

**Labour : Labour statistics. Indices of wage rates and labour costs in the metal and engineering industries
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INCREASES IN WAGE RATE AND LABOUR COST INDICES IN THE METAL AND ENGINEERING-TRANSPORT INDUSTRIES

Actual wage rate indices for all workers in the metal and engineering-transport industries showed an overall annual increase of 13,7% (from 197,0 to 223,9) between February 1996 and February 1997. This is a slight increase compared to the 13,1% (from 174,2 to 197,0) recorded between February 1995 and February 1996.

In the annual period which ended in February 1997, actual wage rate indices in the basic metal and metal products industries rose by more than 15,0% - by 15,4% (from 202,2 to 233,3) in the former and 16,4% (from 155,8 to 181,4) in the latter. During the same period wage rate indices in the engineering-transport industry rose by 9,4% (from 183,7 to 201,0).

Between February 1996 and February 1997 actual labour costs indices for all workers in the basic metal industry increased by 17,6% (from 208,4 to 245,1) while actual labour costs in the metal products and engineering-transport industries rose by 11,9% (from 184,1 to 206,0) and by 11,9% (from 189,3 to 211,8) respectively.

EXPLANATORY NOTES

1. The data, which are shown according to occupational group and industrial classification, do not include the data of the former TBVC states.

2. **Actual wage rates** relate to the remuneration paid to workers for ordinary hours worked and exclude employer's contributions to personnel funds, such as pension, medical and holiday funds, as well as all other allowances and bonuses.

Actual labour costs includes, in addition to actual wage rates, statutory supplementary benefits prescribed in the relevant Industrial Agreements such as leave benefits and contributions to sick and medical aid funds.

3. **Journeyman** include artisans and persons serving under Journeymen Recognition Contracts or Exemption. **Higher skilled operators** include machinists, production moulders, apprentices, etc. **Lower skilled operators and labourers** include all workers in rates E to I in the Main Agreement and equivalent classes of labour in other agreements appertaining to the metal and engineering industries.

4. With the calculation of the wage rate and labour cost indices for the **total (all workers)**, the weights allocated for each of the different occupational groups of

workers are not kept constant, but are derived from the quarterly surveys every time. This method has the effect that, according to circumstances, the composite indices for the total (all workers) can be larger or smaller than each of the various subindices.

5. The indices published in this release are calculated by the Steel and Engineering Industries Federation of South Africa (SEIFSA) and are based on **sample surveys** conducted by them.

6. As the indices have been converted to base year 1990=100, the conversion factors are included in Annexure A.

7. Symbols used:

* = revised

TABLE 1 - Indices of actual wage rates and actual labour costs

Base: 1990=100

Year and month	Actual wage rates				Actual labour costs			
	Industrial classification							
	Basic metals	Metal products	Engineering and transport equipment	Total	Basic metals	Metal products	Engineering and transport equipment	Total
1. JOURNEYMEN								
1996 - Feb.	182,9	195,1	175,7	181,2	189,2	199,3	181,5	185,3
- May	182,9	195,1	175,7	181,2	189,2	199,3	181,5	185,3
- Aug.	204,0	210,5	188,5	199,4	207,5	216,4	195,4	205,3
- Nov.	204,0	210,5	188,5	199,4	211,0	217,3	196,2*	206,2
1997 - Feb.	204,0	210,5	188,5	199,4	213,2	219,5	198,3	208,4
2. HIGHER SKILLED OPERATORS								
1996 - Feb.	195,7	201,7	180,9	204,2	215,0	233,0	189,8	205,1
- May	195,7	201,7	180,9	204,2	215,0	233,0	189,8	205,1
- Aug.	223,7	211,1	198,5	230,2	240,1	246,8	207,5	222,1
- Nov.	223,7	211,1	198,5	230,2	247,0	248,6	209,0	223,7
1997 - Feb.	223,7	211,1	198,5	230,2	251,4	252,9	212,7	227,7

3. LOWER SKILLED OPERATORS AND LABOURERS

1996 - Feb.	187,2	187,4	180,9	186,1	183,6	183,7	177,9	182,3
- May	187,2	187,4	180,9	186,1	183,6	183,7	177,9	182,3
- Aug.	209,9	218,8	194,9	207,0	207,8	217,4	193,6*	202,7
- Nov.	209,9	218,8	194,9	207,0	207,8	217,4	193,6*	202,7
1997 - Feb.	209,9	218,8	194,9	207,0	207,8	217,4	193,6	202,7

4. TOTAL: ALL WORKERS INCLUDED IN ITEMS 1 TO 3

1996 - Feb.	202,2	155,8	183,7	197,0	208,4	184,1	189,3	201,4
- May	202,2	155,8	183,7	197,0	208,4	184,1	189,3	201,4
- Aug.	233,3	181,4	201,0	223,9	236,2	202,4	208,1	230,2
- Nov.	233,3	181,4	201,0	223,9	241,9	203,4	209,1	231,4*
1997 - Feb.	233,3	181,4	201,0	223,9	245,1	206,0	211,8	234,3

ANNEXURE A - Conversion factors for base 1985=100 to base 1990=100

	Actual wage rates				Actual labour costs			
	Industrial classification							
	Basic metals	Metal products	Engineering and transport equipment	Total	Basic metals	Metal products	Engineering and transport equipment	Total
1. JOURNEYMEN	2.041	1.932	1.964	1.989	2.101	1.995	2.024	2.054
2. HIGHER SKILLED OPERATORS	1.883	1.871	2.040	1.919	1.964	1.949	2.108	2.003
3. LOWER SKILLED OPERATORS AND LABOURERS	2.331	2.161	2.221	2.241	2.389	2.223	2.280	2.304
4. TOTAL: ALL WORKERS INCLUDED IN ITEMS 1 TO 3	2.133	2.129	2.146	2.140	2.216	2.205	2.218	2.223