

**Labour : Labour statistics. Indices of wage rates and labour costs in the metal and engineering industries  
P0283**

May 1997  
Embargo: 09:30  
Date: 5 August 1997

**Due to financial restrictions the series has been terminated by the CSS. The release (May 1997) is the last edition in the P0283 series. Information on the indices of wage rates and labour costs in the metal and engineering industries can in future be obtained form SEIFSA. P O box 1338, Johannesburg, 2000**

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## **ANNUAL INCREASES OF MORE THAN 15% IN WAGE RATE AND LABOUR COST INDICES IN THE METAL AND ENGINEERING INDUSTRIES**

**In two of the three subsectors of the metal and engineering industries, workers received annual increases of more than 15%.**

Between May 1996 and May 1997 the actual wage rate index and the actual labour cost index for lower skilled operators and labourers in the metal products industries increased annually by 16,8% (from 187,4 to 218,8) and 18,3% (from 183,7 to 217,4), respectively. Also, there was an increase of 16,9% (from 215,0 to 251,4) in the actual labour cost index for higher skilled operators in the basic metals industries.

However, actual wage rate and actual labour cost indices showed no significant changes between February and May 1997.

Due to financial restrictions, this series will be discontinued. This (May 1997) publication will be the last edition in the P0283 series.

### **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 Journeyman 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
<b>1. JOURNEYMEN</b>								
1996 - 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
- May	204,0	210,5	188,5	199,4	213,3	219,6	198,3	208,4

## 2. HIGHER SKILLED OPERATORS

1996 - 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
- May	223,7	211,1	198,5	230,2	251,4	253,0	212,8	227,7

### 3. LOWER SKILLED OPERATORS AND LABOURERS

1996 - 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
- May	209,9	218,8	194,9	207,0	207,8	217,4	193,6	202,8

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

1996 - 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	205,8*	211,6*	234,3
- May	233,3	181,4	201,0	223,9	245,2	205,9	211,7	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
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#### 2. HIGHER SKILLED OPERATORS

	1.883	1.871	2.040	1.919	1.964	1.949	2.108	2.003
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#### 3. LOWER SKILLED OPERATORS AND LABOURERS

	2.331	2.161	2.221	2.241	2.389	2.223	2.280	2.304
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#### 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 |

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