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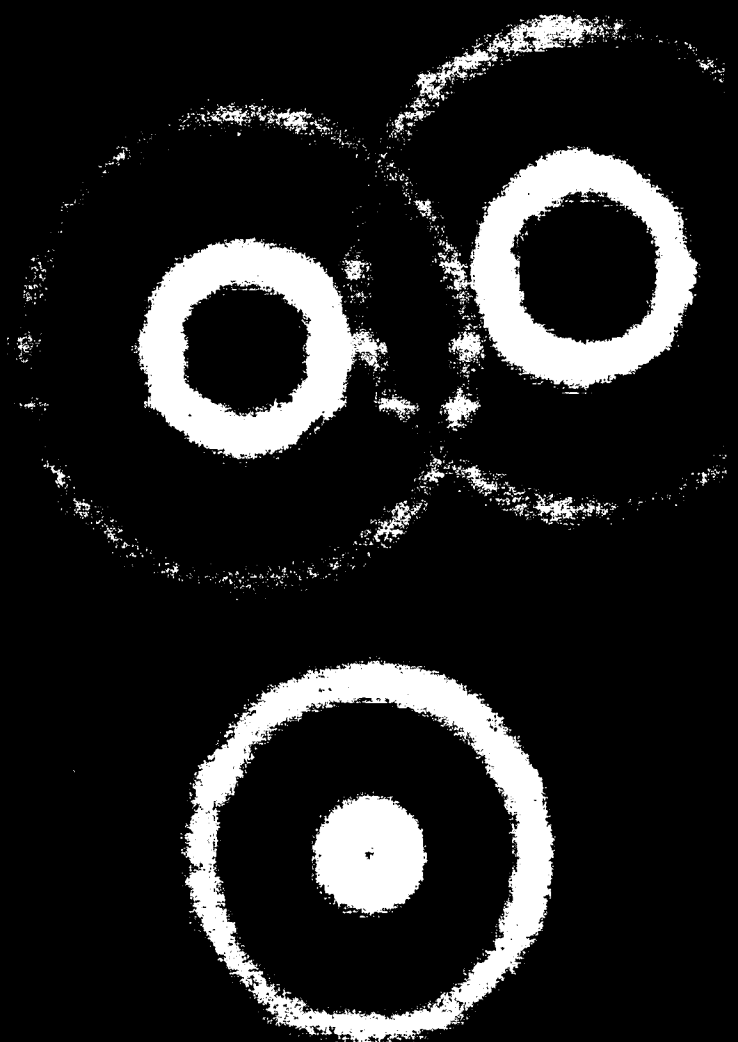
## ABSTRACT

This report, in both English and Afrikaans, is based on data gathered during a September 1994 mail survey of 215,284 South African graduates that elicited a total response rate of 18.3%. It details the remuneration of graduates (as of July 1, 1994) in the following educational occupations: rector, principal, or inspector of education; lecturer; teacher; educational advisor; and educationalist. Presented first are brief descriptions of the survey group; survey questionnaire, procedures used to analyze/present the data, and nature/scope of data reported under the various table headings. The nine tables constituting the remainder of the document present data on the following: median income of graduates working full time according to employer sector/occupation (overall and by gender), occupation/region/employer sector, occupation/post level/employer sector, occupation/work experience/employer sector, and occupation/working hours/employer sector; median income of full-time employees and self-employed persons according to occupation/economic sector; comparison of the income of men and women working full time according to occupation/work experience; and median income of graduates working full time according to occupation/work experience/population group/employer sector and field and level of study and employer sector. (MN)

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ED 401 475

# REMUNERATION OF GRADUATES



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# VERGOEDING VAN GEGRADUEERDES

ERIC

# Remuneration of graduates

as at 1 July 1994

# Vergoeding van gegradueerdes

soos op 1 Julie 1994

Education occupations

Onderwysberoepe

# Remuneration of graduates

as at 1 July 1994

# Vergoeding van gegraduateerdes

soos op 1 Julie 1994

Johan Jacobs

Johan Jacobs

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**Education occupations**

**Onderwysberoep**



**Human Sciences Research Council**

**Raad vir Geesteswetenskaplike Navorsing**

**Pretoria  
1996**

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*The remuneration of graduates in the undermentioned occupations is analysed in this report. A list of available reports is given on the back cover.*

*Die vergoeding van gegradueerdes in die ondergemelde beroepe word in hierdie verslag ontleed. 'n Lys van beskikbare verslae verskyn op die agterblad.*

### **RECTOR, PRINCIPAL, INSPECTOR OF EDUCATION**

- Rector, vice-rector (university, technikon)
- Rector, vice-rector (other)
- School principal, vice school principal  
Headmaster/school principal  
Vice-headmaster
- Inspector/superintendent of education

### **LECTURER**

- Dean / faculty head
- Lecturer (university, technikon)
- Lecturer (not university, technikon)
- Academic assistant (university)

### **TEACHER**

- Nursery school teacher
- Teacher  
Teacher  
Head of department (teaching)
- Teacher: private tuition

### **EDUCATION OCCUPATIONS N.E.C.**

- Educational advisor
- Educationalist

### **REKTOR, SKOOLHOOF, ONDERWYSINSPEKTEUR**

- Rektor, viserektor (universiteit, technikon)
- Rektor, viserektor (ander)
- Hoof, adjunkhoof: skool, kollege  
Skoolhoof  
Adjunkhoof
- Onderwysinspekteur

### **LEKTOR, DOSENT**

- Dekaan, fakulteitshoof
- Lektor, dosent (universiteit, technikon)
- Lektor, dosent (nie universiteit, technikon)
- Akademiese assistent (universiteit)

### **ONDERWYSER**

- Kleuterskoolonderwyser
- Onderwyser  
Onderwyser  
Departementshoof (by skool)
- Onderwyser: privaatonderrig

### **ONDERWYSBEROEPE N.E.G.**

- Onderwysadviseur
- Onderwyskundige

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The information of this and previous surveys has been computerized and further analyses according to qualifications, field of study, population group, gender, years work experience, age, postal codes, employer, industry, fringe benefits etcetera are possible. For instance, it is possible to compile incomes for specific occupations and occupational groups in a specific region or town. A breakdown of the salary and fringe benefits can also be given according to any combination of the above variables. It is also possible to provide the incomes of graduates with specific majors according to the level of their (highest) qualification. Information is available not only for occupations covered in this report but for graduates in all fields of study and occupations.

Users with particular needs can contact the HSRC for additional analyses. (Tel: (012) 202-2760)



Die inligting van hierdie en vorige opnames is op rekenaardatastelle aangeteken en verdere ontledings volgens kwalifikasie, studierigting, bevolkingsgroep, geslag, jare werkervaring, ouderdom, poskode, werkgewer, bedryf, byvoordele ensovoorts is moontlik. Dit is byvoorbeeld moontlik om inkomstes vir spesifieke beroepe en beroepsfamilies in 'n spesifieke streek of dorp saam te stel. Die samestelling van die salaris en byvoordele kan ook gegee word volgens enige kombinasie van bogenoemde veranderlikes. Dit is ook moontlik om die inkomste van gegraduatees met spesifieke hoofvakke volgens die vlak van hulle (hoogste) kwalifikasie te verskaf. Benewens die beroepe in hierdie verslag, is inligting ook vir alle studierigtings en ander beroepe wat gegraduatees beoefen, beskikbaar.

Gebruikers wat besondere behoeftes het, kan die RGN vir bykomende ontledings nader. (Tel: (012) 202-2760)

## 1. INTRODUCTION

Remuneration is probably one of the most important motivating factors in modern society as it greatly affects the satisfaction of our needs and expectations. It plays an important role in the supply and demand situation of human resources and the utilization of labour in a country. As wage levels are continuously changing, regular surveys are necessary to monitor trends over a period of time.

Since 1971 the HSRC has undertaken regular surveys of the occupational incomes of graduates. This is the twelfth survey in the series and is the first since 1981 to include all graduates simultaneously. The aim of this report is to analyse and reflect the occupational income of graduates in educational occupations as at 1 July 1994.

The information is widely used by career guidance teachers, councillors and prospective students to determine the profitability of careers. Tertiary education planners use the information to evaluate the financial returns on tertiary education and specific fields of study. Employers and human resource managers find it very useful in compiling income packages. It also provides a basis for salary negotiations in the case of employees and employee organizations. Furthermore legal practitioners and actuaries use the information to establish the potential lifetime earnings of people for third party claim purposes.

## 2. SURVEY GROUP AND QUESTIONNAIRE

The most comprehensive source of names and addresses of graduates residing in South Africa is the HSRC Register of Graduates. The Register contains information on approximately 420000 graduates. The information is obtained from universities and individuals. The Register is maintained continuously by updating existing records (using information obtained from graduates as well as universities), removing obsolete records (such as those of deceased persons and emigrants) and adding information on new graduates. Details such as population group, gender, date of birth, preferred language of correspondence, postal address and educational qualifications (level, field of study, institution where obtained and year awarded) are recorded in the Register.

During September 1994 postal questionnaires were sent to 215284 graduates on the Register. In total, 39495 completed questionnaires were returned. This represents a total response rate of 18,3%.

The following information (as at 1 July 1994) not included in the Register was obtained by means of this questionnaire: the respondent's occupation, work status, employer, number of hours and weeks spent on occupational activities, years of work experience, economic sector, post level, professional registration as well as salary and the financial value of fringe benefits.

## 1. INLEIDING

Vergoeding van arbeid is seker een van die belangrikste motiverende faktore in die moderne samelewing omdat dit 'n invloed uitoefen op die bevrediging van behoeftes en verwagtinge van die mens. Dit speel 'n belangrike rol in die vraag- en aanbodsituasie van menslike hulpbronne asook die uiteindelijke benutting van arbeid in 'n land. Vergoedingstrukture verander voortdurend en gereelde opnames is dus noodsaaklik om tendense te monitor.

Die RGN onderneem sedert 1971 gereelde opnames oor die beroepsinkomste van gegradueerdes. Hierdie is die twaalfde opname in die reeks en is die eerste opname sedert 1981 waarin alle gegradueerdes gelyktydig betrek word. Die doel met hierdie verslag is om die beroepsinkomste van gegradueerdes in onderwysberoepe soos op 1 Julie 1994 te ontleed en weer te gee.

Die inligting word dikwels deur loopbaanvoorligters en voornemende studente gebruik om die winsgewendheid van loopbane te bepaal. Tersiere onderwysbeplanners gebruik die inligting om die finansiële voordeel van tersiere onderwys en studierigtings te evalueer. Werkgewers en menslike hulpbronnbestuurders vind die inligting baie nuttig om inkomstepakette saam te stel. Dit dien ook as basis vir salarisonderhandelings in die geval van werknemers en werknemerorganisasies. Verder gebruik regspraktisyne en aktuarisse die inligting om die potensiele verdienste van persone oor 'n leeftyd te raam vir onder andere derdeparty-eise.

## 2. ONDERSOEGGROEP EN VRAELYS

Die omvattendste bron wat name en adresse van gegradueerdes woonagtig in Suid-Afrika bevat, is die RGN se Register van Gegradueerdes. Die Register bevat inligting oor ongeveer 420000 gegradueerdes wat verkry word vanaf universiteite en individue. Die Register word voortdurend in stand gehou deur bestaande rekords op te dateer (d.m.v. inligting wat van gegradueerdes en universiteite ontvang word), verouderde rekords (byvoorbeeld oorledenes en emigrante) te skrap en die gegewens van pasgegradueerdes by te voeg. Besonderhede van gegradueerdes soos bevolkingsgroep, geslag, geboortedatum, korrespondensietaal, posadres en opvoedkundige kwalifikasies behaal (peil, studierigting, instelling waar behaal en jaar toegeken) word op die Register aangeteken.

Gedurende September 1994 is posvraelyste aan 215284 gegradueerdes op die Register gestuur. In totaal is 39495 voltooide vraelyste terug ontvang. Dit verteenwoordig 'n totale deelnamekoers van 18,3%.

Die volgende bykomende inligting (soos op 1 Julie 1994) tot die beskikbare gegewens op die Register is deur middel van die vraelys ingewin: die respondent se beroep, werkstatus, werkgever, werkure en werkweke aan beroepsaktiwiteite bestee, jare werkervaring, ekonomiese sektor, posvlak, professionele registrasie, asook salaris en die finansiële waarde van byvoordele.

The respondents' anonymity was protected throughout and at no time was a respondent's name linked to a completed questionnaire. The analyses in this report are also presented in such a way that the anonymity of individuals is safeguarded. For example, analyses for categories with less than ten persons are not given.

The Register includes more than 60% of the graduate population of South Africa. The particulars of persons who did not take part in the survey would therefore have to differ dramatically from those of the respondent group to result in the Register being unsuitable for the purpose of this survey.

Although the response rate of 18,3% compares poorly with previous surveys (38% in 1990 and 30% in 1991), it is still relatively good for a postal survey in which data concerning income is gathered.

The extent to which the respondent group represents the Register, was checked by comparing the biographic particulars of the respondent group (N=39495) with those of the survey group (N=420000). The comparison showed that the biographic particulars of the two groups differed hardly at all.

It can therefore be accepted with a reasonable degree of confidence that the findings give a good indication of the occupational income of graduates in South Africa.

### 3. EXPLANATORY REMARKS

The following explanatory remarks are necessary for the interpretation of the analyses:

#### 3.1 Remuneration

Respondents were asked to indicate the financial remuneration (before any tax or other deductions) received from the following sources as a result of the direct pursuit of their occupation:

##### 3.1.1 Salary

- *Basic salary/income:* With regard to employees basic salary refers to the gross salary received before any deductions. In the case of self-employed persons, income includes the net income from the direct pursuit of the occupation prior to taxation.
- *Allowances* received e.g. salary, occupational allowances.
- *Director's fees* obtained as a result of the pursuit of the occupation that was indicated.
- *Overtime or related salaried work done after hours.*
- *Commission* earned.
- Income derived from *consultation*.
- Income derived from *lecturing in a part-time capacity*.
- *Profit sharing, trade or production bonus.*
- *Cash bonus* e.g. 13th cheque, service or holiday bonus.

Die anonimiteit van respondente is deurgaans gehandhaaf deurdat geen naam of adres aan 'n voltooide vraelys gekoppel is nie. Ontledings in hierdie verslag word ook so aangebied dat die anonimiteit van individue beskerm word. Ontledings van kategorieë met minder as tien persone word byvoorbeeld nie verstrek nie.

Die Register sluit na raming meer as 60% van die gegradueerde bevolking van Suid-Afrika in. Die besonderhede van persone wat nie aan die opname deelgeneem het nie, sou dus dramaties van besonderhede van die respondentegroep moes verskil om die Register vir die doel van hierdie opname onbruikbaar te maak.

Alhoewel die deelnamekoers van 18,3% swak met vorige opnames vergelyk (38% in 1990 en 30% in 1991), is dit steeds relatief goed vir 'n posopname wat inkomstedata insamel.

In watter mate die respondentegroep die Register verteenwoordig, is nagegaan deur die biografiese besonderhede van die respondentegroep (N=39495) met die biografiese besonderhede van alle gegradueerdes op die Register (N=420000) te vergelyk. Die vergelyking het getoon dat die biografiese gegewens van die twee groepe weinig verskil.

Daar kan dus met 'n redelike mate van sekerheid aanvaar word dat die ontledings 'n goeie aanduiding gee van die beroepsinkomste van gegradueerdes in Suid-Afrika.

### 3. VERDUIDELIKENDE OPMERKINGS

Vir die interpretasie van die ontledings is die volgende verduidelikende opmerkings nodig:

#### 3.1 Vergoeding

Die respondente is versoek om die finansiële vergoeding (voor enige belasting of ander aftrekkings) ontvang as gevolg van die direkte beoefening van hulle beroep uit die volgende bronne te verstrek:

##### 3.1.1 Salaris

- *Basiese salaris/inkomste:* Ten opsigte van werknemers verwys die basiese salaris na die bruto salaris wat ontvang word voor enige aftrekkings. Vir selfgeëmployeerdes sluit dit die netto inkomste in wat verkry word uit die direkte beoefening van die beroep voor belasting.
- *Toelaes* verkry soos byvoorbeeld salaris-, beroepstoelaes.
- *Direkteursgelde* verkry uit die beoefening van die aangeduide beroep.
- *Oortyd of verbandhoudende na-uurse werk.*
- *Kommissie* verdien.
- Inkomste verdien deur *konsultasie*.
- Inkomste verdien deur *deeltydse onderrig*.
- *Winsdelings-, handels- of produksiebonus.*
- *Kontantbonus* soos byvoorbeeld 13e tjeke, diens- of vakansiebonus.

### 3.1.2 Fringe benefits

The cash value of fringe benefits was taken into consideration in determining the income package. In the questionnaire respondents were asked to indicate according to a list of fringe benefits whether or not they received such benefits and, if they did, what they considered the average annual value of such benefits to be.

The following fringe benefits were identified and included in the *package*:

- *Pension* - refers to the employer's contribution to a pension or endowment fund.
- *Medical* - refers to the employer's contribution to a medical fund.
- *Transport or petrol allowance* - refers to the estimated cash value of a company or subsidised vehicle for private use as well as any transport or petrol allowance.
- *Entertainment allowance*.
- *Housing* - refers to a housing subsidy received from an employer or the cash value of a lower (subsidised) interest rate or housing or lodging at a low rental, low tariff or free. In the latter case respondents were asked to indicate the difference between the normal tariff and the actual amount paid.
- *Other fringe benefits* such as employer's contribution towards clothing, telephone, insurance premiums, study aid, subsidised purchases, cafeteria facilities, etcetera.

### 3.1.3 Package

*Package* refers to the total income package. It is the *salary* plus *fringe benefits* from the above sources. To calculate this, the salary and financial value of fringe benefits of only the respondents who answered the question on fringe benefits were taken into account. The number of persons in the salary and package columns may differ because those who did not answer the fringe benefits question or indicated that they received the benefit but did not give a cash value, were not included in calculating the median of the income package.

Some people did not give a breakdown of their income while others provided only a portion of their salary. In calculating the median *salary* these doubtful cases were not taken into account. However, they were included in calculating the median *package* when the value of the total package was clearly indicated.

### 3.2 Percentile value

Salary and income package figures are indicated by means of percentile values. The percentile values 25, 50(Me) and 75 are used in the tables. The percentile value 25, also called the first quartile value, indicates the point where 25% of a specific group of persons received **less** and 75% receive **more** than the income indicated. The fiftieth percentile value, also called the median (Me), indicates the point where 50% of a group receive **less** and 50% receive **more** than the income indicated. For the purpose of analysing income levels, the median value is regarded as a better index than the arithmetic mean as it is less sensitive to extremely high or extremely low income values. Please note that the percentile values above and below the median, in other words the 25 and

### 3.1.2 Byvoordele

Die geldwaarde van byvoordele is by die bepaling van die inkomstepakket in ag geneem. In die vraelys is respondente versoek om teenoor 'n lys van byvoordele aan te dui of hulle die byvoordeel van hul werkgever ontvang of nie, en indien wel, wat, na hul mening, die gemiddelde jaarlikse waarde daarvan is.

Die volgende byvoordele is onderskei en ingesluit by die *pakket*:

- *Pensioen* - verwys na die werkgever se bydrae tot 'n pensioen- of voorsorgfonds.
- *Medies* - verwys na die werkgever se bydrae tot 'n mediese fonds.
- *Vervoer of petroltoelae* verwys na die geraamde kontantvoordeel van 'n maatskappy of gesubsidieerde voertuig vir private gebruik asook enige vervoer- of petroltoelae.
- *Onthaaltoelae*.
- *Behuising* - verwys na 'n behuisingsubsidie ontvang van 'n werkgever of die kontantwaarde van 'n laer (gesubsidieerde) rentekoerslening of huisvesting of losies teen 'n laer huur, laer tarief of gratis. Die respondent is gevra om in laasgenoemde geval die verskil tussen die markverwante tarief en dit wat hy werklik betaal, aan te dui.
- *Ander byvoordele*, soos werkgever se bydrae tot kler, telefoon, versekeringspremies, studiehulp, gesubsidieerde aankope, kafeteriafasiliteite, ensovoorts.

### 3.1.3 Pakket

*Pakket* verwys na die totale inkomstepakket. Dit is die *salaris* plus *byvoordele* uit bogenoemde bronne. Om dit te bereken, is slegs die respondente wat die vraag oor byvoordele beantwoord het se salaris en finansiële byvoordele in berekening gebring. Die getal persone in die salaris- en pakketkolomme mag verskil aangesien persone wat die byvoordeelvraag nie beantwoord het nie of aangetoon het dat hulle 'n byvoordeel ontvang en dan nie 'n Randwaarde aangedui het nie, buite rekening gelaat is in die berekening van die mediaanpakket.

In sommige gevalle het persone nie 'n verdeling van hulle inkomste aangedui nie of slegs 'n gedeelte van hulle salaris aangedui. In hierdie gevalle is die individue by die berekening van die mediaansalaris buite rekening gelaat. Hierdie persone is egter wel ingesluit by die berekening van die mediaan van die *pakket* indien hulle die totale pakket se waarde duidelik aangedui het.

### 3.2 Persentielwaarde

Salaris- en inkomstepakketsyfers word met behulp van persentielwaardes aangedui. Die persentielwaardes 25, 50(Me) en 75 word in die tabelle gebruik. Die persentielwaarde 25, of ook genoem die eerste kwartielwaarde, dui die punt aan waar 25% van 'n spesifieke groep persone **minder** en 75% van die groep **meer** as die aangeduide inkomste ontvang. Die vyftigste persentielwaarde, ook die mediaan (Me) genoem, dui die punt aan waar 50% van 'n groep **minder** en 50% van die groep **meer** as die aangeduide inkomste ontvang. Vir die doeleindes van ontledings van inkomstes word die mediaanwaarde as 'n beter indeks beskou as die rekenkundige gemiddelde, omdat dit minder gevoelig is vir uifers hoë of lae inkomstewaardes. Daar moet ook



75 percentile values, indicate the range of income values in a specific occupational group.

*For example*, if the percentile values for a particular occupation are indicated as R100000 (25%), R144000 (Me) and R200000 (75%) per annum, this means (a) that 50% of the persons in that occupation earn less and 50% earn more than R144000 per annum, (b) that 50% (difference between 25% and 75%) of the persons indicated that they earn between R100000 and R200000 per annum and (c) that 25% of the persons (or one out of every 4) earn more than R200000 per annum.

### 3.3 Occupation

Respondents were requested to indicate the occupation they were practising (or the one to which they devoted most of their time) as at 1 July 1994. A functional description, irrespective of training, qualifications or rank was requested.

The occupational titles indicated by the respondents were used to classify them according to occupational categories. This means that a lecturer or a manager with an engineering qualification was not classified as engineer, but rather as lecturer or manager respectively.

The *Standard Occupational Classification*<sup>1</sup> was used as a base to classify the occupations and to group them into unit and major groups.

### 3.4 Employer sector

Three main employer categories *viz. public sector, private sector* and *self-employed* were distinguished in the analyses. The respondents were asked to choose the employer where they practised their occupations from the following:

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

The following employer sectors jointly form the public sector:

- Government: people employed by central government or provincial administrations.
- Regional or local authorities (e.g. town or city councils).
- Universities and technikons.
- Other semi-government: i.e. employees of government-controlled or government-aided organisations, e.g. HSRC, CSIR, control boards, SABS.

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

The following employer categories are included in this sector:

- Public corporations (e.g. SABC, ESCOM, ARMSCOR, Rand Water Board).
- Professional practices (e.g. those of auditors, attorneys).

daarop gelet word dat die persentielwaardes weerskante van die mediaan, met ander woorde die 25 en 75 persentielwaardes, die spanwydte van inkomstewaardes in 'n spesifieke beroepsgroep aandui.

*Byvoorbeeld*, indien die persentielwaardes vir 'n spesifieke beroep aangedui word as R100000 (25%), R144000 (Me) en R200000 (75%) per jaar, beteken dit (a) dat 50% van die persone in daardie beroep minder en 50% meer as R144000 per jaar verdien, (b) dat 50% (die verskil tussen 25% en 75%) van die persone aangetoon het dat hulle 'n inkomste tussen R100000 en R200000 per jaar ontvang en (c) dat 25% van die persone (of een uit elke 4) meer as R200000 per jaar verdien.

### 3.3 Beroep

Die respondente is versoek om die beroep wat hulle op 1 Julie 1994 beoefen het (of waaraan die meeste tyd bestee is) aan te dui. 'n Funktionale omskrywing van die beroep, ongeag opleiding, kwalifikasies of rang is gevra.

Die beroepsbenaming wat die respondent aangedui het, is gebruik om die respondent in 'n beroepskategorie te klassifiseer. Dit beteken dat 'n lektor of bestuurder met 'n kwalifikasie in ingenieurswese nie by ingenieurs nie, maar wel by lektore of bestuurders gegroepeer is.

Die *Standaardberoepsklassifikasie*<sup>1</sup> is as basis gebruik om die beroepe te klassifiseer en in eenheidsgroepe en hoofgroepe te groepeer.

### 3.4 Werkgewersektor

In die ontledings word drie hoofwergewersektore onderskei naamlik *openbare sektor, private sektor* en *selfgeëmployeerd*. Die respondente is versoek om die werkgewer waar hulle hul beroepe beoefen uit een van die volgende te kies.

#### (a) *Werknemers in die openbare sektor*

Die volgende werkgewers vorm gesamentlik die openbare sektor:

- Staat: werknemers van die sentrale owerheid of provinsiale administrasies.
- Streeks- of plaaslike owerhede (bv stads- of dorpsrade).
- Universiteite en teknikons.
- Ander semi-staat instellings: d.w.s. werknemers van staatsbeheerde of staatsondersteunde organisasies, byvoorbeeld die RGN, WNNR, beheerrade, SABS.

#### (b) *Werknemers in die private sektor*

Die volgende werkgewerkategorieë word in hierdie sektor ingesluit:

- Openbare korporasies (byvoorbeeld SAUK, ESKOM, KRYGKOR, Randwaterraad).
- Professionele praktyke (byvoorbeeld dié van ouditeure, prokureurs).

<sup>1</sup> Central Statistical Services 1986. Pretoria.  
*Standard Classification of Occupations*. Report 09-90-01.

Sentrale Statistiekdiens 1986. Pretoria.  
*Standaardberoepsklassifikasie*. Verslag 09-90-01.

- Business enterprises (e.g. close corporations or companies).
- Non-government organisations without profit motive (e.g. churches, welfare organisations, trade unions).

(c) Self-employed persons

This sector refers to persons who work for themselves and includes (1) partners in professional concerns and/or (2) directors of a personal private practice, concern or business.

### 3.5 Geographical distribution

The postal codes of the postal addresses were used to group the respondents according to the nine provinces and larger metropolitan areas. The following areas are distinguished in this report:

- *Johannesburg* includes Halfway House, Lenasia, Randburg, Sandton and Soweto
- *Pretoria* includes Verwoerdburg, Mamelodi, Laudium Atteridgeville, Soshanguve, Wonderboom & Akasia
- *Rest of Gauteng*
- *Mpumalanga*
- *Northern Province*
- *North West*
- *Durban, Pinetown* includes Amanzimtoti & Isipingo
- *Rest of KwaZulu/Natal*
- *Eastern Cape*
- *Cape Town* includes Bellville and Kuils River
- *Rest of the Western Cape*
- *Northern Cape*
- *Free State*.

### 3.6 Post level

Respondents indicated the post level which they occupied in their occupation. The following levels were identified:

- *learner/intern/articled clerk*
- *junior level*
- *middle level*
- *senior level*
- *top level*.

### 3.7 Age and years of work experience

When comparing income it is important to take the effect of years of work experience into account. Respondents were asked to indicate the number of years of working experience since entering the labour market, irrespective of employer, occupation or rank (vacation work and military service excluded). The respondents' age was obtained from the Register of graduates.

### 3.8 Employment status and working hours

People working full time, usually earn substantially more

- Besigheidsondernemings (byvoorbeeld beslote korporasies of maatskappye).
- Nie-staatsinstellings sonder winsmotief (byvoorbeeld kerke, welsynsorganisasies, vakunies).

(c) Selfgeëmplejertes

Hierdie sektor verwys na persone wat vir hulself werk en sluit in (1) vennote van professionele ondernemings en/of (2) direkteure van 'n persoonlike private praktyk, onderneming of besigheid.

### 3.5 Geografiese verspreiding

Die poskodes van die posadresse is gebruik om die respondente volgens die nege provinsies en groter stedelike sentra in te deel. Die volgende gebiede word in hierdie verslag onderskei:

- *Johannesburg* sluit Halfweghuis, Lenasia, Randburg, Sandton en Soweto in
- *Pretoria* sluit Verwoerdburg, Mamelodi, Laudium Atteridgeville, Soshanguve, Wonderboom & Akasia in.
- *Res van Gauteng*
- *Mpumalanga*
- *Noordelike Provinsie*
- *Noordwes*
- *Durban, Pinetown* sluit Amanzimtoti en Isipingo in
- *Res van KwaZulu/Natal*
- *Oos-Kaap*
- *Kaapstad* sluit Bellville en Kuilsrivier in
- *Res van die Wes-Kaap*
- *Noord-Kaap*
- *Vrystaat*.

### 3.6 Posvlak

Die respondente het die posvlak wat hulle in die beroep beklee aangetoon. Die volgende posvlakke is onderskei:

- *leerling/intern/ingeskrewe klerk*
- *junior vlak*
- *middel vlak*
- *senior vlak*
- *top vlak*.

### 3.7 Ouderdom en jare werkervaring

In die vergelyking van inkomstes is die invloed van jare werkervaring 'n belangrike faktor om in berekening te bring. Respondente is versoek om hul jare werkervaring waarvoor vergoeding ontvang is sedert hulle tot die arbeidsmag toegetree het, ongeag werkgewer, beroep of rang (vakansiewerk en diensplig uitgesluit) aan te dui. Respondente se ouderdom is van die Register van gegradueerdes verkry.

### 3.8 Werkstatus en werkure

Persone wat voltyds werk, verdien normaalweg heelwat

than part time workers. Respondents were therefore asked to indicate whether they practised their occupations on a full time or part time basis. In addition to this, the number of hours people devote to the pursuit of their occupations also have an effect on their income. Respondents were therefore also asked to indicate the number of hours per week (i.e. office hours, overtime and after hours) normally devoted to occupational activities. Since leave also affect time spent on the specific career, respondents were asked to indicate the number of working weeks per annum normally devoted to occupational activities. By using the indicated working hours and working weeks, the working hours of the respondents were adjusted  $\left\{ \frac{\text{hours} \times \text{working weeks}}{52} \right\}$  to obtain the actual time devoted to the occupation.

Working hours were used to classify people as working full time or part time in the cases where individuals did not indicate their employment status. The tables reflect the income of graduates working full time only. However, Table 5 includes graduates working part-time and gives a breakdown according to working hours.

#### 4. ANALYSES AND FINDINGS

The most important results of the survey appear in Tables 1 to 8. The tables are mostly self-explanatory and are not discussed in detail.

When comparing the income of the different categories it is important that working experience (and relating age) and the number of hours worked be kept in mind. This information is therefore also shown in the tables.

Categories with less than ten persons are not shown in the tables to safeguard anonymity and to ensure that the income figures indicated are based on information received from a reasonable number of respondents. The information on these categories was, however, included in the calculations of subtotals of the income figures for the different occupational groups.

It will be noticed that all the occupations are not analysed according to all the variables. The main reason for this is that the number of persons in certain categories is too small with the result that meaningful analyses of those groups were not possible.

Table 1 reflects the income of graduates working full time according to employer sector and occupation. Separate tables are also given for men and women.

In addition to employer sector and occupation a further breakdown is given in Tables 2 to 7 according to geographical region, post level, work experience, working hours, gender and population group.

The field of study and level of qualification referred to in Table 8 are the highest a person has attained. In the case where a person obtained more than one degree on the same level, the most recent qualification was used for the classification.

meer as deeltydse werkers. Daarom is respondente versoek om aan te dui of hulle die beroep voltyds of deeltydse beoefen. Hierbenewens het die aantal werkure wat persone aan die beoefening van hulle beroep bestee, net so 'n groot invloed op hulle inkomste. Respondente is daarom ook versoek om die aantal ure aan te dui wat normaalweg per week (dit is kantoorure, oortyd en na-uurs) aan die beoefening van die betrokke beroep bestee word. Aangesien verlof ook 'n invloed op die tyd wat aan die spesifieke beroep bestee word, uitoefen, is respondente verder versoek om die aantal werkweke per jaar aan te dui wat normaalweg aan die beoefening van die beroep bestee word. Met behulp van die aangeduide werkure en werkweke is beroepsbeoefenaars se werkure aangepas  $\left\{ \frac{\text{ure} \times \text{werkweke}}{52} \right\}$  om die werklike tyd te bepaal wat aan die beoefening van die beroep bestee is.

In gevalle waar twyfel oor 'n persoon se werkstatus bestaan het, is die werkure gebruik om 'n persoon as voltyds of deeltydse te klassifiseer. In die tabelle is slegs persone wat voltyds werk ingesluit. Tabel 5 verskaf egter inligting vir voltydse sowel as deeltydse persone volgens ure per week gewerk.

#### 4. ONTLEDINGS EN BEVINDINGE

Die belangrikste resultate van die opname verskyn in tabelle 1 tot 8. Die tabelle is grootliks selfverduidelikend en word dus nie in besonderhede bespreek nie.

Wanneer die inkomste in verskillende kategorieë met mekaar vergelyk word, is dit belangrik om werkervaring (en ouderdom wat hiermee verband hou) en werkure in gedagte te hou. Om hierdie rede word dié inligting ook in die tabelle gegee.

Indien minder as tien persone in 'n kategorie voorkom, word die inligting nie in die tabelle aangetoon nie om die anonimiteit van respondente te beskerm en ook om te verseker dat die aangeduide inkomstesifers gebaseer is op 'n redelike aantal respondente se inligting. Hierdie kategorieë se inligting is wel in aanmerking geneem by die berekening van subtotale van die inkomstesifers vir die verskillende beroeps-groepe.

Daar sal opgemerk word dat al die beroepe nie volgens al die veranderlikes ontleed word nie. Die rede hiervoor is dat die getal persone in sekere kategorieë te klein is, met die gevolg dat geen sinvolle ontledings vir die groepe moontlik was nie.

Tabel 1 reflekteer die inkomste van gegradueerdes wat voltyds werk volgens werkgewersektor en beroep. Afsonderlike tabelle word ook vir mans en vroue verskaf.

Benewens beroep en werkgewersektor word die inkomste in tabelle 2 tot 7 ontleed volgens geografiese gebied, posvlak, werkervaring, werkure, geslag en bevolkings-groep.

Die studierigting en kwalifikasievlak waarna in tabel 8 verwys word, is dié van 'n persoon se hoogste kwalifikasie. Sou die persoon meer as een kwalifikasie op dieselfde vlak behaal het, is die persoon se jongste kwalifikasie vir die indeling gebruik.



MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

MEDIAANINKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS WERKGEWESSEKTOR EN BEROEP

EMPLOYEES: PUBLIC SECTOR

WERKNEMERS: OPENBARE SEKTOR

| OCCUPATION                                | MEDIAN # |    |    | SALARY |        |        |        | PACKAGE |        | BEROEP                                 |
|---|----------|----|----|--------|--------|--------|--------|---------|--------|--|
|   | A        | E  | H  | N**    | 25%    | Me     | 75%    | N       | Me     |  |
| 15 EDUCATION AND RELATED OCCUPATIONS      | 42       | 18 | 38 | 5241   | 59300  | 77700  | 97500  | 3843    | 90800  | ONDERWYS- EN VERWANTE BEROEPE          |
| 151 RECTOR, PRINCIPAL, INSPECTOR OF EDUC. | 48       | 26 | 40 | 733    | 90600  | 98000  | 106600 | 524     | 113000 | REKTOR, SKOOLHOOF, ONDERWYSINSPEKTEUR  |
| •Rector, vice-rector (univ., technikon)   | 55       | 32 | 49 | 16     | 155300 | 179600 | 207500 | 14      | 256100 | •Rector, viserektor (univ., technikon) |
| •Rector, vice-rector (other)              | 50       | 27 | 42 | 32     | 104000 | 108600 | 122900 | 23      | 127600 | •Rector, viserektor (ander)            |
| •School principal, vice school principal  | 48       | 25 | 39 | 566    | 87300  | 96800  | 104900 | 410     | 109100 | •Hoof, adjunkhoof: skool, kollege      |
| Headmaster/school principal               | 48       | 26 | 39 | 439    | 90800  | 97900  | 105500 | 324     | 111800 | Skoolhoof                              |
| Vice-headmaster/school principal          | 45       | 23 | 40 | 127    | 78000  | 85700  | 92100  | 86      | 98700  | Adjunkhoof                             |
| •Inspector/superintendent of education    | 50       | 28 | 42 | 119    | 101800 | 107200 | 113100 | 77      | 123200 | •Onderwysinspekteur                    |
| 152 LECTURER                              | 43       | 20 | 41 | 2047   | 72700  | 90000  | 109000 | 1588    | 104300 | LEKTOR, DOSENT                         |
| •Dean / faculty head                      | 52       | 30 | 46 | 22     | 121000 | 140000 | 150800 | 17      | 170500 | •Dekaan, fakulteitshoof                |
| •Lecturer (university, technikon)         | 44       | 20 | 42 | 1619   | 77200  | 91400  | 112600 | 1294    | 108400 | •Lektor, dosent (univ., technikon)     |
| •Lecturer (not university, technikon)     | 42       | 17 | 35 | 372    | 63600  | 77700  | 91300  | 249     | 88300  | •Lektor, dosent (nie univ., technikon) |
| •Academic assistant (university)          | 29       | 7  | 40 | 34     | 30000  | 38300  | 62300  | 28      | 42600  | •Akademiese assistent (universiteit)   |
| 156 TEACHER                               | 37       | 13 | 36 | 2255   | 51000  | 60500  | 73800  | 1578    | 68700  | ONDERWYSER                             |
| •Nursery school teacher                   | 43       | 16 | 32 | 15     | 41600  | 63500  | 73400  |         |        | •Kleuterskoolonderwyser                |
| •Teacher                                  | 37       | 13 | 36 | 2240   | 51000  | 60500  | 74000  | 1571    | 68800  | •Onderwyser                            |
| Teacher                                   | 37       | 13 | 36 | 2071   | 50000  | 60000  | 73000  | 1442    | 67100  | Onderwyser                             |
| Head of department (teaching)             | 42       | 21 | 37 | 169    | 70400  | 75000  | 80700  | 129     | 84500  | Departementshoof (by skool)            |
| 159 EDUCATION OCCUPATIONS N.E.C.          | 46       | 23 | 39 | 206    | 79000  | 96200  | 105400 | 153     | 111200 | ONDERWYSBEROEPE N.E.G.                 |
| •Educational advisor                      | 44       | 22 | 38 | 82     | 77000  | 87700  | 98000  | 63      | 101300 | •Onderwysadviseur                      |
| •Educationalist                           | 47       | 23 | 40 | 120    | 85900  | 102700 | 111200 | 89      | 122400 | •Onderwyskundige                       |

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

| OCCUPATION                                | MEDIAN # |    |    | SALARIS |       |       |        | PAKKET |        | BEROEP                                 |
|---|----------|----|----|---------|-------|-------|--------|--------|--------|--|
|   | A        | E  | H  | N**     | 25%   | Me    | 75%    | N      | Me     |  |
| 15 EDUCATION AND RELATED OCCUPATIONS      | 41       | 15 | 37 | 276     | 42300 | 60500 | 84000  | 230    | 73200  | ONDERWYS- EN VERWANTE BEROEPE          |
| •School principal, vice school principal  | 47       | 23 | 42 | 45      | 68200 | 93900 | 104900 | 43     | 105600 | •Hoof, adjunkhoof: skool, kollege      |
| Headmaster/school principal               | 49       | 24 | 42 | 36      | 74200 | 96000 | 110600 | 34     | 110300 | Skoolhoof                              |
| •Lecturer (not university, technikon)     | 43       | 19 | 37 | 35      | 40500 | 70000 | 94500  | 31     | 89700  | •Lektor, dosent (nie univ., technikon) |
| •Nursery school teacher                   | 39       | 10 | 28 | 12      | 22300 | 31700 | 40500  |        |        | •Kleuterskoolonderwyser                |
| •Teacher                                  | 39       | 12 | 35 | 150     | 40000 | 55000 | 72000  | 120    | 59600  | •Onderwyser                            |
| •Teacher: private tuition (Self-employed) | 33       | 9  | 31 | 16      | 30000 | 43500 | 53500  | 16     | 45000  | •Onderwyser: privaatonderrig           |
| 159 EDUCATION OCCUPATIONS N.E.C.          | 38       | 12 | 42 | 26      | 53200 | 73200 | 87300  | 19     | 77400  | ONDERWYSBEROEPE N.E.G.                 |
| •Educationalist                           | 35       | 11 | 40 | 18      | 45500 | 59500 | 78700  | 13     | 60000  | •Onderwyskundige                       |
| OCCUPATION                                | A        | E  | H  | N**     | 25%   | Me    | 75%    | N      | Me     | BEROEP                                 |
|   | MEDIAN#  |    |    | SALARIS |       |       |        | PAKKET |        |  |

# Median value of: A = Age E = Years work experience H = Hours worked per week  
 Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

\*\* N : Number of persons in category on which median income is based  
 N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

\* n.e.c. : not elsewhere classified  
 n.e.g. : nie elders geklassifiseer



MEDIAN INCOME OF GRADUATE MEN WORKING FULL TIME  
ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

MEDIAANINKOMSTE VAN GEGRADUEERDE MANS WAT VOLTYDS WERK  
VOLGENS WERKGEWERSEKTOR EN BEROEP

MALE EMPLOYEES: PUBLIC SECTOR

MANLIKE WERKNEMERS: OPENBARE SEKTOR

| OCCUPATION                                   | MEDIAN # |    |    | SALARY  |        |        |        | PACKAGE |        | BEROEP                                 |
|--|----------|----|----|---------|--------|--------|--------|---------|--------|--|
|  | A        | E  | H  | N**     | 25%    | Me     | 75%    | N       | Me     |  |
| 15 EDUCATION AND RELATED OCCUPATIONS         | 44       | 21 | 39 | 3203    | 70000  | 87400  | 105000 | 2430    | 102100 | ONDERWYS- EN VERWANTE BEROEPE          |
| 151 RECTOR, PRINCIPAL, INSPECTOR OF EDUC.    | 48       | 26 | 40 | 633     | 90800  | 98400  | 108800 | 463     | 115100 | REKTOR, SKOOLHOOF, ONDERWYSINSPEKTEUR  |
| •Rector, vice-rector (university, technikon) | 55       | 32 | 49 | 15      | 162500 | 182300 | 211000 | 14      | 256100 | •Rector, viserektor (univ., technikon) |
| •Rector, vice-rector (other)                 | 49       | 26 | 42 | 27      | 104900 | 108200 | 122600 | 21      | 136000 | •Rector, viserektor (ander)            |
| •School principal, vice school principal     | 48       | 26 | 39 | 491     | 88500  | 97400  | 105000 | 361     | 111200 | •Hoof, adjunkhoof: skool, kollege      |
| Headmaster/school principal                  | 48       | 26 | 39 | 383     | 91000  | 97900  | 105500 | 286     | 114200 | Skoolhoof                              |
| Vice-headmaster/school principal             | 44       | 22 | 40 | 108     | 79000  | 85800  | 94100  | 75      | 99600  | Adjunkhoof                             |
| •Inspector/superintendent of education       | 51       | 28 | 42 | 100     | 104100 | 109100 | 113100 | 67      | 124400 | •Onderwysinspekteur                    |
| 152 LECTURER                                 | 46       | 22 | 42 | 1238    | 84000  | 96900  | 119000 | 1001    | 116600 | LEKTOR, DOSENT                         |
| •Dean / faculty head                         | 52       | 29 | 46 | 21      | 121000 | 140000 | 150800 | 17      | 170500 | •Dekaan, fakulteitshoof                |
| •Lecturer (university, technikon)            | 46       | 23 | 43 | 1039    | 85000  | 100000 | 121000 | 855     | 119100 | •Lektor, dosent (univ., technikon)     |
| •Lecturer (not university, technikon)        | 42       | 17 | 35 | 167     | 68100  | 84300  | 95000  | 120     | 94700  | •Lektor, dosent (nie univ., technikon) |
| •Academic assistant (university)             | 35       | 10 | 41 | 11      | 52400  | 85000  | 108000 |         |        | •Akademiese assistent (universiteit)   |
| 156 TEACHER                                  | 38       | 15 | 37 | 1196    | 55800  | 68100  | 78000  | 864     | 79600  | ONDERWYSER                             |
| •Teacher                                     | 38       | 15 | 37 | 1196    | 55800  | 68100  | 78000  | 864     | 79600  | •Onderwyser                            |
| Teacher                                      | 38       | 14 | 37 | 1080    | 54400  | 66600  | 77300  | 775     | 78400  | Onderwyser                             |
| Head of department (teaching)                | 42       | 21 | 36 | 116     | 71300  | 76500  | 81700  | 89      | 86400  | Departementshoof (by skool)            |
| 159 EDUCATION OCCUPATIONS N.E.C.             | 48       | 25 | 39 | 136     | 89700  | 101700 | 111000 | 102     | 122400 | ONDERWYSBEROEPE N.E.G.                 |
| •Educational advisor                         | 47       | 26 | 37 | 51      | 80600  | 92000  | 99700  | 38      | 103700 | •Onderwysadviseur                      |
| •Educationalist                              | 49       | 25 | 40 | 84      | 97300  | 105000 | 114500 | 63      | 128200 | •Onderwyskundige                       |
| OCCUPATION                                   | A        | E  | H  | N**     | 25%    | Me     | 75%    | N       | Me     | BEROEP                                 |
|  | MEDIAAN# |    |    | SALARIS |        |        |        | PAKKET  |        |  |

MALE EMPLOYEES: PRIVATE SECTOR

MANLIKE WERKNEMERS: PRIVATE SEKTOR

| OCCUPATION                               | MEDIAN # |    |    | SALARY  |       |       |        | PACKAGE |        | BEROEP                                 |
|--|----------|----|----|---------|-------|-------|--------|---------|--------|--|
|  | A        | E  | H  | N**     | 25%   | Me    | 75%    | N       | Me     |  |
| 15 EDUCATION AND RELATED OCCUPATIONS     | 42       | 18 | 40 | 134     | 54000 | 75400 | 94300  | 115     | 95800  | ONDERWYS- EN VERWANTE BEROEPE          |
| •School principal, vice school principal | 47       | 24 | 42 | 34      | 80200 | 96800 | 112700 | 32      | 114400 | •Hoof, adjunkhoof: skool, kollege      |
| Headmaster/school principal              | 47       | 25 | 42 | 29      | 80200 | 97500 | 112700 | 27      | 117900 | Skoolhoof                              |
| •Lecturer (not university, technikon)    | 43       | 21 | 41 | 22      | 40500 | 71900 | 94300  | 19      | 94300  | •Lektor, dosent (nie univ., technikon) |
| •Teacher                                 | 39       | 15 | 37 | 61      | 48000 | 63000 | 81200  | 49      | 78400  | •Onderwyser                            |
| OCCUPATION                               | A        | E  | H  | N**     | 25%   | Me    | 75%    | N       | Me     | BEROEP                                 |
|  | MEDIAAN# |    |    | SALARIS |       |       |        | PAKKET  |        |  |

# Median value of: A = Age E = Years work experience H = Hours worked per week  
 Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

\*\* N : Number of persons in category on which median income is based  
 N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

\* N.E.C. : Not elsewhere classified  
 N.E.G. : Nie elders geklassifiseer

MEDIAN INCOME OF GRADUATE WOMEN WORKING FULL TIME ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

MEDIAANINKOMSTE VAN GEGRADUEERDE VROU WAT VOLTYDS WERK VOLGENS WERKGEWERSEKTOR EN BEROEP

FEMALE EMPLOYEES: PUBLIC SECTOR

VROULIKE WERKNEMERS: OPENBARE SEKTOR

| OCCUPATION                                | MEDIAN # |    |    | SALARY  |       |        |        | PACKAGE |        | BEROEP   |
|---|----------|----|----|---------|-------|--------|--------|---------|--------|--|
|   | A        | E  | H  | N**     | 25%   | Me     | 75%    | N       | Me     |  |
| 15 EDUCATION AND RELATED OCCUPATIONS      | 38       | 14 | 37 | 1945    | 52000 | 63500  | 81100  | 1347    | 70000  | ONDERWYS- EN VERWANTE BEROEPE                                |
| 151 RECTOR, PRINCIPAL, INSPECTOR OF EDUC. | 47       | 23 | 41 | 90      | 83900 | 92500  | 103400 | 57      | 99700  | REKTOR, SKOOLHOOF, ONDERWYSINSPEKTEUR                        |
| •School principal, vice school principal  | 47       | 22 | 40 | 69      | 81000 | 90800  | 98400  | 47      | 96000  | •Hoof, adjunkhoof: skool, kollege<br>Skoolhoof<br>Adjunkhoof |
| Headmaster/school principal               | 46       | 21 | 39 | 51      | 83900 | 92600  | 102400 | 36      | 97500  |  |
| Vice-headmaster/school principal          | 49       | 24 | 41 | 18      | 77200 | 84700  | 90600  | 11      | 88400  |  |
| •Inspector/superintendent of education    | 48       | 26 | 43 | 15      | 94400 | 103400 | 109000 |         |        | •Onderwysinspekteur  |
| 152 LECTURER                              | 40       | 15 | 38 | 771     | 61500 | 77700  | 91100  | 558     | 88100  | LEKTRISE, DOSENT   |
| •Lecturer (university, technikon)         | 40       | 15 | 40 | 556     | 63500 | 79400  | 91800  | 421     | 90000  | •Lektrise, dosent (univ., technikon)                         |
| •Lecturer (not university, technikon)     | 42       | 17 | 35 | 196     | 61600 | 74000  | 89900  | 121     | 82900  | •Lektrise, dosent (nie univ, technikon)                      |
| •Academic assistant (university)          | 27       | 5  | 40 | 19      | 25900 | 33800  | 49500  | 16      | 37400  | •Akademiese assistent (universiteit)                         |
| 156 TEACHER                               | 35       | 11 | 35 | 1017    | 45600 | 56000  | 65000  | 684     | 59600  | ONDERWYSERES   |
| •Nursery school teacher                   | 43       | 16 | 32 | 15      | 41600 | 63500  | 73400  |         |        | •Kleuterskoolonderwyseres                                    |
| •Teacher                                  | 35       | 11 | 35 | 1002    | 45600 | 56000  | 65000  | 677     | 59600  | •Onderwyseres<br>Onderwyseres<br>Departementshoof (by skool) |
| Teacher                                   | 35       | 11 | 35 | 953     | 45500 | 55800  | 63200  | 641     | 58600  |  |
| Head of department (teaching)             | 44       | 21 | 40 | 49      | 68100 | 73500  | 78800  | 36      | 77100  |  |
| 159 EDUCATION OCCUPATIONS N.E.C.*         | 41       | 17 | 39 | 67      | 64800 | 81800  | 97400  | 48      | 92200  | ONDERWYSBEROEPE N.E.G.*                                      |
| •Educational advisor                      | 42       | 14 | 41 | 29      | 70000 | 83000  | 90600  | 23      | 87700  | •Onderwysadviseur  |
| •Educationalist                           | 41       | 17 | 38 | 35      | 63200 | 82000  | 99400  | 25      | 101000 | •Onderwyskundige   |
| OCCUPATION                                | A        | E  | H  | N**     | 25%   | Me     | 75%    | N       | Me     | BEROEP   |
|   | MEDIAN#  |    |    | SALARIS |       |        |        | PAKKET  |        |  |

FEMALE EMPLOYEES: PRIVATE SECTOR

VROULIKE WERKNEMERS: PRIVATE SEKTOR

| OCCUPATION                                | MEDIAN # |    |    | SALARY  |       |       |       | PACKAGE |       | BEROEP                                  |
|---|----------|----|----|---------|-------|-------|-------|---------|-------|---|
|   | A        | E  | H  | N**     | 25%   | Me    | 75%   | N       | Me    |   |
| 15 EDUCATION AND RELATED OCCUPATIONS      | 40       | 12 | 35 | 141     | 37200 | 51300 | 70000 | 114     | 55500 | ONDERWYS- EN VERWANTE BEROEPE           |
| •School principal, vice school principal  | 49       | 22 | 41 | 11      | 58500 | 84000 | 95100 | 11      | 90000 | •Hoof, adjunkhoof: skool, kollege       |
| •Lecturer (not university, technikon)     | 39       | 14 | 32 | 13      | 44800 | 70000 | 94700 | 12      | 72800 | •Lektrise, dosent (nie univ, technikon) |
| •Nursery school teacher                   | 41       | 10 | 27 | 11      | 20600 | 31000 | 40100 |         |       | •Kleuterskoolonderwyseres               |
| •Teacher                                  | 39       | 11 | 35 | 88      | 37200 | 50200 | 65200 | 70      | 50400 | •Onderwyseres                           |
| •Teacher: private tuition (Self-employed) | 33       | 8  | 31 | 12      | 36500 | 50500 | 55200 | 12      | 50500 | •Onderwyseres: privaatoonderrig         |
| •Educationalist                           | 40       | 14 | 40 | 12      | 37900 | 54700 | 72000 |         |       | •Onderwyskundige                        |
| OCCUPATION                                | A        | E  | H  | N**     | 25%   | Me    | 75%   | N       | Me    | BEROEP                                  |
|   | MEDIAN#  |    |    | SALARIS |       |       |       | PAKKET  |       |   |

# Median value of: A = Age E = Years work experience H = Hours worked per week  
 Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

\*\* N : Number of persons in category on which median income is based  
 N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

\* N.E.C. : Not elsewhere classified  
 N.E.G. : Nie elders geklassifiseer

TABLE 2

TABLE 2

MEDIAN INCOME OF GRADUATES WORKING FULL TIME  
ACCORDING TO OCCUPATION, REGION AND EMPLOYER SECTOR

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK  
VOLGENS BEROEP, GEOGRAFIESE GEBIED EN WERKGEWERSEKTOR

| GEOGRAPHICAL<br>REGION                          | PUBLIC SECTOR   |      |         |      | PRIVATE SECTOR |      |         |       | SELF-EMPLOYED    |       |         |      | GEOGRAFIESE<br>GEBIED                         |  |                  |  |  |  |  |  |  |  |  |  |  |
|---|-----------------|------|---------|------|----------------|------|---------|-------|------------------|-------|---------|------|---|--|------------------|--|--|--|--|--|--|--|--|--|--|
|   | SALARY          |      | PACKAGE |      | SALARY         |      | PACKAGE |       | SALARY           |       | PACKAGE |      |   |  |                  |  |  |  |  |  |  |  |  |  |  |
|   | N               | RAND | N       | RAND | N              | RAND | N       | RAND  | N                | RAND  | N       | RAND |   |  |                  |  |  |  |  |  |  |  |  |  |  |
| <b>-School principal, vice school principal</b> |                 |      |         |      |                |      |         |       |                  |       |         |      | <b>-Hoof, adjunkhoof: skool, kollege</b>      |  |                  |  |  |  |  |  |  |  |  |  |  |
| Johannesburg                                    | 26              | 31   | 93000   | 22   | 105500         | 28   | 11      | 92300 |                  |       |         |      |   |  | Johannesburg     |  |  |  |  |  |  |  |  |  |  |
| Pretoria  | 23              | 40   | 94900   | 27   | 119300         |      |         |       |                  |       |         |      |   |  | Pretoria         |  |  |  |  |  |  |  |  |  |  |
| Rest:Gauteng                                    | 23              | 70   | 90800   | 57   | 103700         |      |         |       |                  |       |         |      |   |  | Res:Gauteng      |  |  |  |  |  |  |  |  |  |  |
| Mpumalanga                                      | 24              | 31   | 93900   | 20   | 105800         |      |         |       |                  |       |         |      |   |  | Oos-Transvaal    |  |  |  |  |  |  |  |  |  |  |
| Northern Prov.                                  | 19              | 28   | 96800   | 20   | 101600         |      |         |       |                  |       |         |      |   |  | Noord-Prov.      |  |  |  |  |  |  |  |  |  |  |
| North West                                      | 26              | 25   | 97400   | 18   | 120100         |      |         |       |                  |       |         |      |   |  | Noordwes         |  |  |  |  |  |  |  |  |  |  |
| Durban, Pinetown                                | 28              | 67   | 94800   | 50   | 110400         |      |         |       |                  |       |         |      |   |  | Durban, Pinetown |  |  |  |  |  |  |  |  |  |  |
| R:KwaZulu/Natal                                 | 29              | 55   | 94100   | 38   | 105000         |      |         |       |                  |       |         |      |   |  | R:KwaZulu/Natal  |  |  |  |  |  |  |  |  |  |  |
| Eastern Cape                                    | 25              | 60   | 98400   | 38   | 115100         |      |         |       |                  |       |         |      |   |  | Oos-Kaap         |  |  |  |  |  |  |  |  |  |  |
| Cape Town                                       | 27              | 56   | 100000  | 38   | 118200         |      |         |       |                  |       |         |      |   |  | Kaapstad         |  |  |  |  |  |  |  |  |  |  |
| R:Western Cape                                  | 25              | 44   | 97900   | 36   | 115200         |      |         |       |                  |       |         |      |   |  | Res:Wes-Kaap     |  |  |  |  |  |  |  |  |  |  |
| Northern Cape                                   | 23              | 19   | 98400   | 18   | 114200         |      |         |       |                  |       |         |      |   |  | Noord Kaap       |  |  |  |  |  |  |  |  |  |  |
| Free State                                      | 20              | 37   | 94300   | 25   | 105600         |      |         |       |                  |       |         |      |   |  | Vrystaat         |  |  |  |  |  |  |  |  |  |  |
| <b>-Lecturer (university, technikon)</b>        |                 |      |         |      |                |      |         |       |                  |       |         |      | <b>-Lektor, dosent (univ., technikon)</b>     |  |                  |  |  |  |  |  |  |  |  |  |  |
| Johannesburg                                    | 21              | 165  | 92100   | 119  | 109300         |      |         |       |                  |       |         |      |   |  | Johannesburg     |  |  |  |  |  |  |  |  |  |  |
| Pretoria  | 21              | 398  | 97400   | 299  | 117200         |      |         |       |                  |       |         |      |   |  | Pretoria         |  |  |  |  |  |  |  |  |  |  |
| Rest:Gauteng                                    | 16              | 97   | 90000   | 76   | 112000         |      |         |       |                  |       |         |      |   |  | Res:Gauteng      |  |  |  |  |  |  |  |  |  |  |
| Northern Prov.                                  | 16              | 38   | 88100   | 29   | 99300          |      |         |       |                  |       |         |      |   |  | Noord-Prov.      |  |  |  |  |  |  |  |  |  |  |
| North West                                      | 20              | 104  | 89900   | 99   | 106500         |      |         |       |                  |       |         |      |   |  | Noordwes         |  |  |  |  |  |  |  |  |  |  |
| Durban, Pinetown                                | 20              | 132  | 82600   | 110  | 98600          |      |         |       |                  |       |         |      |   |  | Durban, Pinetown |  |  |  |  |  |  |  |  |  |  |
| R:KwaZulu/Natal                                 | 20              | 73   | 94000   | 58   | 114600         |      |         |       |                  |       |         |      |   |  | R:KwaZulu/Natal  |  |  |  |  |  |  |  |  |  |  |
| Eastern Cape                                    | 20              | 166  | 91400   | 139  | 106700         |      |         |       |                  |       |         |      |   |  | Oos-Kaap         |  |  |  |  |  |  |  |  |  |  |
| Cape Town                                       | 20              | 182  | 96500   | 141  | 110700         |      |         |       |                  |       |         |      |   |  | Kaapstad         |  |  |  |  |  |  |  |  |  |  |
| R:Western Cape                                  | 24              | 125  | 96100   | 108  | 116000         |      |         |       |                  |       |         |      |   |  | Res:Wes-Kaap     |  |  |  |  |  |  |  |  |  |  |
| Free State                                      | 21              | 142  | 89000   | 120  | 103600         |      |         |       |                  |       |         |      |   |  | Vrystaat         |  |  |  |  |  |  |  |  |  |  |
| <b>-Lecturer (not university, technikon)</b>    |                 |      |         |      |                |      |         |       |                  |       |         |      | <b>-Lektor, dosent (nie univ., technikon)</b> |  |                  |  |  |  |  |  |  |  |  |  |  |
| Pretoria  | 23              | 55   | 84200   | 32   | 89600          |      |         |       |                  |       |         |      |   |  | Pretoria         |  |  |  |  |  |  |  |  |  |  |
| Rest:Gauteng                                    | 16              | 32   | 71500   | 21   | 79300          |      |         |       |                  |       |         |      |   |  | Res:Gauteng      |  |  |  |  |  |  |  |  |  |  |
| Mpumalanga                                      | 14              | 24   | 68100   | 18   | 69200          |      |         |       |                  |       |         |      |   |  | Oos-Transvaal    |  |  |  |  |  |  |  |  |  |  |
| Northern Prov.                                  | 13              | 28   | 74000   | 22   | 89400          |      |         |       |                  |       |         |      |   |  | Noord-Prov.      |  |  |  |  |  |  |  |  |  |  |
| North West                                      | 18              | 25   | 77700   | 16   | 97600          |      |         |       |                  |       |         |      |   |  | Noordwes         |  |  |  |  |  |  |  |  |  |  |
| Durban, Pinetown                                | 13              | 40   | 80300   | 30   | 89600          |      |         |       |                  |       |         |      |   |  | Durban, Pinetown |  |  |  |  |  |  |  |  |  |  |
| R:KwaZulu/Natal                                 | 20              | 24   | 86600   | 14   | 97200          |      |         |       |                  |       |         |      |   |  | R:KwaZulu/Natal  |  |  |  |  |  |  |  |  |  |  |
| Eastern Cape                                    | 16              | 30   | 73200   | 22   | 77200          |      |         |       |                  |       |         |      |   |  | Oos-Kaap         |  |  |  |  |  |  |  |  |  |  |
| Cape Town                                       | 19              | 42   | 84000   | 29   | 91300          |      |         |       |                  |       |         |      |   |  | Kaapstad         |  |  |  |  |  |  |  |  |  |  |
| R:Western Cape                                  | 15              | 21   | 85300   | 13   | 98900          |      |         |       |                  |       |         |      |   |  | Res:Wes-Kaap     |  |  |  |  |  |  |  |  |  |  |
| Northern Cape                                   | 14              | 11   | 74000   |      |                |      |         |       |                  |       |         |      |   |  | Noord Kaap       |  |  |  |  |  |  |  |  |  |  |
| Free State                                      | 18              | 29   | 79500   | 20   | 86900          |      |         |       |                  |       |         |      |   |  | Vrystaat         |  |  |  |  |  |  |  |  |  |  |
| <b>-Teacher</b>                                 |                 |      |         |      |                |      |         |       |                  |       |         |      | <b>-Onderwyser</b>                            |  |                  |  |  |  |  |  |  |  |  |  |  |
| Johannesburg                                    | 13              | 113  | 57400   | 84   | 63400          | 20   | 29      | 57400 | 25               | 62000 |         |      |   |  | Johannesburg     |  |  |  |  |  |  |  |  |  |  |
| Pretoria  | 11              | 164  | 60500   | 118  | 66400          | 13   | 10      | 51500 |                  |       |         |      |   |  | Pretoria         |  |  |  |  |  |  |  |  |  |  |
| Rest:Gauteng                                    | 12              | 238  | 58000   | 164  | 64500          | 11   | 20      | 52300 | 16               | 53800 |         |      |   |  | Res:Gauteng      |  |  |  |  |  |  |  |  |  |  |
| Mpumalanga                                      | 11              | 92   | 59800   | 63   | 62400          |      |         |       |                  |       |         |      |   |  | Oos-Transvaal    |  |  |  |  |  |  |  |  |  |  |
| Northern Prov.                                  | 11              | 126  | 59700   | 91   | 63500          |      |         |       |                  |       |         |      |   |  | Noord-Prov.      |  |  |  |  |  |  |  |  |  |  |
| North West                                      | 14              | 145  | 60200   | 103  | 65800          |      |         |       |                  |       |         |      |   |  | Noordwes         |  |  |  |  |  |  |  |  |  |  |
| Durban, Pinetown                                | 15              | 232  | 61900   | 177  | 72000          |      |         |       |                  |       |         |      |   |  | Durban, Pinetown |  |  |  |  |  |  |  |  |  |  |
| R:KwaZulu/Natal                                 | 14              | 235  | 62900   | 172  | 74200          | 14   | 27      | 65000 | 21               | 77000 |         |      |   |  | R:KwaZulu/Natal  |  |  |  |  |  |  |  |  |  |  |
| Eastern Cape                                    | 14              | 210  | 63200   | 151  | 73100          |      |         |       |                  |       |         |      |   |  | Oos-Kaap         |  |  |  |  |  |  |  |  |  |  |
| Cape Town                                       | 14              | 264  | 60300   | 181  | 71800          | 11   | 18      | 44300 | 14               | 47300 |         |      |   |  | Kaapstad         |  |  |  |  |  |  |  |  |  |  |
| R:Western Cape                                  | 14              | 191  | 66600   | 125  | 74500          |      |         |       |                  |       |         |      |   |  | Res:Wes-Kaap     |  |  |  |  |  |  |  |  |  |  |
| Northern Cape                                   | 13              | 88   | 62200   | 50   | 65800          |      |         |       |                  |       |         |      |   |  | Noord Kaap       |  |  |  |  |  |  |  |  |  |  |
| Free State                                      | 13              | 131  | 64000   | 82   | 73500          |      |         |       |                  |       |         |      |   |  | Vrystaat         |  |  |  |  |  |  |  |  |  |  |
| GEOGRAPHICAL<br>REGION                          | N               |      | RAND    |      | N              |      | RAND    |       | N                |       | RAND    |      | GEOGRAFIESE<br>GEBIED                         |  |                  |  |  |  |  |  |  |  |  |  |  |
|   | SALARIS         |      | PAKKET  |      | SALARIS        |      | PAKKET  |       | SALARIS          |       | PAKKET  |      |   |  |                  |  |  |  |  |  |  |  |  |  |  |
|   | OPENBARE SEKTOR |      |         |      | PRIVATE SEKTOR |      |         |       | SELFGEEËMPOJEERD |       |         |      |   |  |                  |  |  |  |  |  |  |  |  |  |  |

TABLE 3

TABEL 3

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING  
TO OCCUPATION, POST LEVEL AND EMPLOYER SECTOR

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDSE  
WERK VOLGENS BEROEP, POSVLAK EN WERKGEWESSEKTOR

| POST LEVEL                                      | PUBLIC SECTOR   |      |         |      | PRIVATE SECTOR |    |         |        | SELF-EMPLOYED    |        |         |    | POS-VLAK   |      |       |        |
|---|-----------------|------|---------|------|----------------|----|---------|--------|------------------|--------|---------|----|--|------|-------|--------|
|   | SALARY          |      | PACKAGE |      | SALARY         |    | PACKAGE |        | SALARY           |        | PACKAGE |    |  |      |       |        |
|   | **              | N    | RAND    | N    | RAND           | ** | N       | RAND   | N                | RAND   | **      | N  |  | RAND | N     | RAND   |
| <b>15 EDUCATION AND RELATED OCCUPATIONS</b>     |                 |      |         |      |                |    |         |        |                  |        |         |    | <b>ONDERWYS- EN VERWANTE BEROEPE</b>                 |      |       |        |
| Junior  | 7               | 1177 | 50000   | 821  | 54400          | 7  | 77      | 42000  | 59               | 42000  | 11      | 10 | 37500  | 10   | 39600 | Junior |
| Middle  | 16              | 1510 | 74400   | 1142 | 86600          | 14 | 59      | 65000  | 49               | 72700  |         |    |  |      |       | Middel |
| Senior  | 22              | 1393 | 90000   | 1045 | 102200         | 20 | 65      | 73400  | 55               | 90500  |         |    |  |      |       | Senior |
| Top   | 27              | 907  | 105500  | 664  | 123000         | 24 | 56      | 92200  | 51               | 100800 |         |    |  |      |       | Top    |
| <b>*School principal, vice school principal</b> |                 |      |         |      |                |    |         |        |                  |        |         |    | <b>*Hoof, adjunkhoof: skool, kollege</b>             |      |       |        |
| Middle  | 22              | 130  | 84300   | 90   | 98100          | 20 | 10      | 92100  | 10               | 104900 |         |    |  |      |       | Middel |
| Senior  | 24              | 113  | 90800   | 82   | 102100         | 25 | 24      | 102000 | 23               | 117900 |         |    |  |      |       | Senior |
| Top   | 27              | 288  | 104000  | 217  | 117300         |    |         |        |                  |        |         |    |  |      |       | Top    |
| <b>*Lecturer (university, technikon)</b>        |                 |      |         |      |                |    |         |        |                  |        |         |    | <b>*Lektor, dosent (universiteit, technikon)</b>     |      |       |        |
| Junior  | 7               | 119  | 52900   | 99   | 59600          |    |         |        |                  |        |         |    |  |      |       | Junior |
| Middle  | 14              | 576  | 79700   | 468  | 95000          |    |         |        |                  |        |         |    |  |      |       | Middel |
| Senior  | 23              | 574  | 97600   | 467  | 118200         |    |         |        |                  |        |         |    |  |      |       | Senior |
| Top   | 29              | 302  | 123300  | 225  | 144600         |    |         |        |                  |        |         |    |  |      |       | Top    |
| <b>*Lecturer (not university, technikon)</b>    |                 |      |         |      |                |    |         |        |                  |        |         |    | <b>*Lektor, dosent (nie universiteit, technikon)</b> |      |       |        |
| Junior  | 11              | 80   | 59800   | 47   | 67000          |    |         |        |                  |        |         |    |  |      |       | Junior |
| Middle  | 18              | 129  | 77400   | 86   | 86800          | 20 | 19      | 70000  | 16               | 92000  |         |    |  |      |       | Middel |
| Senior  | 20              | 118  | 90800   | 92   | 95800          |    |         |        |                  |        |         |    |  |      |       | Senior |
| Top   | 25              | 17   | 100000  | 11   | 100000         |    |         |        |                  |        |         |    |  |      |       | Top    |
| <b>*Teacher</b>                                 |                 |      |         |      |                |    |         |        |                  |        |         |    | <b>*Onderwyser</b>                                   |      |       |        |
| Junior  | 7               | 936  | 49000   | 644  | 53000          | 7  | 71      | 42000  | 54               | 42000  |         |    |  |      |       | Junior |
| Middle  | 15              | 563  | 66000   | 410  | 74800          | 12 | 26      | 60500  | 20               | 64800  |         |    |  |      |       | Middel |
| Senior  | 18              | 421  | 72000   | 294  | 80700          | 21 | 26      | 72500  | 21               | 85500  |         |    |  |      |       | Senior |
| Top   | 24              | 224  | 92100   | 158  | 105300         | 21 | 17      | 91000  | 15               | 97400  |         |    |  |      |       | Top    |
| POST LEVEL                                      | PUBLIC SECTOR   |      |         |      | PRIVATE SECTOR |    |         |        | SELF-EMPLOYED    |        |         |    | POS-VLAK   |      |       |        |
|   | SALARIS         |      | PAKKET  |      | SALARIS        |    | PAKKET  |        | SALARIS          |        | PAKKET  |    |  |      |       |        |
|   | **              | N    | RAND    | N    | RAND           | ** | N       | RAND   | N                | RAND   | **      | N  |  | RAND | N     | RAND   |
| RIENCE  | OPENBARE SEKTOR |      |         |      | PRIVATE SEKTOR |    |         |        | SELFGEËMPLJOEERD |        |         |    |  |      |       |        |

\*\* Median years work experience

\*\* Mediaan jare werkervaring

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, WORK EXPERIENCE AND EMPLOYER SECTOR

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, WERKERVARING EN WERKGEWESSEKTOR

| YEARS WORK EXPERIENCE | PUBLIC SECTOR                            |      |         |      | PRIVATE SECTOR |      |         |       | SELF-EMPLOYED                                 |        |         |      | JARE WERK-ERVARING |    |       |         |
|-----------------------|--|------|---------|------|----------------|------|---------|-------|---|--------|---------|------|--------------------|----|-------|---------|
|                       | SALARY                                   |      | PACKAGE |      | SALARY         |      | PACKAGE |       | SALARY  |        | PACKAGE |      |                    |    |       |         |
|                       | N  | RAND | N       | RAND | N              | RAND | N       | RAND  | N   | RAND   | N       | RAND |                    |    |       |         |
|                       | •School principal, vice school principal |      |         |      |                |      |         |       | •Hoof, adjunkhoof: skool, kollege             |        |         |      |                    |    |       |         |
| 8 - 12                | 40                                       | 31   | 84000   | 20   | 95800          |      |         |       |   |        |         |      | 8 - 12             |    |       |         |
| 13 - 17               | 39                                       | 71   | 85000   | 52   | 96100          |      |         |       |   |        |         |      | 13 - 17            |    |       |         |
| 18 - 22               | 40                                       | 109  | 94300   | 86   | 103700         |      |         |       |   |        |         |      | 18 - 22            |    |       |         |
| 23+                   | 39                                       | 346  | 97900   | 246  | 115400         | 42   | 26      | 93900 | 24  | 105300 |         |      | 23+                |    |       |         |
|                       | •Lecturer (university, technikon)        |      |         |      |                |      |         |       | •Lektor, dosent (universiteit, technikon)     |        |         |      |                    |    |       |         |
| < 3                   | 37                                       | 44   | 50100   | 38   | 55800          |      |         |       |   |        |         |      | < 3                |    |       |         |
| 3 - 7                 | 39                                       | 169  | 62500   | 140  | 74900          |      |         |       |   |        |         |      | 3 - 7              |    |       |         |
| 8 - 12                | 40                                       | 233  | 79000   | 194  | 92100          |      |         |       |   |        |         |      | 8 - 12             |    |       |         |
| 13 - 17               | 40                                       | 237  | 87300   | 193  | 101800         |      |         |       |   |        |         |      | 13 - 17            |    |       |         |
| 18 - 22               | 43                                       | 270  | 96600   | 203  | 114400         |      |         |       |   |        |         |      | 18 - 22            |    |       |         |
| 23+                   | 43                                       | 697  | 107000  | 554  | 126000         |      |         |       |   |        |         |      | 23+                |    |       |         |
|                       | •Lecturer (not university, technikon)    |      |         |      |                |      |         |       | •Lektor, dosent (nie universiteit, technikon) |        |         |      |                    |    |       |         |
| 3 - 7                 | 32                                       | 40   | 54600   | 28   | 57200          |      |         |       |   |        |         |      | 3 - 7              |    |       |         |
| 8 - 12                | 35                                       | 79   | 73800   | 55   | 86200          |      |         |       |   |        |         |      | 8 - 12             |    |       |         |
| 13 - 17               | 35                                       | 63   | 83700   | 48   | 90500          |      |         |       |   |        |         |      | 13 - 17            |    |       |         |
| 18 - 22               | 35                                       | 54   | 82000   | 36   | 91700          | 36   | 10      | 93300 | 10  | 95000  |         |      | 18 - 22            |    |       |         |
| 23+                   | 34                                       | 127  | 89800   | 75   | 95000          | 44   | 10      | 89000 | 10  | 95000  |         |      | 23+                |    |       |         |
|                       | •Teacher                                 |      |         |      |                |      |         |       | •Onderwyser                                   |        |         |      |                    |    |       |         |
| < 3                   | 32                                       | 179  | 35400   | 124  | 37600          | 32   | 22      | 32200 | 16  | 34000  | 6       | 14   | 9900               | 13 | 10000 | < 3     |
| 3 - 7                 | 35                                       | 445  | 48200   | 312  | 51800          | 32   | 32      | 42100 | 24  | 42100  | 20      | 15   | 19200              | 15 | 19200 | 3 - 7   |
| 8 - 12                | 35                                       | 455  | 58000   | 334  | 65000          | 32   | 46      | 48600 | 39  | 48900  | 11      | 10   | 16300              | 11 | 16300 | 8 - 12  |
| 13 - 17               | 37                                       | 412  | 65900   | 295  | 74700          | 32   | 26      | 47100 | 20  | 47100  | 15      | 20   | 11100              | 20 | 11100 | 13 - 17 |
| 18 - 22               | 37                                       | 303  | 71300   | 207  | 80000          | 41   | 27      | 58500 | 23  | 62400  | 15      | 20   | 11100              | 20 | 11100 | 18 - 22 |
| 23+                   | 35                                       | 476  | 74500   | 319  | 86400          | 33   | 37      | 72000 | 30  | 81800  |         |      |                    |    |       | 23+     |
| YEARS WORK EXPERIENCE | OPENBARE SEKTOR                          |      |         |      | PRIVATE SEKTOR |      |         |       | SELFGEËMPLJOEERD                              |        |         |      | JARE WERK-ERVARING |    |       |         |
|                       | SALARIS                                  |      | PAKKET  |      | SALARIS        |      | PAKKET  |       | SALARIS                                       |        | PAKKET  |      |                    |    |       |         |
|                       | N  | RAND | N       | RAND | N              | RAND | N       | RAND  | N   | RAND   | N       | RAND |                    |    |       |         |

•• Median hours worked per week

•• Mediaan ure per week gewerk

TABLE 5

TABEL 5

MEDIAN INCOME OF GRADUATES ACCORDING  
TO OCCUPATION, WORKING HOURS AND EMPLOYER SECTOR

MEDIAAN INKOMSTE VAN GEGRADUEERDES  
VOLGENS BEROEP, WERKURE EN WERKGEWESSEKTOR

| WORKING<br>HOURS | PUBLIC SECTOR                            |        |         |        | PRIVATE SECTOR |        |         |        | SELF-EMPLOYED                             |       |         |       | WERK-<br>URE |
|------------------|--|--------|---------|--------|----------------|--------|---------|--------|---|-------|---------|-------|--------------|
|                  | SALARY                                   |        | PACKAGE |        | SALARY         |        | PACKAGE |        | SALARY                                    |       | PACKAGE |       |              |
|                  | N  | RAND   | N       | RAND   | N              | RAND   | N       | RAND   | N   | RAND  | N       | RAND  |              |
|                  | •School principal, vice school principal |        |         |        |                |        |         |        | •Hoof, adjunkhoof: skool, kollege         |       |         |       |              |
| 15 - 29          | 78                                       | 90800  | 60      | 104500 |                |        |         |        |   |       |         |       | 15 - 29      |
| 30 - 44          | 310                                      | 97400  | 223     | 108500 | 23             | 84000  | 23      | 95800  |   |       |         |       | 30 - 44      |
| 45+              | 165                                      | 97600  | 121     | 114200 | 20             | 102000 | 19      | 125600 |   |       |         |       | 45+          |
|                  | •Lecturer (university, technikon)        |        |         |        |                |        |         |        | •Lektor, dosent (universiteit, technikon) |       |         |       |              |
| 1 - 14           | 29                                       | 78200  | 24      | 78200  |                |        |         |        |   |       |         |       | 1 - 14       |
| 15 - 29          | 131                                      | 82500  | 102     | 97600  |                |        |         |        |   |       |         |       | 15 - 29      |
| 30 - 44          | 854                                      | 89600  | 691     | 105500 |                |        |         |        |   |       |         |       | 30 - 44      |
| 45+              | 640                                      | 100000 | 508     | 117200 |                |        |         |        |   |       |         |       | 45+          |
|                  | •Academic assistant (university)         |        |         |        |                |        |         |        | •Akademiese assistent (universiteit)      |       |         |       |              |
| 1 - 14           | 61                                       | 12000  | 39      | 12000  |                |        |         |        |   |       |         |       | 1 - 14       |
| 15 - 29          | 32                                       | 24700  | 23      | 24700  |                |        |         |        |   |       |         |       | 15 - 29      |
| 30 - 44          | 27                                       | 32800  | 21      | 35500  |                |        |         |        |   |       |         |       | 30 - 44      |
|                  | •Teacher                                 |        |         |        |                |        |         |        | •Onderwyser                               |       |         |       |              |
| 1 - 14           | 54                                       | 31900  | 37      | 33600  | 27             | 18300  | 18      | 19200  | 33  | 10000 | 34      | 10000 | 1 - 14       |
| 15 - 29          | 499                                      | 57400  | 356     | 63900  | 39             | 34500  | 35      | 34500  | 22  | 23000 | 22      | 23000 | 15 - 29      |
| 30 - 44          | 1270                                     | 60500  | 887     | 69200  | 99             | 57300  | 79      | 62400  |   |       |         |       | 30 - 44      |
| 45+              | 424                                      | 67000  | 299     | 74700  | 24             | 65600  | 20      | 69800  |   |       |         |       | 45+          |
| WORKING<br>HOURS | N  | RAND   | N       | RAND   | N              | RAND   | N       | RAND   | N   | RAND  | N       | RAND  | WERK-<br>URE |
|                  | SALARIS                                  |        | PAKKET  |        | SALARIS        |        | PAKKET  |        | SALARIS                                   |       | PAKKET  |       |              |
|                  | OPENBARE SEKTOR                          |        |         |        | PRIVATE SEKTOR |        |         |        | SELFGEEËMPLOJEERD                         |       |         |       |              |



COMPARISON OF THE INCOME OF MEN AND WOMEN WORKING FULL TIME ACCORDING TO OCCUPATION AND WORK EXPERIENCE

VERGELYKING VAN DIE INKOMSTE VAN MANS EN VROUE WAT VOLTYDS WERK VOLGENS BEROEP EN WERKERVARING

EMPLOYEES: PUBLIC SECTOR

WERKNEMERS: OPENBARE SEKTOR

| YEARS WORK EXPERIENCE                    | MALE   |      |         |      | FEMALE |      |         |       | TOTAL  |        |         |      | JARE WERK-ERVARING                            |     |        |         |  |  |  |  |  |  |  |  |  |
|--|--------|------|---------|------|--------|------|---------|-------|--------|--------|---------|------|---|-----|--------|---------|--|--|--|--|--|--|--|--|--|
|  | SALARY |      | PACKAGE |      | SALARY |      | PACKAGE |       | SALARY |        | PACKAGE |      |   |     |        |         |  |  |  |  |  |  |  |  |  |
|  | N      | RAND | N       | RAND | N      | RAND | N       | RAND  | N      | RAND   | N       | RAND |   |     |        |         |  |  |  |  |  |  |  |  |  |
| •School principal, vice school principal |        |      |         |      |        |      |         |       |        |        |         |      | •Hoof, adjunkhoof: skool, kollege             |     |        |         |  |  |  |  |  |  |  |  |  |
| 11 - 20                                  | 40     | 131  | 90700   | 97   | 101100 | 35   | 27      | 83600 | 17     | 83600  | 39      | 158  | 90100   | 114 | 98900  | 11 - 20 |  |  |  |  |  |  |  |  |  |
| 21 +                                     | 38     | 344  | 98000   | 250  | 116200 | 42   | 40      | 92400 | 29     | 100100 | 39      | 385  | 97900   | 279 | 114400 | 21 +    |  |  |  |  |  |  |  |  |  |
| •Lecturer (university, technikon)        |        |      |         |      |        |      |         |       |        |        |         |      | •Lektor, dosent (universiteit, technikon)     |     |        |         |  |  |  |  |  |  |  |  |  |
| 0 - 5                                    | 42     | 66   | 57100   | 57   | 71500  | 38   | 63      | 52000 | 51     | 60500  | 39      | 129  | 54700   | 108 | 69400  | 0 - 5   |  |  |  |  |  |  |  |  |  |
| 6 - 10                                   | 42     | 108  | 81900   | 91   | 98400  | 38   | 109     | 67200 | 84     | 75300  | 39      | 217  | 73900   | 175 | 87200  | 6 - 10  |  |  |  |  |  |  |  |  |  |
| 11 - 20                                  | 43     | 276  | 94700   | 230  | 113600 | 39   | 210     | 79200 | 161    | 91000  | 42      | 487  | 88700   | 392 | 102800 | 11 - 20 |  |  |  |  |  |  |  |  |  |
| 21 +                                     | 44     | 610  | 110700  | 494  | 130800 | 42   | 174     | 90600 | 125    | 103800 | 43      | 798  | 106300  | 629 | 125300 | 21 +    |  |  |  |  |  |  |  |  |  |
| •Lecturer (not university, technikon)    |        |      |         |      |        |      |         |       |        |        |         |      | •Lektor, dosent (nie universiteit, technikon) |     |        |         |  |  |  |  |  |  |  |  |  |
| 0 - 5                                    | 35     | 15   | 55000   | 10   | 58000  | 32   | 14      | 40200 |        |        | 32      | 29   | 47700   | 18  | 50700  | 0 - 5   |  |  |  |  |  |  |  |  |  |
| 6 - 10                                   | 30     | 27   | 67000   | 21   | 77200  | 33   | 36      | 63400 | 24     | 63400  | 32      | 63   | 65000   | 45  | 68100  | 6 - 10  |  |  |  |  |  |  |  |  |  |
| 11 - 20                                  | 38     | 57   | 85100   | 46   | 96400  | 35   | 76      | 76400 | 52     | 85600  | 35      | 134  | 80000   | 98  | 91000  | 11 - 20 |  |  |  |  |  |  |  |  |  |
| 21 +                                     | 34     | 68   | 91100   | 43   | 103500 | 35   | 70      | 83100 | 37     | 90800  | 35      | 139  | 90000   | 81  | 97400  | 21 +    |  |  |  |  |  |  |  |  |  |
| •Teacher                                 |        |      |         |      |        |      |         |       |        |        |         |      | •Onderwyser (es)                              |     |        |         |  |  |  |  |  |  |  |  |  |
| 0 - 5                                    | 35     | 195  | 42900   | 131  | 48500  | 34   | 229     | 40000 | 159    | 42300  | 35      | 424  | 41800   | 290 | 43600  | 0 - 5   |  |  |  |  |  |  |  |  |  |
| 6 - 10                                   | 37     | 210  | 57400   | 160  | 67300  | 35   | 250     | 53000 | 179    | 56500  | 35      | 460  | 54600   | 339 | 60500  | 6 - 10  |  |  |  |  |  |  |  |  |  |
| 11 - 20                                  | 38     | 409  | 71500   | 299  | 82400  | 36   | 333     | 61000 | 225    | 65800  | 37      | 744  | 66000   | 526 | 74100  | 11 - 20 |  |  |  |  |  |  |  |  |  |
| 21 +                                     | 37     | 382  | 76800   | 274  | 89200  | 35   | 190     | 69800 | 114    | 76800  | 36      | 583  | 74400   | 394 | 85800  | 21 +    |  |  |  |  |  |  |  |  |  |
| •Educational advisor                     |        |      |         |      |        |      |         |       |        |        |         |      | •Onderwysadviseur                             |     |        |         |  |  |  |  |  |  |  |  |  |
| 11 - 20                                  | 41     | 16   | 87700   | 12   | 94900  | 46   | 11      | 85900 | 10     | 96400  | 42      | 27   | 87300   | 22  | 94900  | 11 - 20 |  |  |  |  |  |  |  |  |  |
| 21 +                                     | 37     | 30   | 96700   | 22   | 108400 | 41   | 11      | 84300 |        |        | 37      | 41   | 93600   | 29  | 104600 | 21 +    |  |  |  |  |  |  |  |  |  |
| •Educationalist                          |        |      |         |      |        |      |         |       |        |        |         |      | •Onderwyskundige                              |     |        |         |  |  |  |  |  |  |  |  |  |
| 11 - 20                                  | 41     | 20   | 104000  | 15   | 119000 | 39   | 16      | 83600 | 11     | 107800 | 40      | 36   | 95800   | 26  | 108400 | 11 - 20 |  |  |  |  |  |  |  |  |  |
| 21 +                                     | 40     | 60   | 105400  | 47   | 132500 | 40   | 14      | 92500 | 10     | 105800 | 40      | 74   | 105000  | 57  | 128200 | 21 +    |  |  |  |  |  |  |  |  |  |

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

| YEARS WORK EXPERIENCE | MANLIK  |      |        |      | VROULIK |      |        |       | TOTAAL  |       |        |      | JARE WERK-ERVARING |    |       |         |  |  |  |  |  |  |  |  |  |
|-----------------------|---------|------|--------|------|---------|------|--------|-------|---------|-------|--------|------|--------------------|----|-------|---------|--|--|--|--|--|--|--|--|--|
|                       | SALARIS |      | PAKKET |      | SALARIS |      | PAKKET |       | SALARIS |       | PAKKET |      |                    |    |       |         |  |  |  |  |  |  |  |  |  |
|                       | N       | RAND | N      | RAND | N       | RAND | N      | RAND  | N       | RAND  | N      | RAND |                    |    |       |         |  |  |  |  |  |  |  |  |  |
| •Teacher              |         |      |        |      |         |      |        |       |         |       |        |      | •Onderwyser        |    |       |         |  |  |  |  |  |  |  |  |  |
| 0 - 5                 | 35      | 12   | 40100  | 10   | 50400   | 34   | 23     | 37300 | 17      | 37300 | 34     | 35   | 38000              | 27 | 38000 | 0 - 5   |  |  |  |  |  |  |  |  |  |
| 6 - 10                | 35      | 11   | 54800  |      |         | 35   | 17     | 50800 | 13      | 57400 | 35     | 28   | 53500              | 21 | 58500 | 6 - 10  |  |  |  |  |  |  |  |  |  |
| 11 - 20               | 36      | 15   | 69000  | 14   | 79700   | 34   | 34     | 50300 | 26      | 50300 | 35     | 49   | 59800              | 40 | 59800 | 11 - 20 |  |  |  |  |  |  |  |  |  |
| 21 +                  | 42      | 23   | 80000  | 17   | 98900   | 38   | 14     | 66200 | 14      | 73600 | 39     | 37   | 75900              | 31 | 90500 | 21 +    |  |  |  |  |  |  |  |  |  |

\*\* Median hours worked per week

\*\* Mediaan ure per week gewerk



TABLE 7

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, WORK EXPERIENCE, POPULATION GROUP AND EMPLOYER SECTOR

TABEL 7

MEDIAANINKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, WERKERVARING, BEVOLKINGSGROEP EN WERKEGVERSEKTOR

|  | 0 - 5 years / jare |   |      | 6 - 10 years / jare |   |      | 11 - 20 years / jare |   |      | 20 + years / jare |   |      | TOTAL / TOTAAL |   |      |
|--|--------------------|---|------|---------------------|---|------|----------------------|---|------|-------------------|---|------|----------------|---|------|
|  | S                  |   | P    | S                   |   | P    | S                    |   | P    | S                 |   | P    | S              |   | P    |
|  | **                 | N | RAND | **                  | N | RAND | **                   | N | RAND | **                | N | RAND | **             | N | RAND |
| •School principal, vice school principal |                    |   |      |                     |   |      |                      |   |      |                   |   |      |                |   |      |
| Public Sector                            |                    |   |      |                     |   |      |                      |   |      |                   |   |      |                |   |      |
| Asian / Asiër                            |                    |   |      |                     |   |      |                      |   |      |                   |   |      |                |   |      |
| Black / Swart                            |                    |   |      |                     |   |      |                      |   |      |                   |   |      |                |   |      |
| Colour / Kleur                           |                    |   |      |                     |   |      |                      |   |      |                   |   |      |                |   |      |
| White / Blank                            |                    |   |      |                     |   |      |                      |   |      |                   |   |      |                |   |      |
| •Inspector/superintendent of education   |                    |   |      |                     |   |      |                      |   |      |                   |   |      |                |   |      |
| Public Sector                            |                    |   |      |                     |   |      |                      |   |      |                   |   |      |                |   |      |
| Black / Swart                            |                    |   |      |                     |   |      |                      |   |      |                   |   |      |                |   |      |
| White / Blank                            |                    |   |      |                     |   |      |                      |   |      |                   |   |      |                |   |      |
| •Onderwysinspekteur                      |                    |   |      |                     |   |      |                      |   |      |                   |   |      |                |   |      |
| Openbare Sektor                          |                    |   |      |                     |   |      |                      |   |      |                   |   |      |                |   |      |
| Black / Swart                            |                    |   |      |                     |   |      |                      |   |      |                   |   |      |                |   |      |
| White / Blank                            |                    |   |      |                     |   |      |                      |   |      |                   |   |      |                |   |      |

\*\* Median hours worked per week (Continued)      S: Salary      P: Package      •• Mediaan ure per week gewerk      S: Salaris      P: Pakket (Vervolg)

|                                       | 0 - 5 years / jare |     |       | 6 - 10 years / jare |       |       | 11 - 20 years / jare |       |      | 20 + years / jare |       |      | TOTAL / TOTAAL |    |      |        |     |        |      |       |       |       |        |  |
|---------------------------------------|--------------------|-----|-------|---------------------|-------|-------|----------------------|-------|------|-------------------|-------|------|----------------|----|------|--------|-----|--------|------|-------|-------|-------|--------|--|
|                                       | S                  |     | P     | S                   |       | P     | S                    |       | P    | S                 |       | P    | S              |    | P    |        |     |        |      |       |       |       |        |  |
|                                       | **                 | N   | RANO  | **                  | N     | RANO  | **                   | N     | RANO | **                | N     | RANO | **             | N  | RANO |        |     |        |      |       |       |       |        |  |
| *Lecturer (university, technikon)     |                    |     |       |                     |       |       |                      |       |      |                   |       |      |                |    |      |        |     |        |      |       |       |       |        |  |
| Public Sector                         |                    |     |       |                     |       |       |                      |       |      |                   |       |      |                |    |      |        |     |        |      |       |       |       |        |  |
| Asian / Asiër                         |                    |     |       |                     |       |       |                      |       |      |                   |       |      |                |    |      |        |     |        |      |       |       |       |        |  |
| Black / Swart                         |                    |     |       |                     |       |       |                      |       |      |                   |       |      |                |    |      |        |     |        |      |       |       |       |        |  |
| Colour / Kleur                        |                    |     |       |                     |       |       |                      |       |      |                   |       |      |                |    |      |        |     |        |      |       |       |       |        |  |
| White / Blank                         | 41                 | 111 | 55900 | 92                  | 69800 |       |                      |       |      |                   |       |      |                |    |      |        |     |        |      |       |       |       |        |  |
|                                       |                    |     |       | 33                  | 17    | 72000 | 12                   | 83900 | 38   | 22                | 77600 | 19   | 94000          | 35 | 16   | 94200  | 15  | 115500 | 35   | 55    | 78000 | 49    | 97600  |  |
|                                       |                    |     |       | 41                  | 186   | 74600 | 153                  | 88200 | 34   | 25                | 82500 | 14   | 94300          | 36 | 17   | 97200  | 14  | 109300 | 35   | 66    | 83200 | 46    | 92800  |  |
|                                       |                    |     |       | 41                  | 186   | 74600 | 153                  | 88200 | 42   | 432               | 89400 | 352  | 104500         | 44 | 744  | 106800 | 583 | 125800 | 40   | 20    | 82100 | 17    | 102200 |  |
|                                       |                    |     |       | 41                  | 186   | 74600 | 153                  | 88200 | 42   | 432               | 89400 | 352  | 104500         | 44 | 744  | 106800 | 583 | 125800 | 42   | 1473  | 93200 | 1180  | 110700 |  |
| *Lecturer (not university, technikon) |                    |     |       |                     |       |       |                      |       |      |                   |       |      |                |    |      |        |     |        |      |       |       |       |        |  |
| Public Sector                         |                    |     |       |                     |       |       |                      |       |      |                   |       |      |                |    |      |        |     |        |      |       |       |       |        |  |
| Asian / Asiër                         | 35                 | 13  | 62300 |                     |       |       |                      |       | 29   | 23                | 86900 | 19   | 91300          |    |      |        |     |        | 36   | 18    | 79200 | 14    | 94100  |  |
| Black / Swart                         |                    |     |       |                     |       |       |                      |       | 27   | 17                | 68000 | 12   | 69900          |    |      |        |     |        | 28   | 59    | 68100 | 41    | 79300  |  |
| Colour / Kleur                        |                    |     |       |                     |       |       |                      |       | 33   | 39                | 59600 | 28   | 63200          |    |      |        |     |        | 31   | 15    | 84300 |       |        |  |
| White / Blank                         | 32                 | 16  | 38200 | 10                  | 46000 |       |                      |       | 38   | 96                | 79300 | 67   | 89700          |    |      |        |     | 35     | 271  | 80000 | 177   | 90800 |        |  |
| *Teacher                              |                    |     |       |                     |       |       |                      |       |      |                   |       |      |                |    |      |        |     |        |      |       |       |       |        |  |
| Public Sector                         |                    |     |       |                     |       |       |                      |       |      |                   |       |      |                |    |      |        |     |        |      |       |       |       |        |  |
| Asian / Asiër                         | 28                 | 31  | 43000 | 24                  | 44200 |       |                      |       | 31   | 98                | 61900 | 77   | 73800          |    |      |        |     | 31     | 300  | 63100 | 241   | 75700 |        |  |
| Black / Swart                         | 28                 | 94  | 40400 | 63                  | 42800 |       |                      |       | 30   | 96                | 68100 | 68   | 77200          |    |      |        |     | 30     | 292  | 56600 | 208   | 62600 |        |  |
| Colour / Kleur                        | 32                 | 46  | 41600 | 25                  | 42700 |       |                      |       | 33   | 63                | 65100 | 41   | 76300          |    |      |        |     | 32     | 172  | 59200 | 113   | 68700 |        |  |
| White / Blank                         | 38                 | 253 | 42000 | 178                 | 44000 |       |                      |       | 39   | 485               | 66600 | 338  | 73600          |    |      |        |     | 38     | 1434 | 61000 | 979   | 68200 |        |  |
| Private Sector                        |                    |     |       |                     |       |       |                      |       |      |                   |       |      |                |    |      |        |     |        |      |       |       |       |        |  |
| Black / Swart                         | 34                 | 24  | 37500 | 19                  | 38000 |       |                      |       | 35   | 43                | 57400 | 35   | 57400          |    |      |        |     | 39     | 34   | 76900 | 29    | 90500 |        |  |
| White / Blank                         |                    |     |       |                     |       |       |                      |       | 35   | 23                | 53000 | 17   | 58400          |    |      |        |     | 35     | 17   | 60100 | 12    | 62400 |        |  |
|                                       |                    |     |       |                     |       |       |                      |       | 35   | 23                | 53000 | 17   | 58400          |    |      |        |     | 35     | 124  | 55500 | 100   | 59600 |        |  |
| *Onderwyser                           |                    |     |       |                     |       |       |                      |       |      |                   |       |      |                |    |      |        |     |        |      |       |       |       |        |  |
| Public Sector                         |                    |     |       |                     |       |       |                      |       |      |                   |       |      |                |    |      |        |     |        |      |       |       |       |        |  |
| Asian / Asiër                         |                    |     |       |                     |       |       |                      |       |      |                   |       |      |                |    |      |        |     |        |      |       |       |       |        |  |
| Black / Swart                         |                    |     |       |                     |       |       |                      |       |      |                   |       |      |                |    |      |        |     |        |      |       |       |       |        |  |
| Colour / Kleur                        |                    |     |       |                     |       |       |                      |       |      |                   |       |      |                |    |      |        |     |        |      |       |       |       |        |  |
| White / Blank                         |                    |     |       |                     |       |       |                      |       |      |                   |       |      |                |    |      |        |     |        |      |       |       |       |        |  |

\*\* Median hours worked per week      S: Salary      P: Package      \*\* Mediaan ure per week gewerk      S: Salaris      P: Pakket



MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO FIELD AND LEVEL OF STUDY AND EMPLOYER SECTOR

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS STUDIERIGTING, KWALIFIKASIEVLAK EN WERKGEWESSEKTOR

| FIELD OF STUDY  | PUBLIC SECTOR |     |         |     |        | PRIVATE SECTOR |     |         |     |        | SELF-EMPLOYED |    |         |    |        | STUDIE-RIGTING |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|-----------------|---------------|-----|---------|-----|--------|----------------|-----|---------|-----|--------|---------------|----|---------|----|--------|----------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
|                 | SALARY        |     | PACKAGE |     |        | SALARY         |     | PACKAGE |     |        | SALARY        |    | PACKAGE |    |        |                |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                 | **            | N   | RAND    | N   | RAND   | **             | N   | RAND    | N   | RAND   | **            | N  | RAND    | N  | RAND   |                |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| EDUCATION       |               |     |         |     |        |                |     |         |     |        |               |    |         |    |        | OPVOEDKUNDE    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| B-degree        | 6             | 185 | 50200   | 136 | 54300  | 7              | 52  | 47200   | 41  | 56400  | 12            | 12 | 30000   | 12 | 30000  | B-graad        |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Post grad.dipl. | 11            | 895 | 57800   | 616 | 65700  | 11             | 295 | 65000   | 250 | 79300  | 18            | 92 | 87000   | 93 | 90000  | Nagraadse dip  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Hons-degree     | 20            | 891 | 80200   | 652 | 92800  | 19             | 74  | 83500   | 65  | 102000 | 23            | 27 | 100000  | 26 | 100000 | Hons-graad     |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| M-degree        | 22            | 317 | 91300   | 241 | 105000 | 27             | 18  | 98700   | 15  | 125500 | 15            | 14 | 66000   | 13 | 66000  | M-graad        |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| D-degree        | 27            | 136 | 105000  | 109 | 124800 |                |     |         |     |        |               |    |         |    |        | D-graad        |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

| FIELD OF STUDY | OPENBARE SEKTOR |   |        |   | PRIVATE SEKTOR |    |        |      | SELFGEEËMPOJEERD |      |        |   | STUDIE-RIGTING |      |
|----------------|-----------------|---|--------|---|----------------|----|--------|------|------------------|------|--------|---|----------------|------|
|                | SALARIS         |   | PAKKET |   | SALARIS        |    | PAKKET |      | SALARIS          |      | PAKKET |   |                |      |
|                | **              | N | RAND   | N | RAND           | ** | N      | RAND | N                | RAND | **     | N |                | RAND |

\*\* Median years work experience

\*\* Mediaan jare werkervaring

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- 2 *Short report*: Same as *Main Report* but without breakdown of occupations.

*Occupational group reports*, with a breakdown of occupations according to the different variables. Field and level of study also included.

- 3 Engineers, architects, quantity surveyors, town and regional planners and land surveyors
- 4 Natural science, computer and agricultural occupations
- 5 Medical and health science occupations
- 6 Education occupations
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- 8 Legal, religious, social sciences and other humanities
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- 3 Ingenieurs, argitekte, bourekenaars, stads- en streeksbeplanners en landmeters
- 4 Natuurwetenskaplike, rekenaar- en landboukundige beroepe
- 5 Mediese en gesondheidsdiensberoepe
- 6 Onderwysberoepe
- 7 Menslike hulpbronne, finansiële, ekonomiese en verkoopsberoepe
- 8 Regs-, godsdienstige-, sosiale en ander geestewetenskaplike beroepe
- 9 Bestuurs-, administratiewe en klerklike beroepe. Bestuursberoepe word volgens bestuursvlak ontleed.

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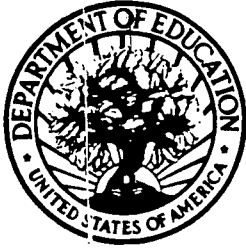
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