

A COMPARATIVE ANALYSIS OF MARKET AND MINIMUM WAGES IN SOUTH AFRICA

*A thesis presented to the
University of Cape Town
in fulfilment of the requirements
for the degree of
MASTER OF PHILOSOPHY*

**VOLUME II
Appendices**

OCTOBER 1986

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APPENDICES

APPENDIX I

SUMMARY OF DATA AND RESULTS
IRON, STEEL, ENGINEERING & METALLURGICAL INDUSTRY,
REPUBLIC OF SOUTH AFRICA, MAIN AGREEMENT
(INDUSTRIAL COUNCIL)

1. POSITIONS AND JOB DESCRIPTIONS

The following positions were chosen as representative of each Paterson grade. In certain instances only one position is applicable for a particular grade. Brief job and category descriptions are given where these are deemed relevant. Definitions of the 'Operative' grades have been taken from the 1978 Salary Survey, Volume II.

1.1 Market Positions by Grade

The positions selected for each grade are given below:

1.1.1 Grade A1

1. Operative Grade 1

Type of Work:

Job involves a few simple, highly repetitive tasks.

Decisions:

These are very simple and require only gross discrimination of physical signals. Workers may require a very elementary appreciation of technical procedures.

Control:

Acts on specific instructions or set procedures. Control is direct and regular.

Education:

No education or only very basic education - must be able to understand simple words and signs. No previous experience required.

Training:

On-the-job training varies from one to three weeks.

2. Watchman - Day or Night

Engaged as security guard or on gate duty, or as patrolman.

1.1.2 Grade A2Operative Grade 2Type of Work:

Jobs are short cycled and repetitive and consist of a few (or series of) routine tasks.

Decisions:

These require simple reasoning and may involve minor variations on previous problems. Although alternatives are clearly defined, interpretation of physical factors may be needed.

Control:

Supervision is regular (usually on completion of a process). Standard operating rules and regulations allow for minor discretion within defined limits.

Education:

A maximum of two to three years' formal schooling (for example, to do simple calculations and low level reading and writing). An element of 'know-how' is required.

Training:

On-the-job training may extend from two to six weeks.

1.1.3 Grade A31. Operative Grade 3Type of Work:

Jobs are short cycled but semi-repetitive and require definite technical skills.

Decisions:

These require co-ordination and interpretation of facts. Although still governed by set standards and regulations, they may affect subsequent actions appreciably in a short time span.

Control:

Works without constant supervision and control is in the form of spot-checks. Limited use of own discretion is allowed.

Education:

Formal schooling of approximately four to five years is required, for example, in order to complete or read production records, delivery notes, etc.

Training:

On-the-job training of two months.

2. Forklift Driver

Operates forklift (counterbalanced or pedestrian operated) within organisation's premises. Will have undergone some training.

1.1.4 Grade B1

1. Operative Grade 4

Type of Work:

Jobs are routine but greater skill and experience are demanded. A degree of responsibility inherent in the job (such as low level supervisory jobs) differentiates these jobs from jobs in lower grades.

Decisions:

These are indirect and involve co-ordination of data or facts and interpreting instructions. Greater responsibility necessitates greater awareness of consequences.

Control:

Works almost independently without supervision at frequent intervals. Reports on work to supervisor.

Education:

At least six years' formal education, for example, in order to accommodate various clerical procedures relating to a specific field or to do calculations, which may involve the use of simple formulae. In-company experience is obtained on a helper basis or within a specific field.

Training:

On-the-job training of approximately two to three months.

2. Artisan Assistant

Assists artisan in the normal routine of his duties. Details of work performed depend on industry agreement between trade union and employer body.

3. Crane Driver

4. Driver of light vehicle

5. Semi-skilled operator

1.1.5 Grade B2

1. Driver of heavy vehicle

2. Handyman

3. Plant operator

Handles/controls plant by selectively and safely adjusting control parameters by means of automatic/manual instrumentation, and evaluates the effect of these changes on the product. Works under regular supervision.

1.1.6 Grade B3

1. Driver of extra-heavy vehicle
2. Skilled operator

Performs a variety of relatively complex tasks using machines that are sophisticated and peculiar to the industry. Thorough training and up to three years' experience are required before job can be performed effectively. Works under limited supervision.

1.1.7 Grade B4

1. Senior plant operator

Supervises and controls the work of 5-20 plant operators. Handles intricate plant controls. Usually reports to a foreman.

2. (Shift) Supervisor

Responsible for labour control and productivity of a section or department in a manufacturing or maintenance operation. May supervise on-the-job training.

1.1.8 Grade C1

Artisans are classified in this grade. Fitters, welders, boilermakers, electricians, etc. have been selected.

1.2 Positions Covered by the Industrial Council Agreement

Those positions which could reasonably be graded on the basis of the job descriptions given in the agreement were selected as follows (these definitions have been taken from the Government Gazette of 27 June, 1980):

1.2.1 Grade A1

1. Rate H

Baling and/or cutting of scrap, other than in workshop. Descaling by chipping and/or scraping of ships and/or boilers.

Dipping in enamel and/or lacquer and/or paint.

Holding up for rivetting.

Rivet heating.
Stamping and/or affixing metal labels and/or nameplates.

2. Rate I

General labouring.
Oiling and/or greasing.
Removal of rust and/or coatings.

3. Watchman

1.2.2 Grade A2

Rate G

Affixing slings under instruction of a Rate A to D employee.
Application of anti-corrosive and/or anti-fouling and/or protective coatings.

Attending cleaning and/or degreasing and/or acid and/or rinsing and/or fluxing bath.

Attending fully-automatic machine, including random checking with fixed gauges.

For the purposes of the above, 'fully-automatic machine' is a bar-fed machine or a machine fitted with an automatic chucking device (i.e. magazine and/or table and/or mechanical-arm fed) and the manual operations are limited to setting the machine in motion, feeding a new bar into the machine or loading the magazine, as the case may be, and stopping the machine.

Boiler stoking and/or attending.

Dressing and/or deburring by hand and/or grinding and/or portable power tools.

Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with preset dies, excluding press brakes and the setting of dies.

Heat treatment furnace loading and/or unloading and/or stoking and/or quenching under instruction of a Rate A to D employee.

Hot dip coating and/or galvanising under supervision of a Rate A to D employee.

Hydraulic testing and/or testing by air, other than the preparatory work.

Metal buffing and/or polishing.

Metal cleaning by degreasing and/or pickling.

Metal coating by dipping.

Operating tumbling barrel.

Rate F has not been included in this analysis, since one of the components of the job description is 'supervising employees employed on classes of work scheduled below Rate F'. Although other aspects of the tasks are A Band tasks, the supervisory component would place this position in the B Band.

1.2.3 Grade A3Rate E

Metal spraying for protective purposes.

Production broaching on automatic machine where the operations prior to and after ramming are limited to loading, setting the machine in motion, stopping and unloading the machine (excluding setting up).

Rough grinding to templates and/or marks and/or gauges (structural metal work).

1.2.4 Grade B1Rate DDD

Drilling and/or countersinking to jigs and/or metal templates and/or stops and/or reaming, using non-adjustable reamers, excluding radial drilling machines - size of drilled holes not to exceed 30 mm.

Operation of or attending on machines designed for or permanently adapted for a single tool operation where it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, starting, operating and/or attending, stopping and unloading the machine (excluding setting up) including random checking with fixed gauges and including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling (excluding machine tool setting up and/or tool setting and/or adjusting).

1.2.5 Grade B2Rate D

Arc and/or gas cutting (n.e.s.).

Bending of tubes and/or sections in manually operated machines to templates.

Bending and/or forming to jigs and/or stops in power operated press brake and/or folding machine.

Chipping for welding and/or caulking.

Drilling and/or countersinking and/or reaming (n.e.s.), including the use of adjustable reamers provided they are preset by a Rate A or AA employee, including the sharpening of drills.

Hand welding by mechanically-fed electrodes (excluding pressure vessels).

Hydraulic and/or pneumatic gap machine rivetting.

Machining on repetition work by means of fixtures and/or jigs and/or stops (excluding the requirement of stops for parting off) where the work cycle is manually operated (excluding setting up but including checking with fixed gauges) (including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling, excluding machine tool setting up and/or tool setting and/or adjusting).

Metal spraying for decorative purposes.

Operating roll forging machine.

Operating automatic arc and/or gas welding machine (excluding setting up).

Operating cold circular saw to marks and/or stops (structural metal work) (n.e.s.) (excluding marking and/or setting of stops).

Operating drop forging machine, including the removal and/or affixing of dies where there is positive location (n.e.s.).

Operating power saw (n.e.s.), including marking off with rule and/or tape only and including setting of stops.

Operating single head gas profile cutting machine and/or single and/or multi-head straight line cutting machine, including setting up.

Preliminary welding for positioning of jobs prior to welding, rivetting or bolting up (runs of not more than 25 mm in length).

Press operating (n.e.s.), including the affixing and/or removal of dies where there is positive location (excluding press brake).

Repetition drill sharpening by machine (other than in tool room).

Repetition welding and/or brazing in fixtures. (Repetition welding and/or brazing in fixtures means that the fixture must be made in such a manner as to allow the maximum amount of welding and/or brazing on the article in the fixture and thereafter the same employee or a Rate B employee or an employee at a higher rate than Rate B may complete the weld on the article when it is removed from the fixture.)

Rough painting of deck and/or bulkheads.

Silver soldering.

Tool grinding in jigs.

1.2.6 Grade B3

Rate C

Flattening and/or straightening only (n.e.s.).

Marking off to templates (machine shop work).

Operating multi-head oxy-acetylene cutting machine and/or profiling and/or flame planing and/or bevel cutting machine (including setting up).

Operating power-driven or hydraulic press (n.e.s.), including the affixing and/or removal of dies.

Repetition cutting and/or cropping and/or shearing and/or punching to jigs and/or stops and/or templates (n.e.s.) (guillotines and cropping machines).
 Riveting and/or caulking (metal) (excluding pressure vessels) (n.e.s.).
 Sheeting.

1.2.7 Grade B4

Rate B

Boiler tube fitting and/or expanding, excluding repair.
 Cold sawing where the sawyer marks direct from cutting list.
 Drilling machine work (n.e.s.).
 Down-hand ferrous welding in a finished run involving no change in procedure in respect of amperage or rate of deposition or size and type of rod.
 Operating scarfing and/or ending machine.
 Operating broaching machine (n.e.s.).
 Platelaying to S.A.R. gauge.
 Relining where original marking is done by a journeyman or apprentice (structural metal work).
 Supervisory work (n.e.s.).

1.2.8 Grade C1

Rate A

Some 51 positions at artisan level are listed under Rate A. These include trades as blacksmithing, bricklaying, carpentry, fitting, turning, instrument making, patternmaking, plumbing, rigging and so on.

2. MARKET AND INDUSTRIAL COUNCIL WAGES

This section presents market and industrial council agreement wages. Table I.1 gives monthly rates in real terms in 1975 rand. For grades A1 to B2 inclusive, weighted market averages are given for Asian, Blacks and Coloureds. Grades B3 and B4 include Whites. Grade C1 contains exclusively White data. The abbreviation ABC denotes Asians, Blacks and Coloureds; WABC denotes Whites, Asians, Blacks and Coloureds.

Figure I.1 illustrates graphically the variation of market and minimum wages by grade for the Iron, Steel, Engineering and Metallurgical industry. Each graph, for the years 1978 to 1983, has a vertical axis on a log scale.

Figure I.2 shows the variation of monthly wages for the period 1978 to 1983 for each grade.

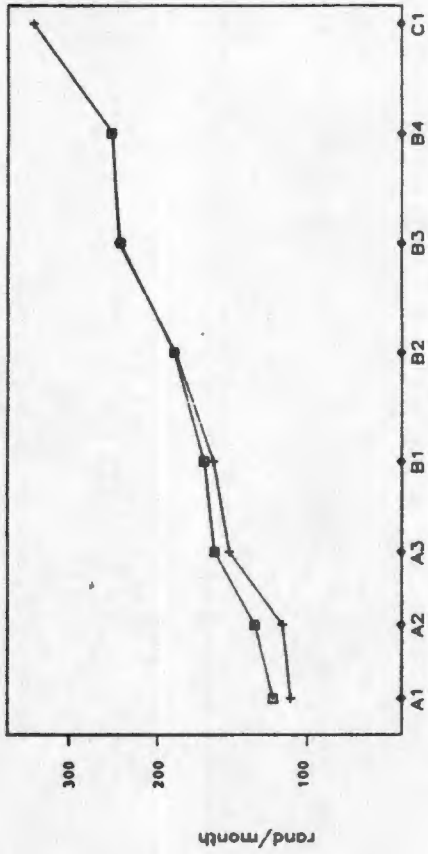
TABLE I.1
MONTHLY RATES IN REAL TERMS (IN 1975 RAND) BY PATERSON GRADE
IRON AND STEEL MAIN AGREEMENT (INDUSTRIAL COUNCIL)

Grade	Market/IC Wage	1978	1979	1980	1981	1982	1983	% Increase or Decrease 1978-1983
A1	Market-ABC	100	106	112	117	122	128	+ 28
	IC	98	99	101	108	119	114	+ 16
A2	Market-ABC	119	121	127	127	132	138	+ 16
	IC	105	105	107	112	123	117	+ 11
A3	Market-ABC	145	145	153	153	158	161	+ 11
	IC	134	133	136	143	150	141	+ 5
B1	Market-ABC	165	160	167	161	169	171	+ 4
	IC	146	146	149	154	162	152	+ 4
B2	Market-ABC	195	190	190	186	194	193	- 1
	IC	177	173	176	184	191	179	+ 1
B3	Market - W	301	289	298	288	278	271	- 10
	Market-WABC	259	252	251	246	252	250	- 2
	Market-ABC	251	245	242	238	247	246	- 2
	IC	237	231	234	240	247	231	- 2
B4	Market - W	419	433	423	409	395	389	- 7
	Market-WABC	295	292	289	285	285	282	- 4
	Market-ABC	258	250	249	248	252	250	- 3
	IC	243	238	243	247	251	238	- 2
C1	Market-W	461	451	477	477	486	453	- 2
	IC	358	348	354	354	359	336	- 6
Percentage Increase of B4 (ABC) Over A1 (Market Rates)		158	136	121	112	107	95	
Percentage Increase of B4 Over A1 (IC Rates)		148	140	141	129	111	109	

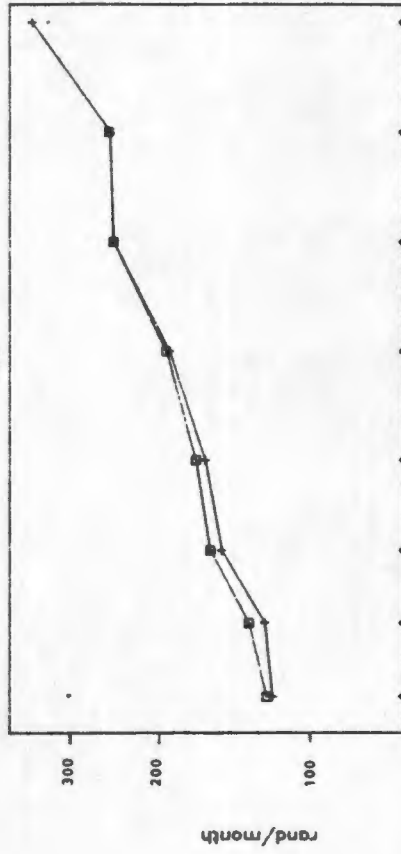
ABC denotes weighted average of Asians, Blacks and Coloureds
WABC denotes weighted average of Whites, Asians, Blacks and Coloureds
W denotes White rates only

MONTHLY RATES IN REAL TERMS

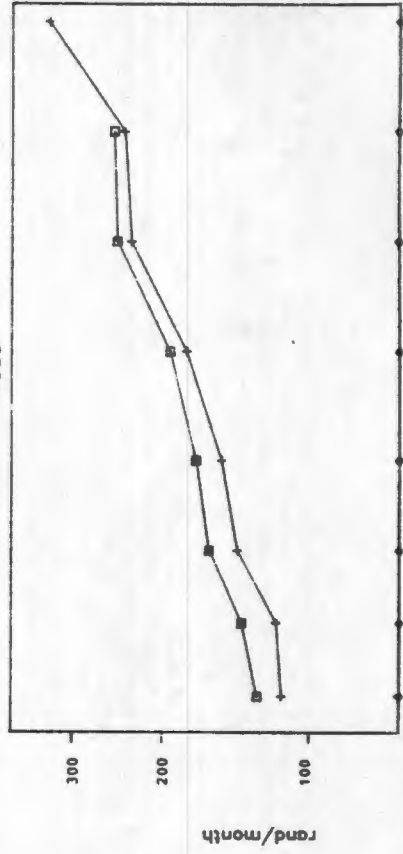
1981



1982

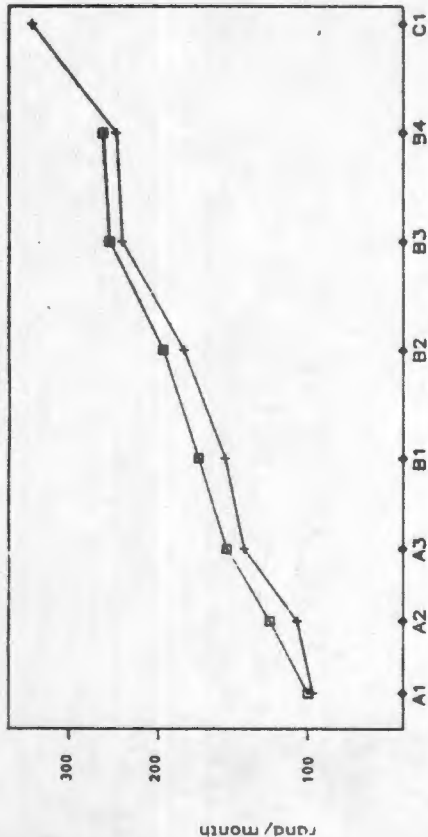


1983

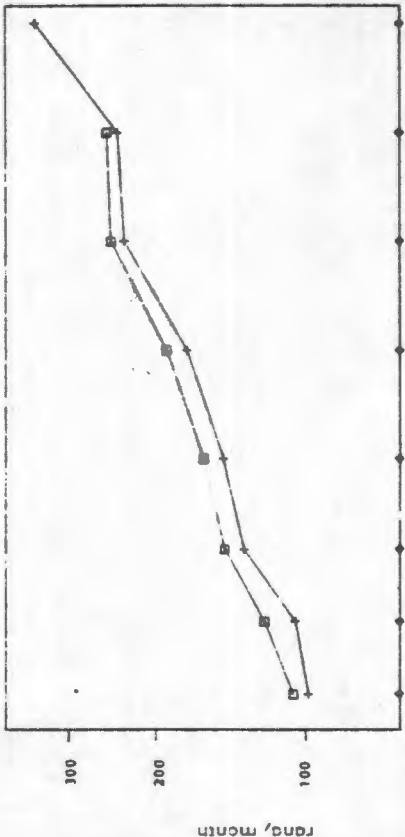


MONTHLY RATES IN REAL TERMS

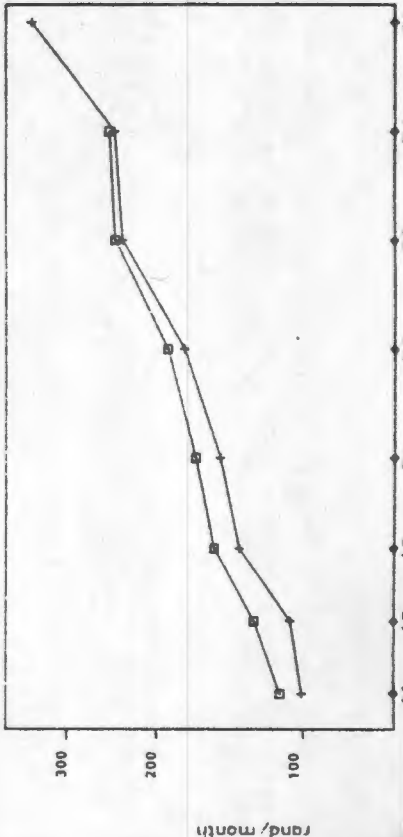
1978



1979

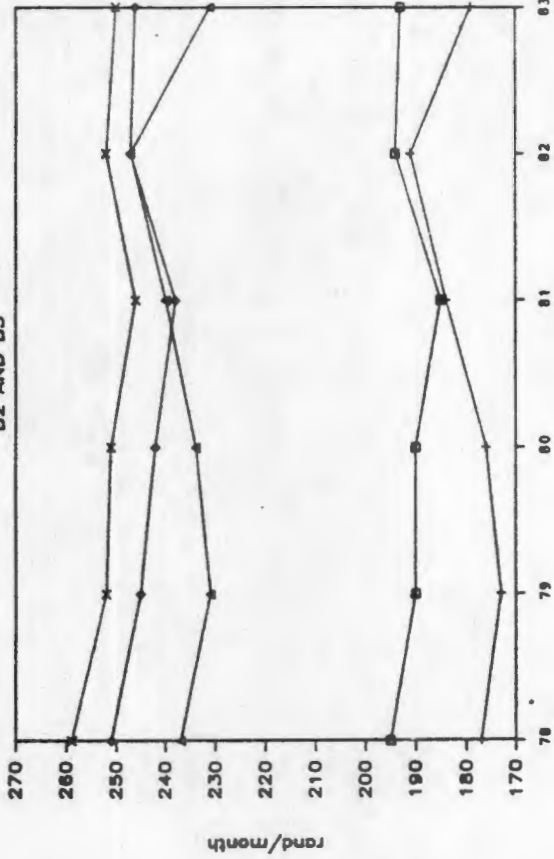


1980



MONTHLY RATES OVER TIME

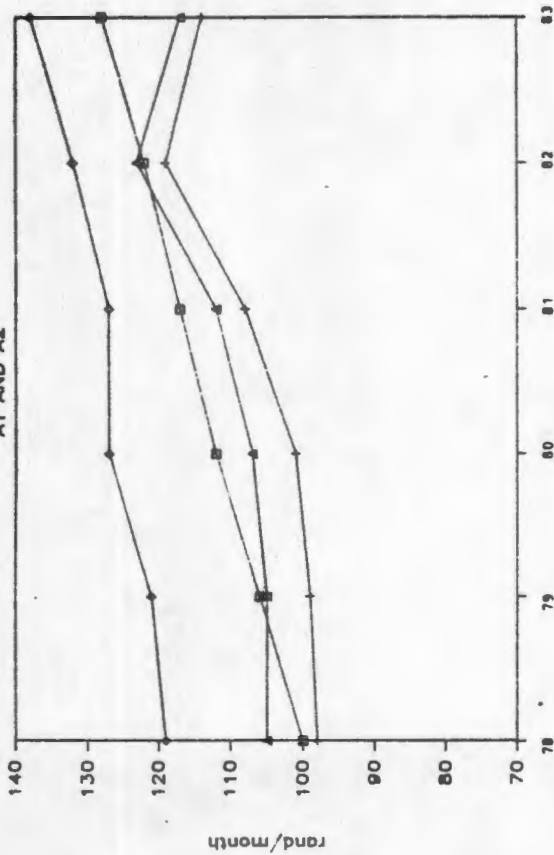
B2 AND B3



D Market ABC B2 + IC B2 ◊ Market ABC B3 Δ IC B3 × Market MABC B3

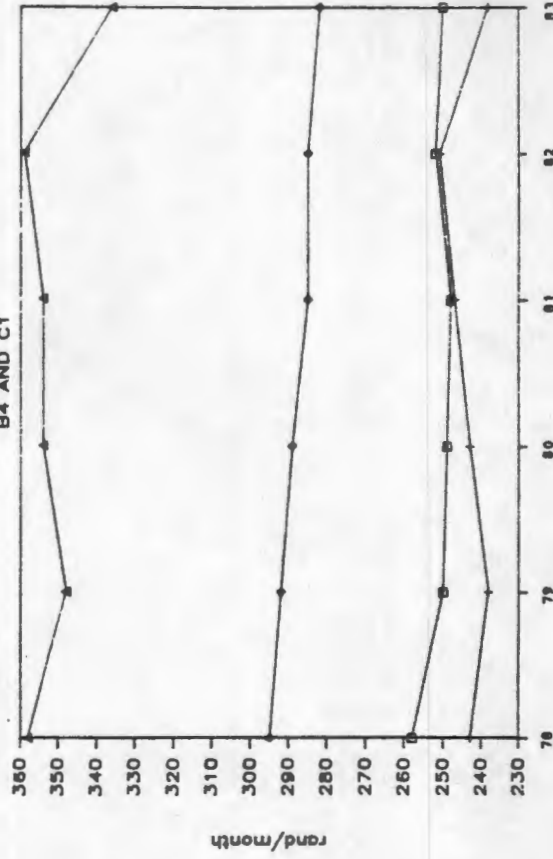
MONTHLY RATES OVER TIME

A1 AND A2



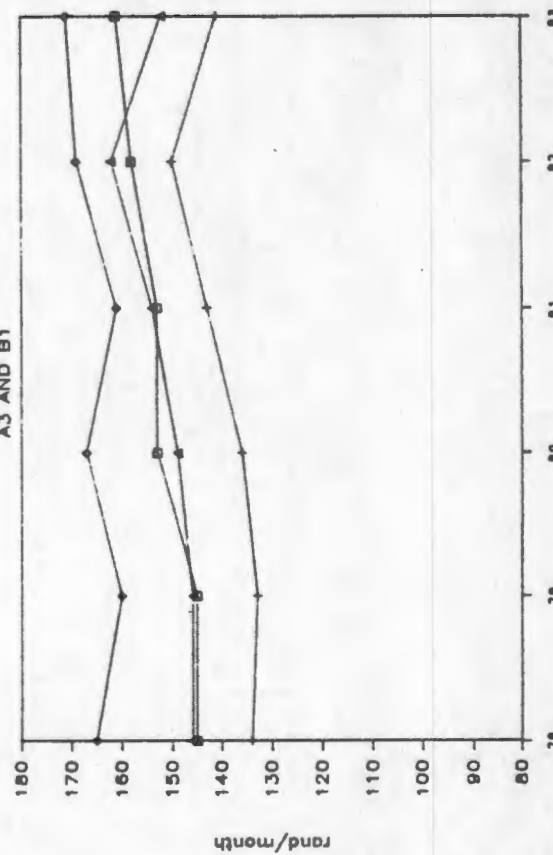
D Market ABC A1 + IC A1 ◊ Market ABC A2 Δ IC A2

B4 AND C1



D M ABC B4 + IC B4 ◊ M WABC B4 Δ IC C1

A3 AND B1



D Market ABC A3 + IC A3 ◊ Market ABC B1 Δ IC B1

3. DIVERGENCE BETWEEN MARKET AND MINIMUM WAGES

The measure of divergence (d) between market and minimum wages is given by the expression

$$d = \frac{\sum (\log \text{ market wage} - \log \text{ IC wage})}{n = 6 \text{ years}}$$

$$= \log(\text{geometric mean} \left(\frac{\text{market wage}}{\text{IC wage}} \right))$$

Table I.2 shows the variation of divergences by grade. The figures for grades A1 to B2 are for Asians, Blacks and Coloureds only. Grades B3 and B4 also include Whites. Figure I.3 illustrates the changes in divergence progressing from grade A1 to C1.

4. GRADIENTS WITHIN WAGE CURVES

A measure of differentials within wage curves is provided by comparing the slopes of the curves at different grades. Table I.3 shows the percentage changes of wages between grades. For example, the slope of the market curve between grades A1 and A2 (designated A2/A1(M)) is 19%.

The changes in gradients over time can be illustrated graphically, as shown in Figure I.4.

TABLE I.2DIVERGENCE BETWEEN MARKET AND MINIMUM WAGES
IRON AND STEEL MAIN AGREEMENT (INDUSTRIAL COUNCIL)

Grade	Racial Category	Divergence
A1	ABC	0,0299
A2	ABC	0,0579
A3	ABC	0,0387
B1	ABC	0,0385
B2	ABC	0,0267
B3	ABC	0,0148
B4	ABC	0,0138
B3	WABC	0,0268
B4	WABC	0,0732
C1	W	0,1238

TABLE I.3
GRADIENTS WITHIN WAGE CURVES
IRON AND STEEL MAIN AGREEMENT (INDUSTRIAL COUNCIL)

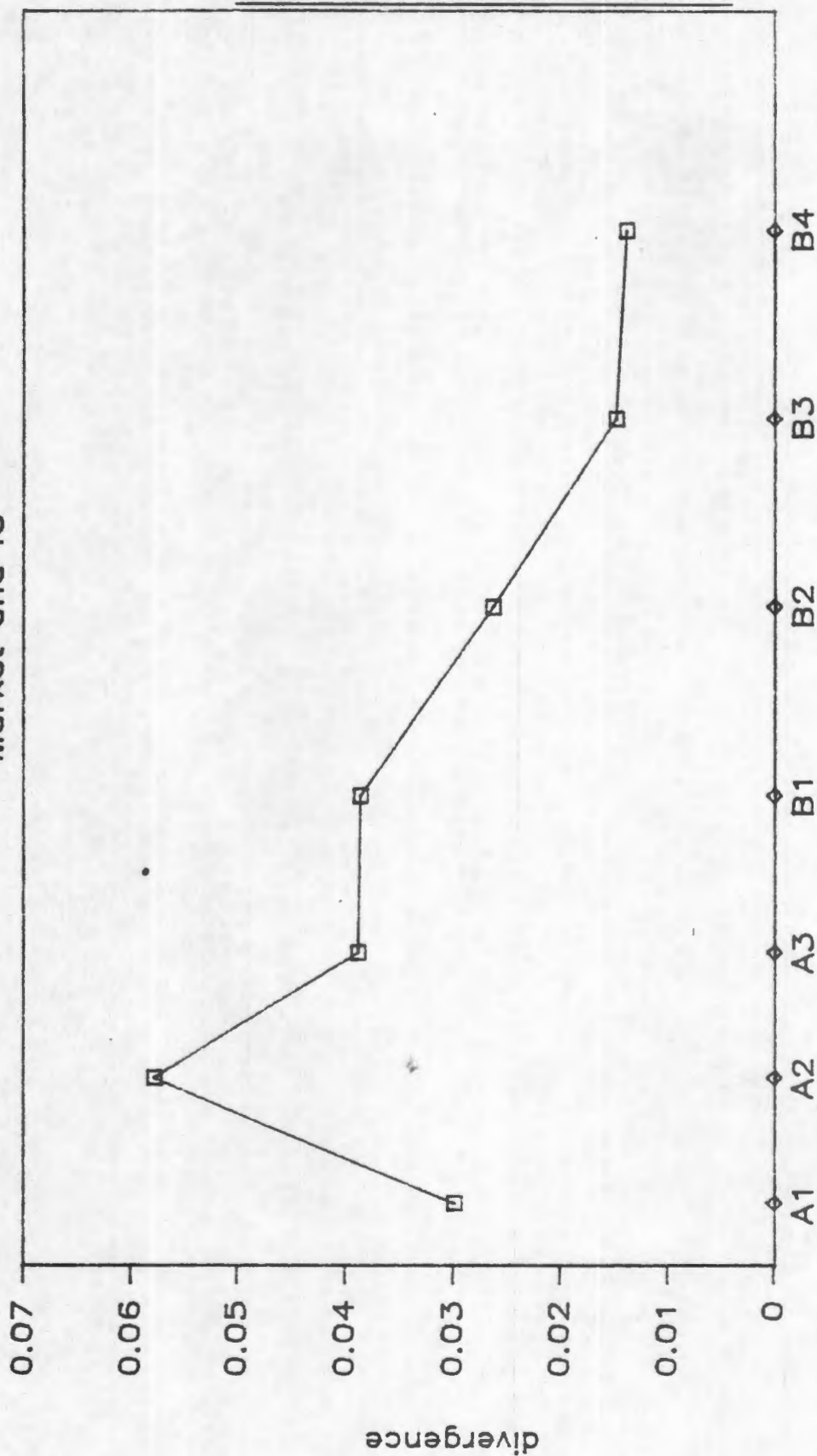
Grade	Market/IC	1978	1979	1980	1981	1982	1983
<u>A2</u>	M	19	14	13	9	8	8
<u>A1</u>	IC	7	6	6	4	3	3
<u>A3</u>	M	22	20	20	20	19	17
<u>A2</u>	IC	28	27	27	28	22	21
<u>B1</u>	M	14	10	9	5	7	6
<u>A3</u>	IC	9	10	10	8	8	8
<u>B2</u>	M	18	19	14	15	15	13
<u>B1</u>	IC	21	18	18	19	18	18
<u>B3 (ABC)</u>	M	28	29	27	28	27	27
<u>B2</u>	IC	34	34	33	30	29	29
<u>B4 (ABC)</u>	M	3	2	3	3	2	2
<u>B3 (ABC)</u>	IC	3	3	4	3	2	3
<u>C1 (W)</u>	M	79	80	92	92	93	81
<u>B4 (ABC)</u>	IC	47	46	46	43	43	41
<u>B3 (WABC)</u>	M	33	33	32	32	30	30
<u>B2</u>	IC	34	34	33	30	29	29
<u>B4 (WABC)</u>	M	14	15	15	15	13	13
<u>B3 (WABC)</u>	IC	3	3	4	3	2	3
<u>C1 (W)</u>	M	56	54	65	67	71	61
<u>B4 (WABC)</u>	IC	47	46	46	43	43	41

FIGURE I.3

Iron and Steel - Market and IC

DIVERGENCE

Market and IC

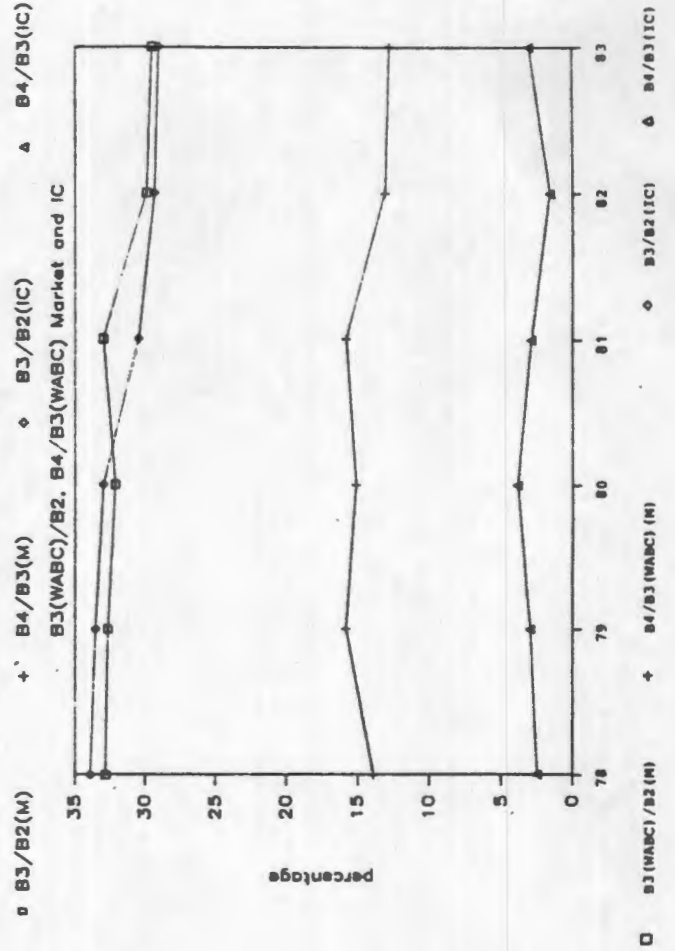
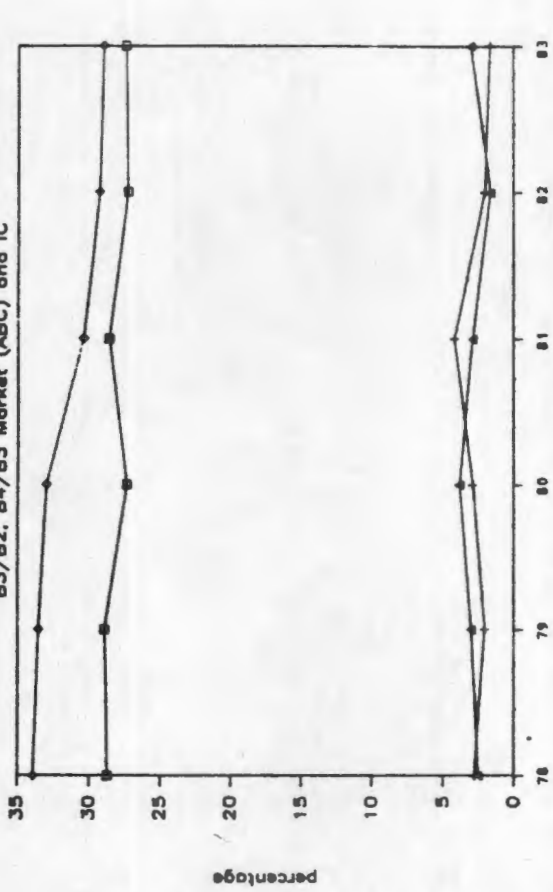


PATERSON GRADE
 □ Market ABC and IC
 ◇

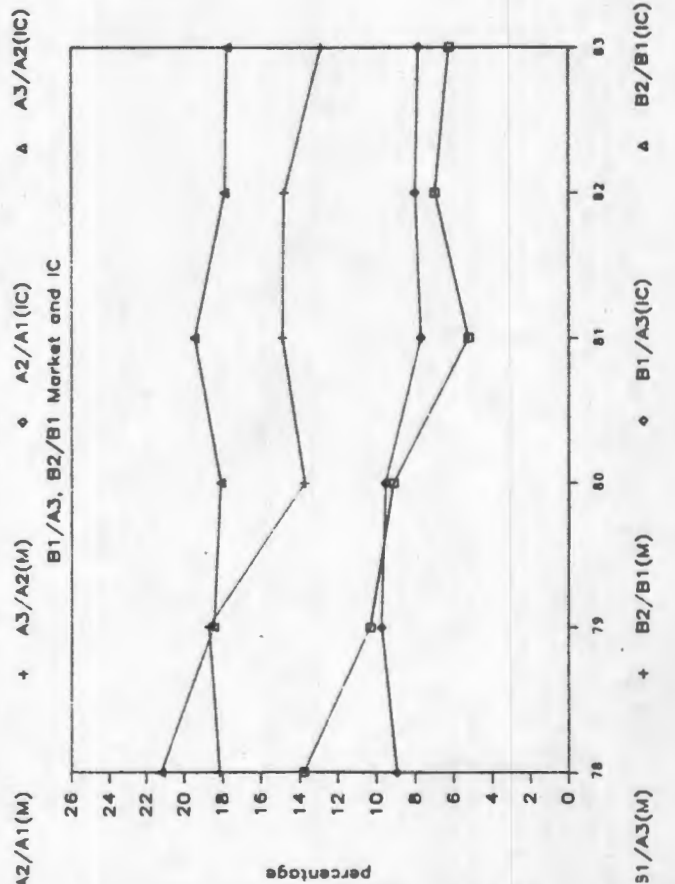
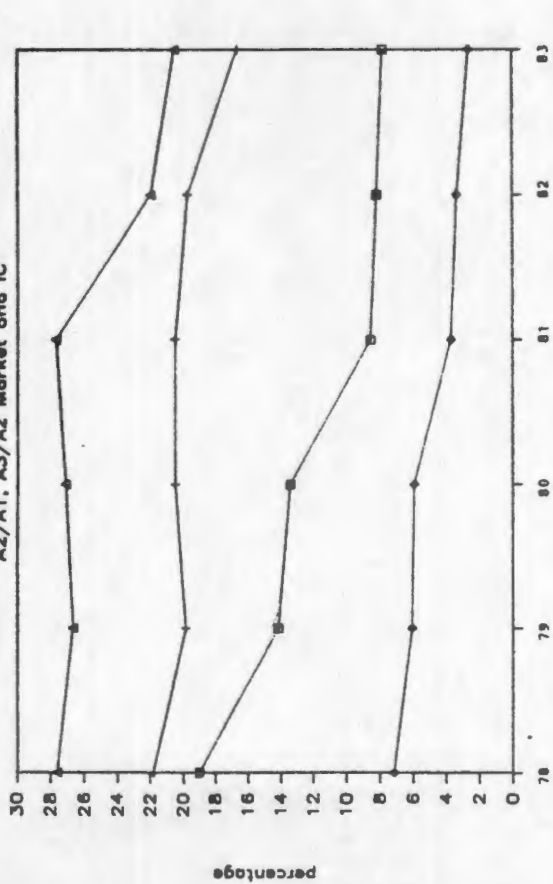
FIGURE I.4

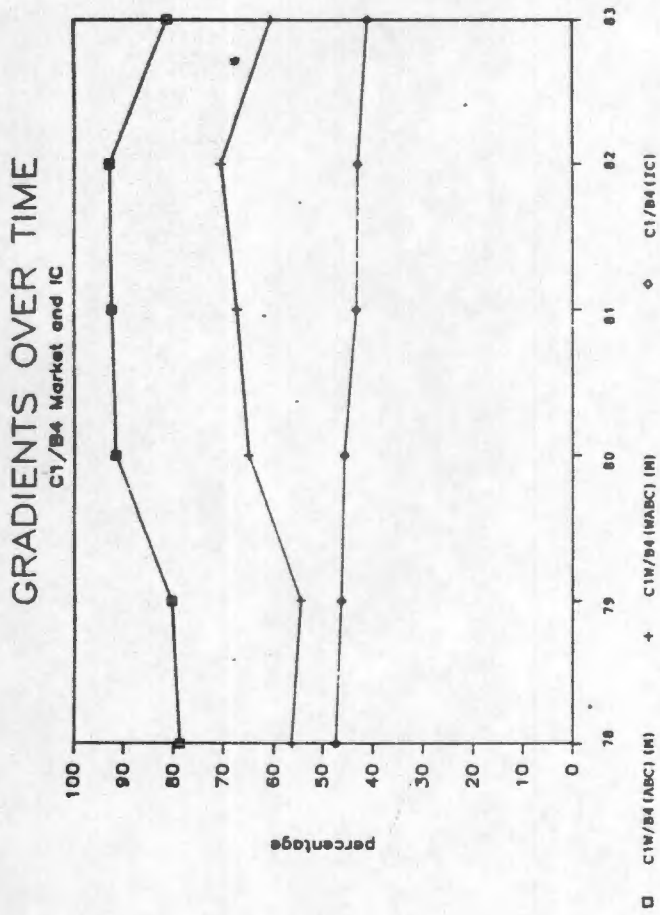
Iron and Steel - Market and IC

GRADIENTS OVER TIME
B3/B2, B4/B3 Market (ABC) and IC



GRADIENTS OVER TIME
A2/A1, A3/A2 Market and IC





APPENDIX II

SUMMARY OF DATA AND RESULTS
METAL CONTAINERS & ALLIED PRODUCTS INDUSTRY
(WAGE BOARD)

1. POSITIONS AND JOB DESCRIPTIONS

The following wage board positions were chosen as being suitable for comparison with market rates. The market positions by grade are contained in Appendix I.

1.1 Grade A1

Grade III Employee

Grade III employee means an employee who is engaged in any one or more of the following activities :

- (a) applying labels by hand;
- (b) applying sealing compounds by hand;
- (c) assisting a canteen cook;
- (d) assisting a guillotine operator, handyman, setter-up or a spray painter by holding articles or tools for him or otherwise working with him, other than by the independent use of tools or assisting the operator of a non-power-driven folding machine in folding over preparatory to seaming, by pressing or pulling the lever which provides the power;
- (e) carrying, lifting, stacking, loading or unloading, other than by power-driven device;
- (f) cleaning premises or canteen utensils, furniture, machinery, tools, containers or other articles or vehicles;
- (g) cleaning or replenishing glue pots;
- (h) collecting, conveying or delivering letters, messages or goods on foot or by means of a non-power-driven vehicle within an establishment;
- (i) cutting up scrap or waste metal by hand;
- (j) feeding or taking-off from a machine, other than by the operator or attendant of the machine;
- (k) fitting on or tightening screw caps or other closures;
- (l) flattening metal clips or lugs by hand;
- (m) fluxing preparatory to soldering or placing precut pellets or wire solder on components for soldering purposes;
- (n) gardening work;
- (o) making or maintaining fires;
- (p) making refreshments, tea or similar beverages or serving such refreshments, tea or similar beverages to employers, his employer or to the guests of his employer or serving cooked or prepared meals to employees;

- (q) opening or closing boxes, packages, bales or bags;
- (r) operating a non-power-driven hoist;
- (s) packing articles into cases, crates or bags, other than for despatch;
- (t) packing articles of uniform size and number into containers specially made to contain them;
- (u) placing cans on automatic soldering machines;
- (v) placing components preparatory to machine assembly;
- (w) placing corks, wads or washers into or on closures by hand;
- (x) pushing or pulling a vehicle, other than by power-driven device;
- (y) putting readymade wire handles into the lugs of containers by hand;
- (z) removing refuse, ash or scrap;
- (aa) repetitive rubber stamping or serial numbering, where the exercise of discretion is not required;
- (ab) setting-up by hand readymade cardboard or fibre board boxes or similar containers;
- (ac) stencilling containers or packages, where the ability of selection or the exercise of discretion is not involved;
- (ad) waxing or oiling sheets by hand preparatory to stamping;
- (ae) wiring, tying or fastening containers for despatch.

1.2 Grade A2

Grade II Employee

Grade II employee means an employee who is engaged in any one or more of the following activities :

- (a) assisting an artisan by holding articles or tools for him or otherwise working with him other than by the independent use of tools;
- (b) assisting a lacquering machine operator;
- (c) baling waste or scrap metal by hand;
- (d) cloakroom attendant;
- (e) collecting, conveying or delivering letters, messages or goods on foot or by means of a non-power-driven vehicle outside an establishment;
- (f) cutting or making handles;
- (g) dipping in soldering baths;
- (h) doping by machine;
- (i) fitting rims to lids of billycans;
- (j) fitting wires into articles, other than the operation referred to in item (y) of the definition of Grade III employee;
- (k) making or repairing crates or pallets;
- (l) mass-measuring or measuring materials or components to determine quantity or size;
- (m) open-top line packing;
- (n) operating an office duplicating, franking, addressograph or photostat machine;

- (o) operating a power-driven goods lift or hoist, other than a mobile power-driven hoist, a fork lift truck, an overhead power-driven crane or a power crane;
- (p) operating any non-power-driven machine, other than a guillotine;
- (q) packing goods for despatch, other than item (t) of the definition of Grade III employee;
- (r) painting products by hand;
- (s) punching or trimming by hand;
- (t) removing or stacking lithographed, lacquered, varnished or coated sheets from baking ovens;
- (u) rumbling machine loader.

1.3 Grade A3

Grade I Employee

Grade I employee means an employee who is engaged in any one or more of the following activities :

- (a) assisting a quality measurement assistant by the use of pre-set instruments;
- (b) attending an automatic machine and who may record any required information thereanent;
- (c) controlling baking or drying oven temperatures;
- (d) decorating extrusions;
- (e) dipping in tinning process;
- (f) examining, sorting and the subsequent reclamation of raw materials or articles produced;
- (g) feeding a coating machine in the manufacture of containers by extrusion from non-ferrous slugs;
- (h) gas plant operator;
- (i) hand soldering;
- (j) marking out by template;
- (k) melting pot attendant and billet caster;
- (l) metal spraying;
- (m) oiling or greasing compressors, machinery or vehicles;
- (n) operating a guillotine;
- (o) operating a rumbling machine;
- (p) operating an annealing oven;
- (q) operating any semi-automatic machine and who may record any required information thereanent;
- (r) painting fences, outbuildings, plant, machinery or floors;
- (s) production checker;
- (t) re-surfacing rollers with gelatine by casting;
- (u) rivetting;
- (v) sand or shot blasting;
- (w) shaping and filing copper bits for solderers;
- (x) spot, arc, butt, seam or flash welding, or hand welding for the purpose of filling in;
- (y) spray-painting;
- (z) stencilling containers or packages by a process in the performance of which the ability to select or the exercise of discretion is required;

(aa) testing for leaks.

1.4 Grade B1

Power Crane Operator

Operates and controls a power-driven crane other than a power-driven floor operated hoist.

1.5 Grade B2

Handyman

Handyman means an employee who is engaged in making minor repairs or adjustments to machinery or equipment, other than machinery or equipment used directly in the manufacture of the products of an establishment, and who may effect minor repairs or renovations to buildings but who does not do work normally performed by an artisan.

1.6 Grade B3

Setter-Up

Setter-up means an employee who, under the general supervision of a foreman, assistant foreman, or an artisan, is engaged in adjusting or setting machines or fitting or changing parts of machines; but such adjusting does not include the periodical adjustment while it is functioning or of any machine when used to perform a specific task and so constructed as to render such periodical adjustments essential to its efficient operation nor adjustments to can line runways or conveyors.

1.7 Grade B4

Assistant Foreman

Performs the duties of a foreman, under the general supervision of the foreman.

1.8 Grade C1

Artisan

Artisan means an employee who is engaged in work normally performed by a skilled artisan, and for the purposes of this definition the expression 'skilled artisan' means a person who has served his apprenticeship in a trade designated or deemed to have been designated under the Apprenticeship Act, 1944, or who holds a certificate of proficiency issued to him by the Registrar of Apprenticeship in terms of section 6 of the Training of Artisans Act, 1951, or a certificate issued to him by the said Registrar in terms of either section 2(7) or section 7(3) of the said Act.

2. WAGE BOARD MINIMUM RATES

Table II.1 gives the minimum wages specified by the Wage Board for the Metal Containers and Allied Products industry, in real terms in 1975 rand.

The minimum rate specified for Grade B4 is lower than that specified for B3 for the years 1978 to 1980. This anomaly is drastically rectified in 1981.

Figure II.1 compares the rates in Table II.1 with the market rates given in Table I.1. Comparable industrial council minimum rates are superimposed.

Figure II.2 shows the superimposition of the wage board rates on to Figure I.2: the variation of wages over time for each grade.

TABLE II.1

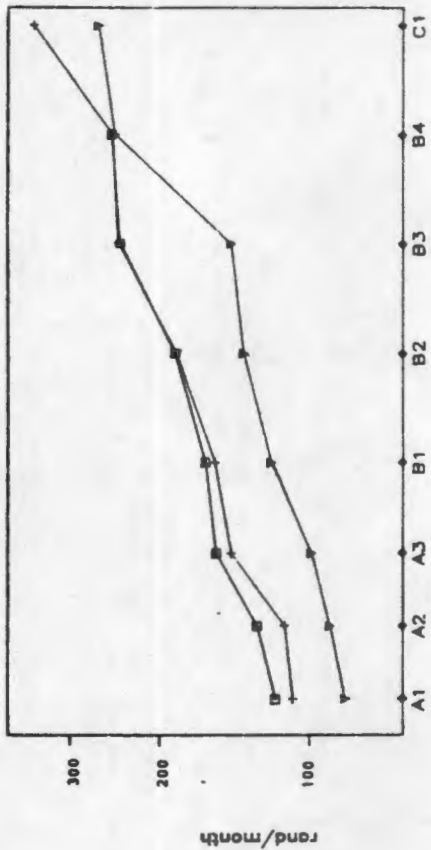
MONTHLY RATES IN REAL TERMS (IN 1975 RAND) BY PATERSON GRADE
METAL CONTAINERS & ALLIED PRODUCTS INDUSTRY (WAGE BOARD)

Grade	1978	1979	1980	1981	1982	1983	% Increase or Decrease 1978-1983
A1	73	94	78	85	77	100	+ 37
A2	77	109	90	91	82	106	+ 38
A3	84	109	90	99	89	115	+ 37
B1	88	115	94	119	108	140	+ 59
B2	123	164	132	135	124	160	+ 30
B3	132	173	143	143	130	168	+ 27
B4	124	119	98	244	222	287	+131
C1	142	136	112	263	239	309	+118
% Increase of B4 Over A1	70	27	26	187	188	189	

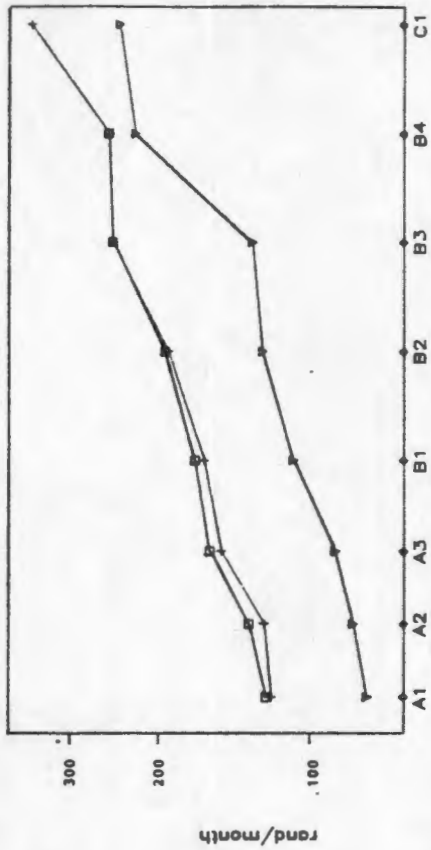
Market, IC and Wage Board

MONTHLY RATES IN REAL TERMS

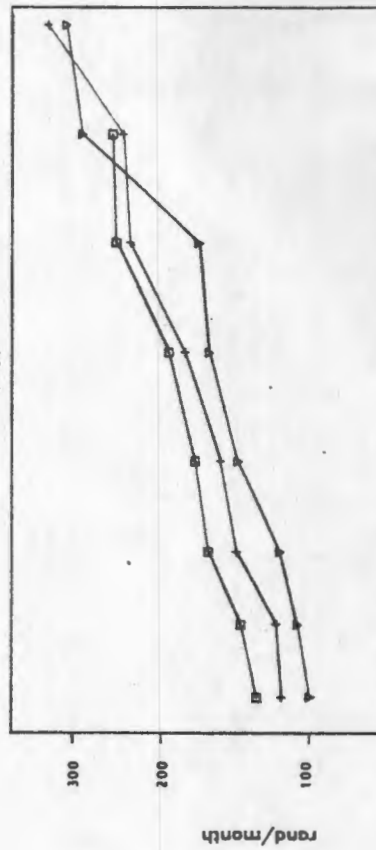
1981



1982

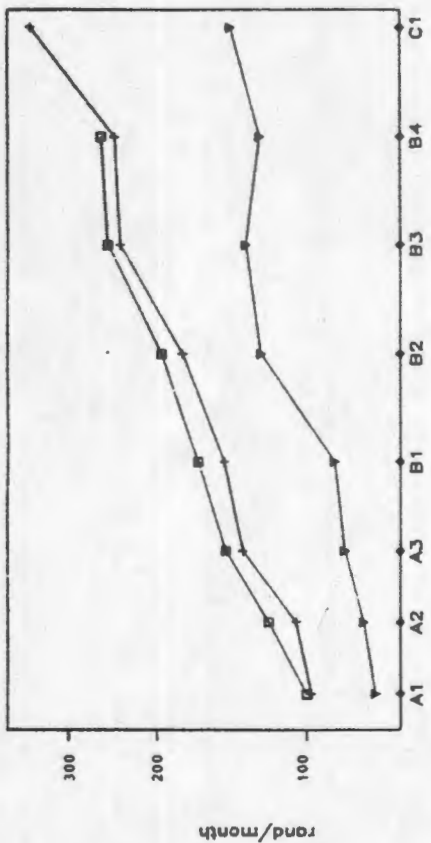


1983

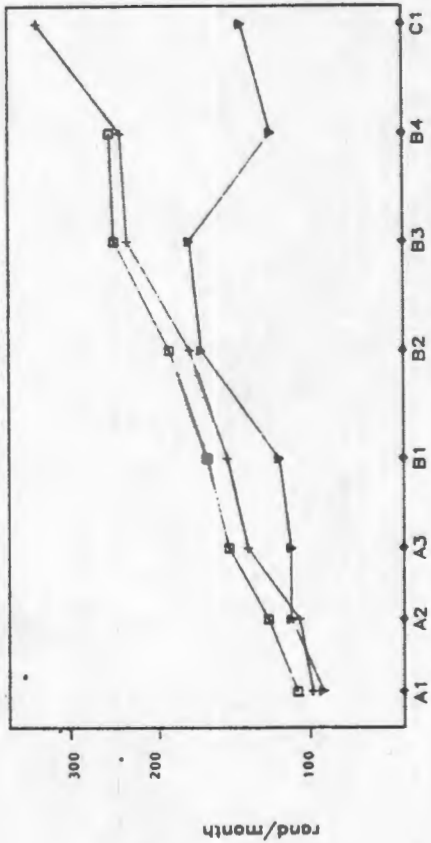


MONTHLY RATES IN REAL TERMS

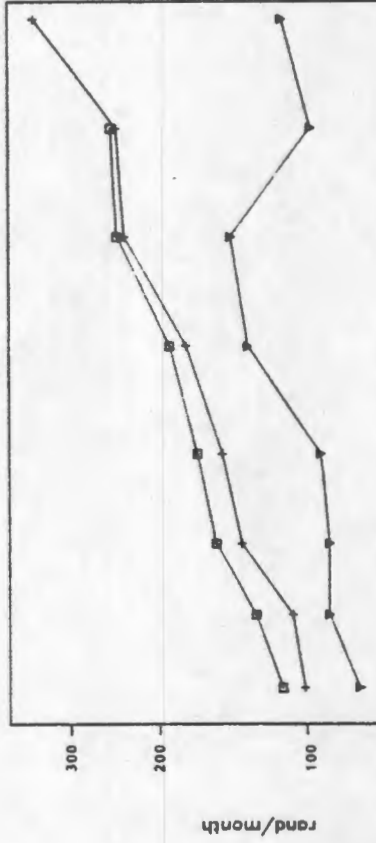
1978



1979



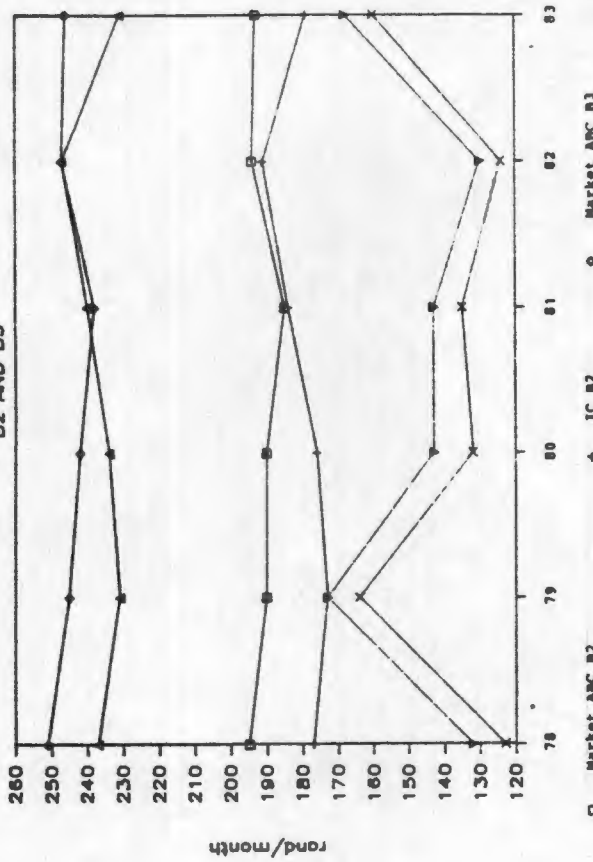
1980



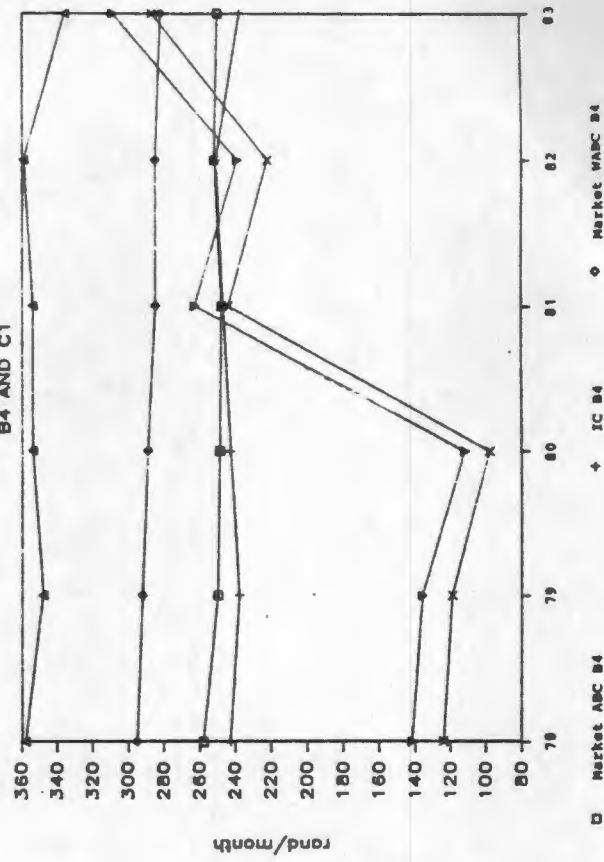
Iron and Steel/Metal Containers

Market, IC and Wage Board

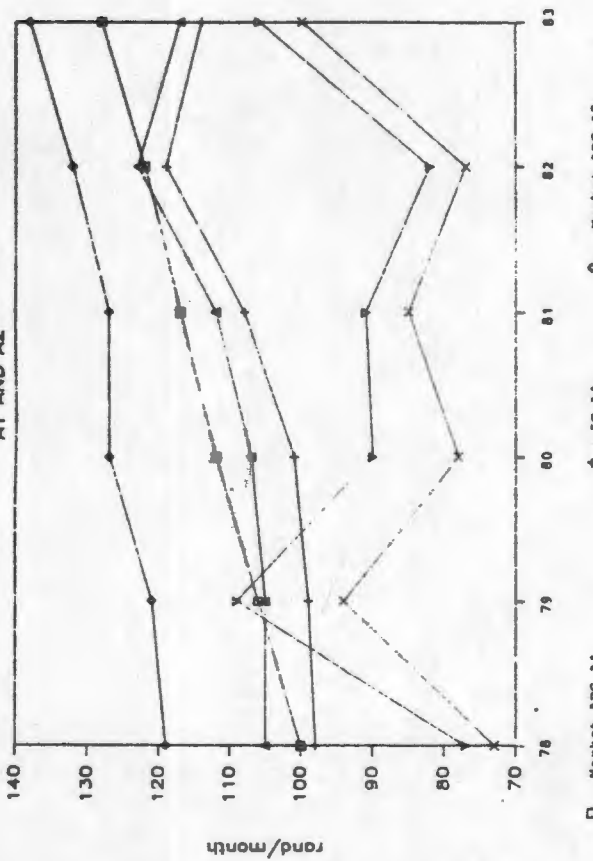
MONTHLY RATES OVER TIME
B2 AND B3



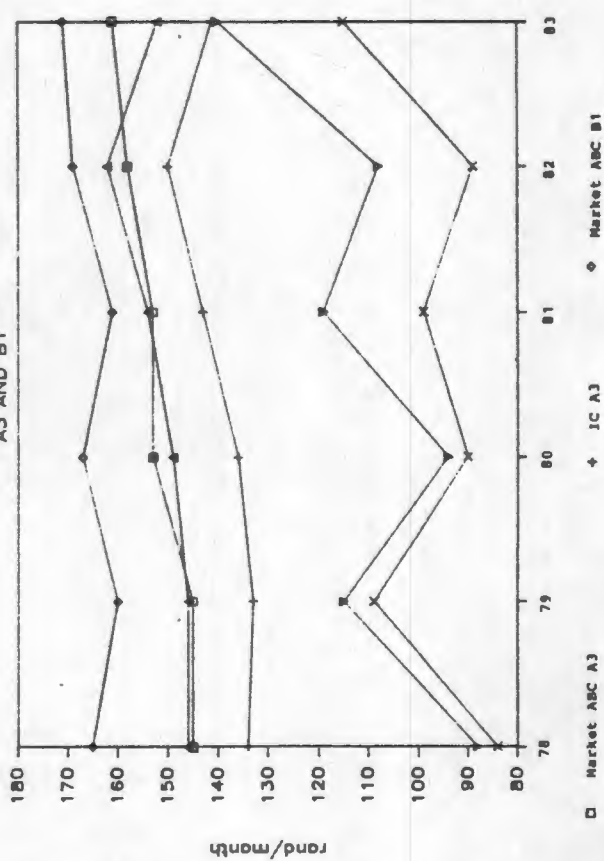
MONTHLY RATES OVER TIME
B4 AND C1



MONTHLY RATES OVER TIME
A1 AND A2



MONTHLY RATES OVER TIME
A3 AND B1



3. DIVERGENCE BETWEEN MARKET AND MINIMUM RATES

The divergence between wage board (abbreviated WB) and market rates are shown in Table II.2. For comparative purposes the divergence between industrial council and market rates is included. The final column in Table II.2 shows the divergence between industrial council and wage board minima.

Figure II.3 illustrates these divergences graphically.

4. GRADIENTS WITHIN WAGE CURVES

Table II.3 shows the percentage changes of wages between grades for wage board rates.

The changes in wage board gradients over time are superimposed on those for the market and industrial council rates (as shown in Figure I.4) as illustrated in Figure II.4.

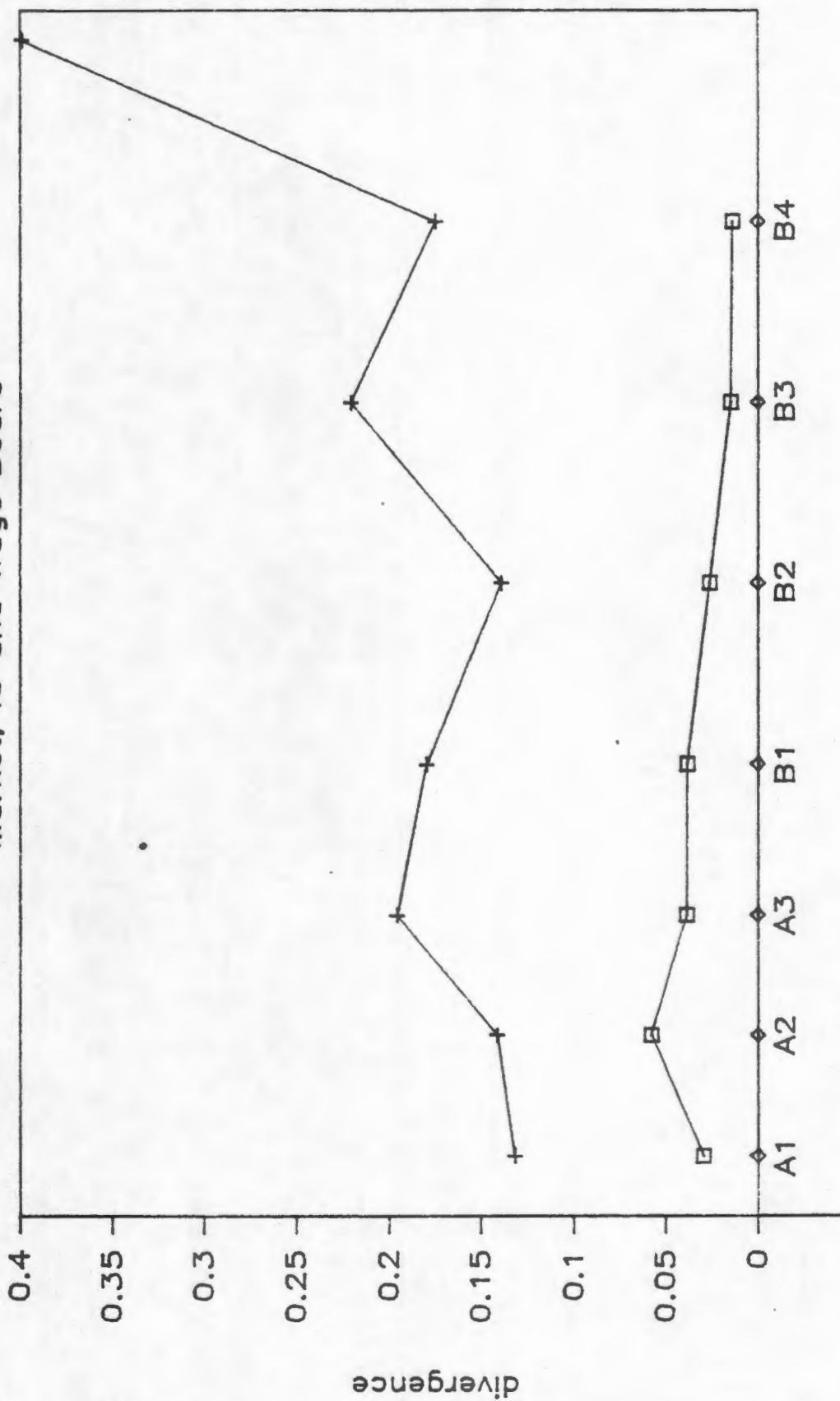
TABLE II.2
DIVERGENCE BETWEEN MARKET AND MINIMUM WAGES
IRON AND STEEL, METAL CONTAINERS AND ALLIED PRODUCTS

Grade	Racial Category	Divergence (WB, Market)	Divergence (IC, Market)	Divergence (IC, WB)
A1	ABC	0,1320	0,0299	0,1021
A2	ABC	0,1417	0,0579	0,0838
A3	ABC	0,1960	0,0387	0,1572
B1	ABC	0,1798	0,0385	0,1412
B2	ABC	0,1395	0,0267	0,1128
B3	ABC	0,2207	0,0148	0,2059
B4	ABC	0,1746	0,0138	0,1608
B3	WABC	0,2327	0,0268	-
B4	WABC	0,2340	0,0732	-
C1	W	0,3990	0,1238	0,2753

Iron and Steel/Metal Containers

Market, IC and Wage Board

DIVERGENCE
Market, IC and Wage Board



□ Market ABC and IC
+ PATERSON GRADE + Market and WB

TABLE II.3
GRADIENTS WITHIN WAGE CURVES
METAL CONTAINERS AND ALLIED PRODUCTS INDUSTRY (WAGE BOARD)

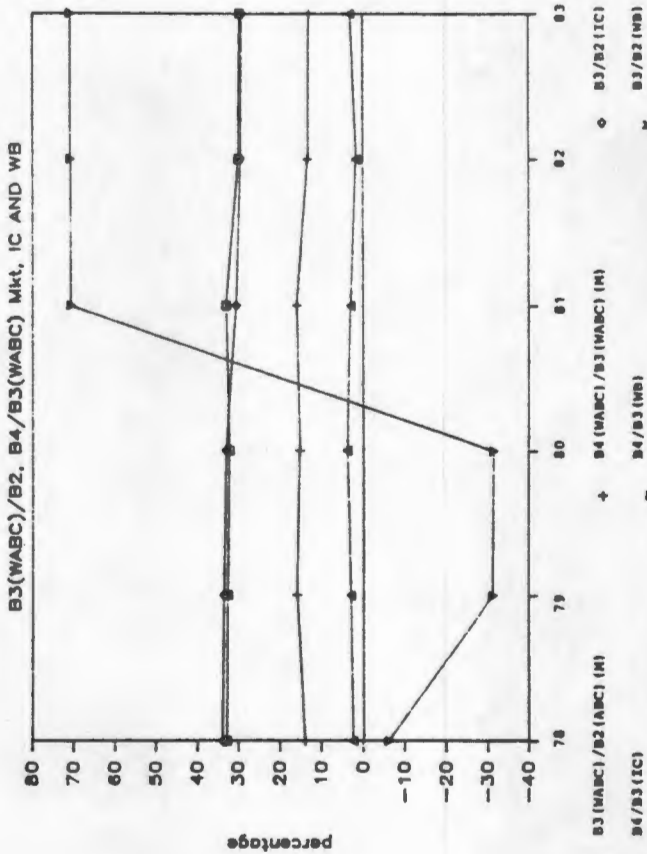
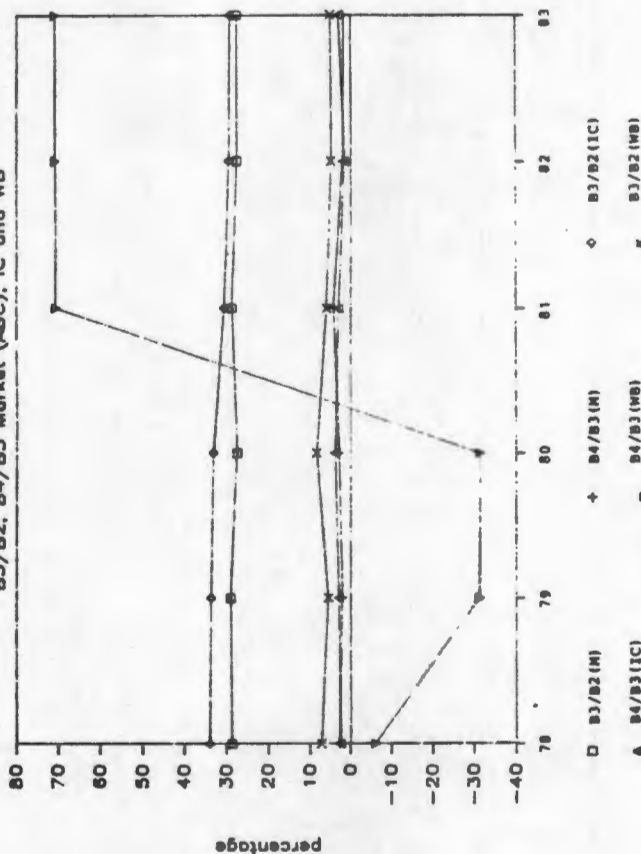
	1978	1979	1980	1981	1982	1983
$\frac{A2}{A1}$	5	16	15	7	6	6
$\frac{A3}{A2}$	9	-	-	9	9	8
$\frac{B1}{A3}$	5	6	4	20	21	22
$\frac{B2}{B1}$	40	43	40	13	15	14
$\frac{B3}{B2}$	7	5	.8	6	5	5
$\frac{B4}{B3}$	(6)	(31)	71	71	71	71
$\frac{C1}{B4}$	15	14	14	8	8	8

Figures in brackets indicate that B3 rates are higher than B4 rates.

Iron and Steel/Metal Containers

Market, IC and Wage Board

GRADIENTS OVER TIME
B3/B2, B4/B3 Market (ABC), IC and WB



GRADIENTS OVER TIME
A2/A1, A3/A2 Market, IC and WB

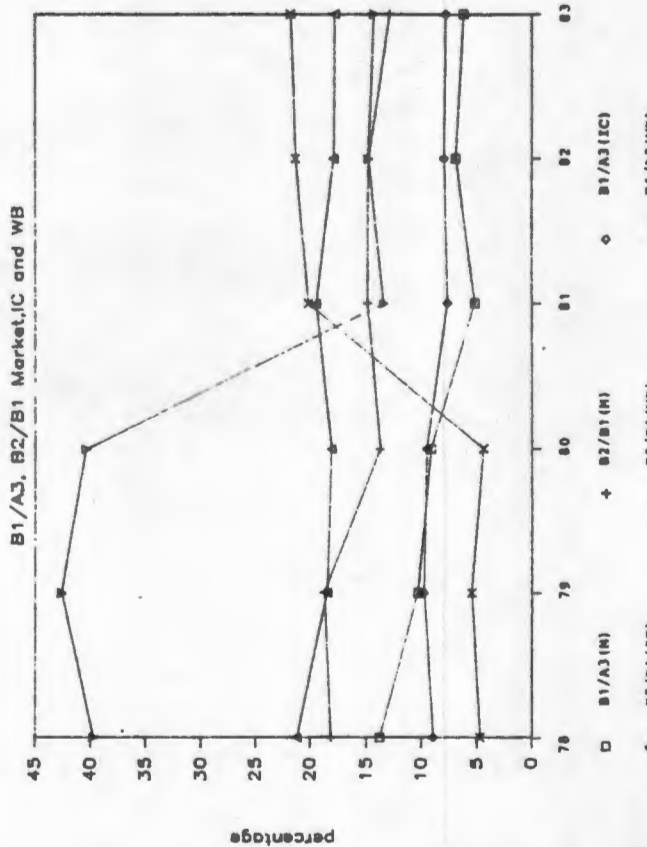
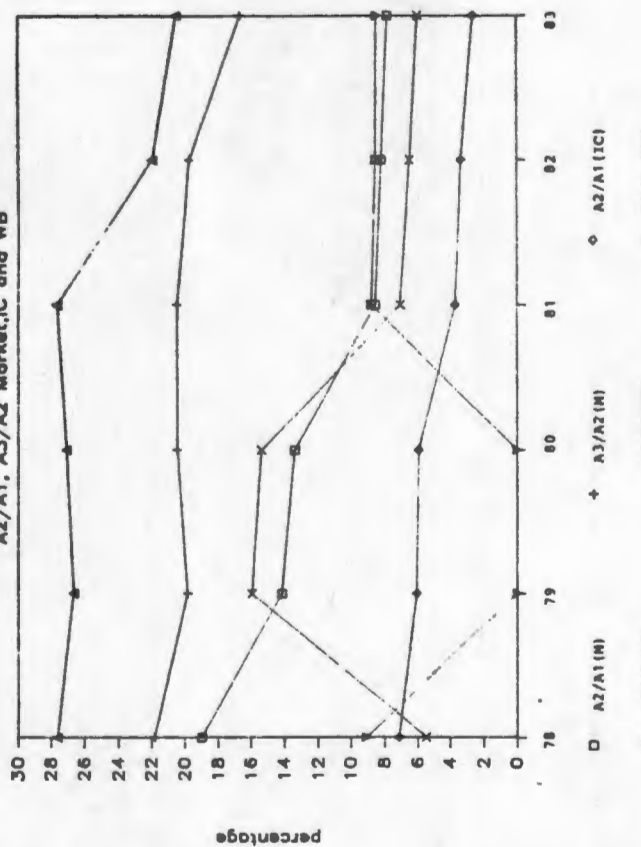
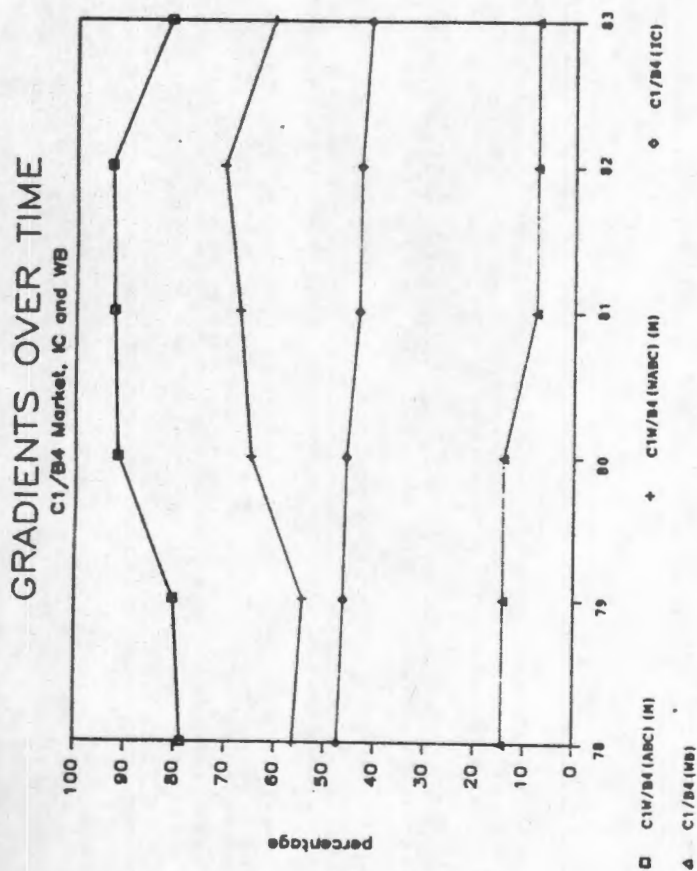


FIGURE II.4 (continued)
Iron and Steel/Metal Containers
Market, IC and Wage Board



APPENDIX IIISUMMARY OF DATA AND RESULTS
CHEMICAL MANUFACTURING INDUSTRY, WITWATERSRAND AND
INDUSTRIAL COUNCIL FOR THE CHEMICAL INDUSTRY (CAPE)1. POSITIONS

The process of analysing the data for these industries is similar to that previously explained.

1.1 Market Rates

Market figures for the Chemical Manufacturing Industry, Witwatersrand have been obtained by weighting Salary Survey figures for the following locations : Johannesburg, Pretoria, East Rand and West Rand. The weightings are in accordance with the sample sizes published for each location in the Salary Surveys.

Market figures for the Chemical Industry (Cape) include data from the Western Cape only.

1.2 Minimum Wages

The following positions were chosen as representative of each grade for the Chemical Manufacturing Industry, Witwatersrand :

- A1 - Grade III (including functions such as carton making and strapping, packing, unloading)
- A2 - Grade II (including functions such as operating sealing, stapling, shrink-wrap machines, coding not involving discretion)
- A3 - Grade I (including functions such as coding involving discretion, preparing and filling concentrates, propellants and residues)
- B1 - Chargehand (responsible for supervision of no more than 15 Grade III and II workers)
- B2 - Supervisor
- B3 - Assistant Foreman (of chargehands)
- B4 - Foreman
- C1 - Artisan

The positions selected as being representative of the Industrial Council for the Chemical Industry (Cape) are :

- A1 - Category I (including functions such as packing, cleaning, materials handling, filling and scaling containers, etc.)
- A2 - Category II (including functions such as crimping, assembling, filling and labelling containers, operating various machines)
- A3 - Category III (including functions such as crane operating, repairing defective products, operating semi-automatic machines)
- B1 - Category IV (including functions such as checking of products, repairing machinery, operating and monitoring certain machinery)
- B2 - Category V (including functions such as being responsible for various tasks in a warehouse, operating machinery without supervision)
- B3 - Category VI (including the controlling/monitoring and improving the quality of products, supervising employees)
- B4 - Category VII (including supervising other categories of worker)

2. MARKET AND INDUSTRIAL COUNCIL WAGES

This section gives the market rates and industrial council minima in tabular and graphical form for the two chemical industries selected.

2.1 Chemical Manufacturing Industry, Witwatersrand

Table III.1 gives the monthly rates in real terms in 1975 rand for the Chemical Manufacturing Industry, Witwatersrand. Market rates for Grades A1 to B3 are for Asians, Blacks and Coloureds only using the following weightings from the 1980 Census:

Asians	8%
Blacks	78%
Coloureds	14%

Grade B4 shows weighted averages for Asians, Blacks and Coloureds alone, and also includes Whites using the following weightings obtained from the 1980 Census:

Whites	48%
Asians	4%
Blacks	40%

Coloureds 8%

Grade C1 contains only white salary data.

Figure III.1 illustrates graphically the variation of market and minimum wages by grade. Figure III.2 shows the variation of these wages over time for each grade.

2.2 Industrial Council for the Chemical Industry (Cape)

Table III.2 gives the monthly rates in real terms in 1975 rand for the industrial council for the Chemical Industry (Cape). The racial weightings are:

Asians	-
Blacks	22%
Coloureds	78%
Whites	27%
Asians	-
Blacks	16%
Coloureds	57%

The industrial council figures are illustrated in Figure III.3 (by grade) and in Figure III.4 (over time). Market figures have not been given as these are not comparable.

3. DIVERGENCE BETWEEN MARKET AND MINIMUM WAGES

Table III.3 shows the variation of divergence by grade for the Witwatersrand industrial council. The divergence for the Witwatersrand figures is illustrated in Figure III.5.

4. GRADIENTS WITHIN WAGE CURVES

The second measure of differentials within wage curves provided by comparing the slopes of the curves at each grade is presented in this section.

4.1 Chemical Manufacturing Industry, Witwatersrand

Table III.4 and Figure III.6 give the variation of gradients.

4.2 Industrial Council for the Chemical Industry (Cape)

Table III.5 and Figure III.7 give the variation of gradients over time for the industrial council minimum wages. The reason for excluding the market gradients is given in Chapter 6.

TABLE III.1

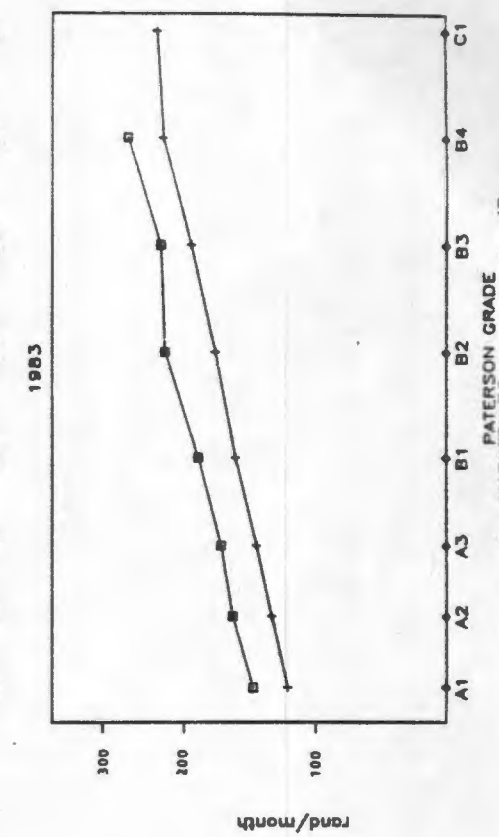
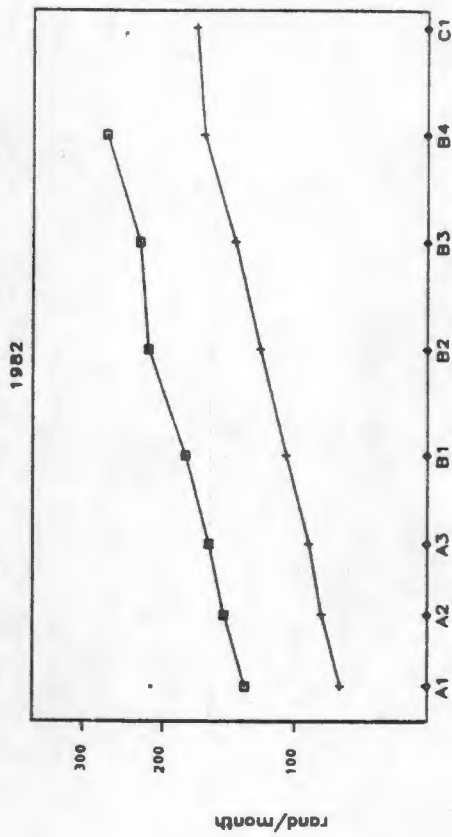
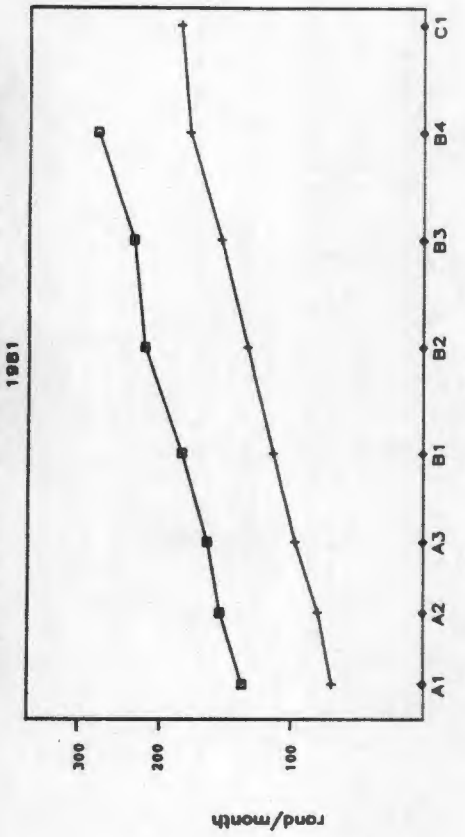
MONTHLY RATES IN REAL TERMS (IN 1975 RAND) BY PATERSON GRADE
CHEMICAL MANUFACTURING INDUSTRY, WITWATERSRAND

Grade	Market/IC Wage	1978	1979	1980	1981	1982	1983	% Increase or Decrease 1978-1983
A1	Market - ABC	114	126	127	130	130	139	+ 22
	IC	82	79	86	81	79	116	+ 41
A2	Market - ABC	141	144	145	146	145	155	+ 10
	IC	91	87	91	87	87	126	+ 38
A3	Market - ABC	151	155	156	156	157	165	+ 9
	IC	103	97	104	98	93	137	+ 33
B1	Market - ABC	175	176	177	178	178	186	+ 6
	IC	119	114	119	110	105	153	+ 29
B2	Market - ABC	210	214	215	216	216	221	+ 5
	IC	146	139	134	126	120	170	+ 16
B3	Market - ABC	226	228	227	229	226	226	+ 8
	IC	162	153	158	145	137	193	+ 19
B4	Market - W	294	355	364	362	377	397	+ 35
	Market - WABC	282	311	316	318	321	330	+ 17
	Market - ABC	271	270	272	277	269	268	- 1
	IC	203	190	186	171	161	223	+ 10
C1	Market - W	441	463	460	478	527	536	+ 22
	IC	204	199	194	179	168	231	+ 13
% Increase of B4 (ABC) Over A1 (Market Rates)		138	114	114	113	107	93	
% Increase of B4 Over A1 (IC Rates)		148	141	116	111	104	92	

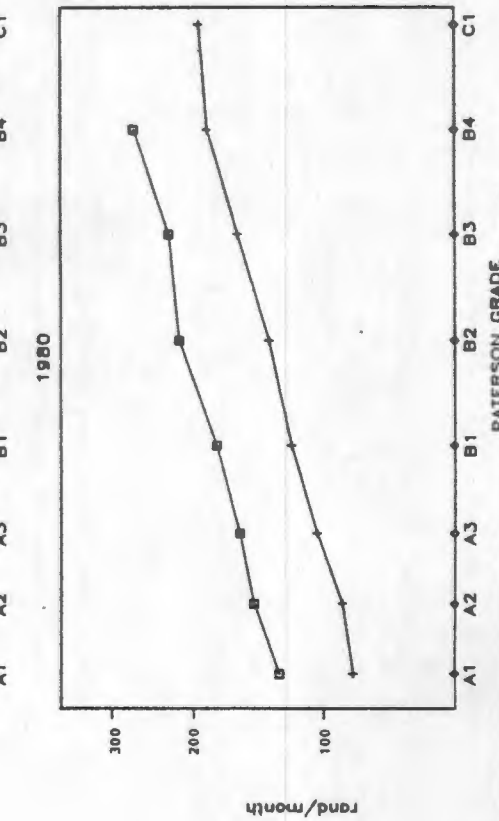
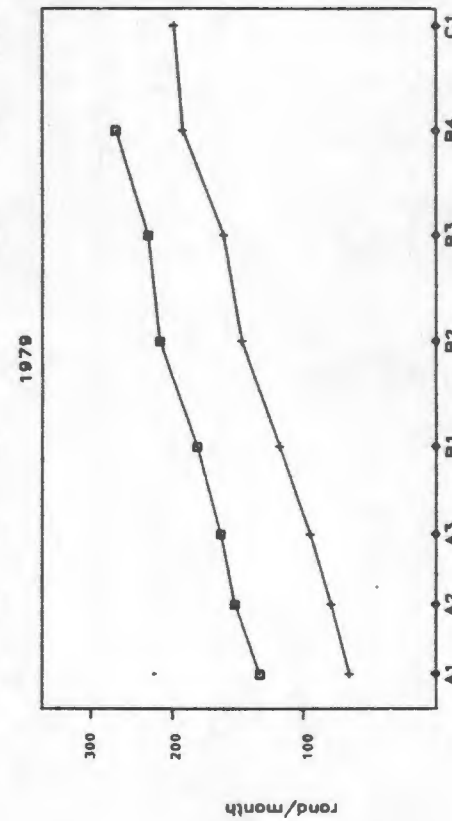
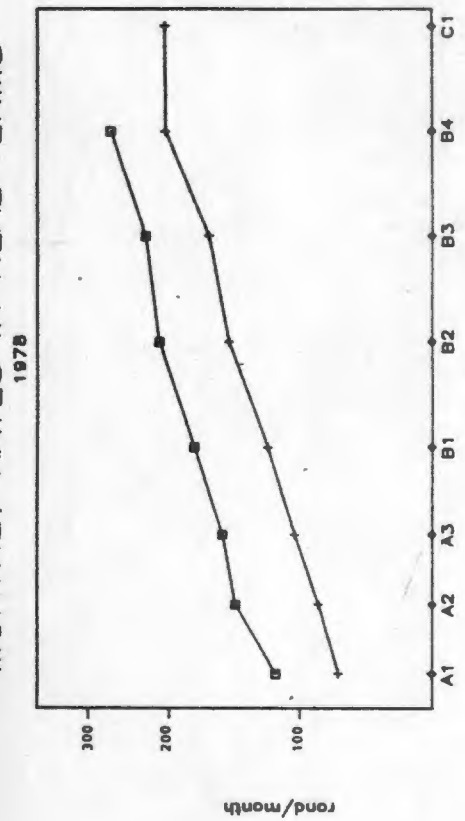
FIGURE III.1

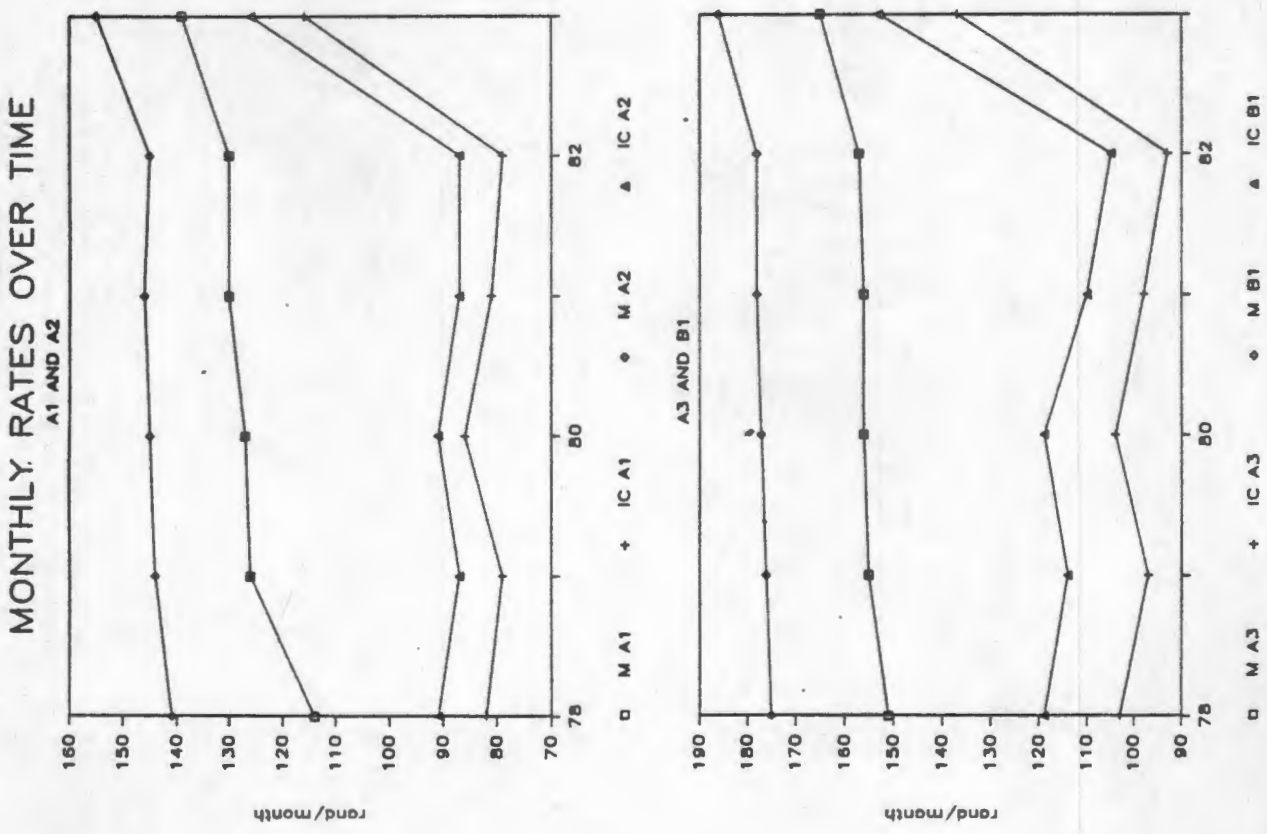
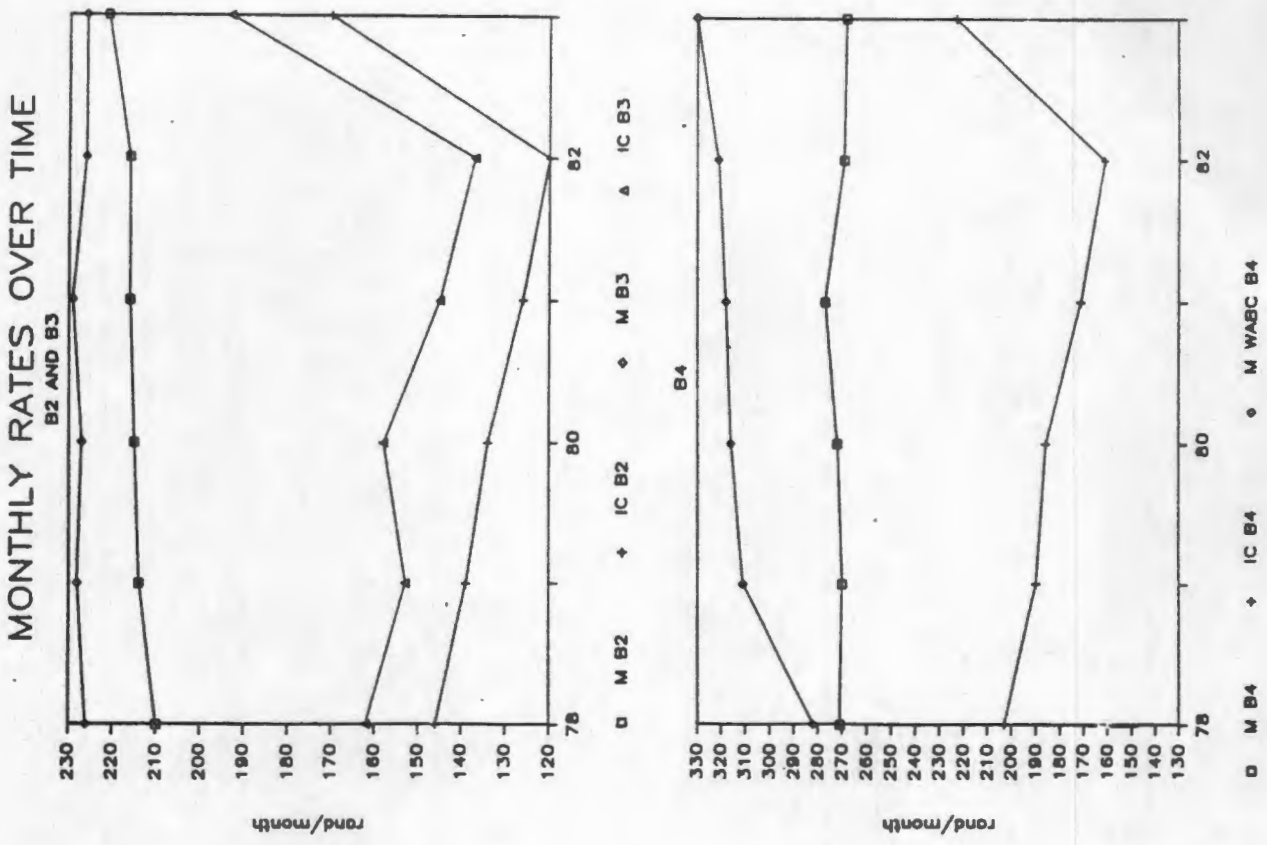
Chemical (Witwatersrand) - Market and IC

MONTHLY RATES IN REAL TERMS



MONTHLY RATES IN REAL TERMS





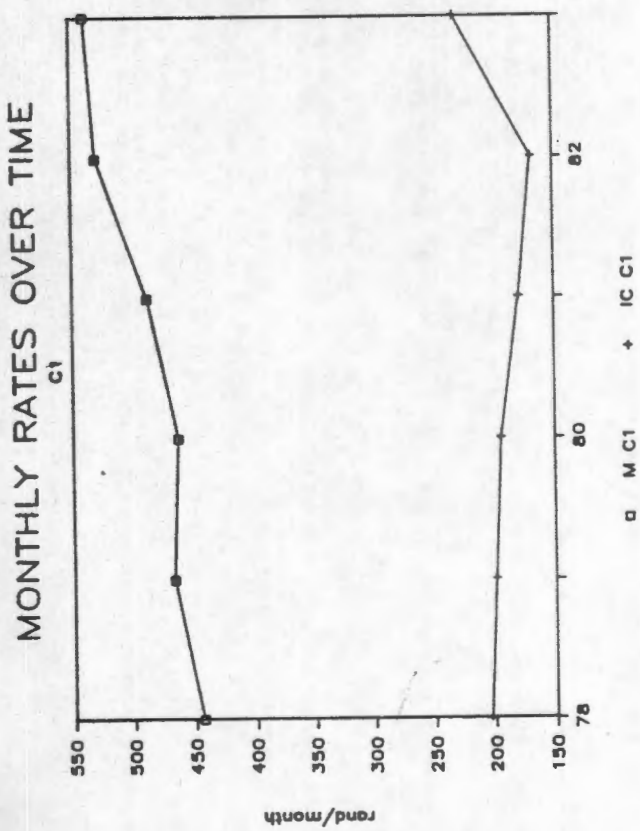


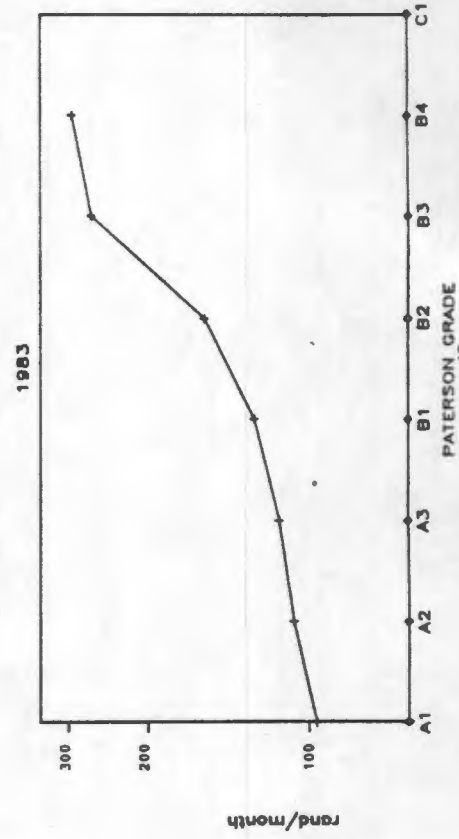
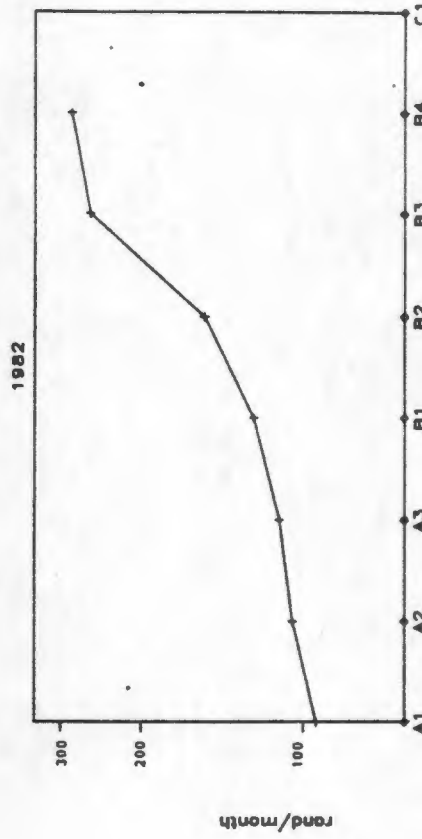
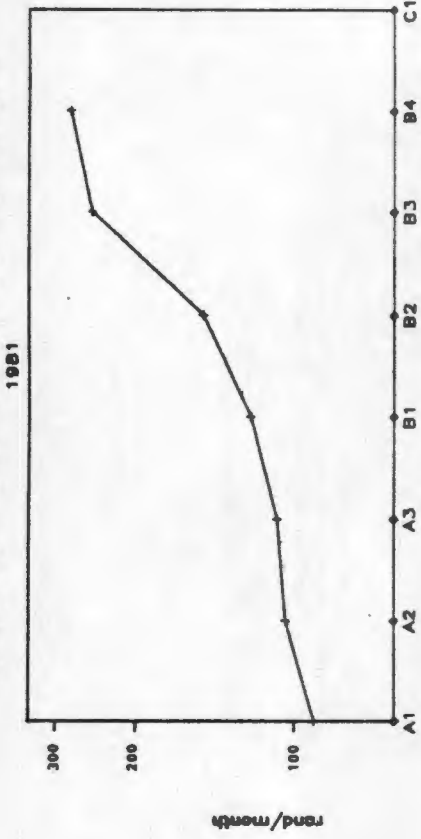
TABLE III.2

MONTHLY RATES IN REAL TERMS (IN 1975 RAND) BY PATERSON GRADE
INDUSTRIAL COUNCIL FOR THE CHEMICAL INDUSTRY (CAPE)

Grade	Market/IC Wage	1978	1979	1980	1981	1982	1983	% Increase or Decrease 1978-1983
A1	Market - ABC	101	113	114	118	119	120	+ 19
	IC	88	86	87	92	95	97	+ 10
A2	Market - ABC	129	132	133	138	139	140	+ 9
	IC	95	91	91	104	105	107	+ 13
A3	Market - ABC	145	145	143	148	149	151	+ 4
	IC	105	103	104	108	111	114	+ 9
B1	Market - ABC	162	161	157	159	162	163	+ ,5
	IC	112	110	111	121	124	127	+ 13
B2	Market - ABC	192	189	187	189	194	192	0
	IC	134	131	133	149	153	157	+ 17
B3	Market - ABC	249	260	254	250	239	237	- 5
	IC	166	163	165	241	249	254	+ 53
B4	Market - WABC	315	325	318	320	323	331	+ 5
	Market - ABC	276	294	285	277	266	261	- 5
	IC	-	-	230	264	270	276	+ 20*
% Increase of B4 (ABC) Over A1 (Market Rates)		173	160	150	135	124	118	
% Increase of B4 Over A1 (IC Rates)		-	-	164	187	184	184	

*Over 4 years

MONTHLY RATES IN REAL TERMS



MONTHLY RATES IN REAL TERMS

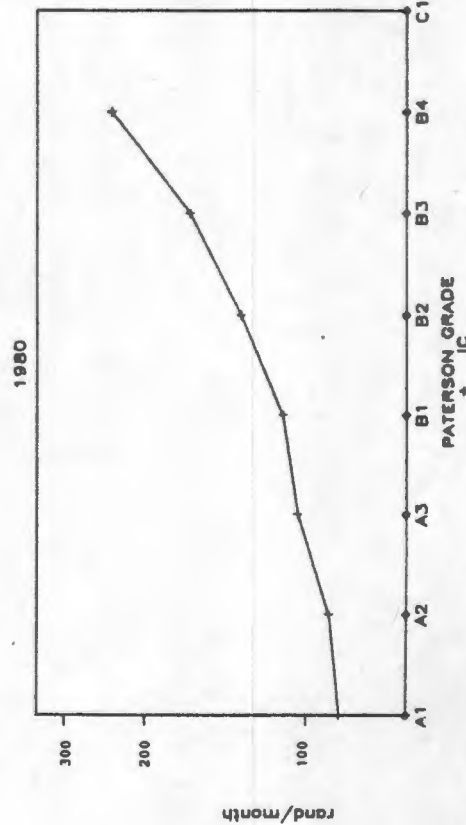
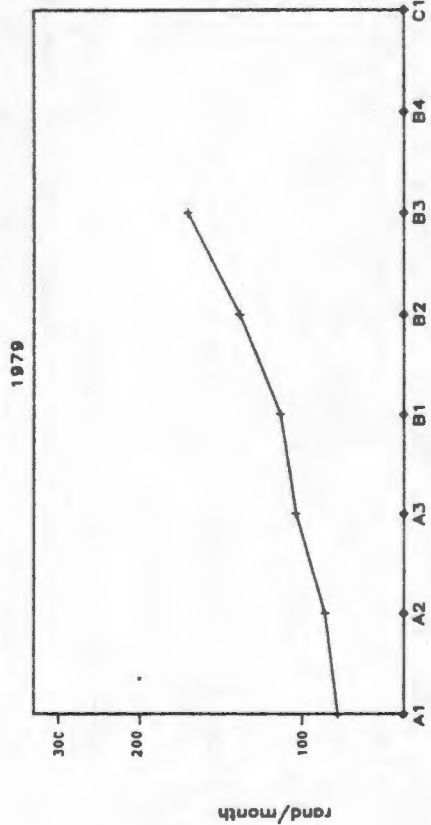
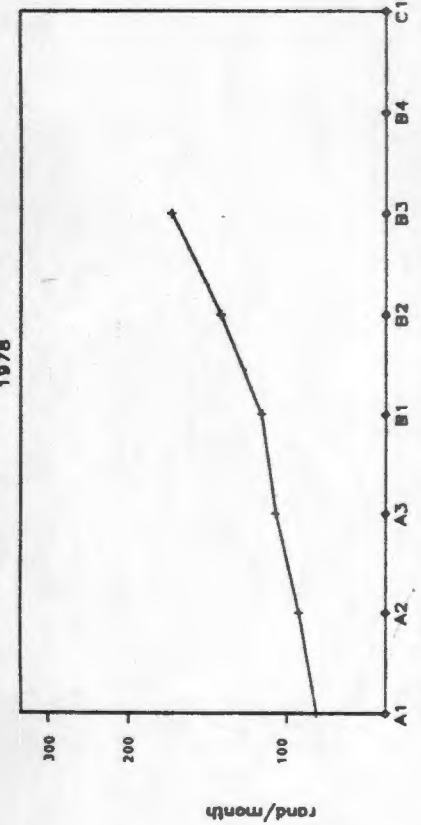
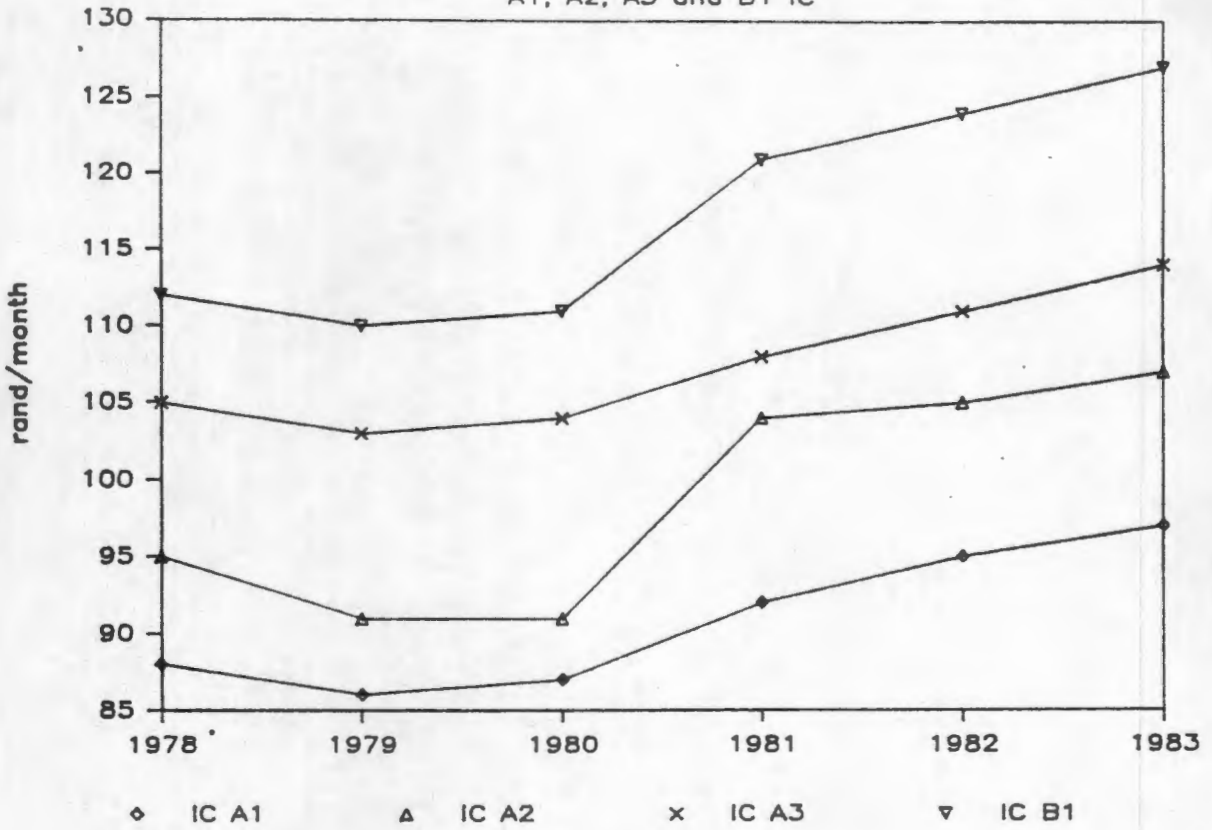


FIGURE III.4

Chemical (Cape) - IC

MONTHLY RATES OVER TIME

A1, A2, A3 and B1 IC



B2, B3 and B4 IC

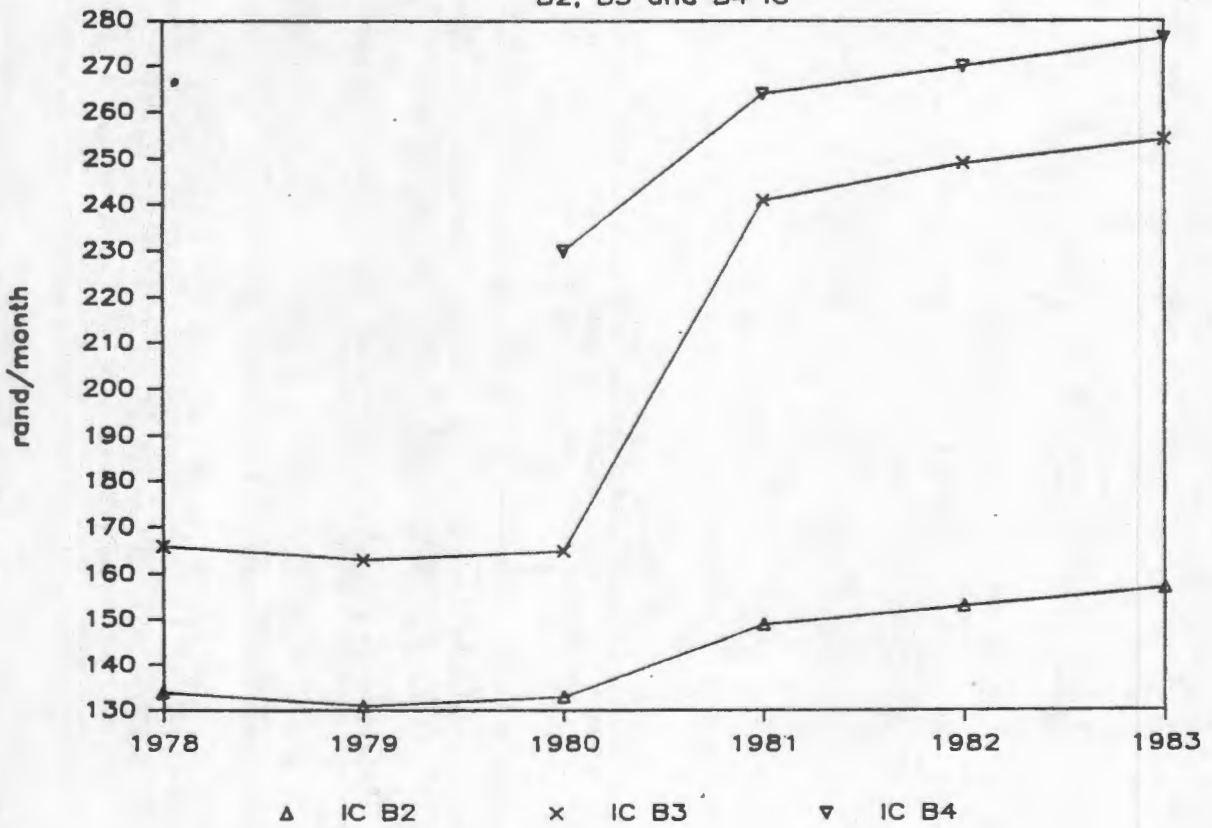


TABLE III.3

DIVERGENCE BETWEEN MARKET AND MINIMUM WAGES
CHEMICAL MANUFACTURING INDUSTRY (WITWATERSRAND) (INDUSTRIAL COUNCIL)

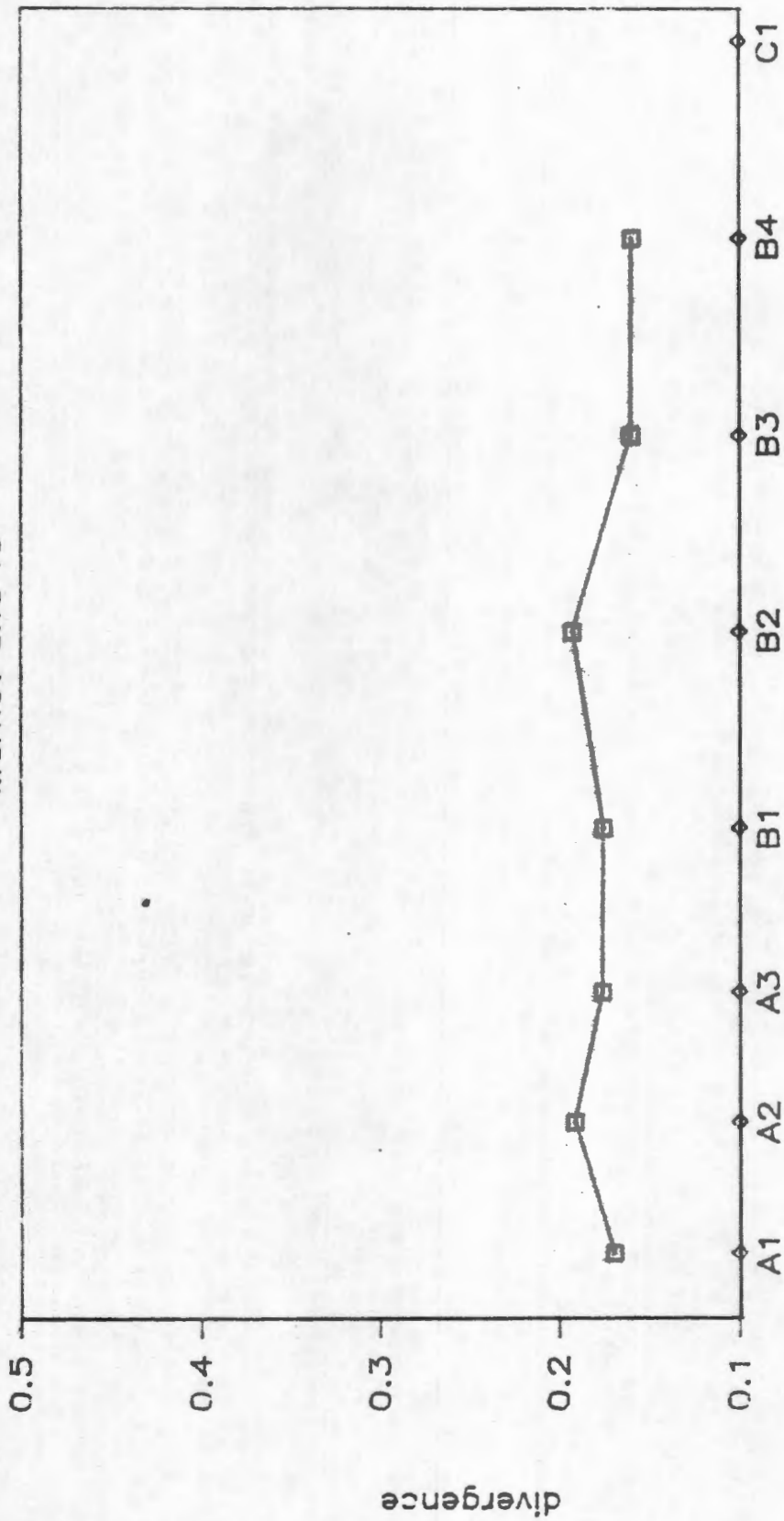
Grade	Race	Divergence Wits
A1	ABC	0,1692
A2	ABC	0,1913
A3	ABC	0,1760
B1	ABC	0,1753
B2	ABC	0,1923
B3	ABC	0,1599
B4	ABC	0,1592
B4	WABC	0,2210
C1	W	0,3978

FIGURE III.5

Chemical (Witwatersrand) - Market and IC

DIVERGENCE

Market and IC



PATERSON GRADE
MARKET and IC

TABLE III.4
GRADIENTS WITHIN WAGE CURVES
CHEMICAL MANUFACTURING INDUSTRY, WITWATERSRAND

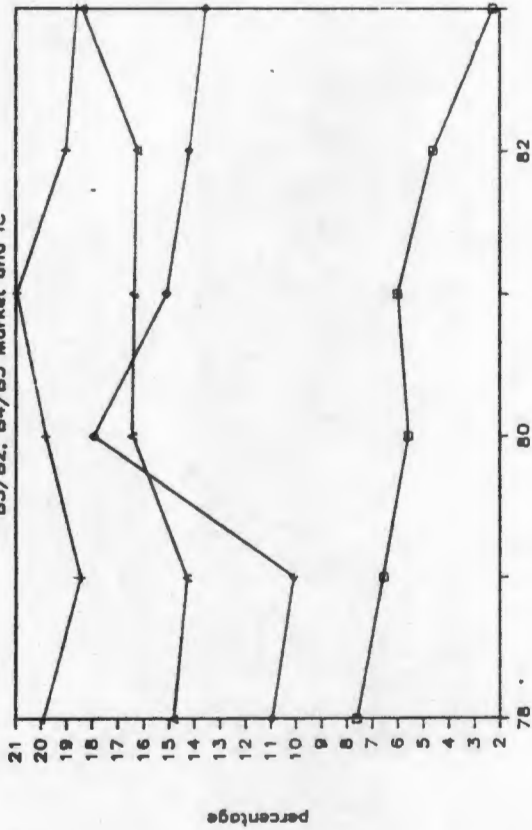
Gradient	Market/IC	1978	1979	1980	1981	1982	1983
<u>A2</u>	M	24	14	14	12	12	12
<u>A1</u>	IC	11	10	6	7	10	9
<u>A3</u>	M	7	8	8	7	8	6
<u>A2</u>	IC	13	11	14	13	7	9
<u>B1</u>	M	16	14	13	14	13	13
<u>A3</u>	IC	16	18	14	12	13	12
<u>B2</u>	M	20	21	21	21	21	19
<u>B1</u>	IC	22	22	13	15	14	11
<u>B3</u>	M	8	7	6	6	5	2
<u>B2</u>	IC	11	10	18	15	14	14
<u>B4 (WABC)</u>	M	25	36	39	39	42	46
<u>B3 (ABC)</u>	IC	25	24	18	18	18	16
<u>B4 (ABC)</u>	M	20	18	19	19	19	18
<u>B3 (ABC)</u>	IC	25	24	18	18	18	16
<u>C1 (W)</u>	M	57	50	47	53	65	63
<u>B4 (WABC)</u>	IC	1	5	4	5	4	4

FIGURE III.6

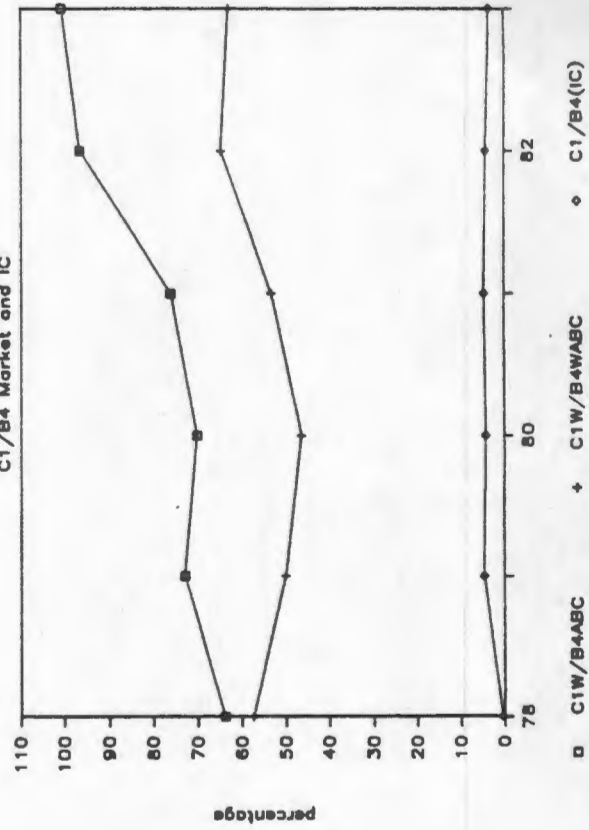
Chemical (Witwatersrand) - Market and IC

GRADIENTS OVER TIME

B3/B2, B4/B3 Market and IC

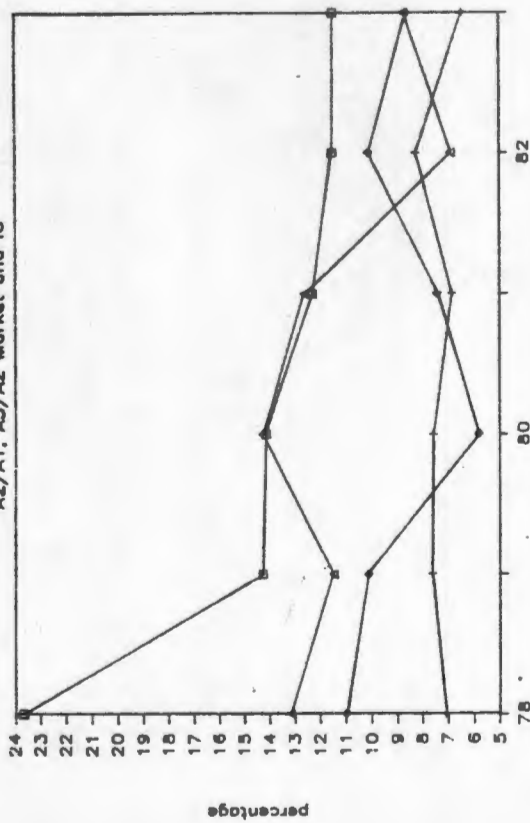


C1/B4 Market and IC



GRADIENTS OVER TIME

A2/A1, A3/A2 Market and IC



B1/A3, B2/B1 Market and IC

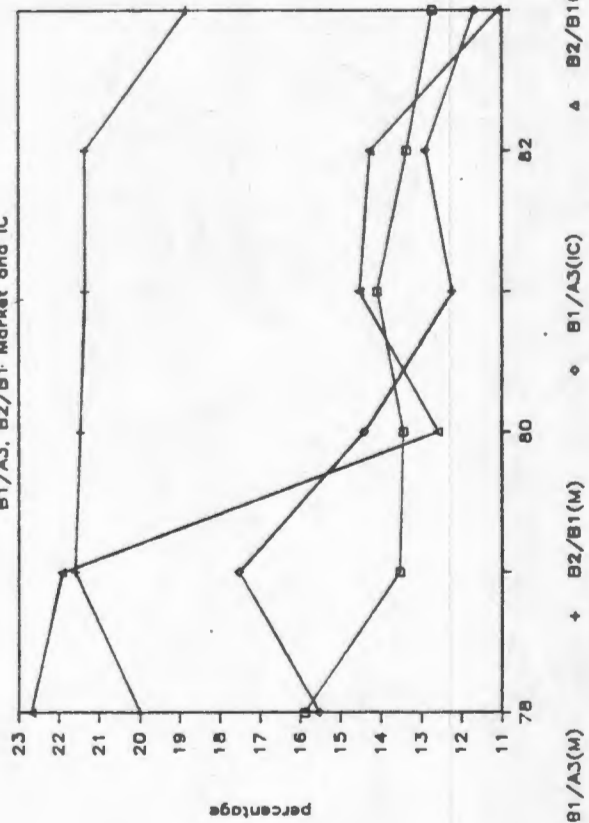


TABLE III.5
GRADIENTS WITHIN WAGE CURVES
INDUSTRIAL COUNCIL FOR THE CHEMICAL INDUSTRY (CAPE)

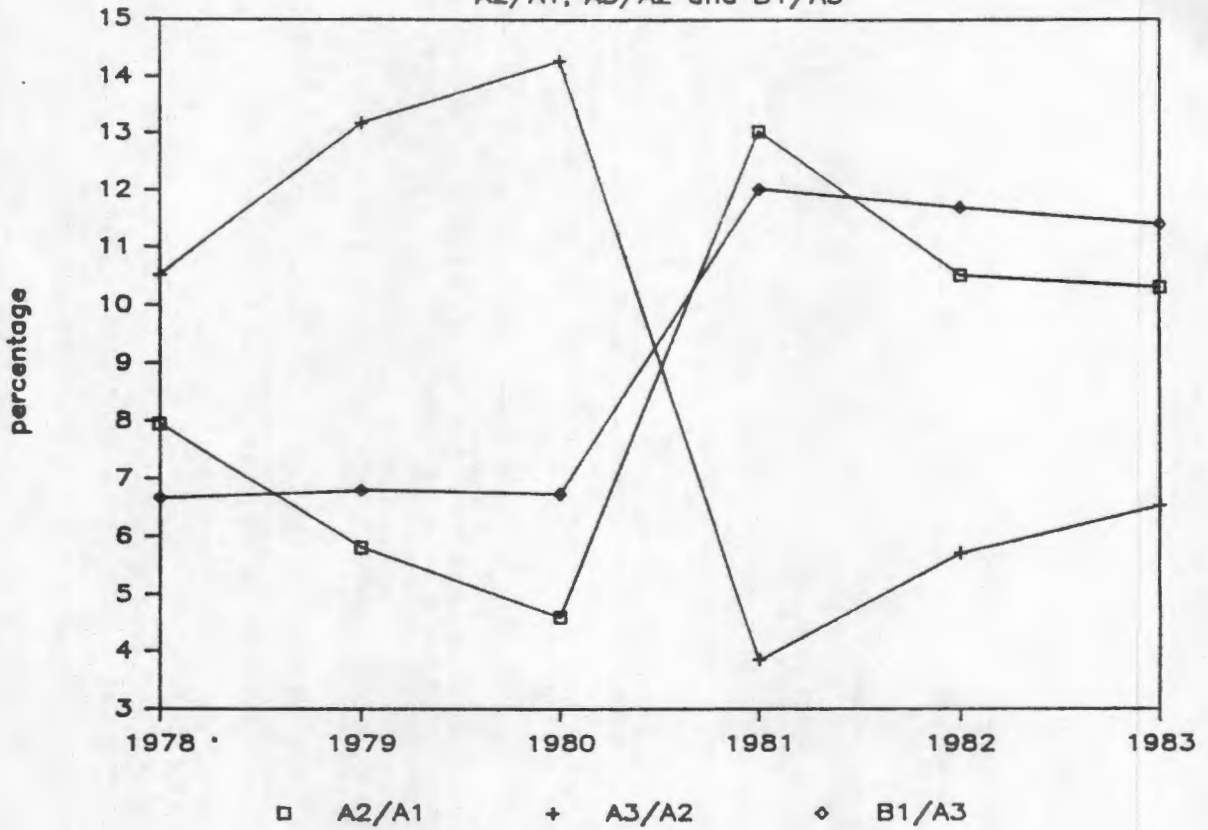
Gradient	Market/IC	1978	1979	1980	1981	1982	1983
$\frac{A2}{A1}$	IC	8	6	5	13	8	10
$\frac{A3}{A2}$	IC	11	13	14	4	8	7
$\frac{B1}{A3}$	IC	7	7	7	12	12	12
$\frac{B2}{B1}$	IC	20	19	20	23	23	22
$\frac{B3}{B2}$	IC	24	24	24	62	62	63
$\frac{B4}{B3}$	IC	-	-	40	10	9	9
$\frac{B4}{B3}$	IC	-	-	40	10	9	9

FIGURE III.7

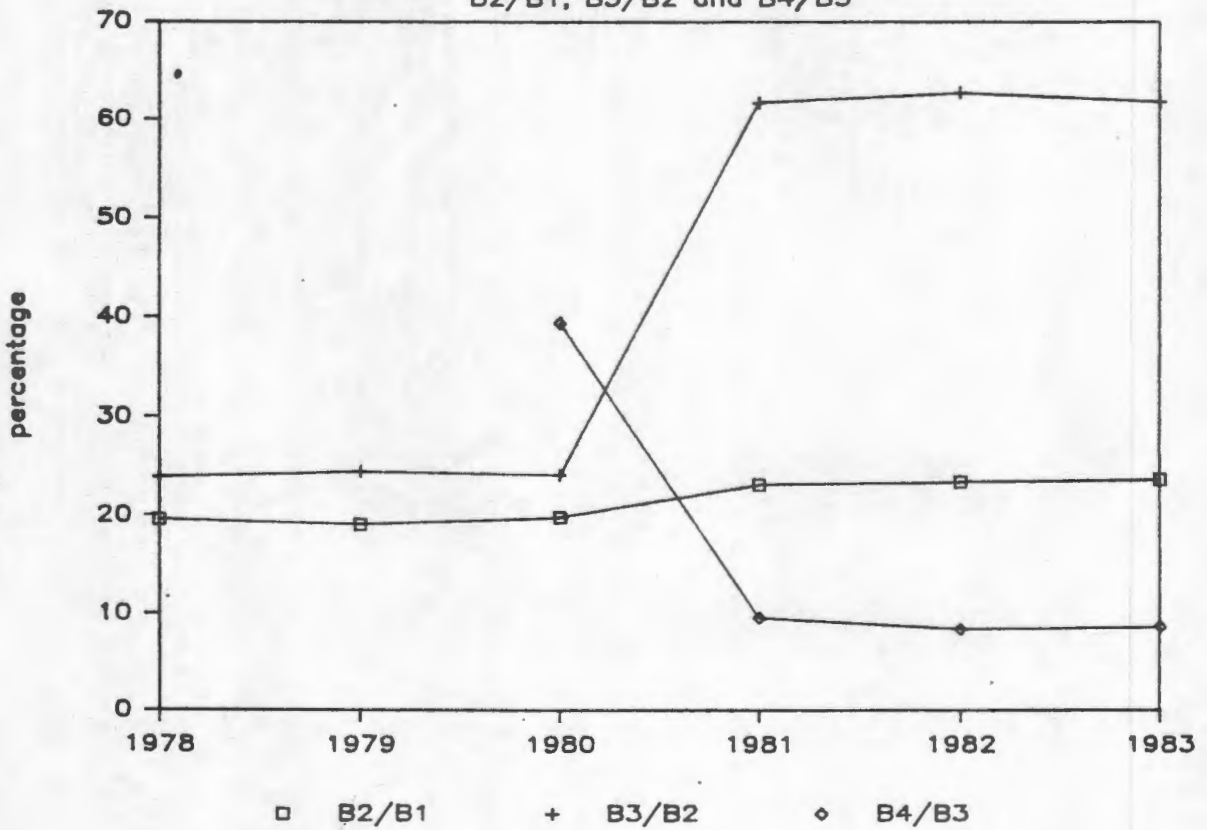
Chemical (Cape) - IC

GRADIENTS OVER TIME

A2/A1, A3/A2 and B1/A3



B2/B1, B3/B2 and B4/B3



APPENDIX IV

SUMMARY OF DATA AND RESULTS
WAGE DETERMINATION : CHEMICAL AND ALLIED PRODUCTS INDUSTRY,
REPUBLIC OF SOUTH AFRICA

1. POSITIONS

The positions chosen for each grade for this wage determination are:

- A1 - Labourer
- A2 - Grade II employee (including functions such as sealing containers, cutting, mixing, opening containers, assisting other levels)
- A3 - Grade I employee (including functions such as order assembly, printing labels, repairing certain items)
- B1 - Handyman
- B2 - Machine handyman
- B3 - Painter
- B4 - Shiftsman

The comparable market rates are those used in Table III.1.

2. WAGE BOARD MINIMUM RATES

Table IV.1 gives the minimum rates specified by the wage board for the Chemical and Allied Products Industry.

The variation over time by grade is illustrated in Figure IV.1. The industrial council and market rates have also been superimposed for comparative purposes. Figure VI.2 shows the variation over time for each grade.

3. DIVERGENCE BETWEEN MARKET AND MINIMUM RATES

Table IV.2 and Figure IV.3 give comparative divergences for wage board, industrial council and market rates.

4. GRADIENTS WITHIN WAGE CURVES

Table IV.3 and Figure IV.4 give the gradients within the wage curves for wage board data. Comparative market and industrial council data are also included in Figure IV.4.

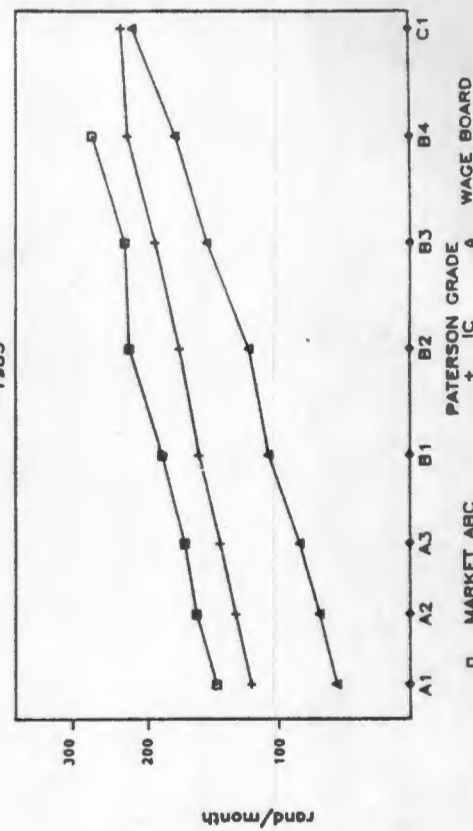
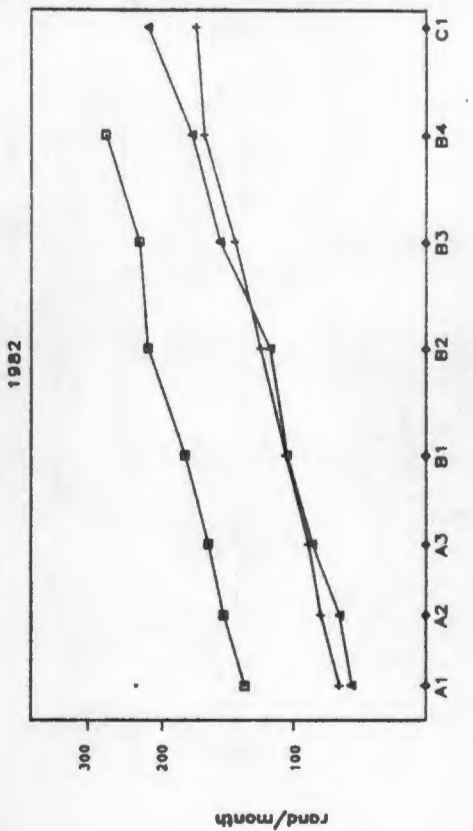
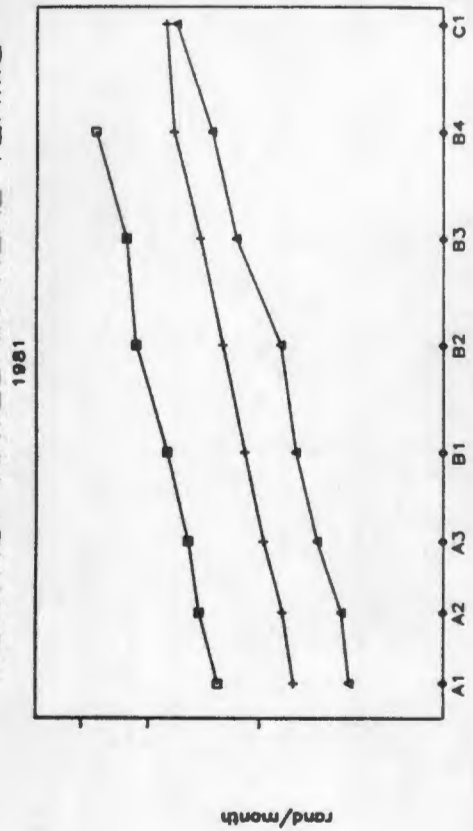
TABLE IV.1

MONTHLY RATES IN REAL TERMS (IN 1975 RAND) BY PATERSON GRADE
CHEMICAL AND ALLIED PRODUCTS INDUSTRY (WAGE BOARD)

Grade	1978	1978 ^a	1980	1981	1982	1983	% Increase or Decrease 1978-1983
A1	37	32	75	57	74	74	+100
A2	40	35	79	60	79	81	+100
A3	49	43	92	70	91	90	+ 84
B1	74	65	105	80	104	106	+ 43
B2	98	86	115	88	114	118	+ 16
B3	128	112	152	116	148	147	+ 15
B4	147	128	177	135	172	174	+ 18
C1	183	160	220	168	216	217	+ 19
Percentage Increase of B4 Over A1	292	300	136	195	192	193	

Chemical - Market, IC(Wits) and Wage Board

MONTHLY RATES IN REAL TERMS



MONTHLY RATES IN REAL TERMS

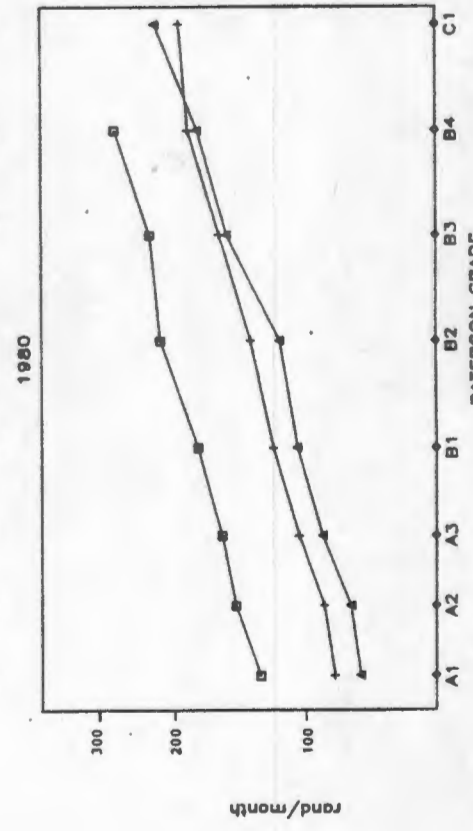
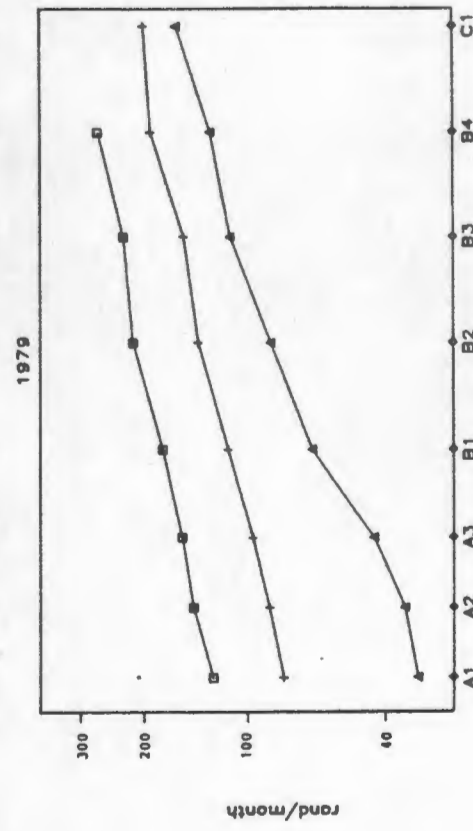
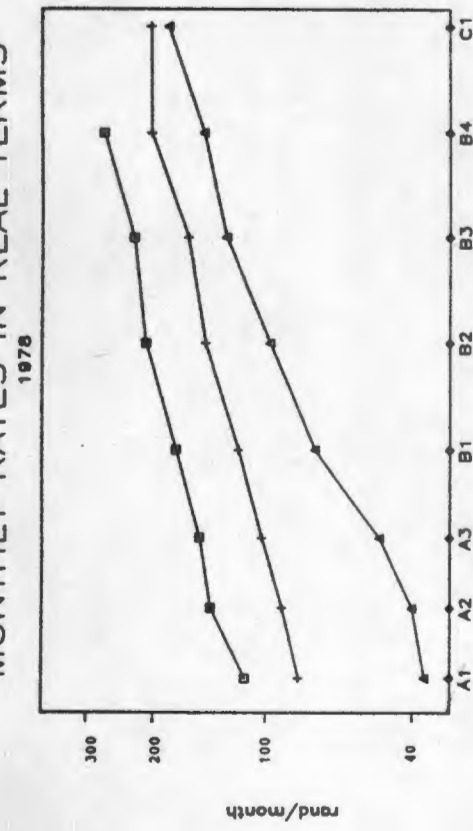
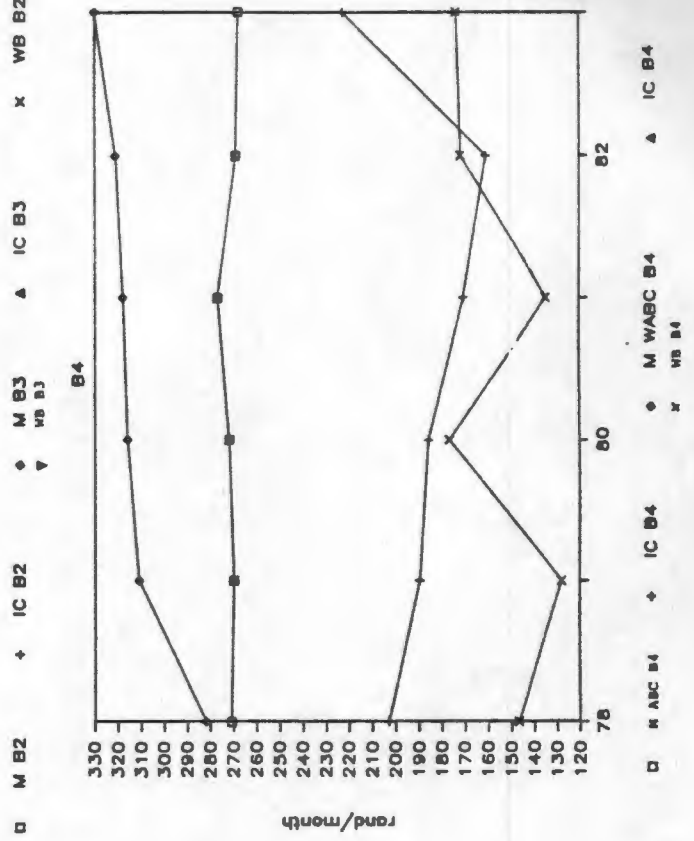
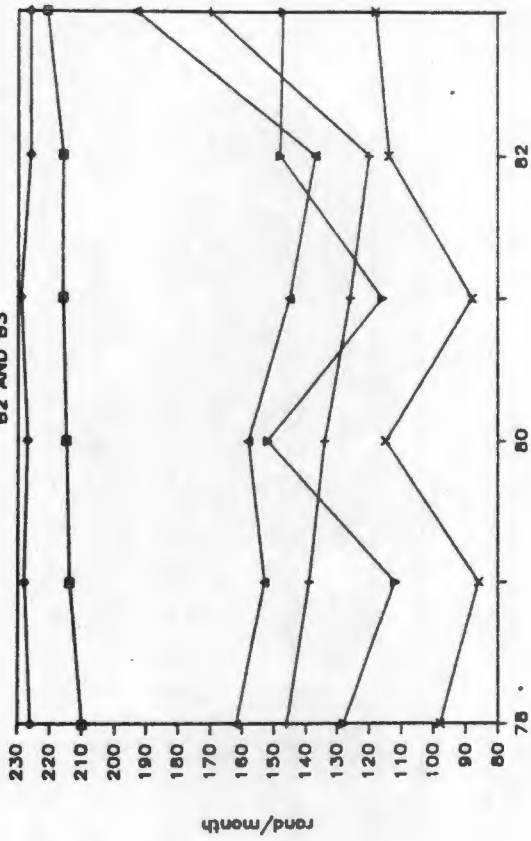


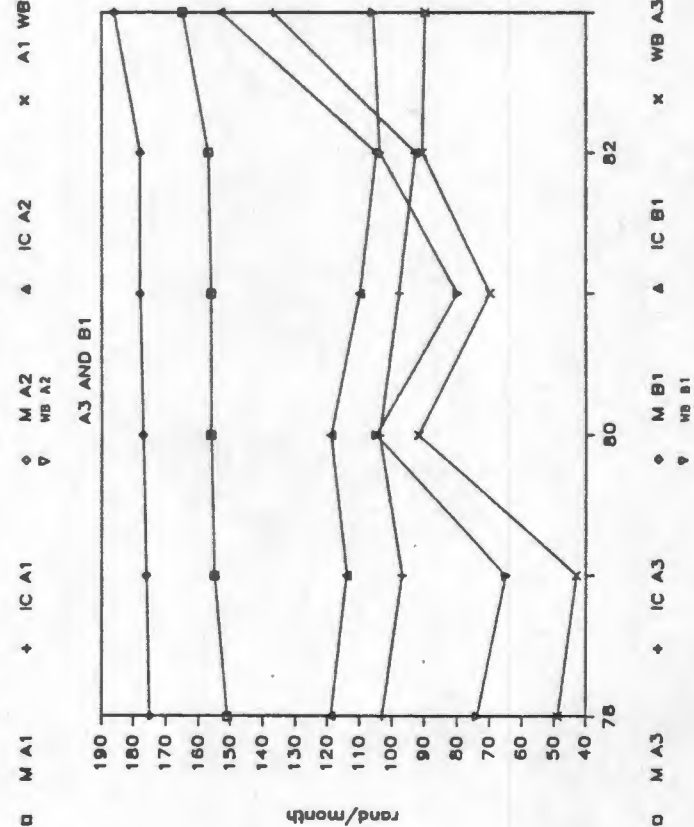
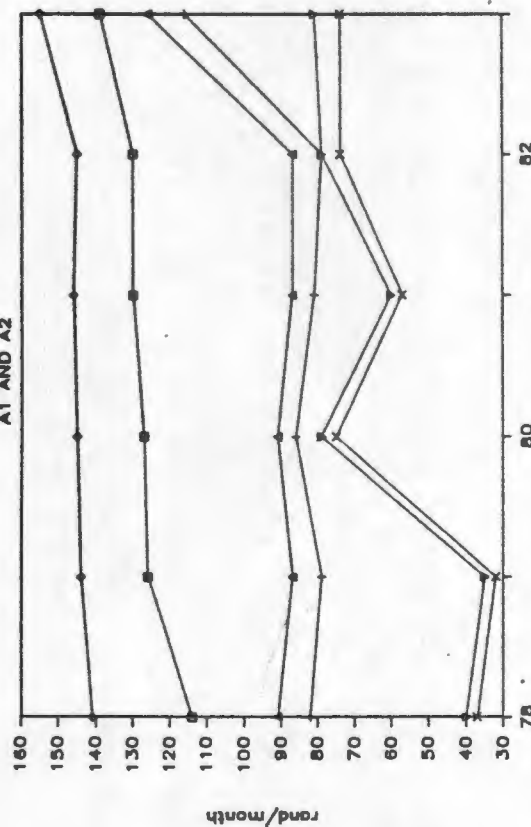
FIGURE IV.2

Chemical - Market, IC (Wits) and Wage Board

MONTHLY RATES OVER TIME



MONTHLY RATES OVER TIME



Legend for B2 and B3 graph:
 □ M B2 ♦ IC B2 ◆ M B3 ▲ IC B3 × WB B2
 ▽ WB B3

Legend for B4 graph:
 □ M ABC B4 ♦ IC B4 ◆ M WABC B4 ▲ IC B4 × WB B4

Legend for A1 and A2 graph:
 □ M A1 ♦ IC A1 ◆ M A2 ▲ IC A2 × A1 WB
 ▽ WB A2

Legend for A3 and B1 graph:
 □ M A3 ♦ IC A3 ◆ M B1 ▲ IC B1 × WB A3
 ▽ WB B1

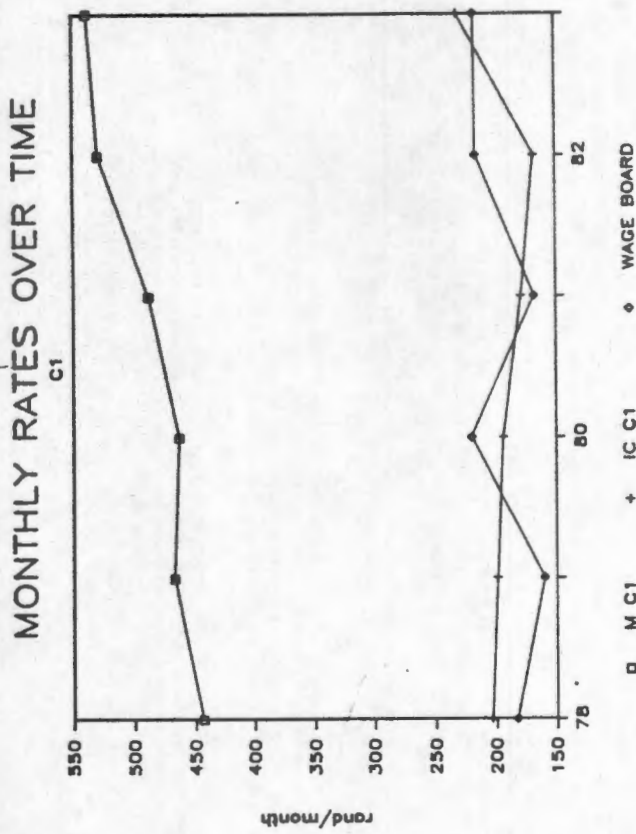


TABLE IV.2
DIVERGENCE BETWEEN MARKET AND MINIMUM WAGES
CHEMICAL INDUSTRY

Grade	Racial Category	Divergence (1)	Divergence (2)
A1	ABC	0,3649	0,1956
A2	ABC	0,3928	0,2015
A3	ABC	0,3539	0,1771
B1	ABC	0,3097	0,1344
B2	ABC	0,3231	0,1056
B3	ABC	0,2326	0,0727
B4	ABC	0,2451	0,0858
B4	WABC	0,3069	0,0858
C1	W	0,4033	0,0055

Divergence 1 - Wage Board, Market Witwatersrand

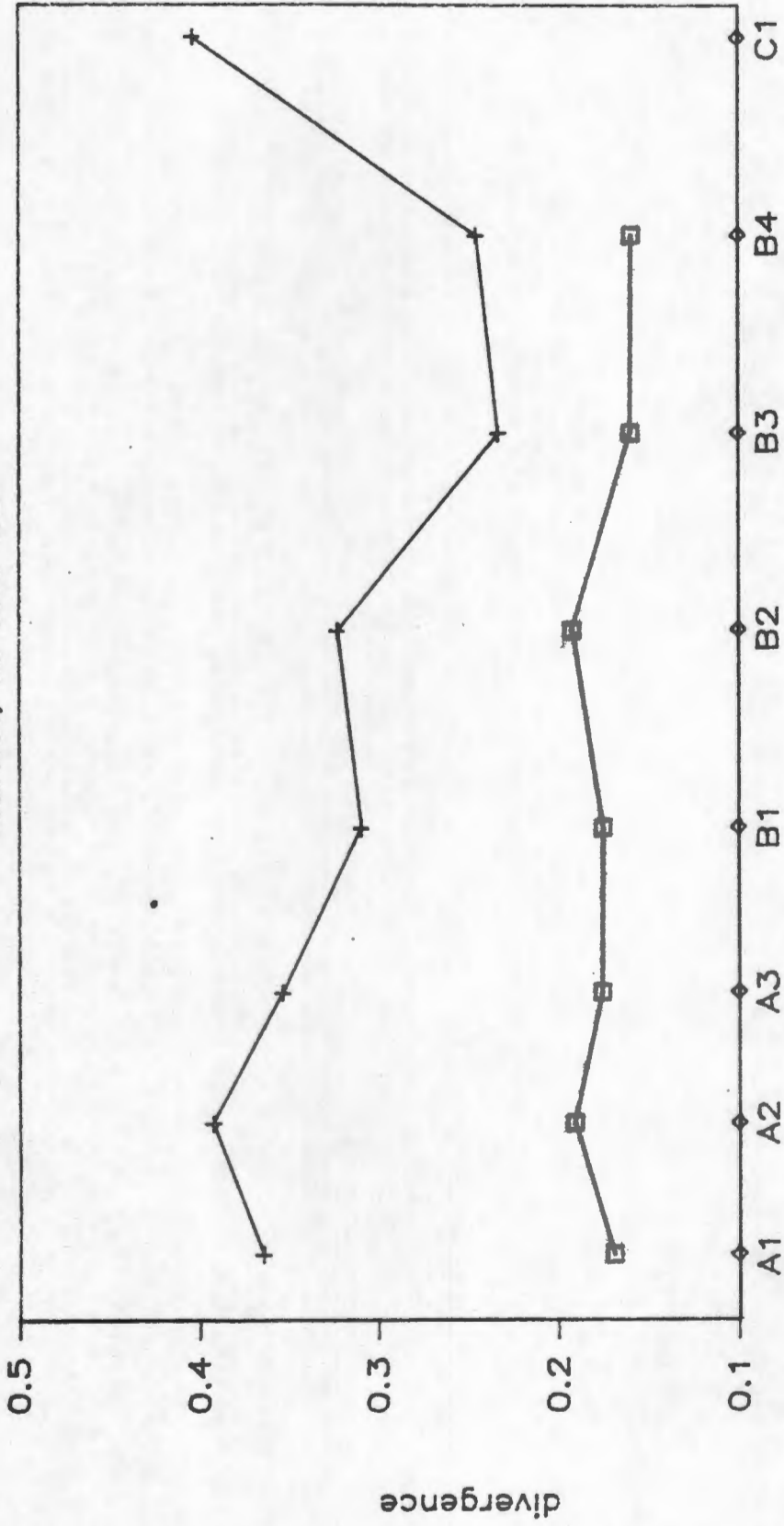
Divergence 2 - Wage Board, IC (Witwatersrand)

FIGURE IV.3

Chemical - Market, IC(Wits) and Wage Board

DIVERGENCE

Market, IC and WB



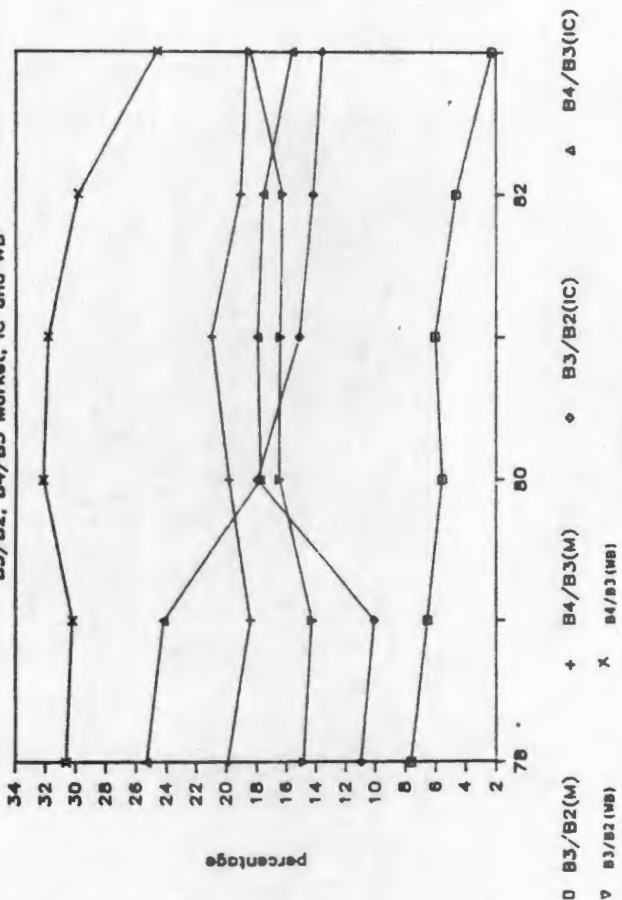
PATERSON GRADE + Market and WB
□ MARKET and IC

TABLE IV.3
GRADIENTS WITHIN WAGE CURVES
CHEMICAL AND ALLIED PRODUCTS INDUSTRY (WAGE BOARD)

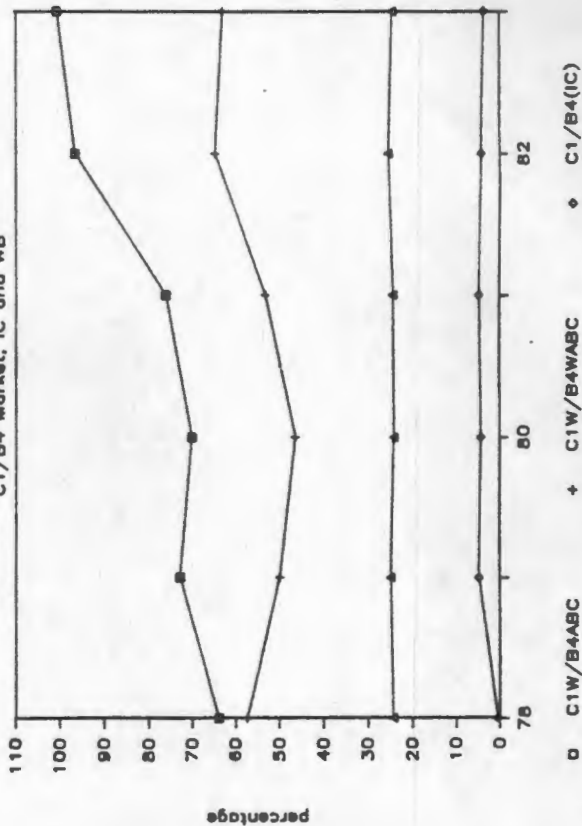
Gradient	1978	1979	1980	1981	1982	1983
$\frac{A2}{A1}$	8	9	5	5	7	9
$\frac{A3}{A2}$	23	23	16	17	15	11
$\frac{B1}{A3}$	51	51	31	14	14	18
$\frac{B2}{B1}$	32	32	10	10	10	11
$\frac{B3}{B2}$	31	30	32	32	30	25
$\frac{B4}{B3}$	15	14	16	16	16	18
$\frac{C1}{B4}$	24	25	24	24	26	25

GRADIENTS OVER TIME

B3/B2, B4/B3 Market, IC and WB

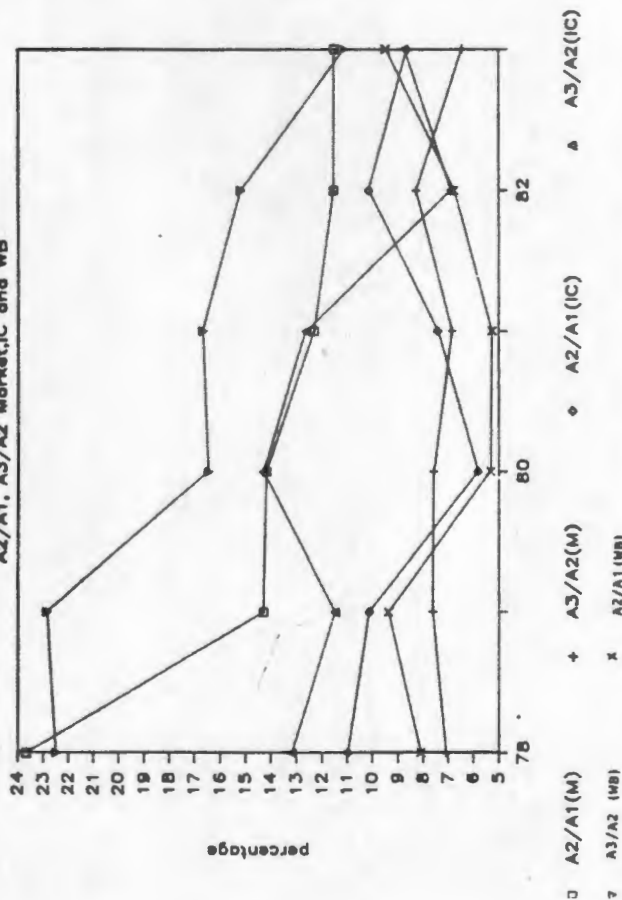


C1/B4 Market, IC and WB

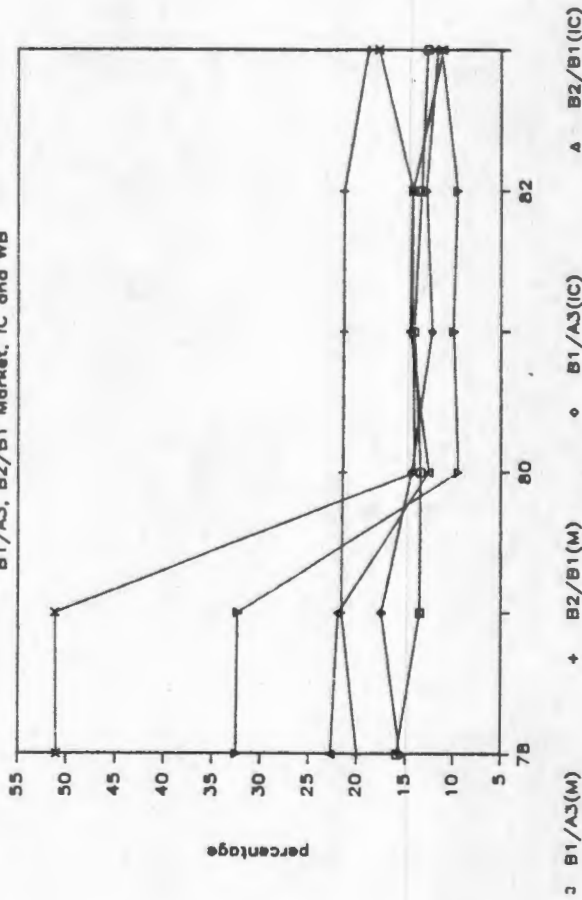


GRADIENTS OVER TIME

A2/A1, A3/A2 Market, IC and WB



B1/A3, B2/B1 Market, IC and WB



APPENDIX V

SUMMARY OF DATA AND RESULTS
PRINTING AND NEWSPAPER INDUSTRY, AND
PULP AND PAPER MANUFACTURING INDUSTRY
(INDUSTRIAL COUNCIL)

1. POSITIONS

This appendix contains market and industrial council minimum rates for the Printing and Newspaper, and Pulp and Paper Manufacturing Industries. No comparable wage board figures exist.

1.1 Market Rates

The salary surveys do not discriminate between printing, and pulp and paper so the same market figures have been used for comparisons with the two industrial council rates. National market figures have been used.

1.2 Minimum Wages

The following positions have been chosen as being representative of each grade in the Printing and Newspaper Industry:

- A1 - Factory aid
- A2 - Paper sack assistant
- A3 - None
- B1 - Stencil maker
- B2 - Platen pressman
- B3 - Fruit wrapper machine operative
- B4 - Printer's attendant
- C1 - Journeyman

The positions selected as being representative of the Pulp and Paper Industry are:

- A2 - Scale F (including artisan aid, pallet maker, watchman, attendant)
- A3 - Scale E (including crane driver, paper and board cutter, reeler, preparation operator, etc.)
- B1 - Scale D (including operator of laminating and coating machines, handyman)
- B2 - Scale C (including operator of board plant, pulp handling, wash fitter)
- B3 - Scale B (including machineman's duties and supervisor)

B4 - Scale A (including higher level tasks compared to Scale B)

C1 - Artisan

2. MARKET AND INDUSTRIAL COUNCIL WAGES

This section presents the market wages and Industrial Council minima. Table V.1 gives the monthly rates in real terms in 1975 rand for both Industrial Council rates and the market figures. It will be noted that no A1 grade has been allocated. The industrial council division of jobs into grades includes several jobs under Scale F which would not be graded at the same level: some would normally be graded A3, others A1, but the majority are A2 level tasks, so Scale F has been graded as A2.

Figure V.1 illustrates graphically the variation in rates by grade. Figure V.2 shows the variation over time.

3. DIVERGENCE BETWEEN MARKET AND MINIMUM WAGES

Table V.2 shows the variation of divergence by grade for each industry. These are illustrated in Figure V.3.

4. GRADIENTS WITHIN WAGE CURVES

Table V.3 gives the variation in gradients over time for both industries. No gradients are given for the A2/A1 gradient (Pulp and Paper Industry), and this is denoted by an asterisk. Figure V.4 graphically illustrates the gradient.

TABLE V.1

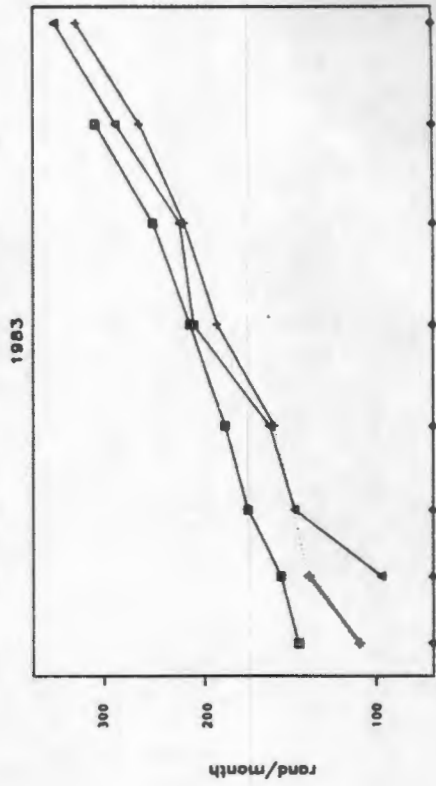
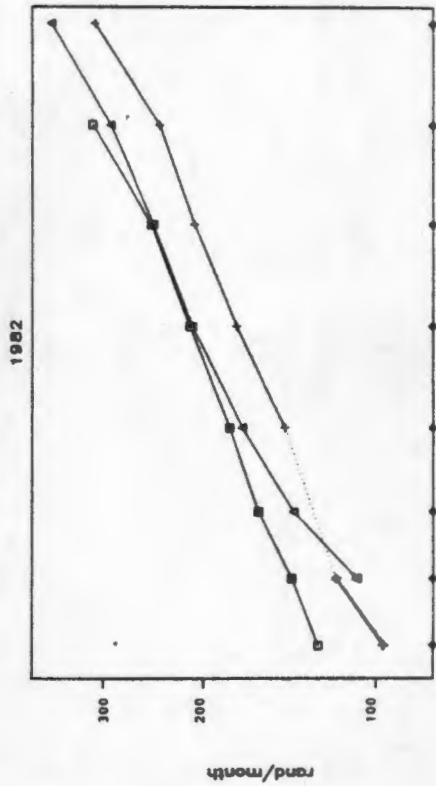
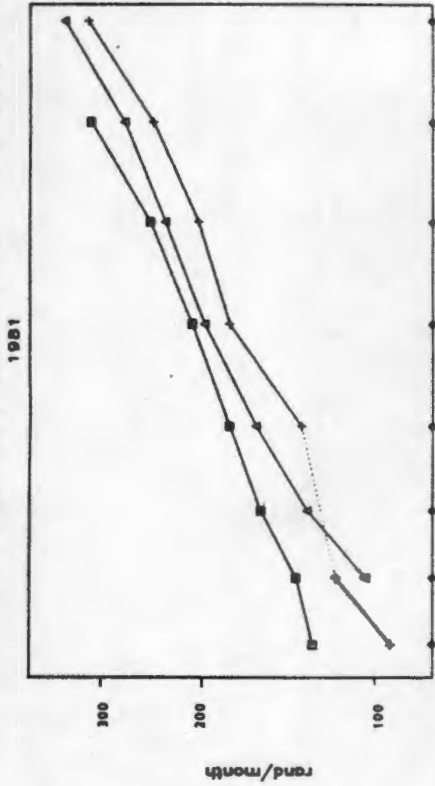
MONTHLY RATES IN REAL TERMS (IN 1975 RAND) BY PATERSON GRADE
PRINTING AND NEWSPAPER INDUSTRY, PULP AND PAPER MANUFACTURING
INDUSTRY (INDUSTRIAL COUNCIL)

Grade	Market/IC	1978	1979	1980	1981	1982	1983	% Increase or Decrease 1978 - 1983
A1	Market - ABC	120	126	124	128	126	137	+ 14
	IC - Printing	96	95	94	94	97	107	+ 11
	IC - Pulp & Paper	-	-	-	-	-	-	-
A2	Market - ABC	135	143	136	137	140	147	+ 9
	IC - Printing	126	121	118	117	117	131	+ 4
	IC - Pulp & Paper	100	100	104	104	108	98	- 2
A3	Market - ABC	156	160	155	158	160	168	+ 9
	IC - Printing	-	-	-	-	-	-	-
	IC - Pulp & Paper	128	136	136	131	139	139	+ 9
B1	Market - ABC	180	180	177	179	180	184	+ 2
	IC - Printing	143	140	136	134	144	151	+ 6
	IC - Pulp & Paper	162	167	168	161	171	154	- 5
B2	Market - ABC	210	207	207	208	211	212	+ 1
	IC - Printing	182	182	183	179	175	190	+ 4
	IC - Pulp & Paper	198	206	206	198	209	209	+ 6
B3	Market - ABC	238	249	249	246	246	246	+ 3
	IC - Printing	223	215	209	203	207	217	- 3
	IC - Pulp & Paper	231	243	243	232	244	221	- 4
B4	Market - ABC	297	317	316	312	312	310	+ 4
	IC - Printing	269	256	251	243	238	260	- 3
	IC - Pulp & Paper	273	286	277	273	290	286	+ 5
C1	Market - W	448	469	465	488	531	543	+ 21
	IC - Printing	343	331	323	315	309	335	- 2
	IC - Pulp & Paper	342	365	362	346	368	365	+ 7
% Increase of B4 (ABC) over A1 (Market Rates)		148	152	155	144	148	126	
% Increase of B4 over A1 (Printing)		180	169	167	159	145	143	
% Increase of B4 over A2 (Pulp & Paper)		173	186	166	163	169	192	

FIGURE V.1

Printing, Paper and Pulp - Market and IC

MONTHLY RATES IN REAL TERMS



MONTHLY RATES IN REAL TERMS

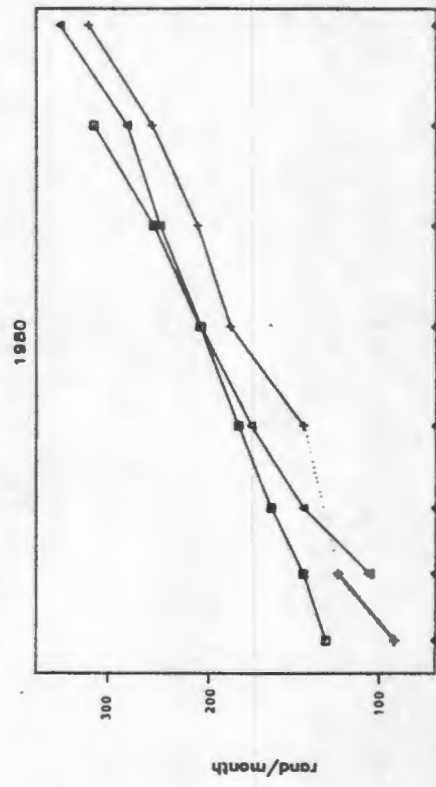
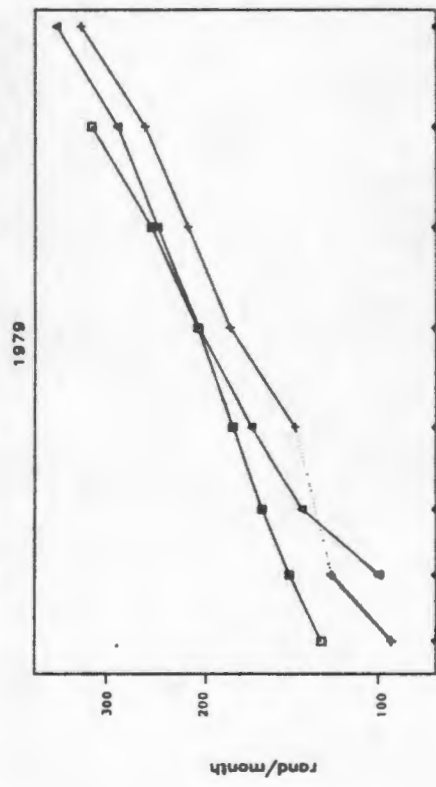
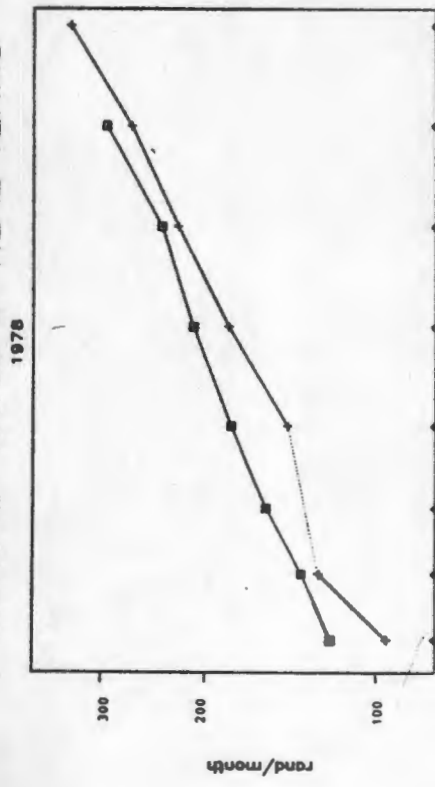
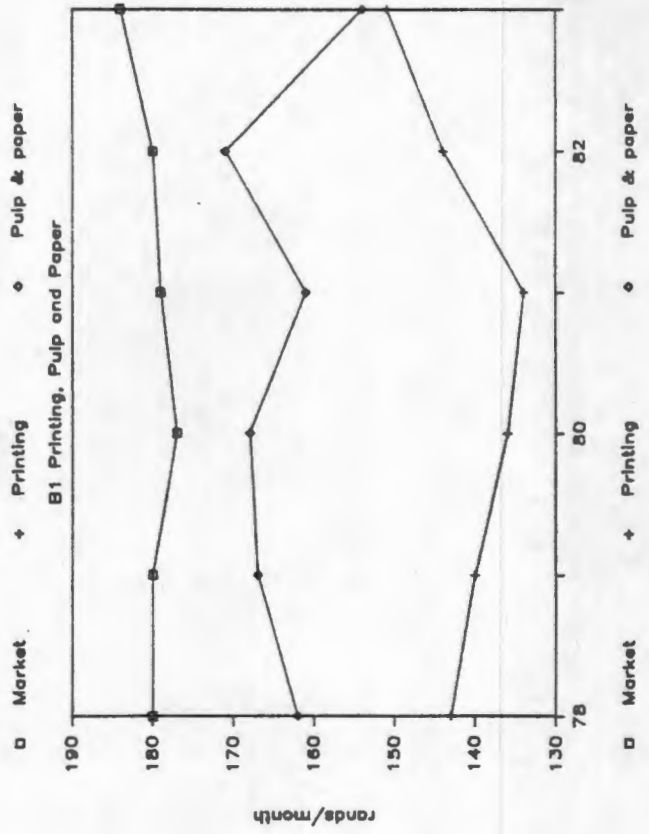
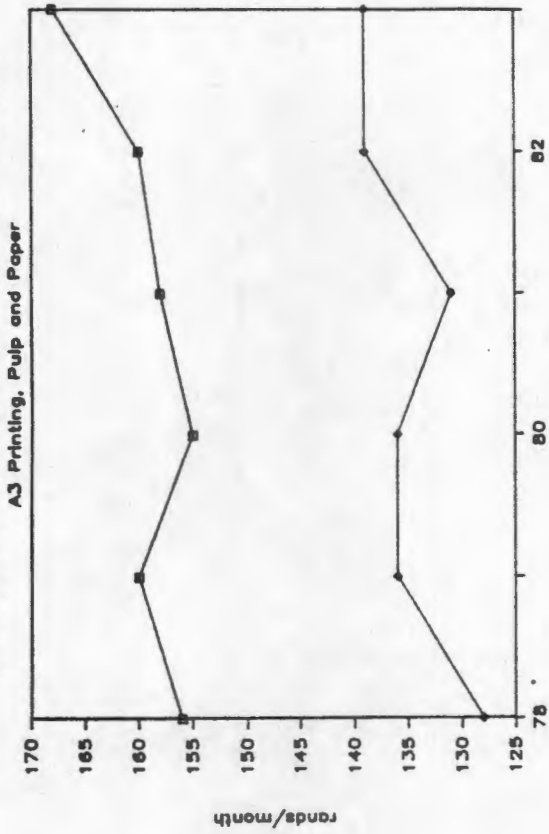


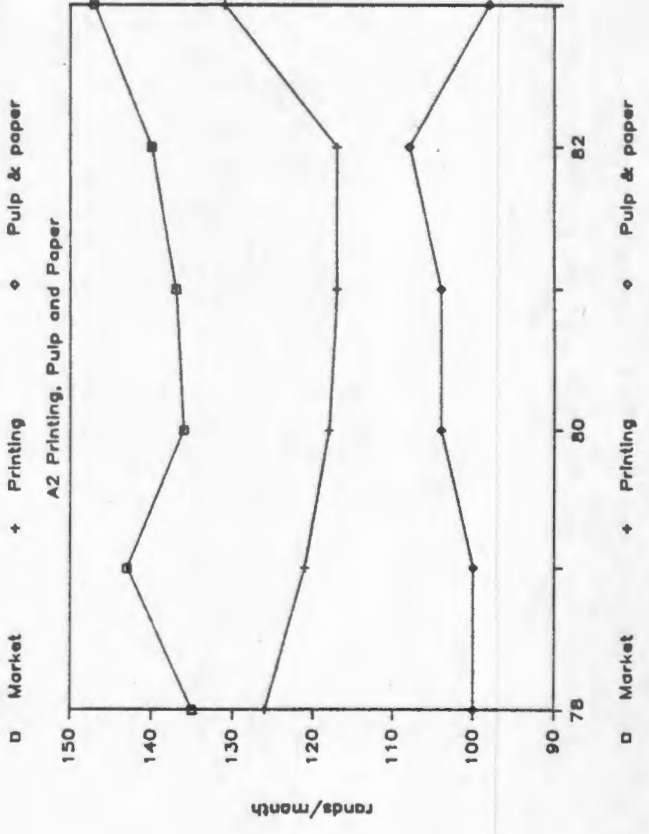
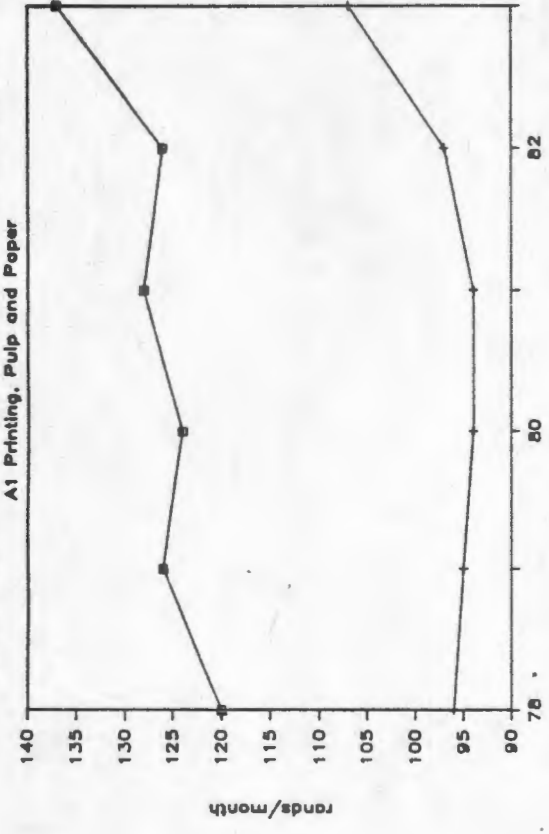
FIGURE V.2

Printing, Paper and Pulp - Market and IC

MONTHLY RATES IN REAL TERMS



MONTHLY RATES IN REAL TERMS



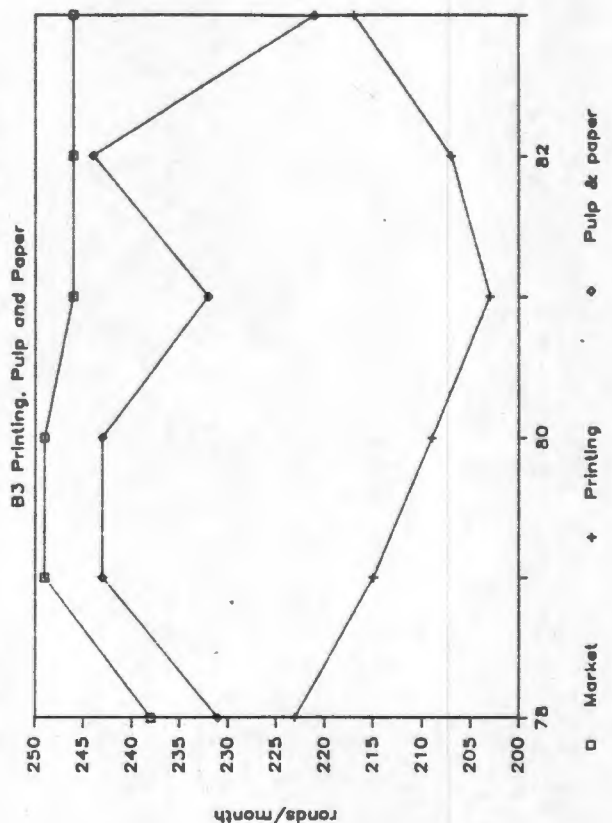
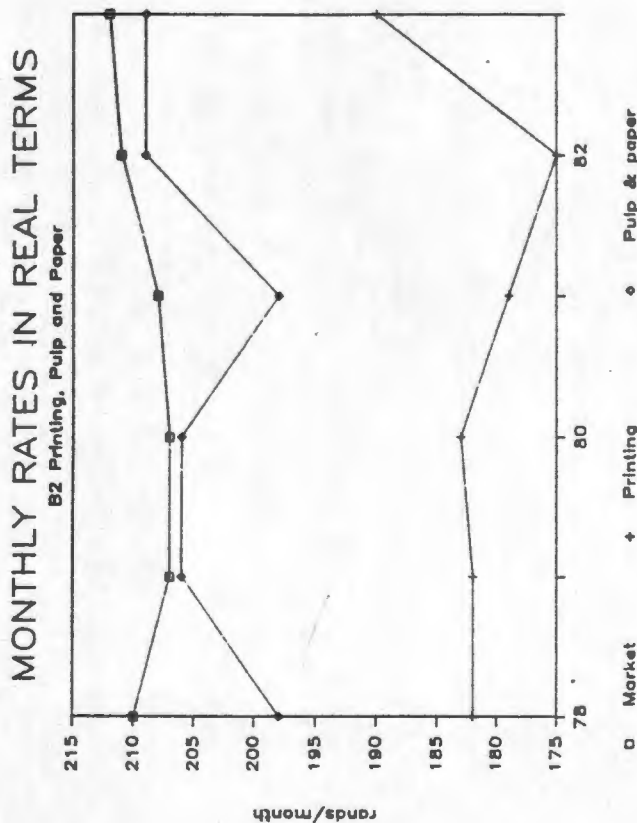
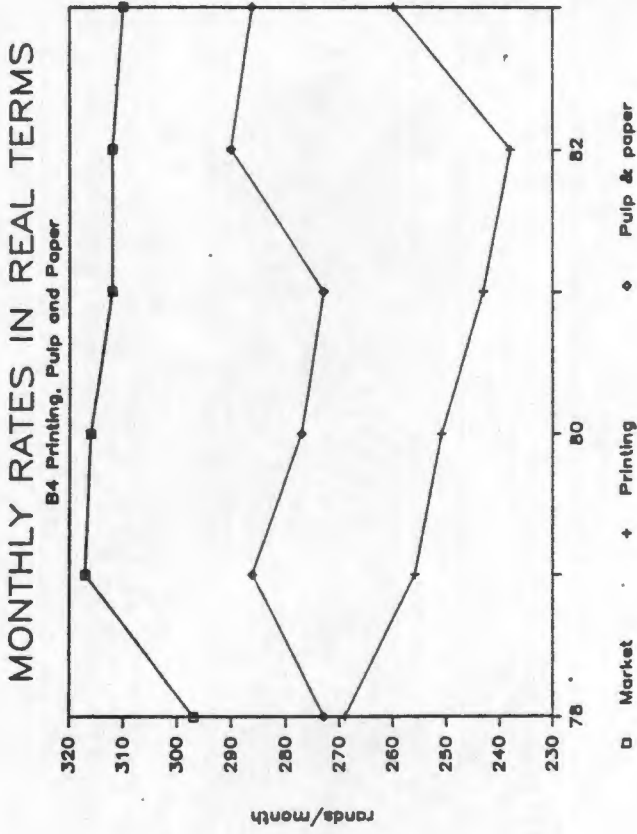


TABLE V.2

DIVERGENCE BETWEEN MARKET AND MINIMUM WAGES
PRINTING AND NEWSPAPER INDUSTRY, PULP AND PAPER INDUSTRY

Grade	Divergence (Market, IC (Printing))	Divergence (Market, IC (Pulp & Paper))
A1	0,1165	-
A2	0,0601	0,1351
A3	-	0,0730
B1	0,1053	0,0411
B2	0,0609	0,0102
B3	0,0635	0,0183
B4	0,0897	0,0439
C1*	0,1746	0,1338

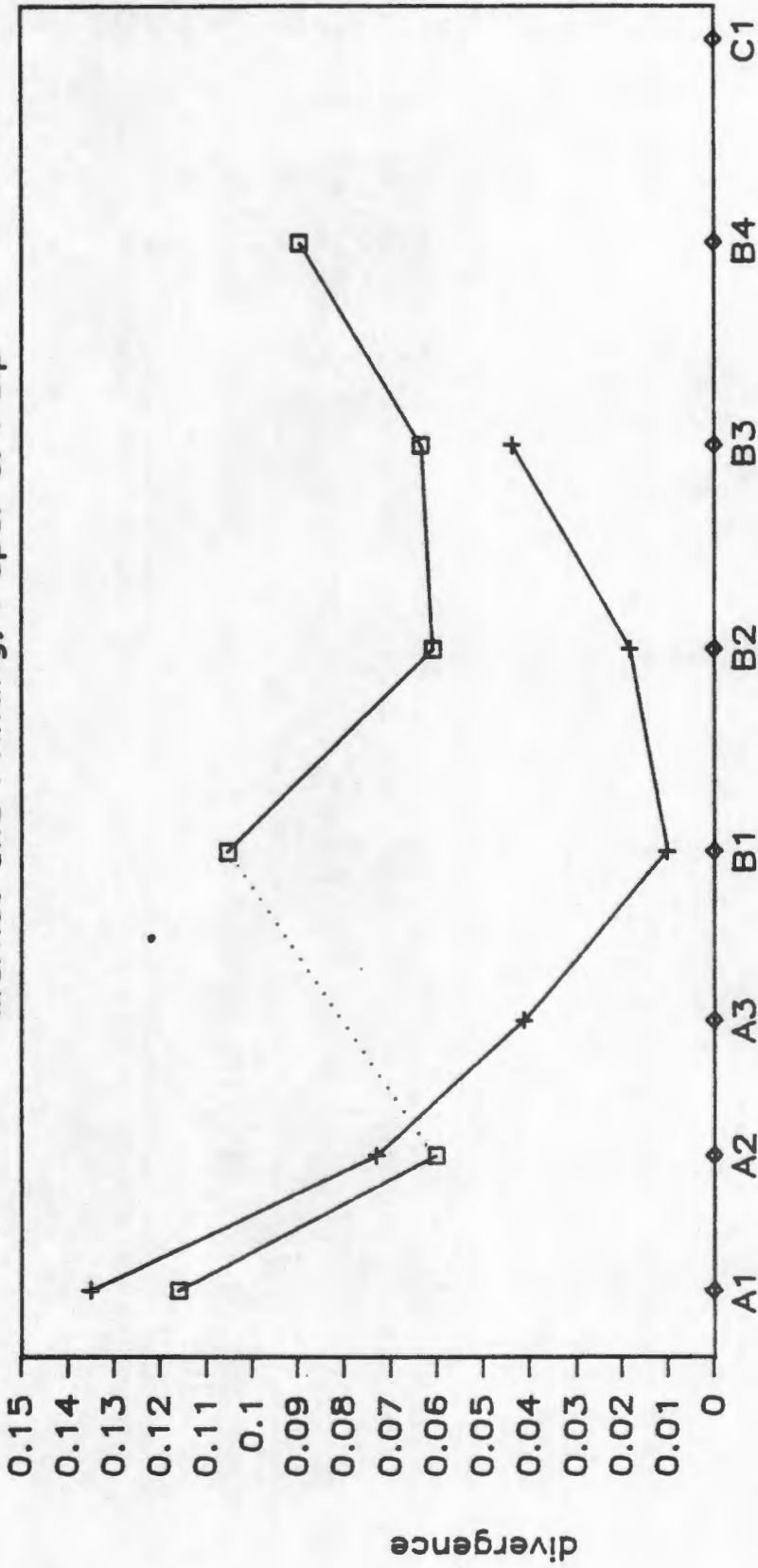
* White

FIGURE V.3

Printing, Paper and Pulp - Market and IC

DIVERGENCE

Market and Printing, Paper & Pulp



PATERSON GRADE

+ Market and Pulp

□ Market and Printing

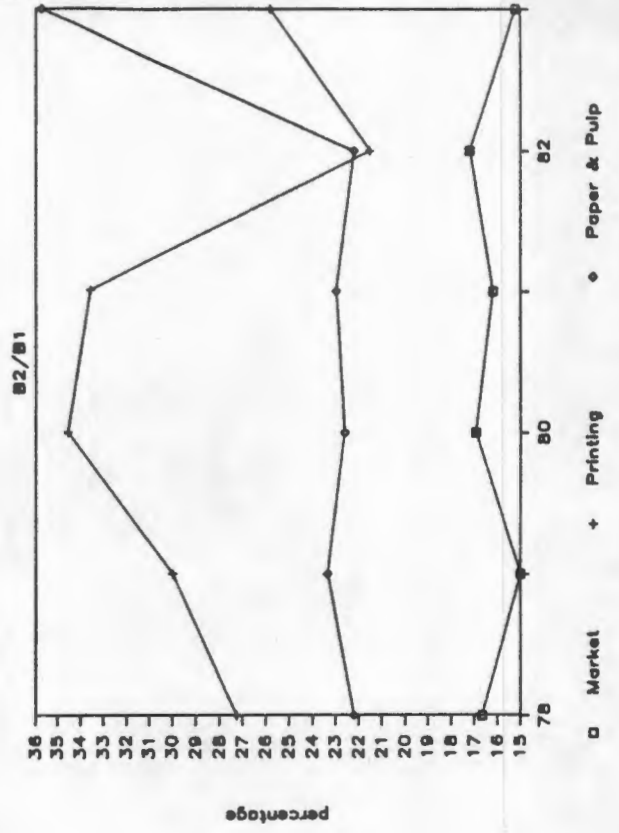
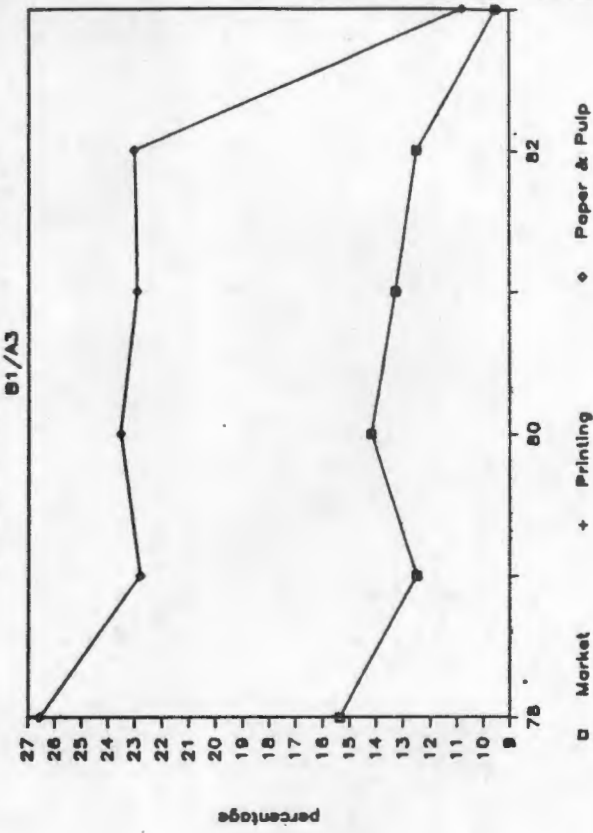
TABLE V.3
GRADIENTS WITHIN WAGE CURVES
PRINTING AND NEWSPAPER INDUSTRY, PULP AND PAPER INDUSTRY

Gradient	Market/IC	1978	1979	1980	1981	1982	1983
$\frac{A2}{A1}$	Market	13	13	10	7	11	7
	IC - Printing	31	27	26	24	21	24
	IC - Pulp & Paper	22	*	*	*	*	*
$\frac{A3}{A2}$	Market	16	16	14	15	14	14
	IC - Printing	*	*	*	*	*	*
	IC - Pulp & Paper	28	36	31	26	29	42
$\frac{B1}{A3}$	Market	15	13	14	13	13	10
	IC - Printing	*	*	*	*	*	*
	IC - Pulp & Paper	27	23	24	23	23	11
$\frac{B2}{B1}$	Market	17	15	17	16	17	15
	IC - Printing	27	30	35	34	22	26
	IC - Pulp & Paper	22	23	23	23	22	36
$\frac{B3}{B2}$	Market	13	20	20	18	17	16
	IC - Printing	23	18	14	13	18	14
	IC - Pulp & Paper	17	18	18	17	17	6
$\frac{B4}{B3}$	Market	25	27	27	27	27	26
	IC - Printing	21	19	20	20	15	20
	IC - Pulp & Paper	18	18	14	18	19	29
$\frac{C1}{B4}$	Market	49	47	47	56	70	74
	IC - Printing	28	29	29	30	30	29
	IC - Pulp & Paper	25	28	31	27	27	28

* No graded positions in these categories

Printing, Paper and Pulp - Market and IC

GRADIENTS OVER TIME



GRADIENTS OVER TIME

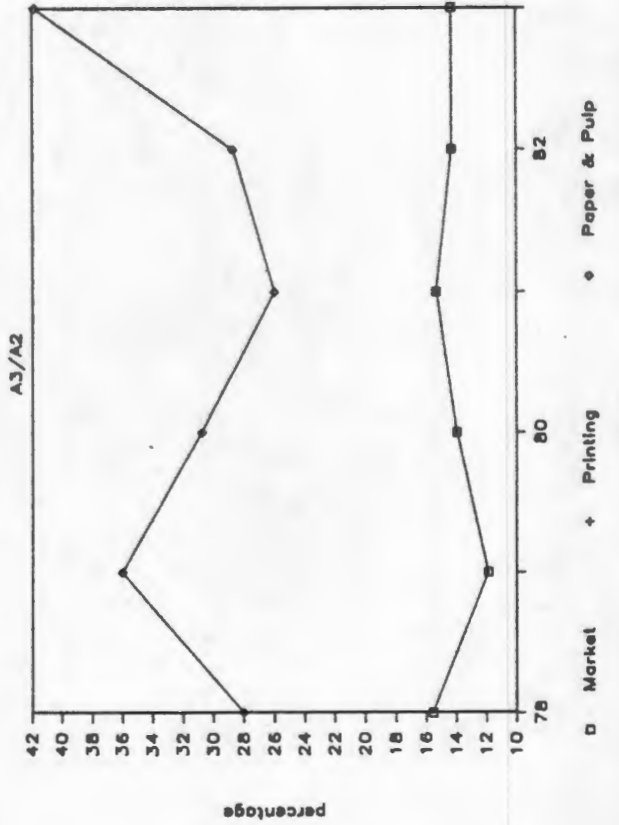
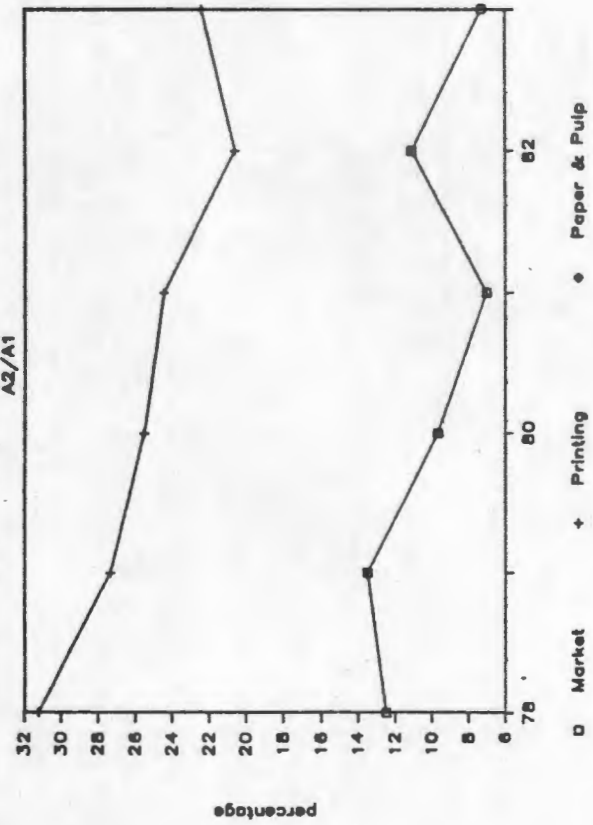
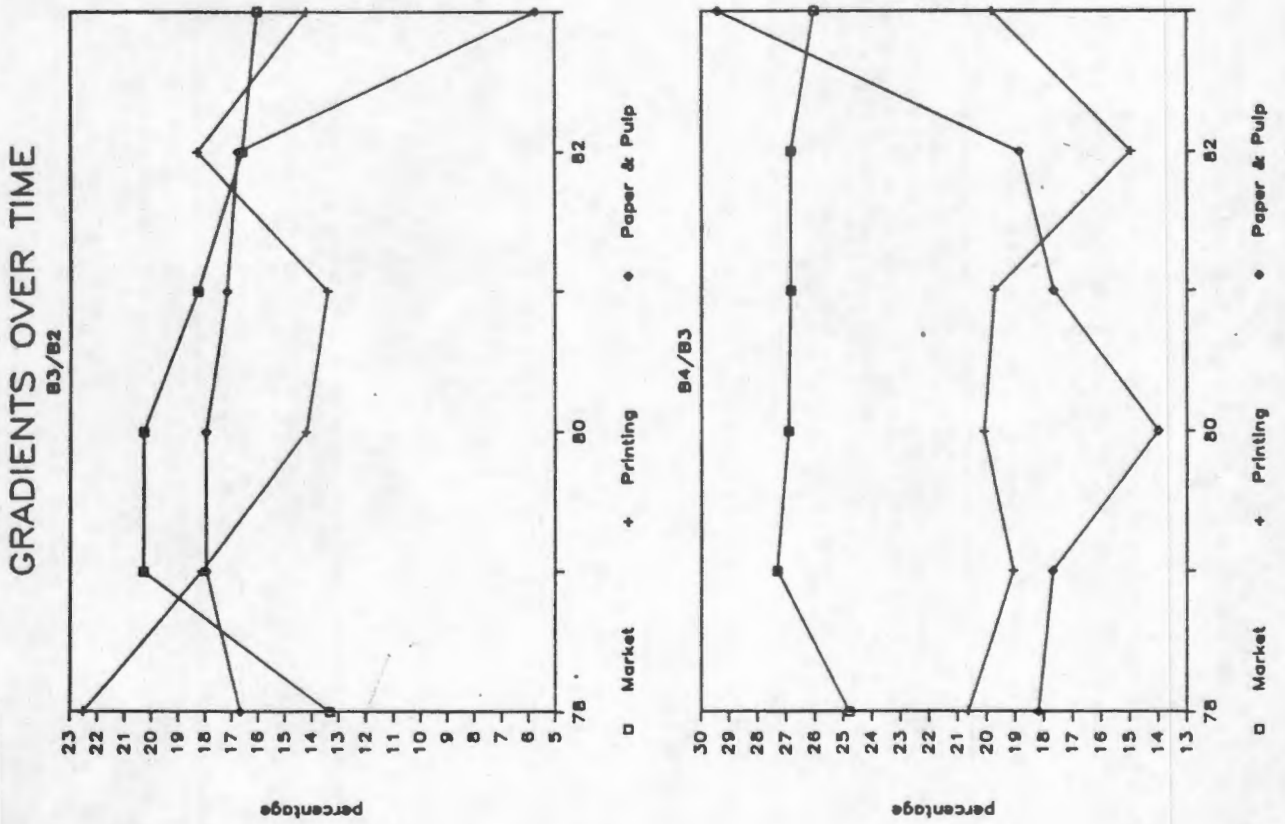


FIGURE V.4 (continued)

Printing, Paper and Pulp - Market and IC



APPENDIX VISUMMARY OF WAGES PAID TO MALE AND FEMALE OPERATIVES1. INTRODUCTION

Neither the industrial council agreements nor the wage board determinations make any legal provision for differentiation on the basis of race or sex. Clearly these differentials do exist in reality, and it is purpose of this appendix to illustrate the extent of differentiation of wages paid to males and females.

2. PRESENTATION OF DATA

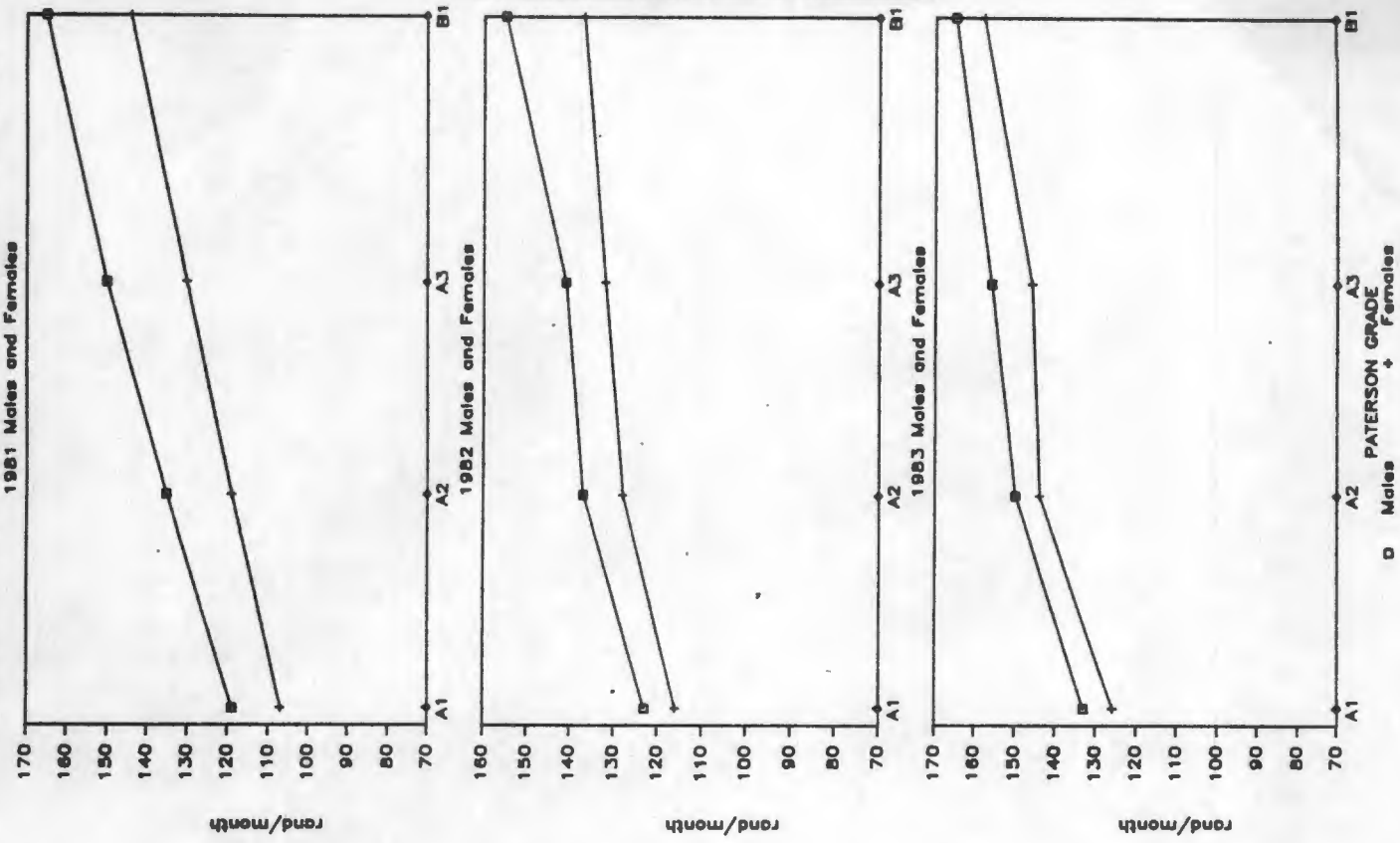
For comparative purposes the wages of black male and female operatives in all manufacturing industry sectors have been selected. These figures are shown in Table VI.1 and are illustrated in Figure VI.1.

TABLE VI.1MONTHLY REAL WAGES FOR BLACK MALES AND FEMALES IN ALL
MANUFACTURING INDUSTRY SECTORS

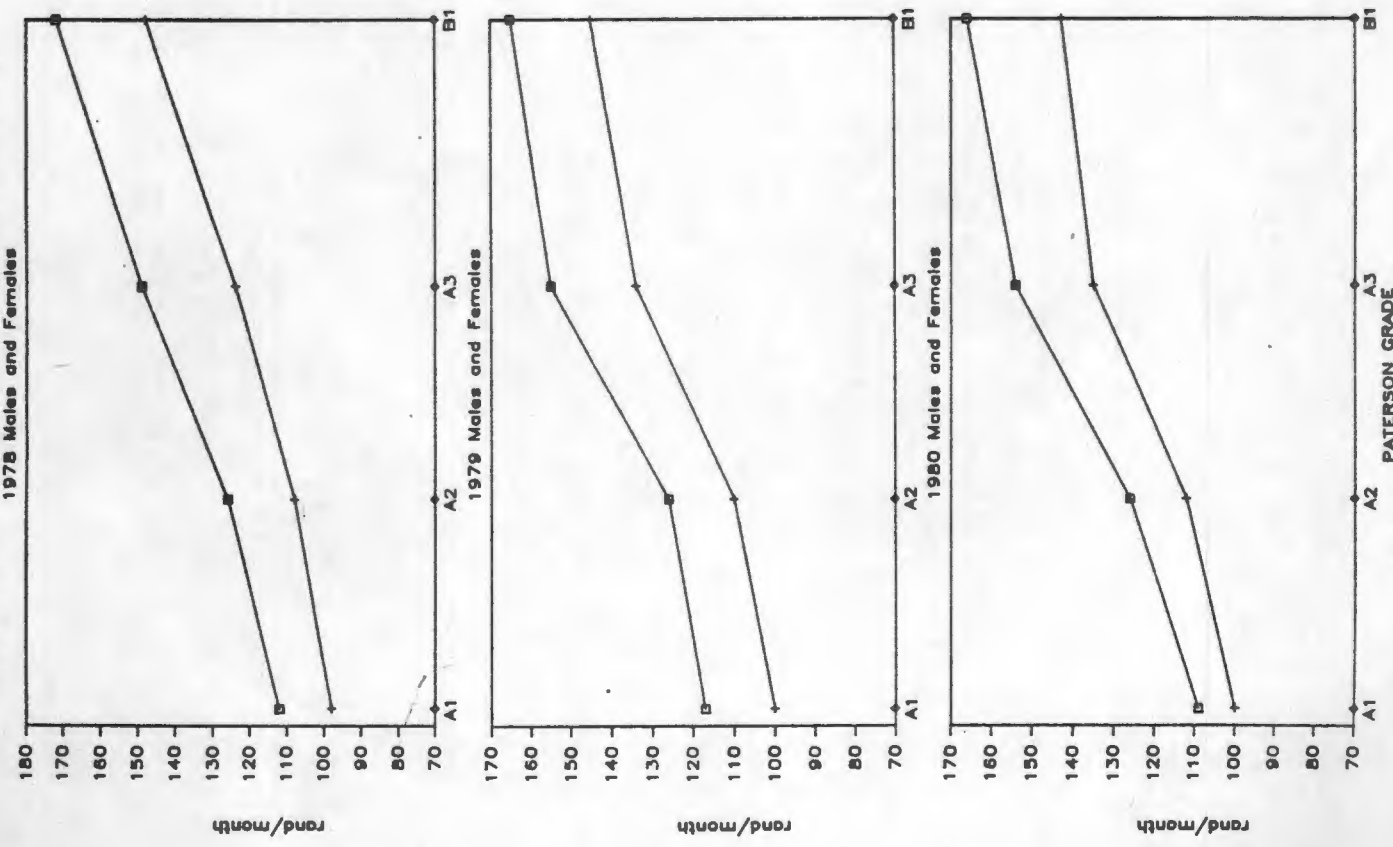
		1978	1979	1980	1981	1982	1983	% Increase or Decrease 1978-1983
A1	Male	112	117	109	119	123	133	19
	Female	98	100	100	107	116	126	29
A2	Male	126	120	126	135	137	150	19
	Female	108	103	112	119	128	144	33
A3	Male	149	155	154	150	141	156	5
	Female	124	134	135	130	132	146	18
B1	Male	172	165	166	165	155	165	- 4
	Female	148	145	143	144	137	158	7
% Increase of B1 over A1 (Male)		54	41	52	39	26	24	
% Increase of B1 over A1 (Female)		51	45	43	35	18	25	

Male and Female Operatives

MONTHLY RATES IN REAL TERMS



MONTHLY RATES IN REAL TERMS



□ Males
+ Females

□ Males
+ Females