderdom/Age										Totaal/ Total
		20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65	
Mediese spesialis/Medical specialist	N		2	17	68	134	153	107	84	43	2	610
	Q <sub>1</sub>		—	12620	13500	18040	18220	18120	14280	12920	—	16390
	Me		—	20170	21000	21500	22580	22070	20570	16580	—	20870
	Q <sub>3</sub>		—	25750	27500	30620	30230	28250	25600	20850	—	27940
Apteker/Pharmacist	N		21	34	45	57	44	28	15	17	1	262
	Q <sub>1</sub>		7750	8370	8420	8610	10000	7000	9750	9060	—	8280
	Me		8900	10170	10640	10690	12570	10000	12750	10250	—	10730
	Q <sub>3</sub>		15250	12830	13750	14580	15600	12500	16420	16370	—	14460
Advokaat/Advocate	N		11	18	16	30	19	11	11	4	1	121
	Q <sub>1</sub>		6750	10500	9000	12300	15370	10750	7750	—	—	10320
	Me		7830	13670	15500	17000	18750	13500	14500	—	—	15050
	Q <sub>3</sub>		12080	20500	20500	24250	36250	18250	17250	—	—	20770
Prokureur/Attorney	N	1	54	173	145	171	132	97	92	76	15	956
	Q <sub>1</sub>	—	7920	9690	10900	12040	10360	11620	9250	8670	12870	10260
	Me	—	10670	12530	14350	15520	15000	14420	13500	12430	16500	13690
	Q <sub>3</sub>	—	14500	15510	18860	20600	20600	20220	20220	19000	25250	18880
Rekenmeester/ouditeur (geregistreer)/Accountant/auditor (chartered)	N	1	51	142	170	114	106	102	67	63	7	823
	Q <sub>1</sub>	—	8960	10910	12070	12320	12170	11170	12550	10550	6870	11160
	Me	—	12370	12690	15420	15640	15890	15710	17750	15080	9250	15160
	Q <sub>3</sub>	—	15660	16650	18740	20460	22170	20370	24050	20210	12250	19360
Besturende en uitvoerende poste/Managerial and executive posts	N	5	89	212	247	217	233	151	96	86	15	1351
	Q <sub>1</sub>	4250	6530	8800	9970	10010	9920	10210	10250	9420	8370	9230
	Me	6500	9250	12270	14150	14440	12940	14250	15140	12640	10500	12790
	Q <sub>3</sub>	8750	12670	15770	20010	20230	20450	20290	20670	20750	15250	19450
Boere/Farmers	N	7	66	80	97	70	59	59	34	19	3	494
	Q <sub>1</sub>	2750	3730	4420	5750	5680	5790	6250	7500	5750	—	5230
	Me	6500	5170	6550	8170	8400	8420	10900	10200	7500	—	8120
	Q <sub>3</sub>	10250	10050	10500	11190	11500	12530	15610	14500	12120	—	11850

FIGUUR 7.1

FIGURE 7.1

MEDIAANLOON VAN ARGITEKTE  
EN BOUREKENAARS VOLGENS OUDERDOM

MEDIAN WAGE OF ARCHITECTS AND  
QUANTITY SURVEYORS ACCORDING TO AGE



A = Argitekte : Werknemers  
 B = Argitekte : Selfgeëmployeerd  
 C = Bourekenaars : Werknemers  
 D = Bourekenaars : Selfgeëmployeerd

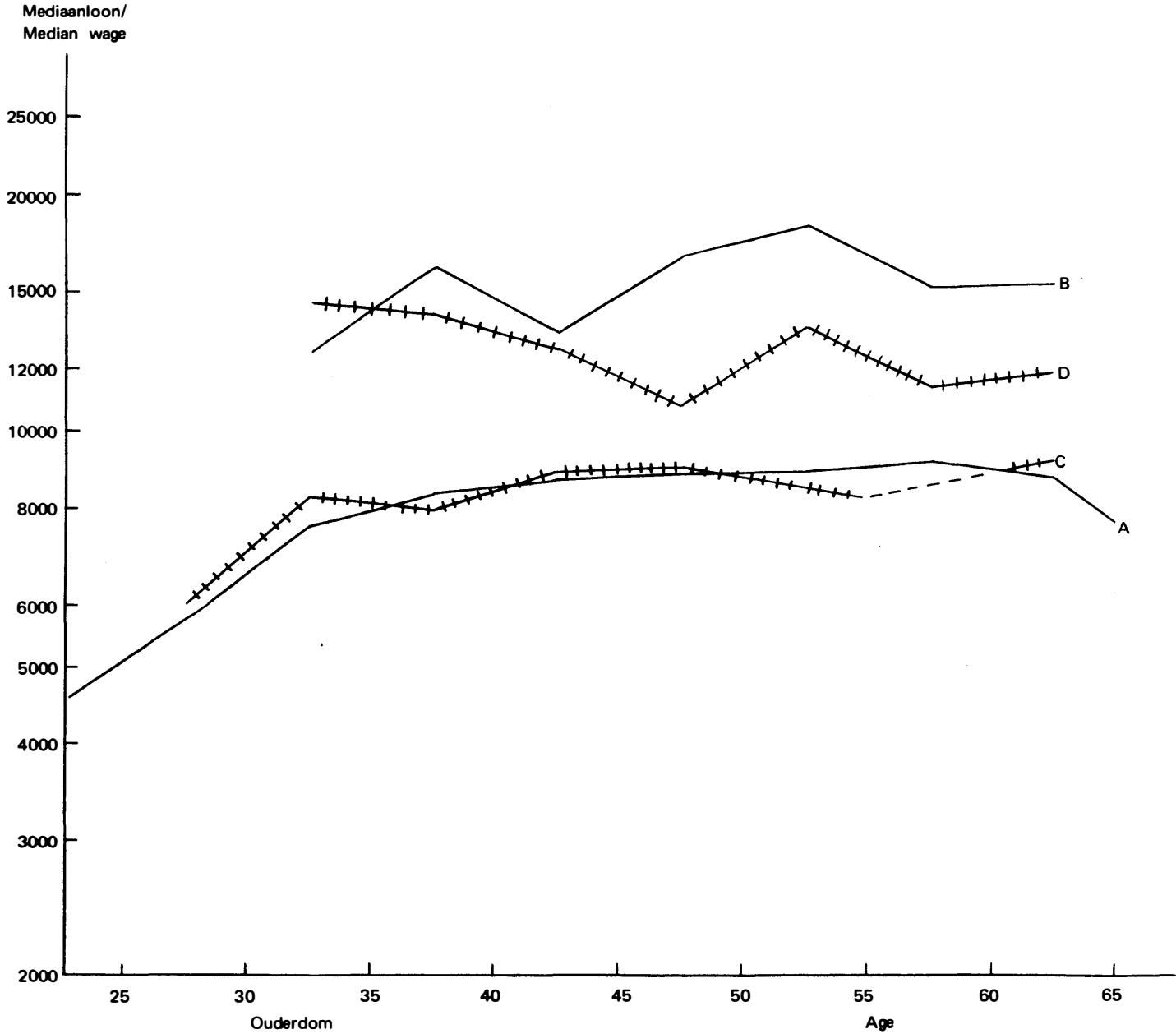
A = Architects : Employees  
 B = Architects : Self-employed  
 C = Quantity surveyors : Employees  
 D = Quantity surveyors : Self-employed

FIGUUR 7.2

MEDIAANLOON VAN INGENIEURS EN  
LANDMETERS VOLGENS OUDERDOM

FIGURE 7.2

MEDIAN WAGE OF ENGINEERS AND  
SURVEYORS ACCORDING TO AGE



- A = Ingenieurs : Werknemers
- B = Ingenieurs : Selfgeëmployeerd
- C = Landmeters : Werknemers
- D = Landmeters : Selfgeëmployeerd

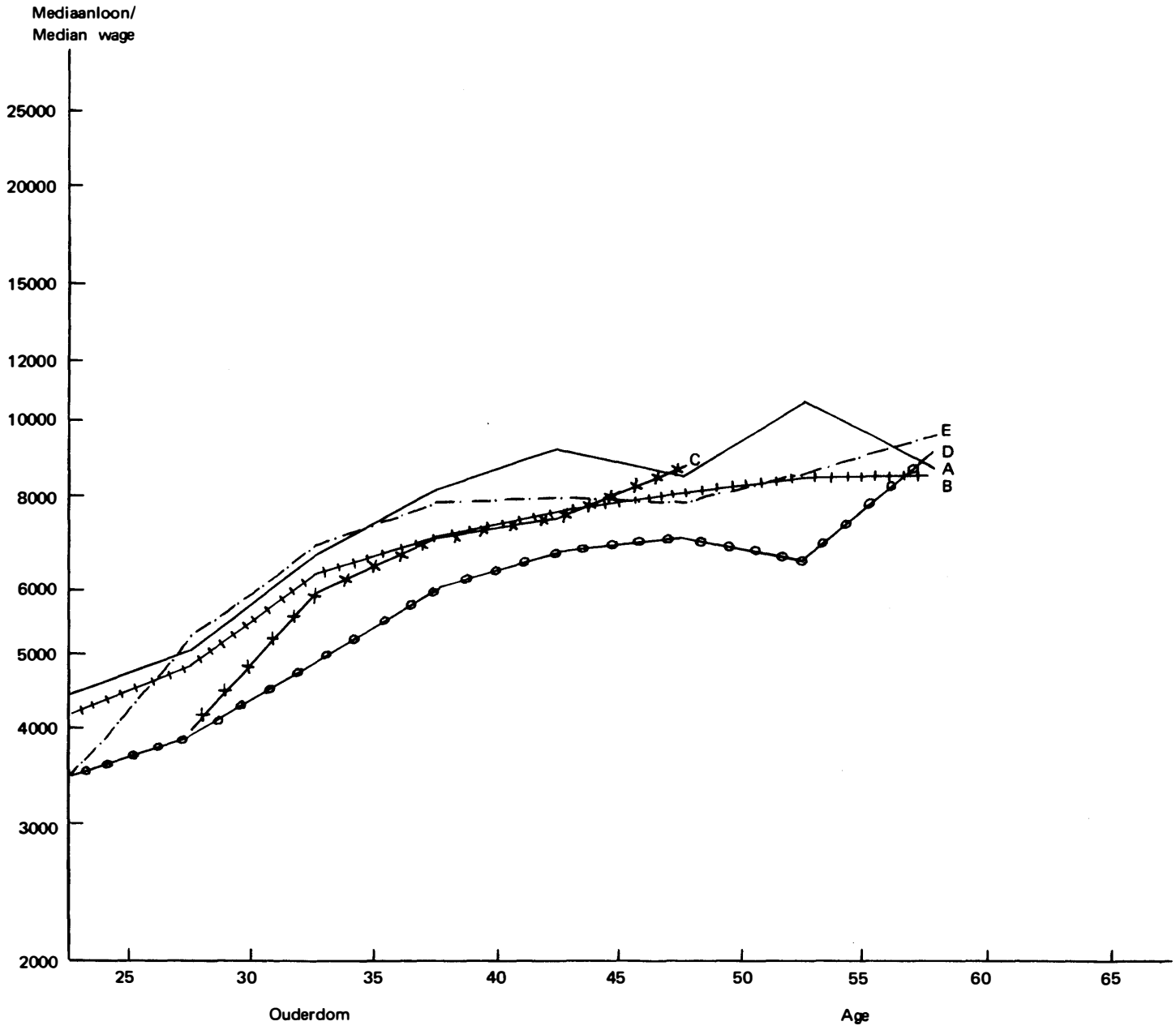
- A = Engineers : Employees
- B = Engineers : Self-employed
- C = Surveyors : Employees
- D = Surveyors : Self-employed

FIGUUR 7.3

MEDIAANLOON VAN AARDWETENSKAPLIKES,  
CHEMICI, FISICI, WISKUNDIGES EN  
BIOLOGIESE WETENSKAPLIKES VOLGENS  
OUDERDOM

FIGURE 7.3

MEDIAN WAGE OF EARTH SCIENTISTS,  
CHEMISTS, PHYSICISTS, MATHEMATICIANS  
AND BIOLOGICAL SCIENTISTS ACCORDING  
TO AGE



A = Aardwetenskaplikes : Werknemers  
B = Chemici : Werknemers  
C = Fisici : Werknemers  
D = Biologische wetenskaplikes : Werknemers  
E = Wiskundiges : Werknemers

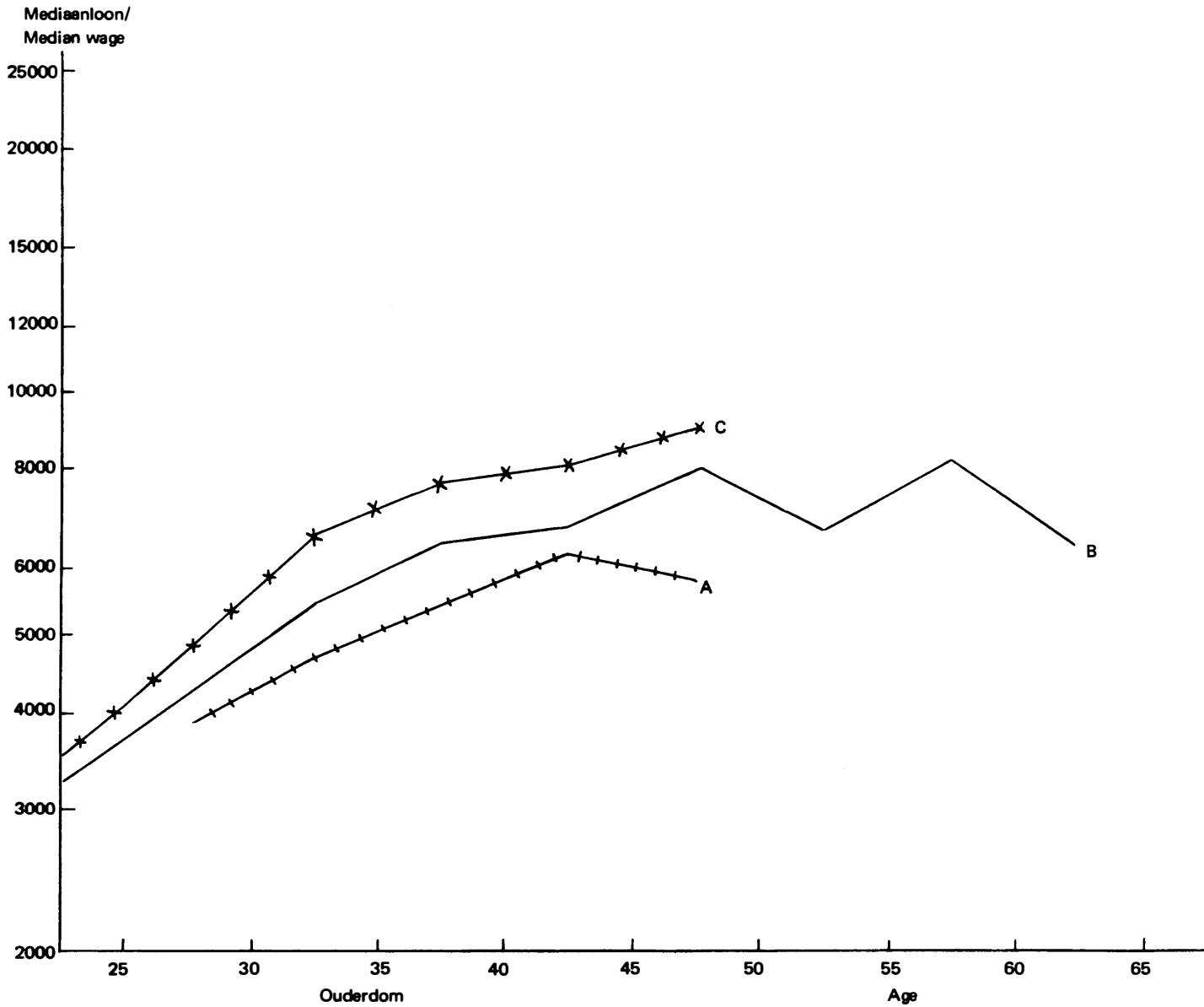
A = Earth scientists : Employees  
B = Chemists : Employees  
C = Physicists : Employees  
D = Biological scientists : Employees  
E = Mathematicians : Employees

FIGUUR 7.4

MEDIAANLOON VAN TEGNICI, LANDBOUVOORLIGTERS EN STADS- EN STREEKBEPLANNERS VOLGENS OUDERDOM

FIGURE 7.4

MEDIAN WAGE OF TECHNICIANS, AGRICULTURAL EXTENSION OFFICERS AND TOWN AND REGIONAL PLANNERS ACCORDING TO AGE



A = Landbouvoorligters : Werknemers  
 B = Technici : Werknemers  
 C = Stads- en streekbeplanners : Werknemers

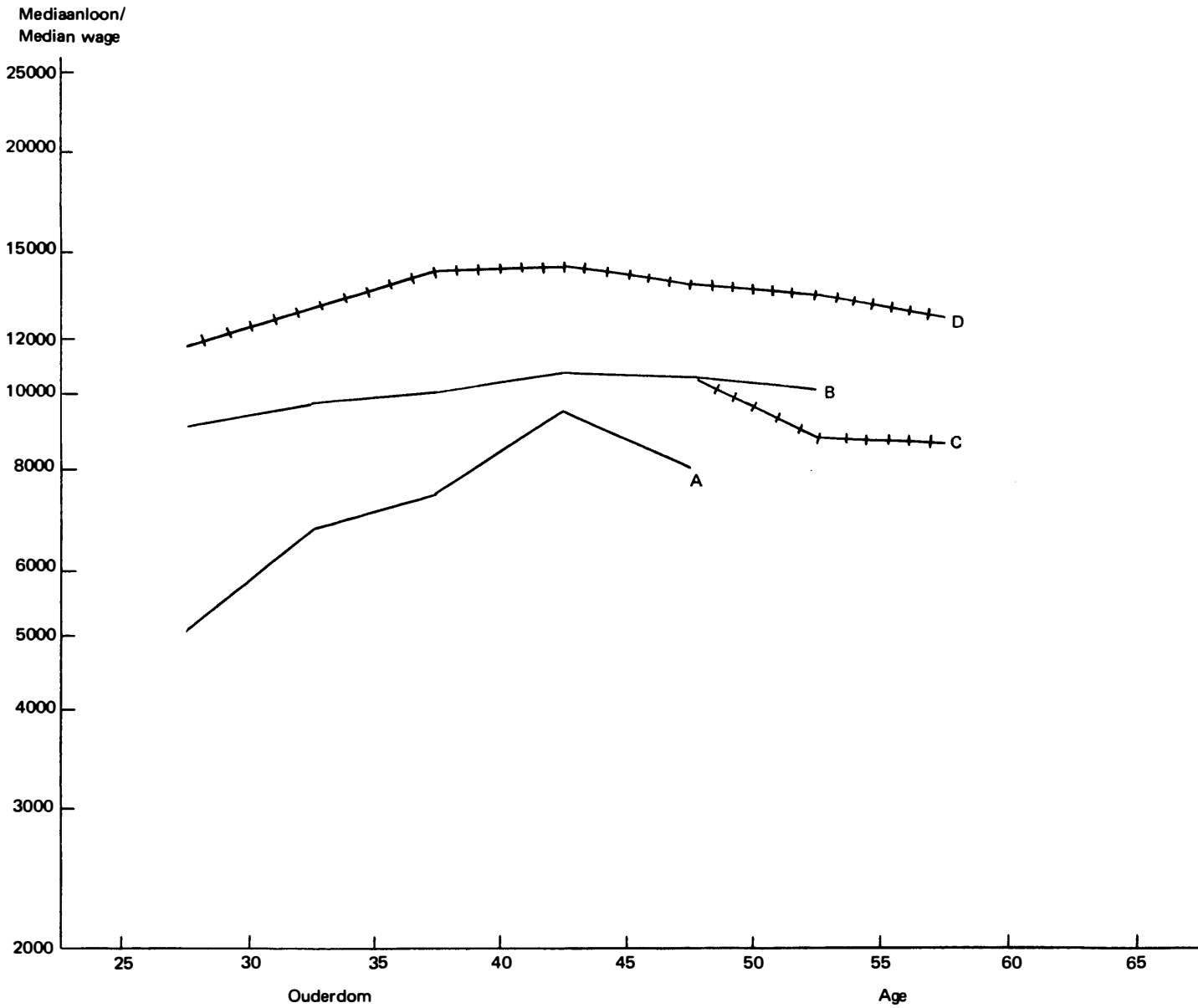
A = Agricultural extension officers : Employees  
 B = Technicians : Employees  
 C = Town and regional planners : Employees

FIGUUR 7.5

FIGURE 7.5

MEDIAANLOON VAN VEEARTSE EN TAND-  
ARTSE VOLGENS OUDERDOM

MEDIAN WAGE OF VETERINARIANS AND  
DENTISTS ACCORDING TO AGE



- A = Veeartse : Werknemers
- B = Veeartse : Selfgeëmployeerd
- C = Tandartse : Werknemers
- D = Tandartse : Selfgeëmployeerd

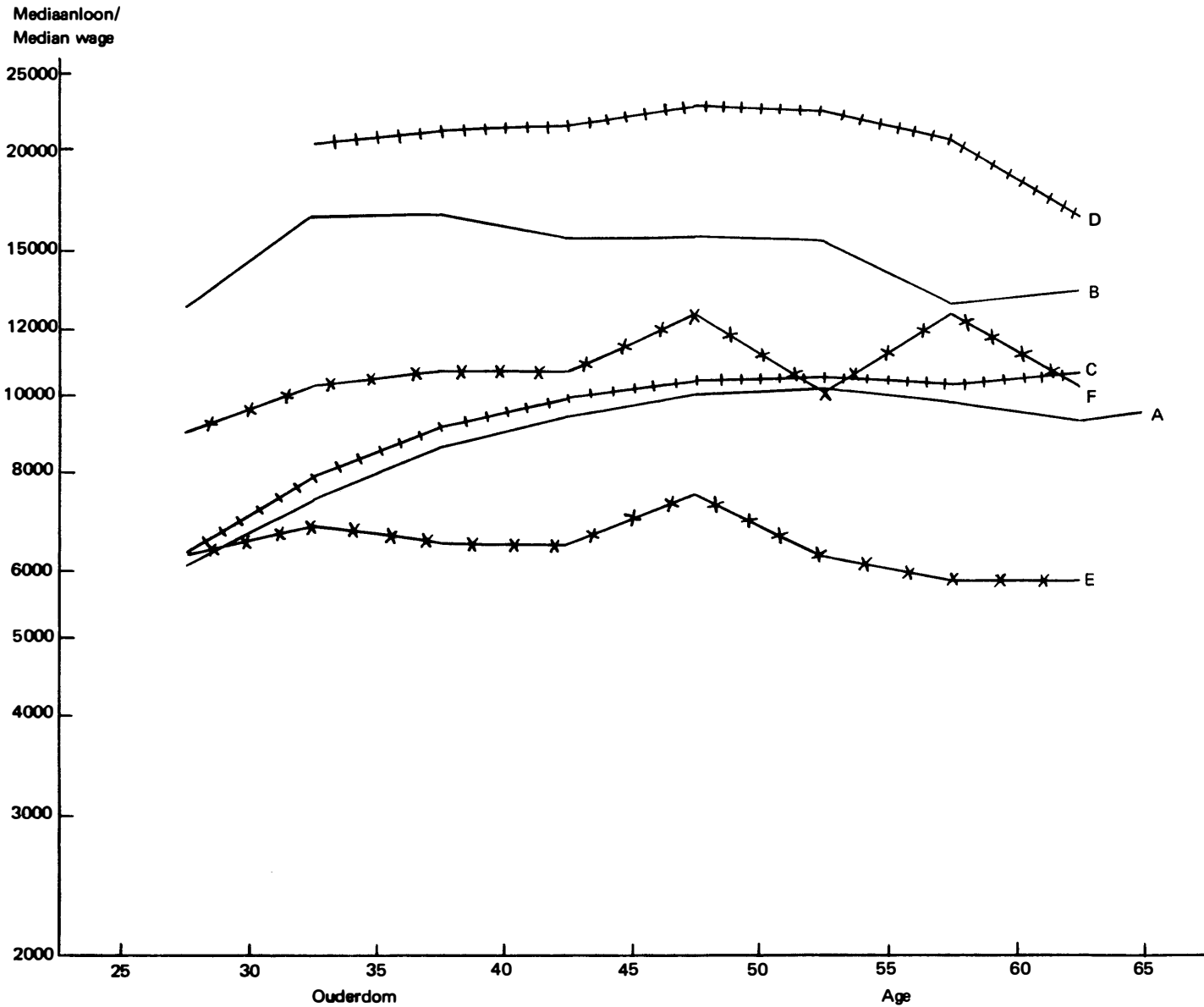
- A = Veterinarians : Employees
- B = Veterinarians : Self-employed
- C = Dentists : Employees
- D = Dentists : Self-employed

FIGUUR 7.6

MEDIAANLOON VAN GENEESHERE  
(ALGEMENE PRAKTISYNS), MEDIESE  
SPECIALISTE EN APTEKERS VOLGENS  
OUDERDOM

FIGURE 7.6

MEDIAN WAGE OF MEDICAL PRACTI-  
TIONERS (GENERAL PRACTITIONERS), MEDICAL  
SPECIALISTS AND PHARMACISTS ACCORDING  
TO AGE



- A = Geneeshere : Werknemers
- B = Geneeshere : Selfgeëmpleeerd
- C = Mediese spesialiste : Werknemers
- D = Mediese spesialiste : Selfgeëmpleeerd
- E = Aptekers : Werknemers
- F = Aptekers : Selfgeëmpleeerd

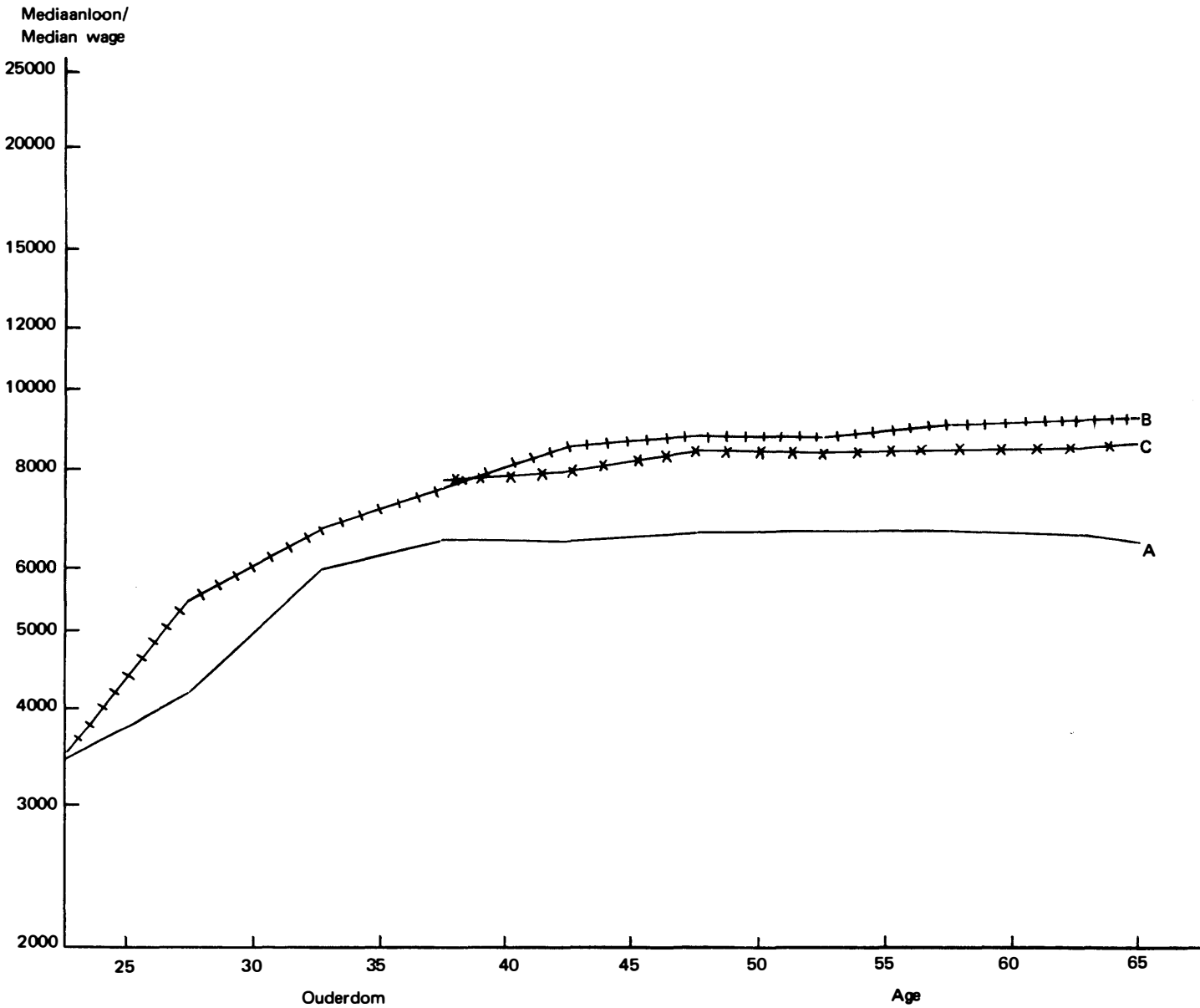
- A = Medical practitioners : Employees
- B = Medical practitioners : Self-employed
- C = Medical specialists : Employees
- D = Medical specialists : Self-employed
- E = Pharmacists : Employees
- F = Pharmacists : Self-employed

FIGUUR 7.7

MEDIAANLOON VAN ONDERWYSERS, LEKTORE/  
DOSENTE EN INSPEKTEURS/DIREKTEURE  
VAN ONDERWYS VOLGENS OUDERDOM

FIGURE 7.7

MEDIAN WAGE OF TEACHERS, LECTURERS  
AND INSPECTORS/DIRECTORS OF EDUCATION  
ACCORDING TO AGE



A = Onderwysers : Werknemers  
B = Lektore/dosente : Werknemers  
C = Inspekteurs/direkteure van onderwys : Werknemers

A = Teachers : Employees  
B = Lecturers : Employees  
C = Inspectors/directors of education : Employees

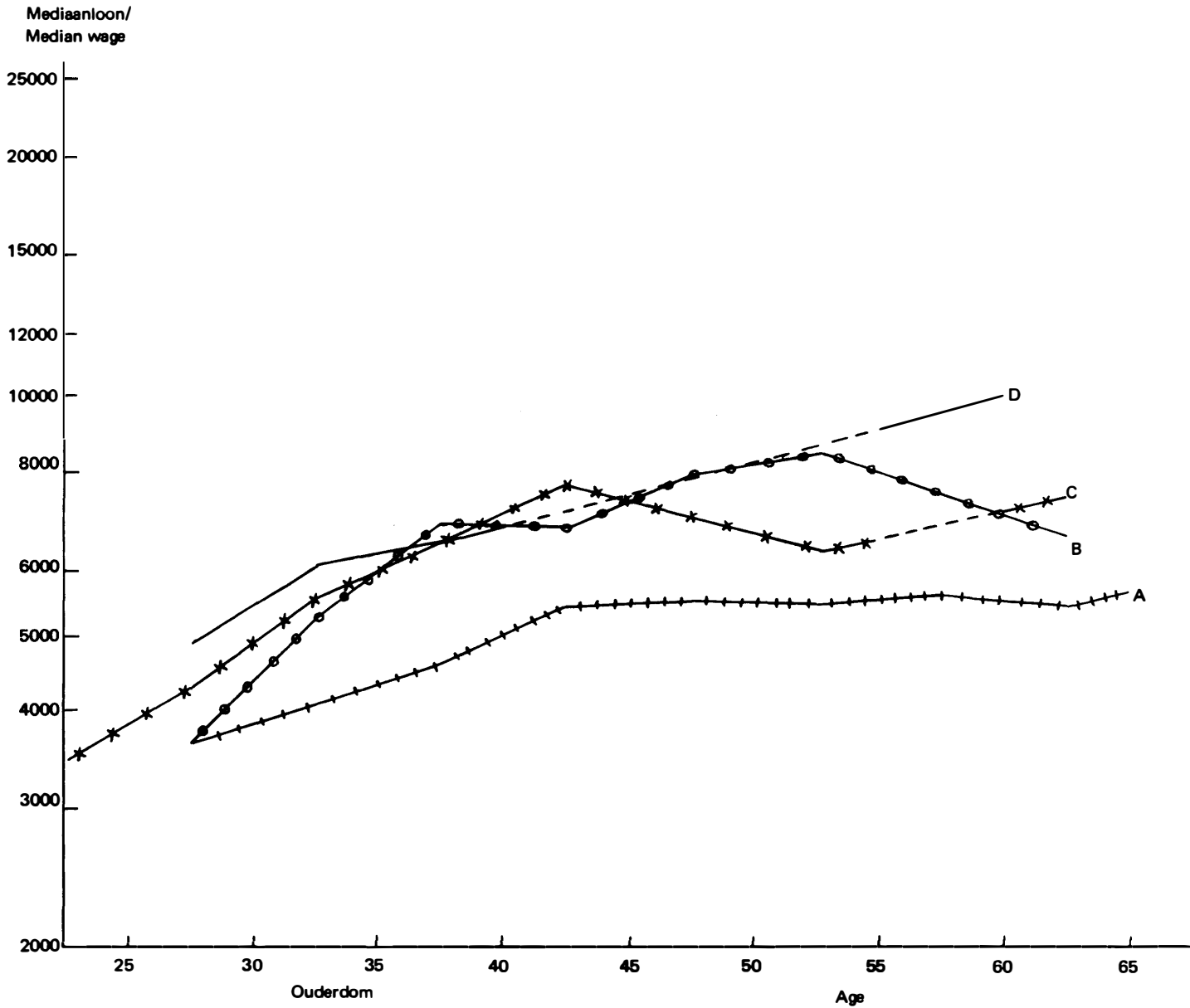


FIGUUR 7.8

MEDIAANLOON VAN PREDIKANTE, JOER-  
NALISTE, BIBLIOTEKARISSE/  
ARGIVARISSE EN INLIGTINGS-/  
SKAKELBEAMPTES VOLGENS OUDERDOM

FIGURE 7.8

MEDIAN WAGE OF MINISTERS OF RELIGION,  
JOURNALISTS, LIBRARIANS/ARCHIVISTS AND  
INFORMATION/PUBLIC RELATIONS  
OFFICERS ACCORDING TO AGE



- A = Predikante : Werknemers
- B = Inligtings-/skakelbeampes : Werknemers
- C = Bibliotekarisse/argivarisse : Werknemers
- D = Joernaliste/verslaggewers : Werknemers

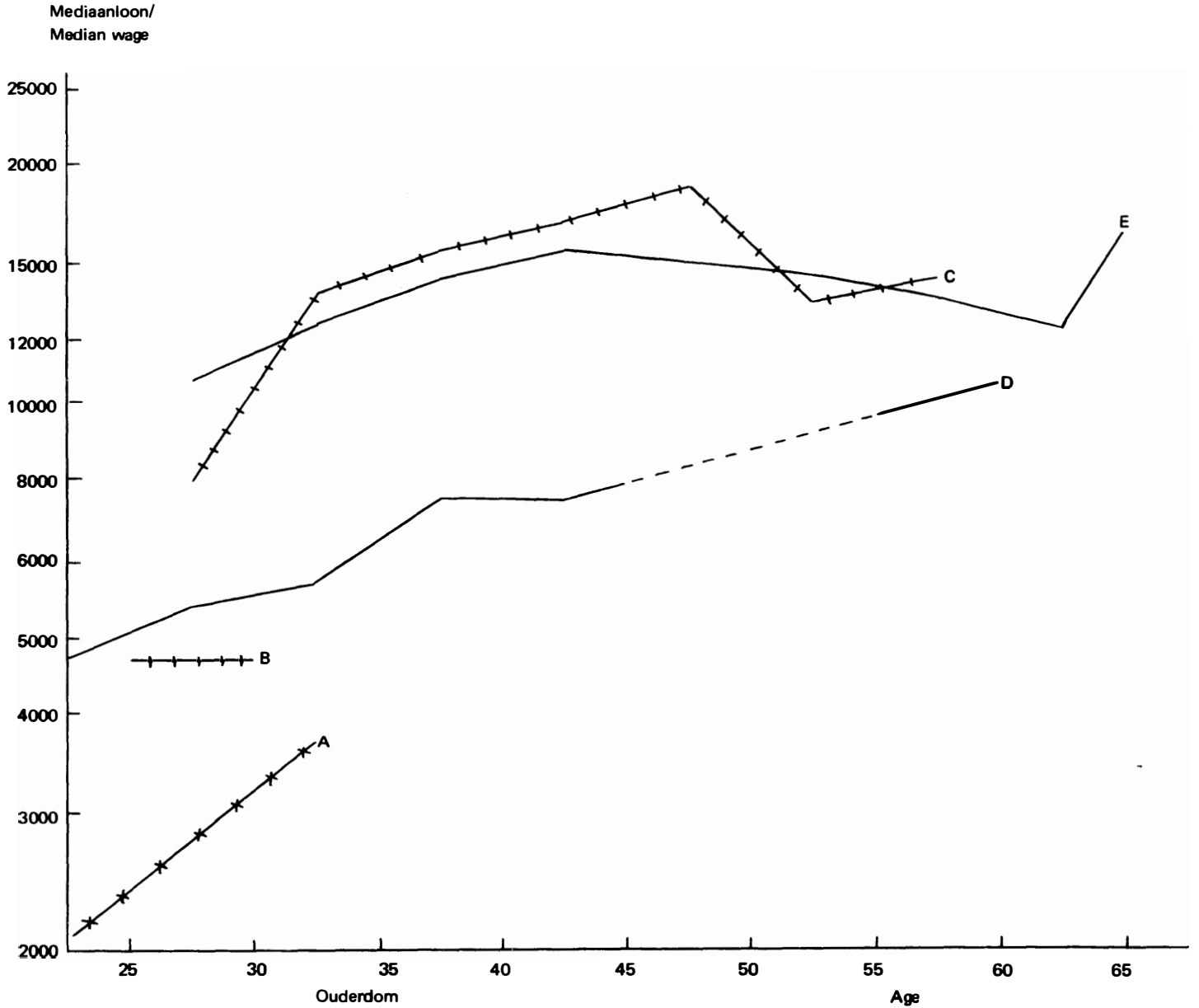
- A = Ministers of religion : Employees
- B = Information/public relations officers : Employees
- C = Librarians/archivists : Employees
- D = Journalists/reporters : Employees

FIGUUR 7.9

MEDIAANLOON VAN ADVOKATE, PROKUREURS EN PROKUREURSKLERKE (INGESKREWE) VOLGENS OUDERDOM

FIGURE 7.9

MEDIAN WAGE OF ADVOCATES, ATTORNEYS AND ATTORNEY'S CLERKS (ARTICLED) ACCORDING TO AGE



- A = Prokureursklerke (ingeskrewe) : Werknemers
- B = Advokate : Werknemers
- C = Advokate : Selfgeëmplojeerd
- D = Prokureurs : Werknemers
- E = Prokureurs : Selfgeëmplojeerd

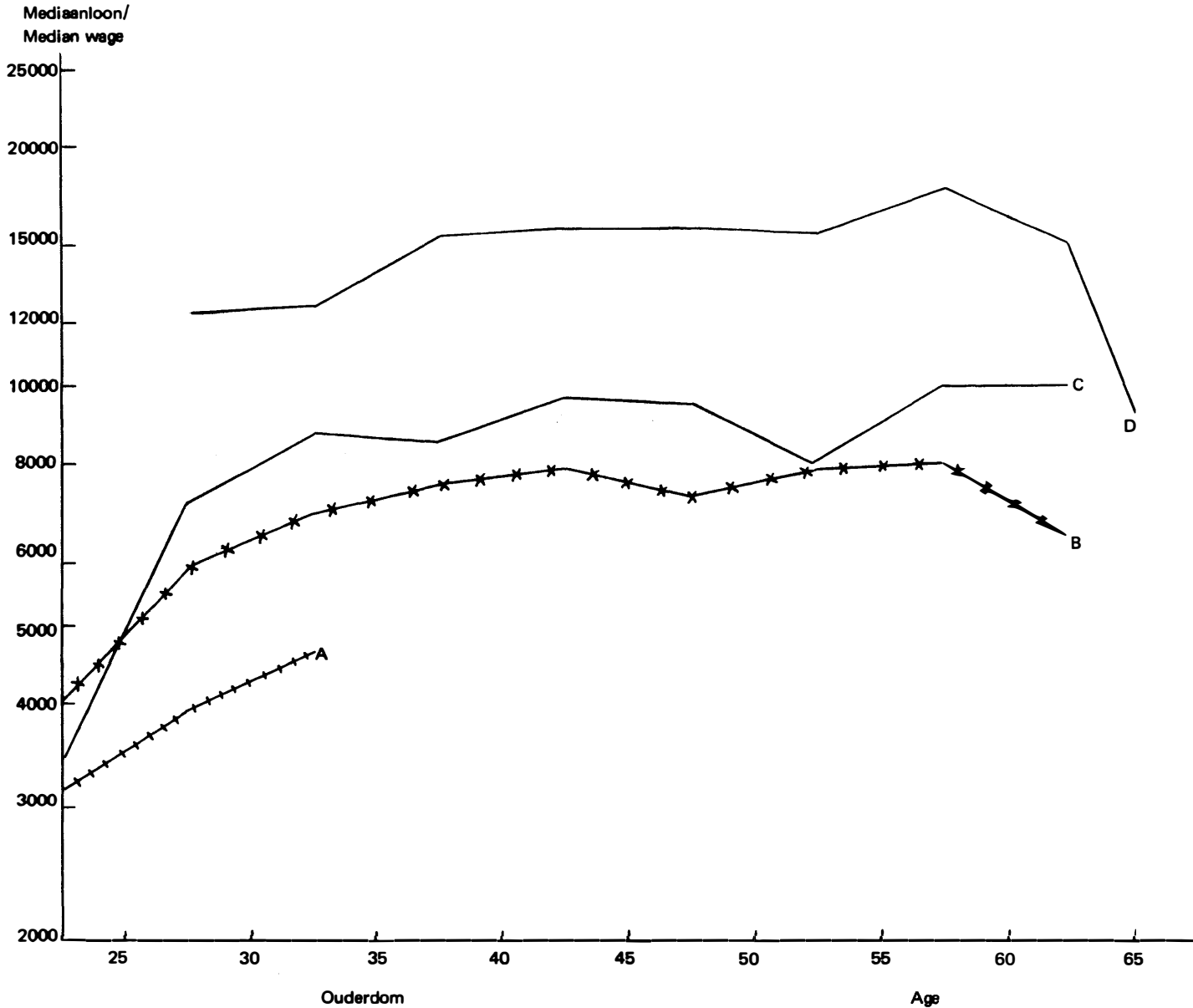
- A = Attorney's clerks (articled) : Employees
- B = Advocates : Employees
- C = Advocates : Self-employed
- D = Attorneys : Employees
- E = Attorneys : Self-employed

FIGUUR 7.10

MEDIAANLOON VAN REKENMEESTERS/  
 OUDITEURE EN REKENMEESTER/  
 OUDITEURSKLERKE (INGESKREWE)  
 VOLGENS OUDERDOM

FIGURE 7.10

MEDIAN WAGE OF ACCOUNTANTS/AUDITORS  
 AND ACCOUNTANT'S/AUDITOR'S CLERKS  
 (ARTICLED) ACCORDING TO  
 AGE



A = Rekenmeester/ouditeursklerke (ingeskrewe) : Werknemers  
 B = Rekenmeesters/ouditeure (nie-geregistreer) : Werknemers  
 C = Rekenmeesters/ouditeure (geregistreer) : Werknemers  
 D = Rekenmeesters/ouditeure (geregistreer) : Selfgeëmplojeerd

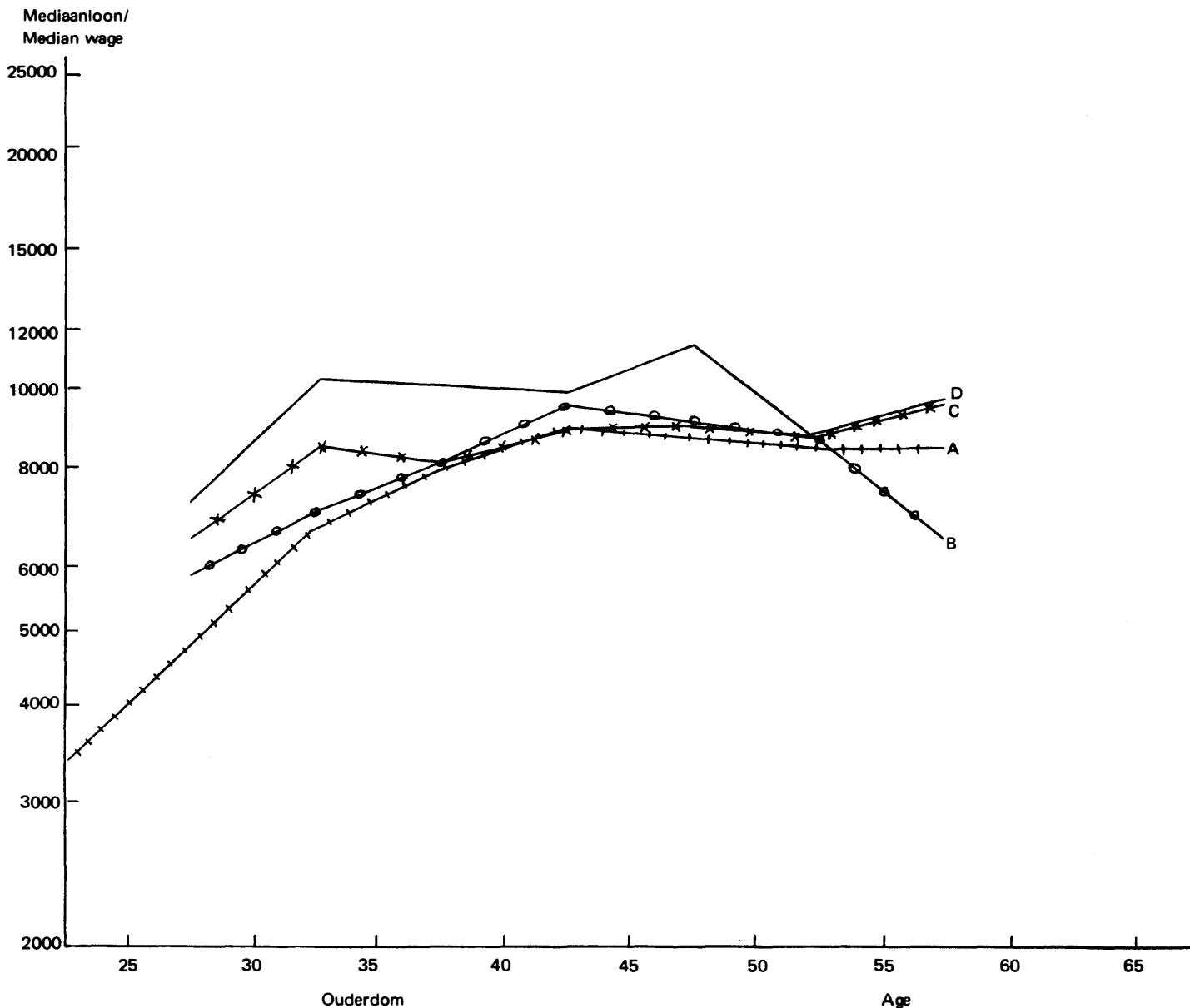
A = Accountant's/auditor's clerks (articled) : Employees  
 B = Accountants/auditors (non-chartered) : Employees  
 C = Accountants/auditors (chartered) : Employees  
 D = Accountants/auditors (chartered) : Self-employed

FIGUUR 7.11

FIGURE 7.11

MEDIAANLOON VAN MAATSKAPPY-  
SEKRETARISSE, EKONOME EN BESTUURDERS/  
SUPERINTENDENTE/DIREKTEURE VAN  
FABRIEKE, PRODUKSIE, WERKE, KREDIET,  
HANDEL, FINANSIES, VOLGENS OUDERDOM

MEDIAN WAGE OF COMPANY SECRETARIES,  
ECONOMISTS AND MANAGERS/SUPERINTEND-  
ENTS/DIRECTORS OF FACTORIES, PRODUC-  
TION, WORKS, CREDIT, COMMERCE, FINANCE,  
ACCORDING TO AGE



- A = Ekonomie : Werknemers
- B = Bestuurders/superintendente van fabriek, produksie, werke : Werknemers
- C = Maatskappysekretarisse : Werknemers
- D = Bestuurders/direkteure van krediet, handel, finansies : Werknemers

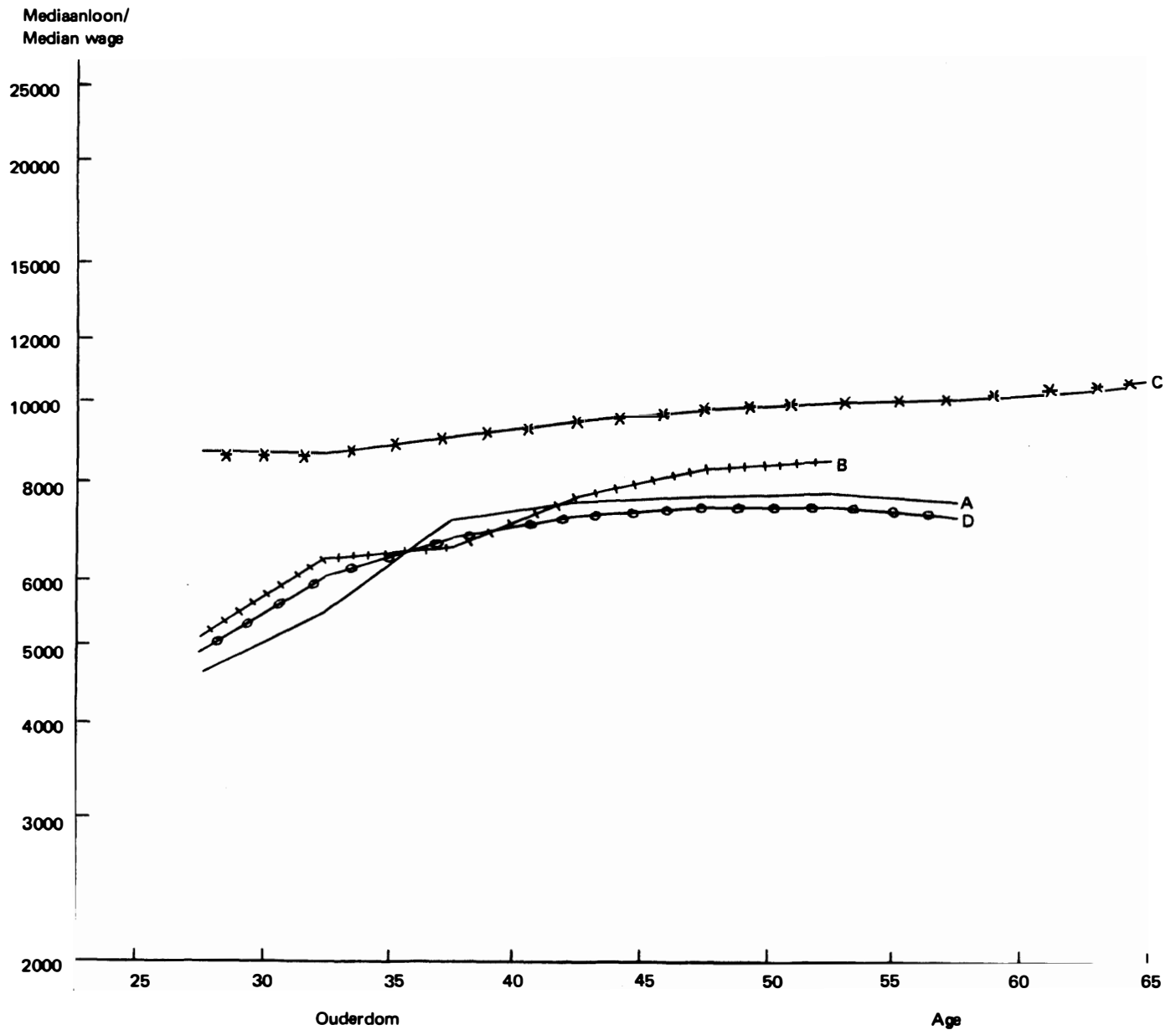
- A = Economists : Employees
- B = Managers/superintendents of factories, production, works : Employees
- C = Company secretaries : Employees
- D = Managers/directors of credit, commerce, finance : Employees

FIGUUR 7.12

MEDIAANLOON VAN SIELKUNDIGES,  
 PERSONEELBESTUURDERS, BEKLEDERS VAN  
 HOË UITVOERENDE ADMINISTRATIEWE  
 POSTE EN ANDER ADMINISTRATIEWE  
 BEAMPTES VOLGENS OUDERDOM

FIGURE 7.12

MEDIAN WAGE OF PSYCHOLOGISTS,  
 PERSONNEL MANAGERS, PERSONS OCCUPYING  
 HIGH ADMINISTRATIVE POSTS AND OTHER  
 ADMINISTRATIVE OFFICIALS  
 ACCORDING TO AGE



- A = Sielkundiges/personeel- en skoolsielkundiges : Werknemers
- B = Personeelbestuurders/-beamptes : Werknemers
- C = Bekleders van hoë uitvoerende administratiewe poste : Werknemers
- D = Ander administratiewe beamptes : Werknemers

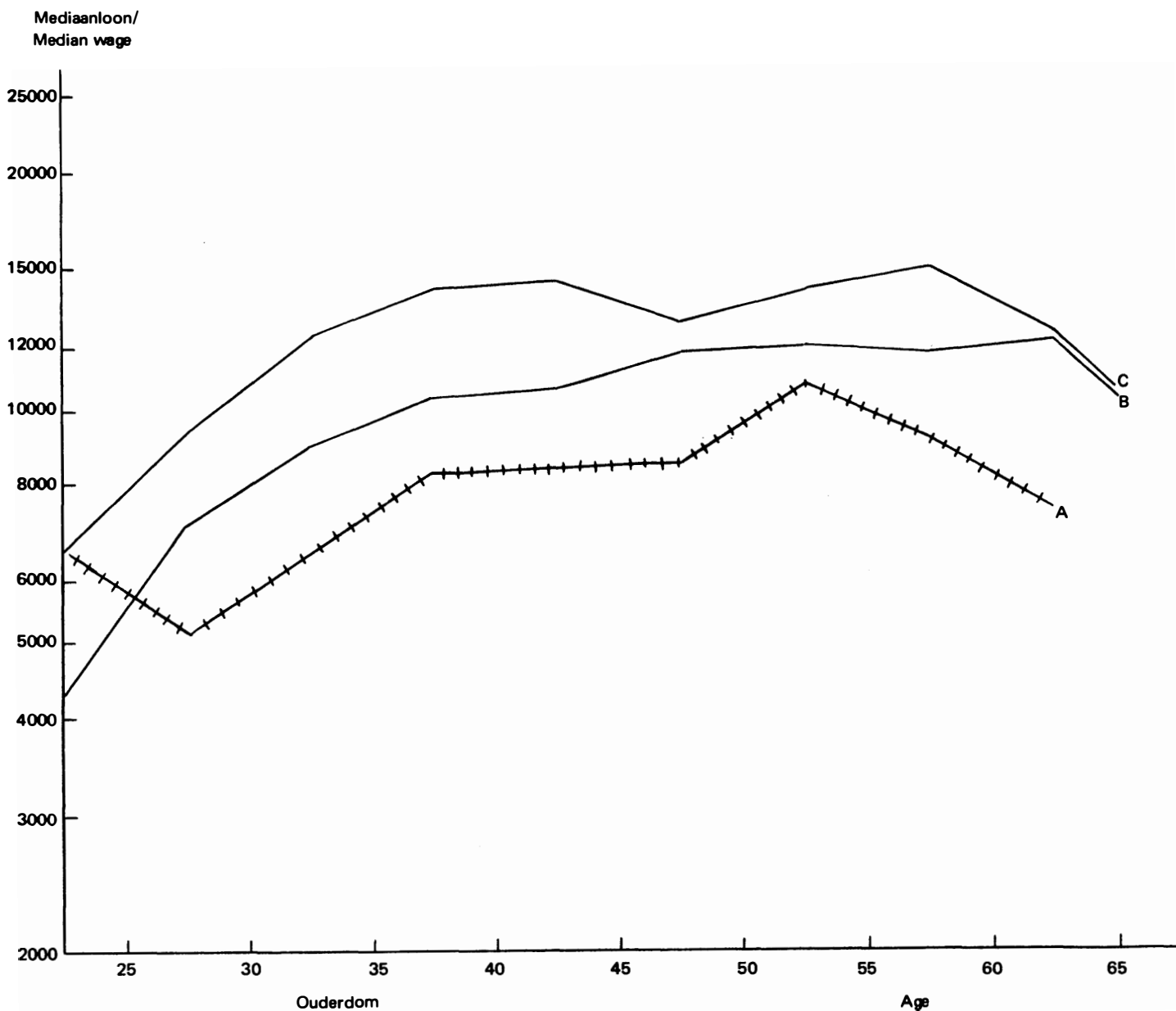
- A = Psychologists/personnel and school psychologists : Employees
- B = Personnel managers/officials : Employees
- C = Persons occupying high administrative posts : Employees
- D = Other administrative officials : Employees

FIGUUR 7.13

MEDIAANLOON VAN BOERE EN BEOEFENAARS  
VAN BESTURENDE EN UITVOERENDE  
POSTE VOLGENS OUDERDOM

FIGURE 7.13

MEDIAN WAGE OF FARMERS AND PERSONS  
OCCUPYING MANAGERIAL AND EXECUTIVE  
POSTS ACCORDING TO AGE



A = Boere : Selfgeëmplojeerd  
 B = Besturende en uitvoerende poste : Werknemers  
 C = Besturende en uitvoerende poste : Selfgeëmplojeerd

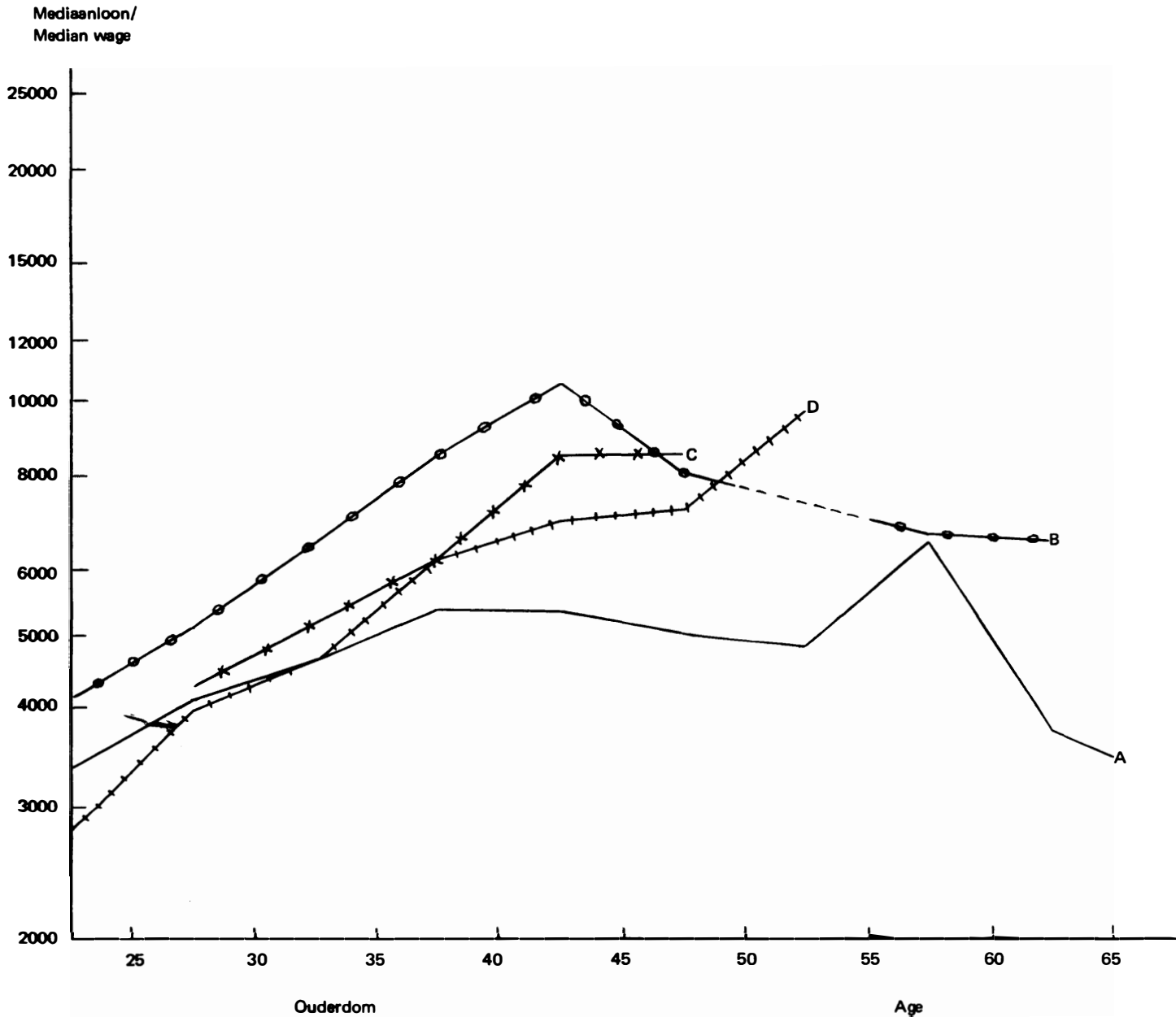
A = Farmers : Self-employed  
 B = Managerial and executive posts : Employees  
 C = Managerial and executive posts : Self-employed

FIGUUR 7.14

MEDIAANLOON VAN KLERKE, VERKOOPS-  
WERKERS, MILITÊRE STAF, EN LEDE VAN DIE  
DIPLOMATIEKE DIENS VOLGENS OUDERDOM

FIGUUR 7.14

MEDIAN WAGE OF CLERKS, SALES WORKERS,  
MILITARY STAFF AND MEMBERS OF THE  
DIPLOMATIC CORPS ACCORDING TO AGE



- A = Klerke : Werknemers
- B = Verkoops- en verwante werkers : Werknemers
- C = Militêre staf
- D = Lede van die diplomatieke diens

- A = Clerks : Employees
- B = Sales and related workers : Employees
- C = Military staff
- D = Members of the diplomatic corps

TABEL 7.5

BRUTO SALARIS EN BYVERDIENSTE VAN WERKNEMERS VOLGENS BEROEP

TABLE 7.5

GROSS SALARY AND ADDITIONAL EARNINGS OF EMPLOYEES ACCORDING TO OCCUPATION

Beroep/Occupation		Loonstruur/Wage structure				
		Bruto salaris/ Gross salary	Kontantbonus/ Cash bonus	Oortydbesoldiging/ Overtime remuneration	Deeltydse onderrig/ Part-time instruction	Konsultasie/ Consultation
Argitek/Architect	N	145	118 (81,4%)*	13 (9%)*		7 (4,8%)*
	Q <sub>1</sub>	6590	230	260		480
	Me	7730	380	1080		750
	Q <sub>3</sub>	8760	660	1870		3310
Bourekenaar/Quantity surveyor	N	110	89 (80,9%)*	36 (32,7%)*	7 (6,4%)*	4 (3,6%)*
	Q <sub>1</sub>	6830	280	400	260	-
	Me	7890	600	600	720	-
	Q <sub>3</sub>	9030	750	1060	1060	-
Ingenieur/Engineer	N	3020	2617 (87%)*	52 (1,7%)*	86 (2,8%)*	34 (1,1%)*
	Q <sub>1</sub>	6270	240	210	140	490
	Me	7730	370	340	380	1000
	Q <sub>3</sub>	9050	680	570	630	2040
Landmeter/Surveyor	N	72	64 (88,9%)*		4 (5,6%)*	2 (2,8%)*
	Q <sub>1</sub>	7650	230		-	-
	Me	8570	280		-	-
	Q <sub>3</sub>	9640	600		-	-
Stads- en streekbeplanner/ Town and regional planner	N	90	80 (88,9%)*		4 (4,4%)*	
	Q <sub>1</sub>	4560	210		-	
	Me	6730	260		-	
	Q <sub>3</sub>	8250	300		-	
Aardwetenskaplike/Earth scientist	N	256	229 (89,4%)*	5 (2%)*		4 (1,6%)*
	Q <sub>1</sub>	5270	260	210		-
	Me	6890	440	270		-
	Q <sub>3</sub>	8530	760	740		-
Chemikus/Chemist	N	356	322 (90,4%)*	7 (2%)*	10 (2,8%)*	4 (1,1%)*
	Q <sub>1</sub>	5320	230	90	80	-
	Me	6570	290	270	350	-
	Q <sub>3</sub>	7830	550	360	570	-

\*Persentasie persone in die aangeduide beroep wat die betrokke byverdienste ontvang/\*Percentage of persons in the occupation indicated who receive the additional earnings concerned



TABEL 7.5 (VERVOLG)

TABLE 7.5 (CONTINUED)

Beroep/Occupation		Loonstruur/Wage structure				
		Bruto salaris/ Gross salary	Kontantbonus/ Cash bonus	Oortydbesoldiging/ Overtime remuneration	Deeltydse onderrig/ Part-time instruction	Konsultasie/ Consultation
Fisikus/Physicist	N	87	82 (94,2%)	2 (2,3%)	7 (8%)	
	Q <sub>1</sub>	5340	220	—	90	
	Me	6660	250	—	350	
	Q <sub>3</sub>	7950	280	—	460	
Biologiese wetenskaplike/ Biological scientist	N	384	342 (89,1%)	2 (0,5%)	20 (5,2%)	7 (1,8%)
	Q <sub>1</sub>	4070	200	—	100	270
	Me	4940	240	—	230	1080
	Q <sub>3</sub>	6350	280	—	800	1370
Wiskundige/Mathematician	N	285	232 (81,4%)	21 (7,4%)	7 (2,5%)	9 (3,2%)
	Q <sub>1</sub>	4860	220	180	370	240
	Me	6300	290	370	470	550
	Q <sub>3</sub>	7710	470	640	1060	1440
Landbouvoorligter/Agricultural extension officer	N	126	116 (92,1%)		2 (1,6%)	
	Q <sub>1</sub>	4370	220		—	
	Me	5080	250		—	
	Q <sub>3</sub>	5930	280		—	
Veearts/Veterinarian	N	85	67 (78,8%)		5 (5,9%)	
	Q <sub>1</sub>	5820	210		220	
	Me	6930	250		920	
	Q <sub>3</sub>	7860	290		960	
Tandarts/Dentist	N	41	28 (68,3%)		3 (7,3%)	
	Q <sub>1</sub>	8430	230		—	
	Me	9120	280		—	
	Q <sub>3</sub>	12110	1210		—	
Geneesheer (algemene praktisyn) Medical practitioner (general practitioner)	N	539	404 (75%)	88 (16,3%)	39 (7,2%)	22 (4,1%)
	Q <sub>1</sub>	6470	220	650	120	650
	Me	8430	260	1190	260	1200
	Q <sub>3</sub>	9840	290	2030	740	3080

TABEL 7.5 (VERVOLG)

TABLE 7.5 (CONTINUED)

Beroep/Occupation		Loonstruktuur/Wage structure				
		Bruto salaris/ Gross salary	Kontantbonus/ Cash bonus	Oortydbesoldiging/ Overtime remuneration	Deeltydse onderrig/ Part-time instruction	Konsultasie/ Consultation
Mediese spesialis/Medical specialist	N	175	130 (74,3%)	25 (14,3%)	23 (13,1%)	4 (2,3%)
	Q <sub>1</sub>	7800	210	460	150	—
	Me	9170	250	870	250	—
	Q <sub>3</sub>	10530	280	2370	540	—
Apteker/Pharmacist	N	190	138 (72,6%)	33 (17,4%)	3 (1,6%)	—
	Q <sub>1</sub>	5760	200	640	—	—
	Me	6520	250	950	—	—
	Q <sub>3</sub>	7480	290	1640	—	—
Onderwyser/Teacher	N	3394	2900 (85,4%)	54 (1,6%)	188 (5,5%)	11 (0,3%)
	Q <sub>1</sub>	5280	210	210	240	160
	Me	6310	240	290	370	550
	Q <sub>3</sub>	—	270	520	650	2210
Lektor/dosent / Lecturer	N	2751	2349 (85,4%)	116 (4,2%)	270 (9,8%)	330 (12%)
	Q <sub>1</sub>	6260	210	340	140	240
	Me	7470	250	720	330	600
	Q <sub>3</sub>	8960	280	1300	650	1600
Inspekteur/direkteur van onderwys / Inspector/director of education	N	200	162 (81,0%)	8 (4%)	7 (3,5%)	3 (1,5%)
	Q <sub>1</sub>	8140	220	350	370	—
	Me	8480	250	500	550	—
	Q <sub>3</sub>	8810	280	1250	1310	—
Predikant/Minister of religion	N	874	677 (77,5%)	8 (0,9%)	23 (2,6%)	10 (1,1%)
	Q <sub>1</sub>	3960	220	250	170	60
	Me	5020	260	400	270	120
	Q <sub>3</sub>	5650	300	1170	380	190
Advokaat/Advocate	N	31	30 (96,8%)	—	2 (6,5%)	—
	Q <sub>1</sub>	4460	200	—	—	—
	Me	7050	240	—	—	—
	Q <sub>3</sub>	7920	270	—	—	—

TABEL 7.5 (VERVOLG)

TABLE 7.5 (CONTINUED)

Beroep/Occupation		Loonstruktuur/Wage structure				
		Bruto salaris/ Gross salary	Kontantbonus/ Cash bonus	Oortydbesoldiging/ Overtime remuneration	Deeltydse onderrig/ Part-time instruction	Konsultasie/ Consultation
Prokureur/Attorney	N	150	98 (65,3%)		3 (2%)	
	Q <sub>1</sub>	4760	190		—	
	Me	5910	270		—	
	Q <sub>3</sub>	6880	450		—	
Prokureursklerk (ingeskrewe) / Attorney's clerk (articled)	N	142	92 (64,8%)		2 (1,4%)	
	Q <sub>1</sub>	2160	90		—	
	Me	2770	150		—	
	Q <sub>3</sub>	3550	220		—	
Joernalis/Verslaggewer / Journalist/reporter	N	76	65 (85,5%)	18 (23,7%)	4 (5,3%)	2 (2,6%)
	Q <sub>1</sub>	4690	200	320	—	—
	Me	6150	280	630	—	—
	Q <sub>3</sub>	7150	450	870	—	—
Biblioteekaris/argivaris / Librarian/archivist	N	89	78 (87,6%)		5 (5,6%)	
	Q <sub>1</sub>	4520	200		60	
	Me	6110	240		250	
	Q <sub>3</sub>	7340	280		340	
Ekonomiese/bedryfsekonoom / Economist/business economist	N	132	122 (92,4%)		9 (6,8%)	2 (1,5%)
	Q <sub>1</sub>	5450	240		360	—
	Me	7060	290		520	—
	Q <sub>3</sub>	8860	580		590	—
Inligtings-/skakelbeampte / Information/public relations officer	N	108	95 (88%)	3 (2,8%)	3 (2,8%)	
	Q <sub>1</sub>	4580	220	—	—	
	Me	6390	250	—	—	
	Q <sub>3</sub>	7930	290	—	—	
Rekenmeester/ouditeur (geregistreer) / Accountant/auditor (chartered)	N	186	120 (64,5%)	30 (16,1%)	9 (4,8%)	7 (3,8%)
	Q <sub>1</sub>	6660	220	190	310	190
	Me	7820	470	300	380	350
	Q <sub>3</sub>	9600	780	650	540	560

TABEL 7.5 (VERVOLG)

TABLE 7.5 (CONTINUED)

Beroep/Occupation		Loonstruktuur/Wage structure				
		Bruto salaris/ Gross salary	Kontantbonus/ Cash bonus	Oortydbesoldiging/ Overtime remuneration	Deelytdse onderrig/ Part-time instruction	Konsultasie/ Consultation
Rekenmeester/ouditeur (nie-geregistreer) / Accountant/auditor (non-chartered)	N	474	374 (78,9%)	38 (8%)	14 (3%)	9 (2%)
	Q <sub>1</sub>	5390	230	150	180	320
	Me	6690	370	270	400	550
	Q <sub>3</sub>	7970	800	520	670	1190
Rekenmeester-/ouditeursklerk (ingeskrewe) / Accountant's/auditor's clerk (articled)	N	259	176 (68%)	51 (19,7%)	12 (4,6%)	6 (2,3%)
	Q <sub>1</sub>	2880	40	80	200	150
	Me	3660	90	170	370	250
	Q <sub>3</sub>	4720	180	310	550	1250
Sielkundige/Psychologist	N	175	154 (88%)	3 (1,7%)	9 (5,1%)	2 (1,1%)
	Q <sub>1</sub>	4990	210	—	240	—
	Me	7010	250	—	420	—
	Q <sub>3</sub>	7710	280	—	520	—
Tegnikus/Technician	N	130	106 (81,5%)	5 (3,8%)	2 (1,5%)	2 (1,5%)
	Q <sub>1</sub>	4310	220	420	—	—
	Me	5730	260	850	—	—
	Q <sub>3</sub>	7420	300	1190	—	—
Bestuurder/superintendent van fabriek, produksie, werke / Manager/superintendent of factories, production, works	N	144	117 (81,3%)	2 (1,4%)	2 (1,4%)	—
	Q <sub>1</sub>	6450	360	—	—	—
	Me	7740	600	—	—	—
	Q <sub>3</sub>	9360	800	—	—	—
Bestuurder/direkteur van krediet, handel, finansies / Manager/director of credit, commerce, finance	N	102	68 (66,7%)	3 (2,9%)	2 (2%)	5 (4,9%)
	Q <sub>1</sub>	8370	400	—	—	520
	Me	9940	820	—	—	850
	Q <sub>3</sub>	11830	1340	—	—	1370
Personeelbestuurder/-beampte / Personnel manager/official	N	140	123 (87,9%)	—	—	3 (2,1%)
	Q <sub>1</sub>	5100	260	—	—	—
	Me	6360	380	—	—	—
	Q <sub>3</sub>	8280	610	—	—	—

TABEL 7.5 (VERVOLG)

TABLE 7.5 (CONTINUED)

Beroep/Occupation		Loonstruktuur/Wage structure				
		Bruto salaris/ Gross salary	Kontantbonus/ Cash bonus	Oortydbesoldiging/ Overtime remuneration	Deeltydse onderrig/ Part-time instruction	Konsultasie/ Consultation
Ander besturende en uitvoerende poste/ Other managerial and executive posts	N	4263	2988 (70,1%)	52 (1,2%)	66 (1,5%)	80 (1,9%)
	Q <sub>1</sub>	8200	540	290	170	510
	Me	10280	840	670	350	1130
	Q <sub>3</sub>	13240	1410	1320	590	1930
Maatskappysekretaris/ Company secretary	N	148	116 (78,4%)	2 (1,4%)		4 (2,7%)
	Q <sub>1</sub>	7360	460	—		—
	Me	8530	690	—		—
	Q <sub>3</sub>	9720	1000	—		—
Hoë uitvoerende administratiewe poste/ High executive administrative posts	N	899	793 (88,2%)	14 (1,6%)	38 (4,2%)	22 (2,4 %)
	Q <sub>1</sub>	9060	230	440	170	350
	Me	9940	260	900	370	600
	Q <sub>3</sub>	10840	290	1620	750	1350
Ander administratiewe beamptes/ Other administrative officials	N	753	678 (90%)	29 (3,9%)	17 (2,3%)	9 (1,2%)
	Q <sub>1</sub>	5840	230	180	160	210
	Me	6900	260	410	370	280
	Q <sub>3</sub>	7800	290	520	740	670
Klerke/Clerks	N	262	221 (84,4%)	14 (5,3%)	5 (1,9%)	2 (0,8%)
	Q <sub>1</sub>	3590	210	120	60	—
	Me	4330	270	320	250	—
	Q <sub>3</sub>	4960	360	450	470	—
Verkoops- en verwante werkers / Sales and related workers	N	205	112 (54,6%)	3 (1,5%)	4 (2%)	3 (1,5%)
	Q <sub>1</sub>	4890	360	—	—	—
	Me	6560	490	—	—	—
	Q <sub>3</sub>	9050	720	—	—	—
Boer/Farmer	N	14	9 (64,3%)		4 (28,6%)	
	Q <sub>1</sub>	2750	360		—	
	Me	4500	670		—	
	Q <sub>3</sub>	7500	1370		—	

TABEL 7.5 (VERVOLG)

TABLE 7.5 (CONTINUED)

Beroep/Occupation		Loonstruktuur/Wage structure				
		Bruto salaris/ Gross salary	Kontantbonus/ Cash bonus	Oortydbesoldiging/ Overtime remuneration	Deeltydse onderrig/ Part-time instruction	Konsultasie/ Consultation
Militêre staf/Military staff	N	86	76 (88,4%)			
	Q <sub>1</sub>	4260	210			
	Me	5200	250			
	Q <sub>3</sub>	6800	280			
Lid van die diplomatieke diens / Member of the diplomatic corps	N	79	40 (50,6%)			
	Q <sub>1</sub>	4450	200			
	Me	6220	240			
	Q <sub>3</sub>	7800	290			

**TABEL 7.6**  
**NETTO WINS EN BYVERDIENSTE VAN SELFGEËMPLO-**  
**JEERDES VOLGENS BEROEP**

**TABLE 7.6**  
**NET PROFIT AND ADDITIONAL EARNINGS OF SELF-**  
**EMPLOYED PERSONS ACCORDING TO OCCUPATION**

Beroep/Occupation		Loonstruktuur/Wage structure	
		Bruto inkomste/ Gross income	Na-uurse gesalarieerde werk/ Salaried work after hours
Argitek/Architect	N	424	19 (4,5%)*
	Q <sub>1</sub>	10070	1050
	Me	13890	1390
	Q <sub>3</sub>	18880	15120
Bourekenaar/Quantity surveyor	N	189	11 (5,8%)
	Q <sub>1</sub>	10490	670
	Me	13250	1120
	Q <sub>3</sub>	20340	4120
Ingenieur/Engineer	N	305	9 (3%)
	Q <sub>1</sub>	10880	310
	Me	15320	550
	Q <sub>3</sub>	20570	1190
Landmeter/Surveyor	N	149	3 (2%)
	Q <sub>1</sub>	9890	—
	Me	12470	—
	Q <sub>3</sub>	16140	—
Stads- en streekbeplanner/Town and regional planner	N	15	3 (20%)
	Q <sub>1</sub>	12250	—
	Me	14500	—
	Q <sub>3</sub>	18120	—
Veearts/Veterinarian	N	94	6 (6,4%)
	Q <sub>1</sub>	7550	1120
	Me	10000	1500
	Q <sub>3</sub>	12320	1870
Tandarts/Dentist	N	336	8 (2,4%)
	Q <sub>1</sub>	10920	600
	Me	13800	2500
	Q <sub>3</sub>	16680	3250
Geneesheer (algemene praktisyn)/ Medical practitioner (general practitioner)	N	929	65 (7%)
	Q <sub>1</sub>	12070	1290
	Me	15370	2480
	Q <sub>3</sub>	18980	5311
Mediese spesialis/Medical specialist	N	610	102 (16,7%)
	Q <sub>1</sub>	16390	1660
	Me	20870	2940
	Q <sub>3</sub>	27940	4370
Apteker/Pharmacist	N	262	27 (10,3%)
	Q <sub>1</sub>	8280	740
	Me	10730	1550
	Q <sub>3</sub>	14460	3060

\*Persentasie persone in die aangeduide beroep wat die betrokke byverdienste ontvang

\*Percentage of persons in the occupation indicated who receive the additional earnings concerned

TABEL 7.6 (VERVOLG)

TABLE 7.6 (CONTINUED)

Beroep/Occupation		Loonstructuur/Wage structure	
		Bruto inkomste/ Gross income	Na-uurse gesalarieerde werk/ Salaried work after hours
Advokaat/Advocate	N	121	9 (7,4%)
	Q <sub>1</sub>	10320	160
	Me	15050	520
	Q <sub>3</sub>	20770	770
Prokureur/Attorney	N	956	23 (2,4%)
	Q <sub>1</sub>	10260	1070
	Me	13690	1870
	Q <sub>3</sub>	18880	3120
Rekenmeester/ouditeur (geregistreer) Accountant/auditor (chartered)	N	823	25 (3%)
	Q <sub>1</sub>	11160	710
	Me	15160	1870
	Q <sub>3</sub>	19360	2410
Rekenmeester/ouditeur (nie-geregistreer)/ Accountant/auditor (non-chartered)	N	36	2 (5,6%)
	Q <sub>1</sub>	7830	—
	Me	12250	—
	Q <sub>3</sub>	16000	—
Besturende en uitvoerende poste/ Managerial and executive posts	N	1351	81 (6%)
	Q <sub>1</sub>	9230	940
	Me	12790	1680
	Q <sub>3</sub>	19450	3270
Verkoops- en verwante werkers/Sales and related workers	N	36	3 (8,3%)
	Q <sub>1</sub>	8000	—
	Me	15000	—
	Q <sub>3</sub>	32500	—
Boer/Farmer	N	494	21 (4,3%)
	Q <sub>1</sub>	5230	1030
	Me	8120	1870
	Q <sub>3</sub>	11850	3340



TABEL 7.7

VERGELYKING VAN LOONSTRUKTUUR VAN BEOEFENAARS VAN  
PROFESSIONELE BEROEPE : 1971/1973

TABLE 7.7

COMPARISON OF WAGE STRUCTURE OF PERSONS PURSUING PROFES-  
SIONAL OCCUPATIONS : 1971/1973

Beroep/Occupation		Loonstruktuur 1971/ Wage structure 1971		Loonstruktuur 1973/ Wage structure 1973		% styging/daling in inkomste/ % increase/decrease in income	
		Werknemers/ Employees	Selfgeëmployeerdes/ Self-employed persons	Werknemers/ Employees	Selfgeëmployeerdes/ Self-employed persons	Werknemers/ Employees	Selfgeëmployeerdes/ Self-employed persons
Argitek/Architect	N	67	209	145	424		
	Q <sub>1</sub>	6550	8450	6590	10070	+ 0,6	+19,2
	Me	7812	12080	7730	13890	- 1,0	+15,0
	Q <sub>3</sub>	8604	17950	8760	18880	+ 1,8	+ 5,2
Bourekonaar/Quantity surveyor	N	54	85	110	189		
	Q <sub>1</sub>	6190	9440	6830	10490	+10,3	+11,1
	Me	7220	12860	7890	13250	+ 9,3	+ 3,0
	Q <sub>3</sub>	8450	15980	9030	20340	+ 6,9	+27,3
Ingenieur/Engineer	N	1477	160	3020	305		
	Q <sub>1</sub>	6160	9330	6270	10880	+ 1,8	+16,6
	Me	7460	13600	7730	15320	+ 3,6	+12,6
	Q <sub>3</sub>	8750	19850	9050	20570	+ 3,4	+ 3,6
Landmeter/Surveyor	N	37	66	72	149		
	Q <sub>1</sub>	7020	8180	7650	9890	+ 9,0	+20,9
	Me	7680	10270	8570	12470	+11,6	+21,4
	Q <sub>3</sub>	8300	12930	9640	16140	+16,1	+24,8
Veearts/Veterinarian	N	41	28	85	94		
	Q <sub>1</sub>	5710	6400	5820	7550	+ 1,9	+18,0
	Me	6750	8250	6930	10000	+ 2,7	+21,2
	Q <sub>3</sub>	7840	12000	7860	12320	+ 0,3	+ 2,7
Tandarts/Dentist	N	21	174	41	336		
	Q <sub>1</sub>	8020	8330	8430	10920	+ 5,1	+31,1
	Me	8340	11090	9120	13800	+ 9,4	+24,4
	Q <sub>3</sub>	9380	14690	12110	16680	+29,1	+13,5

TABEL 7.7 (VERVOLG)

TABLE 7.7 (CONTINUED)

Beroep/Occupation		Loonstructuur 1971/ Wage structure 1971		Loonstructuur 1973/ Wage structure 1973		% styging/daling in inkomste/ % increase/decrease in income	
		Werknemers/ Employees	Selfgeëmployeerdes/ Self-employed persons	Werknemers/ Employees	Selfgeëmployeerdes/ Self-employed persons	Werknemers/ Employees	Selfgeëmployeerdes/ Self-employed persons
Geneesheer (algemene praktisyn) / Medical practitioner (general practitioner)	N	305	459	539	929		
	Q <sub>1</sub>	6280	10130	6470	12070	+ 3,0	+19,2
	Me	8040	12640	8430	15370	+ 4,9	+21,6
	Q <sub>3</sub>	9170	15860	9840	18980	+ 7,3	+19,7
Mediese spesialis/Medical specialist	N	129	239	175	610		
	Q <sub>1</sub>	8300	13290	7800	16390	- 6,0	+23,3
	Me	10080	18590	9170	20870	- 9,0	+12,3
	Q <sub>3</sub>	10690	23910	10530	27940	- 1,5	+16,9
Apteker/Pharmacist	N	134	198	190	262		
	Q <sub>1</sub>	5200	6850	5760	8280	+10,8	+20,9
	Me	6120	8400	6520	10730	+ 6,5	+27,7
	Q <sub>3</sub>	6980	12030	7480	14460	+ 7,2	+20,2
Advokaat/Advocate	N	34	53	31	121		
	Q <sub>1</sub>	6250	7210	4460	10320	-28,6	+43,1
	Me	7750	10930	7050	15050	- 9,0	+37,7
	Q <sub>3</sub>	9250	15820	7920	20770	-14,4	+31,3
Prokureur/Attorney	N	81	478	150	956		
	Q <sub>1</sub>	4560	8390	4760	10260	+ 4,4	+22,3
	Me	5340	11960	5910	13690	+10,7	+14,5
	Q <sub>3</sub>	7790	15890	6880	18880	-11,7	+18,8
Rekenmeester/ouditeur (geregistreer) Accountant/auditor (chartered)	N	158	429	186	823		
	Q <sub>1</sub>	5250	9440	6660	11160	+26,9	+18,2
	Me	6600	12660	7820	15160	+18,5	+19,7
	Q <sub>3</sub>	8020	17120	9600	19360	+19,7	+13,1
Gemiddelde styging in inkomste: 1 Maart 1971 tot 1 Maart 1973 / Average increase in income: 1 March 1971 to 1 March 1973						+4,9	+19,3

TABEL 7.8

VERGELYKING VAN BRUTO SALARIS VAN BEOEFENAARS VAN  
NATUURWETENSKAPLIKE BEROEPE: WERKNEMERS 1971/1973

TABLE 7.8

COMPARISON OF GROSS SALARY OF PERSONS PURSUING OCCUPATIONS IN  
THE NATURAL SCIENCES: EMPLOYEES 1971/1973

Beroep/Occupation		Loonstruktuur 1971/ Wage structure 1971		Loonstruktuur 1973/ Wage structure 1973		% styging/daling in inkomste % increase/decrease in income	
		Owerheidsektor Government sector	Private sektor Private sector	Owerheidsektor Government sector	Private sektor Private sector	Owerheidsektor Government sector	Private sektor Private sector
Aardwetenskaplike/Earth scientist	N	94	176	96	160		
	Q <sub>1</sub>	4120	4790	4700	5680	+14,1	+18,6
	Me	6580	6350	6470	7110	- 1,7	+12,0
	Q <sub>3</sub>	8410	7860	8000	8690	- 4,9	+10,6
Biologiese wetenskaplike/Biological scientist	N	391	80	336	48		
	Q <sub>1</sub>	3730	4250	3990	4900	+ 7,0	+15,3
	Me	4750	6000	4820	6140	+ 1,5	+ 2,3
	Q <sub>3</sub>	6330	6910	6150	7540	+ 2,8	+ 9,1
Chemikus/Chemist	N	278	217	225	131		
	Q <sub>1</sub>	4960	4640	5270	5370	+ 6,3	+15,7
	Me	6330	5630	6680	6410	+ 5,5	+13,9
	Q <sub>3</sub>	7600	7170	7970	7560	+ 4,9	+ 5,4
Fisikus/Physicist	N	135	12	83	4		
	Q <sub>1</sub>	4810	5170	5300	-	+10,2	-
	Me	6330	5750	6680	-	+ 5,5	-
	Q <sub>3</sub>	7720	6670	8030	-	+ 4,0	-
Wiskundige/Mathematician	N	110	209	137	148		
	Q <sub>1</sub>	3940	4410	4550	5160	+15,5	+17,0
	Me	5180	6150	6140	6460	+18,5	+ 5,0
	Q <sub>3</sub>	6680	7980	7370	8060	+10,3	+ 1,0
Gemiddelde styging in salaris : 1 Maart 1971 tot 1 Maart 1973/Average increase in salary : 1 March 1971 to 1 March 1973						+ 5,9	+ 8,3

TABEL 7.9

VERGELYKING VAN BRUTO SALARIS VAN BEOEFENAARS VAN ENKELE  
ANDER BEROEPE: WERKNEMERS 1971/1973

TABLE 7.9

COMPARISON OF GROSS SALARY OF PERSONS PURSUING CERTAIN OTHER  
OCCUPATIONS: EMPLOYEES 1971/1973

Beroep/Occupation		Loonstruktuur 1971/ Wage structure 1971		Loonstruktuur 1973/ Wage structure 1973		% styging/daling in inkomste % increase/decrease in income	
		Owerheidsektor Government sector	Private sektor Private sector	Owerheidsektor Government sector	Private sektor Private sector	Owerheidsektor Government sector	Private sektor Private sector
Stads- en streekbeplanner/ Town and regional planner	N	23	11	76	14		
	Q <sub>1</sub>	4340	5190	4400	6250	+ 1,4	+20,5
	Me	7580	6380	6440	7670	-15,0	+20,2
	Q <sub>3</sub>	8540	9130	8000	9250	- 6,3	+ 1,3
Metallurg/Metallurgist	N	10	36	30	43		
	Q <sub>1</sub>	5250	5500	6070	6310	+15,6	+14,7
	Me	7750	6670	8000	7500	+ 3,2	+12,4
	Q <sub>3</sub>	8750	8000	9700	8890	+10,9	+11,1
Landbouvoorligter/Agricultural extension officer	N	38	16	115	11		
	Q <sub>1</sub>	4360	4380	4310	5290	- 1,1	+20,8
	Me	5000	5000	4970	5750	- 0,6	+11,4
	Q <sub>3</sub>	6290	5670	5880	6630	- 6,5	+16,9
Bosboukundige/Forest officer	N	23		25			
	Q <sub>1</sub>	3730		4360		+16,9	
	Me	4920		5100		+ 3,7	
	Q <sub>3</sub>	6380		6440		+ 0,9	
Onderwyser/Teacher	N	1293	59	3197	197		
	Q <sub>1</sub>	5200	3880	5350	4520	+ 2,9	+16,5
	Me	6250	5080	6340	5590	+ 1,4	+10,0
	Q <sub>3</sub>	6780	5900	6860	6590	+ 1,2	+11,7
Lektor/dosent* / Lecturer*	N	817		2723			
	Q <sub>1</sub>	5410		6280		+16,1	
	Me	6580		7490		+13,8	
	Q <sub>3</sub>	7630		8970		+17,6	
Inspekteur/direkteur van onderwys / Inspector/director of education	N	104		200			
	Q <sub>1</sub>	8050		8140		+ 1,1	
	Me	8210		8480		+ 3,3	
	Q <sub>3</sub>	8380		8810		+ 5,1	

\*Dit is bekend dat universiteitsdosente se lone na 1 Maart 1971 maar met terugwerkende krag vanaf 1 Januarie 1971 met gemiddeld ± R900 per jaar verhoog is.

\*It is known that the wages of university lecturers were raised after 1 March 1971, but with retrospective effect from 1 January, 1971 by an average of ± R900 per annum.

TABEL 7.9 (VERVOLG)

TABLE 7.9 (CONTINUED)

Beroep/Occupation		Loonstructuur 1971/ Wage structure 1971		Loonstructuur 1973/ Wage structure 1973		% styging/daling in inkomste % increase/decrease in income	
		Owerheidsektor Government sector	Private sektor Private sector	Owerheidsektor Government sector	Private sektor Private sector	Owerheidsektor Government sector	Private sektor Private sector
Prokureursklerk (ingeskrewe) / Attorney's clerk (articled)	N		52		129		
	Q <sub>1</sub>		1680		2110		+25,6
	Me		2090		2680		+28,2
	Q <sub>3</sub>		2900		3440		+18,6
Rekenmeester/ouditeursklerk (ingeskrewe) / Accountant's/auditor's clerk (articled)	N		72		257		
	Q <sub>1</sub>		2320		2870		+23,7
	Me		3050		3650		+19,7
	Q <sub>3</sub>		4500		4710		+ 4,7
Rekenmeester/ouditeur (nie-geregistreeer)/ Accountant/auditor (non-chartered)	N	49	195	123	351		
	Q <sub>1</sub>	5530	5280	5080	5520	- 8,1	+ 4,5
	Me	6660	6870	6440	6770	- 3,3	- 1,5
	Q <sub>3</sub>	7700	7980	7740	8080	+ 0,5	+ 1,3
Bibliotekaris/argivaris / Librarian/archivist	N	45		87			
	Q <sub>1</sub>	4350		4630		+ 6,4	
	Me	5880		6160		+ 4,8	
	Q <sub>3</sub>	6960		7410		+ 6,5	
Sielkundige/personeel-, skoolsielkundige / Psychologist/personnel, school psychologist	N	46		169			
	Q <sub>1</sub>	4380		4970		+13,5	
	Me	6200		7020		+13,2	
	Q <sub>3</sub>	6930		7710		+11,3	
Inligtings-, skakelbeampte / Information, public relations officer	N	38	12	97	11		
	Q <sub>1</sub>	3810	4250	4630	4380	+21,5	+ 3,1
	Me	5190	5000	6340	7100	+22,2	+42,0
	Q <sub>3</sub>	7080	6170	8040	7650	+13,6	+24,0
Bestuurder/superintendent van fabriek, produksle, werke / Manager/superintendent of factories, production, works	N		220		108		
	Q <sub>1</sub>		7040		6300		-10,5
	Me		8810		7520		-14,6
	Q <sub>3</sub>		10740		9250		-13,8

TABEL 7.9 (VERVOLG)

TABLE 7.9 (CONTINUED)

Beroep/Occupation		Loonstructuur 1971/ Wage structure 1971		Loonstructuur 1973/ Wage structure 1973		% styging/daling in inkomste % increase/decrease in income	
		Owerheidsektor Government sector	Private sektor Private sector	Owerheidsektor Government sector	Private sektor Private sector	Owerheidsektor Government sector	Private sektor Private sector
Bestuurder/direkteur van krediet, handel, finansies / Manager/director of credit, commerce, finance	N		154		91		
	Q <sub>1</sub>		7780		8410		+ 8,1
	Me		9920		10090		+ 1,7
	Q <sub>3</sub>		12180		11920		- 2,1
Personeelbestuurder/-beampte / Personnel manager/official	N	29	57	64	76		
	Q <sub>1</sub>	4410	4660	4620	5570	+4,8	+19,5
	Me	5250	6060	5730	7000	+9,1	+15,5
	Q <sub>3</sub>	6880	7630	7000	9130	+1,7	+19,7
Maatskappysekretaris/Company secretary	N		103		139		
	Q <sub>1</sub>		6460		7380		+14,2
	Me		7630		8570		+12,3
	Q <sub>3</sub>		8690		9750		+12,2
Predikant / Minister of religion	N	12	402	26	848		
	Q <sub>1</sub>	5460	3580	5900	3910	+6,1	+ 9,2
	Me	6580	4280	7000	4980	+6,4	+16,4
	Q <sub>3</sub>	7130	5140	7500	5600	+5,2	+ 8,9
Lid van diplomatieke diens / Member of diplomatic corps	N	23		79			
	Q <sub>1</sub>	4440		4460		+0,5	
	Me	6050		6220		+2,8	
	Q <sub>3</sub>	8130		7810		-3,9	
Verteenwoordiger: fabrieks-, verkoop-, diens-, ens. Representative: factory, sales, service, etc.	N		35		82		
	Q <sub>1</sub>		3840		4680		+21,9
	Me		4540		6380		+40,5
	Q <sub>3</sub>		5560		9060		+62,9
Gemiddelde styging in salaris: 1 Maart 1971 tot 1 Maart 1973 / Average increase in salary: 1 March 1971 to 1 March 1973						+4,6	+15,3

VRAELYS

DIE ARBEIDSITUASIE EN SALARISSTRUKTUUR VAN HOOGOPGELEIDE MANNEKRAG

Verwysingsnommer

BEANTWOORD DIE VRAE SOVER MOONTLIK DEUR SLEGS 'N KRUISIE IN DIE TOEPASLIKE BLOKKIE TE MAAK

1 (a) WAT IS U HUIDIGE (1 MAART 1973) BEROEP?

Huisvrou  Student  Uitdiensgetredene

Besturende direkteur/bestuurder (Slegs indien u meer as 50% van u werktyd aan besturende uitvoerende of administratiewe take bestee

Dosent (professor, lektor, ens.) Alle doserende personeel verbonde aan 'n hoër opleidingsrigting

Onderwyser

Ander – spesifiseer. Gee asseblief 'n funksionele beroepsoms krywing, ongsag u opleiding, kwalifikasies of rang, byvoorbeeld "chemiese ingenieur" en nie "vakkundige", "navorsers" of "staatsamptenaar" nie

.....  
 .....

(b) Indien u 'n onderwyser, lektor of professor is, dui ook asseblief aan watter vak u hoofsaaklik doseer

.....

2 WATTER EEN VAN DIE VOLGENDE STELLINGS IS OP U VAN TOEPASSING?

Ek werk vir myself in my eie besigheid of praktyk (insluitende vennote van professionele ondernemings en besturende direkteure wat meer as 50% van 'n maatskappy se aandele besit)

<input type="checkbox"/>	1
--------------------------	---

Ek is 'n werknemer van die Staat of provinsiale administrasie

<input type="checkbox"/>	2
--------------------------	---

Ek is 'n werknemer van 'n plaaslike owerheid (bv. stads- of dorpsrade)

<input type="checkbox"/>	3
--------------------------	---

Ek is 'n werknemer van 'n semi-staats-, staatsbeheerde of staatsondersteunde organisasie (WNNR, beheerrade, universiteite, SAS & H, HPK, ens.)

<input type="checkbox"/>	4
--------------------------	---

Ek is 'n werknemer van 'n openbare korporasie (bv. YSKOR, SASOL, EVKOM)

<input type="checkbox"/>	5
--------------------------	---

My werkgever is 'n lid van die private sektor (privaatfirmas, organisasies, ondernemings, ens.)

<input type="checkbox"/>	6
--------------------------	---

Ek is werkloos maar soek werk

<input type="checkbox"/>	7
--------------------------	---

Ek staan vrywillig buite die arbeidsmark (huisvroue, studente, uitdiensgetredenes, ens.)

<input type="checkbox"/>	8
--------------------------	---

Nie een van bogenoemdes nie (spesifiseer soort werkgever asb.): .....

<input type="checkbox"/>	9
--------------------------	---

3 HOEVEEL URE BESTEE U GEMIDDELD PER WEEK AAN DIE BEOEFENING VAN U HUIDIGE BEROEP?

Voltyds  ure per week

Deeltyds  ure per week

INDIEN U WERKLOOS IS OF VRYWILLIG BUIE DIE ARBEIDSMARK STAAN (DIT WIL S& INDIEN U 7 OF 8 IN VRAAG 2 HIERBO GEMERK HET) BEANTWOORD SLEGS VRAE 10, 11 EN 12 EN IGNOREER DIE ANDER VRAE IN HIERDIE VRAELYS. STUUR ASSEBLIEF DIE VRAELYS IN DIE GEFRANKEERDE KOEVERT TERUG. U DEELNAME AAN HIERDIE ONDERSOEK IS BAIE BELANGRIK.

4 ONDER WATTER EEN VAN DIE VOLGENDE KATEGORIEË KAN DIE WERK WAARAAN U TANS DIE MEESTE VAN U WERKTYD BESTEE, GEKLASSIFISEER WORD?

Bestuur en administrasie

	1
--	---

Navorsing en ontwikkeling

	2
--	---

Beplanning en ontwerp

	3
--	---

Onderwys en opleiding

	4
--	---

Produksie en inspeksie

	5
--	---

Konsultasie, advisering en dienslewering

	6
--	---

Ondersoek, voorspelling en verslaggewing

	7
--	---

Verkope

	8
--	---

Nie een van bogenoemde nie. Spesifiseer asseblief

	9
--	---

5 ONDER WATTER EEN VAN DIE VOLGENDE KATEGORIEË KAN DIE VERNAAMSTE AKTIWITEIT (BESIGHEID) VAN U WERKGEWER (OF USELF INDIEN U U EIE WERKGEWER IS) GEKLASSIFISEER WORD?

Bosbou, landbou en visvangs

	01
--	----

Mynbou (insluitende delf en steengroewery)

	02
--	----

Elektrisiteit, gas en watervoorsiening (insluitende opwekking, produksie, suiwering en verspreiding)

	03
--	----

Bou en konstruksie

	04
--	----

Fabriekswese (insluitende vervaardiging, verwerking en drukwerk)

	05
--	----

Vervoer, berging en kommunikasie (SAS & H, Poswese, SAUK, SAL, ens.)

	06
--	----

Handel (hotelwese, groot-, klein-, vleis- en motorhandel)

	07
--	----

Finanswese (banke, bougenootskappe, NOK, ens.)

	08
--	----

Professionele dienste (medies, juridies, ingenieurs, ens.)

	09
--	----

Ander persoonlike dienste (sielsorg, sport, vermaak, ens.)

	10
--	----

Beskermingsdienste (polisie, weermag, gevangenisdiens, verkeersbeheers, ens.)

	11
--	----

Alle ander gemeenskaps- en owerheidsdienste soos onder andere gelewer deur die Staat (gewone staatsdiens), provinsiale administrasie, plaaslike owerhede (bv. stadsrade en streeks-owerhede) asook deur semi-staats, staatsbeheerde en staatsondersteunde organisasies soos WNNR, Nasionale Parkeraad, bemarkingsrade, ens.

	12
--	----

Nie een van bogenoemde nie. Spesifiseer asseblief.

	13
--	----

6 WAT IS U JAARLIKSE (1 MAART 1973) SALARIS/INKOMSTE?

(a) **Werknemers**

(i) Verstrek asseblief, u jaarlikse salaris voor enige aftrekkings. Oortydverdienste, bonusse, toelaes en ander byvoordele word uitgesluit. Slegs slaaris wat u ontvang as gevolg van die direkte beoefening van u huidige beroep moet verstrek word.

R \_\_\_\_\_ per jaar

(ii) Kontantbonusse (voor belasting) (bv. Kersfees-, vakansiebonus)

R \_\_\_\_\_ per jaar

(iii) Inkomste (voor belasting) verdien deur

Oortyd

R \_\_\_\_\_ per jaar

Onderrig in deelydse hoedanigheid

R \_\_\_\_\_ per jaar

Konsultasie

R \_\_\_\_\_ per jaar

(b) **Persone wat hul eie besigheid of praktyk besit**

(i) Netto wins uit die direkte beoefening van u beroep (voor belasting)

R \_\_\_\_\_ per jaar

(ii) Inkomste (voor belasting) verdien uit na-uurse verbandhoudende gesalariëerde werk

R \_\_\_\_\_ per jaar



**APPENDIX**

Afrikaanse vraelys op  
aanvraag beskikbaar

**QUESTIONNAIRE**

**THE JOB SITUATION AND SALARY STRUCTURE OF HIGHLY QUALIFIED MANPOWER**

Reference number

PLEASE ANSWER THE QUESTIONS AS FAR AS POSSIBLE BY MERELY MAKING A CROSS IN THE APPLICABLE SQUARE

**1 (a) WHAT IS YOUR PRESENT (1 MARCH 1973) OCCUPATION?**

Housewife  Student  Retired person

Managing director/manager (Only if you devote more than 50% of your working hours to managerial, executive or administrative tasks)

Lecturer (professor, lecturer, etc.) All teaching personnel attached to a higher training institution

Teacher

Other – specify. Please give a functional occupational description, irrespective of your training, qualifications or rank, for example, "chemical engineer" and not "professional officer", "researcher" or "civil servant".

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**(b) If you are a teacher, lecturer or professor, please indicate the subject which you mainly teach**

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**2 WHICH ONE OF THE STATEMENTS BELOW IS APPLICABLE TO YOU?**

- I am self-employed in my own business undertaking or practice (including partners in professional undertakings and managing directors who own more than 50% of a company's shares) 

	1
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- I work for the Government or a provincial administration 

	2
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- I work for a local authority (e.g. city or town council) 

	3
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- I work for a semi-government, government-controlled or government-subsidised organization (CSIR, boards of control, universities, SAR & H, GPO, etc.) 

	4
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- I work for a public corporation (e.g. ISCOR, SASOL, ESCOM) 

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- My employer is a member of the private sector (private firms, organizations, undertakings, etc.) 

	6
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- I am unemployed but seeking employment 

	7
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- I am voluntarily outside the labour market (housewives, students, retired persons, etc.) 

	8
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- None of the above (please specify type of employer): ..... 

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**3 HOW MANY HOURS PER WEEK, ON THE AVERAGE, DO YOU DEVOTE TO THE PURSUIT OF YOUR PRESENT OCCUPATION?**

Full-time  hours per week

Part-time  hours per week

IF YOU ARE UNEMPLOYED OR VOLUNTARILY OUTSIDE THE LABOUR MARKET (THAT IS IF YOU HAVE MARKED 7 OR 8 IN QUESTION 2 ABOVE), ANSWER QUESTIONS 10, 11 AND 12 ONLY AND IGNORE THE OTHER QUESTIONS IN THIS QUESTIONNAIRE. KINDLY RETURN THE QUESTIONNAIRE IN THE STAMPED AND ADDRESSED ENVELOPE. YOUR PARTICIPATION IN THIS SURVEY IS EXTREMELY IMPORTANT.

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4 WHICH ONE OF THE CATEGORIES LISTED BELOW BEST DESCRIBES THE FUNCTION TO WHICH YOU DEVOTE MOST OF YOUR WORKING HOURS?

Managerial and administrative

	1
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Research and development

	2
--	---

Planning and design

	3
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Education and training

	4
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Production and inspection

	5
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Consulting, advisory and service

	6
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Investigation, forecasting and reporting

	7
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Sales

	8
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None of the above. Please specify

	9
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5 WHICH ONE OF THE CATEGORIES LISTED BELOW IS THE MOST SUITABLE DESCRIPTION OF THE MOST IMPORTANT ACTIVITY OF YOUR EMPLOYER (OR YOURSELF IF YOU ARE YOUR OWN EMPLOYER)?

Forestry, agriculture and fishing

	01
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Mining, (including digging and quarrying)

	02
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Electricity, gas and water supply (including generation, production, purification and distribution)

	03
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Building and construction

	04
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Manufacturing (including production, processing and printing)

	05
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Transport, storage and communication (SAR & H, postal services, SABC, SAA, etc.)

	06
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Commerce and trade (hotel-keeping, wholesale, retail, meat and motor)

	07
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Financing (banks, building societies, IDC, etc.)

	08
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Professional services (medical, judicial, engineering, etc.)

	09
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Other personal services (pastoral work, sport, entertainment, etc.)

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Protection services (police, defence force, prisons, traffic control, etc.)

	11
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All other community and government services as rendered by ordinary civil service, provincial administration, local government (city and town councils), semi-government, government-controlled or government-subsidised organizations (CSIR, National Parks Board, marketing control boards, etc.)

	12
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None of the above. Please specify

	13
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6 WHAT IS YOUR ANNUAL (1 MARCH 1973) SALARY/INCOME?

(a) **Employees**

(i) Please supply your annual salary before any deductions are made. Overtime earnings, bonuses, allowances and other fringe benefits are excluded. You should indicate only the salary which you receive in connection with the direct pursuit of your present occupation.

R \_\_\_\_\_ per annum

(ii) Cash bonuses (prior to taxation) e.g. Christmas, holiday bonus

R \_\_\_\_\_ per annum

(iii) Income (prior to taxation) derived from

Overtime

R \_\_\_\_\_ per annum

Lecturing in a part-time capacity

R \_\_\_\_\_ per annum

Consultation

R \_\_\_\_\_ per annum

(b) **Persons with their own business undertaking or practice**

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

R \_\_\_\_\_ per annum

(ii) Income (prior to taxation) derived from salaried work of the same nature after hours

R \_\_\_\_\_ per annum

