

COMMISSION OF INQUIRY TO INVESTIGATE THE DEVELOPMENT OF A COMPREHENSIVE LABOUR MARKET POLICY

LABOUR RESEARCH SERVICE

Appendix 2 to the First Submission of the NUM

Statistical Tables

In 1985, the Central Statistical Services and the Chamber of Mines ceased publishing a racial breakdown of mining industry employment. This marked the end of a statistical series that dated back for almost 100 years. Since 1985, there is no official series of racially segmented data for the mining industry, while the racial breakdown of employment in all other sectors of the economy was published up until 1992. From 1993, the Central Statistical Services introduced a new "Unspecified Race" category into its published employment data, making the identification of trends in employment and income by race less certain. The statistical information on racial issues in this submission must reflect these difficulties with the data. In respect of gold and coal mines that are members of the Chamber of Mines, the Chamber periodically has made available unpublished information on employment and total wages after 1985, grouped into "skilled employees" and "unskilled / semi-skilled employees." Until about 1989, when legal barriers to the employment of blacks in skilled jobs were removed, the two Chamber categories reflect the old "White" and "Non-White" categories used by the Chamber before 1986. Since 1989, a small, but slowly increasing number, of skilled workers have been black, but this has not been taken into account in any of the statistics presented for the gold and the coal sectors. "Black" employment in the gold and coal mining industry thus refers to employees in Categories 1 to 8, the only groups for which the NUM currently bargains with Chamber member mines.

Chamber Gold Tables

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Gold: Average cash earnings of blacks and whites

CASH EARNINGS OF WHITES AND BLACKS IN GOLD MINING 1970-94

Rands per annum

YEAR	NOMINAL PRICES		REAL TERMS			RELATIVE INCOME GAP
	WHITES AVERAGE EARNINGS	BLACKS AVERAGE EARNINGS	(Constant 1994 Rands)		ABSOLUTE INCOME GAP	
			WHITES AVERAGE EARNINGS	BLACKS AVERAGE EARNINGS		
1970	4 329	208	73 883	3 546	(70 337)	20.8 :1
1971	4 633	221	74 224	3 544	(70 680)	21.0 :1
1972	4 936	257	74 512	3 875	(70 637)	19.2 :1
1973	5 881	350	80 998	4 816	(76 182)	16.8 :1
1974	6 974	565	86 215	6 982	(79 233)	12.3 :1
1975	7 929	948	86 454	10 335	(76 119)	8.4 :1
1976	8 843	1 103	86 768	10 821	(75 947)	8.0 :1
1977	9 697	1 235	85 526	10 893	(74 633)	7.9 :1
1978	10 487	1 420	83 158	11 263	(71 895)	7.4 :1
1979	11 691	1 669	81 939	11 695	(70 244)	7.0 :1
1980	13 305	2 037	81 917	12 541	(69 376)	6.5 :1
1981	15 466	2 520	82 873	13 503	(69 370)	6.1 :1
1982	17 449	2 985	81 288	13 907	(67 381)	5.8 :1
1983	19 220	3 436	79 830	14 271	(65 559)	5.6 :1
1984	21 369	3 972	79 502	14 777	(64 725)	5.4 :1
1985	24 313	4 452	77 741	14 236	(63 505)	5.5 :1
1986	27 679	5 127	74 667	13 830	(60 837)	5.4 :1
1987	32 617	6 218	75 753	14 442	(61 311)	5.2 :1
1988	36 886	7 631	75 900	15 702	(60 198)	4.8 :1
1989	44 082	8 676	79 187	15 586	(63 601)	5.1 :1
1990	51 030	10 087	80 117	15 837	(64 280)	5.1 :1
1991	56 613	11 267	77 088	15 342	(61 746)	5.0 :1
1992	60 716	12 308	72 601	14 717	(57 884)	4.9 :1
1993	66 377	13 349	72 319	14 544	(57 775)	5.0 :1
1994	70 088	14 477	70 088	14 477	(55 611)	4.8 :1

Source: Chamber of Mines - published and unpublished statistics

Gold: Average cash earnings of blacks and whites

CASH WAGE CHANGES FOR WHITES AND BLACKS IN GOLD MINING 1970-94

Annual Percentage Changes in Average Earnings

YEAR	NOMINAL PRICES		REAL TERMS		ANNUAL RATE OF INFLATION
	WHITES AVERAGE EARNINGS	BLACKS AVERAGE EARNINGS	(Constant 1994 Rands) WHITES AVERAGE EARNINGS	BLACKS AVERAGE EARNINGS	
1970					
1971	7.0%	6.3%	0.5%	-0.1%	6.5%
1972	6.5%	16.3%	0.4%	9.3%	6.1%
1973	19.1%	36.2%	8.7%	24.3%	9.6%
1974	18.6%	61.4%	6.4%	45.0%	11.4%
1975	13.7%	67.8%	0.3%	48.0%	13.4%
1976	11.5%	16.4%	0.4%	4.7%	11.1%
1977	9.7%	12.0%	-1.4%	0.7%	11.3%
1978	8.1%	15.0%	-2.8%	3.4%	11.2%
1979	11.5%	17.5%	-1.5%	3.8%	13.1%
1980	13.8%	22.0%	0.0%	7.2%	13.8%
1981	16.2%	23.7%	1.2%	7.7%	14.9%
1982	12.8%	18.5%	-1.9%	3.0%	15.0%
1983	10.1%	15.1%	-1.8%	2.6%	12.2%
1984	11.2%	15.6%	-0.4%	3.5%	11.6%
1985	13.8%	12.1%	-2.2%	-3.7%	16.4%
1986	13.8%	15.2%	-4.0%	-2.9%	18.5%
1987	17.8%	21.3%	1.5%	4.4%	16.2%
1988	13.1%	22.7%	0.2%	8.7%	12.9%
1989	19.5%	13.7%	4.3%	-0.7%	14.5%
1990	15.8%	16.3%	1.2%	1.6%	14.4%
1991	10.9%	11.7%	-3.8%	-3.1%	15.3%
1992	7.2%	9.2%	-5.8%	-4.1%	13.9%
1993	9.3%	8.5%	-0.4%	-1.2%	9.7%
1994	5.6%	8.5%	-3.1%	-0.5%	9.0%

Source: Chamber of Mines - Calculated from published and unpublished statistics; CSS

CASH WAGES AND EMPLOYMENT ON THE GOLD MINES**1970 - 1994**

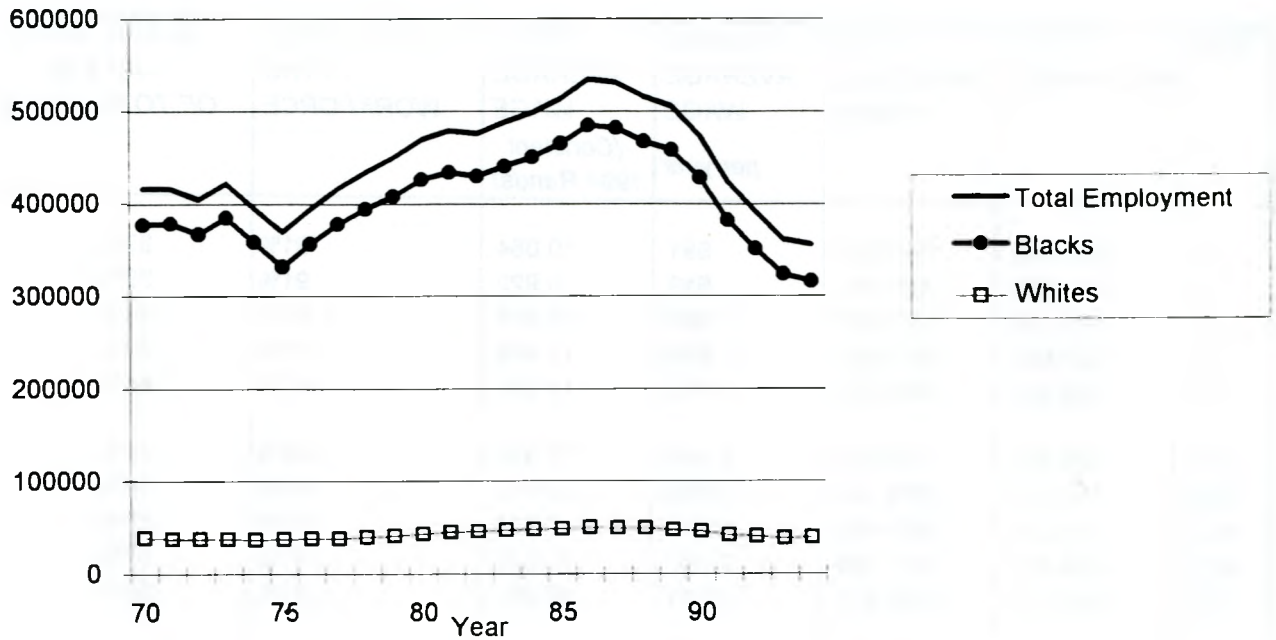
YEAR	TOTAL EMPLOYMENT	TOTAL WAGE BILL R '000's	NOMINAL AVERAGE WAGE per year	REAL AVERAGE WAGE (Constant 1994 Rands)	% OF BLACKS IN THE WORKFORCE	BLACK WAGES AS A % OF TOTAL WAGES
1970	416 846	246 320	591	10 084	91%	32%
1971	416 785	258 141	619	9 922	91%	32%
1972	405 102	277 679	685	10 348	91%	34%
1973	422 635	352 560	834	11 488	91%	38%
1974	396 084	460 206	1 162	14 364	91%	44%
1975	370 595	610 950	1 649	17 974	90%	52%
1976	395 007	729 138	1 846	18 113	90%	54%
1977	416 951	838 499	2 011	17 738	91%	56%
1978	434 422	976 289	2 247	17 820	91%	57%
1979	449 702	1 160 481	2 581	18 087	91%	59%
1980	469 257	1 439 579	3 068	18 888	91%	60%
1981	478 938	1 787 127	3 731	19 994	91%	61%
1982	475 769	2 084 584	4 382	20 412	90%	62%
1983	487 761	2 419 045	4 959	20 599	90%	63%
1984	498 421	2 804 677	5 627	20 935	90%	64%
1985	513 832	3 252 156	6 329	20 238	91%	64%
1986	534 255	3 860 124	7 225	19 491	91%	64%
1987	530 574	4 595 537	8 661	20 116	91%	65%
1988	515 739	5 114 240	9 916	20 405	91%	70%
1989	505 262	6 052 402	11 979	21 518	91%	66%
1990	473 684	6 638 182	14 014	22 002	90%	65%
1991	424 250	6 656 976	15 691	21 366	90%	65%
1992	392 548	6 780 353	17 273	20 654	90%	64%
1993	362 491	6 846 471	18 887	20 578	90%	63%
1994	356 555	7 330 687	20 560	20 560	89%	63%

Source: Chamber of Mines - Calculated from published and unpublished statistics; CSS

Note: After 1989, skilled black workers are counted under "Whites". Blacks were barred from skilled jobs before

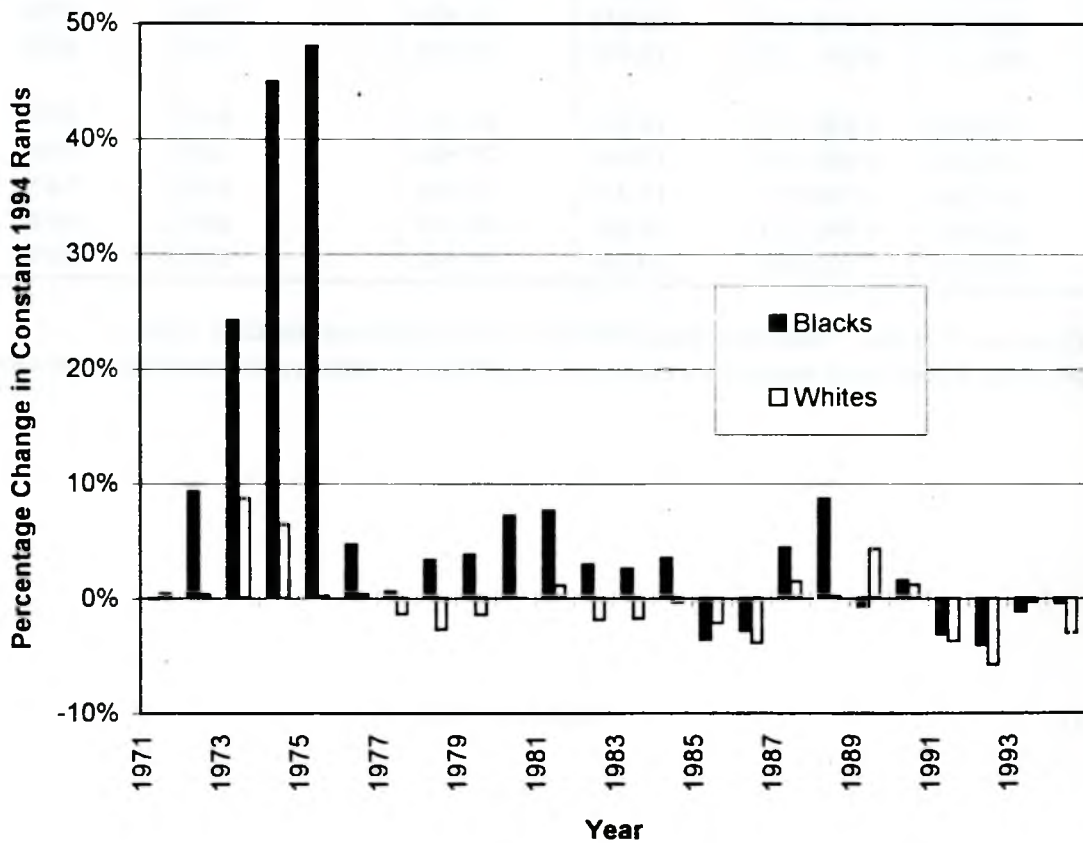
Gold: Employment

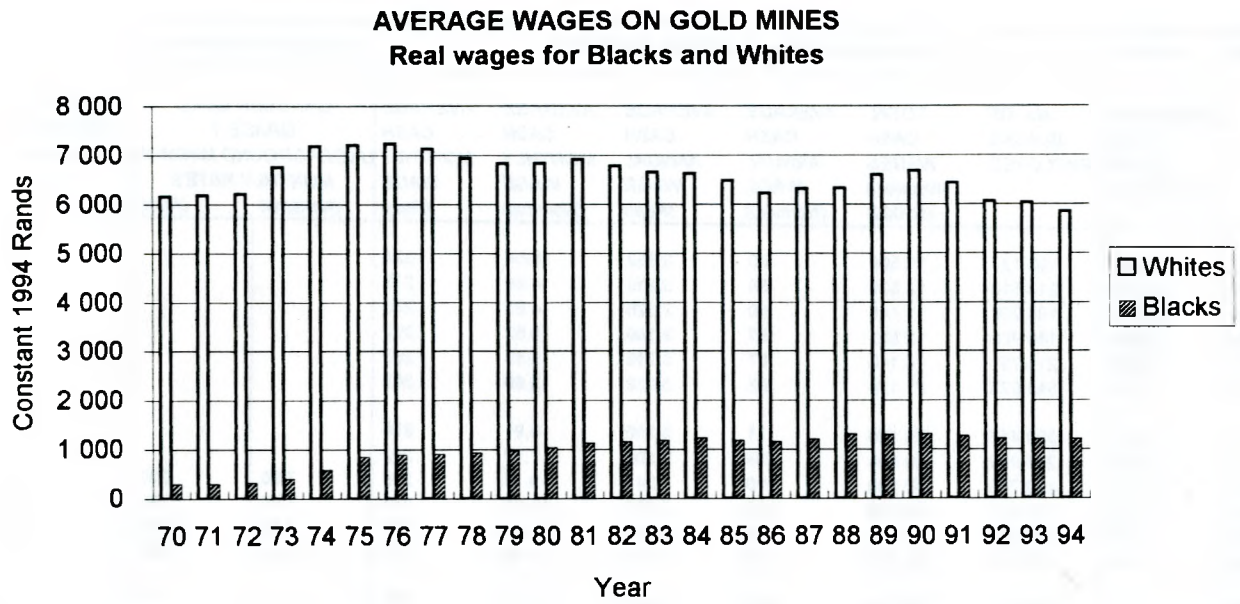
EMPLOYMENT ON GOLD MINES 1970-94



Gold: Average cash earnings of blacks and whites

REAL CASH WAGE CHANGES ON THE GOLD MINES





BLACK WAGES IN GOLD MINING 1911-1994

[Real values are expressed in constant 1994 Rands]

YEAR	PRICES	CHAMBER OF MINES ACTUAL PAYMENTS						CHAMBER MINIMUM		RATIO AVERAGE: MINIMUM
	CONSUMER PRICE INDEX (1990=100)	No. OF BLACKS EMPLOYED	TOTAL CASH WAGES (Nominal) (R '000)	AVERAGE CASH ANNUAL WAGE (Nominal)	AVERAGE CASH ANNUAL WAGE (Real)	AVERAGE CASH MONTHLY WAGE (Nominal)	AVERAGE CASH MONTHLY WAGE (Real)	CHAMBER GOLD GRADE 1 UNDERGROUND MINIMUM MONTHLY RATES (Nominal)	(Real)	
1911	2.446	190 137	11 500	60	3 882	5.04	324			
1916	2.828	213 512	12 535	59	3 259	4.89	272			
1918	3.312	186 798	11 145	60	2 828	4.97	236			
1925	3.363	185 708	12 527	67	3 149	5.62	262			
1930	3.261	211 751	14 146	67	3 216	5.57	268			
1936	2.955	310 073	21 174	68	3 628	5.69	302			
1941	3.363	368 417	26 125	71	3 310	5.91	276			
1946	4.178	287 919	26 836	93	3 503	7.77	292			
1951	5.324	298 745	32 830	110	3 241	9.16	270	7.80	230	1.2 :1
1955	6.290	327 475	43 158	132	3 290	10.98	274	7.80	195	1.4 :1
1960	7.017	387 577	55 494	143	3 204	11.93	267	7.80	175	1.5 :1
1965	7.802	375 329	66 099	176	3 544	14.68	295	10.40	209	1.4 :1
1970	9.2	378 101	78 576	208	3 546	17.32	296	10.40	177	1.7 :1
1971	9.8	379 171	83 871	221	3 544	18.43	295	10.92	175	1.7 :1
1972	10.4	367 982	94 462	257	3 875	21.39	323	13.00	196	1.6 :1
1973	11.4	385 618	134 850	350	4 816	29.14	401	18.72	258	1.6 :1
1974	12.7	359 186	202 875	565	6 982	47.07	582	31.20	386	1.5 :1
1975	14.4	333 405	316 052	948	10 335	79.00	861	57.20	624	1.4 :1
1976	16.0	357 084	393 801	1 103	10 821	91.90	902	65.00	638	1.4 :1
1977	17.8	378 710	467 691	1 235	10 893	102.91	908	68.90	608	1.5 :1
1978	19.8	394 804	560 799	1 420	11 263	118.37	939	76.70	608	1.5 :1
1979	22.4	408 783	682 108	1 669	11 695	139.05	975	86.84	609	1.6 :1
1980	25.5	426 329	868 422	2 037	12 541	169.75	1 045	100.50	619	1.7 :1
1981	29.3	434 120	1 093 970	2 520	13 503	210.00	1 125	115.00	616	1.8 :1
1982	33.7	429 835	1 283 103	2 985	13 907	248.76	1 159	129.00	601	1.9 :1
1983	37.8	440 678	1 514 096	3 436	14 271	286.32	1 189	147.00	611	1.9 :1
1984	42.2	451 003	1 791 385	3 972	14 777	331.00	1 231	166.00	618	2.0 :1
1985	49.1	465 265	2 071 362	4 452	14 236	371.00	1 186	193.00	617	1.9 :1
1986	58.2	484 541	2 484 076	5 127	13 830	427.22	1 152	228.00	615	1.9 :1
1987	67.6	481 469	2 993 871	6 218	14 442	518.18	1 203	263.00	611	2.0 :1
1988	76.3	467 004	3 563 759	7 631	15 702	635.93	1 309	306.00	630	2.1 :1
1989	87.4	458 137	3 975 016	8 676	15 586	723.04	1 299	356.00	639	2.0 :1
1990	100.0	428 255	4 319 936	10 087	15 837	840.61	1 320	411.00	645	2.0 :1
1991	115.3	382 861	4 313 808	11 267	15 342	938.94	1 279	448.00	610	2.1 :1
1992	131.3	352 290	4 336 033	12 308	14 717	1 025.68	1 226	479.00	573	2.1 :1
1993	144.1	324 632	4 333 507	13 349	14 544	1 112.42	1 212	530.00	577	2.1 :1
1994	157.0	317 556	4 597 316	14 477	14 477	1 206.43	1 206	583.00	583	2.1 :1

1994 Minimum Wages:

GFSA	583	371
AAC	742	473
Gengold	682	434
Rand Mines	680	433
JCI	696	443
Anglovaal	690	439
ERPM	490	312

Sources: Chamber of Mines published and unpublished reports, CSS, wage agreements with NUM, historical sources

MINIMUM RATES FOR BLACK MINEWORKERS 1951-1994

[Real values are expressed in constant 1994 Rands]

YEAR	CHAMBER MINIMUM		ANGLO MINIMUM		Grade 4 UNDERGROUND				MINIMUM SPREAD
	CHAMBER GOLD GRADE 1		ANGLO AMERICAN GOLD GRADE 1		CHAMBER GOLD GRADE 4		ANGLO AMERICAN GOLD GRADE 4		WAGE SPREAD
	UNDERGROUND MINIMUM		UNDERGROUND MINIMUM		UNDERGROUND MINIMUM		UNDERGROUND MINIMUM		BETWEEN
	MONTHLY RATES		MONTHLY RATES		MONTHLY RATES		MONTHLY RATES		MINIMUM & ANGLO
	(Nominal)	(Real)	(Nominal)	(Real)	(Nominal)	(Real)	(Nominal)	(Real)	
1951	7.80	230	---	---	---	---	---	---	
1955	7.80	195							
1960	7.80	175							
1965	10.40	209							
1970	10.40	177	10.40	177					0%
1971	10.92	175	13.00	208					19%
1972	13.00	196	15.60	236					20%
1973	18.72	258	23.40	322					25%
1974	31.20	386	31.20	386					0%
1975	57.20	624	57.20	624	78	850	78	850	0%
1976	65.00	638	65.00	638	91	890	91	890	0%
1977	68.90	608	68.90	608	102	896	102	896	0%
1978	76.70	608	80.75	640	116	920	122	968	5%
1979	86.84	609	94.64	663	131	921	143	1 006	9%
1980	100.50	619	110.91	683	152	936	175	1 078	10%
1981	115.00	616	129.98	696	174	932	211	1 131	13%
1982	129.00	601	150.00	699	198	922	247	1151	16%
1983	147.00	611	170.17	707	228	947	277	1151	16%
1984	166.00	618	189.00	703	259	964	308	1146	14%
1985	193.00	617	219.00	700	301	962	357	1142	13%
1986	228.00	615	268.00	723	365	984	433	1168	18%
1987	263.00	611	330.00	766	439	1020	520	1208	25%
1988	306.00	630	385.00	792	505	1039	599	1233	26%
1989	356.00	639	455.00	817	600	1078	688	1236	28%
1990	411.00	645	532.00	835	730	1146	797	1251	29%
1991	448.00	610	572.00	779	785	1069	837	1140	28%
1992	479.00	573	617.00	738	824	985	882	1055	29%
1993	520.00	567	676.00	737	906	987	966	1052	30%
1994	583.00	583	742.00	742	988	988	1 060	1060	27%

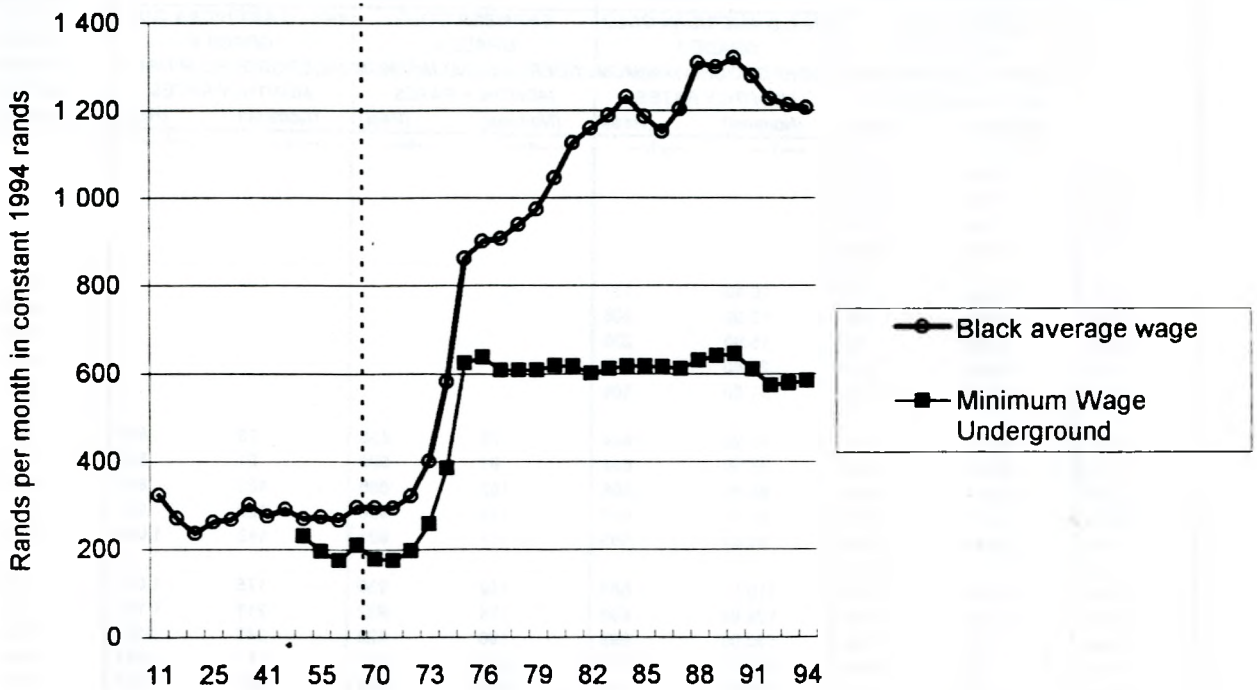
The Chamber minimum, after 1989, reflects the lowest underground wage negotiated by NUM with the Chamber Gold Fields minimum is used to represent the "minimum wage" from 1992.

The Gengold minimum wage for Grade 4 is used to represent the industry minimum from 1992.

A few marginal mines now pay below the minima used in the table.

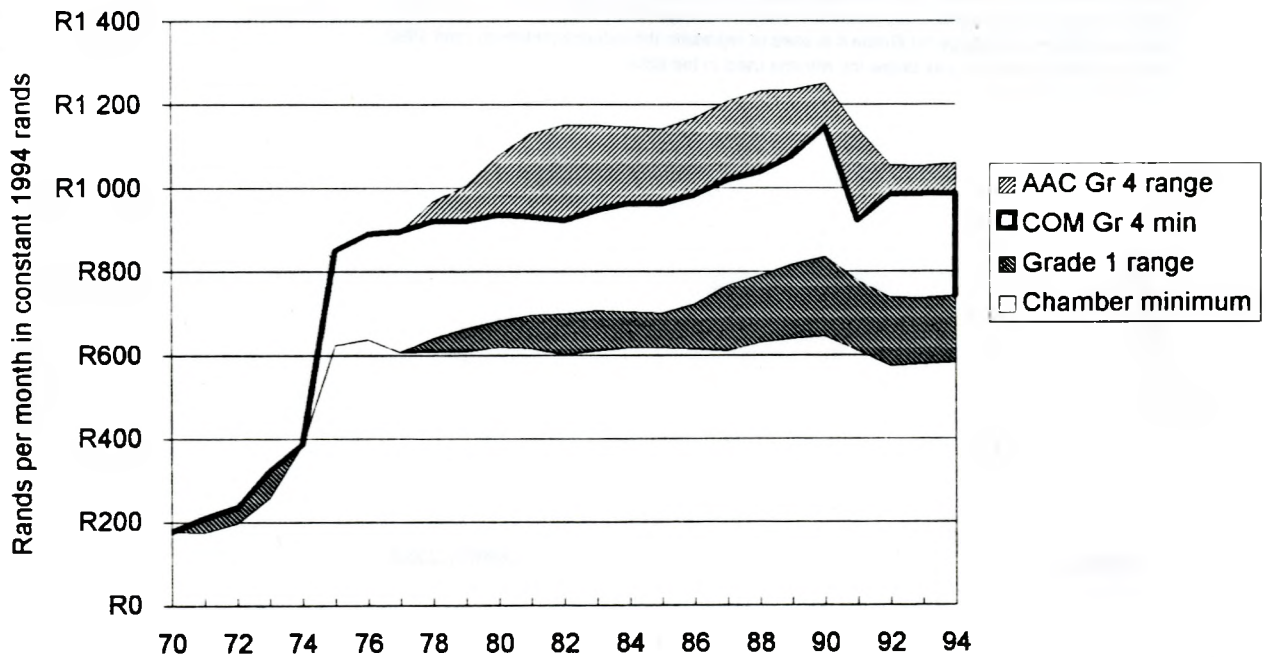
Gold: Black Wage Trends from 1911

Gold Mines: Real Wage Trends for Black Mineworkers 1911-1994



Gold: Black Wage Trends from 1970

BLACK WAGES IN GOLD MINING



BLACK WAGES IN GOLD MINING COMPARED WITH MANUFACTURING 1911-1994

YEAR	GOLD: CHAMBER ACTUAL PAYMENTS				MANUFACTURING				COMPARISON	
	No. OF BLACKS EMPLOYED	TOTAL CASH WAGES (Nominal) (R '000)	AVERAGE CASH ANNUAL WAGE (Nominal)	AVERAGE REAL WAGE (Constant 1994 Rand) (Real)	No. OF BLACKS EMPLOYED	TOTAL CASH WAGES (Nominal) (R '000)	AVERAGE CASH ANNUAL WAGE (Nominal)	AVERAGE REAL WAGE (Constant 1994 Rand) (Real)	ABSOLUTE REAL WAGE GAP	MINING WAGE AS A PERCENTAGE OF MANUFACTURING WAGE
1911	190 137	11 500	60	3 882	Data not recorded					
1916	213 512	12 535	59	3 259			65	3 607	348	90%
1918	186 798	11 145	60	2 828			68	3 204	376	88%
1925	185 708	12 527	67	3 149			82	3 833	684	82%
1930	211 751	14 146	67	3 216			89	4 291	1 075	75%
1936	310 073	21 174	68	3 628			84	4 474	845	81%
1941	368 417	26 125	71	3 310			103	4 802	1 492	69%
1946	287 919	26 836	93	3 503			200	7 514	4 012	47%
1951	298 745	32 830	110	3 243			245	7 231	3 988	45%
1955	327 475	43 158	132	3 290			291	7 260	3 971	45%
1960	387 577	55 494	143	3 202			346	7 738	4 536	41%
1965	375 329	66 099	176	3 545			446	8 968	5 423	40%
1970	378 101	78 576	208	3 546	567 198	351 020	619	10 561	7 015	34%
1971	379 171	83 871	221	3 544	600 300	400 281	667	10 682	7 139	33%
1972	367 982	94 462	257	3 875	614 400	448 700	730	11 025	7 150	35%
1973	385 618	134 850	350	4 816	651 000	561 524	863	11 879	7 063	41%
1974	359 186	202 875	565	6 982	695 600	734 492	1 056	13 053	6 071	53%
1975	333 405	316 052	948	10 335	722 700	923 498	1 278	13 932	3 597	74%
1976	357 084	393 801	1 103	10 821	746 839	1 122 474	1 503	14 748	3 926	73%
1977	378 710	467 691	1 235	10 893	722 100	1 232 700	1 707	15 057	4 164	72%
1978	394 804	560 799	1 420	11 263	714 200	1 388 462	1 944	15 415	4 152	73%
1979	408 783	682 108	1 669	11 695	722 790	1 627 051	2 251	15 778	4 082	74%
1980	426 329	868 422	2 037	12 541	754 500	2 028 902	2 689	16 556	4 015	76%
1981	434 120	1 093 970	2 520	13 503	787 600	2 559 327	3 250	17 412	3 909	78%
1982	429 835	1 283 103	2 985	13 907	786 900	3 027 316	3 847	17 923	4 016	78%
1983	440 678	1 514 096	3 436	14 271	734 200	3 254 687	4 433	18 412	4 142	78%
1984	451 003	1 791 385	3 972	14 777	737 400	3 692 596	5 008	18 630	3 853	79%
1985	465 265	2 071 362	4 452	14 236	703 800	3 959 416	5 626	17 989	3 753	79%
1986	484 541	2 484 076	5 127	13 830	697 600	4 557 056	6 532	17 622	3 792	78%
1987	481 469	2 993 871	6 218	14 442	705 400	5 518 982	7 824	18 171	3 729	79%
1988	467 004	3 544 000	7 589	15 615	771 300	7 265 214	9 419	19 382	3 767	81%
1989	458 137	3 975 016	8 676	15 586	776 700	8 626 258	11 106	19 951	4 365	78%
1990	428 255	4 319 936	10 087	15 837	805 700	10 064 328	12 491	19 612	3 774	81%
1991	382 861	4 313 808	11 267	15 342	763 500	10 607 697	13 894	18 918	3 576	81%
1992	352 290	4 336 033	12 308	14 717	723 300	11 736 825	16 227	19 403	4 686	76%
1993	324 632	4 333 507	13 349	14 544	713 941	12 998 869	18 207	19 837	5 293	73%
1994	317 556	4 597 316	14 477	14 477	705 922	13 212 878	18 717	18 717	4 240	77%

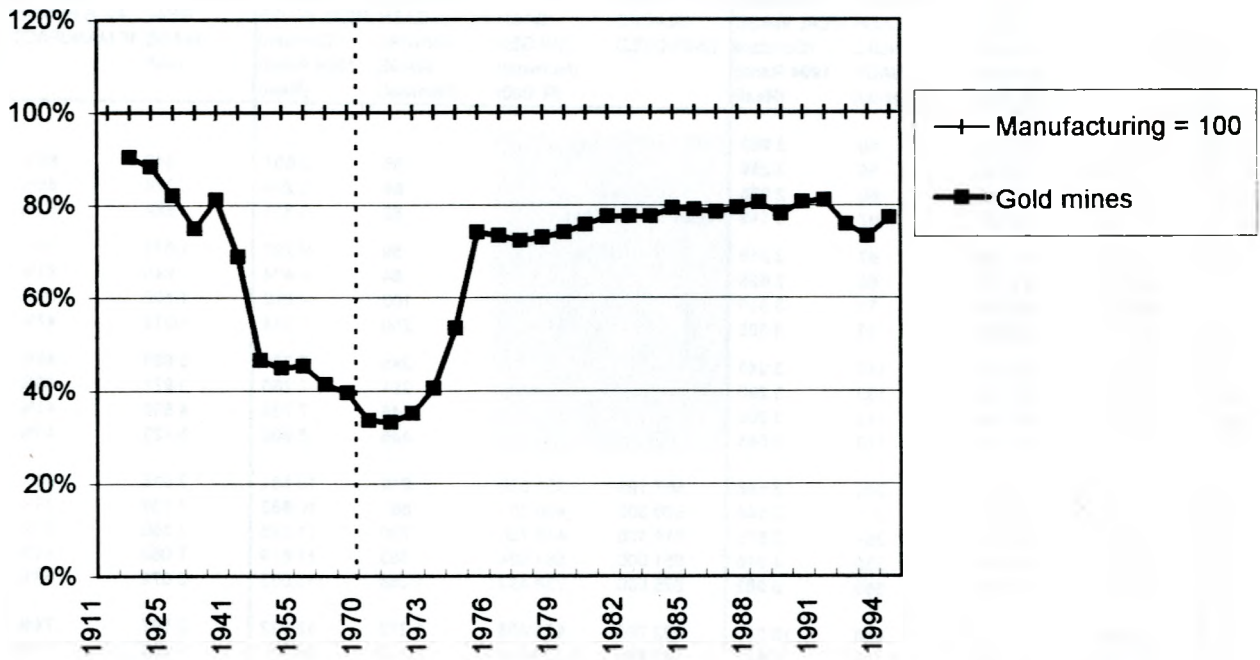
Per month:

R1 206

R1 560

Black Wages: Gold Mining and Manufacturing

GOLD & MANUFACTURING WAGES FOR BLACKS
Gold wages as % of manufacturing wages



NUMW10

WHITE WAGES IN GOLD MINING COMPARED WITH MANUFACTURING 1911-1994

YEAR	GOLD: CHAMBER ACTUAL PAYMENTS				MANUFACTURING				COMPARISON	
	No. OF WHITES EMPLOYED	TOTAL CASH WAGES (Nominal) (R '000)	AVERAGE CASH ANNUAL WAGE (Nominal)	AVERAGE REAL WAGE (Constant 1994 Rand) (Real)	No. OF WHITES EMPLOYED	TOTAL CASH WAGES (Nominal) (R '000)	AVERAGE CASH ANNUAL WAGE (Nominal)	AVERAGE REAL WAGE (Constant 1994 Rand) (Real)	ABSOLUTE REAL WAGE GAP	MINING WAGE IS A PERCENTAGE OF MANUFACTURING WAGE
1911	25 239	17 084	677	43 447	-	-	-	-	-	-
1916	22 088	15 500	702	38 958	39 524	13 480	341	18 934	(20 024)	206%
1918	21 649	17 192	794	37 644	49 918	18 044	361	17 135	(20 509)	220%
1925	18 284	15 005	821	38 312	42 898	18 390	429	20 013	(18 299)	191%
1930	20 470	17 053	833	40 108	58 401	26 444	453	21 800	(18 308)	184%
1936	32 480	28 659	882	46 880	92 566	40 252	435	23 104	(23 776)	203%
1941	37 305	39 437	1 057	49 353	104 442	54 548	522	24 382	(24 970)	202%
1946	34 066	44 773	1 314	49 389	119 034	88 996	748	28 095	(21 293)	176%
1951	44 291	71 252	1 609	47 476	159 482	173 906	1 090	32 180	(15 295)	148%
1955	49 266	95 718	1 943	48 495	176 624	263 222	1 490	37 198	(11 297)	130%
1960	49 688	119 087	2 397	53 601	166 807	329 558	1 976	44 186	(9 416)	121%
1965	44 098	135 805	3 080	61 987	233 900	545 917	2 334	46 979	(15 008)	132%
1970	38 745	167 744	4 329	73 883	254 327	916 234	3 603	61 479	(12 404)	120%
1971	37 614	174 270	4 633	74 224	255 200	1 025 088	4 017	64 351	(9 874)	115%
1972	37 120	183 217	4 936	74 512	258 061	1 111 378	4 307	65 014	(9 498)	115%
1973	37 017	217 710	5 881	80 998	266 300	1 245 760	4 678	64 426	(16 572)	126%
1974	36 898	257 331	6 974	86 215	272 800	1 470 517	5 390	66 638	(19 578)	129%
1975	37 190	294 898	7 929	86 454	287 900	1 765 561	6 133	66 862	(19 592)	129%
1976	37 923	335 337	8 843	86 768	304 584	2 069 058	6 793	66 657	(20 111)	130%
1977	38 241	370 808	9 697	85 526	301 700	2 256 644	7 480	65 973	(19 553)	130%
1978	39 618	415 490	10 487	83 158	297 300	2 490 723	8 378	66 430	(16 728)	125%
1979	40 919	478 373	11 691	81 939	300 234	2 903 730	9 672	67 787	(14 152)	121%
1980	42 928	571 157	13 305	81 917	306 500	3 515 961	11 471	70 627	(11 290)	116%
1981	44 818	693 157	15 466	82 873	315 800	4 295 625	13 602	72 886	(9 986)	114%
1982	45 934	801 481	17 449	81 288	320 800	5 061 079	15 776	73 499	(7 790)	111%
1983	47 083	904 949	19 220	79 830	309 400	5 491 041	17 747	73 713	(6 118)	108%
1984	47 418	1 013 292	21 369	79 502	307 800	6 163 125	20 023	74 494	(5 008)	107%
1985	48 567	1 180 794	24 313	77 741	302 500	6 712 845	22 191	70 958	(6 783)	110%
1986	49 714	1 376 048	27 679	74 667	298 000	7 433 129	24 943	67 287	(7 380)	111%
1987	49 105	1 601 666	32 617	75 753	294 500	8 401 373	28 528	66 255	(9 498)	114%
1988	48 735	1 797 663	36 886	75 900	301 400	9 917 902	32 906	67 710	(8 190)	112%
1989	47 125	2 077 386	44 082	79 187	325 800	12 510 972	38 401	68 981	(10 206)	115%
1990	45 429	2 318 246	51 030	80 117	337 600	14 617 030	43 297	67 976	(12 141)	118%
1991	41 389	2 343 168	56 613	77 088	342 500	16 458 299	48 053	65 433	(11 656)	118%
1992	40 258	2 444 320	60 716	72 601	343 700	18 715 451	54 453	65 111	(7 489)	112%
1993	37 859	2 512 964	66 377	72 319	328 490	20 120 125	61 250	66 734	(5 585)	108%
1994	38 999	2 733 371	70 088	70 088	335 442	21 468 303	64 000	64 000	(6 088)	110%

Per month:

R5 841

R5 333

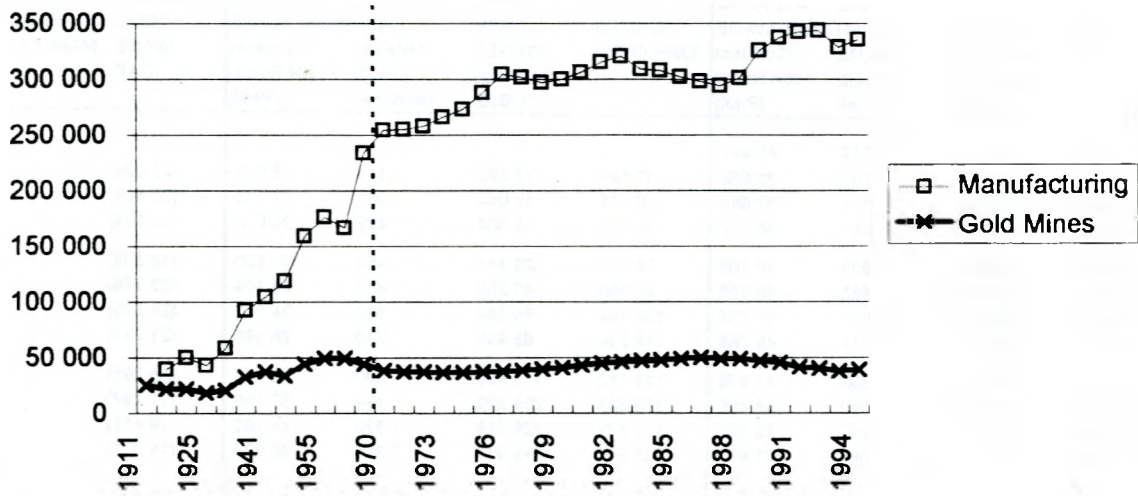
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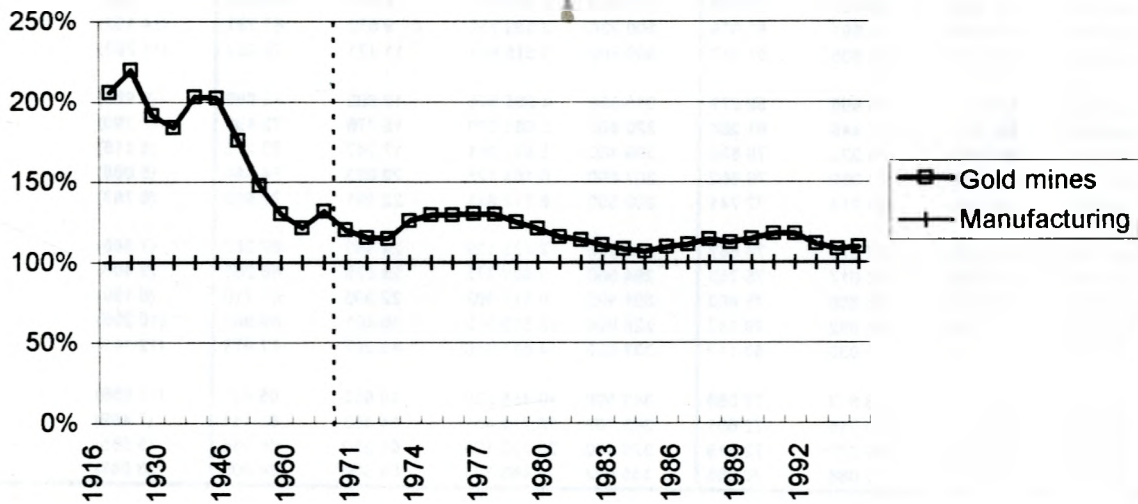
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White Wages: Gold Mining and Manufacturing

**WHITE EMPLOYMENT: GOLD & MANUFACTURING
1916-1994**



**GOLD & MANUFACTURING WAGES FOR WHITES
White manufacturing average = 100**



Gold wages compared to Iron & Steel wages

GOLD AND STEEL MINIMUM WAGE RATES
Rands per month, real values in constant 1994 Rands

YEAR	Nominal Wages				Real Wages				COMPARISON	
	GOLD	GOLD	IRON & STEEL	IRON & STEEL	GOLD	GOLD	IRON & STEEL	IRON & STEEL	GOLD UNDERGROUND RATES AS A % OF IRON	
	CATEGORY 1	CATEGORY 4	RATE I/H	RATE E	CATEGORY 1	CATEGORY 4	RATE I	RATE E	MINIMUM	GRADE 4
72	R13.00		R46.80	R89.70	R196		R706	R1 354	28%	
73	R18.72		R62.40	R97.50	R258		R859	R1 343	30%	
74	R31.20		R76.05	R115.05	R386		R940	R1 422	41%	
75	R57.20	R78.00	R87.75	R132.60	R624	R850	R957	R1 446	65%	59%
76	R65.00		R107.25	R154.05	R638		R1 052	R1 512	61%	
77	R68.90		R115.05	R161.85	R608		R1 015	R1 428	60%	
78	R76.70	R116.00	R136.50	R187.20	R608	R920	R1 082	R1 484	56%	62%
79	R86.84		R156.00	R210.60	R609		R1 093	R1 476	56%	
80	R100.50		R179.40	R241.80	R619		R1 105	R1 489	56%	
81	R115.00		R220.35	R292.50	R616		R1 181	R1 567	52%	
82	R129.00	R198.00	R278.85	R351.00	R601	R922	R1 299	R1 635	46%	56%
83	R152.00	R228.00	R298.35	R370.50	R631	R947	R1 239	R1 539	51%	62%
84	R166.00	R259.00	R337.35	R413.40	R618	R964	R1 255	R1 538	49%	63%
85	R193.00	R301.00	R370.50	R454.35	R617	R962	R1 185	R1 453	52%	66%
86	R228.00	R364.81	R432.90	R522.60	R615	R984	R1 168	R1 410	53%	70%
87	R263.00	R439.00	R508.95	R612.30	R611	R1 020	R1 182	R1 422	52%	72%
88	R306.00	R505.00	R588.90	R705.90	R630	R1 039	R1 212	R1 453	52%	72%
89	R356.00	R600.00	R694.20	R836.55	R639	R1 078	R1 247	R1 503	51%	72%
90	R411.00	R730.00	R806.52	R966.68	R645	R1 146	R1 266	R1 518	51%	76%
91	R448.00	R785.00	R896.13	R1 094.43	R610	R1 069	R1 220	R1 490	50%	72%
92	R479.00	R824.00	R978.12	R1 193.57	R573	R985	R1 170	R1 427	49%	69%
93	R530.00	R906.00	R1 048.67	R1 277.47	R577	R987	R1 143	R1 392	51%	71%
94	R583.00	R988.00	R1 147.81	R1 399.49	R583	R988	R1 148	R1 399	51%	71%

Gold wages compared to Iron & Steel wages

Notes:

Gold

The Chamber minimum, after 1989, reflects the lowest underground wage negotiated by NUM with the Chamber. The Gold Fields minimum is used to represent the "minimum wage" from 1992. The Gengold minimum wage for Grade 4 is used to represent the industry minimum from 1992. A few marginal mines now pay below the minima used in the table.

Iron and Steel

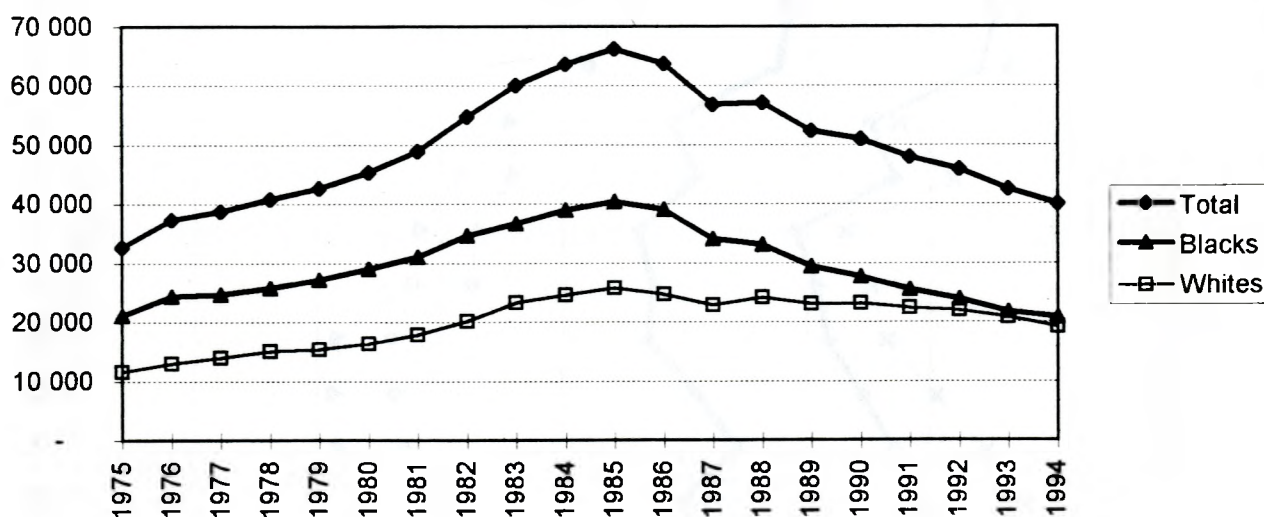
Industrial council wage rates extracted from SALDRU and Labour Research Service publications and the LRS' AWARD. In years in which there was more than one wage adjustment, a single rate has been allocated for that year.

ESKOM EMPLOYMENT

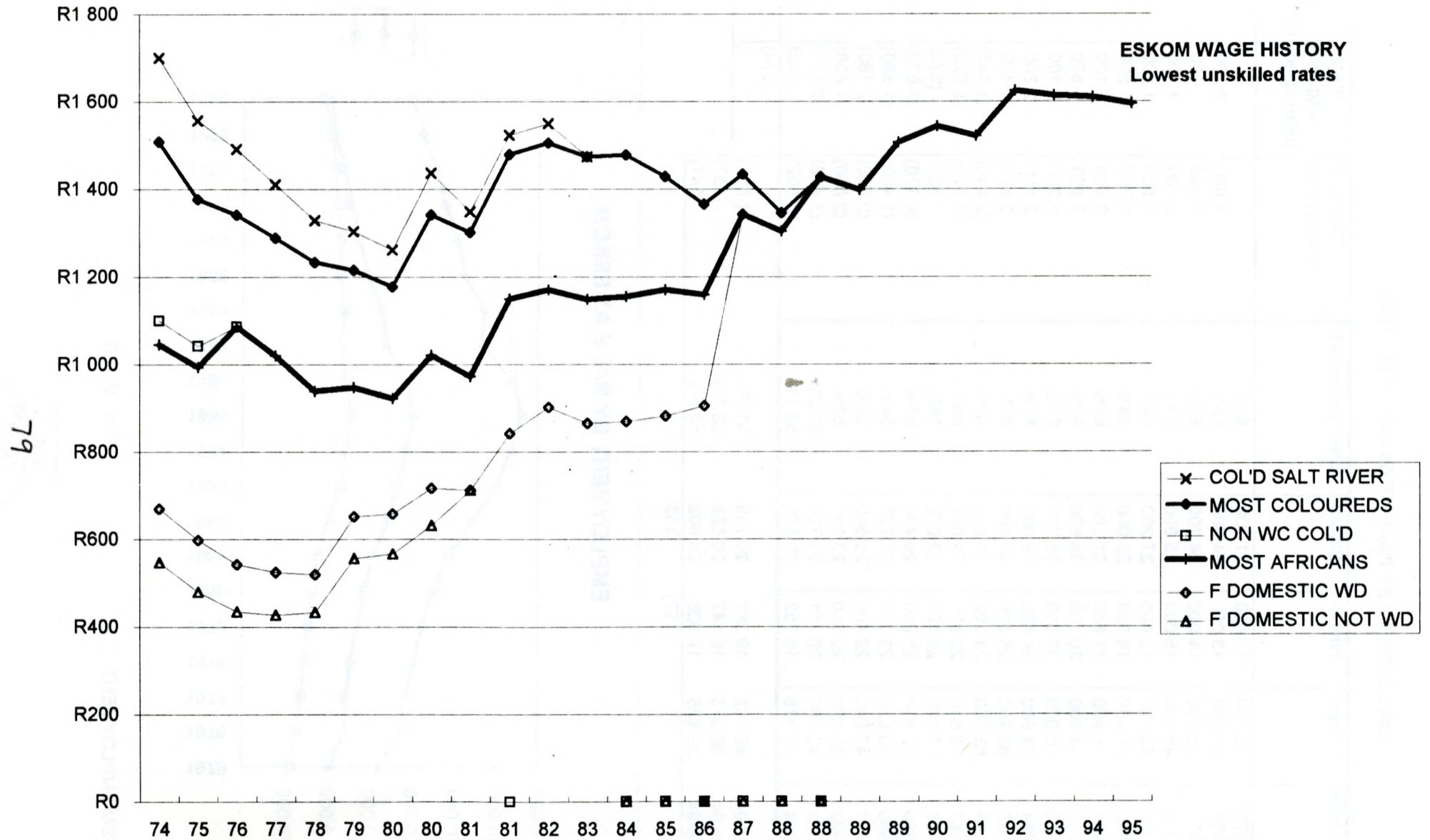
EMPLOYMENT BY RACE AT ESKOM, 1975 - 1994

Year	Total	Whites	Blacks	Black percentage	Change in employment	Blacks engaged (retrenched)	Whites engaged (retrenched)
1975	32 700	11 600	21 100	65%			
1976	37 300	13 000	24 300	65%	4 600	3 200	1 400
1977	38 700	14 000	24 700	64%	1 400	400	1 000
1978	40 800	15 000	25 800	63%	2 100	1 100	1 000
1979	42 600	15 400	27 200	64%	1 800	1 400	400
1980	45 300	16 300	29 000	64%	2 700	1 800	900
1981	48 900	17 800	31 100	64%	3 600	2 100	1 500
1982	54 700	20 100	34 600	63%	5 800	3 500	2 300
1983	60 000	23 300	36 700	61%	5 300	2 100	3 200
1984	63 600	24 600	39 000	61%	3 600	2 300	1 300
1985	66 200	25 800	40 400	61%	2 600	1 400	1 200
1986	63 760	24 700	39 060	61%	(2 440)	(1 340)	(1 100)
1987	56 840	22 800	34 040	60%	(6 920)	(5 020)	(1 900)
1988	57 170	24 100	33 070	58%	330	(970)	1 300
1989	52 400	23 000	29 400	56%	(4 770)	(3 670)	(1 100)
1990	50 920	23 200	27 720	54%	(1 480)	(1 680)	200
1991	47 940	22 400	25 540	53%	(2 980)	(2 180)	(800)
1992	45 890	22 000	23 890	52%	(2 050)	(1 650)	(400)
1993	42 480	20 751	21 729	51.2%	(3 410)	(2 161)	(1 249)
1994	39 978	19 152	20 826	52.1%	(2 502)	(903)	(1 599)
Mar-94	40 132	19 383	20 749	51.7%	(1 867)	(274)	7 552
Jun-94	39 975	19 147	20 828	52.1%	(157)		
Sep-94	39 828	18 926	20 902	52.5%	(147)		
		(457)	153				

EMPLOYMENT BY RACE AT ESKOM



Eskom: Wage History, 1972-95



CASH EARNINGS OF WHITES AND BLACKS IN CHAMBER COAL MINES 1970-94**Rands per annum**

YEAR	NOMINAL PRICES		REAL TERMS			RELATIVE INCOME GAP
	WHITES AVERAGE EARNINGS	BLACKS AVERAGE EARNINGS	(Constant 1994 Rands)		ABSOLUTE INCOME GAP	
			WHITES AVERAGE EARNINGS	BLACKS AVERAGE EARNINGS		
1970	4 432	205	75 638	3 498	(72 140)	21.6 :1
1971	4 717	222	75 565	3 563	(72 002)	21.2 :1
1972	5 020	247	75 786	3 726	(72 060)	20.3 :1
1973	6 097	339	83 969	4 673	(79 297)	18.0 :1
1974	7 277	545	89 959	6 737	(83 221)	13.4 :1
1975	8 410	950	91 696	10 356	(81 340)	8.9 :1
1976	9 420	1 089	92 437	10 690	(81 746)	8.6 :1
1977	10 129	1 245	89 342	10 979	(78 363)	8.1 :1
1978	11 104	1 482	88 050	11 754	(76 296)	7.5 :1
1979	12 006	1 771	84 151	12 416	(71 735)	6.8 :1
1980	13 738	2 179	84 581	13 417	(71 164)	6.3 :1
1981	16 450	2 656	88 145	14 233	(73 912)	6.2 :1
1982	18 176	3 165	84 679	14 746	(69 933)	5.7 :1
1983	20 144	3 639	83 665	15 116	(68 549)	5.5 :1
1984	21 799	4 174	81 101	15 528	(65 573)	5.2 :1
1985	24 064	4 842	76 945	15 484	(61 462)	5.0 :1
1986	27 838	5 781	75 095	15 596	(59 499)	4.8 :1
1987	32 023	6 711	74 372	15 586	(58 786)	4.8 :1
1988	35 991	8 021	74 155	16 526	(57 629)	4.5 :1
1989	42 855	9 518	76 894	17 079	(59 816)	4.5 :1
1990	50 490	11 349	79 269	17 818	(61 451)	4.4 :1
1991	56 334	13 334	76 709	18 157	(58 552)	4.2 :1
1992	59 792	14 941	71 496	17 865	(53 631)	4.0 :1
1993	68 725	17 914	74 878	19 518	(55 360)	3.8 :1
1994	73 401	19 410	73 401	19 410	(53 991)	3.8 :1

Source: Chamber of Mines - Calculated from published and unpublished statistics; CSS

Notes: After 1989, skilled black workers are counted under "Whites". Blacks were barred from skilled jobs before then.

WAGE CHANGES FOR WHITES AND BLACKS IN CHAMBER COAL MINES 1971-94**Annual Percentage Changes in Average Earnings**

YEAR	NOMINAL PRICES		REAL TERMS		ANNUAL RATE OF INFLATION
	INCREASES IN		(Constant 1994 Rands)		
	WHITES AVERAGE EARNINGS	BLACKS AVERAGE EARNINGS	WHITES AVERAGE EARNINGS	BLACKS AVERAGE EARNINGS	
1970					
1971	6.4%	8.5%	-0.1%	1.9%	6.5%
1972	6.4%	11.0%	0.3%	4.6%	6.1%
1973	21.5%	37.5%	10.8%	25.4%	9.6%
1974	19.3%	60.6%	7.1%	44.2%	11.4%
1975	15.6%	74.3%	1.9%	53.7%	13.4%
1976	12.0%	14.7%	0.8%	3.2%	11.1%
1977	7.5%	14.2%	-3.3%	2.7%	11.3%
1978	9.6%	19.1%	-1.4%	7.1%	11.2%
1979	8.1%	19.5%	-4.4%	5.6%	13.1%
1980	14.4%	23.0%	0.5%	8.1%	13.8%
1981	19.7%	21.9%	4.2%	6.1%	14.9%
1982	10.5%	19.2%	-3.9%	3.6%	15.0%
1983	10.8%	15.0%	-1.2%	2.5%	12.2%
1984	8.2%	14.7%	-3.1%	2.7%	11.6%
1985	10.4%	16.0%	-5.1%	-0.3%	16.4%
1986	15.7%	19.4%	-2.4%	0.7%	18.5%
1987	15.0%	16.1%	-1.0%	-0.1%	16.2%
1988	12.4%	19.5%	-0.3%	6.0%	12.7%
1989	19.1%	18.7%	3.7%	3.3%	14.8%
1990	17.8%	19.2%	3.1%	4.3%	14.3%
1991	11.6%	17.5%	-3.2%	1.9%	15.3%
1992	6.1%	12.0%	-6.8%	-1.6%	13.9%
1993	14.9%	19.9%	4.7%	9.3%	9.7%
1994	6.8%	8.3%	-2.0%	-0.6%	9.0%

Source: Chamber of Mines - Calculated from published and unpublished statistics; CSS

Note: After 1989, skilled black workers are counted under "Whites". Blacks were barred from : jobs before then.

Chamber Coal: Average Wages and Employment

**CASH WAGES AND EMPLOYMENT ON THE CHAMBER COAL MINES
1970 - 1994**

YEAR	TOTAL EMPLOYMENT	TOTAL WAGE BILL R '000's	NOMINAL AVERAGE WAGE per year	REAL AVERAGE WAGE 1994 Rands)	% OF BLACKS IN THE WORKFORCE	BLACK WAGES AS A % OF TOTAL WAGES
1970	38 816	20 630	531	9 070	92%	36%
1971	40 055	22 540	563	9 015	92%	37%
1972	40 224	24 334	605	9 133	92%	38%
1973	38 973	30 174	774	10 663	92%	41%
1974	39 477	42 788	1 084	13 399	92%	46%
1975	41 779	66 228	1 585	17 283	91%	55%
1976	73 432	127 038	1 730	16 976	92%	58%
1977	79 652	157 381	1 976	17 428	92%	58%
1978	79 427	186 495	2 348	18 618	91%	57%
1979	77 377	212 059	2 741	19 209	91%	59%
1980	76 134	252 427	3 316	20 413	90%	59%
1981	79 635	320 581	4 026	21 571	90%	59%
1982	82 626	392 003	4 744	22 103	89%	60%
1983	70 317	390 887	5 559	23 089	88%	58%
1984	70 390	437 514	6 216	23 124	88%	59%
1985	71 851	515 057	7 168	22 921	88%	59%
1986	69 903	597 533	8 548	23 059	87%	59%
1987	64 229	640 950	9 979	23 176	87%	59%
1988	59 075	708 171	11 988	24 699	86%	57%
1989	57 554	831 852	14 453	25 934	85%	56%
1990	55 652	968 277	17 399	27 316	85%	55%
1991	48 729	980 602	20 124	27 402	84%	56%
1992	45 564	1 028 981	22 583	27 004	83%	55%
1993	30 135	863 263	28 647	31 211	79%	49%
1994	27 292	886 401	32 478	32 478	76%	45%

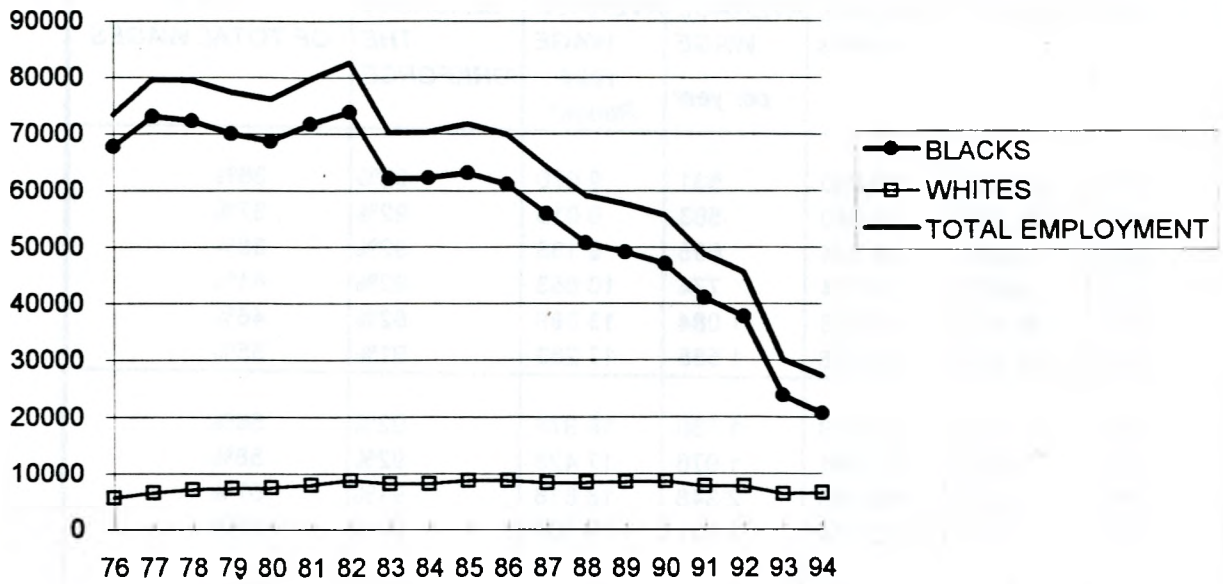
Source: Chamber of Mines - Calculated from published and unpublished statistics; CSS

Notes: After 1989, skilled black workers are counted under "Whites". Blacks were barred from skilled jobs before then.

Natal Collieries included only from 1976. Only COM member mines included (ie not Sigma or Secunda). Data covered mines producing about 85% of SA coal in 1984

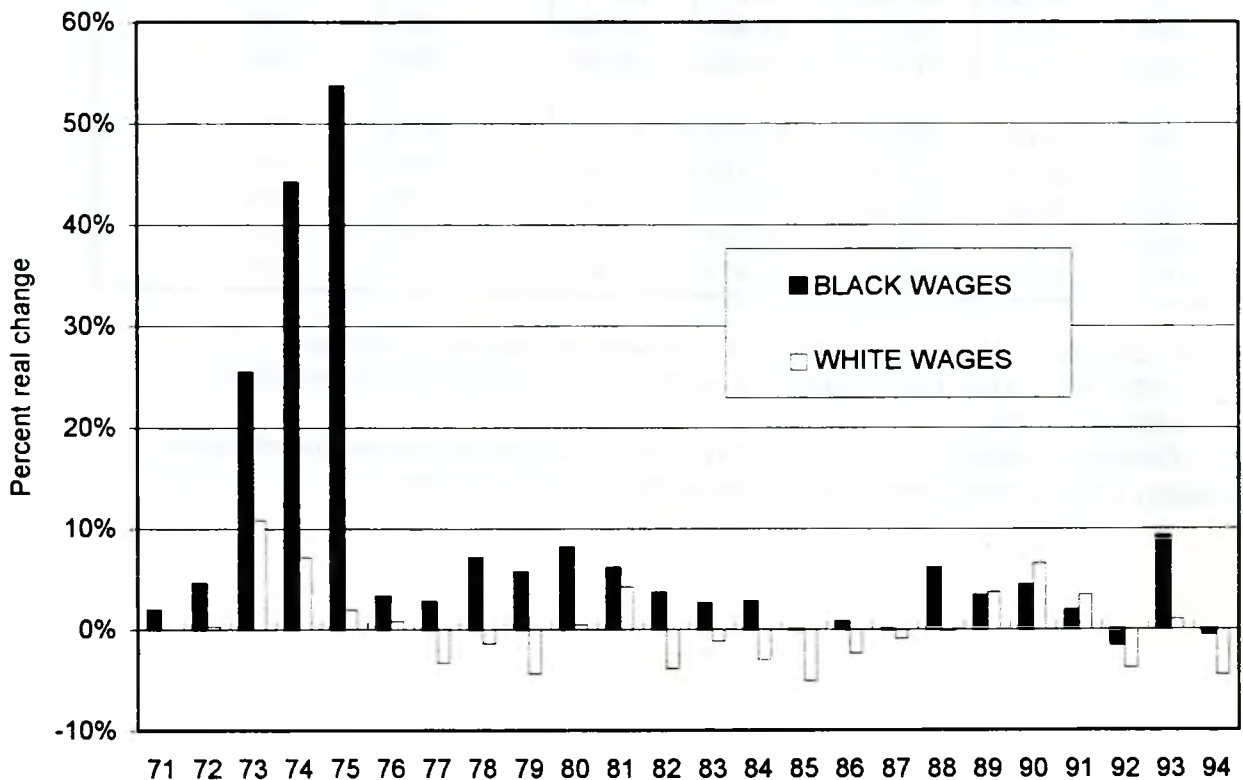
Chamber Coal: Employment

EMPLOYMENT ON COAL MINES CHAMBER MEMBER MINES



Chamber Coal Statistics

REAL CASH WAGE CHANGES ON CHAMBER COAL MINES



GOLD MINES: RAW CHAMBER OF MINES DATA 1970-1994

YEAR	PRICES	GOLD MINING													
	1	3	2	8	7	21	24	28	30	31	32				
	CONSUMER PRICE INDEX 1990=100	NO. OF WHITES EMPLOYED "skilled"	WHITE CASH WAGES (R1000)	NO. OF BLACKS EMPLOYED "un/semi- skilled"	BLACK CASH WAGES (R1000)	TOTAL CASH WAGES (R1000)	TOTAL DIVIDENDS (Nominal) (R 000 PA)	MINING TAXATION (Nominal) (R 000 PA)	TOTAL WOK COSTS (Nominal) (R 000 PA)	WORKING PROFIT (Nominal) (R 000 PA)	TOTAL PROFIT (Nominal) (R 000 PA)	CAPITAL (PENDITURE (Nominal) (R 000 PA)	TOTAL REVENUE [31+28]	REAL REVENUE PER WORKER 1990 rand	TOTAL EMPLOYMENT [3 + 8] 1 000's
1970	9.2	38 745	167 744	378 101	78 576	246 320	143 572	113 722	533 736	283 084	298 755		832 491	21 708	416 846
1971	9.8	37 614	174 270	379 171	83 871	258 141	142 416	136 840	566 237	322 354	335 896		902 133	22 087	416 785
1972	10.4	37 120	183 217	367 982	94 462	277 679	196 314	232 690	618 443	525 320	548 081		1 166 524	27 688	405 102
1973	11.4	37 017	217 710	385 618	134 850	352 560	320 205	488 004	770 326	983 652	499 839	106 390	1 270 185	26 363	422 635
1974	12.7	36 898	257 331	359 186	202 875	460 206	565 830	810 875	962 538	1 570 719	1 641 966	196 072	2 604 504	51 777	396 084
1975	14.4	37 190	294 898	333 405	316 052	610 950	522 867	602 946	1 243 584	1 319 913	1 425 477	290 179	2 669 061	50 015	370 595
1976	16.0	37 923	335 337	357 084	393 801	729 138	328 125	376 825	1 437 104	910 366	1 060 210	374 513	2 497 314	39 514	395 007
1977	17.8	38 241	370 808	378 710	467 691	838 499	338 668	471 664	1 590 818	1 072 422	1 263 924	430 286	2 854 742	38 465	416 951
1978	19.8	39 618	415 490	394 804	560 799	976 289	546 603	892 961	1 891 965	1 782 152	2 072 983	448 257	3 964 948	46 096	434 422
1979	22.4	40 919	478 373	408 783	682 108	1 160 481	962 870	1 663 531	2 251 438	3 125 761	3 537 349	689 004	5 788 787	57 466	449 702
1980	25.5	42 928	571 157	426 329	868 422	1 439 579	2 278 812	3 761 585	2 848 658	6 816 729	7 335 137	922 013	10 183 795	85 106	469 257
1981	29.3	44 818	693 157	434 120	1 093 970	1 787 127	1 684 538	1 927 131	3 438 481	4 409 054	4 890 084	1 221 904	8 328 565	59 350	478 938
1982	33.7	45 934	801 481	429 835	1 283 103	2 084 584	1 371 633	1 821 875	4 123 711	3 966 464	4 498 142	1 256 092	8 621 853	53 774	475 769
1983	37.8	47 083	904 949	440 678	1 514 096	2 419 045	1 731 115	2 141 456	4 780 268	4 732 477	5 338 296	1 407 610	10 118 564	54 881	487 761
1984	42.2	47 418	1 013 292	451 003	1 791 385	2 804 677	1 688 747	2 314 015	5 471 480	4 927 765	5 668 991	1 644 954	11 140 471	52 966	498 421
1985	49.1	48 567	1 180 794	465 265	2 071 362	3 252 156	2 321 844	3 399 248	6 595 785	6 758 602	7 800 839	1 911 412	14 396 624	57 063	513 832
1986	58.2	49 714	1 376 048	484 541	2 484 076	3 860 124	2 545 260	3 365 715	7 965 611	7 711 714	8 307 069	2 416 344	16 272 680	52 334	534 255
1987	67.6	49 105	1 601 666	481 469	2 993 871	4 595 537	2 305 743	2 674 932	9 354 660	6 453 758	7 093 346	2 488 061	16 448 006	45 859	530 574
1988	76.3	48 735	1 797 663	467 004	3 563 759	5 361 422	2 222 599	2 415 940	11 035 179	6 672 270	6 983 158	2 706 614	18 018 337	45 789	515 739
1989	87.4	47 125	2 077 386	458 137	3 975 016	6 052 402	2 129 405	1 533 901	13 211 117	5 045 822	5 448 596	2 629 527	18 659 713	42 255	505 262
1990	100.0	45 429	2 318 246	428 255	4 319 936	6 638 182	1 455 795	896 454	14 413 043	3 696 373	4 218 771	2 475 152	18 631 814	39 334	473 684
1991	115.3	41 389	2 343 168	382 861	4 313 808	6 656 976	1 303 886	957 162	14 612 761	3 792 901	4 041 860	2 056 270	18 654 621	38 136	424 250
1992	131.3	40 258	2 444 320	352 290	4 336 033	6 780 353	1 386 646	726 621	15 077 350	3 599 600	3 910 520	2 172 554	18 987 870	36 840	392 548
1993	144.1	37 859	2 512 964	324 632	4 333 507	6 846 471	2 021 145	1 441 588	15 837 673	5 511 010	5 740 365	2 283 131	21 578 038	41 310	362 491
1994	157.0	38 999	2 733 371	317 556	4 597 316	7 330 687	2 344 498	1 661 703	17 094 892	6 056 932	6 299 444	2 620 099	23 394 336	41 791	356 555

Chamber Coal: Average Wages and Employment

COAL MINES: RAW CHAMBER DATA 1970-1994

YEAR	PRICES	COAL MINING: White workers		COAL MINING: Black workers		TOTAL EMPLOYMENT		COAL PRODUCTION				Wages as a % of revenue
	1	3	2	8	7	8 + 3	2 + 7	(COM members) 100 101				
	CONSUMER PRICE INDEX 1990=100	NUMBER OF WHITES EMPLOYED skilled	WHITES TOTAL CASH WAGES (R'000)	NUMBER OF BLACKS EMPLOYED "un/semi skilled"	BLACKS TOTAL CASH WAGES (R'000)	TOTAL EMPLOYMENT	TOTAL CASH WAGE BILL (R'000)	VOLUME OF COAL SOLD ('000 MT)	TOTAL VALUE OF SALES (R'000)	REAL VALUE PER TON 1994 Rands)	TOTAL REAL WAGE COST PER TON 1994 Rands)	
19 65	7.822	3 115	9 302	39 712	6 386	42 827	15 688	39 487	51 766	26.31	7.97	30%
19 70	9.2	2 998	13 288	35 818	7 342	38 816	20 630	39 822	62 348	26.72	8.84	33%
19 71	9.8	3 033	14 306	37 022	8 234	40 055	22 540	43 278	70 680	26.16	8.34	32%
19 72	10.4	3 018	15 151	37 206	9 183	40 224	24 334	43 941	79 351	27.26	8.36	31%
19 73	11.4	2 944	17 950	36 029	12 224	38 973	30 174	47 878	95 934	27.60	8.68	31%
19 74	12.7	3 160	22 995	36 317	19 793	39 477	42 788	50 811	124 521	30.30	10.41	34%
19 75	14.4	3 558	29 924	38 221	36 304	41 779	66 228	54 378	192 134	38.52	13.28	34%
19 76	16.0	5 646	53 187	67 786	73 851	73 432	127 038	69 230	456 252	64.67	18.01	28%
19 77	17.8	6 555	66 397	73 097	90 984	79 652	157 381	76 485	602 146	69.44	18.15	26%
19 78	19.8	7 146	79 352	72 281	107 143	79 427	186 495	79 954	655 537	65.01	18.50	28%
19 79	22.4	7 327	87 970	70 050	124 089	77 377	212 059	89 081	926 760	72.92	16.68	23%
19 80	25.5	7 485	102 827	68 649	149 600	76 134	252 427	93 626	1 107 314	72.82	16.60	23%
19 81	29.3	7 906	130 054	71 729	190 527	79 635	320 581	99 546	1 385 443	74.58	17.26	23%
19 82	33.7	8 692	157 988	73 934	234 015	82 626	392 003	97 600	1 523 853	72.74	18.71	26%
19 83	37.8	8 178	164 734	62 139	226 153	70 317	390 887	91 838	1 499 864	67.83	17.68	26%
19 84	42.2	8 154	177 750	62 236	259 764	70 390	437 514	102 465	1 786 239	64.86	15.89	24%
19 85	49.1	8 695	209 235	63 156	305 822	71 851	515 057	104 723	2 261 225	69.04	15.73	23%
19 86	58.2	8 768	244 081	61 135	353 452	69 903	597 533	108 232	2 390 502	59.58	14.89	25%
19 87	67.6	8 293	265 564	55 936	375 386	64 229	640 950	102 566	2 366 221	53.58	14.51	27%
19 88	76.2	8 378	301 535	50 697	406 636	59 075	708 171					
19 89	87.5	8 520	365 126	49 034	466 726	57 554	831 852	103 710	3 779 903	65.40	14.39	22%
19 90	100.0	8 602	434 312	47 050	533 965	55 652	968 277	103 677	4 609 587	69.80	14.66	21%
19 91	115.3	7 694	433 437	41 035	547 185	48 729	980 602	101 170	4 504 047	60.62	13.20	22%
19 92	131.3	7 764	464 228	37 800	564 753	45 564	1 028 981	102 718	5 131 206	59.73	11.98	20%
19 93	144.1	6 365	437 437	23 770	425 826	30 135	863 263	103 326	4 997 733	52.70	9.10	17%
19 94	157.0	6 606	484 887	20 686	401 514	27 292	886 401	?	?			