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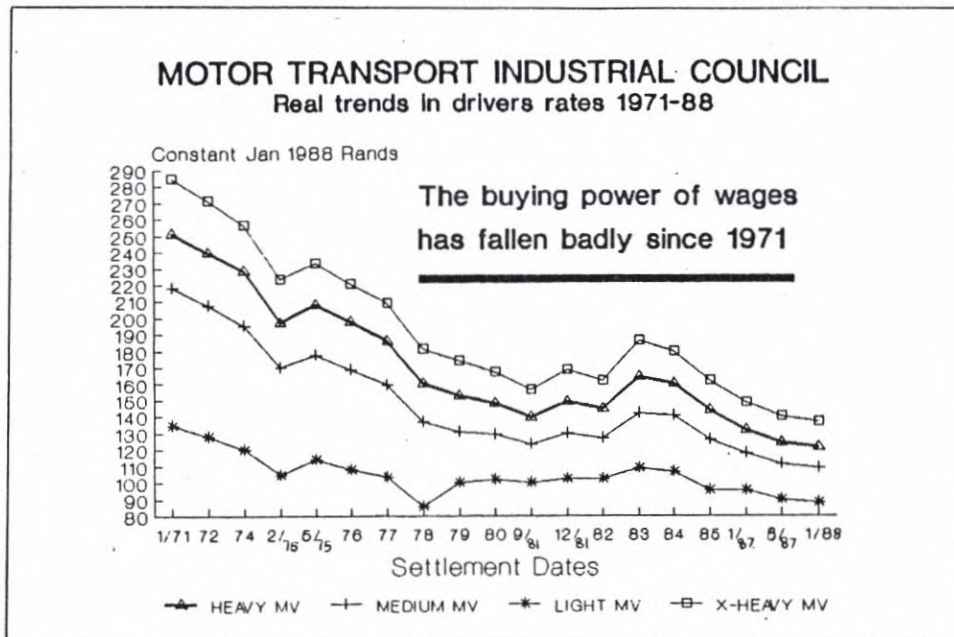
MOTOR TRANSPORT UNDERTAKING
INDUSTRIAL COUNCIL

Wage Analysis for the
Transport & General Workers' Union

12 October 1987

SUMMARY

1. This document has been prepared for the Transport & General Workers' Union to use in its submission to the arbitrator.
2. The main rates of pay set by the Motor Transport industrial council over the last 17 years have been for drivers and general workers. The buying power of drivers' wages has fallen drastically since 1971.



3. Since 1971, the buying power of minimum wages for medium, heavy and extra-heavy motor vehicles has fallen by more than half. In January 1988, the wage of a heavy MV driver would have to be over R250 per week to reflect the same buying power as in 1971. This compares with the employers wage offer of R122.
4. The buying power of the minimum wage for light MV drivers has fallen by one third since 1971.
5. General workers' rates have risen in real terms compared to 1971, but they have fallen compared to 1982/3. They will need an increase of over 20% in January 1988 for the buying power of the minimum to be restored to its 1983 level. The employers final wage offer is only 8,5%.
6. Consumer prices are rising by 16% or more each year. Annual wage increases have to move well ahead of this level for there to be an assured improvement in workers' standard of living.

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1. INTRODUCTION

The industrial council agreement for Motor Transport Undertaking (Goods) in the Transvaal will be in force until 1990. Wages are negotiated annually, for implementation in January, but a compulsory arbitration provision comes into effect if there is a deadlock.

This document is prepared to assist the Transport & General Workers Union in providing factual information to the arbitrator to back up the demand for a substantial wage increase. The union has rejected a final offer from the employers of an eight and a half percent increase in January 1988. Unfortunately, we have not received the wage demands of the union, so our report is not as focused as it should be.

2. WAGE CATEGORIES OVER TIME

The current agreement sets minimum wages for qualified workers in 29 different job categories. No less than twenty one of these were created in 1987.

Minimum rates for motor cycle drivers are the same as those for light motor vehicle drivers. Internal motor vehicle drivers have the same rates as medium motor vehicle drivers.

The highest paid workers are the security officers. Their minimum wages were first set in 1980 and have since almost doubled in real terms. They are the only group of workers whose minimum wages have displayed such a trend.

In 1987, the agreement introduced a modest 4% wage differential for drivers of articulated motor vehicles (over their counterparts in rigid motor vehicles). Drivers of ultra-heavy motor vehicles were awarded a minimum that was 7% above the rate for rigid extra-heavy motor vehicle drivers.

From an historical point of view, the key wages in the agreement are those for general workers, and drivers of light, medium, heavy and extra-heavy motor vehicles. The wage history of each of these is graphed in detail, below.

3. REAL WAGE TRENDS: WHAT HAS HAPPENED TO BUYING POWER

We have examined wage trends in the agreements of the Motor Transport industrial council since 1971. This is the earliest year for which we have computerised information.

We have traced the wage rates for drivers, including their service bonuses. Until 1976, a R2 per week service bonus was earned after one year of service. From then, until 1983, the service bonus was R1,92 per week, still earned after one year of service. Since 1983, the full service bonus is earned only after five years of service with one employer. It amounts to R5,52 per week. (A R2,30 per week bonus is now earned after one year).

Price increases have had a major effect on the real value, or buying power, of minimum wage rates.

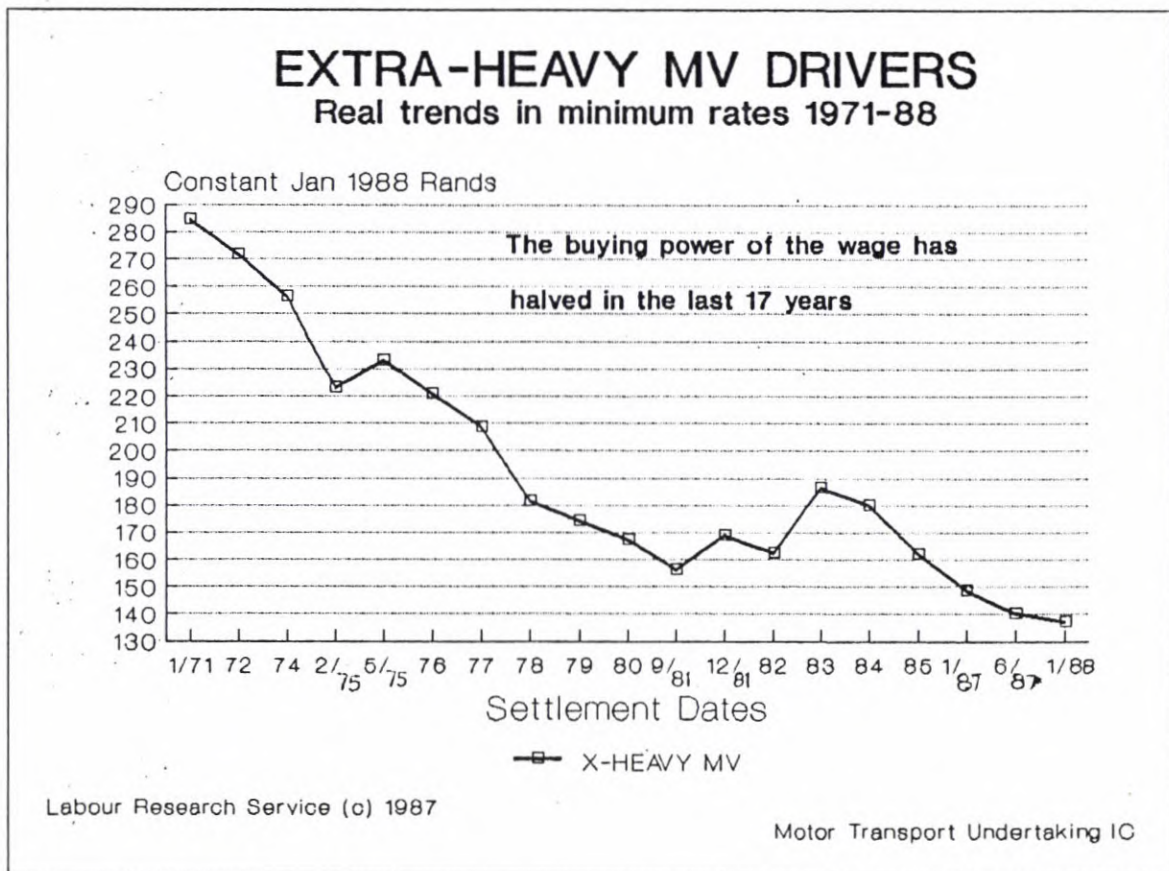
One rand could buy a great deal more in 1971 than it can today. By January 1988, you will need about R7,93 to buy what R1 could buy in 1971!

To gain a proper understanding of the value of wages in the past, we need first need to convert them into "today's money". This is done using the Consumer Price Index, which is published by the government every month. It is recognised as the best available measuring rod of changes in consumer prices.

As the new wages will come into effect in January 1988, we will convert past wages to show what they would be worth in January 1988. Of course, we won't know the exact figure for the annual rate of inflation in January until early in 1988, so we have estimated it at 17%.

So all the graphs in this report show the buying power of minimum wages at a particular date, expressed in constant January 1988 Rands. They show the amount of money a worker would need to earn in January 1988, for his wage to have the same buying power as at a date in the past.

(Just by the way, the old R2 service bonus in 1971 is worth about R15 today. And it was earned after only a year's service. Now workers must wait four years longer to get a smaller bonus, worth only R5,52!)

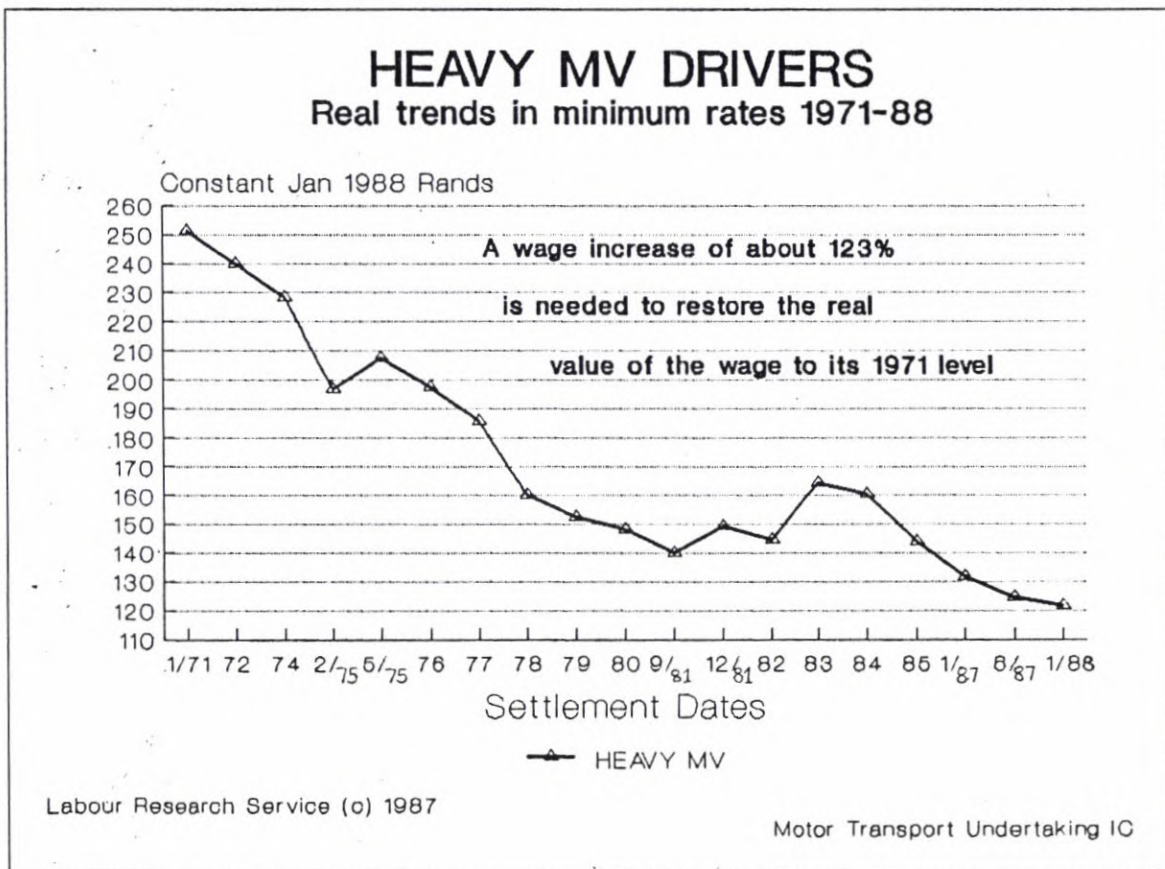


The employers have offered a wage increase in January 1988 of 8,5% to bring the minimum for an extra-heavy motor vehicle driver up to R137,12 per week. This wage offer appears at the bottom right corner of the graph.

In 1971, an extra-heavy motor vehicle driver had a minimum wage rate of R35,90 per week. But R7,93 is needed in January 1988, to buy what R1 could buy seventeen years before. So, expressed in January 1988 money, that wage of R35,90 is actually worth R284,68. We see this at the top left of the graph.

The graph shows that the buying power of the minimum wage has fallen from R284 towards R137, the new wage proposed by the employers. It has halved in value since 1971.

From 1981 to 1983, the downward slide in the real value of the wage was halted. Buying power rose from R156 to R186 per week. But since 1983, there has been a further decline. The real value of the new wage proposed by the employers is the lowest ever set for all extra-heavy and ultra-heavy truck drivers in the Motor Transport Undertaking in the Transvaal.



In 1971, a heavy motor vehicle driver had a minimum wage rate of R31,70 per week. The employers have offered a wage increase in January 1988 of 8,5% to bring this minimum up to R121,72 per week.

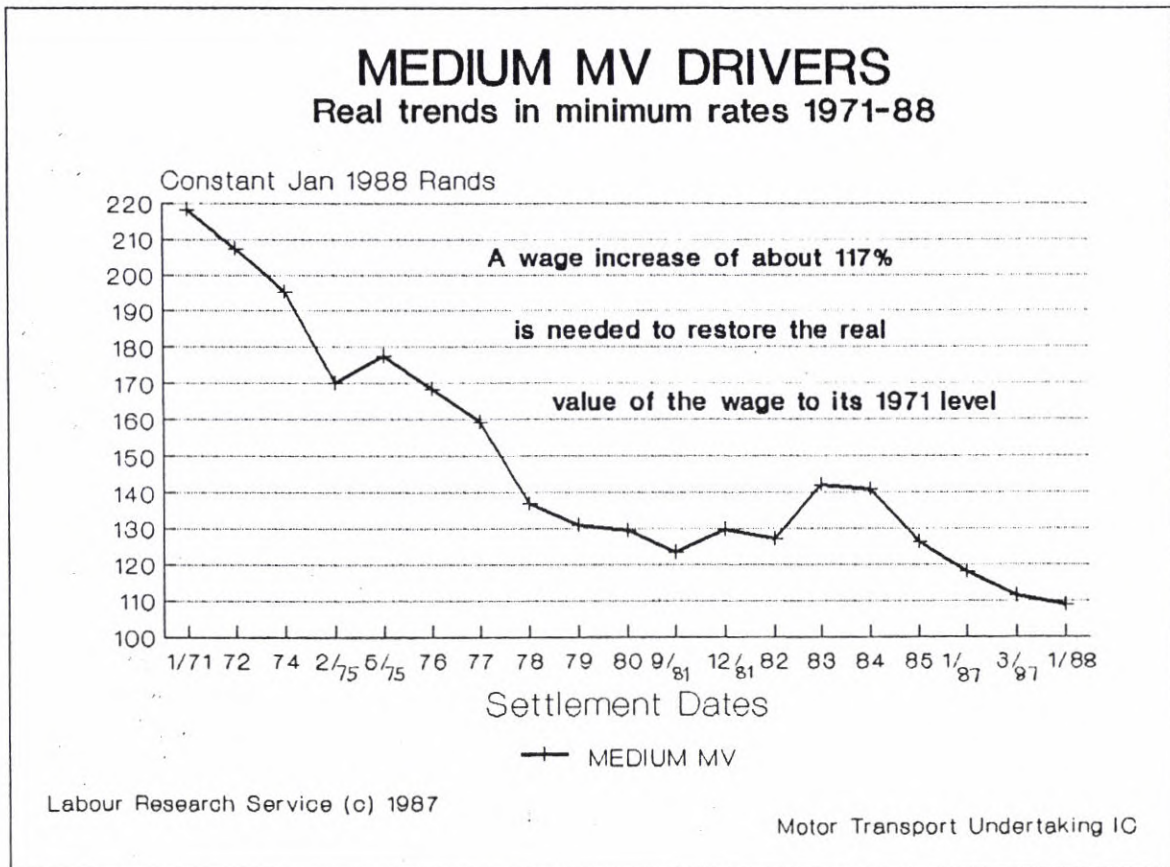
This means a wage increase of 284% since 1971.

But, in the same period, prices have gone up by 693%.

So, if the heavy motor vehicle drivers wage had just kept pace with prices, he would need to earn 693% more than R31,70 - that is R251,37 per week! This is 123% more than the current wage.

An increase of 46% would be needed in January 1988, just to restore the buying power of the wage to its value five years ago, in 1983.

An 8,5% increase in 1988, as illustrated at the bottom right of the graph, will continue the downward trend in real wage values.



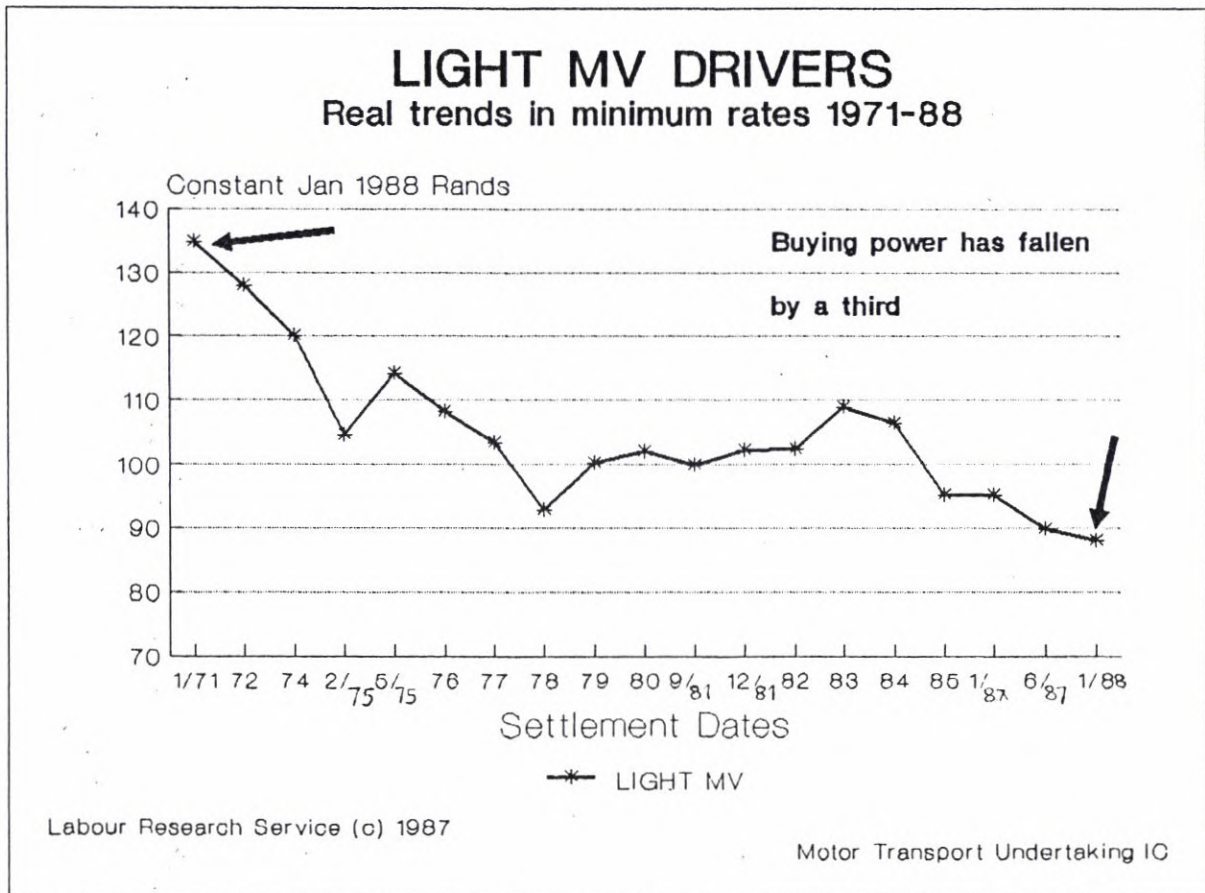
The buying power of the minimum wage for medium motor vehicle drivers follows the same trend as for the heavy and extra-heavy job categories.

Buying power has halved since 1971.

An increase of 117% is needed to restore the real value of the wage to its R218 level, reached in 1971.

The buying power of the minimum was R142 per week in 1983.

The employer proposal of an 8,5% increase in January 1988, to only R109 per week, intensifies the trend towards ever lower wages for truck drivers.

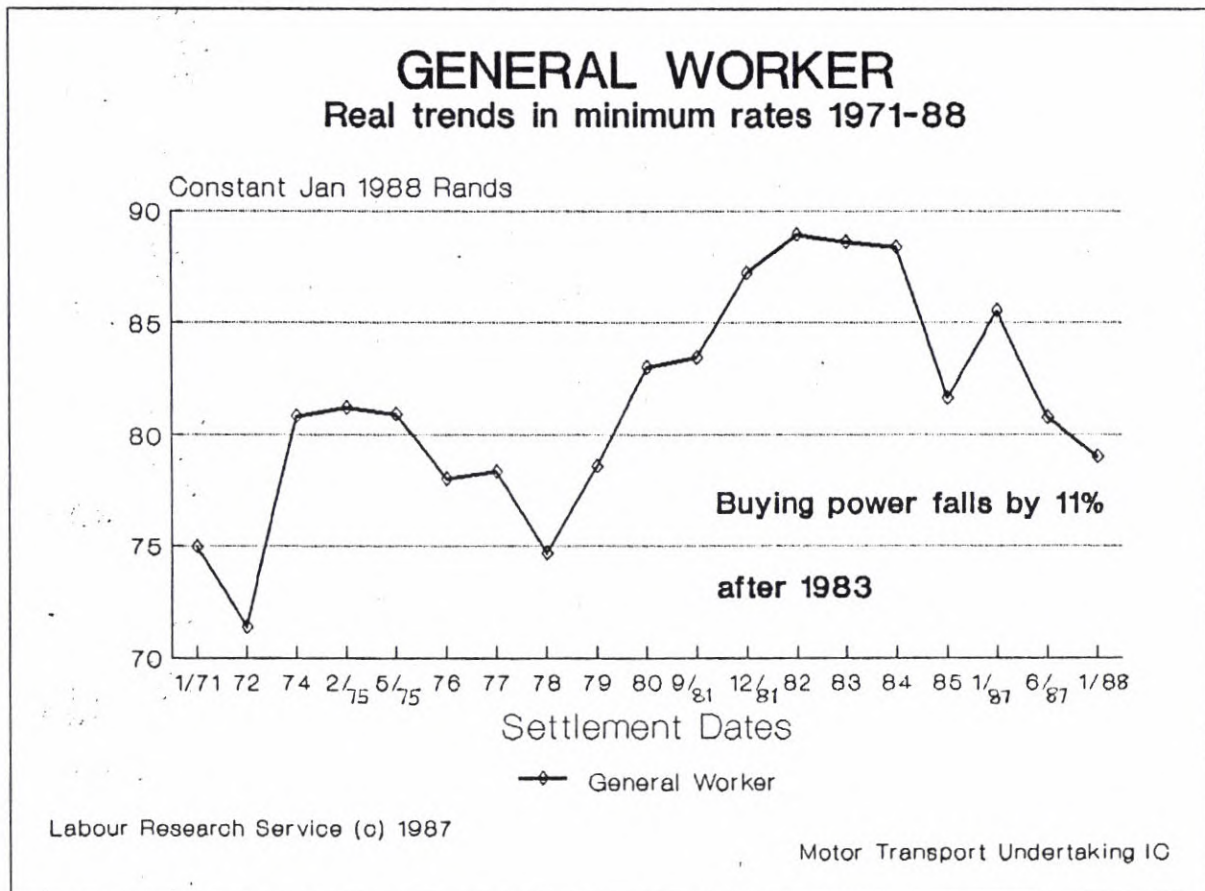


Light motor vehicle drivers on the minimum wage are now able to buy less than one third of the amount of goods than in 1971.

The buying power of the wage was R135 in 1971. In January 1988, the employers have proposed an 8,5% "increase" to R88 per week.

An increase of 66% on the current wage is needed to set a minimum that merely has the same buying power as the minimum wage set by the industrial council 17 years ago.

A 34% increase is needed in January 1988 to restore the wage to its real level just five years ago.



The minimum wage for General worker's is extremely low.

Valued in January 1988 money, the wage rose from R71 per week in 1972, to R89 in 1982-4. Since then, the buying power of the wage has fallen.

An increase of 21% is needed in January 1988, just to restore the real value of the wage to its 1982/3 level of R89. As the graph indicates, this was the highest real level ever set by the industrial council for this category of workers. Even this was well below the "poverty datum line". [The average Supplemented Living Level in 1983 was R80 per week, compared with the actual wage value of R46 per week.]

The employer's wage proposal will set the new wage at about R79 per week. This reflects a fall in buying power below the levels of the last six years.

4. COMMENT ON THE EMPLOYERS' 8,5% OFFER

All minimum wages, except those for security guards, have fallen badly in real terms in the last four years, quite apart from the long-term decline in wage rates illustrated above.

The current annual rate of inflation is in the region of 16%, but it is expected to increase in the last few months of the year. This is why we have estimated a 17% annual inflation rate for January 1988.

An annual wage rise should first compensate workers for the fall in the buying power of their wages since the preceding wage settlement. This means an increase of 17% just to compensate for inflation in the past year.

Secondly, the wage rise should seek to make up the ground lost through inadequate wage increases, below the rate of price rises, in earlier years.

The employer's 8,5% offer does neither. In fact it will lead to a further lowering of the buying power of wages in the coming year.

The wages set for January 1988 will be in effect for a full year. And all economists predict that price rises will continue unabated in 1988. Mr Mike Daly, the economist at Southern Life, expects that inflation "could be nearing 20%" by the end of 1988, with a 17,5% average for the year. (Financial Mail, 2 October 1987). This coincides with the opinion of the Old Mutual Economic Research Unit. The July 1988 edition of Economic Monitor states that:

"... the next major leg in the inflation cycle is likely to be upwards.. During this rise, the previous peak in inflation of 20,7% could easily be surpassed."

On inflation grounds alone, the 8,5% offer of the employers appears to be woefully inadequate. We make this judgement in the context of an inflation rate that is double that figure and a wage history that shows a long-term downward trend in the buying power of wage rates for drivers.

5. HOW TO RESTORE WAGES TO THE 1971 LEVEL

The table below shows the approximate percentage and rand increases that would be needed in January 1988 to restore the minimum wage in each category to its highest real level since 1971.

The table is based purely on compensating for the effects of price rises. Further increases may be necessary in certain categories to allow for a "living wage" for all workers.

TABLE 1

Job Category	Current minimum wages from Jan-87	January 1988 value of the Highest real wage since '71			% change in buying power between 1971 & 1988
		Rand increase	% increase		
General Worker	R80.77	R88.92	R15.78	21.6%	5%
Drvr Light Veh	R89.91	R134.81	R53.39	65.6%	-35%
Drvr Med Veh (artic.)	R115.81	R218.07	R113.19	107.9%	
Drvr Med Veh (rigid)	R111.24	R218.07	R117.33	116.5%	-50%
Drvr Heavy Veh (artic.)	R130.04	R251.37	R133.61	113.5%	
Drvr Heavy Veh (rigid)	R124.45	R251.37	R138.67	123.0%	-52%
Drvr Xheavy Veh (artic.)	R145.28	R284.68	R153.12	116.4%	
Drvr Xheavy Veh (rigid)	R140.20	R284.68	R157.72	124.2%	-52%
Drvr Ultra-heavy Veh	R149.85	R284.68	R148.98	109.8%	
Grade A Security officer	R254.33	R269.44	R39.12	17.0%	
Grade B Security officer	R244.83	R267.64	R45.92	20.7%	

[Based on an estimated annual inflation rate of 17%]

Source: See Appendix tables for calculations

This column shows the percentage wage increase needed by each category in January 1988, to restore the buying power of wages to their highest level since 1971.

6. BACKGROUND INFORMATION

The decline in the buying power of wage rates for drivers that is described above is staggering. There can scarcely be a more searing indictment of the trade union parties to this industrial council. The strange fact is that the wages of general workers, whom these unions did not represent, showed a modest increase in buying power over the 17 years since 1971, while the minimum rates for drivers, whom the unions were supposed to represent, collapsed to their lowest levels ever.

But this industrial council is not alone in "devaluing" truck drivers' pay packets.

There has been a marked general decline in wage rates for drivers set by the industrial council system.

The SALDRU Quarterly Bulletin 2/1986 contains a survey of drivers wages over the period from 1976 to 1986. This covered 273 drivers job categories and found that 195 of them (71% of the total) had declined in real terms since 1976. The wage decline was worst for the drivers of heavier trucks. 83% of the minimum wages set for drivers of trucks weighing more than 9 000kg fell in real terms between 1976 and 1986.

DRIVERS WAGE RATES: CHANGES IN REAL WAGES 1976-1986

CATEGORY OF DRIVER	TOTAL NUMBER OF JOBS	REAL WAGE DECREASE	
		NUMBER	% OF TOTAL
<500kg	27	15	56%
500-3500kg	94	59	63%
3500-9000kg	94	73	78%
>9000kg	58	48	83%
All drivers	273	195	71%

The main reason for this decline in minimum wage standards is probably that black drivers are being employed to do the work at lower wages than whites or coloureds. The trade unions in the industrial councils often do not represent black workers and they have become weak and useless in defending the standards that they previously won.

Motor Transport Undertaking drivers wages compared with other minimum wages

The SALDRU database of minimum wages contains information on wage rates for four categories of drivers, three of which concern us here.

Light mv drivers	500 to 3500kg
Medium mv drivers	over 3500kg to 9000kg
Heavy and Extra-heavy mv drivers	over 9000kg

The latest information on the database is for June 1987. It allows us to judge how "good" the Motor Transport industrial council wages are compared to other industrial councils.

For example, there are 108 wages set for medium motor vehicle drivers.

The lowest wage is R32 per week! (Set by the Building Eastern Cape - it is possible that Mr G van der Walt is still a member of this council).

The highest wage is R171 per week (Printing industry).

The "median" wage is R 94.30 per week. The median is the wage in the middle of the wage spread from R32 to R171. Half the wage agreements set wages above the median, and half set wages below the median. We use it to indicate the average wage for the job category.

The Motor Transport industry sets a minimum wage of R100.74 for medium mv drivers.

This is just above the median wage, so we cannot say that the Motor Transport wage for this category of drivers is low compared to other industrial council agreements.

For a more complete comparison of the Motor Transport wage, it is useful to know how far above or below the median, the wage is. We can calculate the "decile ranking" of each Motor Transport wage in the spread of drivers wages. The median is always 5, and the top wage is always 10 in this scale.

**MOTOR TRANSPORT UNDERTAKING WAGE RATES
COMPARED WITH INDUSTRIAL COUNCIL WAGE RATES**

June 1987

Job Category	Motor Transport wage (per week)	Percentile ranking	Median wage (per week)
Light MV	R81	5	R81
Medium MV	R101	6	R94
Heavy MV	R113	5	R112
Extra heavy MV	R127	6	R112
Labourers	R73	7	R63

Source: Saldru database; See Appendix III

All the Motor Transport wage rates examined are the same as or above the median wage. By this criterion they are thus "good" compared to other industrial councils at June 1987.

They are probably, however, not good compared to wage rates actually paid to drivers in the larger firms. We have a very limited selection of drivers wage rates to draw upon and cannot "prove" this point at present.

A note on the service bonus

In 1971 a R2 per week bonus was granted to workers who had worked for more than a year for one employer. In today's money, this would be worth about R15 - yet the service bonus now is only R2,30 for a year's service.

The union may like to consider including part of its wage rise in a demand for the one year service bonus to be restored to its "proper value"!

A possible compromise: Restore wages to their 1983 real level

The table below shows the rand and percentage wage increases that will be needed in January 1988 to restore wages to reflect the same buying power as in October 1983.

This might be proposed as the first stage of a longer term drive to return wages to their "proper" level.

TABLE 2

Job Category	Current minimum wages from Jan-87	January 1988 value of the wage set in October 1983			% change in buying power between 1971 & 1988
		Rand	% increase	% increase	
General Worker	R80.77	R88.60	R15.46	21.1%	-11%
Drvr Mtr Cycle	R89.91	R108.90	R27.48	33.8%	-19%
Drvr Light Veh	R89.91	R108.90	R27.48	33.8%	-19%
Drvr Med Veh (artic.)	R115.81	R142.12	R37.24	35.5%	-20%
Drvr Med Veh (rigid)	R111.24	R142.12	R41.38	41.1%	-23%
Drvr Int Veh	R111.24	R142.12	R41.38	41.1%	-23%
Drvr Heavy Veh (artic.)	R130.04	R164.23	R46.47	39.5%	-23%
Drvr Heavy Veh (rigid)	R124.45	R164.23	R51.53	45.7%	-26%
Drvr Xheavy Veh (artic.)	R145.28	R186.42	R54.86	41.7%	-24%
Drvr Xheavy Veh (rigid)	R140.20	R186.42	R59.46	46.8%	-26%
Drvr Ultra-heavy Veh	R149.85	R186.42	R50.72	37.4%	-21%
Grade A Security officer	R254.33	R267.64	R37.32	16.2%	-7%
Grade B Security officer	R244.83	R267.64	R45.92	20.7%	-11%

[Based on an estimated annual inflation rate of 17%]

Source: Appendix II tables

This column shows the percentage wage increase needed by each category in January 1988, to restore the buying power of wages to level in October 1983.

7. APPENDIX

Technical Notes

As the Motor Transport Undertaking industrial council covers much of the Transvaal we have used a composite consumer price index calculated by the Southern Africa Labour and Development Research Unit (SALDRU) at the University of Cape Town. This is simply an average of the official CPI figures published for the PWV areas, weighted according to the 1980 population census. This CPI table is printed in the Appendix along with the complete real wage calculations, in constant January 1988 rands.

All wage values in the table of nominal wages over time have been rounded to two decimal places. The estimate of the CPI for January 1988 has been rounded to one decimal place. It thus stands at 293,4 - 16,99% above its value in January 1987 - in line with our estimate of a 17% annual rate of inflation for January 1988.

Values in the real wage table have not been rounded when used in calculations. The hidden component of these numbers may lead to small rounding differences with table values if the table is checked with a calculator.

The "Employer's 8,5% Offer" is calculated as a straight 8,5% increase on the wage set in January 1987 for employees with five years service with one employer.

All other nominal wage figures are extracted from the Government Gazette and from the SALDRU publication Industrial Council Wage Rates, (Cape Town, 1984).

APPENDIX 1

CONSUMER PRICE INDEX FOR THE PWV AREA [1980=100]

CONSUMER PRICE INDEX 15 PWV area
: 1980=100

— Saldu
calculation

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ave
1974	45.7	46.4	47.3	47.5	47.8	48.7	49.3	50.2	50.9	51.3	51.8	52.3	49.1
1975	52.9	53.5	53.8	54.6	55.0	55.7	56.2	56.8	57.2	57.7	58.2	58.5	55.8
1976	59.1	59.3	60.1	60.9	61.4	62.1	62.5	63.4	63.8	64.3	64.4	64.9	62.2
1977	65.5	66.5	67.2	67.9	68.3	69.0	69.8	70.5	71.1	71.6	72.0	72.3	69.3
1978	73.0	73.5	74.2	74.8	74.9	75.4	78.8	79.2	79.9	80.3	80.7	81.2	77.2
1979	82.0	82.5	84.0	84.6	85.1	86.1	89.2	90.3	91.4	91.9	92.2	92.5	87.7
1980	93.3	94.3	94.9	96.2	97.2	98.8	100.1	101.3	103.5	105.6	106.6	108.0	100.0
1981	109.0	110.6	111.4	112.0	112.7	113.5	116.4	118.3	119.8	121.1	121.8	122.7	115.8
1982	123.3	124.8	127.8	130.0	130.7	131.4	132.4	133.7	136.2	137.9	138.7	139.6	132.2
1983	141.0	143.7	145.6	146.1	147.1	147.7	148.5	150.1	151.0	152.6	153.5	154.8	148.4
1984	155.6	157.7	159.4	161.9	163.1	164.7	166.8	168.0	169.9	172.1	174.4	175.7	164.2
1985	177.3	182.7	183.6	187.4	189.7	192.2	194.1	196.2	198.8	201.9	204.6	208.3	
1986	215.0	217.8	220.8	225.0	225.4	227.2	231.3	234.4	239.5	241.7	243.9	249.2	
1987	250.8	253.4	257.2	260.2	263.4	265.7	268.8	272.2					

Appendix II

11.9.87 - Preparation for T&GWU

MOTOR TRANSPORT UNDERTAKING (GOODS)

MINIMUM BASIC WEEKLY RATES

(Real wages in January 1988 Rands)

(Current date: 9/87)

CPI Code: 15 [Calculated from regional CPI's]

Sector: 5

Area: 5 - Transvaal

HOURS per week	48			48			48			48			48			46			46			January 1988 value of the Highest real wage since '71	
	MAIN Jan-71	INCR Jul-72	AMND Feb-74	AMND Feb-75	MAIN May-75	INCR May-76	INCR May-77	AMND Aug-78	MAIN Sep-79	MAIN Sep-80	INCR Sep-81	AMND Dec-81	INCR Sep-82	MAIN Oct-83	INCR Oct-84	AMND Dec-85	AMND Jan-87	AMND Jun-87	AMND OFFER Jan-88	100.0	Rand increase	% increase	
General Worker	74.94	71.37	80.81	81.20	80.91	77.99	78.35	74.68	78.58	83.00	83.46	87.23	88.92	88.60	88.38	81.64	85.56	80.77	78.99	100.0	R88.92	R15.78	21.6
Z Drvr Mtr Cycle									100.15	102.05	99.92	102.15	102.37	108.90	106.38	95.25	95.25	89.91	87.93	100.0	R108.90	R27.48	33.8
Z Drvr Light Veh	134.81	127.96	120.10	104.58	114.20	108.19	103.44	92.76	100.15	102.05	99.92	102.15	102.37	108.90	106.38	95.25	95.25	89.91	87.93	100.0	R134.81	R53.39	65.6
Z Drvr Med Veh (articulate)						168.49	159.11	144.33	130.97	129.27	123.43	129.70	127.18	142.12	140.75	126.35	122.69	115.81	113.27	100.0	R218.07	R113.19	107.9
Z Drvr Med Veh (rigid)	218.07	207.25	195.31	170.09	177.41	168.49	159.11	144.33	130.97	129.27	123.43	129.70	127.18	142.12	140.75	126.35	117.85	111.24	108.80	100.0	R218.07	R117.33	116.5
Z Drvr Int Veh									129.27	123.43	129.70	127.18	142.12	140.75	126.35	117.85	111.24	108.80	100.0	100.0	R142.12	R41.38	41.1
Z Drvr Heavy Veh (articula)						197.64	185.92	167.45	152.54	148.32	139.89	149.21	144.76	164.23	160.39	143.84	137.76	130.04	127.18	100.0	R251.37	R133.61	113.5
Z Drvr Heavy Veh (rigid)	251.37	239.69	228.44	196.88	207.75	197.64	185.92	167.45	152.54	148.32	139.89	149.21	144.76	164.23	160.39	143.84	131.84	124.45	121.72	100.0	R251.37	R138.67	123.0
Z Drvr Xheavy Veh (articul)						220.58	208.60	188.78	174.11	167.37	156.35	168.72	162.34	186.42	180.03	161.98	153.91	145.28	142.08	100.0	R284.68	R153.12	116.4
Z Drvr Xheavy Veh (rigid)	284.68	271.41	256.17	223.08	233.03	220.58	208.60	188.78	174.11	167.37	156.35	168.72	162.34	186.42	180.03	161.98	148.52	140.20	137.12	100.0	R284.68	R157.72	124.2
Z Drvr Ultra-heavy Veh						220.58	208.60	188.78	174.11	167.37	156.35	168.72	162.34	186.42	180.03	161.98	158.75	149.85	146.56	100.0	R284.68	R148.98	109.8
Z Grade A Security officer									130.63	124.61	121.66	119.95	267.64	260.22	264.36	269.44	254.33	248.75	200.0	100.0	R269.44	R39.12	17.0
Z Grade B Security officer									130.63	124.61	121.66	119.95	267.64	260.22	264.36	259.38	244.83	239.46	200.0	100.0	R267.64	R45.92	20.7

[Based on an estimated annual inflation rate of 17% in January 1988]

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Appendix III

LABOUR RESEARCH SERVICE

WEEKLY WAGE RATE INDEX FOR INDUSTRIAL COUNCILS

Driver > 9000kg

As at 9 th month of 1987 [Database is correct to June 1987 only]

Area: All

Sector: All

Index Wage is R 111.86 per week

INDUSTRY	JOB	AREA	DATE	WAGE	INDEX	RANK	PERCENTILE	HOURS
TOBACCO TVL	Drvr >3632kg	Transvaal	4/86	159.10	1.42	1	100	42
SWEET JHB	Drvr >4550kg	Transvaal	4/87	157.50	1.41	2	99	45
TYRE RUBBER E CAPE	Drvr <4540kg	Eastern Cape	4/87	157.50	1.41	2	99	45
ELEC SERV CAPE	Drvr >6500kg	Western Cape	10/86	152.55	1.36	4	96	45
IRON STEEL MAIN	Drvr >6500 kg	South Africa	8/86	152.55	1.36	4	96	45
SUGAR DURBAN	Grade B2 (2)	Natal	9/86	149.04	1.33	6	94	46
BISCUIT RSA	Grade 4a	South Africa	8/85	148.60	1.33	7	92	44
CLOTHING DURBAN	Drvr >4540kg	Natal	3/87	142.50	1.27	8	91	45
CLOTHING PMB	Drvr >4540kg	Natal	3/87	142.50	1.27	8	91	45
ELEC CONTR TVL:A	Drvr >9000kg	Transvaal	9/86	141.60	1.27	10	89	40
ELEC CONTR NATAL A	Drvr >9000kg	Natal	7/86	141.60	1.27	10	89	40
MOTOR TRANSP TVL	Drv Ultra-Heavy	Transvaal	6/87	135.70	1.21	12	86	46
KNITTING TVL	Drvr >4535 kg	Transvaal	4/86	135.00	1.21	13	85	43
BISCUIT RSA	Drvr >1600)kg	South Africa	8/85	134.40	1.20	14	84	44
IRON STEEL ISPA	Drvr >6500 kg	South Africa	7/85	134.10	1.20	15	82	45
CLOTHING EP	Drvr >4536kg	Eastern Cape	5/87	133.56	1.19	16	81	42
IRON STEEL MAIN	IDrv >13600kg	South Africa	8/86	132.30	1.18	17	80	45
MOTOR TRANSP TVL	Drvr Xheavy Art	Transvaal	6/87	131.56	1.18	18	78	46
BISCUIT RSA	Drvr 9000-16000	South Africa	8/85	131.40	1.17	19	77	44
ELEC CONTR CAPE	Drvr >9000kg	Western Cape	7/86	131.20	1.17	20	76	40
ELECTRICAL EL	Drvr >9001kg	Border	3/87	131.04	1.17	21	75	42
WORSTED TEXTILS WO	Drvr >4500kg	Western Cape	7/85	128.10	1.15	22	73	46
WORSTED TEXTILS OT	Drvr >4500kg	Western Cape	7/85	128.10	1.15	22	73	46
CHEMICALS WITS	Drvr >4525kg	Transvaal	1/85	127.81	1.14	24	71	45
ELEC CONTR NATAL B	Drvr >9000kg	Natal	7/86	127.60	1.14	25	70	40
MOTOR TRANSP TVL	Drvr Xheavy Rig	Transvaal	6/87	126.96	1.13	26	68	46
ELEC CONTR TVL:B	Drvr >9000kg	Transvaal	7/86	126.40	1.13	27	67	40
BUILDING CPT	Drvr > 6500 kg	Western Cape	5/87	124.96	1.12	28	66	44
BUILDING NATAL	Drvr >9000kg	Natal	1/87	124.65	1.11	29	65	45
ELEC SERV NATAL	Drvr >6530kg	Natal	11/84	123.30	1.10	30	63	45
TOBACCO RUSTENB'G	Drvr>3632kg	Transvaal	4/86	120.40	1.08	31	62	44
MOTOR TRANSP TVL	Drvr Heavy Art	Transvaal	6/87	117.76	1.05	32	61	46
OPHTHALMIC OPTICAL	Drvr >4500kg	South Africa	7/86	116.75	1.04	33	59	45
IRON STEEL MAIN	IDrv 35-13600kg	South Africa	8/86	116.55	1.04	34	58	45
SWEET EL	Drvr >16000kg	Border	4/85	116.04	1.04	35	57	45
IRON STEEL ISPA	IDrvr >13600 kg	South Africa	7/85	115.20	1.03	36	56	45
SUGAR OTHER A	Grade B2 (2)	Natal	9/86	113.39	1.01	37	54	46
ELEC CONTR TVL:C	Drvr >9000kg	Transvaal	7/86	112.80	1.01	38	53	40
MOTOR TRANSP TVL	Drvr Heavy Rig	Transvaal	6/87	112.70	1.01	39	52	46
BEDDING TVL	Drvr >6350 kg	Transvaal	9/86	111.86	1.00	40	49	44
FURNITURE TVL	Drvr >6350kg	Transvaal	9/86	111.86	1.00	40	49	44
BUILDING MIDLANDS	Drvr >9000kg	Natal	3/87	110.80	0.99	42	47	40
LEATHER TANNING	Drvr >4536kg	South Africa	10/86	110.04	0.98	43	46	42
COTTON TEXTILE CPT	Drvr >4500kg	Western Cape	4/86	109.94	0.98	44	44	46
BUILDING ECAPE A	Timbr Drvr>4556	Eastern Cape	3/87	108.56	0.97	45	43	46
BUILDING KIM MAIN	Drvr XHeavy	Cape Central & Northern	4/87	108.45	0.97	46	42	45
BUILDING EL	Drvr >4536 kg	Border	4/87	108.24	0.97	47	41	44
BUILDING TVL:A	Plant Operator	Transvaal	5/87	108.00	0.97	48	39	45
SWEET EL	Drvr 9001-16000	Border	4/85	108.00	0.97	48	39	45
COMMERCIAL KIM	Drvr Xtra Heavy	Cape Central & Northern	2/87	102.00	0.91	50	37	46
COMMERCIAL KIM	Dr S/M X Heavy	Cape Central & Northern	2/87	102.00	0.91	50	37	46

INDUSTRY	JOB	AREA	DATE	WAGE	INDEX	RANK	PERCENTILE	HOURS
SUGAR OTHER B	Grade B2 (2)	Natal	9/86	101.89	0.91	52	34	46
IRON STEEL ISPA	IDrvr 35-13600k	South Africa	7/85	100.80	0.90	53	33	45
COTTON TEXTILE BOL	Drvr >4500kg	Western Cape	4/86	99.36	0.89	54	32	46
BUILDING NTH NATAL	Drvr >9000kg	Natal	4/85	99.20	0.89	55	30	40
BUILDING ECAPE A	Drvr >4536kg	Eastern Cape	3/87	99.12	0.89	56	29	42
BUILD BLOEM ELEC	Drvr >9000kg	Orange Free State	5/84	99.00	0.89	57	28	45
LEATHER HANDBAGS	Drvr >4536kg	South Africa	12/85	98.61	0.88	58	27	42
LEATHER GENERAL	Drvr >4536kg	South Africa	12/85	96.61	0.86	59	25	42
FURNITURE NATAL A	Drvr >6530kg	Natal	4/86	92.39	0.83	60	24	44
FURNITURE BORDER	Drvr >4536kg	Border	4/87	92.16	0.82	61	23	48
FURNITURE WCAPE	Drvr >4540kg	Western Cape	12/86	91.97	0.82	62	22	44
BUILDING BOLAND	Drvr >6 tons	Western Cape	5/87	88.65	0.79	63	20	46
BUILDING TVL:B	Plant Operator	Transvaal	5/87	86.40	0.77	64	19	45
FURNITURE OFS	Drv 4536-9672kg	Orange Free State	4/85	86.24	0.77	65	18	44
BUILDING KIM MAIN	Drvr Heavy	Cape Central & Northern	4/87	84.15	0.75	66	16	45
COMMERCIAL KIM	Drvr Heavy	Cape Central & Northern	2/87	84.00	0.75	67	15	46
COMMERCIAL KIM	Dr S/M Heavy	Cape Central & Northern	2/87	84.00	0.75	67	15	46
FURNITURE E CAPE	Drvr >4536 kg	Eastern Cape	5/86	83.16	0.74	69	13	44
FURNITURE KAROO	Drvr >4536kg	Cape Central & Northern	3/85	78.76	0.70	70	11	48
CANVAS GOODS WITS	Drvr >4550 kg	Transvaal	5/86	72.00	0.64	71	10	42
FURNITURE NATAL B	Drvr >6530 kg	Natal	12/84	69.11	0.62	72	9	44
BUILDING ECAPE B	Timbr Drvr>4536	Eastern Cape	3/87	65.78	0.59	73	8	46
BUILDING TVL:C	Plant Operator	Transvaal	5/87	64.80	0.58	74	6	45
BUILDING ECAPE B	Drvr >4536 kg	Eastern Cape	3/87	60.06	0.54	75	5	42
BUILDING ECAPE C	Timbr Drvr>4536	Eastern Cape	3/87	54.74	0.49	76	4	46
BUILDING ECAPE C	Drvr >4536 kg	Eastern Cape	3/87	49.98	0.45	77	3	42
BUILDING ECAPE D	Timbr Drv>4536	Western Cape	3/87	39.56	0.35	78	1	46
BUILDING ECAPE D	Drvr >4536 kg	Western Cape	3/87	36.12	0.32	79	0	42

\\ WEEKLY WAGE SPREAD AT 9 / 1987 ///

	Weekly Rate	Median=100
Top Wage	: R159.10	142
90th percentile	: R148.60	132
80th percentile	: R134.10	119
THIRD QUARTILE	: R131.40	117
70th percentile	: R128.10	114
60th percentile	: R120.40	107
MEDIAN	: R111.86	100
40th percentile	: R108.24	96
30th percentile	: R 99.20	88
FIRST QUARTILE	: R 96.61	86
20th percentile	: R 88.65	79
10th percentile	: R 72.00	64
Bottom Wage	: R 36.12	35

Total no. of wages counted : 79

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LABOUR RESEARCH SERVICE

WEEKLY WAGE RATE INDEX FOR INDUSTRIAL COUNCILS

3500kg<Driver<9000kg

As at 9 th month of 1987 [Database is correct up to June 1987]

Area: All

Sector: All

Index Wage is R 94.30 per week

INDUSTRY	JOB	AREA	DATE	WAGE	INDEX	RANK	PERCENTILE	HOURS
PRINT OTHER URBAN	Driver (2)	South Africa	2/87	171.12	1.81	1	100	40
CHEMICALS CAPE	Category V	Western Cape	5/87	151.79	1.61	2	99	42
ELEC SERV CAPE	Drvr <6500kg	Western Cape	10/86	149.85	1.59	3	98	45
IRON STEEL MAIN	Drv 4500-6000kg	South Africa	8/86	149.85	1.59	3	98	45
TOBACCO TVL	Drvr 2724-3632k	Transvaal	4/86	148.50	1.57	5	96	42
ELEC SERV CAPE	Drvr <4500kg	Western Cape	10/86	139.05	1.47	6	95	45
IRON STEEL MAIN	Drv 3000-4500kg	South Africa	8/86	139.05	1.47	6	95	45
SWEET JHB	Drvr 2750-4550	Transvaal	4/87	136.50	1.45	8	94	45
TYRE RUBBER E CAPE	Drvr 2724-4540k	Eastern Cape	4/87	132.75	1.41	9	93	45
IRON STEEL ISPA	Drvr 4500-6000k	South Africa	7/85	131.85	1.40	10	92	45
PRINT OTHER RURAL	Drivers	South Africa	2/87	128.97	1.37	11	91	40
BISCUIT RSA	Drvr 3500-9000k	South Africa	8/85	128.40	1.36	12	90	44
ELEC CONTR TVL:A	Drvr 3501-9000k	Transvaal	9/86	128.00	1.36	13	89	40
ELEC CONTR NATAL A	Drvr 3501-9000k	Natal	7/86	128.00	1.36	13	89	40
IRON STEEL ISPA	Drvr 3000-4500k	South Africa	7/85	121.95	1.29	15	87	45
ELEC SERV NATAL	Drv 4536-6350kg	Natal	11/84	121.05	1.28	16	86	45
CHEMICALS WITS	Drvr 2715-4525	Transvaal	1/85	116.35	1.23	17	85	45
TOBACCO RUSTENB'G	Drvr 2724-3632k	Transvaal	4/86	116.30	1.23	18	84	44
ELEC CONTR CAPE	Drvr3501-9000kg	Western Cape	7/86	115.20	1.22	19	83	40
ELEC CONTR NATAL B	Drvr 3501-9000k	Natal	7/86	115.20	1.22	19	83	40
ELEC CONTR TVL:B	Drvr 3501-9000k	Transvaal	7/86	115.20	1.22	19	83	40
KNITTING TVL	Drvr 2721-4535k	Transvaal	4/86	115.00	1.22	22	81	43
CLOTHING DURBAN	Drvr 2722-4540	Natal	3/87	113.50	1.20	23	80	45
CLOTHING PMB	Drvr 2722-4540	Natal	3/87	113.50	1.20	23	80	45
WORSTED TEXTILS WD	Drvr <4500kg	Western Cape	7/85	113.03	1.20	25	78	46
WORSTED TEXTILS OT	Drvr <4500kg	Western Cape	7/85	113.03	1.20	25	78	46
ELECTRICAL EL	Drv 3501-9000kg	Border	3/87	112.98	1.20	27	76	42
ELEC SERV NATAL	Drvr 2722-4536k	Natal	11/84	111.60	1.18	28	75	45
CLOTHING CAPE CLO	Drvr >2720kg	Western Cape	2/87	108.50	1.15	29	74	43
CLOTHING CAPE KNIT	Drvr >2720kg	Western Cape	2/87	108.50	1.15	29	74	43
BEDDING TVL	Drvr 4536-6350k	Transvaal	9/86	107.03	1.13	31	72	44
FURNITURE TVL	Drv 4536-6350kg	Transvaal	9/86	107.03	1.13	31	72	44
LEATHER FOOTWEAR	Drv 4536-6350kg	South Africa	10/86	106.58	1.13	33	70	42
MEAT TRADE EL	Drvr >2500kg	Border	10/86	106.50	1.13	34	69	46
BUILDING CPT	Drv 3000-6500kg	Western Cape	5/87	106.48	1.13	35	69	44
OPHTHALMIC OPTICAL	Drvr 2700-4500k	South Africa	7/86	105.60	1.12	36	68	45
RETAIL MEAT WITS	Drvr <4500kg	Transvaal	9/86	105.60	1.12	36	68	46
COTTON TEXTILE CPT	Drvr <4500kg	Western Cape	4/86	105.34	1.12	38	66	46
MOTOR TRANSP TVL	Drvr Med Art	Transvaal	6/87	104.88	1.11	39	65	46
LAUNDRY TVL	Drvr >2700kg	Transvaal	8/87	104.46	1.11	40	64	46
BEDDING TVL	Drvr 2722-4536k	Transvaal	9/86	102.19	1.08	41	63	44
FURNITURE TVL	Drv 2722-4536kg	Transvaal	9/86	102.19	1.08	41	63	44
MOTOR TRANSP TVL	Drvr Med Rig	Transvaal	6/87	100.74	1.07	43	61	46
CLOTHING EP	Drvr 2722-4536	Eastern Cape	5/87	100.59	1.07	44	60	42
CLOTHING BLOEM	Drvr >2722kg	Orange Free State	5/87	99.85	1.06	45	59	42
SWEET EL	Drvr 3501-9000	Border	4/85	99.59	1.06	46	58	45
LEATHER TANNING	Drvr 2722-4536	South Africa	10/86	99.12	1.05	47	57	42
BUILDING NATAL	Dr 3500-9000	Natal	1/87	98.10	1.04	48	56	45
BUILDING ECAPE A	Timbr Drvr<4556	Eastern Cape	3/87	97.98	1.04	49	56	46
BUILDING KROONSTAD	Drvr >3500kg	Orange Free State	2/85	96.60	1.02	50	55	46
LAUNDRY CAPE	Drvr >2724kg	Western Cape	10/86	96.39	1.02	51	54	48

INDUSTRY	JOB	AREA	DATE	WAGE	INDEX	RANK	PERCENTILE	HOURS
BUILDING WORC:A	Drvr =>6500kg	Western Cape	9/87	95.92	1.02	52	53	44
CLOTHING TVL	Drvr >2722 kg	Transvaal	1/87	94.90	1.01	53	52	43
COTTON TEXTILE BOL	Drvr <4500kg	Western Cape	4/86	94.30	1.00	54	51	46
CLOTHING KIM	Drvr >2722kg	Cape Central & Northern	1/87	93.30	0.99	55	49	42
CLOTHING KROONSTAD	Drvr >2722kg	Orange Free State	1/87	93.30	0.99	55	49	42
CLOTHING PARYS	Drvr >2722kg	Orange Free State	1/87	93.30	0.99	55	49	42
BUILDING EL	Drvr 1814-4536k	Border	4/87	93.28	0.99	58	46	44
LEATHER FOOTWEAR	Drv 2722-4536kg	South Africa	10/86	89.76	0.95	59	45	42
BUILDING ECAPE A	Dr 2722-4536	Eastern Cape	3/87	89.46	0.95	60	44	42
FURNITURE BORDER	Drvr 2722-4536k	Border	4/87	87.84	0.93	61	44	48
BUILDING MIDLANDS	Drvr 3500-9000k	Natal	3/87	87.20	0.92	62	43	40
SWEET CAPE	Drvr >2720kg	Western Cape	3/87	86.50	0.92	63	42	45
BUILD BLOEM ELEC	Drv 3500-9000kg	Orange Free State	5/84	85.50	0.91	64	41	45
MILLINERY CAPE	Drvr >2268kg	Western Cape	3/87	85.00	0.90	65	40	43
LEATHER GENERAL	Drvr 2722-4536	South Africa	12/85	84.51	0.90	66	39	42
LEATHER HANDBAGS	Drvr 2722-4536k	South Africa	12/85	84.51	0.90	66	39	42
LEATHER FOOTWEAR	Drvr > 2722kg	South Africa	10/86	84.32	0.89	68	37	42
FURNITURE NATAL A	Drv 4530-6350kg	Natal	4/86	84.15	0.89	69	36	44
MOTOR OTHER A	Drvr >3500kg	South Africa	9/86	84.15	0.89	69	36	45
FURNITURE WCAPE	Drvr <4540kg	Western Cape	12/86	83.73	0.89	71	34	44
FURNITURE NATAL A	Drvr <4530kg	Natal	4/86	82.10	0.87	72	33	44
BUILDING WORC:A	Drv 3000-6500kg	Western Cape	9/87	81.84	0.87	73	32	44
MOTOR OTHER B&C	DrvrBC>3500kg	South Africa	9/86	79.65	0.84	74	31	45
CLOTHING CAPE BO	Drvr >2720kg	Western Cape	2/87	79.50	0.84	75	31	43
FURNITURE OFS	Drv 2701-4536kg	Orange Free State	4/85	78.76	0.84	76	30	44
COMMERCIAL KIM	Dr S/M Medium	Cape Central & Northern	2/87	78.00	0.83	77	29	46
BUILDING NTH NATAL	Drvr 3500-9000	Natal	4/85	77.60	0.82	78	28	40
BUILDING WORC:B	Drv 3000-6500kg	Western Cape	9/87	77.00	0.82	79	27	44
MILLINERY TVL	Drvr >2268kg	Transvaal	9/84	76.70	0.81	80	26	42
FURNITURE E CAPE	Drvr 2722-4536k	Eastern Cape	5/86	76.56	0.81	81	25	44
TEAROOMS WITS	Drvr >2750kg	Transvaal	3/86	75.46	0.80	82	24	50
BUILDING BOLAND	Drvr 3-6 tons	Western Cape	5/87	75.43	0.80	83	23	46
TEAROOMS PTA	Drvr >2700kg	Transvaal	3/87	74.30	0.79	84	22	50
BUILDING KIM MAIN	Drvr Medium	Cape Central & Northern	4/87	72.45	0.77	85	21	45
CINEMA A	Gr 6 >2722kg	South Africa	9/86	72.45	0.77	85	21	45
FURNITURE KAROO	Drvr 2722-4536k	Cape Central & Northern	3/85	72.16	0.77	87	19	48
FURNITURE OFS	Drv 1814-2721kg	Orange Free State	4/85	71.72	0.76	88	19	44
LEATHER GENERAL	Drvr 2722kg	South Africa	12/85	70.42	0.75	89	18	42
BAKING PRETORIA	Salesman	Transvaal	10/84	70.00	0.74	90	17	50
COMMERCIAL KIM	Drvr Medium	Cape Central & Northern	2/87	69.00	0.73	91	16	46
CINEMA B	Gr 6 >2722kg	South Africa	9/86	68.40	0.73	92	15	45
LAUNDRY NATAL	Gr.H Drvr>3000	Natal	2/85	66.00	0.70	93	14	47
BAKING PE	Driver/Salesman	Eastern Cape	2/83	65.00	0.69	94	13	46
BAKING PRETORIA	Driver	Transvaal	10/84	65.00	0.69	94	13	50
FURNITURE NATAL B	Drv 4530-6350kg	Natal	12/84	62.52	0.66	96	11	44
CANVAS GOODS WITS	Drvr 2750-4550k	Transvaal	5/86	62.50	0.66	97	10	42
BUILDING ECAPE B	Timbr Drvr<4536	Eastern Cape	3/87	60.26	0.64	98	9	46
LIQUOR SOUTH COAST	Driver (2)	Natal	1/86	59.77	0.63	99	8	54
NON-WHITE TRADE	Drvr 2700-4500	Transvaal	4/86	58.43	0.62	100	7	46
BUILDING ECAPE B	Dr 2722-4536kg	Eastern Cape	3/87	55.02	0.58	101	6	42
BUILDING ECAPE C	Timbr Drvr<4536	Eastern Cape	3/87	49.68	0.53	102	6	46
BUILDING ECAPE C	Dr 2722-4536kg	Eastern Cape	3/87	45.36	0.48	103	5	42
LIQUOR ACCOM DBN	Driver (2)	Natal	1/86	44.77	0.47	104	4	54
LIQ'R ACCOM SCOAST	Driver (2)	Natal	1/86	41.77	0.44	105	3	54
TOBACCO OUDTSHOORN	Driver <4536	Western Cape	3/85	39.90	0.42	106	2	44

INDUSTRY	JOB	AREA	DATE	WAGE	INDEX	RANK	PERCENTILE	HOURS
BUILDING ECAPE D	Timbr Drvr<4536	Western Cape	3/87	35.42	0.38	107	1	46
BUILDING ECAPE D	Dr 2722-4536kg	Western Cape	3/87	32.34	0.34	108	0	42

\\ WEEKLY WAGE SPREAD AT 9 / 1987 ///

	Weekly Rate	Median=100
Top Wage	: R171.12	181
90th percentile	: R131.85	139
80th percentile	: R115.20	122
THIRD QUARTILE	: R112.98	119
70th percentile	: R107.03	113
60th percentile	: R100.74	106
MEDIAN	: R 94.30	100
40th percentile	: R 85.50	90
30th percentile	: R 79.50	84
FIRST QUARTILE	: R 76.56	81
20th percentile	: R 72.45	76
10th percentile	: R 62.50	66
Bottom Wage	: R 32.34	37

Total no. of wages counted : 108

The data in this table was extracted from the SALDRU Minimum Wage Database, University of Cape Town

LABOUR RESEARCH SERVICE

WEEKLY WAGE RATE INDEX FOR INDUSTRIAL COUNCILS

500kg<Driver<3500kg

As at 9 th month of 1987 [Database is correct to June 1987]

Area: All

Sector: All

Index Wage is R 81.00 per week

INDUSTRY	JOB	AREA	DATE	WAGE	INDEX	RANK	PERCENTILE	HOURS
BAKING DURBAN	Van Sale Veh	Natal	11/84	137.35	1.70	1	100	48
TOBACCO TVL	Drv 1362-2724kg	Transvaal	4/86	135.25	1.67	2	99	42
TYRE RUBBER E CAPE	Drvr <2724kg	Eastern Cape	4/87	128.25	1.58	3	98	45
BISCUIT RSA	Drvr <3500kg	South Africa	8/85	125.40	1.55	4	97	44
SUGAR DURBAN	Grade B1 (1)	Natal	9/86	125.35	1.55	5	96	46
TOBACCO TVL	Drvr Cars & S/W	Transvaal	4/86	125.35	1.55	5	96	42
TOBACCO TVL	Drvr <1362 kg	Transvaal	4/86	125.35	1.55	5	96	42
CHEMICALS CAPE	Category IV	Western Cape	5/87	122.98	1.52	8	94	42
ELEC SERV CAPE	Drvr <3000kg	Western Cape	10/86	116.55	1.44	9	93	45
IRON STEEL MAIN	Drv 1000-3000kg	South Africa	8/86	116.55	1.44	9	93	45
TOBACCO RUSTENB'G	Drvr 1362-2724k	Transvaal	4/86	112.45	1.39	11	91	44
IRON STEEL MAIN	IDrvr <3500 kg	South Africa	8/86	109.80	1.36	12	90	45
TOBACCO RUSTENB'G	Drvr Cars & S/W	Transvaal	4/86	107.35	1.33	13	89	44
TOBACCO RUSTENB'G	Drvr <1362kg	Transvaal	4/86	107.35	1.33	13	89	44
SWEET JHB	Drvr 450-2750kg	Transvaal	4/87	107.00	1.32	15	87	45
ELEC CONTR TVL:A	Drvr <3500kg	Transvaal	9/86	106.40	1.31	16	86	40
ELEC CONTR NATAL A	Drvr <3500kg	Natal	7/86	106.40	1.31	16	86	40
CHEMICALS WITS	Drvr 1358-2715	Transvaal	1/85	105.47	1.30	18	84	45
CHEMICALS WITS	Drvr <1358kg	Transvaal	1/85	102.77	1.27	19	83	45
SUGAR OTHER A	Grade B1 (1)	Natal	9/86	101.66	1.26	20	83	46
KNITTING TVL	Drvr 454-2721kg	Transvaal	4/86	101.10	1.25	21	82	43
IRON STEEL ISPA	Drvr 1000-3000k	South Africa	7/85	100.80	1.24	22	81	45
SWEET EL	Drvr <3500kg	Border	4/85	98.72	1.22	23	80	45
BEDDING TVL	Drvr <2722 kg	Transvaal	9/86	97.84	1.21	24	79	44
FURNITURE TVL	Drvr <2722kg	Transvaal	9/86	97.84	1.21	24	79	44
ELEC CONTR CAPE	Drvr <3500kg	Western Cape	7/86	97.20	1.20	26	77	40
ELEC CONTR NATAL B	Drvr <3500	Natal	7/86	95.60	1.18	27	76	40
ELEC CONTR TVL:B	Drvr <3500kg	Transvaal	7/86	95.60	1.18	27	76	40
ELECTRICAL EL	Drvr <3500kg	Border	3/87	95.34	1.18	29	74	42
IRON STEEL ISPA	IDrvr <3500 kg	South Africa	7/85	94.50	1.17	30	73	45
CLOTHING DURBAN	Drvr 454-2722	Natal	3/87	92.50	1.14	31	72	45
CLOTHING PMB	Drvr 454-2722kg	Natal	3/87	92.50	1.14	31	72	45
RETAIL MEAT WITS	Drvr <2700kg	Transvaal	9/86	92.48	1.14	33	71	46
ELEC SERV NATAL	Drvr 907-2722kg	Natal	11/84	91.80	1.13	34	70	45
MEAT TRADE EL	Drvr 500-2500kg	Border	10/86	91.50	1.13	35	69	46
BUILDING WDRG:B	Drvr =>6500kg	Western Cape	9/87	89.76	1.11	36	68	44
LAUNDRY CAPE	Drvr 454-2724kg	Western Cape	10/86	89.14	1.10	37	67	48
OPHTHALMIC OPTICAL	Drvr 450-2700k	South Africa	7/86	88.95	1.10	38	66	45
LEATHER TANNING	Drvr <2722kg	South Africa	10/86	88.62	1.09	39	65	42
LIQUOR CATER'G PTA	Driver	Transvaal	1/87	87.76	1.08	40	64	54
LAUNDRY TVL	Drvr 450-2700kg	Transvaal	8/87	87.67	1.08	41	63	46
BUILDING CPT	Drvr Other	Western Cape	5/87	87.56	1.08	42	62	44
CLOTHING TVL	Drvr <2722 kg	Transvaal	1/87	87.30	1.08	43	61	43
CLOTHING BLOEM	Drvr <2722kg	Orange Free State	5/87	86.15	1.06	44	61	42
BUILDING ECAPE A	Timbr Drvr<2722	Eastern Cape	3/87	85.56	1.06	45	60	46
CLOTHING CAPE CLO	Drvr 1360-2720	Western Cape	2/87	84.50	1.04	46	59	43
CLOTHING CAPE KNIT	Drvr 1360-2720	Western Cape	2/87	84.50	1.04	46	59	43
LEATHER FOOTWEAR	Drvr < 2722kg	South Africa	10/86	83.16	1.03	48	57	42
DAIRY AREA A	Driver Mot Veh	South Africa	1/85	83.14	1.03	49	56	46
BAKING DURBAN	Deliv Foot/Cyc	Natal	11/84	82.50	1.02	50	55	48
CLOTHING EP	Drvr 453-2722kg	Eastern Cape	5/87	82.32	1.02	51	54	42

INDUSTRY	JOB	AREA	DATE	WAGE	INDEX	RANK	PERCENTILE	HOURS
BUILDING EL	Drvr <1814kg	Border	4/87	81.84	1.01	52	53	44
MOTOR TRANSP TVL	Drvr Light Veh	Transvaal	6/87	81.42	1.01	53	52	46
CLOTHING CAPE CLO	Drvr <1360kg	Western Cape	2/87	81.00	1.00	54	51	43
CLOTHING CAPE KNIT	Drvr <1360kg	Western Cape	2/87	81.00	1.00	54	50	43
CLOTHING KIM	Drvr <2722kg	Cape Central & Northern	1/87	80.50	0.99	56	49	42
CLOTHING KROONSTAD	Drvr <2722kg	Orange Free State	1/87	80.50	0.99	56	49	42
CLOTHING PARYS	Drvr <2722kg	Orange Free State	1/87	80.50	0.99	56	49	42
ELEC CONTR TVL:C	Drvr <3500k	Transvaal	7/86	80.40	0.99	59	46	40
BUILDING NATAL	Drvr <3500kg	Natal	1/87	80.10	0.99	60	45	45
MILLINERY CAPE	Drvr <2268kg	Western Cape	3/87	80.00	0.99	61	44	43
BUILDING ECAPE A	Drvr <2722kg	Eastern Cape	3/87	78.12	0.96	62	43	42
SWEET CAPE	Drvr <2720kg	Western Cape	3/87	78.00	0.96	63	42	45
BUILDING ECAPE F	Mtr Veh Drvr	Border	3/87	77.90	0.96	64	41	41
FURNITURE BORDER	Drvr <2722kg	Border	4/87	76.32	0.94	65	40	48
CLOTHING CAPE BO	Drvr <2720kg	Western Cape	2/87	76.00	0.94	66	39	43
MOTOR OTHER A	Drvr <3500kg	South Africa	9/86	75.60	0.93	67	39	45
LIQUOR CATER'G CPT	Driver >450kg	Western Cape	5/87	72.80	0.90	68	38	53
MOTOR OTHER B&C	Drvr8C<3500k	South Africa	9/86	72.45	0.89	69	37	45
DAIRY AREA B	Driver Mot Veh	South Africa	1/85	72.06	0.89	70	36	46
BUILDING MIDLANDS	Drvr <3500kg	Natal	3/87	71.20	0.88	71	35	40
LIQUOR CATER'G WITS	Drvr >450kg	Transvaal	5/86	71.08	0.88	72	34	52
FURNITURE E CAPE	Drvr <2722kg	Eastern Cape	5/86	68.64	0.85	73	33	44
MILLINERY TVL	Drvr <2268kg	Transvaal	9/84	68.10	0.84	74	32	42
BUILD BLOEM ELEC	Driver <3500kg	Orange Free State	5/84	67.50	0.83	75	31	45
BUILDING WORC:A	Drvr <3000kg	Western Cape	9/87	66.88	0.83	76	30	44
COMMERCIAL KIM	Dr S/M Light	Cape Central & Northern	2/87	66.00	0.81	77	29	46
BUILDING BOLAND	Drvr Other	Western Cape	5/87	65.55	0.81	78	28	46
TEAROOMS WITS	Drvr 500-2750kg	Transvaal	3/86	65.54	0.81	79	28	50
DAIRY AREA C	Driver Mot Veh	South Africa	1/85	65.13	0.80	80	27	46
LIQUOR CATER'G DBN	Drvr >450kg	Natal	5/87	64.67	0.80	81	26	54
BUILDING NTH NATAL	Drvr <3500kg	Natal	4/85	64.40	0.80	82	25	40
FURNITURE KAROO	Drvr >2722kg	Cape Central & Northern	3/85	64.24	0.79	83	24	48
TEAROOMS PTA	Drvr 450-2700kg	Transvaal	3/87	63.69	0.79	84	23	40
BUILDING WORC:B	Drvr <3000kg	Western Cape	9/87	62.62	0.77	85	22	44
BUILDING KIM MAIN	Drvr Light	Cape Central & Northern	4/87	62.55	0.77	86	21	45
LAUNDRY NATAL	Gr H Drvr<3000	Natal	2/85	62.00	0.77	87	20	47
LIQUOR SOUTH COAST	Driver (1)	Natal	1/86	59.77	0.74	88	19	54
LEATHER HANDBAGS	Drvr <2722kg	South Africa	12/85	58.18	0.72	89	18	42
LEATHER GENERAL	Drvr <2722kg	South Africa	12/85	58.17	0.72	90	17	42
FURNITURE OFS	Drvr <1814kg	Orange Free State	4/85	57.64	0.71	91	17	44
COMMERCIAL KIM	Drvr Light	Cape Central & Northern	2/87	57.00	0.70	92	16	46
LIQUOR CATER'G SW	Driver >450kg	Western Cape	5/87	56.00	0.69	93	15	53
CINEMA A	Gr 6 1301-2722	South Africa	9/86	54.00	0.67	94	14	45
NON-WHITE TRADE	Drvr 450-2700kg	Transvaal	4/86	53.12	0.66	95	13	46
CINEMA B	Gr 6 1301-2722	South Africa	9/86	52.20	0.64	96	12	45
BUILDING ECAPE B	Timbr Drvr<7222	Eastern Cape	3/87	51.98	0.64	97	11	46
CINEMA A	Gr 6 <1300kg	South Africa	9/86	50.40	0.62	98	10	45
CANVAS GOODS WITS	Drvr 450-2750kg	Transvaal	5/86	49.50	0.61	99	9	42
BUILDING ECAPE B	Drvr <7222 kg	Eastern Cape	3/87	47.46	0.59	100	8	42
LIQUOR CATER'G PMB	Driver (1)	Natal	3/86	46.39	0.57	101	7	54
CANVAS GOODS WITS	Drvr (staff)	Transvaal	5/86	45.00	0.56	102	6	42
LIQUOR ACCOM DBN	Driver (1)	Natal	1/86	44.77	0.55	103	6	54
CINEMA B	Gr 6 <1300kg	South Africa	9/86	44.10	0.54	104	5	45
BUILDING ECAPE C	Timbr Drvr<2722	Eastern Cape	3/87	43.24	0.53	105	4	46
LIQ'R ACCOM SCOAST	Driver (1)	Natal	1/86	41.77	0.52	106	3	54

INDUSTRY	JOB	AREA	DATE	WAGE	INDEX	RANK	PERCENTILE	HOURS
BUILDING ECAPE C	Drvr <2722 kg	Eastern Cape	3/87	39.48	0.49	107	2	42
BUILDING ECAPE D	Timbr Drvr 2722	Western Cape	3/87	30.82	0.38	108	1	46
BUILDING ECAPE D	Drvr <2722kg	Western Cape	3/87	28.14	0.35	109	0	42

\\ WEEKLY WAGE SPREAD AT 9 / 1987 ///

	Weekly Rate	Median=100
Top Wage	: R137.35	169
90th percentile	: R116.55	143
80th percentile	: R101.10	124
THIRD QUARTILE	: R 95.60	118
70th percentile	: R 92.50	114
60th percentile	: R 87.30	107
MEDIAN	: R 81.00	100
40th percentile	: R 76.32	94
30th percentile	: R 66.88	82
FIRST QUARTILE	: R 64.67	79
20th percentile	: R 62.00	76
10th percentile	: R 50.40	62
Bottom Wage	: R 28.14	38

Total no. of wages counted : 109

The data in this table was extracted from the SALDRU Minimum Wage Database, University of Cape Town

LABOUR RESEARCH SERVICE

WEEKLY WAGE RATE INDEX FOR INDUSTRIAL COUNCILS

Labourer male >=18yrs

As at 9 th month of 1987 [Database correct to June 1987]

Area: All

Sector: All

Index Wage is R 63.00 per week

INDUSTRY	JOB	AREA	DATE	WAGE	INDEX	RANK	PERCENTILE	HOURS
AUTO E CAPE	Grade I	Eastern Cape	2/87	162.80	2.58	1	100	44
DISSOLVING PULP	Grade V Day	Natal	1/87	122.82	1.95	2	99	46
TYRE RUBBER E CAPE	Rate H (b)	Eastern Cape	4/87	121.50	1.93	3	99	45
IRON STEEL LIFTS	Wage Group 4	South Africa	11/86	110.80	1.76	4	98	40
TOBACCO TVL	Labourer	Transvaal	4/86	107.40	1.70	5	98	42
PRINT OTHER URBAN	Factory Aid	South Africa	2/87	100.87	1.60	6	97	40
ELEC SERV CAPE	Rate H	Western Cape	10/86	99.90	1.59	7	97	45
IRON STEEL MAIN	Rate I	South Africa	8/86	99.90	1.59	7	97	45
SUGAR DURBAN	Grade A1	Natal	9/86	97.52	1.55	9	95	46
PRINT OTHER RURAL	Factory Aid	South Africa	2/87	96.87	1.54	10	95	40
ELEC CONTR CAPE	Labourer Gr I	Western Cape	7/86	96.80	1.54	11	94	40
SWEET EL	Labourer	Border	4/85	96.50	1.53	12	94	45
SWEET JHB	Labourer	Transvaal	4/87	95.00	1.51	13	93	45
TOBACCO RUSTENB'G	Labourer	Transvaal	4/86	94.35	1.50	14	92	44
IRON STEEL SCH F	Group I	South Africa	7/85	94.05	1.49	15	92	45
CHEMICALS CAPE	Category I	Western Cape	5/87	93.74	1.49	16	91	43
BISCUIT RSA	Grade 14	South Africa	8/85	92.40	1.47	17	91	44
ELEC CONTR TVL:A	Labourer Gr I	Transvaal	9/86	90.80	1.44	18	90	40
ELEC CONTR NATAL A	Labourer Gr I	Natal	7/86	90.80	1.44	18	90	40
BEDDING TVL	Grade IV	Transvaal	9/86	89.74	1.42	20	89	44
FURNITURE TVL	Grade IV(c)	Transvaal	9/86	89.74	1.42	20	89	44
ELEC CONTR CAPE	Labourer Gr II	Western Cape	7/86	89.20	1.42	22	88	40
TEXTILES OTHER	Grade III	South Africa	5/87	87.39	1.39	23	87	46
IRON STEEL ISPA	Rate I	South Africa	7/85	85.50	1.36	24	87	45
MOTOR VEHICLE BODY	General Op	South Africa	9/86	85.50	1.36	24	87	45
MOTOR MANUFACTUR'G	General Worker	South Africa	9/86	85.50	1.36	24	87	45
MOTOR RECONDITION	General Worker	South Africa	9/86	85.50	1.36	24	87	45
BUILDING TVL:A	Gen Wrk Con	Transvaal	5/87	82.80	1.31	28	84	45
BAKING DURBAN	Grade III	Natal	11/84	82.50	1.31	29	84	46
CHEMICALS WITS	Grade III	Transvaal	1/85	82.00	1.30	30	83	45
ELEC CONTR NATAL B	Labourer Gr I	Natal	7/86	81.60	1.30	31	83	40
ELEC CONTR TVL:B	Labourer Gr I	Transvaal	7/86	81.60	1.30	31	83	40
TEXTILES OTHER	Grade I	South Africa	5/87	80.87	1.28	33	82	46
KNITTING TVL	General Worker	Transvaal	4/86	79.60	1.26	34	81	43
BUILDING ECAPE A	Timber Gen Empl	Eastern Cape	3/87	78.20	1.24	35	80	46
PRINT DUPL URBAN	General Wkr >18	South Africa	2/87	77.98	1.24	36	80	45
ELEC SERV NATAL	Rate I	Natal	11/84	77.85	1.24	37	79	45
IRON STEEL RADIO M	Job 19/20	South Africa	11/84	77.85	1.24	37	79	45
IRON STEEL APPLIA	Rate I	Transvaal	11/84	77.85	1.24	37	79	45
LEATHER FOOTWEAR	2A Gen Labourer	South Africa	10/86	76.85	1.22	40	77	42
LEATHER FOOTWEAR	2B Gen Labourer	South Africa	10/86	76.85	1.22	40	77	42
SUGAR OTHER A	Grade A1	Natal	9/86	76.59	1.22	42	76	46
BUILDING CPT	General Worker	Western Cape	5/87	75.68	1.20	43	76	43
CANVAS ROPE CAPE	Category I	Western Cape	6/87	75.20	1.19	44	75	44
TEXTILES EL	Grade III	Border	5/87	75.13	1.19	45	75	46
TEXTILES HARRI	Grade III	Orange Free State	5/87	75.13	1.19	45	75	46
MOTOR AUTO ENG	Gen Worker A	South Africa	9/86	74.25	1.18	47	73	45
MOTOR OTHER A	General Workr A	South Africa	9/86	74.25	1.18	47	73	45
FURNITURE E CAPE	Operation G (1)	Eastern Cape	5/86	73.92	1.17	49	72	44
MOTOR TRANSP TVL	General Worker	Transvaal	6/87	73.14	1.16	50	72	46
FURNITURE NATAL A	Labourer	Natal	4/86	72.43	1.15	51	71	44

INDUSTRY	JOB	AREA	DATE	WAGE	INDEX	RANK	PERCENTILE	HOURS
COTTON TEXTILE CPT	Grade I a	Western Cape	4/86	72.22	1.15	52	71	46
BUILDING NATAL	General Worker	Natal	1/87	72.00	1.14	53	70	45
CLOTHING CAPE CLO	Labourer	Western Cape	2/87	72.00	1.14	53	70	43
CLOTHING CAPE KNIT	Labourer	Western Cape	2/87	72.00	1.14	53	70	43
CLOTHING TVL	Labourer	Transvaal	1/87	71.90	1.14	56	68	40
BUILDING ECAPE A	Genrl Employee	Eastern Cape	3/87	71.40	1.13	57	68	42
ELECTRICAL EL	Labourer	Border	3/87	71.40	1.13	57	68	42
BUILDING BOLAND	General Worker	Western Cape	5/87	71.30	1.13	59	66	46
ELEC CONTR TVL:A	Labourer Gr II	Transvaal	9/86	71.20	1.13	60	66	40
ELEC CONTR NATAL A	Labourer Gr II	Natal	7/86	71.20	1.13	60	66	40
FURNITURE WCAPE	Operation G(1)	Western Cape	12/86	70.83	1.12	62	65	44
LIQUOR CATER'G PTA	Grade I	Transvaal	1/87	70.44	1.12	63	64	54
SWEET CAPE	Gen Worker	Western Cape	3/87	70.20	1.11	64	64	45
TEXTILES EL	Grade I	Border	5/87	69.85	1.11	65	63	46
TEXTILES HARRI	Grade I	Orange Free State	5/87	69.85	1.11	65	63	46
FURNITURE KAROO	Operation G (1)	Cape Central & Northern	3/85	69.52	1.10	67	62	44
ELEC CONTR TVL:C	Labourer Gr I	Transvaal	7/86	69.20	1.10	68	61	40
CLOTHING CAPE CLO	Gen Worker	Western Cape	2/87	69.00	1.10	69	61	43
CLOTHING CAPE KNIT	Gen Worker	Western Cape	2/87	69.00	1.10	69	61	43
CLOTHING DURBAN	General Worker	Natal	3/87	68.50	1.09	71	60	45
CLOTHING PMB	General Worker	Natal	3/87	68.50	1.09	71	60	45
PRINT DUPL RURAL	General Wkr >18	South Africa	2/87	68.09	1.08	73	58	45
SUGAR OTHER B	Grade A1	Natal	9/86	68.08	1.08	74	58	46
BUILDING MIDLANDS	General Worker	Natal	3/87	67.20	1.07	75	57	40
CLOTHING EP	General Asst	Eastern Cape	5/87	67.20	1.07	75	57	42
BUILDING EL	General Worker	Border	4/87	66.88	1.06	77	56	44
BUILDING TVL:B	Gen Wrk Con	Transvaal	5/87	66.15	1.05	78	55	45
COTTON TEXTILE BOL	Grade I a	Western Cape	4/86	66.01	1.05	79	55	46
DAIRY AREA A	Labourer Cape	South Africa	1/85	65.82	1.04	80	54	46
LIQUOR CATER'G PTA	Gen Serv Emp II	Transvaal	1/87	64.67	1.03	81	54	54
ELEC CONTR NATAL B	Labourer Gr II	Natal	7/86	64.40	1.02	82	53	40
ELEC CONTR TVL:B	Labourer Gr II	Transvaal	7/86	64.40	1.02	82	53	40
LEATHER TANNING	Gr C Gr III	South Africa	10/86	64.26	1.02	84	52	42
LAUNDRY CAPE	General Worker	Western Cape	10/86	63.54	1.01	85	51	46
WORSTED TEXTILS OT	Grade D	Western Cape	7/85	63.29	1.00	86	51	46
MILLINERY CAPE	General Worker	Western Cape	3/87	63.00	1.00	87	50	43
FURNITURE BORDER	Grade IV/Op G	Border	4/87	62.92	1.00	88	49	44
LIQUOR CATER'G DBN	Gen Serve Empl	Natal	5/87	62.82	1.00	89	49	54
MOTOR OTHER B&C	Gen Worker B	South Africa	9/86	62.10	0.99	90	48	45
BUILDING WORC:A	Gen Wrkr >18	Western Cape	9/87	61.60	0.98	91	47	44
CLOTHING CAPE BO	Labourer	Western Cape	2/87	61.50	0.98	92	47	43
OPHTHALMIC OPTICAL	Grade III	South Africa	7/86	61.15	0.97	93	46	45
CLOTHING CAPE BO	Gen Worker	Western Cape	2/87	60.00	0.95	94	46	43
WORSTED TEXTILS WO	Grade D	Western Cape	7/85	59.53	0.94	95	45	46
DAIRY AREA A	Labourer	South Africa	1/85	59.35	0.94	96	45	46
LAUNDRY TVL	Gen Employee	Transvaal	8/87	58.82	0.93	97	44	44
LEATHER FOOTWEAR	10 Gen Labourer	South Africa	10/86	58.59	0.93	98	43	42
LEATHER FOOTWEAR	3 Gen Labourer	South Africa	10/86	58.59	0.93	98	43	42
LEATHER FOOTWEAR	4 Gen Labourer	South Africa	10/86	58.59	0.93	98	43	42
LIQUOR CATER'G CPT	Grade II Empl	Western Cape	5/87	58.50	0.93	101	42	53
LIQUOR CATER'G CPT	Grade I Empl	Western Cape	5/87	58.50	0.93	101	42	53
BUILDING TVL:A	Gen Wkr N-C	Transvaal	5/87	58.05	0.92	103	40	45
BUILDING TVL:A	Cleaner	Transvaal	5/87	58.05	0.92	103	40	45
BUILDING NTH NATAL	General Worker	Natal	4/85	57.20	0.91	105	39	40
MOTOR OTHER B&C	Gen Worker C	South Africa	9/86	56.70	0.90	106	39	45

INDUSTRY	JOB	AREA	DATE	WAGE	INDEX	RANK	PERCENTILE	HOURS
TEAROOMS WITS	Labourer	Transvaal	3/86	56.54	0.90	107	38	50
BUILDING WORC:B	Gen Wrk >18	Western Cape	9/87	55.44	0.88	108	38	44
DAIRY AREA A	Labour Other	South Africa	1/85	54.73	0.87	109	37	46
LIQUR CATER'G WITS	Gen Empl	Transvaal	5/86	54.70	0.87	110	36	55
HAIRDRESSING PTA	General Worker	Transvaal	1/87	54.51	0.87	111	36	46
BUILDING WORC:A	Cleaners	Western Cape	9/87	54.12	0.86	112	35	44
FURNITURE OFS	Labourer	Orange Free State	4/85	54.12	0.86	112	35	44
BUILD BLOEM ELEC	Labourer Gr I	Orange Free State	5/84	54.00	0.86	114	34	45
FURNITURE NATAL B	Labourer	Natal	12/84	53.14	0.84	115	34	44
BUILDING CPT	Cleaner	Western Cape	5/87	52.89	0.84	116	33	43
FURNITURE SCAPE	Grade VI	Western Cape	4/87	52.80	0.84	117	32	44
MILLINERY TVL	Labourer	Transvaal	9/84	52.75	0.84	118	32	42
CLOTHING BLOEM	Labourer	Orange Free State	5/87	52.65	0.84	119	31	42
MEAT TRADE EL	General Worker	Border	10/86	52.00	0.83	120	31	46
BUILDING BLOEM	General Worker	Orange Free State	11/85	51.75	0.82	121	30	45
BUILDING KIM MAIN	Gen Workers	Cape Central & Northern	4/87	51.75	0.82	121	30	45
CANVAS GOODS WITS	Labourer	Transvaal	5/86	51.50	0.82	123	29	42
ELEC CONTR TVL:C	Labourer Gr II	Transvaal	7/86	50.80	0.81	124	28	40
JEWELLERS CAPE	Labourer	Western Cape	6/84	50.00	0.79	125	28	43
LAUNDRY NATAL	Grade A	Natal	2/85	50.00	0.79	125	28	45
BUILDING TVL:C	Gen Wrk Con	Transvaal	5/87	49.50	0.79	127	27	45
CLOTHING KIM	Labourer	Cape Central & Northern	1/87	49.20	0.78	128	26	42
CLOTHING KROONSTAD	Labourer	Orange Free State	1/87	49.20	0.78	128	26	42
CLOTHING PARYS	Labourer	Orange Free State	1/87	49.20	0.78	128	26	42
SUGAR DURBAN	Trans A1	Natal	9/86	49.16	0.78	131	24	46
BUILDING WORC:B	Gen Wrk <18	Western Cape	9/87	48.84	0.78	132	24	44
BUILDING WORC:B	Cleaner	Western Cape	9/87	48.84	0.78	132	24	44
LEATHER GENERAL	Gen Labourer	South Africa	12/85	48.48	0.77	134	23	42
LEATHER HANDBAGS	Gen Labourer	South Africa	12/85	48.48	0.77	134	23	42
BUILDING KIM ELEC	General Worker	Cape Central & Northern	4/87	48.15	0.76	136	21	45
COMMERCIAL KIM	Gen Assistant	Cape Central & Northern	2/87	48.00	0.76	137	21	46
BUILDING ECAPE B	Timber Gen Empl	Eastern Cape	3/87	47.84	0.76	138	20	46
BUILDING ECAPE F	General Empl	Border	3/87	46.62	0.74	139	20	42
BUILDING TVL:B	Gen Wrk N-C	Transvaal	5/87	46.35	0.74	140	19	45
BUILDING TVL:B	Cleaner	Transvaal	5/87	46.35	0.74	140	19	45
CINEMA A	Grade 11	South Africa	9/86	46.08	0.73	142	18	72
RETAIL MEAT WITS	Lab Gr III	Transvaal	9/86	45.78	0.73	143	17	46
BAKING PRETORIA	General Worker	Transvaal	10/84	45.00	0.71	144	17	46
LIQUOR CATER'G SW	Grade II Empl	Western Cape	5/87	45.00	0.71	144	17	53
LIQUOR CATER'G SW	Grade I Empl	Western Cape	5/87	45.00	0.71	144	17	53
TEAROOMS PTA	Labourer	Transvaal	3/87	43.79	0.70	147	15	50
BUILDING ECAPE B	General Empl	Eastern Cape	3/87	43.68	0.69	148	14	42
Building ECAPE E	General Empl	Eastern Cape	3/87	43.60	0.69	149	14	40
NON-WHITE TRADE	General Empl	Transvaal	4/86	42.49	0.67	150	13	46
BUILDING KROONSTAD	Labourer	Orange Free State	2/85	42.32	0.67	151	13	46
BAKING PE	Gen Worker M	Eastern Cape	2/83	42.00	0.67	152	12	46
SUGAR OTHER A	Trans A1	Natal	9/86	41.54	0.66	153	12	46
SUGAR OTHER B	Trans A1	Natal	9/86	41.54	0.66	153	12	46
BUILD BLOEM ELEC	Labourer Gr II	Orange Free State	5/84	40.50	0.64	155	10	45
DAIRY AREA B	Labourer	South Africa	1/85	40.18	0.64	156	10	46
BUILDING ECAPE C	Timber Gen Empl	Eastern Cape	3/87	39.56	0.63	157	9	46
HAIRDRESSING NATAL	General Asst	Natal	5/87	38.08	0.60	158	9	46
CINEMA B	Grade 11	South Africa	9/86	37.44	0.59	159	8	72
LIQUOR CATER'G PMB	Gen Empl Hotl	Natal	3/86	37.16	0.59	160	8	54
LIQUOR SOUTH COAST	Gen Serv Empl	Natal	1/86	36.70	0.58	161	7	54

INDUSTRY	JOB	AREA	DATE	WAGE	INDEX	RANK	PERCENTILE	HOURS
BUILDING ECAPE C	General Empl	Eastern Cape	3/87	36.12	0.57	162	6	42
HAIRDRESSING CPT	Gen Asst M >18	Western Cape	1/87	36.00	0.57	163	6	45
LIQUOR ACCOM DBN	Gen Serv Empl	Natal	1/86	35.54	0.56	164	5	54
HAIRDRESSING PE	General Asst	Eastern Cape	1/87	35.00	0.56	165	5	46
BUILDING TVL:C	Gen Wrk N-C	Transvaal	5/87	34.65	0.55	166	4	45
BUILDING TVL:C	Cleaner	Transvaal	5/87	34.65	0.55	166	4	45
HAIRDRESSING WITS	General Asst M	Transvaal	12/85	33.46	0.53	168	3	45
DAIRY AREA C	Labourer	South Africa	1/85	33.26	0.53	169	2	46
LIQ'R ACCOM SDOAST	Gen Serv Empl	Natal	1/86	31.39	0.50	170	2	54
BUILDING ECAPE D	Timber Gen Empl	Western Cape	3/87	28.52	0.45	171	1	46
BUILDING ECAPE D	General Empl	Western Cape	3/87	26.04	0.41	172	1	42
TOBACCO OUDTSHOORN	Grade III	Western Cape	3/85	25.45	0.40	173	0	44

\\ WEEKLY WAGE SPREAD AT 9 / 1987 ///

	Weekly Rate	Median=100
Top Wage	: R162.80	258
90th percentile	: R 92.40	146
80th percentile	: R 79.60	126
THIRD QUARTILE	: R 75.68	120
70th percentile	: R 72.43	114
60th percentile	: R 69.00	109
MEDIAN	: R 63.00	100
40th percentile	: R 58.05	92
30th percentile	: R 51.75	82
FIRST QUARTILE	: R 49.20	78
20th percentile	: R 47.84	75
10th percentile	: R 40.50	64
Bottom Wage	: R 25.45	41

Total no. of wages counted : 173

The data in this table was extracted from the SALDRU Minimum Wage Database, University of Cape Town

**WAGES AND THE SUPPLEMENTED LIVING LEVEL
MOTOR TRANSP TVL**

(Based on Amending Agreement of 6/87 and SLL of 2/87 of R115.90)

Description	Hours	Weekly	Hourly	% SLL
General Worker	46	73.14	1.59	63.11
Drvr Mtr Cycle	46	81.42	1.77	70.25
Drvr Light Veh	46	81.42	1.77	70.25
Drvr Med Art	46	104.88	2.28	90.49
Drvr Int Veh	46	100.74	2.19	86.92
Drvr Heavy Art	46	117.76	2.56	101.60
Drvr Xheavy Art	46	131.56	2.86	113.51
Security Gr A	46	230.32	5.01	198.72
Security Gr B	46	221.72	4.82	191.30
Drvr Med Rig	46	100.74	2.19	86.92
Drvr Heavy Rig	46	112.70	2.45	97.24
Drvr Xheavy Rig	46	126.96	2.76	109.54
Drv Ultra-Heavy	46	135.70	2.95	117.08
Artisan	46	170.20	3.70	146.85
Chargehand	46	80.04	1.74	69.06
Chauffeur	46	75.90	1.00	65.49
Checker	46	82.80	1.80	71.44
Despatch Clerk	46	125.58	2.73	108.35
Crane Op Gr I	46	99.36	2.16	85.73
Crane Op Gr II	46	95.22	2.07	82.16
Loader Op Gr I	46	110.86	2.41	95.65
Loader Op Gr II	46	105.80	2.30	91.29

> 15%

+ 18,5% a+b
1.1.88

Source: Saldru database

The "SLL" used above is a SALDRU-calculated "average" SLL for the Transvaal, based on several regional Transvaal SLL figures, which are weighted according to population.

Subsist → R6
R320 lab
Meals R2.50 all