

1976 -

1979

Tucsa predicts black artisans in 10 years

23/4/76
DD

CAPE TOWN — Mr E. van Tonder, president of the Trade Union Council of South Africa, predicted yesterday that black workers would be employed as artisans within ten years. Under present laws blacks cannot become apprentices.

Speaking at a meeting of the Cape Employers' Association, Mr Van Tonder said: "Tucsa attitude is that all workers, regardless of colour, should be paid according to their capability."

This country, he added, suffered from the anomalous situation which entitled the white workers to more than the basic rate for the job, while the black man, no matter what his level of competence, was paid only the basic rate.

White workers were all too often apathetic

towards trade unionism and ignorant of its working.

Black workers in South Africa, he said, took a far greater interest in trade unionism than their white counterparts.

Discussing the anti-inflation manifesto, he said that contrary to general belief, Tucsa had gone out of its way to join the fight against inflation and had shown admirable restraint. — SAPA.



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Wendover Blackwell 176

More top jobs for blacks an 'urgent need'

11/2/77
STAR 11/2/77



DR C FERREIRA



MR A H BLOOM

By the Insight Team

Top business executives today called for rapid and increased promotion for blacks in business and attacked the "bureaucratic tangle" they faced in dealing with the Government.

The managing director of one of the country's largest companies said private enterprise was being strangled by "a nightmare of red tape."

He insisted on remaining anonymous because "I have to keep a low profile."

His company, he said, employed 16 000 people of all races and had not practised job discrimination for years.

Blacks were being trained for management and supervisory services but the company was keeping a low profile because it feared Government interference.

Mr Charles Ferreira, managing director of Mercabank, said there was nothing on the statute books to prevent him hiring someone like a black accountant.

He would do so tomorrow if he could find one, he said, but he added that in the long term there was no alternative but to employ blacks in management positions.

On the Spectrum television programme last night Mr Tony Bloom, managing director of Premier Milling, said businessmen approached the Government and civil service "deferentially."

Mr Ferreira, on the same programme, agreed and added: "We have to."

POLITICAL NEED

Professor David Limerick, acting director of the University of the Witwatersrand's Graduate School of Business Management, said South Africa would probably not get out of its economic

crisis without political action by the Government.

"Sufficient political change" was needed if the confidence of local and overseas investors and of urban blacks was to be regained.

Mr Chris du Toit, industrial relations consultant for Anglo American, said: "We have no specific training programmes for black management at the moment, but we believe we should promote them in certain areas. "We believe these people should grow into middle management positions."

PAY SCALES

A spokesman for the Nedbank group said: "We have no differentiation in salary scales between blacks and whites. Our internal training programmes are open to all race groups."

"We do have blacks in supervisory jobs and as sub-accountants, which is just one step below management level. We are training them for management positions."

Mr M E Skosana, project director of USSALEP (United States-South Africa Leader Exchange Programme) says his organisation has approached companies like Barlow Rand, South African Breweries, Anglo American and Afrox and all have said they have internal training programmes or are ready to start them.

Times
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Black labour a 'privilege' to be paid for

Times
17/2/77

EMPLOYERS who make use of Black labour will have to pay for the privilege, Mr W A Cruywagen, Deputy Minister of Bantu Administration and Development, said in Cape Town yesterday.

Opening the annual conference of the United Municipal Executive, Mr Cruywagen also warned local authorities that advocating the abolition of the Bantu Affairs Administration Boards would serve no good purpose. The boards had come to stay.

He also said there was no good reason for animosity between local authorities and the boards and warned against confrontation.

On the question of Black labour, the Deputy Minister said employers sometimes took on staff without thinking of the implications.

Frequently the Black employee was a person who, in terms of existing legislation, did not have a right to live or work in the area.

Not concerned

In many cases employers were not concerned about problems such as overcrowding, squatters' camps, the high cost of extending townships or the provision of services, transport and housing. As far as they were concerned, these were worries for other people and the State.

The time had come for new thinking on this all-important matter and in future it would be necessary for everyone who used Black labour to pay for the privilege.

Mr Cruywagen said the presence of African workers and their "qualified dependants" in the White areas should be the responsibility, as far as the financial implications were concerned, of the worker, the employer and the authorities. Till now the worker and the employer had got off very lightly.

Regional basis

What he was proposing should not damage any sector of the economy or increase unemployment.

The measures — which he did not describe — could be applied on a regional basis with the ultimate aim of promoting decentralization and the development of the homelands.

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CAPE TIMES

16/2/77

In this way the maximum number of people could be settled in the homelands and the White heartland would be less subject to increasing Black numbers.

Bid to employ¹⁷⁶ black clerks in the Govt

STAR 8/3/77

8/3/77

John Patten,
Political Correspondent

CAPE TOWN — The Public Service Commission is investigating the employment of blacks, Indians and coloureds in clerical positions in the Government.

At least one Government department has asked the commission for discretionary powers to employ people other than whites.

The Department of Health said it had made such a request in its annual report tabled in Parliament yesterday.

MANPOWER

The department said the need to use available manpower efficiently and the rapid changes in the professional field, had compelled it to investigate this question.

Health policy and services were carried out largely on a non-partial basis, with whites and other groups working together in many hospitals and in the department. Without this co-operation an efficient service would be impossible.

The shortage of white manpower and the availability of manpower from other groups to render vital health service had resulted in a reclassification of functions.

APPROVAL

The department said it asked the Public Service Commission to grant discretionary powers subject to ministerial approval to employ blacks, Indians and Coloured people in clerical positions "at the existing rates of pay for non-whites, but with the prospect that the wage gap will eventually be eliminated."

It said the commission had indicated that the matter was being investigated "in a wider context."

"Developments in this field are awaited with great interest," the report added.

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Move to place Blacks in top State posts

ARGUS 15/3/77

The Argus Political Staff

THE Government is considering the employment of Blacks in administrative posts in the Public Service. An investigation is being carried out by the Public Service Commission in consultation with the Government.

employers pay a low price for the skills which you would like to have. The better the job, the better the person. PERSONALITY, you need someone with a sense of responsibility and maturity. life mine the width of job. It will also CULTURE, Black, Afrikaans, Catholic, Muslim, Jewish. PERMANCY, what about yourself. Now let's look at a practical example which cannot change standards of basic skills. The skills

It is considered likely that a decision could be taken before the end of the present parliamentary session or later in the year. When approached today, the Secretary of the Public Service Commission, Dr W. I. Steyn, said there was nothing to be said at this stage. The Minister of the Interior, Dr C. P. Mulder, who is in charge of the Public Service, similarly declined to comment. While it is known that the authorities regard the matter as 'highly delicate,' the subject of the investigation has been disclosed in the Department of Health's report for 1976. It says the Department of Health originally requested discretionary powers to employ Blacks in clerical positions but was told that the matter was being investigated in a wider context.

The department pinpointed the better use of manpower, the shortage of White manpower, the availability of Black manpower and the changes taking place in South African society as the main considerations for its request. CHANGES The report says: 'The necessity for the efficient use of the available manpower and the rapid changes in our society at present, particularly in the professional field, have compelled the department to investigate the question of employing non-White clerical staff in its head office and regional offices. In practice, health policy and health services are largely carried out on a non-partial basis. Thus White and non-White work together in many hospitals and other work situations in the department, since without the co-operation an effective service would not be possible.

REQUEST In view of the declared policy that as far as possible the respective racial groups should be served by their own people and that these people should be trained for their tasks, the Public Service Commission was asked to grant the department discretionary powers, subject to ministerial approval, to employ non-Whites, but with the prospect that the wage gap would be eliminated eventually.

vocabulary, fluency, social skill and the ability to gather facts and to analyse them. Both your skills and your ability to perform them are what you should be concerned with. If you are not, others will be.

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It's slow, but some blacks do get to the top

2/1/77

SUN. TIMES 3/4/77

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IT'S tough for a black to get to the top in the world of business. Tougher in South Africa than almost anywhere else. But things are moving.

AECI have blacks holding down responsible research and technical posts, including four engineers earning up to R10 000 a year. The company says it is only a matter of time before blacks are involved in top management.

South African Breweries, which employs more than 30 000 blacks says colour is no bar to advancement. In fact, it is creating positions for qualified blacks.

Roberts Construction has blacks on its boards in Malawi and Zambia. A spokesman said that although nobody was lined up for a top job in South Africa, sooner or later a black would be chosen on merit.

OK Bazaars has no black earmarked for a senior position, but the managing director says he believes in the best man for the job. The company would never appoint a black as a front; but it believed in training and promotions within the company regardless of colour.

Pride

Fraser's, which has a chain of shops throughout Southern Africa, selling mainly to blacks, has had a black director in Lesotho. Eighty of their 240 retail branches in South Africa are managed by Blacks. The chairman says ability is the only criterion for success in the company — the best man for the job.

Romatex, the big textile group, has no training programme for its 10 000 black employees to help them get to the top, but the chairman believes that for their own pride they must be given the opportunity to compete.

In the financial world,



by
**SUZANNE
VOS**

the Natal Building Society recently appointed two Indian professional men to its previously all-white board of directors. Both are directors of several prominent Indian financial institutions.

Big businesses in general appear to be recognising the need to promote strictly on merit.

But conversations with chairmen and directors of some black labour-intensive organisations show that many, although genuinely without colour prejudice, seem to expect talented blacks to rise to the top like cream.

Wanting to avoid a patronising attitude, they insist that blacks must compete on merit and merit alone. They dismiss the argument that most blacks have a built-in disadvantage of inferior secondary education or that they suf-

fer social inhibitions when dealing with whites, due largely to lack of contact.

Mr Wells Ntuli, consulting director of the TST-Afcon personnel consulting group, agrees this is a problem. However, he says he had a big pool of black talent on which companies can draw.

"Just ask me and I'll find the right person," he says.

Mr Ntuli constantly travels throughout South Africa selecting blacks for senior positions in big companies. Anglo-American is among his clients.

Figures prove Mr Ntuli's claim that the talent is there ready to be tapped.

In 1973 nearly 6 000 Africans had graduated from South African universities. In that year there were another 450 graduates. The number is increasing every year.

They made it

A FEW examples of blacks who got to the top:

Mr Wellington Mtshali, a former magistrate, now holds a senior executive post with the Standard Bank in Durban.

Mr Sam Zondi, the first African to obtain an MBA from the University of Cape Town, is a Barclays Bank executive.

Other blacks also feature in banking.

Mr J. N. Reddy, executive chairman of the South African Indian Congress, is managing director of the New Republic Bank. Mr Sam Motsuenyane is chairman of the African Bank in Johannesburg.

Mr Ernest Skosana, a former personnel officer, is directing a careers development project for the United States-South Africa Leader Exchange Programme.

Mr Horace Mpanza is a marketing executive with Lintas, the advertising agency, and Mr Fred Paswana a marketing executive for BP. Other blacks hold top posts in the insurance field.

ly found in top jobs because opportunities have been closed to them."

For example, no courses are offered at black universities in engineering or business marketing. A countancy has only once appeared on the curriculum.

Blacks, says I, are often channelling degree courses of little use to

He quotes the African in the "Ma" who has a master's degree in nuclear physics from a university in Germany but who can only find a job teaching general science in a secondary school.

Mr Ntuli says the "school tie" network still operates in big business. Blacks rarely have an opportunity to mix socially with future employers or colleagues.

Planning

Employers also ask: What can be done to involve blacks in senior and middle management?

Planning is the obvious answer, says Mr Ntuli. It is no use waiting for an outstanding black to emerge from nowhere and make his mark.

The hit-and-miss approach now favoured by most companies is a waste of time and money. They should identify jobs where blacks can be placed and then develop a training programme for them.

Having made this realistic assessment, companies should then sponsor studies at universities or training centres or within the company.

The black trainee would know what was expected of him and would be properly trained for the job and could receive practical training during vacation

In addition, thousands of Indians and coloureds have university training in a variety of fields.

Mr Ntuli thinks the fight against communism could be won or lost in the boardrooms of South Africa.

"What chance has the country got in the fight to turn blacks against communism if they have no real share in the present system of private enterprise?" he asks.

Mr Ntuli answered two questions often asked by employers of black labour-intensive organisations.

Why have so few blacks risen naturally to jobs involving a high degree of responsibility and authority?

"The reason is simple," he says. "For a black to advance he has to be twice as good as his white counterpart. People expect blacks to fail."

"And Africans are rare-

availability of domestic and foreign interest rates and credit will influence the demands for and supplies of foreign capital.

A further influence on the money base, again ceteris paribus, is the government's fiscal deficit. The difference, over any period of time, between government spending and tax revenues requires financing. One such method of finance is via money base creation.

in the Treasury might alternatively overdraft facilities more government money base creation is lending to them to encourage them to. As the proceeds Treasury the money to increase the government spending insufficiently a lending.

The authorities themselves with of payments has the balance of payments interest rates and to expenditure. adjustment is to developments between officially recognized banks and therefore. Improving the balance had become a primary this in turn demonstrates indicates that financial independent of economic of the balance of payments.

By BOB HITCHCOCK
A SCHEME to set up a bureau to help black graduates and undergraduates find jobs is being held up because of lack of funds from commerce and industry.

This was claimed yesterday by the architect of the scheme, Mr. Frank Carlisle, one-time senior lecturer in economics at the University of the North and currently executive director of the Johannesburg-based Production Management Institute of South Africa.

At an interview yesterday he described the unemployment situation of blacks with degrees as very serious. He said: "There are 2,000 black students at the University of the North alone. If they are left with no guidance, or help to find employment, it can only aggravate the situation in this country."

Mr. Carlisle had undertaken on behalf of the Institute to create a special bureau to help black graduates to find permanent employment, and to help undergraduates find part-time employment during vacations to pay for their studies.

"There is too much talk today and too little action," he said. "Recent discussions with a mining house led to nothing. In fact, there are many bodies in the private sector better suited than the Production Management Institute to help blacks, but the initiative has been disappointing."

Mr. Carlisle made the following points:
● There is only one black chartered accountant in South Africa. White firms are still refusing articles to blacks.
● Because the black university is so far removed from commercial activity, a student returning to Johannesburg during a vacation stands little chance of

Job finder Scheme is held up

decreases Reserve Bank money base, grant or take up form of Reserve Bank that public sector. Government by the city is likely relatively to not is kinds of earned the balance Correcting eases in values relative process of of monetary bit was ion by the nce of payments. policy and icy. This regarded as independent

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Blacks banned as shop managers

Sunday
Times
17/7/77

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By WYNTER MURDOCH

THERE must be no black managers at shops in white areas, says the Department of Bantu Administration and Development.

The ruling comes in a circular which says it has been made at Ministerial level.

It was sent out after Johannesburg firms sought permission to engage black managers at shops with chiefly black customers.

Mr P. Lombard, a director of Ellerines Furnishers, which has more than 400 000 black customers, said it was their policy to employ regardless of colour.

He added: "That is our philosophy, though in law the promotion level for blacks is limited".

Mr Lombard said that when Transkei became independent a lot of top black workers asked to be transferred there.

This was in line with the department circular which said blacks could be considered as managers only if they were to serve their homelands.

And training, if given in white areas, must be registered with the Department of Bantu Education.

A broad equal policy

Mr Marius de Jager, executive director of the Johannesburg Chamber of Commerce, said they had for many years urged using manpower without discrimination.

He added: "The chamber has been pushing for this for a long time. As a broad policy approach we would like to see equal opportunities for all in the business sector."

Mr Cyril Pearce, ex-president of the Johannesburg Chamber of Commerce, said that many blacks were being appointed to management jobs. "Many employers are creating openings for blacks," he added. "It's happening all over the country."

Mr D. Masson, chairman of

kamer, said his organisation was very much in favour of equal opportunity.

He went on: "If blacks are competent to become managers and higher then there is no reason to limit them. The Afrikaanse Handelinstuut is also very much in favour."

The black newspaper, The World, has traced blacks working as managers or managing directors at leading local firms.

A positive vital role

Under a headline "Black managers working illegally in white areas", it names Mr Baldwin Mudau, director of Adsearch, a division of the McCann-Erikson advertising group; Mr Eric Mafuwa, director of research for the J. Walter Thompson advertising group; Mr Carl Molomme, managing director of the hamper savings division of a chain store; and Mr Madala Mphalele, accounts manager at an advertising agency.

Mr Mudau, just back from McCann-Erikson's head office in America said he believed in the best-man-for-the-job policy.

"Blacks can play a positive and vital role as business managers. It is up to companies to create these opportunities," he said.

Mr Mudau has been head of his own division for two years. He attends board meetings and helps formulate company policy.

He said: "I am not window dressing. My views are respected and implemented if they are good enough I am involved with my work."

"I wish every company was like this one."

ARGUS 19/7/77

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Black store managers not permitted

THE Government has refused to allow a national clothing group to train black managers for its 80 stores which cater exclusively for the black market in cities and towns declared white areas in terms of the Group Areas Act.

This follows the statement at the weekend by Mr M. C. Botha, Minister of Bantu Administration and Development, that he would not allow black managers to work in white areas.

The Minister added that the Government might allow the company, Truworths Top Centre Stores, to train 'prospective Bantu shop managers at appropriate shops in white areas for later appointment at shops in the homelands.'

Top Centre has only black staff at its 80 outlets, except for white managers, and caters exclusively for black custom.

CRITICAL

Mr Chris Mouat, managing director of Truworths Top Centre Stores, said in Johannesburg last night: 'It is critical to our business that we have black managers.'

The group has trained black sales staff, cashiers and clerks. It runs a retail training scheme in credit control, bookkeeping, stock control reduction, security and textiles and fashion and plans to train black credit managers and s...

relieve

Eastwood is the son of
Mr and Mrs T. East-
wood of Constantia.

Botha oor swart winkelbestuurders

GROEPE SEKONDÊR

TOT MEKAAR

DIE BURGER
21/7/77

Van Ons Kantoor

PRETORIA.

SWARTMENSE is sekondêr tot die blanke in blanke gebiede, net soos blankes sekondêr tot swartes in die tuislande is, het mnr. M. C. Botha, Minister van Bantoe-Administrasie en -Ontwikkeling, gisteraand in 'n verklaring gesê oor waarom nie toegelaat kan word dat swartes winkelbestuurders in blanke gebied word nie.

vartes het in blanke gebiede nie dieselfde aansprake as blankes ten opsigte van handel, grondbesit en politieke regte nie, het hy gesê. Dit is jare lank al die gebruik dat swartes sekere poste, waaronder winkelbestuurders, nie in blanke gebiede beklee nie. Verstandhoudinge met liggame in die sakewêreld is

bereik om hierdie posisie te handhaaf sodat wetlike maatreëls nie toegepas hoef te word nie.

Die Regering het vroeër vandeeweek geweier dat 'n landwye kleremaatskappy swart bestuurders oplei vir sy sowat tagtig winkels wat hulle hoofsaaklik op swart kopers in blanke gebiede

toelê. Min. Botha het ook in die naweek verklaar dat hy nie sal toelaat dat swart bestuurders in blanke gebiede werk nie.

„Dit is heeltemal verkeerd om hierdie benadering diskriminasie teen swartmense te noem. Daar is nog nie gehoor dat die omgekeerde hiervan, naamlik beperking op blankes in tuislande, diskriminasie genoem word nie, maar dit sou ewe verkeerd wees om dit so te noem.”

Die Minister het 'n beroep op sakeleiers en -organisasies gedoen om binne hierdie raamwerk saam te werk sodat daar nie op wetlike maatreëls teruggeval hoef te word nie.

Dit is regeringsbeleid dat blankes geleidelik uit belangrike top- en bestuursposte in die tuislande wat nog deur hulle beklee word, onttrek word. Daarom sal dit onregverdig wees om in blanke gebiede swartmense al hoe meer in sulke poste toe te laat, lui die verklaring.

Dit is wel moontlik om swart leerling-bestuurders in geskikte geleë winkels in diens te neem, maar hulle moet geregistreer word ingevolge die Wet op Indiensneming van Bantoes van 1976.

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EL traders shocked by black boss ban

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EAST LONDON —Mr M. C. Botha's No to black managers in white areas has thrown businessmen in Buffalo Street — the heart of black-orientated selling in East London — into a state of confusion, frustration and bitterness.

The Minister of Bantu Administration has said he will not allow black managers to work in white areas, and that the training of black managers for managerial posts in white commercial areas is also forbidden.

The shock announcement was further endorsed by the Government's blunt refusal to allow the Truworths group to train black managers for the 80 black custom stores in cities and towns demarcated white areas in terms of the Group Areas Act.

This week saw sharp reaction from the managing director of Truworth's Top Centre stores, the group which has trained and used 10 black managers.

"It is critical that we have black managers," he said.

In East London, Buffalo Street businesses — which are geared at selling to the black market and which sales are almost exclusively black-orientated — have been near dumbstruck following Mr Botha's shock ban.

Mr E. Gray, director-owner of a general dealer store and supermarket, is totally opposed to the idea of blotting out black trainees and qualified managerial personnel

who are employed by white-owned businesses and companies in central East London.

"We have blacks in responsible positions, we run our business with black supervisors and cashiers, and while we may not have any black managers or trainee managers, our business is certainly dependent on black spending.

"While we may not have had any applications from blacks for managerial positions, the idea we most definitely would entertain," he said.

Mr Gray said it "was a fine gesture of goodwill" both for the business and customer if blacks were appointed to senior positions in the white trading areas.

"There should be equal opportunity for equal work, and today blacks are very conscious of whites trading in a black market and not having blacks in responsible positions.

"It would be fantastic for the customer-seller if blacks were allowed to be trained and work as managers," he said.

Many of the managers of the chain stores, clothing, furniture and retail store were unable to comment on the minister's ban.

All inquiries about their feelings on Mr Botha's announcement were greeted with the answer: "I can not comment at this stage — our head office is getting the matter sorted out".

One manager said: "We

have credit sales managers, and now our board will have to find a way to solve the problem, but I don't know the position. We just sell to blacks and Coloureds".

Mr R. Weyer, a supermarket owner in Buffalo Street, was flabbergasted to hear black managers were prohibited from working in white business areas.

"They'll squash him, we are breaking through to South Africa about the importance of the black man," he said in a direct reference to Mr Botha's ban.

"We can not have a white community rising, and not blacks simultaneously, it's ridiculous," he said.

"Blacks are needed in this kind of trade, I employ four black women in responsible positions and my trade is 100 per cent for black and Coloured people," he said.

"Another thing, we cannot isolate people in South Africa. The very fact black managers are being groomed shows that goodwill is being created for the country. In this way business will improve because they are better equipped to sell to their own people.

"We depend on the black man, and it should be equal pay for equal work, after all they are the community that now has the spending power.

"I've depended on the black man for the past 25 years, that's where I have earned my money from and if it wasn't for blacks I

would not be in business.

"Everybody must be given a chance and work together," he said.

The regional manager for a South African chain store operating in the Border area, Mr E. Stanley, said: "Our company policy is one of promotion on merit, but we have to work within the framework of Government policy, rules and regulations".

He said their company now had two Coloured directors on the board and that their trade was geared exclusively at the black and Coloured market.

"Seventy-five per cent of our sales stem from Coloured buying power, and the other 25 per cent from black buyers.

"With regard to our personnel, we now have a Coloured credit manager and black and Coloured office staff," he said.

Mr Stanley, however, was not prepared to comment on Mr Botha's announcement, nor on whether his company would pursue a policy of training black personnel for top positions in white areas, or whether they would keep in step with the Minister's ideology.

In Johannesburg yesterday, the executive director of the Urban Foundation, Mr Justice Steyn, said he disagreed with Mr Botha that blacks must be barred from managerial positions in shops in white areas.

Judge Steyn told a business meeting that Mr Botha's directive conflicted with the principles and ideals of the foundation.

In terms of its charter, the Foundation was compelled to reject discrimination on grounds of colour in business. The Foundation believed that workers should be paid and promoted on a basis of merit. — DDR-SAPA.

All the men, A-G are members of one patrilineage. The mostly from other patrilineages, probably resident in c the men A-G are all agnatically related, while their v to one another only by affinal ties through their husbands absent the structure becomes rather curious in that its missing.

Other bases for interpersonal relations may be substituted.

One which appears to be a modification of the 'traditional' structure is through two women having a common *nyatse* (extra-

Golden opportunity wasted

Once again a progressive move on the labour and race relations front has been stymied by government.

The shock came in a letter to Top Centre, the Truworths subsidiary catering for the African market: "It was decided at ministerial level that the appointment of Bantu shop managers on a permanent basis in white areas cannot be allowed. You are therefore requested to ensure that all your branches in white areas are under the continuous control of a white manager."

The sorry saga began when Top Centre decided to put promising African salesmen through the firm's manager's course. The experiment worked and met a tremendously enthusiastic response from the Africans concerned. So far 10 men have written the course, and have obtained above-average marks.

"We felt that we owed it to our African customers to have African managers, and we began thinking of expanding the course so that we would eventually have African managers in all our 75 stores," says a Top Centre spokesman. The company sought registration of its course (and attendant tax concessions) from the Department of Bantu Education.

Right from the top

It was told to supply "full documentation . . . on the permissibility of tasks for blacks in white areas". In January, therefore, it approached the Johannesburg Bantu Affairs Commissioner. Six months later came the rejection from "ministerial level".

The Minister, M C Botha, was evidently acting in terms of the Group Areas Act.

Bantu Administration also had the temerity to say to Top Centre:

"In view of the fact that your traditional operations are aimed at the Bantu trade this is a golden opportunity to train Bantu staff to manage shops in the Homelands, should you in future decide to invest capital in a lucrative sector of any Homeland's development. If you have suitable shops in mind I will be pleased to assist in furthering your aim of training suitable Bantu staff to managerial-level for future use in the Homelands."

Some businessmen have suggested that Top Centre ought simply to have gone ahead and that government would have turned a blind eye. But, says the Top

Centre man: "We didn't want to go ahead with the scheme and then be forced to tell the men they were no longer managers because an inspector had called and said we were breaching the law."

What now? Characteristically, overlord Botha remains as uncompromising as ever. In a statement issued on Wednesday afternoon, he reiterated that Africans in white areas were there on a "secondary" basis, just as whites in the Bantustans were there on a "secondary basis".

He added that it had been practice for many years for Africans in white areas not to occupy certain posts, including that of shop manager. He claimed that agreement had previously been reached with business organisations not to appoint Africans to posts traditionally occupied by whites.

It was, however -- so he said -- totally wrong to regard this as discrimination against blacks, since restrictions also applied to whites in the Bantustans.

Since it was government policy that whites should be phased out of top managerial posts in the Bantustans, it would be unjust to allow Africans to be phased into such posts in white areas.

Botha then went on to appeal to business leaders to grasp this fundamental approach of the government, and to operate within its framework "in order that legal steps need not be resorted to."

A threat perhaps?

Certainly the import of Botha's remarks is likely to have a stunning effect not only on race relations, but on the plans of other companies to advance

Africans to managerial posts. And how many Africans already occupying such posts -- illegally, if Botha's action falls within the scope of powers given him by Parliament -- are now going to find themselves demoted or even joining the swelling ranks of the unemployed?

How does Botha's cabinet colleague and namesake, foreign minister "Pik" feel about the issue? If he feels anything, the normally loquacious Pik is not saying. He tells the *FM* the issue is "outside his province."

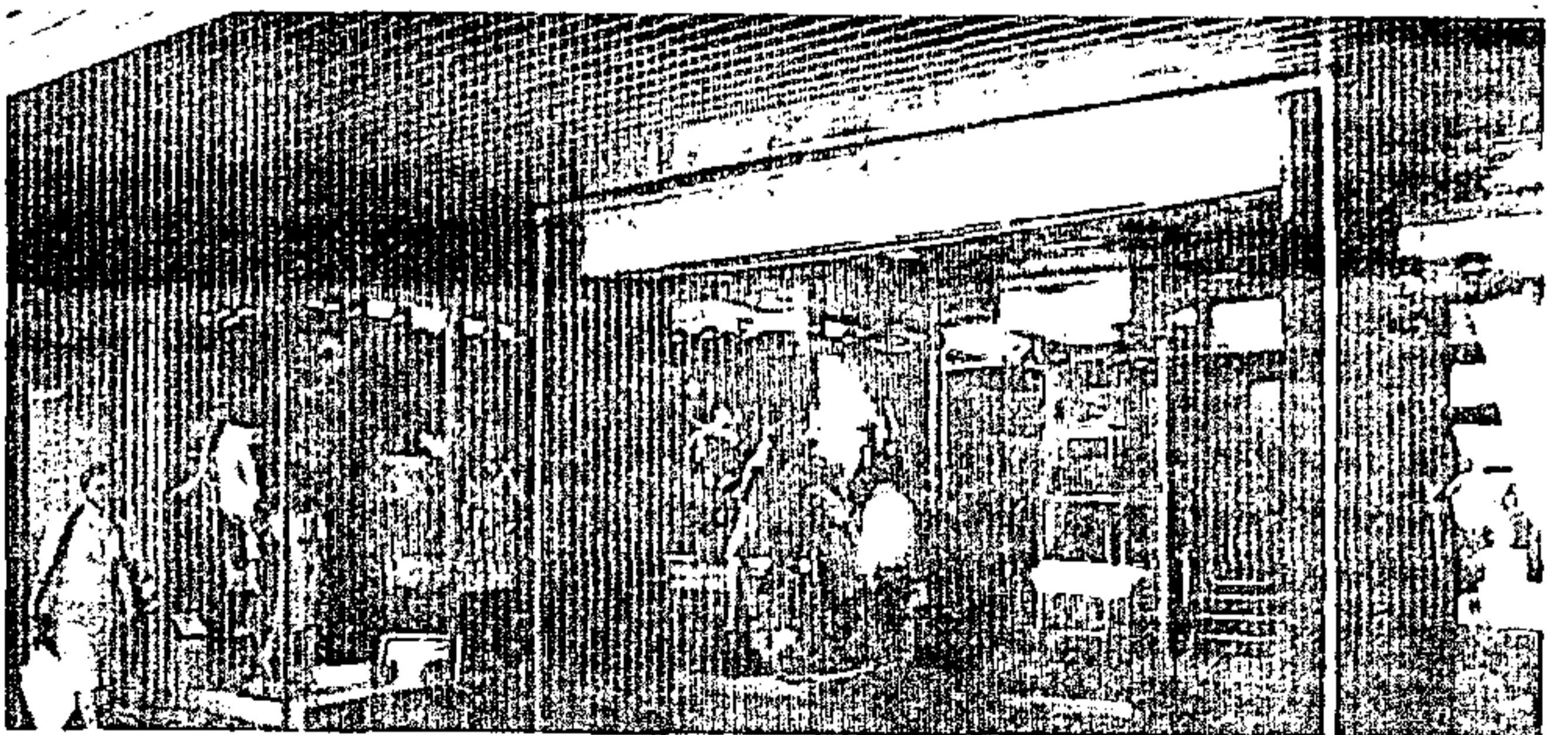
Can any substantive action on the issue by big business be expected?

"Labour discrimination of any kind should be phased out as fast as peace in labour relations will permit", says Afrikaanse Handelsinstituut vice-president Jack van Wyk.

An Urban Foundation man tells the *FM* that the decision "is in conflict with the UF's charter" but adds that the UF will take no concrete action on the issue yet. Government will certainly not be approached before the UF's own code of business principles is ratified. And SA Foundation chief Basil Hersov adds: "this situation as reported in the press appears to be a retrograde step by government."

Retrograde? Totally reactionary, surely. If ever businessmen are going to make their influence felt in scrapping racial discrimination now is the time for them to demonstrate their courage. Truworths and Top Centre should not be left to face this issue alone.

SA is waiting to hear what big business is going to do. Mere words will not be enough this time.



No room at the Top for blacks . . . but please don't regard it as discrimination

D.D. 23/7/77

Black boss ban protests mount

(176)



MR BOTHA . . . Handelsinstituut pointing a finger at him.

AHI opposes Botha

JOHANNESBURG — Two business leaders in the Afrikaanse Sakekamer and the Handelsinstituut yesterday emphasised the necessity for training and use of skilled blacks in all areas of the economy, including administrative and supervisory jobs.

Both made it clear that the Minister of Bantu Administration, Mr M. C. Botha, was out of line with the commitment by business to open up job opportunities to blacks without discrimination.

Mr Donald Masson, chairman of the Johannesburg Afrikaanse Sakekamer said the need to train and use blacks in skilled jobs was a basic economic necessity.

Mr Jack van Wyk, vice president of the Afrikaanse Handelsinstituut, said training and use of blacks with skills should be phased in as fast as possible.

He said the AHI stood squarely behind a policy of breaking down race discrimination in employment and the opening up of job opportunities for all.

"I would be sorry to see the Government running scared. We have to change. South Africans must realise that there must be some faults in the system. We have to put these right, he said. — DDC.

CAPE TOWN — The hard line against black management of businesses in white areas by Mr M. C. Botha has taken on serious international implications and protest is mounting in South Africa.

A former Cape Town city councillor and black businessman, Mr Dawood Kahn, said yesterday he was organising a mass meeting of black traders in the Cape which would consider retaliatory business action against whites.

"We could refuse to serve whites in our shops and boycott white salesmen," he said.

The president of the National African Federated Chambers of Commerce, Mr Sam Motsuenyane, would be invited to address the meeting.

A spokesman for the United States Consulate in Johannesburg, said yesterday a full report was being forwarded to Washington on the issue which arose when Mr Botha, Minister of Bantu Administration, rejected a request by the Truworths Group to train black managers for its 80 black custom stores in white

group areas.

The spokesman reiterated that the administration of Pres Carter was deeply concerned about institutionalised discrimination in South Africa.

The hard line could pose "big problems" and it was hoped that clarification or change on the issue would arise from a meeting the Association of Commerce had sought with the Minister next week.

Major American companies operating in South Africa recently adopted a programme aimed at improving conditions for black employees here which included the development of training schemes to increase the number of blacks in training and supervisory positions. United States companies are responsible for about 17 per cent of all foreign investment in the country.

Common Market foreign ministers are

currently studying a plan put forward by the British Government which would impose a "code of conduct" on European firms operating in South Africa. The code could be adopted next week.

National Party sources have yet to confirm that the Minister's stand was taken with full Cabinet approval, and at least one prominent member yesterday expressed dissatisfaction with the way the matter had been handled. — DDC.

N. Mercury 23/7/77

M is blamed for ridiculous' bans

ORMANDE POLLOK

Political Correspondent

CAPE TOWN — Mr. Colln Eglin and Mr. Japie Basson, leaders of the new verligte merger, yesterday blamed the Prime Minister for the "ridiculous" ban on Black store managers in White areas.

Both called on Mr. Vorster to reveal what was contained in the secret Cabinet blue-print to eradicate discrimination and to clamp down on his Right wing which appeared to have hijacked the National Party.

Reacting to the ban by Mr. M. C. Botha, Minister of Bantu Administration and Development, on Black store managers they said Government race policies were in a "shambles."

Mr. Eglin said: "In the final analysis it is the Prime Minister and not his ministers or deputies who must accept responsibility for the policies and actions of his Government."

Mr. Basson said: "The astonishing thing is that the Prime Minister allows these ridiculous sort of bannings. Everybody hits at the verkampies but it is really the Prime Minister who is guilty."

Mr. Eglin said it was time Mr. Vorster put an end to the shambles developing around race policies and, if he was not prepared to make a statement, he should at least "put his foot down and stop Mr. Botha and Dr. Andries Treurnicht, his deputy, from calling the tune.

"Mr. Louis le Grange said the Government had a blue-print for the elimination of race discrimination, but back home Dr. Treurnicht stops the Rev. Sam Buthe attending a church meeting and slams those who say the Immorality Act is unnecessary and should be repealed.

"Now, to cap it all, Mr. Botha imposes this ridiculous ban on Black store managers.

"Add to this Foreign Minister Mr. Pik Botha telling the Germans that South Africa is happy under the apartheid system and that race relations here are better than in any country where different races live together and you have a picture of utter confusion dominated by the verkrampte wing in the Transvaal."

Credibility

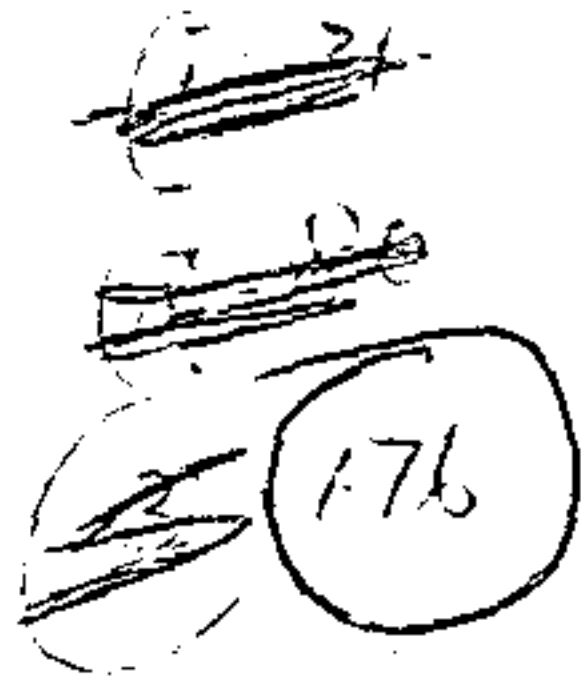
Government claims that it would do all in its power to eliminate race discrimination lacked credibility as long as verkrampte ministers held key positions and called the tune, he said.

Mr. Basson commented: "Any foreigner is allowed to become a store manager but none of our local population who must remain in the lower jobs—it is ridiculous."

It could do South Africa great harm in and out of the country and the Departments of Foreign Affairs and Information had to spend taxpayers' money correcting it.

"It is time the Prime Minister comes out of his shell and tells us where he stands and what he is going to do about petty discrimination," Mr. Basson said.

He said he would also like to know how Mr. Botha's ban fitted with the stand taken by American companies who wanted equal opportunities for all in business.



Protest grows over black manager bar

By GORDON KLING
Industrial Reporter

THE hard line against black management of businesses in white areas adopted by the Minister of Bantu Administration, Mr M C Botha, this week, has taken on serious international implications and protest against the move is mounting in South Africa.

A former City councillor and black businessman, Mr Dawood Khan, said yesterday he was organizing a mass meeting of black traders in the Cape which would consider retaliatory business action against whites. "We could refuse to serve whites in our shops and boycott white salesmen," he warned.

The president of the National African Federated Chambers of Commerce, Mr Sam Motsuenyane, would be invited to address the meeting.

A spokesman for the United States Consulate in Johannesburg said yesterday a full report was being forwarded to Washington on the issue, which arose when

the minister rejected a request by the Truworths group to train black managers for its 80 black custom stores in white group areas.

The spokesman reiterated that the administration of President Carter was deeply concerned about institutionalized discrimination in South Africa.

The hard line could pose problems and it was hoped that clarification or change on the issue would arise from a meeting which the Association of Chambers of Commerce (Assocom) had sought with the minister next week.

Major American companies operating in South Africa recently adopted a programme aimed at improving conditions for black employees here which included the development of training schemes to increase the number of blacks in training and supervisory positions. US companies are responsible for about 17 percent of foreign investment in the country.

Common Market foreign ministers,

meanwhile, are studying a plan put forward by the British Government which would impose a "code of conduct" on European firms operating in South Africa. The code, which could be adopted in the immediate future, would conflict with the ban on black shop managers spelt out by Mr Botha.

National Party sources have yet to confirm that the minister's stand was taken with full Cabinet approval, and at least one prominent member yesterday expressed dissatisfaction with the way the matter had been handled.

The president of the Cape Town Chamber of Commerce, Mr S L Relly, said the chamber was strongly opposed to the ruling.

"Our manifesto is very explicit on the issue of equal opportunity and promotion on merit. The government stand runs directly counter to the principles we support. We believe both blacks and coloureds should be allowed to set up businesses anywhere in competition with whites."

Reacting to a denial yesterday by the

Secretary for Coloured Relations, Mr J H T Mills, that government policy barred coloured people from management positions in white areas, Mr Relly said: "One gets the impression that they're turning a blind eye to the law and applying it selectively."

The chamber said in its evidence to the Theron Commission that employment of coloured people in commerce was restricted by the Group Areas Act, which prohibited their management in white-area businesses.

"A healthy economy must be colourblind," said the director of the Cape Chamber of Industries, Mr J F Roos. All industrial zones should be non-proclaimed areas in terms of the Group Areas Act, and the chamber believed in equal opportunity in all areas of industry.

There has been little support and some criticism on the stern line from the Afrikaners business community.

Mr Botha refused further comment on the issue.



Mr Dawood Khan

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delegation most students spoke out against opinions... words of Dr Andries Treurnicht... he repeated... interpretations of the motion

Schoeman backs down over sex laws

Political Editor
Minister of Agriculture
"I regret that a controversy has arisen about...
Commenting on Mr Schoeman's original state...

No to black managers in white areas

PM puts a damper on canton debate

Political Staff

Has Mr V given a nod to the R?

By HUGH MURRAY
Political Editor

HAS the Prime Minister, Mr Vorster, decided to back the National Party's conservatives against the verligtes?

This is the fear of leading Nationalist politicians and academics prompted by the recent spate of verkrampte policy statements by Cabinet rightwingers, seemingly made with the approval of Mr Vorster.

They also reckon this accounts for repeated slaps in the faces of NP verligtes, recently shown by the PM's lack of support — and even open scepticism — on suggestions for enlightened constitutional reform by people like Sport and Education Minister Piet Koornhof.

More recently there has been the amazing retraction by top verligte Hendrik Schoeman, Minister of Agriculture, of his statement noting personal abhorrence of the Immorality and Mixed Marriages Acts.

In striking contrast is the Prime Minister's apparently overt support for the conduct of Dr Andries Treurnicht, the Deputy Minister of Bantu Administration and Development, who is growing in stature among traditional Nationalists faster than any of his colleagues.

Not only has Mr Vorster repeatedly backed the arch-verkrampte Dr Treurnicht when the Deputy Minister landed in hot water, but his decision to stick with "purist" strategy is seen by some NP verligtes as a personal endorsement of the

proposals by a clothing chain to appoint Black managers to run Black-patronised stores in White areas?

The fact that Mr Botha appeared on TV days after his official statement is seen by Mr Vorster's new critics as a clear indication that the PM must have approved the hardline stance. Otherwise Mr Botha would hardly have reiterated, and even toughened up, his original remarks.

Professor Nic Wiehahn, the recently appointed chairman of the one-man commission of inquiry which is to investigate the country's labour laws — including job reservation — is said by colleagues to be beside himself with anger over Mr Botha's intransigence.

In an interview with the Express yesterday, Prof Wiehahn refused to comment directly on Mr Botha's stand.

"I am still waiting to hear from a number of depart-

When I say job reservation can no longer be accepted, I speak for the vast majority. — Professor Nic Wiehahn.

ments and it is quite conceivable that Bantu labour will be within my terms of reference.

"So I can't express my feelings on this matter," he said.

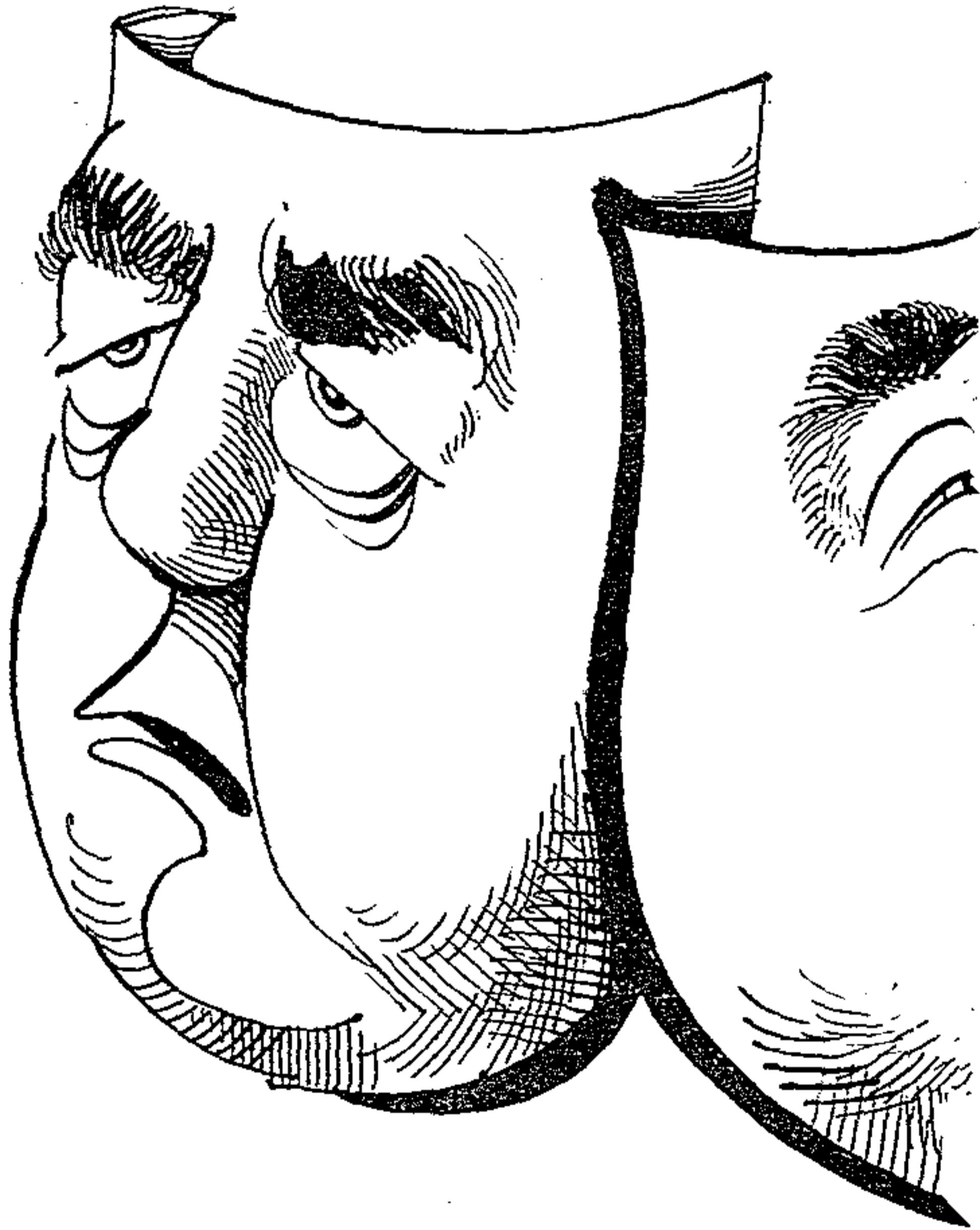
He told me, however, that he maintained the point of



● Hendrik Schoeman



● Piet Koornhof



With Mr Botha's decision that Black managers in White areas will not be allowed by Government apparently firm and binding, it appears that he is heading for a major clash with the commission.

This is another reason for verligtes' despondency, since they interpret the Botha dictum as a stern warning from the Government that any significant departure from the rigid Verwoerdian dream of separate development won't be tolerated — particularly from Professor Wiehahn.

And they predict that his

the PM is guilty of inexcusable folly," one Nationalist MP told me this week.

Not all verligtes agree, however, that Mr Vorster is making a muck of it.

Senator Denis Worrall, regarded as one of the NP's most enlightened public representatives, reckons verligte critics of the PM must be a small minority — "if they are there at all".

Says Senator Worrall of the PM's role: "He is essentially a consensus type of leader. He is a conciliator. His leadership is of a decisive kind, but he doesn't force his view on the party

met, and the Government must meet demand as best it can.

"So there are differences of emphasis and differences of approach. It would be surprising if there were not, though there is agreement on overall objectives."

Another enlightened Nationalist MP, whose enthusiasm for Mr Vorster's

South Africa is a changing society — in political terms probably the most dynamic in the world. — Senator Denis Worrall.

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Richard Smith



ght?

How discriminating you are, Mr Van Niekerk!

NOW see here, Care converts. It's all very well running around the countryside denouncing pollution and picking up beer cans and things.

But why, for heaven's sake, do you keep on leaving the real rubbish behind and disappointing the Administrator of the Transvaal?

The real rubbish, if I understand Mr Sybrand van Niekerk correctly, is lolling around Church Square and all those other public places that have been opened to all races.

The rubbish is people.

According to Mr Van Niekerk, Church Square is "littered with layabouts". I take this to mean that these Black "loafers" (his word) not only drop litter but actually constitute the stuff as well.

How dare they loll about in the Pretoria sun when they could be standing in a nice orderly unemployment queue somewhere. Or racing to distant points to play Hunt-the-Amenity in their own areas.

Mr Van Niekerk is a fitness enthusiast who jogs to work each morning, very probably passing Church Square on the way. Perhaps he would care to combine his several interests by booting a Bantu or two out of the area as he goes by. It's marvellous exercise for calves, thighs and prejudices.

The wrong impression

MR Van Niekerk, you will recall, is the man who ob-



MY EYE

An irreverent column by ALEXANDER DE KOK

HATE to mention this, Mr M C Botha, but the thing you are fighting to protect no longer exists.

The row that has developed over Black managers has its funny side, I suppose. After all, what "White" areas is Mr Botha trying to keep Black managers out of, pray? Central Johannesburg?

Don't make me laugh. Central Johannesburg is already Black, so he's too late. About 40% of all purchases in this shopping

area are made by Blacks. If they weren't permitted to buy in this area all the stores would probably go bung and Johannesburg would have to double the burden on its White ratepayers.

Just what kind of arrogance is it that encourages Black customers but refuses the same people the right to a better job on the other side of the counter?

Actually, I don't find Mr Botha funny at all. If I were Prime Minister I would make him a "secondary" citizen in everyone's area.

Oh no, not again

SO some Hillbrow voters still plan to make their cross for the United Party in the coming by-election, even though that party was officially killed off last month.

Odd that a party which battled to convince the country it was still breathing in its lifetime should find a second wind in death. Or is it just that the difference between the two states is not as apparent as it should be?

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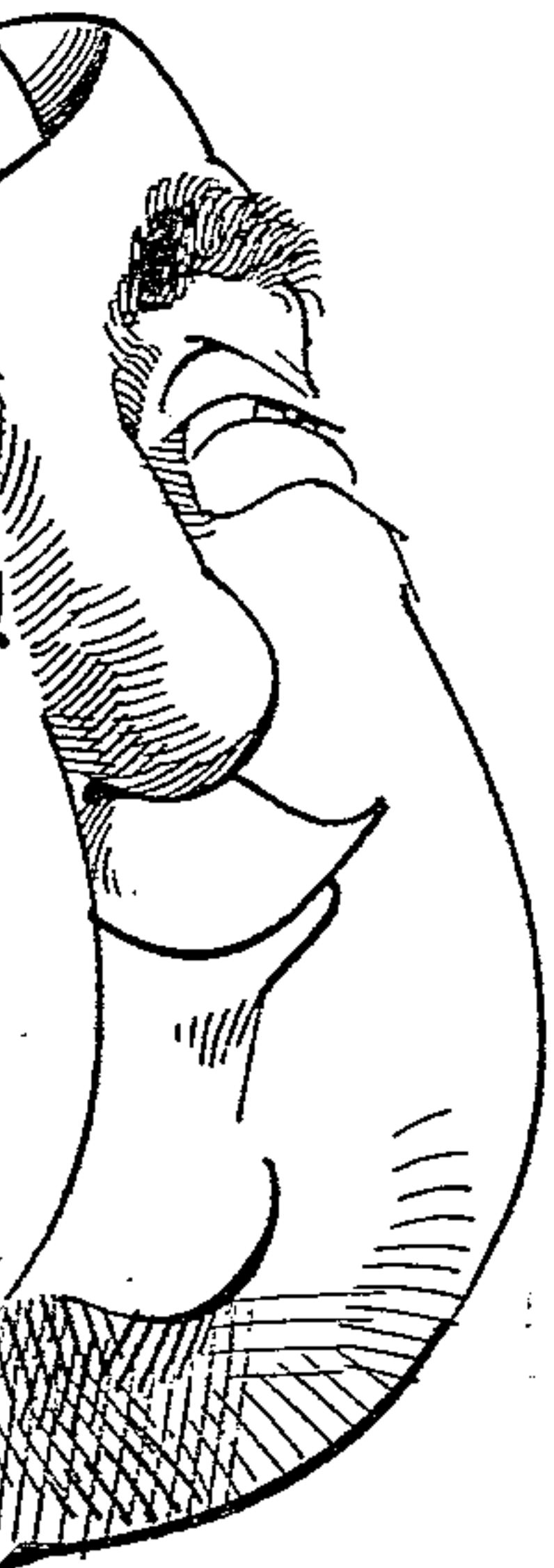
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● M C Botha



● Andries Treurnicht



Treurnicht and his supporters want, and since the canton system could mean some form of homeland for these groups, he knocked it down as hard as he dared without giving affront to Dr Koornhof," my source explained.

Those close to the Minister of Sport and Education, however, believe the PM dealt Dr Koornhof a vicious blow when he poured cold water on the plan.

"It must have taken tremendous courage for the Minister to come up with this suggestion at the time, and I know he took the rebuff very much to heart," I was

But at the same time, they are remembering the John Vorster of old, the man who at one time eschewed the idea of Parliamentary democracy, who was interned without trial for his right wing convictions.

For the time being, they are willing the image away.

There is still time, they say, for him to come up with meaningful proposals for change.

And, according to my information, they have been promised that the Cabinet Committees report on constitutional change, incorporating a new deal for the Coloureds and Asians, will

cabal. Otherwise, they the brashly con- extremely un- alster of Bantu- on and Develop- out of hand

view that job reservation was indefensible. "And when I say that job reservation can no longer be accepted, I believe I speak for the vast majority of people," Prof. Wiehahn added.

report will, like that of Erika Theron, simply be ignored if it proposes anything out of step with traditional philosophy. "If it's another exercise in window dressing and playing for time and sympathy, then

and has the greatest respect for policy-making procedures. "The Prime Minister is also a very mature man — a balanced person and a great respecter of moderation. Nevertheless, he acknowledges there are differences of approach and emphasis in the National Party at present. "SA is a changing society — in political terms probably the most dynamic in the world. Aspirations are developing which have to be

leadership has not sputtered out, maintains the Prime Minister did not intend to knock verligte politicking when he expressed doubt about the feasibility of Dr Koorhof's recent canton plan. What the Prime Minister was in fact doing, he explained, was telling the verkramptes that Coloured and Asian homelands are out of the question. "As you know, this is what

told. Is Mr Vorster's leadership ability now an open question? Among academics and Nationalist newspapermen, it certainly is, but NP politicians are still bound by loyalties built up over 11 years. Many remember the halcyon days of the Victoria Falls and detente, and remain in thrall, hoping the Prime Minister will call on his undoubted reserves to pull another rabbit out of his hat.

do the trick. The Prime Minister is expected to make a major announcement on the committee's recommendations when he addresses the Transvaal congress of the National Party in September. The proposals are expected to be discussed behind closed doors at the other provincial congresses, and until then verligtes in the NP have decided to keep their own counsel.

jected to Pk Botha's slogan about moving away from discrimination — on the grounds that it suggested that discrimination had been practised in the past.

Mr Van Niekerk thought this would be a very erroneous impression. Which only goes to show that, here in the Transvaal, we have a very discriminating Administrator indeed.

No pass to heaven

AFTER all that, I feel distinctly queasy about finding myself in agreement with Mr Van Niekerk on anything. But I am.

He says that people mislead themselves if they think it constitutes "extensive basic concessions" because different race groups are allowed to ride together in lifts, etc. Or that it is a terrible sin to put a stop to that kind of nonsense, where possible.

I go along with him — half the way. It is a terrible sin to move backwards in our society. But he is quite right on the other point.

Simply sharing a lift with a Black is not going to get anyone appreciably closer to heaven. We're going to have to do a damn sight more than that.

Manager issue out of context — Botha

Political Staff

CAPE TIMES
25/7/77

THE Minister of Bantu Administration and Development, Mr M C Botha said yesterday that the issue of black managers appointed in white areas had been taken out of context — there was a “frightful misunderstanding”.

Mr Botha was commenting on the government's decision last week to prevent firms appointing black shop managers outside the homelands.

He said the misunderstanding had been created by people who “want confrontation where it is not necessary”.

The labour situation was very complex and confusion had arisen because of people who did not know the real “practice”. The whole thing was “absolute nonsense”.

Mr Botha said he had only spelt out government policy as it applied to labour relations.

The policy was more flexible than the impression given by the press and he regretted that the furore had been portrayed as black against white. This was far too simplistic, he said.

Millstone

The Afrikaans Sunday newspaper, Rapport, yesterday said in an editorial that “ideological prohibition” could become a millstone around the neck of the government. It added that Mr Botha's department should shift the emphasis of its policies solidly towards developing the lives of the people it so largely controlled.

The editorial said that the ideal “with high government support” is to raise the living standards of urban blacks.

The editorial highlights the differences in nationalist thinking that have become apparent in several areas recently, namely shared amenities, the Theron Commission report, the Immorality and Mixed Marriages Act, the canton debate and the ban on black managers in white areas.

Rigidly

Dr Wimpie de Klerk, editor of the Transvaler, said in a recent article that the verkrampes in the National Party have rigidly stuck to established government policy in the face of calls for a re-think on race issues by some of their more verligte colleagues.

Dr De Klerk said that this

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Coloured managers: statement expected

ARGUS 25/7/77

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THE position of coloured businessmen working as managers or supervisors in white areas is expected to be clarified soon by the Minister of Community Development, Mr S. J. M. Steyn.

The acting Secretary of Community Development, Mr A. Schoeman, said today he would ask the Minister to issue a statement so that doubt would be removed.

Mr Schoeman was responding to a query on whether firms needed permits to employ coloured people in supervisory jobs.

He said he had 'no comment' at this stage and would ask the Minister to clarify the position.

This followed fears that coloured businessmen were affected by the Government's ban on black managers in white areas.

The fears arose when the Minister of Bantu Administration and Development, Mr M. C. Botha, said one of the laws that backed his ban was the Group Areas Act.

THE REGULATIONS

According to a labour affairs authority, Dr Sheila van der Horst, in a recent study on discrimination, only members of a race group in an area proclaimed for that group may occupy supervisory jobs there.

The regulations required permits to be issued for exceptions.

Local Department of Community Development

officials said that if permits were issued, it was from the department's head office in Pretoria.

An Argus inquiry there resulted in Mr Schoeman's undertaking to ask the Minister for clarification.

The Argus Pretoria correspondent reports that Mr Botha will meet the Association of Chambers of Commerce in Pretoria tomorrow morning to discuss black shop managers in white areas.

The meeting has been arranged at the request of Assocom.

Argus 26/7/77

Black managers: Expert's view

A RECENT prosecution in terms of the ban on black shop managers in white areas does not necessarily mean the jobs of hundreds of others in supervisory positions are in jeopardy, according to a leading labour economist, Dr Sheila van der Horst.

A divisional manager of a national retailer was prosecuted in March this

year for such a contravention.

Inquiries by The Argus Johannesburg correspondents have shown hundreds of black managers could be affected by the ban.

Dr Van der Horst said today she did not believe prosecutions were likely.

Meanwhile, at the weekend, criticism continued in the Nationalist press over the enforcement of the ban by

Mr M. C. Botha, the Minister of Bantu Administration and Development.

Rapport said such bans lessened the likelihood of a stable black community by hindering people's aims for a higher standard of living.

Dawie, the political columnist in Die Burger, official mouthpiece of the National Party in the Cape, said businessmen would find it difficult to square the ban with what the State itself was doing in this field.

The Johannesburg nationalist newspaper, Beeld, said in an editorial yesterday it had problems with the 'basic policy principle' mentioned by Mr Botha in his statement as it affected the homelands.

This principle was that the participation of whites in the economies of the homelands should be limited. This 'principle' had shown itself to be disastrous, as well as the 'principle' that a homeland could not develop faster

than its black inhabitants. The Association of Chambers of Commerce is expected to point to an apparent discrepancy in the attitudes to discrimination in business held by the Prime Minister, Mr B. J. Vorster, and Mr Botha when an Assoccom delegation meets Mr Botha today.

The discrepancy is raised in a newsletter of the Johannesburg Chamber of Commerce.

The newsletter says it regrets that Mr Botha has found it necessary to re-

peal 'traditional' policy in his ban on black managers when the Prime Minister said blacks were being placed in more 'sophisticated' jobs and that the Government would not place obstacles in the way.

In Mr Vorster's widely-publicised letter in April this year he also said coloured and Asians have had occupational restrictions removed and the principle of business rights for blacks in townships outside the homelands had been accepted.

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Wednesday,
July 27, 1977

DAI

D.D.

Botha to rethink black boss ban

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JOHANNESBURG — The Government is to reconsider its refusal to allow the use and training of blacks as managers in white commercial areas and will also consider the use of black managers in black urban townships.

This was the outcome of talks yesterday between Assocom and the Minister of Bantu Administration, Mr M. C. Botha.

The Minister, who a week ago took a hard policy line on the issue, saying his ruling was in no way discriminatory of blacks who should be regarded as "secondary to whites" in white areas, yesterday agreed to:

Consider guidelines prepared by Assocom on the training and appointment of black managers in white urban areas where there are mainly black customers and where all employees are blacks;

Consider similar guidelines on the training and use of black managers for black urban townships;

Circulate his department's own guidelines on training of blacks "for higher posts in the homelands.

Assocom's four-man delegation, which spent 2½ hours with the Minister at a meeting it sought to seek clarification on his ruling last week, asked that the effects of the Group Areas Act on labour be referred to the recently appointed commission of inquiry into labour legislation. The Minister replied that this did not fall within his portfolio.

At the meeting Assocom stated its principles relating to black employment. These were:

The future growth of the economy depends on the better and fuller use of all races in labour in

order to achieve growth potential as prescribed by the Government's economic development programme.

The legitimate aspirations of urban blacks should be satisfied through "appropriate job enrichment."

Greater flexibility of policy is needed regarding employment prospects for blacks in Urban areas.

The Assocom delegation agreed with Mr Botha that the economic development of the homelands was a high priority and stressed that there was an interdependence between the availability of manpower in the homelands and in the urban areas. — DDC.

Sebe: It's an insult, page 3

Govt re-think on black managers

Own Correspondent

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- Consider guidelines prepared by Assocom on the training and appointment of black managers in white urban areas where there are mainly black customers and where all employees are blacks.

- To consider similar guidelines on the training and use of black managers for black urban townships.

His department will in turn circulate its own guidelines on the training of blacks "for higher posts in the homelands".

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Continued on page 2

176

Black managers

Continued from page 1

... races in labour in order to achieve growth potential

- The legitimate aspirations of urban blacks should be satisfied through "appropriate job enrichment".

- Greater flexibility of policy was needed regarding employment prospects for blacks in urban areas.

Mr S O Goodwin, Assocom's president, reporting on the meeting last night, said there was agreement with the minister that the economic development of the homelands was a high priority. The delegation said there was an interdependence between the availability of manpower for the homelands and the urban areas.

Yesterday the Johannesburg Chamber of Commerce newsletter described government policy on the black managers' issue as unrealistic and unfair.

The executive director of the newly formed Urban Foundation, Mr Justice Steyn said the minister's ruling on black managers was in clear conflict with the ideas and objectives of the foundation.

The charter of the foundation — which represents business interests of all groups and parties — commits the organization to a basic theme of the rejection of colour discrimination in employment, and a merit basis in the promotion and remuneration of all employees, Mr Justice Steyn said.

(2) 176

Govt pays for black managers' training

By FLEUR DE VILLIERS

THE Government is directly subsidising the training of black managers — despite Mr M. C. Botha's opposition to their employment in "white areas".

The Corporation for Economical Development (formerly the Bantu Investment Corporation) is one of the main sponsors of a programme at the University of South Africa School of Business Leadership, which trains blacks in business management.

Professor George Marais, head of the school, told the Sunday Times this week that the CED grant was intended for men who would practise their management skills in the homelands.

Most of the students, however, are from Soweto and other urban areas and have no intention of doing so.

Last year's cum laude student, a Pretoria business man, Mr Cy Kutemela, now has a senior position with a major insurance company.

Vacuum

"You can't train managers in the homeland," Prof Marais said. "They need interaction with the business world and cannot be taught in vacuum. If, once they are trained the Government wants them to go to the homelands, it should create opportunities for them there."

Most of the black students in Unisa's business school are enrolled in diploma courses in small business and personnel management — both headed by blacks — and launched in 1975 and 1976.

Although black students predominate, several whites have also enrolled — including officials from the Department of Bantu Administration.

Enrolment in the small business management course has risen from 27 to 60 since its inception 2½ years ago, and although most of the students are Soweto shop keepers, many are snapped up by commerce and industry once they receive their diplomas.

Sponsors

Other sponsors, in addition to the CED, include Anglo American, Coca-Cola, Tongaat Sugar, the Claude Neon Trust and Anglo Vaal.

Many white firms sponsor black employees for the course, says Mr Ben Mokoatle — himself one of South Africa's first black managers and the man who heads the programme.

If the Minister of Bantu Administration maintains his ban on black managers in white areas, many of the business men Mr Mokoatle and his colleagues are producing will have nowhere to go except the homelands.

The Minister, says Mr Mokoatle, is being inconsistent.

"If he wants to get rid of black managers, he should get rid of black labour in the urban areas as well."

Vacuum

"You can't train managers in the homeland," Prof Marais said. "They need interaction with the business world and cannot be taught in vacuum. If, once they are trained the Government wants them to go to the homelands, it should create opportunities for them there." Most of the black students in Unisa's business

When is a black man in control?

D. Hendy

8/11/77

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Pretoria Bureau

When is a black man in control of a business situated in a white area was a question two judges had to grapple with in the Supreme Court, Pretoria, yesterday.

The question arose at an appeal of two men found guilty earlier this year by a Pretoria magistrate of contravening the Group Areas Act.

One of the appellants, Mr J D McClusky, was employed by the Edgars group as an area manager at the time.

The other appellant, Mr P Motsoane, was an employee at Fairdeals, a clothes shop in Bosman Street, Pretoria, also owned by Edgars.

Fairdeals was one of the shops of which Mr McClusky was area manager.

The magistrate found Mr Motsoane was in a "controlling position in certain respects" at Fairdeals and fined him R200 (or three months) suspended for three years.

Mr McClusky was found guilty because he had employed Mr Motsoane and received the same sentence.

The Act does not allow a black man to be in control of a business in a white area except with a permit. Black employees must be under the supervision of a white.

The inverse applies in black areas.

On appeal it was alleged that Mr Motsoane was a trainee manager and was under the supervision of the white manager of another business run by Edgars which was situated in Bosman Street alongside Fairdeals.

Mr Justice Steyn and Mr Acting Justice Gordon said whatever the outcome of the appeal, it appeared the sentence imposed on Mr Motsoane had been too severe.

Judgment was reserved.

Mr G A Alexander SC and Mr A J Horwitz appeared for the appellants; Mr P B Jacobs for the State.

TOWN TAD

BOOK ATION

CL

SUBJECT of Examination (to be copied carefully from the heading on the Examination Paper):
EKSAMENVAK (Skryf presies af soos op Vraestel aangegee):

ECONOMICS IA.

DATE of Examination/Eksamendatum:

7. Sept. 1977

NAME of Candidate (in full):
VOLLE NAAM van Kandidaat:

Richard King

YEAR in which first registered:
JAAR waarin kandidaat eerste keer geregistreer het:

1977

SUN TRIB, 22/1/73

PLANS TO TRAIN MORE BLACK INDUSTRIALISTS

176

ALTHOUGH the population of the homelands increased by 70,2 percent between 1960 and 1970, the black population in white areas increased by only 18,3 percent. This shows some evidence of the success of the government's decentralisation policy. Further evidence is in statistics which show an increase of 163,9 percent of homelands urban population compared with only 28,4 percent of black townships in white areas. At present approximately 20 percent of the homeland population is already urbanised.

This week the 1977 annual report of the Bantu Investment Corporation now the Corporation for Economic Development was published.

Some of the biggest successes of the year were in agriculture where the corporation raised the productivity of individual farmers by granting loans to black farmers and co-operatives and supporting them with technical skills. During the year a total of R22,8 million was spent on the development of agriculture in the homelands. Cotton, tobacco tomatoes, wheat and potatoes, beans, peas, cabbages, groundnuts, sorghum, sisal and sugar are some of the new products now produced in the homelands.

Twenty new industries were established during the year with an

employment capacity of 3 490. However, target of the corporation is to create 15 000 new employment opportunities a year in the industrial sector within the homelands.

The Division of Industrial Development and the Bureau for Training have been charged with the task of helping blacks to become industrialists. Although blacks are well represented in commerce few of them are industrial entrepreneurs.

A new approach is being followed now to overcome this problem. Homeland citizens with a spirit of enterprise, but with limited capital and management experience are put in a position to start their own factories and become industrialists on a small scale. Factory buildings are put up by the corporation and divided into smaller units which are then let to individual industrialists. These industrialists are trained in their own undertakings.

At Kabokweni, in the Swazi territory (near White River), eight Swazi industrialists have already been established, and guidance and management techniques are being given to them on a continuous basis.

Similar projects are being started in Bophuthatswana, Qwaqwa, KwaZulu and Venda. There is a waiting list of eager prospective black industrialists.

Black miners' mood set

35/172 8001
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Mr Arrie Paulus . . . "We shall fight to the end."

Sieg Hannig,
Labour Reporter

ne door to black advancement on the mines has been thrown open by the most important officials' association in the mining industry.

"We are prepared to compete in the labour market with any colour," provided it is fair competition," says the 10 400-strong Underground Officials' Association (UOA). The statement appears in an editorial of the UOA's journal. Its only qualification is

that "competition must definitely not be on undercutting salaries."

"This association aims at job security for its members without being opposed to black advancement," the editorial says.

"Any person who can do the job should be given the job, plus the attendant privileges and responsibilities, including social responsibilities." This is unambiguous statement also contains an

explicit endorsement of objectives on black advancement set out in a domestic working paper of the Anglo American Corporation.

"The document came under heavy fire from the Mine Workers' Union which exposed it, having received it in an orthodox manner from an Anglo employee.

But the editorial says: "One can find no fault with the objectives of the AA plan." It names, in particular, "We shall fight this to the end," he said.

the objectives to provide avenues of advancement which will accommodate the aspirations of the black employees and to alleviate the growing feeling of insecurity held by whites.

However, the editorial advises Anglo "to leave the thorny question of job reservation to the Government" although this may be a slow process.

Mr P J "Arrie" Paulus, leader of the Mine-workers' Union, said existing legislation prevented blacks from being put in charge of his members.

12/3/78 *Smuts*
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Black traders call for equal chance

OSTENSIBLY there appeared to be a contradiction in what black business leader Sam Motsuenyane said at this week's Black Business Man of the Year banquet about the aspirations of black business men.

In one breath he called for more competition and in the next pleaded for protection for black business men in urban black areas such as Soweto.

But at heart Mr Motsuenyane is no feather-bedder. What he wants is equal treatment for all business men, regardless of race, so that they can trade wherever it is convenient for them.

"If whites must trade in Soweto, then blacks must trade in Eloff Street," he told a cheering gathering of "plural" business men at Johannesburg's Carlton Hotel.

This lack of equality of black business opportunity was nowhere better exem-

By NIGEL BRUCE

plified than in this year's black business man contest, which for the first time makes provision for a top business man of those hamstrung in areas like Soweto by government regulation and of those operating in the relatively free homeland areas.

The first category was won this year by Don Mmesi, an urban supermarket owner, and the second by Barnabas Titus, a Transkei garage owner.

The contest, organised by Nafcoc organ, African Business, and sponsored mainly by Gilbey's Distillers, takes into account entrants' personal achievements in education and community service, improvements in their own businesses and progress they have made towards future aspirations.

Professor S. B. Ngcobo,

economic adviser to the KwaZulu Government, explained at the banquet that the paucity of black entrepreneurial skills was more a factor hampering the expansion of black business than the lack of capital.

He rejected, however, that this was a racial characteristic that could not easily be overcome if there existed the legal and political framework that gave blacks a greater opportunity to trade.

In sharp contrast to the serious logic of Professor Ngcobo and Mr Motsuenyane was the attitude of Gilbey's, personified in its executive director, Buks Fouche, a former South African Ambassador to the Netherlands and the son of an erstwhile State President.

His loquacity held out no encouragement above hyperbole that was banal in the extreme.

14/3/78 (176)

Blacks' chance at leadership

EAST LONDON — Blacks in this area with the potential to become leaders in commerce, industry or the professions are being offered a rare opportunity to further their careers through the Careers Development Project.

Project director, Mr Windsor Shuenyane, who was in East London yesterday as part of a week-long tour of the Eastern-Cape, said he was looking for mature men already established in their field, who had the leadership qualities to fill top posts in management, or in the law, engineering, architectural or other fields.

"This will be the type of person who can then pass on their knowledge to others," he said.

Opportunities for blacks in industry and other fields where they could reach top management level were becoming increasingly available, and Mr Shuenyane said the project was aimed at providing the trained men to fill these positions.

The project provides short term courses at various universities, colleges and institutions in South Africa, and as it is a branch of the United States South Africa Leader Exchange Programme, certain people may be chosen to study

in America.

In the 15 months since it was formed the project has already helped over 60 blacks receive training in various fields, and Mr Shuenyane said among those who had been sent to America were four journalists, two potential heads of university departments (three more are on their way shortly), two industrial relations officers and two librarians.

As the Project's head office was established in Johannesburg most of the blacks to benefit so far have been from the Rand, but Mr Shuenyane said the purpose of his visit to the Eastern Cape was to change this.

He will be visiting the heads of major industrial concerns here as well as community leaders, and will travel to King William's Town, Alice (where he will speak to academics at Fort Hare) and Port Elizabeth.

Mr Shuenyane emphasised the project was not a bursary organisation. It was aimed at mature people already established in their field who were genuine leaders. Anyone satisfying the requirements should contact him at P. O. Box 61606, Marshalltown.
— DDR.



MR W. H. SHUENYANE

Fight against apartheid slow in the factories

IN SPITE of the relentless growth of world economic pressure on South Africa, thousands of foreign-owned firms continue to operate here on the premise that they can do more to bring about change by staying.

The Cape Times's industrial reporter, Gordon Kling, visited a typical undertaking — Ford's Port Elizabeth plants — and found a microcosm of the South African economic dilemma; the company is making slow progress in its policy to abandon racial discrimination because of long-entrenched attitudes, mistrust of management objectives, and apartheid.

Mr Vuyani Mduma, 28 and black, has worked at the Ford Cortina plant as a storeman since 1973 when he abandoned his Bachelor of Arts degree in sociology and psychology at Fort Hare University after student unrest developed into a boycott of lectures.

At Ford he began studies for a diploma in industrial administration and delved into his books after work for three years. In terms of a Ford scheme he would get a refund on the cost of the course if he passed. Most do. But then came the 1976 riots.

"We knew our homes would be burnt if we wrote the exams," he said. He now hopes to write the exams in June, but a new worry looms. It is that there will be no vacancies when he is qualified to be promoted from the ranks of the hourly paid workers to salaried staff. The motor industry has been hard hit by the long recession. Ford labour relations manager, Mr Fred Ferreira, conceded: "We have a number of qualified people ready for promotion, but there aren't vacancies."

He maintains, however, that the company has made great strides on the labour front and says the majority of supervisors at the plant will be black in times to come.

Company pay scales

Backing this up is the intake for the new two-year foreman training programme comprising 17 coloured men, 12 blacks and only 3 whites. He also points to a 90 percent improvement in black salaries at Ford since 1972, compared with a 70 percent rise in white workers' pay. Company pay scales are non-racial, he says.

But Mr Mduma gives figures which show his pay has gone up by 25,6 percent since 1973 and a workmate, Mr Mayford Jindela, claims a 50 percent increase over the same period.

Both men say they have never been offered a company training programme, although Mr Ferreira says the company suffers a shortage of trained personnel.

The biggest obstacle, says Mr Mduma, is education for Africans. "It's meant to put you down. The subjects are obsolete. We just need to be able to communicate at school level, with the whites to have a chance."

His workmate, Mr Jindela, concurs: "I wouldn't say I'm satisfied. The whites have all the best positions. I'm here because I need a job."

A crowd of 140 men sweltering patiently outside the factory gates attested to the need. One of them, Mr Benjamin Grootboom, says he has been waiting there for three months.

Aged 35 and with education up to Junior Certificate, he was aware of international and local efforts to abolish race discrimination in the Republic's factories. He dismissed them: "I just want work."

But in another Ford plant a few kilometres away Mr Johnnie Mke, president of the United Auto Workers Union, which is black and therefore unrecognized under the Industrial Conciliation Act, was very concerned. He blamed the liaison committee system (formulated by the government as a substitute for unions) for a lack of black advancement. "It works for the company and against the workers." He added: "Generally, companies are not doing what they say they are, although a few are doing their best."

Ford is finding tradition dies hard. White and black hourly paid workers determinedly make for their own identically furnished partitioned areas in the canteen. No signs dictate the separation which black kitchen hand Mr Samuel Jodwana says he has never seen challenged in the five years he has worked in the canteen.

But the walls of apartheid are, literally, slowly coming down at Ford.

A white fitter, Mr Daniel Erasmus, nodded at the head-height panel board partition: "It used to reach right to the ceiling, but they lowered it last September for more integration. Now management says they're going to take the whole thing down next year. We don't approve, but they'll do it anyway."

Ford personnel services manager Mr "Doc" Seiler explained: "The company doesn't practise apartheid — the workers do. We can't change attitudes overnight." Referring to the hourly paid workers he said: "Segregation is natural in this country at that level."

But in the salaried staff canteen there is another partition, this time made of hardwood and stained glass. It too is obeyed. Mr Michael Volkwyn, a coloured man who recently graduated in mechanical engineering at the University of Cape Town, said the wall had been slightly shortened soon after Henry Ford's visit to the plant in January.

Mr Seiler explained again: "If you choose to integrate facilities the government will do nothing unless someone complains. Then they enforce the law. That's why we're doing things gradually — we don't want it to be a traumatic experience for anyone. Otherwise there would be complaints. We're saying 'don't rush, just let it happen gradually'. The writing is on the wall. We have to move away from discrimination to remain a viable proposition."

(176)
Black supermarts

NM

African Affairs Reporter 20/4/78

THE National African Federated Chamber of Commerce, which formed the first African bank in the Republic, has now registered a new company, Black Chain Ltd., with initial capital of R1 000 000.

Mr. H. S. Majola, managing director of the new company, said the Black Chain would open supermarkets throughout the country and would operate as a public company.

The directors are all Black and there would be no White participation in the company.

He felt that Blacks had not participated enough in the economy of the country. Eighty percent of the Black buying power was lost in White areas where Blacks were not allowed to trade.

25 Black traders join forces to match White chains 176

THE DAYS of the unsophisticated trading store in the Southern Transvaal are limited.

A group of 25 independent Black retailers is getting together, under the Savemor banner, to counter competition from major supermarket chains outside the townships.

There is little doubt that the advent of a Black supermarket operation in the townships will signal the demise of trading stores as we know them.

It is intended that Savemor traders will operate under a similar franchise

agreement to members of the Spar group of independent retailers.

Each member will contribute a small percentage of his turnover (around 0,5%) to a non-profit group operating fund, but each will remain totally independent in all other respects.

Savemor will operate alongside Spar, and the latter will offer franchise holders purchasing and warehousing facilities.

Bruce Herbert, who is

putting together the scheme for Black traders on behalf of Spar Southern Transvaal, said on Friday that the stores were already functional in Soweto.

"The group funds will be used to up-grade stores and market and merchandise goods."

It appears from what Herbert says that the West Rand Administration Board has been very co-operative, and that the stores joining Savemor will be allowed increased floor areas.

To date 25 traders (with an immediate turnover of around R1-m a month) have joined the Southern Transvaal guild, which will be linked through a national council to 130 members of guilds already established in the Eastern and Northern Transvaal and Natal.

Herbert said: "I believe the local Savemor committee will be in a position to launch in September or October, by which time we hope to have 40 members."

"One of the major benefits will be the attraction of Black shoppers back into the townships."

"The national buying power of Savemor will enable members to match the

prices of the major chains in Johannesburg."

He said research had revealed that Blacks are returning to supporting Blacks.

The Savemor scheme was aimed at countering plans by White retail chains to move closer to Black areas, and to attract Black shoppers back into the townships.

granted on the

Curbs on workers lifted

12/5/78
DD
①

CAPE TOWN — The strict control of black workers in the Port Elizabeth-Uitenhage industrial complex is to be lifted temporarily. In future, restrictions are to be "less stringently applied."

This announcement was made in a special statement released at midnight by the Minister of Planning, Dr Van der Merwe.

The reprieve for black workers, though only "temporary," in a region for years declared a Coloured labour

preference area, was welcomed by Opposition members.

Mr Dan Rossouw (SAP, Port Elizabeth Central) and Mr Theo Aronson (SAP, Walmer), said they were pleased, but hoped the relaxation would become permanent "so that industrialists will be assured of future expansion at all times."

Dr Alex Boraine (PFP, Pinelands) and chief labour spokesman for the official opposition, said that race classification for

an area could never be justified. He hoped the Government would make the same decision for the Western Cape.

Dr Van der Merwe said because of the economic situation and because of representations from industry and other sources, attention was directed constantly at the question of unemployment "particularly in the ranks of the black population."

Because of this the position in the Port Elizabeth-Uitenhage complex had been reviewed. — PC.

(2)

3/15/78 AD ~~2A~~ (D6) ~~124~~

Anglo backs call for black unions

JOHANNESBURG — The Anglo American Corporation has asked the Wiehahn Commission of Inquiry into South Africa's labour laws to grant trade union rights to all black workers — including miners.

But according to a confidential Anglo American document reproduced in the latest issue of the *Mineworker*, it believes no effective black union will emerge in the mining industry for some time — and that the "vast majority" of black workers will probably not be unionised.

It favours "strict control" of trade unions to avoid misuse for political ends.

It rejects legally enforced "closed shop" provisions and favours voluntary union membership.

According to the *Mineworker*, the journal of the white *Mineworker's Union*, the document was sent to the Chamber of Mines in November last year by Mr Dennis Etheredge, chairman of Anglo's gold division, together with a draft chapter of its recommendation to the Wiehahn Commission.

From the document, en-

titled *Problem Areas in Industrial Relations in the Mining Industry*, it appears the corporation has proposed a two-level system of industrial relations, including:

- o Central collective bargaining between employers and trade unions representing all workers.

- o Elected worker committees to deal with workers' views within individual enterprises.

But these would be an "ideal system" and could not be implemented immediately, the document says.

It also says the industry should be allowed a three-year period to build up committees on individual mines before conforming to the full standards laid down in the law.

It could be assumed that no effective union representing any significant number of black workers would emerge in the immediate future, but the document warns this should not lead to proposals to exclude blacks from trade unions and set up separate committee systems to negotiate with them.

The document argues in favour of trade union

right for foreign black workers as well as migrant workers. Separate development aimed at making all blacks in South Africa foreigners, sooner or later and to build an industrial relations system on this basis would bring problems in its wake.

If the aspirations and interests of migrant workers were as low as some employers argued, they could be catered for at enterprise level and they would have no incentive to participate in trade unions.

To exclude any group from representation in the industrial relations system would be to court conflict.

On fears that union rights for blacks would allow a "power base for black political aspiration" the documents says the law should provide strict criteria to control unions.

Employers who felt blacks in trade unions would lead to "a radical political organisation" could set their own criteria before recognising unions.

But the criteria set up should not be seen as employer instruments to manipulate the unions, the document said. — SAPA.

WM 20/6/78

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Zulu trading bar on Whites, Indians

Parliamentary Correspondent
CAPE TOWN — White and Indian traders are to be phased out of the Kwazulu homeland. This has been made clear by the Deputy Minister of Development, Dr. Ferdie Hartzenburg, in a letter to the MP for South Coast, Mr. Mias van der Westhuizen.

"The factual situation is unfortunately (for the White traders) such that the Black man is becoming more business-minded and White traders who up to now have done good business in the adjoining White areas will have to accept that circumstances concerning the national development of the homeland is in the process of change," Dr. Hartzenburg said.

The decision on the position of the White and Indian trader

In equilibrium $I + G + X$ must in toto be equal to $S + T + M$, but that does not mean that I must equal S , or $G = T$ and so on but that totalled planned $W =$ total planned J . The distinction between actual (ex post, realised, measured) W and J and planned (ex ante, scheduled, intended) W and J have been a source of great confusion to scores of students. Perhaps we can get some clarity by a simple numerical example. If we measured the GNP in a simple community (Assume no trade or taxes for the moment. S is only W and I is the only J .) from 1/1/74 to 31/12/74 we would find that

$$Y \text{ (GNP)} = C + I \text{ (Consumption + Non-consumed output)}$$

$$\text{Say } R5000 = R4000 + 1000$$

$$\text{Also } Y \text{ (income)} = C + S \text{ (consumption + Non-consumed Income)}$$

$$R5000 = R4000 + R1000$$

$$\text{Now } Y_p \equiv Y_i$$

Therefore measured $I =$ measured S or Expost $I \equiv$ Expost S .

5.

but remains constant, but that beyond OX' , the effect of an increase in aggregate spending is to push up the general price level. (Note the L-shaped supply curve and the assumptions upon which it is based).

(e) Note that AD does not represent any particular level of statistical demand but rather the planned (Ex Ante/intended) demand if certain conditions are satisfied.

(f) Should GNP (Y) not be at the equilibrium level, i.e. at that level where the total spending is exactly equal to total current income generated at that level, or where planned $W \neq$ planned J , the predicted business response to either (i) unplanned inventories (unintended) i.e. expected sales that did not materialise or (ii) unplanned desumulation (i.e. stocks running down to an undesired level) is to (1) reduce output and therefore income and (2) increase output (hence employment and income), until $AD = AS$, or planned $W =$ planned J .

(g) When AD falls short of price output, a deflationary gap exists between the AD and AS is for actual output to fall below the level of unemployed resources. In this line, there is an inflationary gap, an equivalent increase in aggregate demand will move the economy to an equilibrium level a situation.

(How to close these gaps will be discussed under Fiscal Policy).

(h) VERY IMPORTANT to note is that there is nothing necessarily desirable about equilibrium. It does not represent something ideal or just, but simply a position of balance of economic forces from which there is no tendency to move.

i.e. Keynes showed clearly that an economy can be in equilibrium with substantial unemployment, determined solely by the extent of effective aggregate demand, and that there was no automatic mechanism to guarantee full-employment without inflation.

There were no automatic forces to cause, say, investment spending to "fill the demand gap" created by savings.

(c) PLANNED INJECTION AND PLANNED WITHDRAWALS

$$J = I, G, X$$

$$W = S, T, M.$$

Allegations

There also had been allegations of bribery by certain traders to allow them to continue trading, he said.

Dr. Hartzenburg said in reply to a question by Mr. Ray Swart (PPP, Musgrave) that it was not possible to give particulars about the number of traders who had been given permission to make deliveries in Black areas on the South Coast because the amount of work involved in getting them was "deemed unjustified."

Dr. Hartzenburg said all applications by traders to deliver goods in Black areas would be considered on their merits but permission would not be given where there were existing facilities.

In the case of the former United Party MP for South Coast, Mr. Douglas Mitchell, who had applied for permission to deliver goods to Black areas, it had been decided in 1976 to grant him a permit for one year to enable him to consolidate business he had been doing in the Black area.

"No further permit could be granted to him because there were already sufficient businesses under the management of KwaZulu citizens in the area."

measured income.
in our terms.

Corporation for Economic Development and the KwaZulu Government.

The republican Government's decision was conveyed to Mr. van der Westhuizen after he had made representations in two letters and in two interviews with the deputy minister over the position of the traders, particularly as there had been allegations that some traders had been excluded from KwaZulu while others had been permitted to continue trading.

Now there is no reason why planned I should equal planned savings. Such decisions are made by different groups of people for different goals. If such plans are inconsistent then they are brought into equality by changes in the level of income and employment not by shifts in market rates of interest (as Say and the classical writers believe).

Note that total saving = personal + business + government saving and that "investment = private + government + foreign investment. Also note that planned savings is regarded as being a stable function of income unlike planned investment which is subject to erratic changes.

(d) MULTIPLIER EFFECT

A change in any of the spending functions (upward or downward) initiates a chain reaction of induced spending so that following some initial change there is a multiplied effect on total income. By how much? By the size of the

$$\text{Multiplier, } K = \frac{1}{1 - MPC} \quad \text{or} \quad \frac{1}{MPN}$$

Black earning power up to R5,7 m in 1980?

Indaba Reporter

PORT ELIZABETH — Failure to realise the importance of the growing black market was a mistake no company could afford today, says Mr Cecil Kosana, business development officer of a commercial bank here.

Mr Kosana said the growth in the earning power of blacks had brought a vast new potential market in its wake and, with it, the need to educate him in modern business practices if he is to use his increased earning power and the economic opportunities it presents to the best possible advantage.

A survey conducted in 1973, showed that annual incomes of blacks in gainful employment in South Africa stood at R2 500 million. Projections based on the findings of that survey indicate that black incomes will rise to R5 700 million by 1980.

Realising this potential the bank had given considerable attention to the needs and aspirations of blacks in business, and in January, 1974, it established a black business development and international division.

Since then the section has grown and today



Mr Kosana

employs a large number of blacks as business development officers throughout the country — in Dube, Johannesburg, Cape Town, Durban, Port Elizabeth, Germiston South, Hammanskraal, Oshakati in South West Africa, Kimberley, Mafeking, Rustenburg, Newcastle, Harrismith, Sibasa, East London, Thaba Nchu, Welkom and Butterworth. Their activities, which are co-ordinated by the head of

the section, Mr Llewellyn Mehloimakulu, of Johannesburg, centre on trying to dispel the impression that banks are there for the exclusive use of whites and the rich.

Services provided include credit card facilities, ordinary and special savings, mortgage participation bonds hire purchase, leasing and travel facilities and negotiation by the bank's insurance brokers of the best possible terms of insurance terms for clients.

Functions of development officers include:

Educating black businessmen in finance and general business economics;

Liaising with the bank and black businessmen to advise the bank on frustrations suffered by the businessmen;

Promoting better business management;

Promoting the bank's services, advising on how they should be used and help explain the restrictions which exist;

Showing the road to obtaining loans and overdrafts.



Mr Mhlaluka.

In addition to business development officers the bank employs bank managers, accountants, tellers, clerks, computer personnel and machinists.

The bank's development officer in East London is Mr Alphabet Mhlaluka, of Mdantsane. Mr Kosana operates from the North End branch in Port Elizabeth while Mr Mhlaluka operates from the main branch in Oxford Street, East London.

Easier said than done



Codes of employment are now the in-thing among companies. Foreign-controlled firms brandish the Sullivan or EEC codes. For local companies there are the Urban Foundation-Saccola guidelines. Some, like SA Breweries, have even formulated their own codes.

In the two years since the first widely publicised codes, there has been almost no effective monitoring. But some general trends — and problems — are emerging. **Black job advancement.** This is where attention is focused, due chiefly to the shortage of skilled labour as white immigration dries up. A survey of 167 companies conducted by Fine Spamer Associates (FSA) showed that more than four in five had job advancement policies.

Promotion from within is the main theme of such policies. "We prefer to promote people from our existing labour force," says car assembler Sigma's personnel director Mof Lemmer. "They have been involved in the process themselves, and promotion prospects are a good incentive."

But statistics from the Department of Labour's Manpower Survey show that black job advancement is extremely slow,

even today. In the clerical category, the proportion of Africans rose from 13,2% in 1975 to 16% in April 1977. In artisan and apprentice jobs, only 2,1% of men and 2,0% of women were African in April 1977.

As blacks inch up the job ladder, whites usually advance one step ahead. The survey shows that only about 20% of whites remain in a job grade after blacks have made their debut. So the grey area between the black lower end of the scale and the white upper end remains small.

Some blacks are making the jump into managerial jobs, especially in banking. But black managers usually operate in black areas, and the percentage of blacks supervising whites remains negligible. In April 1977, only 0,5% of all managerial, executive, and administrative employees were black.

Training: A major stumbling block to black job advancement is the dearth of black skills, and the consequent need for intensive training programmes. In higher technology concerns, the problem is even more acute. Says Gwen Groves, personnel officer at Hewlett Packard: "Our big-

gest obstacle in employing blacks is the shortage of suitably qualified people."

About 66% of the companies surveyed by FSA have some kind of in-company training. Most black training courses are bunched in the semi-skilled area, where the shortage of whites is most evident. Coming a close second are the skilled and supervisory categories, while only a tiny percentage of trainee managers are African.

Training, however, involves considerable expense. Details, says SA Breweries Dick Sutton, are impossible to calculate. Besides the costs of the courses themselves, additional training staff is required and a temporary loss of productivity is involved. With the recession, training programmes have slowed considerably, and government-sponsored training centres are never fully utilised, despite extensive tax concessions.

"We also need to educate white supervisors, who are accustomed to choosing whites for the job," adds Sutton. Some managers insist they could get closer cooperation from supervisors if black trainees could be paid less than white trainees for the same or comparable jobs. For

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then there would be more incentive.

Training, moreover, tends to be piecemeal and unproductive unless it is part of a comprehensive programme. "Only if you have assessed a worker's prospects in the company and assured him adequate remuneration can the best use be made of training processes," says Tol Sinclair of FSA Salary Surveys.

Pay: But adequate remuneration means the rate for the job, which means closing the wage gap. This is a far more complicated process than it sounds.

In fact, there are two separate wage gaps. The first arises when blacks and whites doing comparable work are not paid the same wages. The second comes about when wages for unskilled work are calculated on an entirely different job evaluation scale from that used for skilled work.

Both gaps are evident in most SA companies. Two distinct wage policies have evolved for white and black workers, with blacks dominating the unskilled categories, and whites monopolising everything from supervisor upwards. Where there is an overlap, the black curve is way below its white counterpart. And the ratio of skilled to unskilled pay is about 8:1, compared with only 1.4:1 in the US.

"While closing the gap between blacks and whites doing comparable jobs is important, it pales into insignificance against the task of lifting the general level of black unskilled wages into a more equitable relationship with whites generally," said Anglo's Dennis Etheredge when discussing the wage gap at a conference in 1973.

Plotting integration

Before plotting an integrated curve, the value of each job must be established, using some method of job evaluation. Then each job is related to the market rate. It is considered that white rates in the upper categories give the best basis for a target curve, since black rates are unrealistically depressed, and white rates in the lower categories unnaturally inflated. The upper white curve is then projected downwards to give the target integrated curve.

Many companies are interested in the single-wage-curve concept, says Sinclair, whose company specialises in giving advice on the subject. Stellenbosch Farmers Winery successfully implemented the curve between 1973 and 1974, at a total cost of R3,2m. SFW's personnel director, Piet Rossouw, told a recent NDMF seminar that no setback in profits was experienced. Hewlett-Packard has an integrated pay curve.

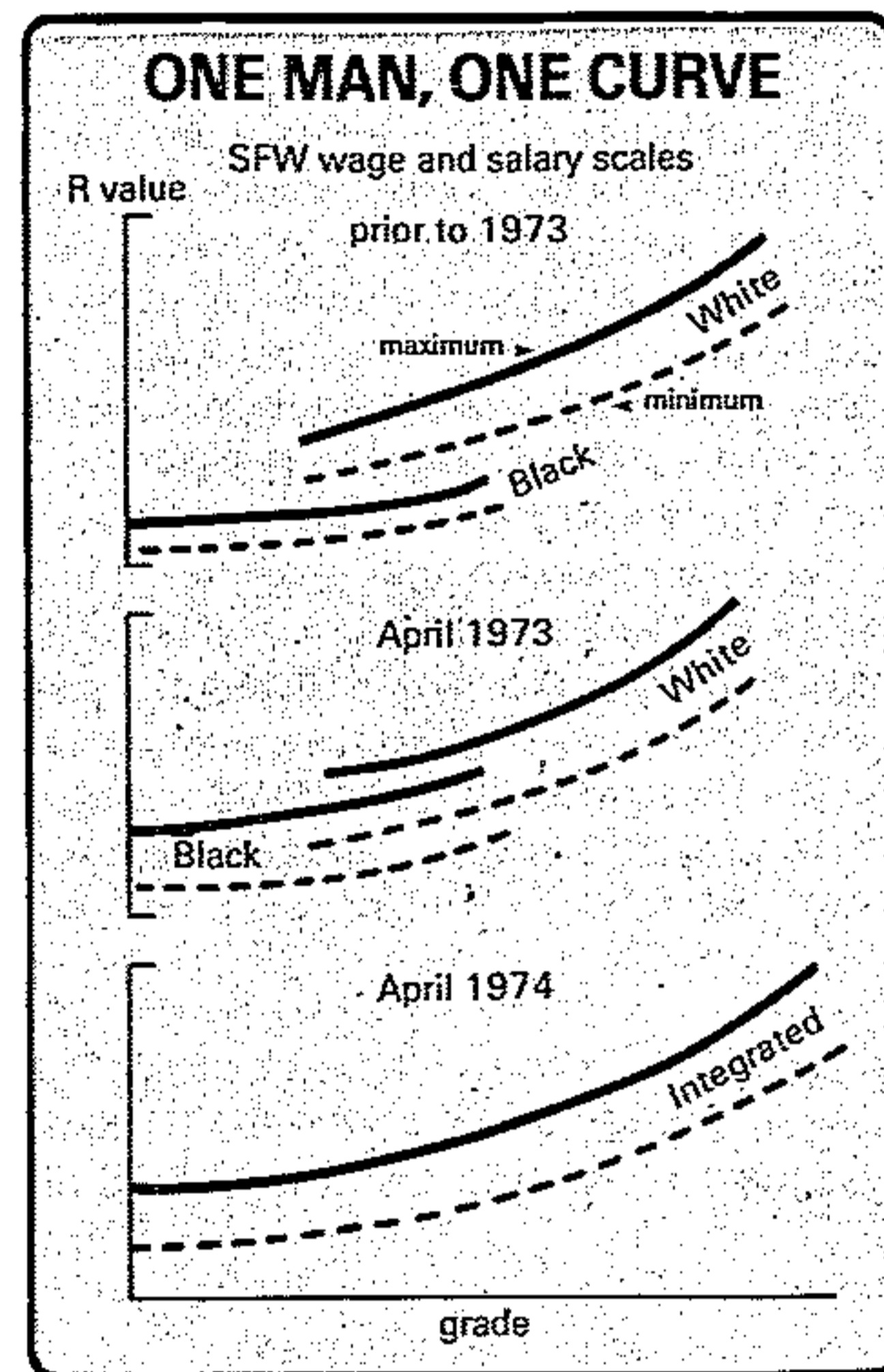
Few companies, however, have progressed beyond the job evaluation stage. Sigma, for instance, introduced a programme for integrating the curve in 1977 but is finding that progress must be

gradual. Lemmer tells the *FM* that Sigma is concentrating on the overlap, rather than on minimum wages.

"The shortage of skills makes this area more important to us," he argues. "People at this point get more frustrated than their unskilled counterparts."

The problem at the overlap is that the scarcity of whites in skilled and semi-skilled jobs has pushed up the white rate artificially. Companies are anxious that blacks should not inherit the scarcity premium. But, equally, they are painfully aware that white pay cannot easily be reduced.

There are several ways out, according to Breweries' Sutton. One is to retrain whites for jobs which justify their pay.



Another is to slow down the increment rate, treating such workers as the maximum paid people in that grade. Whichever way it is, "we must live with the anomaly until this generation disappears," he tells the *FM*.

Even more tricky is the question of raising minimum wages. Says Sigma's Lemmer: "Raising minimum wages too quickly must inevitably lead to a slashing of the labour force. The oversupply of unskilled labour is a fact of life. Although we make sure that minimum wages are living wages, a kink at the bottom of the curve is inevitable."

Between the Scylla of unemployment and the Charybdis of poverty wages lies a third obstacle. "We don't necessarily want to push up our labour costs so high that mechanisation is preferable," says Lemmer. However, if mechanisation is profitable, companies will mechanise, regardless of the social costs, say others.

And so, the codes notwithstanding, the movement towards "acceptable" minimum wages is snail-like. Average African

earnings (including overtime pay) in the construction industry are only R119,77 a month, and, in the mining industry R106,55 a month, according to Department of Statistics figures for March 1978. These are well below the household subsistence levels for all but rural areas. Nor is the wage gap narrowing significantly. Department of Statistics surveys show that, while the gap narrowed in the mining sector between April 1977 and April 1978, it widened both in manufacturing and construction (*FM* October 27).

White unions. An oft-cited obstacle to black advancement is white trade union opposition. The integrated pay curve is one way of overcoming this bogey.

"The white trade union movement sees the principle of the rate for the job as their only protection against the threat of cheaper labour," argued Etheredge in 1973. "The creation of a unified wage scale involves concessions by white workers. In return, they must receive undertakings from management that white wages will not be reduced, that whites will not be sacked, and that retraining facilities will be available."

Job reservation

That such a policy can work has been demonstrated by the recent Seifsa agreement, which scrapped job reservation in return for concessions.

In the railways, after a near confrontation in 1971, concessions to white workers have allowed black job advancement to proceed apace.

Mixing at work. Coming down to the nitty gritty of code implementation — what about mixed facilities? In the Fine Spamer survey, 26% of respondents had integrated their offices for whites and Africans, 20% mixed in canteens, and 16% shared toilets. White reaction on the whole seems worse in the expectation than in the reality. While 68% of companies with separate facilities expected a negative white reaction, only a small percentage of whites have objected.

Black unions. Conspicuous by their absence are any black voices in all these proceedings. Indeed, none of the codes was formulated with any help from black workers. "Management will only move at the pace that suits it unless black workers have an effective bargaining position," says Skakes Sikhakhane, general secretary of the Sweet, Food and Allied Workers' Union.

Only the EEC code makes specific mention of union recognition, and only a handful of companies afford any kind of recognition of African unions. (Notable among these are Ford and Smith & Nephew.)

Management usually avers that it is waiting for the Wiehahn report. But no legal obstacles stand in the way of recognition of unregistered unions.

Black miners must get more — Oppenheimer

15/11/78
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Wages for black workers in the gold mining industry had to be substantially increased, Mr Harry Oppenheimer, chairman of the Anglo American Corporation, said on television last night.

Interviewed on the programme "Profile," Mr Oppenheimer said the South African Government made it difficult to employ black workers to the best advantage.

"And you need to use them to the best advantage to pay them to their best advantage," he said.

Mr Oppenheimer, who recently retired as chair-

man of the executive committee of Anglo American, said the Government did not in any direct way prevent the mines from paying workers what they wanted to pay them.

Asked whether other members of the Chamber of Mines were holding Anglo back in increasing wages, Mr Oppenheimer said: "The industry as a whole is keen to see higher wages. Anglo has been leading in this field, but it would be wrong to say that other companies haven't been thinking the same way."

The 70-year-old mining

magnate also said he would like to see black unions recognised.

"Personally I prefer mixed unions, but workers must make up their own minds on this matter and not be dictated to by their employers," he said.

Mr Oppenheimer said he believed people should move as far away from the migratory labour system as possible.

"We are making some effort to provide housing for some workers, particularly skilled workers."

But this was not taking place on a large scale, as it would be impractical.

Fifth business awards — another glittering affair



Mr. Stanley Vokwana, a general dealer from Guguletu, Cape Town, owns a restaurant, butchery, a supermarket and a service station. He was voted the Black Businessman of the Year.

MR Stanley Vokwana, from Guguletu in Cape Town and Mr Ramsay Ramushu of Soweto, were named the outstanding Black Businessmen of the Year at a sparkling banquet held at the Carlton Hotel, Johannesburg.

Cheers from business colleagues greeted the announcement of the result by Mr J K Botha, deputy managing director of Gilbey's Distillers and Vintners. This was Gilbey's fifth year of sponsoring the competition. It was another successful year for the contest and plans are afoot to expand it in future. How did it all begin?

The idea of an African Businessman of the Year competition was conceived in 1973 by its organisers, African Business and Chamber of Commerce Review.

At the time the editorial board included president of the National African Federated Chamber of Commerce Mr Sam Motsuenyane, Natcoc executive member Mr Simon Kutumela and publisher of the magazine Mr John Keeble, who were looking for a means to promote the training and development of black entrepreneurs.

As the official journal of Natcoc, African Business was also keenly interested in promoting the membership of this organisation. The editorial board therefore decided to launch a competition to find the best black businessman and to use his success as an example to other black businessmen with the same potential. The prize was to be an overseas study tour, after

which the winner would be required to return to address black businessmen in the Chamber of Commerce about aspects of business which he had encountered on his tour.

African Business sought sponsors for part of the competition and were soon joined by Gilbey Distillers and Vintners, who undertook to sponsor a round-the-country judging flight, a glittering banquet and part of the cost of the overseas tour. The winner's flight was to be sponsored by South African Airways.

From the onset, the National African Federated Chamber of Commerce (Natcoc) became involved in the competition — it provides three of the five competition judges — and plays a major advisory role throughout the contest.

The first winner of the competition was Mr Agrippa Mayaba, of Mount Frere, Transkei, and strangely, the competition was subsequently won by Mr Maxwell Mphahla, of Umtata and in 1976 by Mr Simon Nyamazi, of Engcobo — both Transkeians.

In 1976 the competition was expanded to include regional competitions as well as the major Businessman of the Year competition.

Each region of Natcoc ran its own competition under the direction of the African Business editorial board and the winners of these competitions automatically went through as finalists for the main title.

Gilbey's, the main sponsors, agreed to donate a cash prize to each of the regional winners and in order to facilitate the additional administration required by the wider competition, United Tobacco Company and Shell Natal provided assistance with the regional organisation.

In 1977 the competition was expanded to have two winners — one from a group covering businesses with an annual turnover not exceeding R500 000 and the other from a group whose turnover exceeds this amount. Winners in the previous competition, 1977, was Mr Don Mnesi and Mr Barnabas Titus.

The study tour has been made possible by the United States/South Africa Leader Exchange Programme (Us-salep) who are responsible the itinerary in the United States.

The extended two-winner competition was made possible by South African Airways who offered a second airfare to the US and by Ussalep, who agreed to take care of two people.

The presentation banquets have in the past years been held at the Hotel Training School in Ga-Rankuwa, the Elangeni Hotel, Durban, and the Carlton Hotel. The Carlton was again the venue for this year's presentation.



Mr Ramsay Ramushu, Black Businessman of the Year.



Professor William Kgware, Rector of the University of the North (Turflouop), who was the guest speaker at the banquet, chats to one of the guests.



Some of the many guests who attended the Black Businessman of the Year Competition banquet at the Carlton Hotel, Johannesburg, on Wednesday night.



Mr and Mrs Windsor Shuanyane were a Businessman of the Year banquet.

PICTURES: RONNIE KWESI

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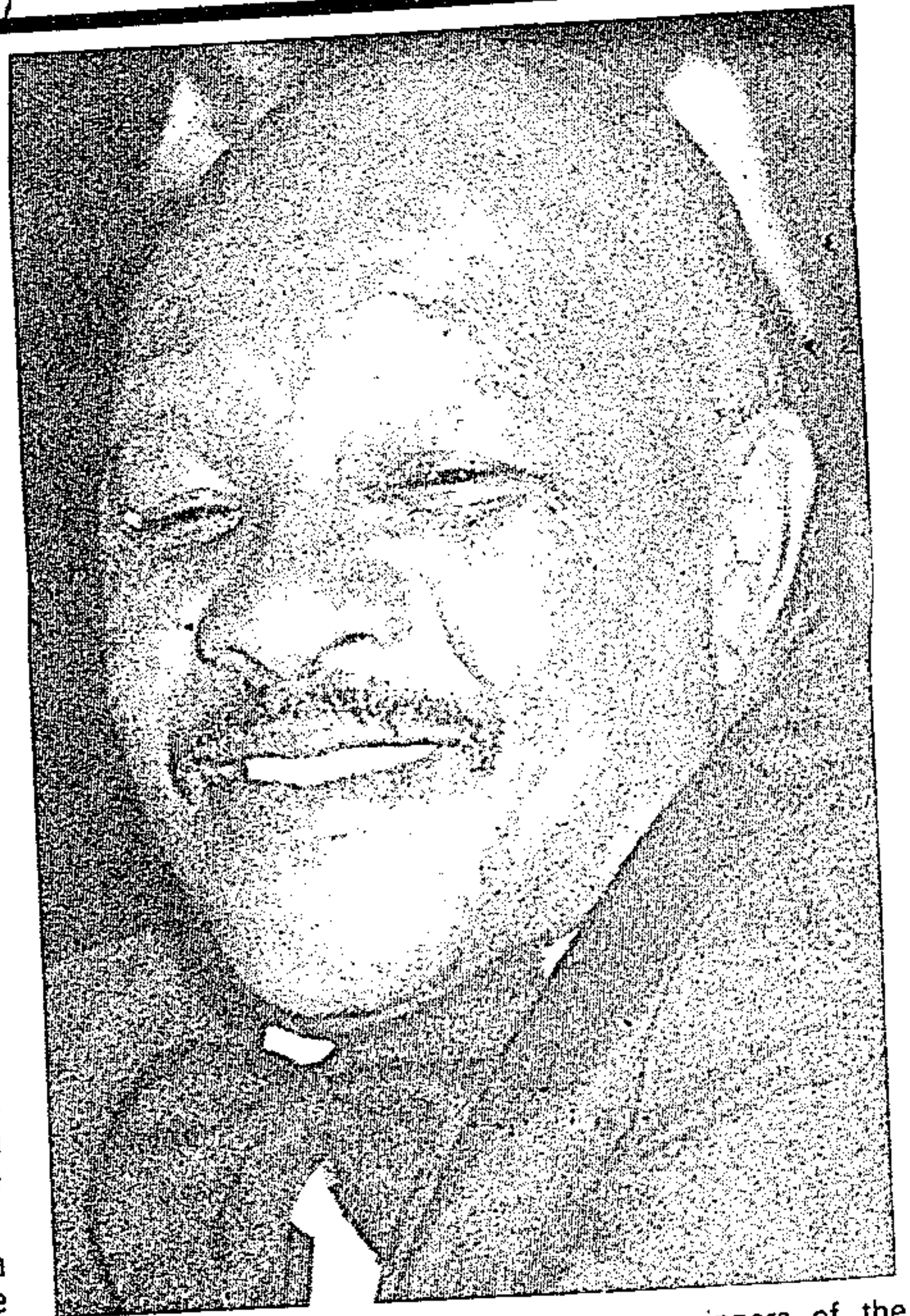
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Mr Ramsay Ramushu, one of the two winners of the Black Businessmen of the Year Competition.



Businessman of the Year Competition banquet at the Carlton Hotel, on Wednesday night.

Mr and Mrs Windsor Shuenyane were among the guests at the Black Businessman of the Year banquet at the Carlton Hotel.

Pictures: RONNIE KWEYI

register must be obtained if the devolution proposal is to be put before the referendum to get a 40% majority. Afrikaner has never been

MANPOWER - BLACK

MOBILITY

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De Villiers: Blacks must be allowed in

Own Correspondent

JOHANNESBURG. — It was of crucial importance that blacks be allowed to enter the skilled occupations on an enormous scale, the managing director of Nasionale Pers, Mr D P "Langdawid" de Villiers, said at the weekend.

Addressing the Klerksdorp Chamber of Commerce on Saturday, Mr De Villiers noted that it was not "sentimentality, conspiracy or co-incidence which induced both Mr Harry Oppenheimer of Anglo-American and Dr Theo Wassenaar of Sanlam to emphasize this factor this week".

He said military leaders had warned that warding off insurgency was only 20 percent a military exercise and 80 percent

one of winning the hearts of the people in the country under attack.

With this in mind, he said, the need in South Africa, dictated as much by necessity as by conscience and humanity, was for building and maintaining sound relations among the whole population. This required not only action in the political sphere but action in the economic and social spheres.

Mr De Villiers said he therefore wished to suggest to the chamber that they grasp the opportunity of working together with blacks.

"This is the one of the best ways of enabling people to shed hang-ups about race and colour and to develop true respect for one another's equal human dignity."

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Call for equal trading rights for all races

Argus Correspondent JOHANNESBURG. — A leading academic has called for equal trading and labour rights for all races — the development, acceptance and integration of members of all population groups on all levels in our economy.

Commerce and industry should take the leading role because it would sacrifice most if the political situation ended up in chaos, warned Professor H P Muller, director of the Graduate School of Business of Stellenbosch University.

Speaking to the Johannesburg Chamber of Commerce, he called for all races to be given a fair opportunity to prove themselves as supervisors, members of the middle management team and ultimately respected members of our boards.

The professor said the critical role of the Government in this context included:

- Providing a legal system to support the implementation of a free enterprise system as possible.
- Allowing in-company development of all races, making discrimination illegal, if necessary, and thus to force all employers to pay the rate for the job and to close the wage gap in the shortest possible time.

Developing schools for the training of technicians everywhere in industry and supporting management education on a co-ordinated basis.

But he emphasised that business could act faster than the Government.

Huge task

A strong economy could not be built where the 'have nots' outnumbered the 'haves' by five to one.

It was a frightening and gigantic responsibility to provide 200 000 jobs annually for the next 20 years and to nearly double the number of blacks in industry alone by 1990.

This required a well-planned effort to rapidly develop people for more responsible positions — not window dressing.

'Not dirty'

'Giving people a share in the economy does not mean a dirty little shop in a ghetto or a poor little country town with all sorts of restrictions,' Professor Muller said.

The majority of people supporting the private enterprise system did not own a single share in the business they worked for.

'They support a system because they can earn themselves a decent income and a higher standard of living and education.'

With predictions that the white population would be outnumbered by six to one at the turn of the century, there can be no doubt about our interdependence politically and economically as a nation of nations, Professor Muller said.

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Plans to place more skilled blacks

Star 20/4/79

Own Correspondent

CAPE TOWN—The Government is investigating measures aimed at increasing the number of blacks in skilled occupations, the Prime Minister's economic adviser, Dr S Brand, indicated in Cape Town today.

In an address to the sixth national congress of chartered accountants, Dr Brand emphasised that without such measures, the already high level of black unemployment would continue to rise and that the country's wealth would not expand fast enough to meet rising black aspirations.

Dr Brand said 800 000 blacks were unemployed at present. In addition 260 000 more blacks were expected to enter the labour market every year for the next 10 years.

Dr Brand said that as long as there were limits on the rate at which non-whites could enter skilled occupations, either through restrictions caused by educational or occupational background, or legislation, the capacity of the South African economy to increase material wealth and jobs would be hampered.

Dr Brand said it seemed that the South Africa economy could grow at a real rate of between 3 percent and 4 percent over the next decade.

But this would not be sufficient to prevent the unemployment rate continuing to rise, and neither would it ensure that the economy could meet the other challenges it would face.

South Africa faced formidable challenges which would require significant adjustments in the structure of the economy. These adjustments were receiving the attention of the authorities.

2 in 3 will be jobless in Africa, says Fanie Botha

rom 9/5/79

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HOUSE OF ASSEMBLY. — The continent of Africa was steering such a dangerous course of unemployment that South Africa should strategically divorce herself from that situation, the Minister of Labour, Mr Fanie Botha, said yesterday.

All the foreign capital being rushed to Africa's aid was not going to come in time to save it from a situation in which two out of three willing workers would be denied a job, he said.

Speaking on the Labour Vote during the Budget Debate, he said this trend was going to develop within the next 20 years and South Africa could not afford to be dragged into it.

The continent could not give its people work nor produce the food it needed.

South Africa would have to create structures to serve the requirements ahead as far as the manpower situation was concerned.

The task would be to ensure firstly that work was generated



MR FANIE BOTHA
... jobless danger

and secondly that a trained work force was available to take the work.

Eight million new workers would enter the labour market by the turn of the century in

South Africa and they would be black.

The training of these workers had to be done timeously.

"They also have to enter into a labour structure where they will not undercut and rob each other of jobs," Mr Botha said.

South Africa could not afford to let a dangerous unemployment situation develop because in the particular racial circumstances of the labour market here, such a situation could develop into a black-white conflict.

The future planning of labour structures had already been referred to by the Prime Minister, Mr P W Botha.

The Wiehahn Commission had also been instructed to look at the dynamics relating to future needs and if recommendations were made in this regard, the Government would see it as its duty to carry these out, Mr Botha said.

Dr Alex Boraine (PFP Pine-lands) said yesterday the unemployment situation could develop into a class struggle be-

tween those who were employed and those who were not.

The overwhelming majority of those who were not employed were black, he said.

Apart from stimulating the economic growth, Dr Boraine believed there should be greater concentration on, and tax concession for, the expansion of the labour intensive sector of the economy.

A contributing factor to the labour situation was that many employers opted for greater capital intensive investment for tax purposes and because of the red tape, the repeated and continued need for applications in respect of black workers, had become too troublesome.

Another solution to the problem of unemployment was intensive education aimed at dropping the population growth and the encouragement of cottage industries.

"The cry of those who say 'I haven't got a job' is becoming louder, increasing in volume and stridency. We ignore it at our peril," Dr Boraine said. — Sapa.

Blacks can't fill jobs says Oppenheimer

Mercury Correspondent

2/13/79

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JOHANNESBURG — Attempts to advance Blacks on equal terms with Whites to senior positions in business had produced disappointing results, Mr. Harry Oppenheimer, chairman of Anglo American, said last night.

The failure to record more satisfactory results was a matter of the highest importance, Mr. Oppenheimer said in an address at the University of the Witwatersrand.

Delivering the chancellor's lecture, Mr. Oppenheimer said: "Equal opportunity for Blacks will not be perceived to have been achieved either by our critics abroad or by the Blacks themselves until such time as senior management and professional positions are held down efficiently by Blacks on equal terms with Whites."

Conceding that White conservatism and prejudice were part of the explanation, Mr. Oppenheimer, however, focused on another underlying cause — defects in

the preparation of young Blacks to compete on equal terms with White graduates who enter the business world.

These defects were the product of two factors, "the markedly inferior" education offered at segregated Black universities and a cultural background which was not designed to prepare Blacks to compete with Whites in the modern industrial society founded on private enterprise.

Mr. Oppenheimer's remedy was, in part, to allow Blacks to take special courses at predominantly White universities. The courses would be a joint effort by the universities and business, he said.

Oppenheimer: black jobs bid unsatisfactory

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Oppenheimer focused on another underlying cause — "defects in the preparation of young blacks to compete on equal terms with white graduates who enter the business world."

These defects were the product of the "markedly inferior" education offered at segregated black universities and a cultural background not designed to prepare blacks to compete with whites in the modern industrial society founded on private enterprise.

"We must surely face the fact that private enterprise is based on white experience and ways of thought, and not on the traditions and customs of black Africa."

Mr Oppenheimer suggested blacks be allowed to take special courses at predominantly but not wholly white universities. The courses would be a joint effort by the universities and business.



MR OPPENHEIMER

Rejecting a slow advance by blacks over a broad front in favour of quick advance by a few, he said: "Progress is nearly always achieved by a breakthrough on a narrow front by a limited number of able, well-equipped men and women who, by their success, create the opportunities for advancement by the masses who follow after." — DDC.

Theodora still misses her samp and beans

INDABA REPORTER

EAST LONDON — After 24 years overseas Theodora Ndwandwa, 52, still speaks Xhosa perfectly — and she misses her mngqusho (samp and beans).

A University of Toronto senior degree student, Miss Theodora Thamkazi Ndwandwa, 52, she is here on a five-week research survey for her master's degree.

Miss Ndwandwa was a teacher and a nurse in South Africa before she went abroad. She is the third child of Mrs Zelpha and the late Mr Charles Ndwandwa, of Ncambedlana, Umtata, Mrs Ndwandwa is 94.

She attended school at Butterworth, Zazulwana, and Lovedale, where she passed teacher's course. She studied a homecraft course at Ndlane High School, Richmond, Natal.

She taught at Zazulwana and moved to Inanda Seminary, Durban. She taught at Lovedale and nursed at Frere Hospital from 1952 to 1955. She passed general nursing before taking a midwifery course. She worked at Livingstone Hospital Port Elizabeth and studied plastic surgery at Chepstow Hospital, Wales.

She also studied at Mount Vernon Hospital, Northwood, Middlesex, and Royal College of Nursing, London, before she joined the Queen

Elizabeth Overseas Nursing Services, and was posted to Nigeria, where she worked for four years, 1959 to 1963.

She was later posted to Kenyatta General Hospital, Nairobi.

Miss Ndwandwa worked in Zambia at Ndola Hospital and Kitwe School of Nursing until 1968 when she went to work at Kingston General Hospital, Ontario. After eight months she moved to Toronto, where there were great learning opportunities.

She studied a BA degree in anthropology at the University of Toronto because, she says, she is people orientated. She is now doing a survey of her master's degree in environmental studies on "health and nutrition."

Observation, she said, was easy to do and quite interesting in Canada, where she started doing her survey.

"They are organised and eager to help as much as they can," she said.

She said life in England and Canada were poles apart. In England they were more conservative and in Canada they follow the American style of living.

There was not much difference between the code of nursing in South Africa and England. In Canada they had integrated nursing.

Miss Ndwandwa said she will come back home and settle after taking her master's degree.

The cost of living in Canada was too high.

She also claimed the rate of inflation in this country was not as bad as feared in Canada.

She has met several South Africans there who are doing well in Canada. She often visits the home of Dr George Mbolekwa, of East London, (Duncan Village), Dr Khosi Dalamba and Mrs Thelma Dalamba, of Umtata, and others.

She speaks Xhosa impeccably and her secret of speaking it so well after 24 years absence is, thinking in Xhosa, deciding in

Xhosa and translating to English or another language.

She miss South African dishes like mngqusho (samp and beans), mvubo (sout milk with mealie porridge) and meat (especially organ meats of sheep).

Her ambition is to compile an African recipe book to publish in Canada to put the dishes of her continent in the map.

She has one brother, a retired teacher, Mr Lamplough Ndwandwa, of Butterworth, and two sisters, Mrs Hilda Ntloko, of Umtata, and Mrs Noreen Luhabe, of Mdantsane.



Miss Ndwandwa . . . coming back.

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- Professor G.F.R. Ellis
- iskop A.W. Habelgaarn
- nr E.V.E. Howes
- Professor M.F. Kaplan
- Dr. W.A. Landman
- Mr G.K. Lindsay
- Sir Richard Luyt
- Professor S.J. Saunders
- Professor H.W. van der Merwe
- Mede-professor D.J. Welsh
- Professor Monica Wilson

AAC to form 'pool of potential managers'

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 Feb 7/8/79

ANGLO American Corporation, says Mr H F Oppenheimer, chairman, in his annual statement, acknowledges the need to establish special programmes for black employees who have the potential for job advancement, in recognition of the various obstacles that

stand in their way.

One of these programmes is a scheme, "ambitious in concept and likely to be difficult of execution", to recruit, educate, train and develop high-quality black matriculants who will form a pool of potential managers in the financial and engineering fields.

Known as the undergraduate cadet scheme, it has been made possible by the co-operation of the University of the Witwatersrand. It is financed jointly by the Co-operation and De Beers, and will cost rather more than R3-million over the next five years.

"We look upon this," says Mr Oppenheimer, "as an investment in the widest sense, for once the scheme has proved itself it will be made available to other employers and educational institutions in the country."

Initially, to overcome the inadequate preparations of most black undergraduates for business careers, the scheme seeks to:

- Upgrade the cadet's academic and learning abilities to improve his progress during university studies.
- Integrate him into his working environment.
- Sharpen and sustain his self-confidence.

● Prepare and motivate existing employees to ensure the efficient integration of the black graduate into head office.

The academic and vocational upgrading, of a year's duration, will be in the hands of a team of specialist teachers. The academic component will be undertaken by the university and the vocational component at head office, where it will continue through the university years during vacation.

A modest start will be made in 1980 with about twelve carefully selected cadets, who will be Corporation employees from the outset.

"We are looking forward," says Mr Oppenheimer, "to employing blacks for careers in the significant decision-making areas of our business. We are determined to give meaning to the concept of equal employment opportunity, and in so doing to make our own small contribution to the development of a just society in South Africa."

Mr Oppenheimer says that the policy of extending the role of the Anglo American and De Beers Chairman's Fund, into broad socio-educational fields is now well established.

The Fund's largest project to date is a college

of advanced technical education for black students at Umlazi in Kwa-Zulu which will train technicians in civil, mechanical and electrical engineering to the same high standards, and for the same certificates, as the colleges of advanced technology for whites.

The cost will be in excess of R5 million, and thanks to contributions made by other companies the college will offer chemical engineering and commercial courses too.

Teaching began this year in service buildings; the main building, to accommodate approximately 500 students, should be completed early in 1981.

Word of God

While he yet spoke, behold a bright cloud overshadowed them: and behold a voice out of the cloud, which said, This is my beloved Son, in whom I am well pleased; hear ye him.

Matthew 17:5

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 gedurende die jaar uitgevoer het.

Hendrik W. van der Merwe
 Direkteur

THE REPRODUCTION or broadcast

waar ons gedurende die laaste vyf jaar gehuisves
 tgroei. Daarom is ek besonder dankbaar vir die
 ruimte wat ons nuwe kantoor in die Leslie Social
 Building op die Groote Schuur Campus aanbied.

JOB WATCH
WITH KINGDOM BOLWANE

Gillette says it is moving away from apartheid

MR J I MILNE, personnel manager of Gillette SA — an American company manufacturing razor blades — says his company is pressing for social and economic change in South Africa.

Mr Milne was replying to questions put to him by POST on what his company had done so far to upgrade its black staff.

He said he was aware that blacks in South Africa did not enjoy the same privileges as whites as far as training was concerned and that Gillette was doing everything possible to get blacks trained for more senior positions.

The company is currently training 15 blacks as managers and accountants. There is another team of 20 blacks being trained as clerks and supervisors.

In the last three years the following positions at the company have been occupied by blacks: wage clerk, invoice clerk, personnel clerk, marketing trainee, depot storeman, territory representative, laboratory technician, trainee salesman, buying clerk, cook, sharpening operator — blades and security officer.

This year nine blacks at the company went through on-the-job training — over a period of six months.

The company employs 143 Africans, 110 whites, 37 coloureds and seven Indians.

There are two grading systems at the company — Scale A and Scale M. Scale A runs from Grade 6 to Grade 18 (highly skilled people) and Scale M runs from Grade 1 to Grade 9 (unskilled, semi-skilled and skilled).

The table below shows the two scales and the number of people in each grade by race:

SCALE A			
Grade	Africans	Whites	Coloureds and Indians
9	—	2	—
10	—	2	—
11	—	3	—
12	—	10	—
13	—	3	—

The remaining five grades belong to all the company executives.

SCALE M			
Grade	Africans	Whites	Coloureds and Indians
1	43	—	10
2	40	1	13
3	35	2	13
4	16	12	1
5	4	6	2
6	—	4	—
7	—	1	—

The remaining two grades — Grade 8 and Grade 9 — have 15 whites and no blacks.

Mr Milne admits that there is still a great number of blacks on the lower grades.

The company has no blacks in positions where they supervise whites.

The company is signatory to the Sullivan Principles. "This is cash," Mr Milne said.

The minimum pay does not include bonus, subsidised meals, pension and other allowances.

There are nine blacks and no whites on this minimum. The least paid white earns R277 a month.

The company is signatory to the Sullivan Principles and bases its minimum pay on the Minimum Living Level calculated by the Johannesburg Chamber of Commerce.

In November last year the MLL for a family of five in Soweto was calculated at R182,31 a month.

Mr Milne says they negotiate with their workers through a multiracial consultative committee which consists of six blacks and four whites — all worker representatives — and one management representative.

The committee meets once a month to discuss all problems affecting workers.

POST: What is your attitude to trade unions?

Mr Milne: We believe that workers have the right to form unions. But our enlightened employment practices render negotiations with unions unnecessary. For example, our conditions exceed the negotiated minimum in such areas as salaries, annual leave, sick pay, annual bonus, life assurance, provision of health services and pension.

Mr Milne says they were approached by a black trade union for recognition.

"We explained to them that we were neither for nor against them. But we believe they serve a great purpose in the world."

Mr Milne says they made it clear to their workers what their attitude is to trade unions.

Toilets, canteens and other facilities in the company are completely integrated.

POST's Job Watch team was taken around the factory. We came across the Sullivan Principles well displayed on notice boards.

"We cannot afford to be having all types of fancy arrangements separating blacks from whites," Mr Milne says.

Asked if they have not had any hostile reaction from their white workers to integration, Mr Milne says they have had complaints but that these were unimportant.

"We told everyone from the beginning that we were moving away from apartheid," he says.

The company has not encountered any legal resistance to integration.

What is the company doing towards the improvement of the quality of life in the townships?

Mr Milne says they will have established a multiracial model club by the end of this year. They will also, in conjunction with the W.A.P.A., be forming a group in order to determine the needs of blacks in these areas.

The company also participates in the development



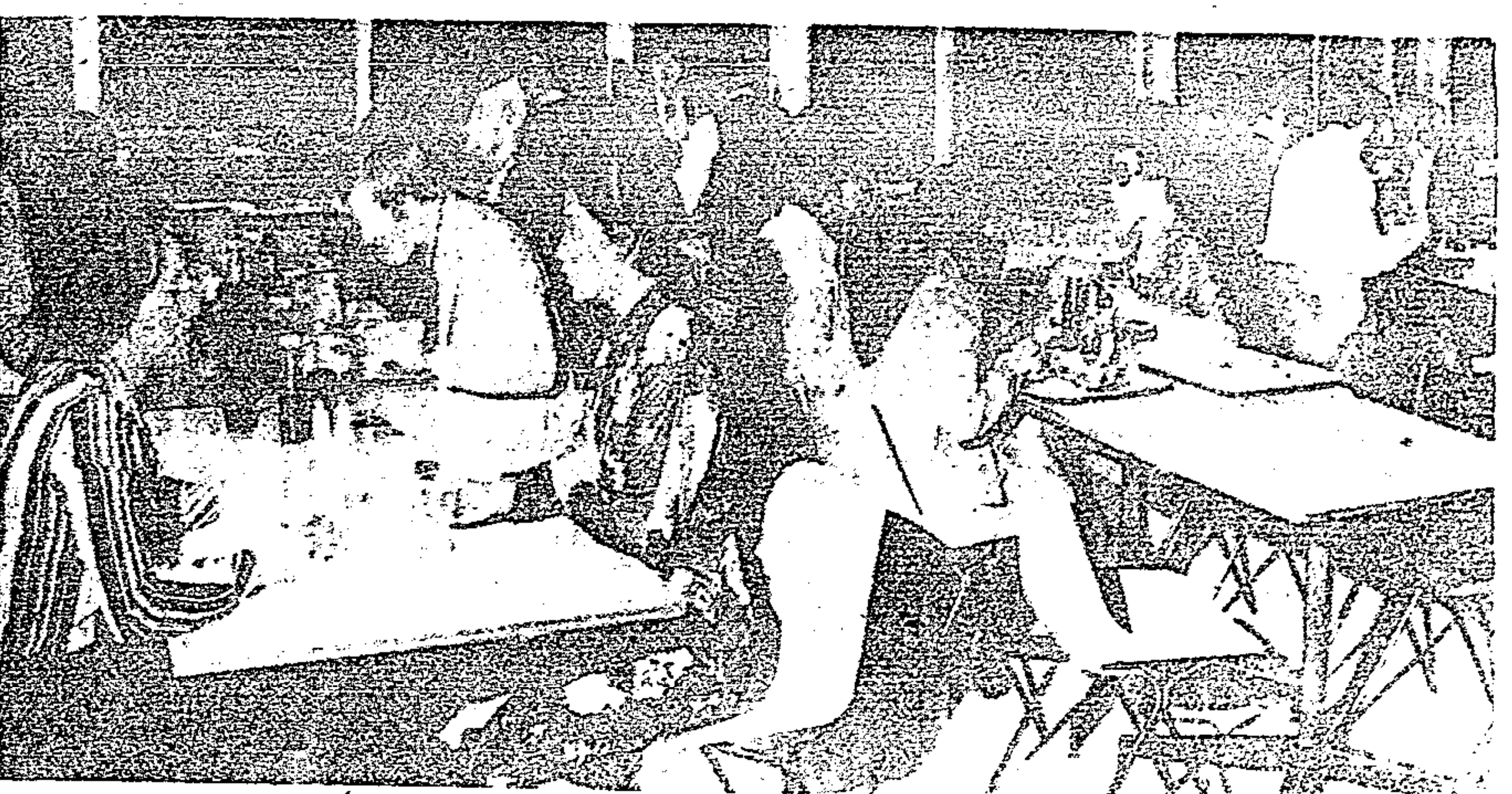
Mr J I Milne, personnel manager at Gillette ... is aware that blacks do not enjoy the same privileges as whites.

of programmes that address the educational needs of employees, their dependants and the local community.

Mr Milne says financial assistance is available to any employee who wishes to further his studies in a recognised course of a job related nature. He says educational assistance is also available to the dependants of their employees who earn less than R350 a month and in addition the company offers a number of bursaries to blacks.

"We encourage our workers to further their studies and this is one of our policies," he said.

"We are also planning to build a school in Ixhutho near Springs and it is our intention to upgrade the facilities at these schools steadily," he added.



Gillette's canteen, toilets and other facilities are also integrated.



NICHOLAS OPPENHEIMER

Black advancement at Anglo

176 mg/1/79

Early this year, a shock unofficial study by blacks working at Anglo American head office revealed, among other things, little or no progress in the promotion of blacks to management jobs.

Nicholas Oppenheimer was then appointed to head a committee to tackle the problem. Recently the committee's first step, a R3m management "cadet" scheme for blacks, has been in the news, and many observers have seen it as a pointer to the future movement of SA business on this issue. The *FM* quizzed Oppenheimer and his committee's secretary, Richard Reese, about progress so far.

How will the cadet scheme work?

Oppenheimer: It's designed to take high-class black matriculants (12 initially) and put them through a one-year pre-university course which will be split between a post-matric year at Wits and training here at Anglo.

At the end of that year, they will go on to university, but there will still be a continuous relationship between the business environment here at Anglo and that at university. Once they've taken their degree they will simply return to Anglo as graduates.

Reese: We've selected two prime areas for the cadets, finance and engineering, which are the guts of Anglo.

Will they have guaranteed jobs at Anglo once they graduate?

A mentor from one of our divisions will have a continuous inter-relationship with the cadet and, once each has graduated, the idea is that he will have a job in his mentor's division.

Will the cadets work at head office rather than on the mines?

The technical graduates will, and the financial graduates may, get experience on the mines at some stage.

After all, mining's our business. But really the world — in the sense of the Anglo world — is their oyster. Any position, in any environment, in Anglo will be open to them if they're up to holding it down.

Won't there be problems from whites on the mines?

I don't think so. When one thinks of problems with whites on the mines, one's considering more the question of artisans and miners. It becomes a question of whether you're good at your job. If you can demonstrate that the

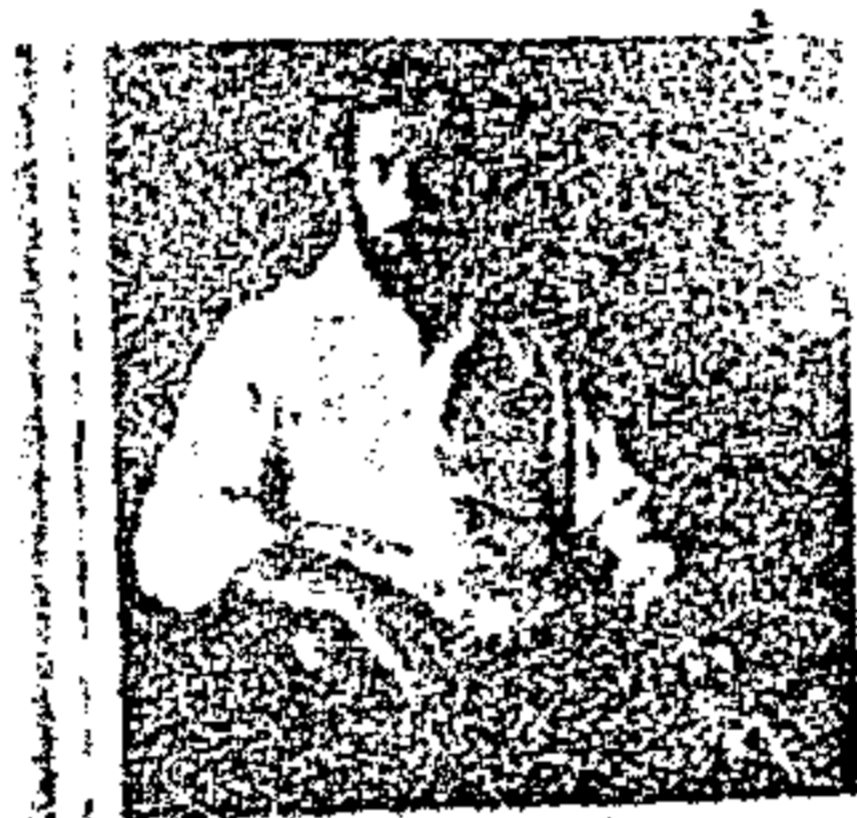
plans you propose are solid, people will tend not to be difficult.

Reese: We incidentally do have a black civil engineer assigned to Welkom and we've had no problems thus far, although that's only one case.

Is the scheme confined to Africans who have pass qualifications to work in Johannesburg or can you recruit from elsewhere?

That's part of an ongoing debate. We're not quite sure which way the law is going to lead us, but naturally we would want to tap the whole country.

This whole exercise flowed from alle-



gations of race prejudice. Is there a programme then to make Anglo more receptive to blacks?

There's no deliberate programme. If these people are able to do an efficient job, they will be accepted.

But did that approach work with Africans already employed here?

Graduates who came here ostensibly as part of the potential management trainee pool tended not to make the grade, not because there was prejudice but simply because the environment and the type of education they had been through didn't prepare them.

Wouldn't blacks already on your staff feel that the cadet scheme has bypassed them and has not treated their problem, as revealed in that report, as a priority?

That's a fair comment, but we've examined the recommendations of the

joint working party, accepted them, and are in the process of implementing almost all of them.

On the particular problem of looking for managers, however, the real numbers and quality are going to come from a scheme that starts from scratch.

Reese: The cadet scheme poses another problem in that the cadets may well be highly politicised individuals. But we want to keep it as free of variables as possible and including older people could disrupt the process.

But what kind of future do blacks already in Anglo have?

We must develop an in-house programme to enable them to realise their full potential.

Having now floated the cadet scheme, we are looking very much at these programmes.

Isn't one placing a tremendous responsibility in the hands of these mentors?

They're key people in the scheme, and we've tried to find people who feel the motivation to do this, and who can establish a very special relationship with their cadet. Mentors have to be senior people in their division so they will have the authority to handle adjustment problems.

At the time of the report there was a fair amount of black anger in head office. Are you happy this is no longer the case?

I think our response to the report answered a lot of their questions, but a degree of frustration is inevitable in SA. We just have to go on continually meeting black employee spokesmen and hearing grievances.

You've said that this scheme could have implications for the future of SA?

If it works it will be very important to SA's future. Other companies would then graft themselves on to it. Some might do so because they want a few pretty black faces around, but the key will be that, if it works, black faces will be seen to be able to hold down jobs.

Reese: Once the cadets come in, we suppose that the corporation will not remain inert and turn blacks into whites as it were. We wouldn't want that, and the blacks would never accept it. We would expect both sides to change.

TESTIMONY TO DEDICATION

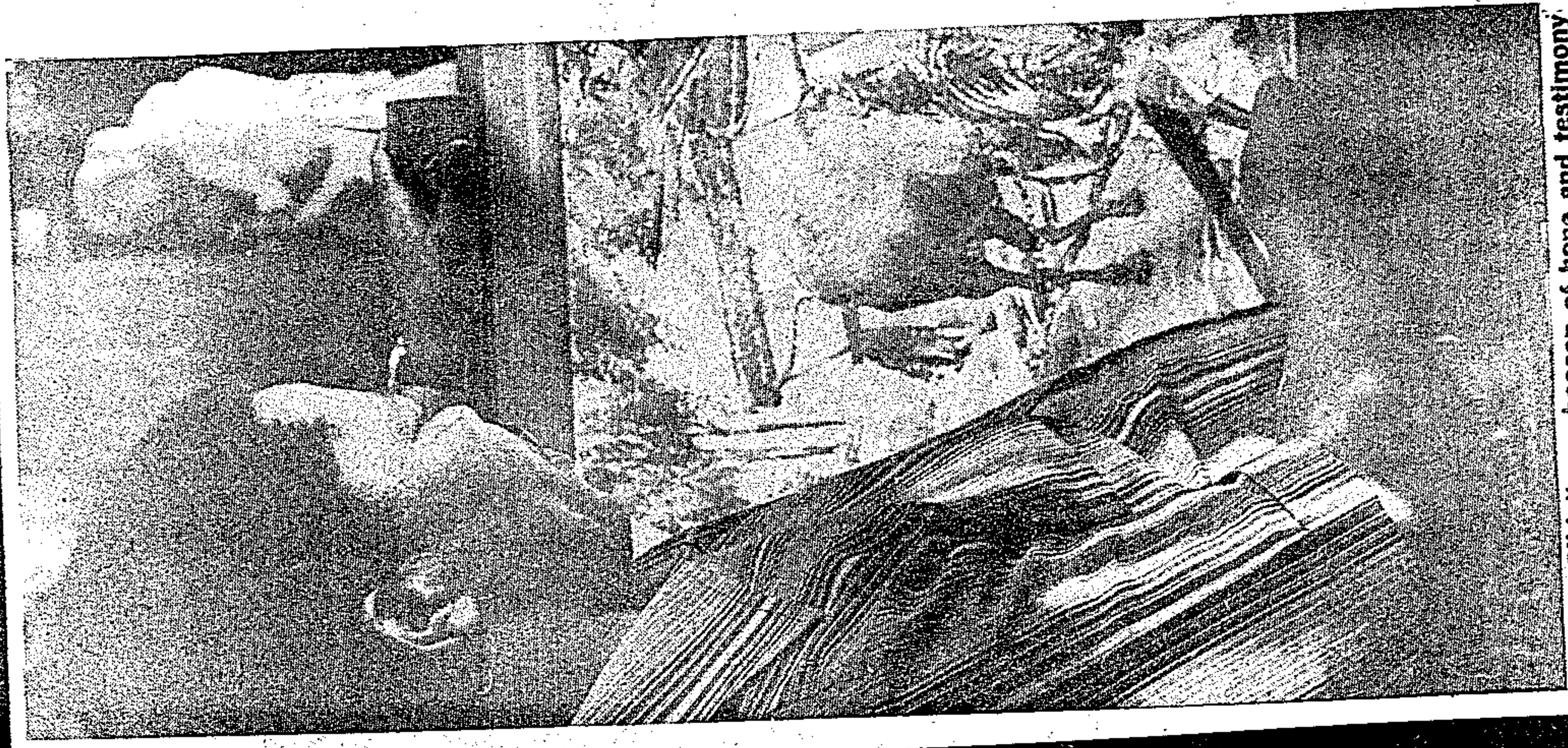
OVER THE years there has emerged a number of talented and dedicated artists in the black townships who have not only produced excellent works of art but have succeeded in dispelling the view that the world of art, especially for black people, is strewn with starving creatures who would do better to pack up and take "normal" employment.

By MESHACK MABOGOANE

It comes as an inspiring and encouraging relief to be exposed to what a man like Durant Sihlali has been able to achieve.

The landscape of Jabulani, as in many Soweto areas, is filled with drab, uniform houses which, to say the least, do not stir the imagination in a positive way. But as I approached the home of the artist Sihlali my senses quickened as the elevated uniqueness of his house stood out amongst the rest.

Mrs Sihlali opened the door for me and immediately told me to have a seat as Durant was still busy in his workshop. I was keen to catch him "doing his thing", so I suggested to her that I should be led to the



Durant Sihlali . . . beacon of hope and testimony to dedication.



Fig 2 Ception BBBBB B17 mes Thandl Khumalo admires one of the works at the Sihlali Water Colours Group Exhibition at Total House, Braamfontein. P16; MAC MOGOROSI

backyard to join him there. In the large room separated from the main house scores of canvases are crammed neatly along the walls, reaching from the floor to the ceiling. Sculptured pieces stand on cupboards. The room does not only reek of paint but is also a creative sweat place. This is it — the fruits of the labour

the African world. Durant Sihlali is a rare artist who grew up in an atmosphere of creativity. His father dabbled in painting and planted the seed of art on his son who, fortunately, had a fertile and responsive imagination that allowed him to grow in the field that was to fully

● To next page



Durant Sihlali . . . artist at work.

P.T.O for Continuation

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SEPTEMBER 23, 1979

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BLACK AD AGENCY OPENS IN NATAL

Finance Reporter

BLACK business enterprises in Natal now have at their disposal the full facilities of the first all-black advertising agency established in the country.

The company, with headquarters in the sprawling black urban area of Soweto and which is a subsidiary of an established advertising agency with branches in the main centres, now has a branch office in Durban.

Natal clients thus have on their doorstep a direct line to the full expertise offered by the company throughout all its other branches.

Establishment of the black-orientated agency, says group chief executive Hennie Klerck, is pioneering work and a breakthrough in the South African advertising industry. For the first time full recognition is being given to the black consumer.

In the past all communication with the black market has been initiated and implemented by white agencies, with only the scattered appointment of blacks in the field.

population in South Africa.

Man at the helm of the black agency is a byword among blacks. He is Mr Tso Modise, for the past seven years general manager of the National Professional Soccer League, the largest single black business undertaking in the country. Mr Modise's marketing and sales experience with a large number of international organisations specialising the consumer goods cover

advertising history to train the black man to be of service to his own people."



Black advertising boss Tso Modise . . . training the black man in the service of his own people.

a wide field.

Says Mr Modise: "The research and marketing service this agency will be able to provide will be based on the knowledge of the blackman in the black market in the milieu of the black suburbs.

"In addition to this it gives us the opportunity for the first time in South African

"We have created South Africa's first full status black agency because we firmly believe that the black consumer can best be served in this way," said Mr Klerck.

The company has its HQ in Soweto because the city mirrors the heartbeat of consumer habits and marketing trends of the black

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MSD refuses request to talk to the workers

MSD, a pharmaceutical company based at Halfway House, recently advertised in POST for matriculants to work as cleaners and we asked the personnel manager, Mr L E Liebenberg, why.

"We don't think that a matriculant would clean better," he answered, "but we expect them to make up as vacancies occur higher up. We believe in promoting people from within.

"For the past three or four years, we have been trying to employ people who have matric at least. They have made some academic achievement."

Mr Liebenberg gave the example of two cleaners who have now moved to more senior positions.

MSD, who are signatories to the Sullivan Principles, have two salary grading systems — one for the "less responsible jobs" and another for more senior, from junior administrative level to senior management.

In the lower system, there are 97 blacks as against 46 whites. In the higher system there are 182 whites against 8 blacks. The blacks in the higher system are in the three lower grades, while whites are in all seven grades.

DIRECTOR

Mr M G A Woodworth, the director of administration, says: "We can't provide skills overnight. We are constantly trying to get people with the correct aptitude."

The company also has a farm near Hartbeespoort and there are 16 blacks working there.

"They do normal farm work — tending animals, driving tractors, harvesting, sowing, etc."

What is the company's minimum pay?

Mr Liebenberg told us that it is R200 a month and this does not include



Mr Asiel Molefe, chairman of the liaison committee, who is also a senior supervisor.

Joe Thlooe on Job Watch

the annual bonus. He said this would be increased to between R230 and R235 from January next.

"The Supplemented Living Level for a family of five in Johannesburg was R183 when we fixed on the R200. We always try to keep ahead of it, but have fallen slightly behind because it is now R208,26. That is why we are raising the salaries."

Mr Liebenberg told us that even the farm workers get this minimum, but some of it is in kind.

When POST visited the farm and asked one worker how much she earned, our escort told us that she had been told that we were to take pictures of the houses and was not told that we would be talking to the workers.

RATIONS

At this time the worker had told us that she earned R52, R76 and R96 in three different months.

She told us that she gets rations — mielie meal, sugar, salt, beans, coal, soap and on Fridays meat — overalls and free medical care.

It is a complex of seven

houses, painted white, with lawns. The houses have electric lighting, one bedroom, another room that is used as kitchen, dining-room and livingroom, and a bathroom with hot and cold water, a flush toilet, and a hand basin. There is no bath.

At head office, Mr Liebenberg confirmed that we were not allowed to talk to the workers: "Even here at head office you were allowed to talk to the supervisors only."

There is a liaison committee for black workers, while "about six whites" belong to a trade union.

Although Mr Liebenberg and Mr Woodworth insist they have no dealings with white trade unions, they say the company is bound by the Industrial Council agreement in the industry. (The agreement is between employers and trade unions in the industry.)

UNIONS

What is the company's attitude to black trade unions? "We have an open mind. We would accept a black trade union."

Members of the liaison committee get training

and the company have meetings on "affirmative action."

"We do not have training facilities here, but we send people to outside institutions like Chamdor in Krugersdorp, and the National Development Management Foundation."

Besides training in things like safety and supervisory courses, the company trains for specific promotions.

One black is being trained for a management position. He is studying business management with the University of South Africa.

Does the company have a situation where a black supervises a white?

"Not at this stage. This is envisaged, probably around February."

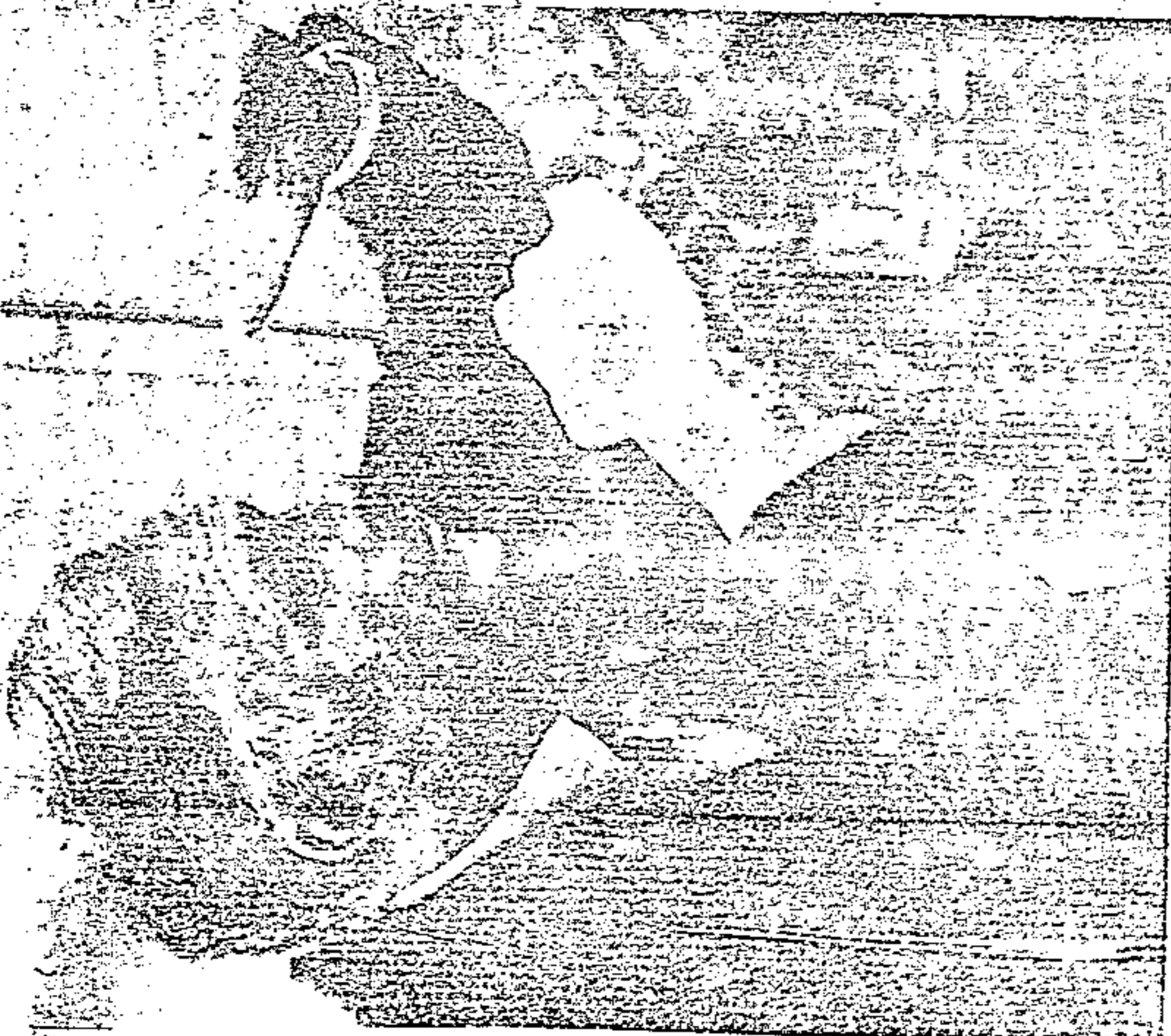


Mr L E Liebenberg, personnel manager . . .



Mr Mandla Nyemba mills liquid at MSD.

17b



Mr John Lindgren, chairman and managing director of Esso Standard.

ESSO'S extra people

ESSO STANDARD is proud that it has seven blacks — five Africans and two Indians — in a class of employees the company calls EMPT ((Executive, Management, Professional and Technical) where five years ago there were none.

There are 83 whites in this category.

The employee and public relations manager of the company that is well known for its petroleum products, Mr Derek Prentice, told POST the company had an employee-development programme.

"We look ahead and identify positions in the business environment where there is likely to be a shortage of whites in the future," he said.

The company then recruits and trains accordingly to this forecast. At the time we visited

JOB WANTED

WITH JOETHELO and KINGDOM LELWANE



Mr Derek Prentice, Esso's employee and public relations manager.

the company, Mr Paul Richards had just returned from a recruiting tour of five universities with a short list of 11 potential recruits — six black and five white.

Esso Standard is wholly owned by the American petroleum company Exxon, signatories to the Sullivan Principles.

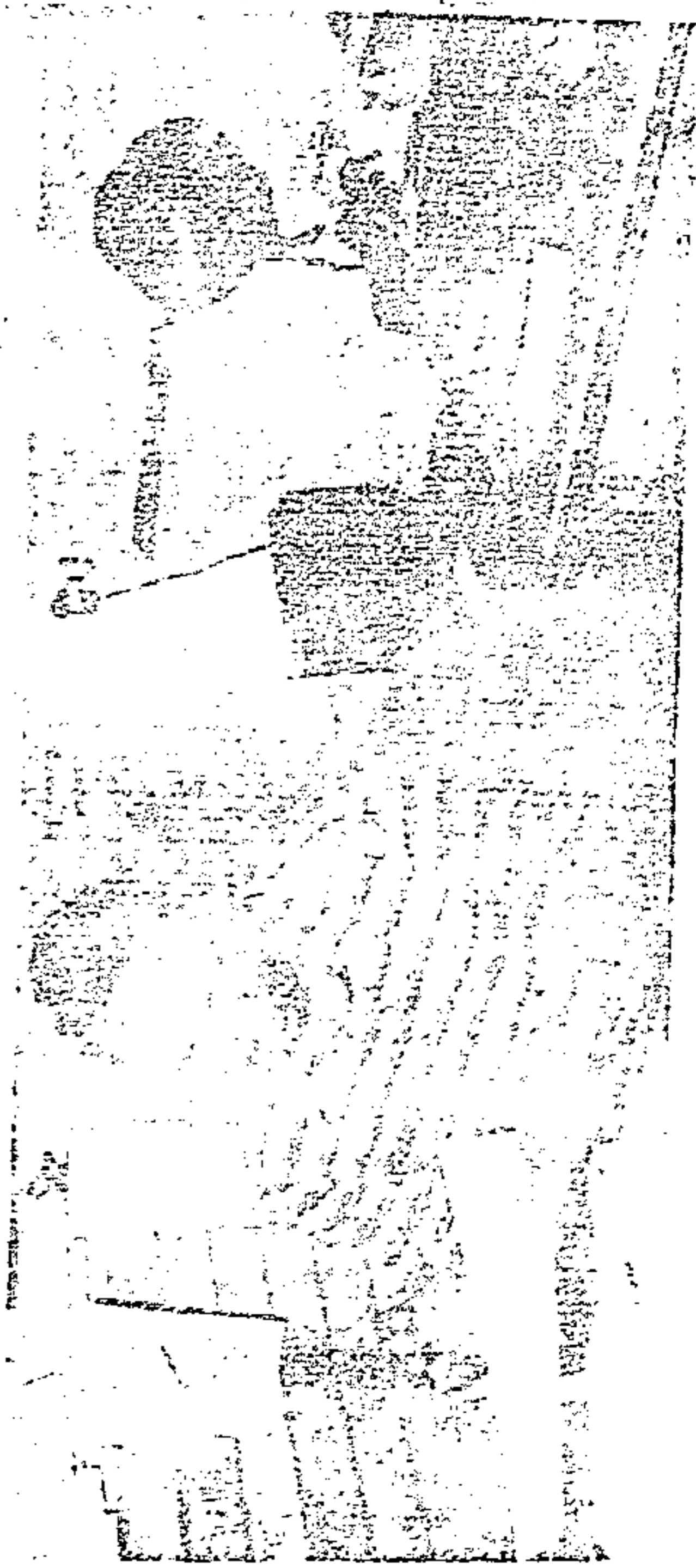
"These are important to us," says the chairman Mr John Lindgren. "We have reason to be proud of our efforts to respond to their challenge."

fore taking any issues to the staff committee meeting.

Mr Prentice said the company had never been approached by a trade union for recognition.

"We are prepared to recognise and negotiate with a demonstrably representative union. We would prefer a single nonracial one, but we accept that the workers have the freedom to form their own or be represented by any union of their choice."

He said he found the



Working at the Alrode terminal of Esso Standard.

They have translated the principles into Zulu and distributed them among the workers.

Esso employs about 240 people.

The minimum pay is R185 a month — and this is paid to junior plant men on six-months probation. At the end of the six months, they move up to R203 a month.

This minimum does not include the one month's pay bonus at the end of the year.

"We do our own surveys before we work out our minimum," Mr Prentice said. "We compare our figures with what is being paid in the chemical industry and with the minimum living level."

COMMITTEES

The company had liaison committees until about four years ago when whites, coloureds and Indians wanted to know why they were excluded from the machinery.

"Now we have staff committees with worker representatives drawn from all the groups."

Black workers at the company's Alrode terminal told us they still meet by themselves be-

staff committee most effective.

MEALS

Mr Prentice told us the facilities at Esso were integrated. When we got to Alrode we found the company subsidised meals which few whites eat.

The depot manager told us he sometimes ate in the canteen.

All staff use the staff room, where they play table tennis, darts, or have coffee.

The whole complex — changerooms, kitchen, staffroom — is now being renovated at a cost of R18 000.

The American parent company has donated 100 000 dollars to operation Pace, the commercial high school that is being built by the American Chamber of Commerce in Soweto.

"More than 50 percent of our donations budget goes to education and health," Mr Prentice said.

The company also had on-going training for its staff — product storage and handling, security, stock control, literacy, supervision, human relation programmes, heavy duty vehicle driving.



Mr Paul Richards, personnel development and relations specialist, chats with the personnel officer, Mr Raymond Mogale.

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Firestone puts more blacks in higher jobs

FIRESTONE, the tyre manufacturer, had only 17 salaried blacks as against 239 whites at their Port Elizabeth headquarters last June.

The 17 were three Africans, four coloureds and two Indians on clerical; one African and one coloured on the supervision level; and two Africans on the professional level.

By September the figure had gone up to 32.

Mr G P Morum, the managing director, said the blacks preferred to be paid weekly.

"It all depends on how one looks at the division between salaried and hourly-paid workers," Mr Morum said. "We have white clerks earning less than people paid on a weekly basis."

In June there were 1 449 weekly-paid employees. The whites here were 282, ranging from lower semi-skilled to higher skilled.

There were only three Africans and eight coloureds in the higher skilled category.

"One of the major problems is education, but we are moving in that direction," Mr Morum said.

"What is needed is a broad basis of education, initially to raise the standard up to matric, and then later, tertiary education.

"This is the only way the country can have access to its complete pool of talent."

Firestone is one of the three companies that in-

**JO3 THOLO3 ON
JOB WATCH!**



The clock-card canteen at Firestone in Port Elizabeth.

stated a technical high school for Africans in Port Elizabeth. The others are Ford and General Motors.

The R2,3-million school opens next year. "We have coloured apprentices, but up to now it has been against the law to have black apprentices," Mr Morum said.

Between January and June this year, the com-

pany had training programmes for 183 Africans, 82 whites, and 61 coloureds.

Among the courses were: Safety, stock control, forklift driving, greasers, tyre building, electricians phase one (for assistants to artisans), decision-making, quality control, job instruction, job relations, supervisory skills.

advanced English and Afrikaans and Xhosa.

The company pays school fees for workers' children and is putting five would-be engineers through university, three at Witwatersrand and two at Fort Hare.

"We have done more than our fair share as far as education is concerned," Mr Morum said.

The company pays a minimum of R1,10 an hour, which works out at R200,18 a month.

The minimum laid down in the current agreement between the Tyre and Rubber Manufacturing Industry, Eastern Cape, and the SA Yster, Staal en Verwante Nywerhede Unie, is 70c an hour. This is 70c an hour. Iron and

workers."

The liaison committee has eight workers' representatives and four management representatives. The consultative committee has six workers and five management representatives.

Mr Morum said the company would recognise a black union if it represented more than 50 percent of the workers.

"But what the company does will indicate to the workers that there is nothing a union can offer for their money. We are enlightened enough and are prepared to listen and do."

Pictures by
**SIPHIWO
RALO**

'We're ready to listen and do'

Mr Morum said there was no segregation in facilities in the company.

"There are no racial signs on the toilets or on any other facilities, but different people still use different facilities. This is because of the long tradition of segregation in this country."

In November last year, we opened a new cafeteria. The whites stayed out, but now they are trickling back. Remember we are talking about traditional issues."

Mr Roger Webb, the salaried personnel manager, told us integration was an academic issue: "It is of minor importance to the workers, money is important to them."

There are now three canteens at the factory in Port Elizabeth: one for clock-card workers, another for clerical staff and a management dining room.

"At the request of the black workers, we

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with which the company has dealings, Mr Morum said.

Otherwise the company has just started a consultative committee for all the workers.

"We had and still have a liaison committee. But when the other groups saw the success of that committee, they asked for a committee to cover all



Mr G P Morum, Firestone managing director.

supervisors. They are separated from the labourers."

Besides the donation for the technical high school, the company had not made any other "major contributions."

"We don't make window-dressing donations," Mr Morum said, "we spend money on our workers, internally."



Building tyres at Firestone.

Absence of blacks in Cadbury's

managerial posts

JOB WATCH
with

Joe Thiboe
and
Kingdom Lolwane

THE PATTERN of very few blacks in the salaried grades again emerged when we spoke to Cadbury-Schweppes in Johannesburg and Port Elizabeth.

This British company, which is bound by the EEC code of conduct, has become a household name here.

Mr M J Ackhurst, the personnel manager, gave us figures which show 165 salaried whites as against nine blacks — five Africans and four coloureds.

The three Africans in grade 12 are field sales managers and the two in grade 9 are a production supervisor and a training officer.

All 425 production workers are black and they are on a different grading system.

Besides these, there are 14 black sales representatives as against 47 whites.

Explaining the absence of blacks in managerial posts, Mr Ackhurst said: "We have difficulty getting the right chaps."

Mr Ackhurst said the company is now recruiting "two or three black graduates for an intensive 18 months to two years training programme in supervision and management."

"These are BSc graduates with chemistry. We intend this to be an ongoing programme."

The company will also be starting to train African apprentices next year. "At present we have white and coloured apprentices."

The company has brought all its workers to the stage where they can read and write English at least to Standard IV level.

This was a three-year literacy programme.

Internally, the company has had courses in first aid, safety, job relations, job instruction and supervision.

It has also sent workers to the Emthonjeni In-Service Training Centre to train as fitter aides, electrical aides, supervisors, forklift drivers, stock controllers and instructors.

The company pays a minimum of 94c an hour, and this at 44 hours a week works out at R173,09.

Mr N C Bain, the managing director, gave us the minimum pay as R188,18 a month. This include the company's guaranteed bonus of 5 percent.

The EEC code urges companies to pay a minimum that is at least 50 per cent above the Household Subsistence Level.

"Over the last three years we have made good progress towards the 50 per cent above the HSL," Mr Bain said.

"If we jerk up our rates any faster, we shall have to sack some of our workers because we will not be able to afford them."

There is an in-house trade union and a Works Council at Cadbury.

"The in-company union is non-racial and we have an industrial agreement on wages and working conditions," Mr Ackhurst told us.

The union has been in operation for two years.

COMMITTEE

"For some time we had a committee for blacks, but we later opened it to all races and turned it into a works council. There are four union shop stewards and four management representatives on this council.

"It is a consultative committee and we use it for communication."

Mr Ackhurst showed us a copy of agreement between the union and management. This agreement does not appear in the Government gazette because the union is not registered under the Industrial Conciliation Act.

"But we believe that in 10 years' time all trade unions in this country will be integrated," Mr Bain said.

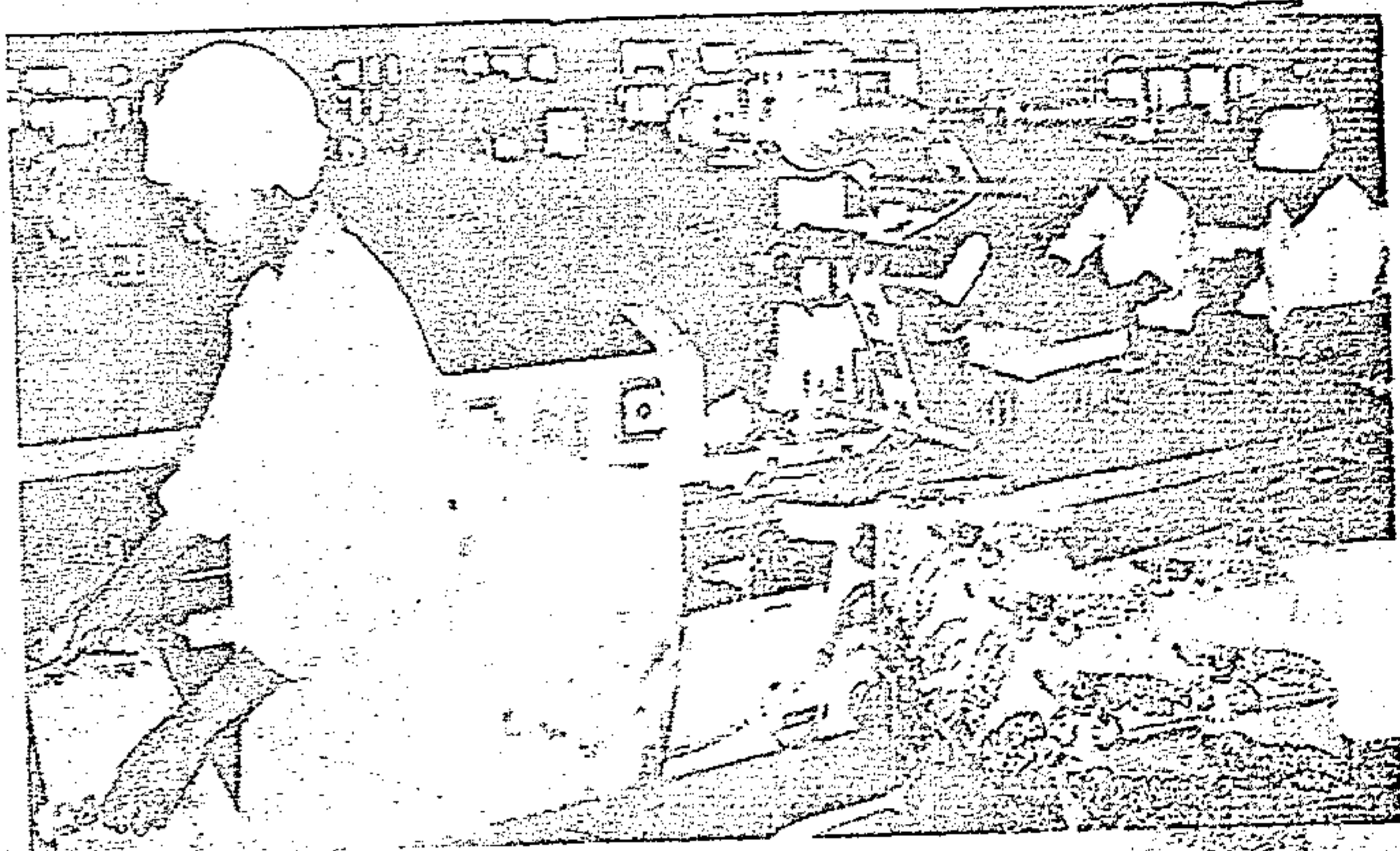
There are no segregation signs at Cadbury, but Africans use one canteen while coloureds and whites use another.

"We want to expand one canteen to accommodate all workers," Mr Ackhurst said, "but we do not have the space."

The toilets were integrated about 18 months ago, but blacks still use some toilets while whites use others.

"This is because of past practice," Mr Ackhurst said.

The company has contributed R62 000 to the Urban Foundation. (In fact, Mr Bain told us the company sees itself as South African, and is therefore subscribers to the Urban Foundation-Saccola code).



Workers at the Cadbury factory in Port Elizabeth.

s analysis conceal a the changes in disease is not possible to reater detail. Dis- ear in italics in riences of the 'coloureds'

The imbalance between the age specific mortality rates of whites and 'coloureds' has improved or remained constant for persons between the ages of 5 and 64. However, for children less than 5 years of age, the gap between whites and 'coloureds' is widening. In 1941, white children under one year old experienced 28,0% of the mortality of 'coloured' children;

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Doc quits in protest

DR COLIN JOHNSON, the first black to obtain a doctorate from the Faculty of Science at the University of the Western Cape (UWC), has resigned from the university's staff because of the appointment of a white man above him.

His surprise resignation, to take up a post at the University of Transkei as a senior lecturer, comes at a time when "general dissatisfaction" is being expressed by black academic staff over promotion to senior posts.

His resignation is the third in the science faculty within a month.

Mr C Daniels left the university at the end of last month to take up a post at the medical school of the University of Toronto, Canada.

The other resignation is that of Mr L G Lekay. He could not be reached for comment.

Dr Johnson obtained an M Sc degree at UWC in 1971 and was appointed lecturer in the Department of Botany in 1973.

A university source said Dr Johnson applied for an advertised post in the Department of Botany but was not accepted.

A Mr R Moffat from the University of Turfloop was appointed to the post.

The reason given for Dr Johnson's unsuccessful

application was that he did not have a 'specialised knowledge in a certain field of botany', the source said.

"As far as possible they avoid placing blacks above whites on this campus except as figureheads."

"In the science faculty there are about 10 lecturers, most of them with M Sc degrees, who have remained in junior positions ever since they joined the staff," the source said.

COMMENT

Dr Johnson, when asked to comment on his resignation, said there were "various factors which I do not care to comment on at this stage."

The chairman of the predominantly Black Staff Association of UWC, Mr Jimmy Ellis, said the executive committee of the association would be discussing the resignation of Dr Johnson "with a view to taking it further."

The rector, Professor R E van der Ross, said Dr Johnson's resignation, according to his information, was to take up a post at another university.

The writers wish to thank the Board of the Colonial Mutual Life Assurance Society for their generous financial assistance.

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1179 Post

176 177

Let's look back at a

IT IS now a year since POST's Job Watch column started, which makes it a time to look back . . .

In his Amplified Guidelines to South African Statement of Principles, Rev Leon H Sullivan states: "It is intended that the activity associated with the principles will be of massive proportions and will promote programmes which can have a significant impact on improving the living conditions and quality of life for the non-white population, and will be a major contributing factor to the ending of apartheid."

One of the very first companies we visited in November last year — was Ford Motor Company in Port Elizabeth. Events there exactly a year later exploded the myth that the codes can contribute to the dismantling of apartheid.

When we visited the company, it appeared to be implementing the code — it was training blacks for senior positions, it had black graduate trainees for very senior positions, it trained African apprentices (although calling them workshop trainees because of the law), it was paying a minimum of 95c an hour when the then Industrial Council agreement laid down 77c an hour. It recognises the African trade union, the United Automobile, Rubber and Allied Workers' and it had integrated all facilities.

Ford was proving that the codes work . . . until the bubble burst. The whites complained that blacks were abusing the integrated facilities and blacks retaliated by complaining about the white workers. It is now back to traditional South African attitudes.

What went wrong?

At the other extreme were companies that went on as if the EEC code was never penned. We found a company, Alfa Romeo, paying a minimum of 50c an hour, which worked out at R86,41 a month.

The personnel manager, Mr D J van Tonder, told us this minimum compares well with that of other manufacturers.

Our Job Watch investigations are a year old this month. POST Labour Correspondent, Joe Thlooe, looks back at a year of Job Watch in this article. The series will continue this and the coming year.



Throughout our interview with him, he called blacks natives — reminiscent of old imperialist tones.

At the plant were signs — "Bantu Toilets" or "Bantu Personnel Officer." Mr van Tonder told us these were old signs, but the workers we spoke to told us that apartheid was alive and kicking at Alfa.

In the past year we have been to 40 multi-national companies — subscribing to either the Sullivan Principles or the EEC code for European companies with interests in South Africa.

The picture that has emerged is that of a pyramid, with the European companies at the base and the American companies that subscribe to the Sullivan Principles at the pinnacle.

This was to be expected: The Sullivan Principles are voluntary, and usually it is the companies that think they match up to them who subscribe. The European code was drawn up by the nine governments in the European community and most companies resent this "imposition."

GKN SA's chairman, Mr R P M Holliday, told us that his company had two major objections to the EEC code: "The EEC code encourages trade unions and racially divisive unions and the code is unrealistic in specifying wages that companies should pay."

Although most British companies fall far behind

the American companies, they are not as bad as the European companies.

When POST's assistant editor, Mr Joe Latakomo, visited Britain earlier this year, he found that British companies were bitter because they feel other governments do not play their part in implementing the code.

Some companies felt that the release of details of their activities in South Africa could be used to their competitive disadvantage.

The Job Watch team has come across the same problem here, ranging from companies refusing to talk to us to companies refusing with detail that can help one measure the amount of progress.

The latest to refuse with such details was Coca-Cola, who would not say how many blacks are in each grade.

UPWARD MOVEMENT

The areas we were particularly interested in were: the training and upward movement of blacks to skilled and managerial positions; negotiating machinery; pay; and the movement to integration.

We found lots of training — but mostly in areas that do not prepare workers for senior positions. Invariably, the excuse would be that there are no suitable people to train for the senior jobs. Black education was blamed.

The upward movement that does take place is not because of any belief in "the ending of apartheid", but because of the shortage and upward movement of whites.

Most companies told us they would recognise any black trade union that was representative of the majority of their workers. They said they had told their workers about their attitude to trade unions. But again, invariably, they have liaison committees, which have been condemned by trade unionists over the years.

But the irony was companies that said they would prefer integrated unions when they are now having liaison committees, which are for Africans only. One such company was CDA, the manufacturers of Mercedes Benz cars.

(211) (215) (171) F.M.
DIAMOND WORKERS 21/12/79

Cutting barriers (176)

LC Diamond Cutting Works, the first company to be granted a cutting licence in 13 years, is setting precedents in SA's diamond industry. Its 120 skilled and unskilled workers will be integrated at factory floor level and the company has applied for permits for black cutters.

Says MD Johann de Villiers: "We decided not to segregate our skilled and unskilled cutters. They will all be working together." He says although the law does not prohibit blacks being granted licences, "no firms have made applications to date."

The diamond industry is traditionally one of the most controlled in SA. De

Villiers feels the company's initiative in the labour sphere will "lessen the tight hold government and official bodies have on the diamond industry."

Diamond cutters still adhere to the demarcation limit which stipulates that unskilled labourers may not work on diamonds greater than 1.69 carats. De Villiers believes these restrictions will soon disappear and that LC will play "a vital role in providing employment and training facilities for cutters."

De Villiers admits he "had to do some hard talking. We had to prove that we have an adequate long-term source of diamonds."

In the past De Beers' control of diamond sources meant that rough diamonds were only available where the company granted allocations to private companies.

LC is secure in its supply because it imports 66% of its rough diamonds from the international market. "The European market source won't dry up in a hurry, so we're secure on that score," says De Villiers.

Rough diamonds are also being bought from local mining companies. LC has access to two highly productive mines from local group mining companies. LC has access to two highly productive mines in Sendelingsdrift and the Bels Bank area. Says De Villiers: "Two more should be productive by June."

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MANPOWER - Black Mobility

1-1-80 - 31-12-80

15/10/72 (780115/72)

First three blacks break the apprenticeship barrier

By Sieg Hannig
Labour Reporter

The first blacks in South Africa to be indentured as apprentices in terms of the Apprenticeship Act have plenty to smile about.

"It's a dream come true," said Mr Vincent Mkhalihi. His colleagues are Mr Isaac Fokane and Mr Marshall Mkhwanazi.

In about three years they expect to draw more than twice their present wages when they become fully qualified electricians.

And that does not make any allowance for additional income available to

them as part-time or full-time electrical contractors serving their neighbours and friends in electricity-hungry Soweto.

All three are conduit installers who have worked for several years for Siemens, the electrical company responsible for their advancement prospects.

And all have received one year's remission from their apprenticeship period because they have passed the tough examinations which trade unions have set for would-be conduit installers.

Mr Mkhalihi received full marks in these examinations.

Mr Fokane already has the theoretical background required for a trade test, having obtained an NTC 2 from the Jabulani Technical High School in Soweto.

"They are expected to play an important part in our involvement in the electrification of black townships," commented Mr Johan Trotskie, Siemens' group personnel officer.

Mr Trotskie paid tribute to the trade unions, employers and the Department of Manpower Utilisation for their assistance in making these men the first black apprentices indentured in "white" South Africa.



Mr Vincent Mkhalihi (left), Mr Isaac Fokane and Mr Marshall Mkhwanazi have good reason for their smiles — as South Africa's first black indentured apprentices, they will have a chance to more than double their income within three years.

Black market expert

By Jenny Dyer
 Beatrice Qubeke broke new ground for black women when she joined the creative staff of an advertising company 17 years ago and for many years ploughed on almost alone in her field.

As market research executive and creative consultant specialising in black press and radio advertising, she is still only one of a handful of black women who have made it to the top in this field.

She is quick to point out that black advertising is not merely a translation of a white to a black situation.

She is careful however, that the black situation does not differ too much from the white, or the black consumer may think his product is inferior.

She checks each campaign to see that the advertising platform will not change in translation.

"Another problem is that our people don't believe in fantasy," she said.

As an example she quotes a company which wanted to market a cereal with a furry rabbit on the pack.

Beatrice pointed out that the rabbit would be seen as a "gogga" by African children and would scare them.

"We also have to select our models very carefully as they might be unpopular in the townships," she said.

She has found that if a model has a bad reputation then the product will fail, however good the campaign.

She is also aware that if a product has been discredited among consumers then they won't try it again.

"A black doesn't buy any nonsense. He will buy expensive things if he thinks they will last," she said.

"Blacks have become much more sophisticated. There are now in any homes where dinner won't be served without wine."



BEATRICE QUBEKE — a pioneer in the field of advertising for black people.

II

87
 NEOPLASMS

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,17	0,13	0,00	0,21	0,06	0,16	0,04	0,06
1-4	0,03	0,07	0,07	0,00	0,07	0,05	0,03	0,04
5-24	0,09	0,05	0,07	0,05	0,06	0,04	0,05	0,04
25-44	0,26	0,33	0,21	0,26	0,54	0,56	0,34	0,36
45-64	3,01	2,58	1,47	2,19	5,10	2,68	2,32	1,91
65+	12,24	7,26	4,70	5,18	12,59	7,51	6,16	4,10
ALL	1,41	1,21	0,36	0,43	1,03	0,69	0,58	0,45
NO.	2920	2522	126	152	1170	809	3472	715

III

ENDOCRINE, NUTRITIONAL AND METABOLIC DISEASES

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,09	0,05	0,06	0,21	2,27	1,68	2,31	1,96
1-4	0,03	0,01	0,00	0,05	1,27	1,08	1,02	1,29
5-24	0,01	0,01	0,01	0,01	0,01	0,01	0,02	0,02
25-44	0,02	0,02	0,08	0,08	0,08	0,05	0,06	0,07
45-64	0,09	0,12	0,39	0,88	0,28	0,42	0,24	0,61
65+	0,39	0,59	1,61	2,59	0,81	1,28	1,04	1,44
ALL	0,05	0,08	0,12	0,18	0,28	0,26	0,22	0,33
No.	114	173	43	63	316	307	455	530



Mr Manjezi

Top post for Mr Manjezi

176
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11 2480
A1

Indaba Reporter

MDANTSANE — An inspector of schools who taught for 28 years has been promoted chief education planner in the Ciskei as from today.

He is Mr M. S. Manjezi, 63, of Peddie, who was promoted to the inspectorate of Mdantsane Central, last year.

Mr Manjezi had been a principal for 21 years. He obtained junior certificate at Lovedale in 1944 and matriculated in 1946.

He did B.Sc in hygiene and graduated at Fort Hare University in 1949. After he had completed his University Education Diploma (UED) he taught at Ayliff Secondary School (now Nathaniel Pamla High School), Peddie.

He became first principal of Gold Secondary School, Tamara, in 1958. After eight years he returned to Ayliff and remained there until 1971.

Mr Manjezi has also been principal at Bensonvale High School Herschel, Nathaniel Nyaluza High, Grahamstown and Jali Secondary School, Sittingborne, Zwelitsha circuit.

Hansard 2 Quin Col 92

15/2/80

Mineworkers' Union: grievances

*14. Mr. R. B. MILLER asked the Minister of Mines:

Whether he will call for the establishment of a committee representing the Mineworkers' Union, the Chamber of Mines and his Department to investigate Mineworkers' Union grievances relating to Black advancement in the mining industry, if not, why not?

†The MINISTER OF MINES:

No. As far as the Republic is concerned I am not aware of facts which at present justify such action. Labour arrangements in the mining industry are at present the subject of investigation by the Wiehahn Commission whose report on the matter is awaited.

Regarding the advancement of Black workers in Bophuthatswana, negotiations and discussions are at present being conducted on a wide front, also between the respective Governments, and it is not advisable to furnish details at this stage.

Mr. R. B. MILLER: Mr. Speaker, arising out of the reply given by the hon. the Minister, can he tell the House whether in fact such a request was made to him after his most recent discussions with the Mineworkers' Union?

†The MINISTER: Mr. Speaker, I have not received any such request.

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WHY IMMIGRANTS FROM EUROPE BUT NOT GAZANKULU, ASKS BLACK SASH

SUN EXPRESS 24/2/80

Skilled men are still endorsed out

176
177
102
200
200

SKILLED Black workers who have found jobs in Johannesburg, or who apply to re-register for their old jobs under the call-in system, are being endorsed out of Johannesburg "in great numbers," Mrs Sheena Duncan of the Black Sash advice bureau said this week.

"The focus has entirely changed since last year, when it was the unemployed who had problems," she said.

"Since January, when industry started hiring again after the Christmas break, we have found that the people with permit problems are those who actually have jobs.

"But they are being ruthlessly endorsed out when they apply for re-registration under the call-in system.

"In many cases they don't even get as far as being asked whether they have accommodation — they are either given 72-hour stamps or just told to get out.

"When we query this, we are



● Mrs Sheena Duncan ... ruthless action

By JEAN LE MAY

told the reason is that they must work in their homelands.

"It makes no difference whether the employer asks specifically for a particular worker to be re-registered. His application is refused and he is told to apply to the local labour bureau for workers.

"Industry, particularly the

building industry, is crying out for workers. We are not knocking the importation of immigrants, but why should a skilled worker be allowed to come from Germany but not from Gazankulu?"

Another Black Sash spokeswoman said she had dealt with the cases of semi-skilled metalworkers and panelbeaters who had been refused permission to work in Johannesburg, although they had jobs.

"One man was intending to commute daily from Sharpeville where he had a house and was refused permission, although the Riekert Commission recommended that African labour should be mobile."

Mr A Steenhuisen, director of labour for the West Rand Administration Board, said it was

impossible to comment on the endorsements-out unless he had particulars of individual cases.

"Every case is treated on its merits, but the general rule is that preference is always given to local labour," he said.

The call-in system is that by which a worker from outside Johannesburg who has been legally registered must return to his home every year and apply for re-registration.

The Sunday Express disclosed last year, during the three-month moratorium during which illegal workers were allowed to register, that the registrations would be valid only for the current year.

That this has in fact happened is shown by the Black Sash announcement this week.

Work prospects are pretty grim

IF AN African artisan is endorsed out, what jobs are available — and at what pay — in the "Black areas" where the Government decrees he must sell his services?

A Sunday Express investigation has shown that it is in many cases almost impossible to get in touch with the proper people in the homeland areas to inquire about jobs and even when they are contacted, it is often impossible to get a clear reply.

● In the Lebowa homeland, Mr E Bolton, Secretary for the Department of Works, said there was need for "a few metal workers, plumbers and electricians".

There were no jobs for masons, plasterers and others trained in the building industry.

"We have our own training programmes and trade schools, but find that many of the men we have trained leave us to get

Qwa Qwa's Minister of Works, said opportunities for skilled labour in Qwa Qwa were minimal. The homeland was still using White workers with Black trainees working under them.

But it's efficiency we're after. We do not concern ourselves with the colour of the man's skin," he said.

● The only homeland with a need for skilled workers is KwaZulu, where Mr E A Johns, Secretary of Works, said there was a definite shortage and his department could take on 500 men right away.

"One problem is that where we can afford to pay a skilled worker, say a plumber, only R400 a month. He could get R600 from a private contractor in one of the many towns bordering on KwaZulu," he said.

He attributed the demand for skilled workers in KwaZulu to the fact that KwaZulu

in KwaZulu and travel daily to a White area to work.

Compared to the R400 or so a month that skilled Blacks in the building and allied industries could earn in the limited homeland jobs available to them, they could earn almost twice as much — more than R700 — if allowed to compete in White areas.

Mr Pretorius of the Master Builders' Association said that Black workers were now earning only 10% less than Whites in comparable jobs.

Since the starting rate plus benefits for a skilled White was about R800 a month, this meant that qualified Black artisans working in White areas, if job reservation were done away with completely, would start at more than R700 — almost two and three times respectively what they could earn in the homelands.

in Pietersburg and other towns," he said.

"Pay scales laid down by the Public Service Commission of Lebowa start at R3 000 a year — R250 a month — but men who go to private industry can start at R50 to R100 a month more and we can't compete.

● Mr B Viljoen, Secretary of the Department of Works in Gazankulu, said very few positions were available for skilled workers in the Shangaan homeland.

"There are several big construction projects on at the moment, but the construction companies bring all their skilled workers with them," he said.

Another spokesman said the construction companies took on unskilled labourers locally, and there was always a rush for those jobs.

● Mr S K Marumo, Basotho

TABLE I

MORTALITY RATES FOR THE 17 MAJOR DIVISIONS OF THE ICD (8th REVISION)

(Note: There are no tables for divisions V, XI, XII, XIII because of the small numbers in each of these categories).

INFECTIVE AND PARASITIC DISEASES

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	1,99	2,2	2,81	6,60	55,55	51,04	29,36	27,05
1-4	0,16	0,13	0,76	0,79	8,27	7,48	3,56	3,42
5-24	0,02	0,02	0,07	0,08	0,21	0,21	0,20	0,22
25-44	0,06	0,03	0,17	0,20	1,14	0,78	0,36	0,45
45-64	0,25	0,13	0,75	0,45	3,30	1,37	2,15	1,27
65+	1,04	0,72	1,61	1,98	5,48	2,78	5,45	2,93
ALL	0,19	0,15	0,56	0,45	3,33	2,69	1,66	1,61
NO.	399	315	198	159	3792	3146	3472	2593

I

NEOPLASMS

	W		A		C	
	M	F	M	F	M	F
0-1	0,17	0,13	0,00	0,21	0,06	0,1
1-4	0,03	0,07	0,07	0,00	0,07	0,0
5-24	0,09	0,05	0,07	0,05	0,06	0,0
25-44	0,26	0,33	0,21	0,26	0,54	0,5
45-64	3,01	2,58	1,47	2,19	5,10	2,6
65+	12,24	7,26	4,70	5,18	12,59	7,5
ALL						
NO.						

II

Promotions for Ford men

By Mike Mabusela

PORT ELIZABETH — Ford Motor Company has announced two new ap-

pointments in its public affairs office.

Mr Arthur Shipalana, 31, has been appointed

public relations officer in the Johannesburg regional office, and Mr A. Themba Mathe, 35, has been appointed public relations officer in the Durban regional office.

Mr Shipalana joined the company in 1974 as a graduate trainee, after gaining his B.Admin from the University of the North. He was appointed training officer in the Department of Education and Training in 1978.

He held the post of public relations representative in the Ford public affairs department before taking up his present appointment.

Mr Mathe, who holds B.A. and B.Juris degrees from the University of Zululand, joined the company as a public relations representative last year.



Mr Shipalana



Mr Mathe

D. DISP 29/2/80
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	W		A		C	
	M	F	M	F	M	F
0-1	0,09	0,12	0,39	0,88	0,28	0,42
1-4	0,39	0,59	1,61	2,59	0,81	1,28
5-24	0,05	0,08	0,12	0,18	0,28	0,26
25-44	114	173	43	63	316	307
45-64						
65+						
ALL						
NO.						

III

11/3/80

Blacks filling higher posts

Financial Editor

INDIAN and African workers are being used in increasing numbers to fill responsible positions in the heart of Durban's business district.

During the past few days I carried out a survey to establish employment trends in the city. I found that there had been a marked change since the last quarter of 1979.

I visited a large commercial bank, a building society, an insurance company and business premises, both large and small.

At the bank, only three of six tellers were white. I was served by an Indian. At the building society I discussed an investment problem with an Indian and at the insurance company, a sensitive matter was ably dealt with — also by an Indian.

Sales staff

I found blacks carrying out jobs as secretaries and sales staff. In every case they were polite and competent.

At a management placements company an official told me that not very long ago black workers were used as 'front men' in offices to offset overseas criticism that they were not given equal employment opportunities.

Labour pool

This was not the position today. Companies were drawing heavily on the black labour pool to fill vacancies as the business tempo gathered speed. Employers were also taking the training of black workers much more seriously.

Mr R.V. Sutton, group personnel manager of S.A. Breweries, said in Durban

recently that there were large numbers of black people waiting to be trained.

Another fact to emerge from my survey was that blacks were paid the rate for the job. As a result, the disposable income in the black market had shown a marked increase.

Retailers had been quick to appreciate the new situation and they were directing their advertising and marketing efforts with force towards this market.

This campaign has borne fruit. Many Durban stores are packed with black shoppers.

Meanwhile, the Durban Chamber of Commerce has stated it believes that it is morally correct and commercially desirable that the whole of the central business district should be opened up to traders of all races.

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1 3 5 7 9 11 13 15 17 19 21 23 25 27 29 31 33 35 37 39 41 43 45 47 49 51 53 55 57 59 61 63 65

Black artisans can cut costs claim builders

STAR 20/3/80

35
176
179

By Frank Jeans

Spiralling costs which are pushing house prices to unrealistic limits could be checked if the way were cleared for black artisans to enter into white-dominated areas of the building industry.

And there is little doubt that Government action to ease or repeal the Black Building Workers' Act is imminent. It is hoped that the Act will be altered to allow black builders into white areas.

According to reports, representations by the Building Industries Federation (Bifsa) urging "top priority" for the training of black skilled workers are also being considered by the Minister of Manpower Utilisation, Mr Fanie Botha.

A decision is said to be expected "within days."

A Bifsa spokesman today saw the pending change in the law as a "positive step to grant the industry relief" from its chronic labour shortage.

He emphasised, however, that the industry would not be in favour of endangering white labour relations, and saw the need for proper control of the use of black workers.

"We have no choice but to look to blacks to provide the manpower the industry needs if it is to fulfil the challenges which lie ahead," the spokesman said.

UJET

EXAMINATION RESULTS IN FACULTY ARTS

AS AT 29 02 80

PAGE 1

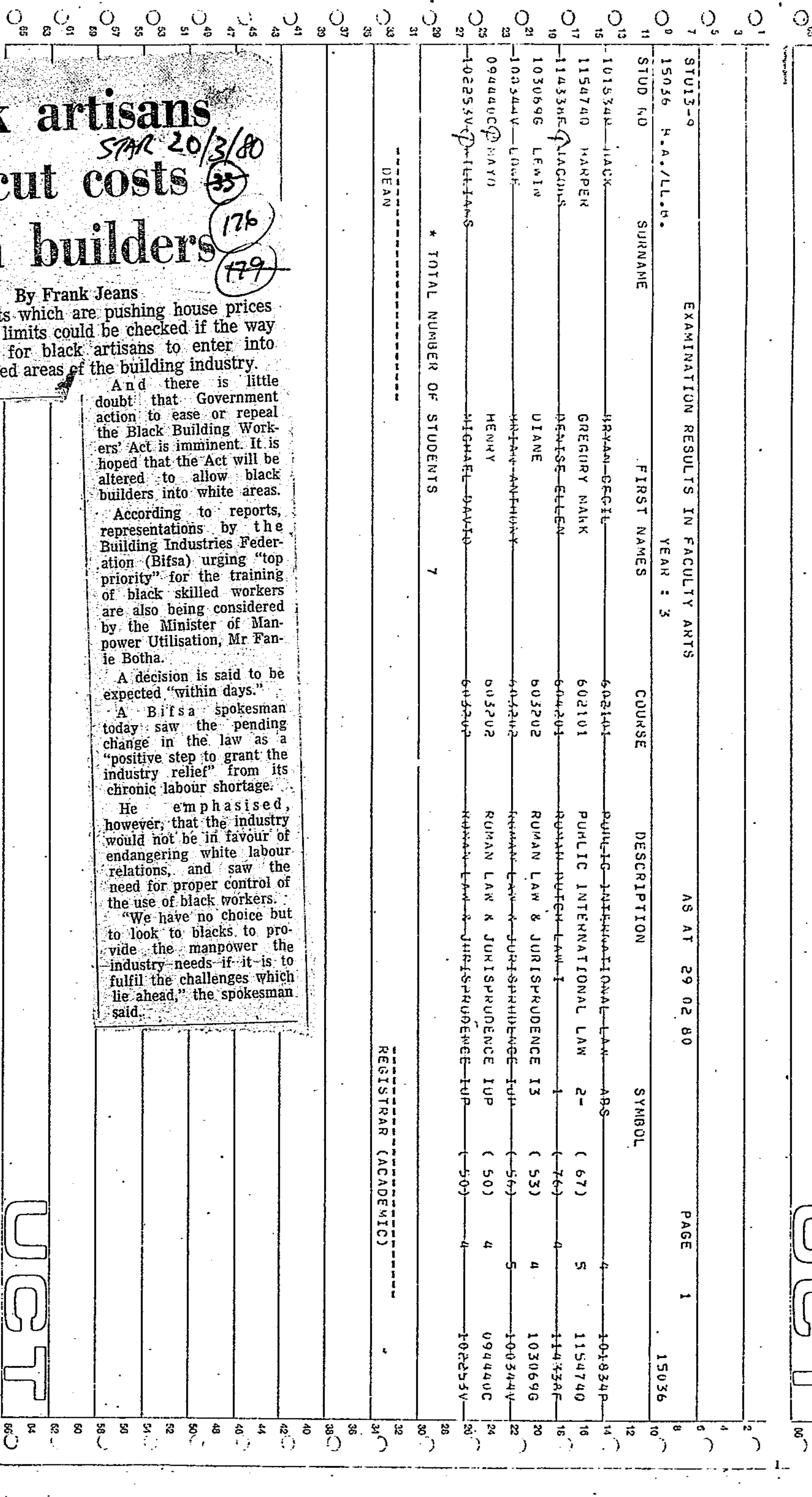
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STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL
101534W	JACK	BRYAN-CECIL	602101	PUBLIC INTERNATIONAL LAW	ARS
1154740	HARPER	GREGORY MAIK	602101	PUBLIC INTERNATIONAL LAW	2-
114338E	QUAGONS	DEANISE ELLEN	604201	ROMAN DUTCH LAW I	1
103069G	LEWIN	DIANE	603202	ROMAN LAW & JURISPRUDENCE I3	(53)
100344V	LOOF	MARIA-ANTHONY	603202	ROMAN LAW & JURISPRUDENCE IUP	(56)
094440C	MAYO	HENRY	603202	ROMAN LAW & JURISPRUDENCE IUP	(50)
102253V	PILLIANS	MICHAEL DAVID	603202	ROMAN LAW & JURISPRUDENCE IUP	(50)

* TOTAL NUMBER OF STUDENTS 7

DEAN

REGISTRAR (ACADEMIC)



27, 28/3/80 (176)
Change — 'Work still to be done'

DURBAN. — For the first time in South African history blacks now enjoyed the same trade union rights as others, and all South Africans, irrespective of colour could now be trained as artisans, the Minister of Manpower Utilisation, Mr Fanie Botha, said here yesterday.

Addressing a seminar of the Natal Chamber of Industries, he said the orderly evolution of South Africa's labour relations had been started with the changes made to the Industrial Conciliation Act last year.

"I agree that it cannot be claimed at this stage that the process has been completed, on the contrary a lot of work still has to be done."

One of the issues which needed attention was the concept of full recognition of freedom to associate with regard to trade unions. The concept implied also the freedom not to associate

and thus the whole closed shop practice was still at stake.

"We can at least say (at this stage) that some obvious bottlenecks have received attention and that the structure for dealing with the remaining problems have been created."

Mr Botha said that 12 black unions had applied during the past year for registration and that one had already been registered. There were a few more in the process of applying.

He had the right to grant permission for mixed trade unions and 19 existing trade unions registered as either white or coloured or both had applied for permission to enrol workers belonging to other race groups. Eight of these applications had been approved.

In terms of the powers vested in him by the Industrial Conciliation Amendment Act of 1979 he had proclaimed that all migrants and com-

muters from all independent and dependent black states previously part of the Republic were employees for the purposes of the legislation.

"In practice this means that only contract workers from outside the borders of South Africa are excluded from trade union rights."

"Thus for the first time in South African history blacks now enjoy the same trade union rights as the non-black population groups," Mr Botha said.

Another important development had been the repeal of Section 77 of the act which provided for job reservation, a step linked to the government's aim to intervene as little as possible in matters which could be regulated through agreement between employees and employers themselves. The approach applied equally to the ques-

tion of desegregating certain prescribed facilities for office and factory workers.

"Intervention by the government in the process of collective bargaining is merely an attempt to lay down the rules of a game in a situation where two opposing groups of people come together to negotiate conditions of employment."

Although the 1944 act controlling apprentices had not been racially based, blacks had for policy reasons not been registered as apprentices in the Republic.

"This situation has now changed and contracts regarding the black apprentices were registered last year."

"We can now offer all our citizens, irrespective of race or colour, the opportunity to be trained as artisans," Mr Botha said. — Sapa

UN RESULTS IN FACULTY ARTS SHIP	YEAR 1	COURSE	DESCRIPTION	SYMBOL	PAGE
URSEL		118101	CULTURAL HISTORY OF W.E. I UP	(50)	140980P
CHARLES PETER		118101	CULTURAL HISTORY OF W.E. I UP	(50)	159075H
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UNIST

New 31/3/50
C.A.M. 716 13
black (33)
labour (176)
rights (127)

Own Correspondent

JOHANNESBURG. — Government concessions allowing blacks to do skilled work in "white" areas will be announced this week.

They are expected to spark off protest from non-black unions in the industry, one of which is the White Building Workers Union, whose leader is the HNP veteran Mr Gert Beetge.

The concessions are a response to representations made to the government by the Building Industries Federation (Bifsa), which asked the Minister of Manpower Utilization, Mr S P Botha, to grant exemptions from the Black Building Workers Act. The Act prohibits skilled work by blacks in "white" areas.

Bifsa approached the minister after talks between it and building unions on the relaxation of job reservation in the industry had broken down.

The Secretary for Manpower Utilization, Mr Jaap Cilliers, said yesterday that a decision on the Bifsa recommendations would be announced this week.

While he was unwilling to give details of the concessions, he said that the department was "acutely aware of the need for more hands to do the work in the industry".

Observers regard his remark as confirmation of earlier suggestions that concessions would be granted.

According to some sources, the concessions will be of a "temporary" nature as the Black Building Workers Act is expected to be repealed soon.

The concessions will be opposed by both Mr Beetge's union and the Amalgamated Union of Building Trade Workers, which represents white and coloured workers.

Observers regard the pending concessions as evidence of the government's increasing alienation from sections of the white trade union movement and its increasing sympathy with employer representations on labour issues.

Top job in sight at Atlantis

ARGUS 1/4/80

43
177
196

And my
firm is
colour
blind,
says
new boss

IN 15 years' time, the managing director of Atlantis Diesel Engines could be a coloured man.

The pledge was made by ADE's present managing director Mr Hartmut Beckurts.

ADE, he said, was colour blind. There would be no separate facilities for race groups, although there would be an executive canteen and a general canteen.

The selection, training and upgrading of staff had been designed to bring out the best in all employees, he said.

Initially all our technical expertise will come from expatriates who are here on three-year contracts. Naturally, I hope many will become South Africans and stay with us.

But they will train South African staff to work alongside them and if they decide to return to their countries at the end of their contracts, there will be South Africans ready to take over from them.

We are very lucky in our partners, Perkins and Daimler Benz, who both have considerable experience in working with people of different countries in engine manufacturing plants similar to ours.

They are able to give us much information on personnel selection and training techniques, and this will save us a lot of money and time in finding things out for ourselves.

EQUALITY

There would also be no wage discrimination against women, Mr Beckurts said.

ADE was seriously considering using women for a number of engine assembly-line functions as was the case, very successfully, overseas.

By 1984, ADE would be injecting about R11-million into Atlantis's coloured community through wages. This was a very rough estimate, he



MR Hartmut Beckurts, 53, MD at ADE in Atlantis. He started as a fitter and turner before World War 2 and went on to Stellenbosch for a BSc Mech Eng before studying thermodynamics in England.

their requirements in every way possible.

Mr Beckurts said he was happy with the siting of the plant at Atlantis. There were both economic and sociological reasons for this and he was in favour of both. The age of containerisation had made this possible.

LOGICAL

It was logical to site the plant near a major port as between 75 and 80 percent of all trucks were made in or near coastal ports. These included General Motors, Ford, Oshkosh, International Harvester, Magirus Deutz and several Japanese trucks made in Durban and the Mercedes Benz plant in East London.

He said that because it was a new plant and was starting from scratch with capital equipment at today's prices, the engines would be more expensive to produce here than in their countries of origin.

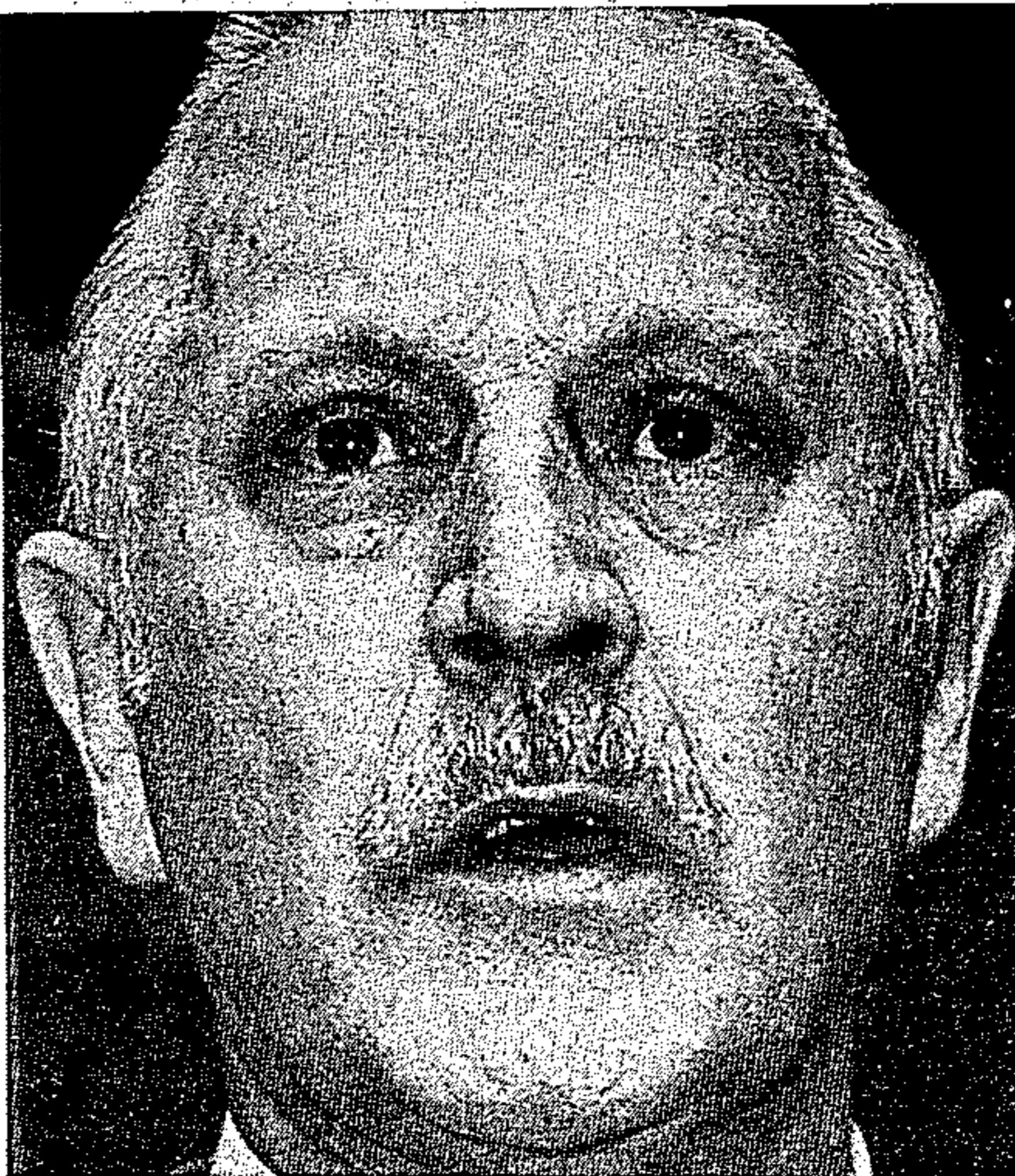
the engines here ourselves.

All the other parts, valves and valve train equipment, pumps for the fuel, water and oil systems, gaskets and many other parts of the engines would have to come from outside component manufacturers.

RESEARCH

He said that ADE would carry out a limited amount of research work in their test cells. But there was 'an enormous amount' of research being carried out by overseas companies and in South Africa — especially into the use of alcohol fuels in diesel engines.

'We would want to co-ordinate these efforts rather than duplicate them. We have access to a tremendous amount of research going on overseas by much bigger operations and it would be silly to do ourselves what others with greater resources as well.'



Dr H J J Reynders.

Post 18/4/80

128

Call for blacks in skilled jobs

176

THE CHAIRMAN of the National Manpower Commission, Dr H J J Reynders, yesterday said a major effort will have to be put into getting blacks into skilled jobs because there are few whites, coloured and Indians to fill them.

Dr Reynders told a symposium that if South Africa is to develop a socio-political climate for healthy development and growth then promotion to the skilled job — management, professional and technical — will have to be on merit and not on the basis of "white first".

The two-day symposium in Vanderbijlpark is organised by the Vaal River Campus of the Potchefstroom University.

Vaal and Potchefstroom municipalities, administration boards and industry are represented at the symposium — the second in six months on the Wiehahn and Riekert Commissions.

The first dealt with the economic implications of the reports, this one is called "Manpower Utilisation — Demands and Challenges of the 80s".

Dr Reynders predicted that by the year 2000,

the present 9,5 million work force will have grown to 14 million. The figure includes Bophutha-Tswana, Transkei and Venda.

He said that by 1990 the number of whites entering the labour market will start dropping while the number of blacks will grow.

He said for the next 20

Jobs policy becomes a labour of love...

Argus 24/4/80

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176

THERE is nothing like the Government's reformist labour policies to achieve near-consensus in the Assembly and yesterday's budget debate on the manpower utilisation vote had traditional political enemies showering each other with compliments and praise.

It is true that in no other area, with the possible exception of sport, has the Government taken such visible strides towards normalisation and the removal of racial discrimination.

AMUSED

But insofar as many of the changes flowing from the Wiehahn and Riekert Commissions are what the opposition has been preaching for decades the spectacle of veteran Government speakers preaching the wonders of labour reform is not without its irony.



View from the Gallery by John Battersby

As Mrs Helen Suzman (PFP Houghton) put it she could not help being wryly amused at the National Party's chief labour spokesman, Mr Jood Henning, underlining the necessity to train black workers after he had ardently supported job reservation for many years.

'Year after year I have listened to him play on the fear and prejudice of white workers,' Mrs Suzman said.

IRONIC

'Now he and the honourable member for Stilfontein (Mr Koeks Rossouw) are cooing like doves about the training of black workers.'

It was indeed ironic to see the former miner, and colleague of the fiery leader of the Mineworkers' Union, Mr Arrie Paulus, speaking up for racial equality and rebuking Mr Paulus for his intransigent stand.

The veteran, Mr Rossouw, is one of the characters of the Assembly and, although his permanently hoarse voice and gruff manner help in creating a certain distance between him and the opposition, he speaks with a sincerity which made his remarks all the more astounding.

And even the distance between Mr Henning and Mrs Suzman seemed to close fractionally.

While he indicated by

way of interjection that he was just as disgusted with her as he had been in 1970, she replied by saying that she was not as disgusted with him yesterday as she had been then.

Mrs Suzman also congratulated the verligte MP for Randburg, Mr Wynand Malan, for his remarks on the closed shop principle, during which he rebuked Mr Paulus, and referred him to thoughts on the subject by the former leader of the HNP, Dr Albert Hertzog.

Even the opposition's interjector-in-chief, Mr Horace van Rensburg, who draws moans of disapproval from the Government benches every time he rises to speak, had only praise for the Minister of Manpower Utilisation, Mr Fanie Ebtha, and his department.

'The Minister's speech rose up like a light in this House,' Mr van Rensburg began.

Towards free trade

Argus 25/4/80
~~166~~ 176 339

'OTHER races' would be allowed to trade in parts of the white central business districts before the end of the year, the Minister of Community Development, Mr Marais Steyn, said yesterday. As usual when relaxations in discriminatory legislation are announced, they are hedged about

with qualifications and equivocations. However, the general direction of the Minister's initiative is to be applauded. It is as manifestly unfair to pen black businessmen in tightly demarcated black areas as it is to push people out of traditional homes in 'white' areas into distant black townships.

BLACK ADVANCEMENT The way West

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Full employment, higher productivity, and an enhanced standard of living for blacks — all laudable goals. How can they be achieved? Simon Biesheuvel, doyen of industrial psychology in SA, and emeritus professor at the Graduate School of Business Administration at Wits, has clear views.

In a paper entitled "Human Factors



Biesheuvel . . . removing the myths about blacks

Influencing the Job Effectiveness of Blacks" Biesheuvel considers two aspects as being key to exploring work performance. Advancement, he says, can be aided or impeded by basic ability and personality on the one hand, and by cultural and educational factors on the other.

He discounts the view that the required potential for advancement is determined by a person's racial group, concluding that "there is no reason to believe that blacks differ from whites in the potentiality to acquire psychomotor co-ordination and dexterity skills." Differences, he states, are due to parental expectations, child rearing practices, and other cultural — not racial — factors.

Biesheuvel's efforts are directed at removing the myths that have been woven around the ability of blacks to become a part of the modern economy. According to him, the nature of any urban black community is such that migrancy, poverty, inadequate housing, and overcrowding are "the major factors militating against the establishment of psychologically adequate child rearing practices."

This in turn leads to the urban black community's "artificiality, lack of inner feeling of spontaneity, aliveness, self determination . . ."

Biesheuvel states at the beginning of his paper: "I shall not deal with the inhibiting effects on black productivity of statutory, attitudinal, sociological, and business organisational factors."

That hard political component lies, surely, at the heart of the problem. Nonetheless, the paper is valuable for its practical suggestions to those involved in worker training and advancement:

- Training methods should be devised as a preparation for acquiring certain skills, and "personnel selection is useful to indicate who will profit from what form of training."
- The development of "systematic and purposeful thinking," can be achieved by the use of good manuals, and helpful, though fairly close, supervision.
- Management must make it clear that initiative, solving problems of one's own, and coming up with new ideas will be rewarded and appreciated.
- Drive, willingness, and the capacity to work under pressure entail, among other things, the removal of ceilings beyond which the black employee "cannot progress because it might involve his having to direct whites. "This is particularly "galling and demotivating".
- The benefits and opportunities of a Western society should be stressed — in programmes, and generally. Among ways in which this can be done is to show that the "same standards apply to all."
- Leadership, which can be developed by providing ample opportunities for the potential leader to interact with his peers, including his white colleagues, to find out how to win loyalty.

Thumbs up for black jet pilots

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S. Towns
29/4/72

By NORMAN WEST

BLACK pilots may soon be streaking through the skies breaking both sound and colour barriers in Mirages and other modern aircraft of the South African Air Force.

This was confirmed in Pretoria by Brigadier A P "Tony" Roux, Officer Commanding, Training Command, SAAF.

He said the Air Force would be prepared to consider applications from people of all races who aspire to become jet pilots.

"By people of all races, I mean all South Africans, be they classified white, coloured, Indian or African," Brig Roux said.

The requirements are strict and the final screening rigid, but for those who make the grade on merit, "the sky is the limit", said Brig Roux, former Officer Commanding, Langebaan Flying Training School in the Cape.

For the first intake this year, 518 white applications had been received of whom only 62 were chosen for the two-year course.

Careful

"This is an indication of how strict the selection is and how careful we are that we don't make the wrong choices," said Brig Roux.

The selection panel will sit again in the middle of August and at least 20 applicants of other races will, for the first time in the history of the SAAF, be considered as probable candidates, Brig Roux disclosed.

Basic requirements are a matriculation pass with mathematics, age 17-25, unmarried and a willingness to sign an undertaking to serve the Air Force for at least 10 years.

"Lads who make the grade and meet the requirements of the selection panel, will receive the same training and be treated absolutely equally in all respects.

"They will be trained to fly aircraft from Dakotas to Mirages, which can reach twice the speed of sound," Brig Roux



Brig 'Tony' Roux... merit will tell

"Courses for the training of Air Force pilots and navigators are now open to all South African citizens — anybody who is a South African citizen.

"Understandably, merit will be the only criterion and selection on merit is very strict indeed.

"It must be borne in mind that we can take no chances. It costs at least R140 000 to train a single pilot. Bear in mind also that an Impala MK 1 Jet Trainer costs close to R2-million and a Mirage no less than R6-million," said Brig Roux.

Brig Roux disclosed that he had already received 20 applications from candidates who are not white and that some of them may make SAAF history by being selected as trainee-pilots in August.

The Air Force has also started opening avenues for other ethnic groups at its Flying Training School near Langebaan and at Ysterplaat Airforce Base near Cape Town.

Fighting

At Langebaan, about 25 black and coloured men are permanently employed in the

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service as firemen, manning some of the most modern fire-fighting equipment. These machines are adapted for fighting fires caused by aircraft crashes.

They work alongside whites and are treated equally and wear identical uniforms to their white counterparts.

At Ysterplaat base about 25 coloured permanent force members are employed full-time.

With the exception of one corporal, they all hold the rank of lance-corporal.

They serve with 402 Maintenance Unit as learner chefs, firemen, stermen, spray-painter apprentices, bricklayers and clerks.

He said candidates of all races would also be considered for navigational courses. Successful candidates would receive a basic regimental orientation course at the Flying School, Dunnottar, near Springs. Their initial flying training would start with 120 hours in Harvards.

They would then graduate to 130 hours of training on Impalas at the Langebaan Flying Training School near Saldanha Bay.

Candidates for the navigation course would be trained at Ysterplaat Navigation School. They would have to meet with the same strict requirements as trainee pilots.

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the doctor

There really recorded is also determined by the
Human resources that people live in varying
proportions, human resources include both physical
& mental qualities of which we expect the
doctor to be in a good physical state as well as
have great mental abilities & medical knowledge.
The doctor after hours has great physical
strength and stamina but of mental abilities of
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So the doctor has used his mental man reserve
and after an expensive and long study period
of doctor

once doubling their wage rate or rather their
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the same % of wages before the wage rate was
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PUPIL PILOTS SOON BREAK

ALL THE BARRIERS

BLACK pilots may soon be streaking through the skies, breaking the sound (and the colour) barrier in Mirages and other modern aircraft of the South African Air Force, if they are selected — purely on merit and ability — to be trained as airforce pilots this year.

BY NORMAN WEST



Seen at the Military Academy at Saldanha Bay (from left): Capt B M Coetzer, SRC chairman at the academy; Sub-Lieut Y S Moodley; Brig F S 'Shylock' Mulder, Officer Commanding, Military Academy; Lieut J S Coetzee; Capt H L S Hudson; Lieut D D R Jansen; and, Commander J F J Kirsten, senior lecturer in political science.

Control

Admission requirements are the same as at any university and selection of students are very strictly controlled, he emphasised. Whereas a matriculation exemption is, also, normally a prerequisite for admission, officers older than 23 may be granted provisional exemption. However, selection of students is done strictly on merit, with race and sex playing no part in the final acceptance.

Brig Mulder said the academy's main task was officer training on an academic level.

All prospective students must already be Permanent Force officers, who have completed at least two years' leadership training.

The three-year B M degree can be obtained in either Humanities, Physical Sciences or Commercial Sciences.

The degree course is divided into six semesters. During periods of recess, the student is sent to various units for training on border duty.

During their three-year study course officers do not lose their seniority and receive full salaries.

The academy can be re-

Brigadier Tony Roux, Commanding Officer, Training Centre, South African Air Force, told me from his Pretoria office that the airforce would be prepared to consider applications from people of ALL races, who aspired to become jet pilots.

By people of all races, I mean all South Africans, be they classified white, coloured, Indian or African, he said.

62 chosen

The requirements are strict and the final screening rigid, but, for those who make the grade on merit, the sky is the limit, said Brig Roux, former Officer Commanding Langebaan Flying Training School in the Cape.

For the first intake this year, 518 (white) applications had been received, of whom only 62 were chosen by the selection panel for the two-year course.

"This is an indication of how strict the selection is and how careful we are that we don't make the wrong choices," said Brig Roux. The selection panel will sit again in the middle of August, and at least 20 applicants from other races will be considered as probable candidates, for the first time in the history of the SAAF, said Brig Roux.

Basic requirements are a matriculation pass with mathematics, over 17 (but not older than 25), unmarried and with a willingness to sign an

undertaking to serve the air force for at least 10 years.

Lads, who make the grade and meet the requirements of the selection panel, will receive the same training and be treated absolutely equally in all respects.

They will be trained to fly aircraft, from Dakotas to Mirages. The Mirages can reach speeds faster than sound," said Brig Roux.

Navigation

The Mirage III RZ takes off and lands at a speed of 333.5 km/h (180 knots). The speed of sound is 1 222.9 km/h (660 knots) at sea level.

Brig Roux said candidates of all races would also be considered for navigational courses.

Successful candidates will receive a basic regimental orientation course at the Flying School Durnollart, near Springs.

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Brig Roux said, "Courses for the training of air force pilots and navigators are now open to all South African citizens — anybody who is a South African citizen.

Merit only

Understandably, merit will be the only criterion and selection on merit is very strict indeed.

It must be borne in mind that we can take no chances.



Brig A P 'Tony' Roux, Commanding Officer, Pretoria, who says all South African citizens are eligible for the course.

The Office of the Military Academy at Saldanha Bay, told me that the academy was only recently opened in Pretoria.

Equality

They do their job alongside whites, and are treated equally and wear identical uniforms to their white counterparts.

At Ysterplaat base, about 25 coloured Permanent Force members are employed full-time.

With the exception of one corporal, they all hold the rank of lance-corporal. Here, they serve with 402 Airforce Maintenance Unit as

Saldanha, which is attached to the University of Stellenbosch and which is the only academy of its kind in South Africa, two coloured and one Indian. Permanent Force officers are doing B M degrees.

They are Lieut J J Coetzee, of Zoovoorby, a farm near Keimoes; and Lieut D D R Jansen, of the Strand. Both are second-year students.

The third officer is Sub-Lieut Y S Yegan Moodley, of Haverstide, near Chatsworth, Durban, who is doing his first year.

Mr Coetzee and Mr Jansen are Permanent Force officers from One Cape Corps Service Battalion, while Mr Moodley is from the SA Navy.

less than R6 million," he said. Brig Roux disclosed that he had already received 20 applications from candidates, who are not white, and that some of them could make South African Air Force history by being selected as trainee-pilots in August.

The airforce has also started opening avenues for other ethnic groups at its Flying Training School near Langebaan and at Ysterplaat Air Force base, near Cape Town.

At Langebaan, about 25 Air-

The original course was established in 1950, when captured combatants from the German Air Force were accepted for training at the University of Pretoria. This meant that the course for them could be provided by the military academy at Saldanha, due to the fact that the lecturers, by and large, were

WOULD SOON BREAK THE BARRIERS

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M16
S. Turner (extra) 27/1/50

soon be streaking through the skies, breaking (colour) barrier in Mirages and other modern African Air Force, if they are selected — ability — to be trained as airforce pilots this

By **NORMAN WEST**

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Brig A P 'Tony' Roux, Commanding Officer, Training Command, SA Air Force, Pretoria, who says all South African citizens can become pilots.

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At the Military Academy at

The Officer Commanding the Military Academy at Saldanha Bay, Brig F S Mulder, told me there were also two women officers from the Defence Force taking the course.

The original military academy was established on April 1, 1950, when the SADF accepted candidate officers for enrolment at the University of Pretoria.

Brig Mulder said, however, it was only in 1961 that the faculty of Military Science at the University of Stellenbosch first came into being.

This meant that the entire course for the B Mil degree could be presented at the military academy at Saldanha, due to the appointment of suitably-qualified lecturers, both at the academy and the University of Stellenbosch. All subjects have been adapted to military requirements.

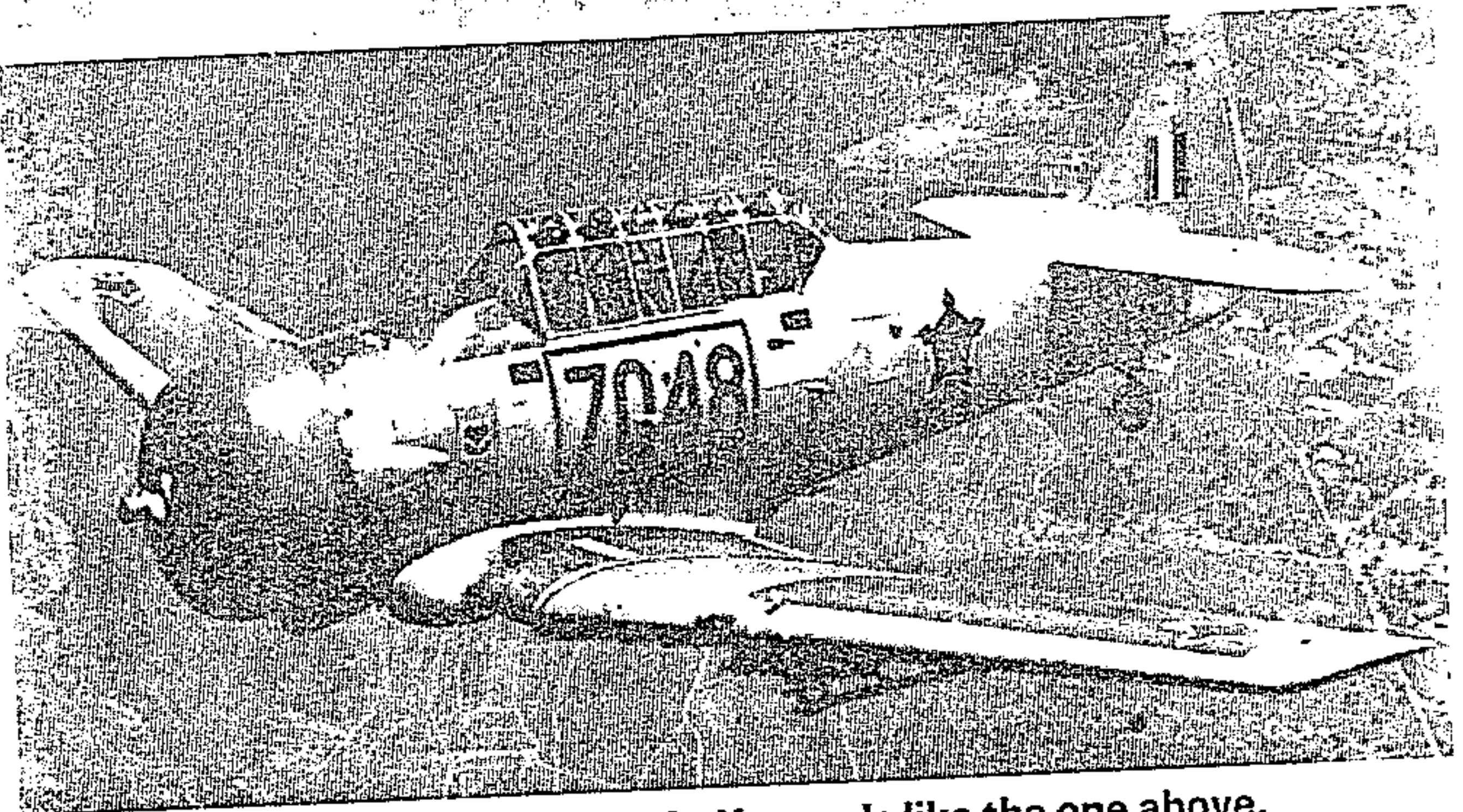
also approve all appointments of lecturers in conjunction with the South African Defence Force.

The academy caters for officers from the SADF, the Air Force and the Navy.

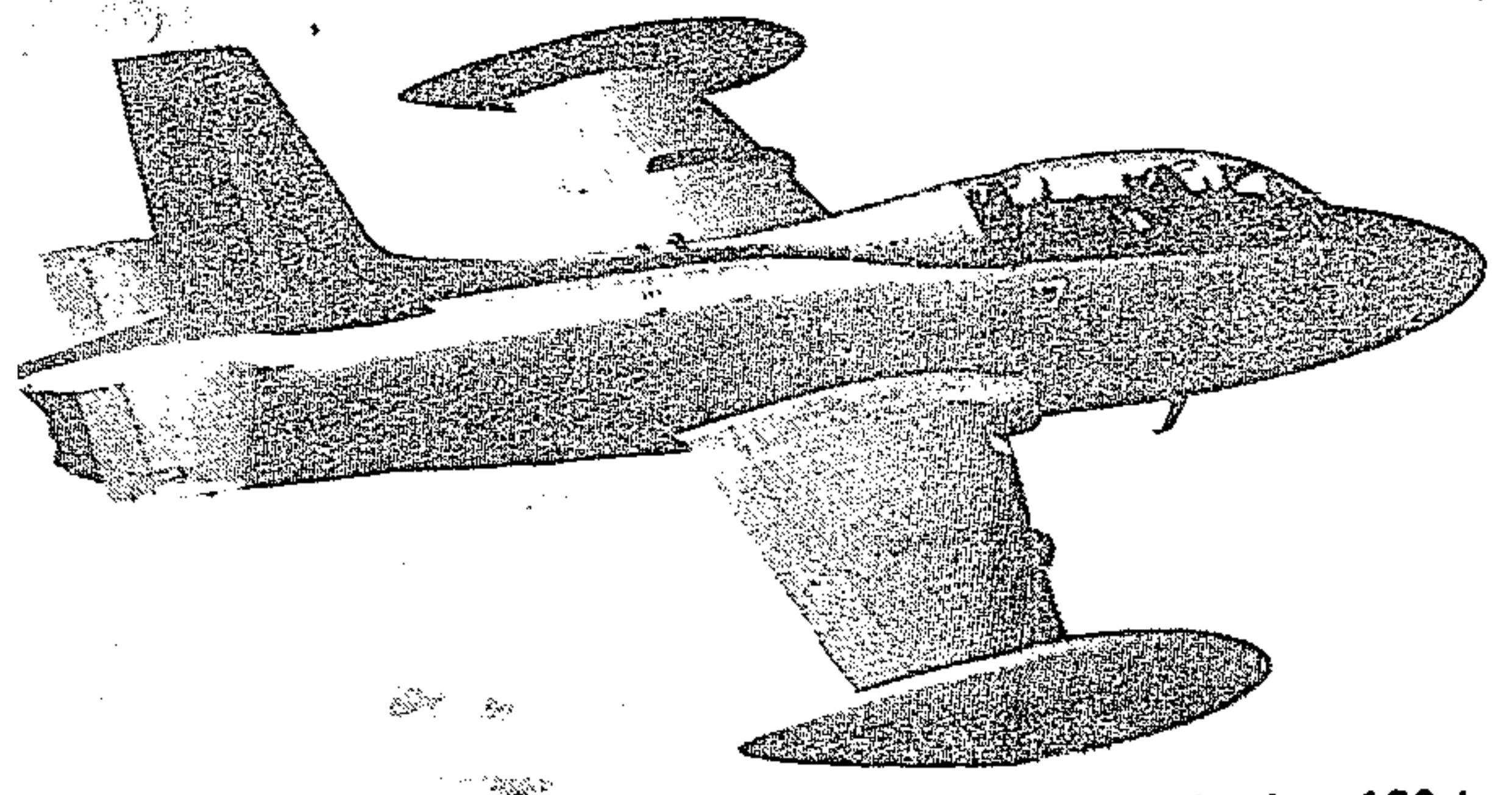
The degree is awarded by the University of Stellenbosch.

• Those interested in becoming pilots can write to Brig A P Roux, Private Bag X 350, Pretoria 0001.

Now, the sky's the limit



Trainee pilots fly 120 hours in Harvards like the one above.

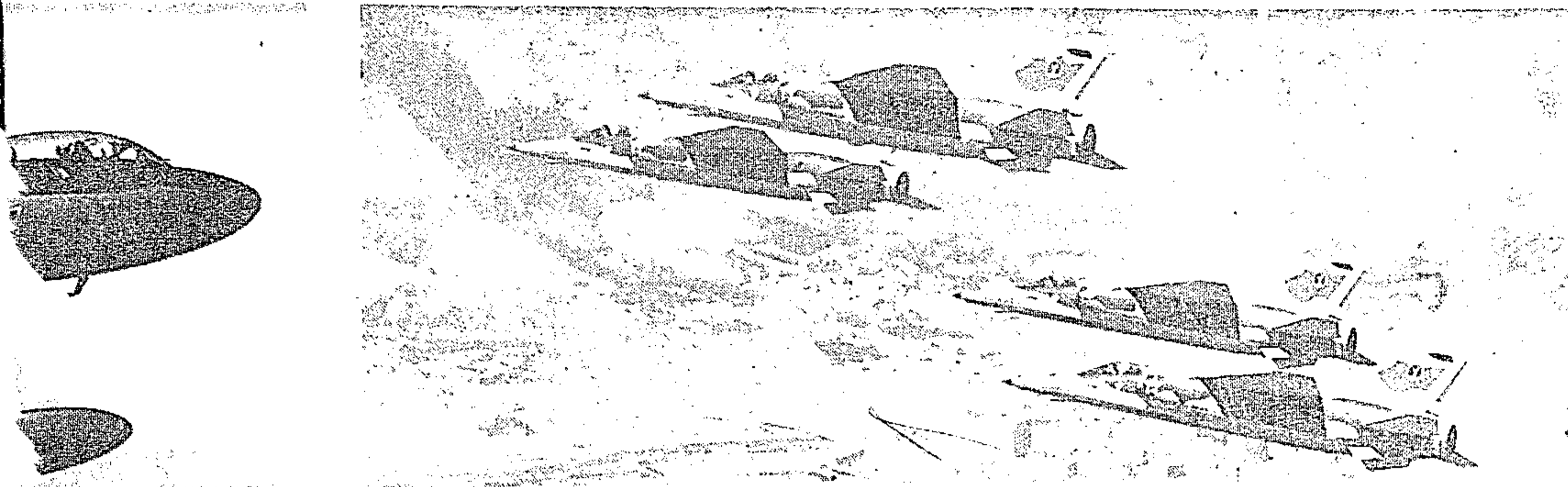


After a year, trainee pilots switch to Impalas for a further 130 hours.

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limit in the SAAF!



for a further 130 hours.

After gaining their 'wings', they may graduate to Mirages (above).

MK I jet trainer costs close to R2 million and a Mirage no

clerks, I was told this week. At the Military Academy at

More blacks train for accountancy

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CYCLE 0
CYCLE 0

The training of blacks in the accounting profession is gathering pace, according to Mr Tim Potter in

his presidential address at the recent annual general meeting of the Transvaal Society of Chartered Accountants.

The main thrust to date has been towards creating opportunities for aspirant black graduates to enter articles and to provide assistance to them while they are under articles to smooth their path towards qualification.

There are now more than 30 blacks employed by firms in Johannesburg compared with only one or two five years ago, but none has yet qualified.

One of the main problems experienced by black trainees has been a feeling of insecurity coupled with a lack of self-confidence. It was in an attempt to overcome this problem that the society instituted a vacation employment scheme for students from black universities. The scheme is to be repeated this year.

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AHI CONGRESS (17) Km 16/5/8

Train more blacks (17)

Afrikaner businessmen agreed last week that blacks should be given a greater stake in SA's economic system.

Meeting at the annual congress of the Afrikaanse Handelsinstituut (AHI) in Port Elizabeth, businessmen called for more labour-intensive industry and the training of black entrepreneurs to make this possible.

Pointing out that more than 1 000 new work opportunities for blacks needed to be created daily, Francis le Riche, deputy chairman of Sentrachem, said there was a need for manpower development to be part of an overall plan.

Yet, while there was a shortage of certain types of unskilled workers, there

was a surplus of workers with general university qualifications for which there was no specific demand.

"There is a lack of co-ordination and efficient information," Le Riche told the congress. "Existing training systems do not accord with reality."

He appealed to members of the AHI to use their influence in the rural areas to remove the black-white bottlenecks and to co-operate in seeing that there were more labour opportunities for SA blacks.

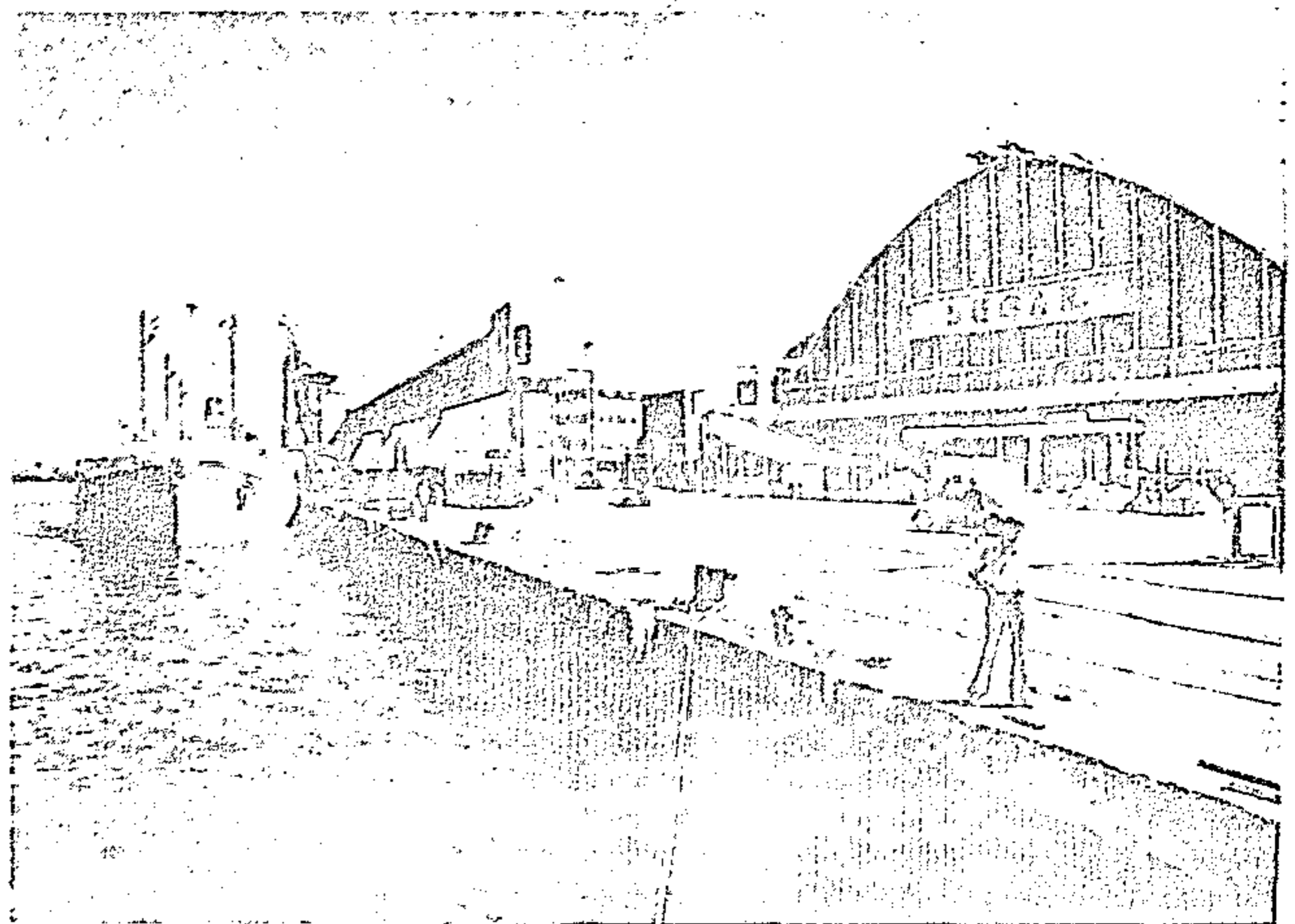
The theme was echoed by Hannes Human, professor of Financial Management at Potchefstroom University. He called for a move of emphasis away from capital-intensive investment to those sectors with low capital needs per rand and greater labour intensity.

He recommended that a study should be made of those investment possibilities in the industrial sector that would be labour intensive, yet have higher production per rand, competitive profit margins and would produce high quality products. Concessions should be reviewed by the authorities with a view to encouraging labour-intensive investment.

Outgoing president of the AHI, Dr Martin van den Berg of Interbank called for blacks to have a greater share in SA's economic welfare. This should be done through improved training, removing stumbling blocks for black advancement (without endangering whites) and training black entrepreneurs.

Blacks should be enabled to reap the fruits of the free-market system to a greater extent than had been the case in the past. Van den Berg asserted.

The congress also called for an improvement in human relations between the various race groups so that future prosperity would be ensured. Not surprisingly, there was some disagreement on exactly how this could be attained.



Sugar terminal . . . floating on a five-year high

COBOL-CURRENT

Black job solution

STAR 21/15/80

no nearer - prof

Pretoria Bureau

Nearly 40 percent of South Africa's skilled workforce will consist of blacks by 1984, compared to only 7.5 percent at present, according to a new survey in the Pretoria - Witwatersrand - Vereeniging complex.

Professor Martin Nasser, of the School of Business Leadership at the University of South Africa, announced this today at a seminar on black advancement in South Africa.

Prof Nasser said the survey, conducted in more than 2 000 industries in the area, showed that an extra six-million black workers would be needed in the next three-and-a-half years.

"Maybe an entirely new form of capitalism for Africa is needed. Maybe

the standard form is not enough," he said.

The private sector had done a good job of training but had not succeeded in finding new methods.

Mr Andrew Templer, also of the business school, said there was limited managerial understanding of the black employee as a result of South Africa's emphasis on race separation.

He said black employees, on their part, had little commitment to business organisations, which they saw as "white institutions."

Mr Templer said there was evidence that black workers identified far less than white employees with the traditional work ethic.

"This means that black employees are unable to perform as well as their white colleagues, or to respond to challenging jobs."

He suggested that blacks were most likely to find that their best means of attaining success in the organisation was to use the support of fellow blacks.

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BLOCK-END-TEST SECTION.
START-BLOCK-END-TEST.
IF BLOCK-SEQ-NO OF DUMMY-RECORD = CURRENT-BLOCK-SEQ-NO
PERFORM TEST-RECORD-TYPE
GO TO END-BLOCK-END-TEST
ELSE
ADD 1 TO TOTAL-BLOCKS-READ
MOVE 'YES' TO RECORD-ALREADY-READ-FLAG
MOVE CURRENT-BLOCK-SEQ-NO TO BLOCK-SEQ-NO OF DUMMY-RECORD
MOVE BLOCK-SEQ-NO OF DUMMY-RECORD TO CURRENT-BLOCK-SEQ-NO
PERFORM TEST-FOR-COMPARISON
GO TO END-BLOCK-END-TEST.
END-BLOCK-END-TEST.
EXIT.

TEST-RECORD-TYPE SECTION.
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CODES of practice aimed at black labour advancement in South Africa hindered black job advancement, a seminar on black labour was told yesterday.
Mr Ron Marsden, a senior manager of a National Development Management Foundation project said this at the seminar on black advancement organised by the Unisa School of Business leadership.

look for "high visibility programmes" such as spending money on racially integrated facilities.
Meanwhile the companies ignored training and development, which was a long term concept but constituted the greatest priority for South Africa.
Companies forced to increase their pay often ended by reducing their work force.
Mr Marsden said: "training and development is far more important than pulling down separate toilet signs."

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...herent. An African Junior Certificate pass is by no stretch of the imagination equivalent to a white one, and the same applies at Senior level. Fed on government propaganda and isolated within their own school system, few Africans (and few whites) realise this; but the problem is acute, and embarrassing, for Africans who are beginning to make their way in increasing numbers to the 'liberal' white universities : on paper their qualifications are the same but in fact they cannot compete with their fellow students who have gone through the Alpha educational system. (The same problem, in a less severe form, is found with coloured and Indian students.) Universities like Wits and Cape Town are having to devise special programmes to bring these students up to a satisfactory level.

The language problem reared its violent head in Soweto schools in 1976. In their usual policy of divide and rule the government has decreed that all children must be educated in their mother tongue up to the end of Standard Two. So all over the country there are Xhosa schools and Tswana schools and Sotho schools and Zulu schools and the rest. At primary level the children spend a high proportion of their time learning their own language, English and Afrikaans, to the detriment of other subjects. After Standard Two, English is introduced as a medium of instruction.

This, too, has its drawbacks. On the one hand, the children are being instructed in a language which they barely understand by teachers whose command of it is imperfect. On the other hand though, they will have to make their way in an English-dominated working world, and fluency in only African languages is not a passport to a good job. Many Africans are

COMPUTER STAFF

No entrance

FM
6/6/80
176

Just how committed are commerce and industry to black advancement? Not very much, if the experience of Control Data Corporation, the \$2.3 billion a year American computer company, is anything to go by.

Last June, CDC opened an expensive multi-racial facility in Johannesburg for training computer programmers. Called the Control Data Institute, it was backed by R3.25m in equipment and an annual budget of R750 000.

Using CDC's own revolutionary computerised training system, Plato, the company aimed to churn out programmers of all races in a practical and elegant answer to the disinvestment lobby in the US. Instruction is personalised, which means each student proceeds at his own pace and does not go on to the next stage of the course until he has mastered the last one.

So far, 30 students have graduated and another 125 are currently enrolled.

The course costs R3 200 and students are expected to pay for it. But bank finance at 1½ above prime rate is arranged for them, and Control Data under-



Eric de Villiers . . . practising equal opportunity

takes to find them a job on graduation: they don't start repaying their loans until they are working.

And there's the rub. Despite Control Data's guarantee that all graduates meet equal standards, commerce and industry are proving remarkably reluctant to employ the black graduates.

"We have to put in at least five times as much effort to place a black programmer as a white one," says Jim Miller, manager of Control Data's educational services. "On occasion we have had to make approaches to, and negotiate with up to 50 companies to find a job for a single black graduate. Yet whites are snapped up."

Adds Eric de Villiers, director of the institute: "We were practising equal opportunity. We send out CVs of our students which match companies' requirements. Almost without fail they select the whites for interview — blacks are not even getting to the interview stage.

"On the rare occasions that a black does have an interview, we have even had people saying that a black applicant was the best but they would take the white."

Reasons given for the reluctance to take blacks include transport problems, difficulties in communicating, blacks' claimed lack of initiative, resistance from customers to having to deal with a black, high levels of absenteeism, and the different cultural environment.

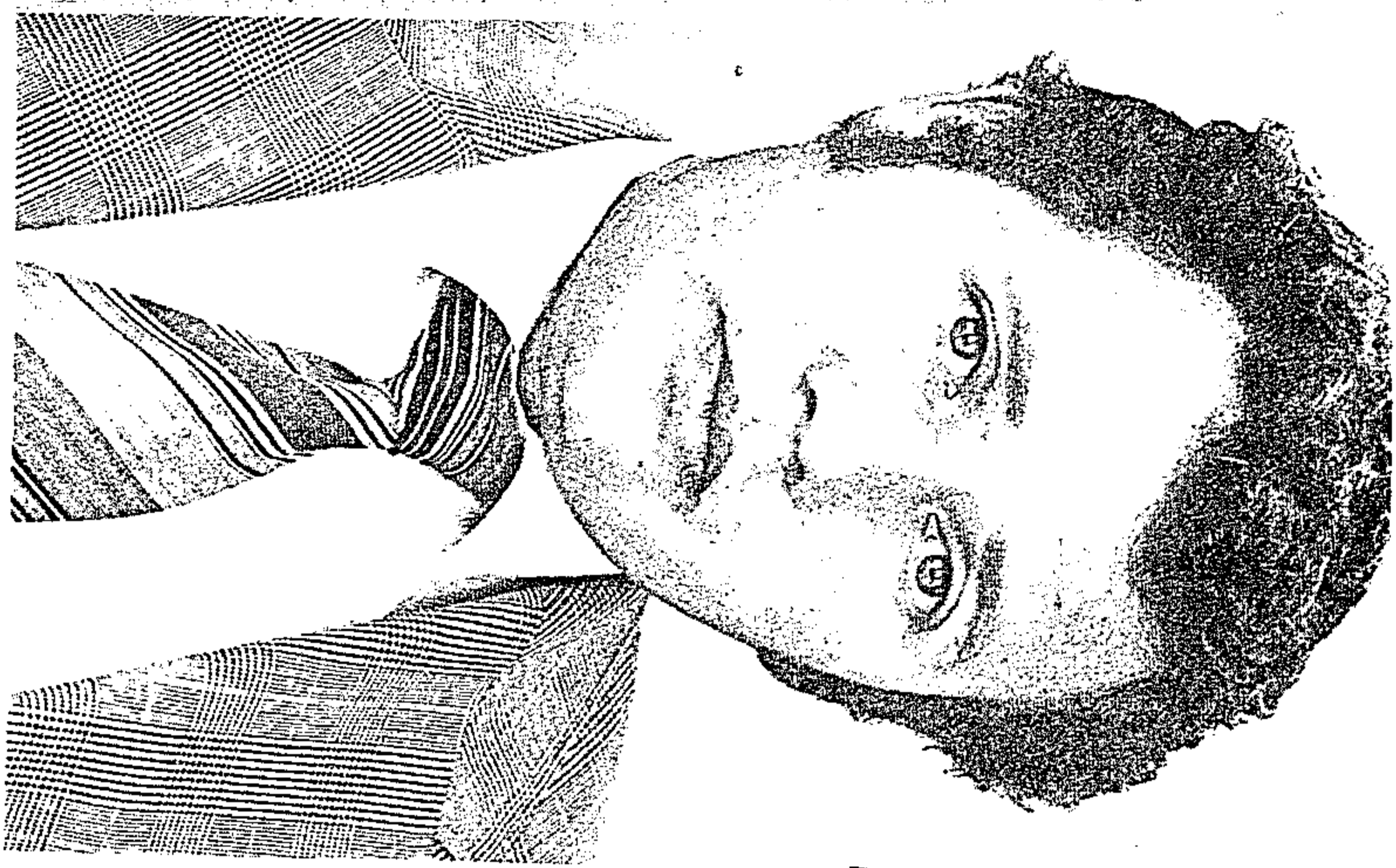
"Some of these objections are valid," admits Miller. "For example, a programmer may have to be called out at night, and if he lives in Soweto and does not have a car, transport would indeed be a problem.

"But in any business, when you have a problem, you find solutions to it. We are certainly not going to solve the country's manpower shortage by sitting back and waiting for problems such as these to disappear."

There is currently a shortage of some 3 000 computer programmers in the country. Companies often fill their vacancies by poaching staff from opposition at exorbitant salaries.

"It costs about R2 500 (in recruitment and settling-in costs and learning time) each time you have to replace a man," says Miller. "It seems to me very false economy to fill vacancies by poaching when you can employ qualified blacks."

Apart from anything else, the attitude of other employers makes it unlikely that black staff will be poached.



Mr Eric de Villiers . . . "Companies should cut out their excuses and place blacks in jobs."

Blacks' computer job hunt... where!

Post 25/6/80 (170)

WHILE it was easy to find jobs for white computer programmers, more than 140 companies had to be contacted before nine Africans with the same qualifications could be placed in jobs.

This was said by Mr Eric De Villiers, director of Control Data Institute. Mr De Villiers said despite the critical shortage of manpower in South Africa, many sectors of commerce and industry are still reluctant to employ fully qualified black workers.

Data trains black and white computer programmers at their new R3-million multi-racial training facility in Johannesburg. The company has undertaken to find jobs for all its graduates but they are having to put in at least five times as much effort to place a black programmer than a white one.

The training takes about seven months. It was started last June. The entry qualifications are matric and the applicants have to pass an aptitude test. Thirty-seven students graduated from

such as transport difficulties, are valid. But we are not going to solve South Africa's manpower shortage until we've found solutions for it. These people must cut out the excuses and place blacks in jobs. They should challenge these problems and not let them stand in their way. These restrictions were always blamed on the Government, but when the Government does

away with them, commerce and industry still hedge," said Mr De Villiers.

He said they normally get tough with companies that are reluctant to hire blacks and thus force them to change their minds. But he admitted that it was tough going. "We always go back to them, and we are now making some progress.

We are pleased with it," he said.

Of the 20 blacks, nine Africans were placed in jobs. He said this was still discouraging and they needed more help, otherwise it was pointless to run the course and not to find jobs for the graduates. He said they would like to place more blacks on the course.

the first course. Seventeen were whites.

Mr De Villiers said most of the companies they have approached for jobs are positive about what they are doing but regret that they do not have vacancies. He said reasons given by employers for the reluctance to employ blacks include:

- transport problems,
- difficulties in communicating,
- blacks' alleged lack of initiative,
- resistance from customers to having to deal with a black,
- high level absenteeism, and
- the different cultural environment.

"Some of these reasons,

Call to end labour preference

Argus Correspondent

JOHANNESBURG. — The immediate scrapping of the coloured labour preference policy in the Western Cape was called for today by the South African Institute of Race Relations.

All South Africans should be allowed to accept work offered in any part of the country, the executive of the institute said in a statement released by Mr John Rees, the director.

The policy was a 'gross injustice' to the African population in the demarcated area — both to those African families who had lived in the Cape for generations and to those who came there to sell their labour, the statement said.

The institute drew attention to the following facts:

- ⊙ The coloured labour preference policy had severely militated against Africans in employment opportunities and educational facilities and was responsible for 'crucial shortages and inadequacies in housing.'
- ⊙ It had led to a serious wastage of manpower in the Western Cape, where an increasing number of highly educated Africans had no hope of matching their qualifications with appropriate employment in the area.
- ⊙ It was a factor in the inferior growth rate in the Western Cape compared to the upswing in the economy elsewhere.
- ⊙ It had recently been discarded as a justifiable

policy by Dr Erika Theron, head of the Theron Commission, and the secretary of the commission.

'Above all, this coloured labour preference policy is a relic of a gross form of discrimination and is the cause of accumulating bitterness and frustration among the growing African population in the Western Cape.'

ARGUS
1/7/80
176

92 blacks accepted for trade training

By Sieg Hannis
Labour Editor

Nine-two of the 100 applications for black apprentices received by the Registrar of Trade Unions in the first seven months of this year have been approved.

The rest, including the first two applications from the mining industry, are still receiving attention.

This was revealed today when the Director General of Manpower Utilisation, Mr Jaap Cilliers, was asked to show that racial discrimination has ceased to exist in the apprenticeship system.

"The Registrar has not turned down a single application for a black apprentice submitted by the apprenticeship committees concerned," Mr Cilliers said.

"And the Minister has received no appeals against the decisions of apprenticeship committees, which may have turned down such applications.

"Since all interested parties are free to appeal, we must assume that employers and prospective apprentices were happy with the decisions."

The 92 black apprentices who were approved come from the metal industry (34), motor assembly industry (35), building industry (22) and hairdressing industry (1).

BREAKDOWN

The racial breakdown of the 5 150 applications for apprentices received in the first seven months of this year was 4 127 white, 676 coloured, 247 Asian and 100 black, Mr Cilliers said.

Most of the first 17 black apprentices to be indentured in the building trade signed their contracts with the Murray and Roberts group at a ceremony in Elandsfontein on the East Rand today.

"The reaction of our white artisans has been most encouraging," said a spokesman for Murray and Roberts.

The spokesman said it would not be long before the group would submit further applications for black apprentices in view of the "desperate shortage" of skilled workers.

He said a recruitment drive by registered trade unions in February, with financial assistance from the Building Industries Federation, produced only one would-be apprentice.

3/1/80

Reverse race bias foreseen

Staff Reporter

ONE OF the country's major oil companies says it has been placing special emphasis on the promotion of its black employees.

Conceding that this could lead to the accusation of reverse discrimination, Shell South Africa says in its latest social report that the move was part of a policy to insure that the goal of equal opportunity was effective.

Past social and educational

disadvantages had made it difficult for blacks to compete on equal terms, and it had accordingly "been necessary to place special emphasis on the recruitment, development and training of black employees".

The number of black employees in senior positions had more than doubled to 68 in the past two years, and more than 50 percent of black employees received training during 1979, compared with less than 25 percent in 1976.

Shell jobs for blacks doubled in two years

THE number of black employees in senior job positions in Shell South Africa has again more than doubled in the last two years.

In addition, over 50 percent of black employees received training in 1979 compared with less than 25 percent in 1976.

Highlights last year included training programmes aimed at providing unskilled employees with specific technical skills and formal qualifications, development programmes aimed at providing supervisory skills, and industrial relations training.

This is disclosed in the latest Shell Social Report which provides a comprehensive review of the company's performance since January 1979.

Shell is aware that there are relatively few black employees in the more senior positions, the report notes. For example, in 1977 there were only 32 blacks in job group seven and above (administrative and technical positions and sales representatives, compared with 877 whites). It was decided then to set a target of increasing by 50 the number of black employees in senior positions by 1981.

"By the end of 1979 the number of black employees in job group seven and above had increased to 68 which is well in line with our 1981 target of 32," the report says.

Shell recently raised its target to 100 by 1983 and, to achieve this, and future targets, has established a development committee of senior departmental representatives chaired by a member of top management.

One of the methods used to achieve its target has been the introduction of an overseas scholarship scheme. So far 13 black students have been awarded one-year scholarships for post graduate study in the United Kingdom.

A second one-year scholarship/bursary scheme for undergraduate and post graduate studies at universities in South Africa has benefited 61 blacks since its inception in 1978.

Dealing with salaries, the report says that, in addition to annual merit increases (average five percent), Shell reviewed its salary levels on the basis of a number of salary surveys covering major

employers in South Africa.

Consequently, all employees were granted an Economic Factor Adjustment of eight percent in 1979 costing R1.7m per annum and a further 10 percent on May 1 this year, costing R2.3m per annum.

Shell's minimum salary is based on the supplemented living level for an average African family (five to six people) living in Durban as established by the Bureau of Market Research at the University of South Africa in

line with the EEC Code of Conduct.

As at May 1, 1980, its minimum basis salary was R233 a month, which, with the annual bonus was equivalent to a total monthly salary of R252.42. This was some 5.3 percent above the latest supplemented living level.

The report states that from January 1972 to May 1980 average salaries for unskilled workers rose by 263.1 percent compared with 140.2 percent for skilled workers.

STAR 12/19/80

Race takes a back seat 176

The alarming increase in staff shortages has proved to be a shot in the arm for the coloured and Indian segments of the community.

Pam Reeves, director of Kelly Personnel, said hesitation by employers to hire coloured staff had almost dissolved.

The coloured department of Kelly was placing three times more staff than a year ago, and the current problem was securing skilled applicants for the jobs on the books.

The pay gap between white and coloured workers had narrowed dramatically and in some cases salaries were equal.

20 000 'white' SAR jobs filled by blacks

Pretoria Bureau

F MORE than 20 000 jobs reserved for whites on the Railways are now filled by blacks — "and there are no racial problems, no friction and no resentment on the part of the whites".

This was said in Pretoria yesterday by the chairman of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich.

He said the movement of blacks into semi-skilled jobs in the SAR was being done with close co-operation between the unions and management.

It was an on-going process which would increase in tempo if the shortage of skilled and semi-skilled white manpower continued.

Mr Zurich, who is president of the Artisan Staff Association (ASA), said that in his own union's area more than 1 000 jobs previously done by whites were now filled with black workers.

"Our only concern at the moment is that they are not getting the rate for the job. We have just had discussions with management and asked that the wage gap be closed and not only narrowed."

Mr Zurich said the wage gap, in terms of real spending power, was actually widening.

Management had claimed it would cost R200-million to close the gap and pay the rate for the job, he said.

"We appreciate that this is a lot of money, so we asked that

the gap be closed before the end of 1965."

Mr Zurich said that until a few years ago the ASA was strongly in favour of job reservation.

"But in the light of recent developments in this country and the chronic shortage of white manpower — which can only get worse — and the fact that if work is not done by blacks in the Railways it will have to go out to contract and be done by blacks in the private sector, we believe the legislation should now be turned up."

Mr Zurich said that if there was to be reasonable and lasting industrial stability in South Africa all job borders would have to be swept away, and the rate for the job paid.

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The general approach will now be applied to the problem in MAN. 530 which follows.

5/12/80
New posts for black women

BLACK women will be trained for service in the South African Railway Police from next year, it was announced yesterday by the Minister of Transport Affairs, Mr Hendrik Schoeman.

Speaking at a passing-out and medal parade at the Railways Police Training Centre at Esselenpark, near Kempton Park,

Mr Schoeman said there would be an initial intake next year of 21 black, coloured and Indian women.

176 (370) com
Yesterday's parade was the first in the 64-year history of the force at which a full battalion passed out and also the first multiracial one. — Sapa.

Labour surveys show progress in car industry

10/12/80 C. Lewis
176

PRETORIA. — There has been considerable progress in black employment opportunities, education, training and advancement in the automobile manufacturing industry over the past two years, according to surveys conducted by the University of South Africa's Institute of Labour Relations.

The results of the surveys, held to establish the extent to which vehicle manufacturers in South Africa are adhering to and support the Urban Foundation's code of employment practice, were released yesterday by the Automobile Manufacturers' Employers' Organization (Ameo).

The chairman of Ameo, Mr R J Ironside, said that the surveys "clearly confirm the industry's positive approach to the code of employment practice, and highlight progress as well as areas to which greater attention must be given by employers".

By comparison with 1978, the overall employment in 1980 showed an increase of 14,3 percent. As this percentage was less than the increase in motor vehicle sales, productivity in the industry had "clearly improved" over previous levels.

Of the substantial number of job opportunities opened since the previous survey, 91,7

percent were filled by Asian, black or coloured people.

The smaller increase in white employment reflected the demand for skilled and professional personnel, and pointed to the essentiality of training human resources to support industrial growth.

Although whites still comprised the core of the managerial and sales categories, Asian, black and coloured (ABC) employment increased by 120 percent.

In the office and clerical category, employment for all groups increased and the ABC group rose by 80 percent.

"An interesting development in the semi-skilled categories is reflected in the increase of 27 percent in white employment, most of which occurred in the Eastern Cape area. Overall white employment as a percentage of the total in this category, increased only slightly from 9,1 to 9,7 percent between surveys.

The best improvement took place in the supervisory and skilled categories where black educational levels improved by about three years and for coloured people by 1,5 years. The educational level of blacks in the office and clerical categories also increased substantially from 8,2 to 10,4 years. — Sapa

ST ML
No threats
posed to
white jobs

Labour Reporter

Black advancement in the labour market is unlikely to affect white jobs seriously and in many cases, could improve white working standards.

This finding is included in a collection of studies of the South African labour scene compiled by the South Africa Foundation.

Because many skilled white labourers have particular specialised skills it is unlikely they would be replaced by black labour, one article states.

And because of the nature of labour market discrimination, blacks would still not be likely to receive the same salaries as their white counterparts.

Black advancement tends to take place only where there is further white advancement.

● See Page 31: Economic reality.

Uneducated whites jobs vulnerable' STAR 16/12/89

Own Correspondent

Major changes in employment patterns, making poorly educated whites the most vulnerable, are forecast.

A study on job advancement, published in Pretoria by the South Africa Foundation, predicts black advancement, especially in lower-level jobs, which may force many whites into unemployment, particularly during low growth cycles.

Current trends of "Africanisation" in certain job categories, such as farm and forestry, fishermen and hunters, transport, production and labouring show drops in the percentage of white workers employed from 1951 to 1970.

The trend is expected to continue into other sectors, such as building, and the lower clerical, sales and service levels.

Implications are that

poorly educated whites — with a Standard 7 or lower qualification — would be the workers most affected by the shift. In 1970 this group represented

about 27 percent of all economically active whites.

The survey forecasts however that whites affected by the trend and

"squeezed" by the growing Africanisation will be adequately compensated by their employers.

Their jobs would then become permanently closed to whites.

This would depress present and anticipated wages levels, as wages are expected to drop when blacks compete.

However, the survey predicts that true job integration will probably never be achieved.

Black unemployment will still remain fairly high, and it is predicted that socio-economic and possibly political ills caused by unemployment will remain for a long time to come.

Coloured and Asian employment ratios are steadily increasing from bottom to top in commerce, and wage gaps are narrowing fastest in central Government and slowest in local government and the Railways and Harbours.

Academic pleads for end to job bars

Political Staff

A PRETORIA academic, Mr S J H Louw, has called for the removal of barriers to black advancement in South Africa's public service.

He has recommended that an appropriate range of training and educational schemes be set up to provide black public servants with the necessary skills.

Mr Louw, a researcher of the Bureau for Economic Policy and Analysis at the University of Pretoria, has made his proposals at a time when the Government is reported to be planning to employ more coloured and Indian people in the public service.

LITERACY

In a study of job advancement in South Africa, Mr Louw listed three major barriers to black advancement in the public sector. These were:

- Lower literacy level stemming from 'the lack of universal black education.'
- White resistance to black advancement.
- A white monopoly on the highly skilled and responsible positions in the public sector and academic life.

Mr Louw said the low literacy level of blacks made it extremely difficult for the vast majority

(Continued on Page 3, col 8)

(Continued from Page 1)

of unskilled workers to acquire skills.

In spite of efforts to upgrade workers through training programmes, a considerable number of black workers in the lower categories of employment were untrainable.

On the barrier of white resistance, Mr Louw wrote: 'It would not be unexpected to see resistance from the white public servant if a black, appropriately qualified, is advanced in parts of the public service.'

'This resistance would be partly based on fear that many unskilled and semi-skilled whites will find themselves unemployed or replaced by trained and educated blacks.'

Mr Louw said the white monopoly on highly skilled and responsible positions in the public sector was not in existence in the national states or in specific community services elsewhere.

It could be expected that in due course, with more trained blacks becoming available, that the remnants of this monopoly would disappear — the same as was the case at present in the private sector.

Mr Louw said the principle of equal pay for equal work meant that all jobs should be open to any worker who possessed

Job barriers

suitable qualifications, irrespective of racial or other distinctions. Similar wages should apply to the same type of jobs.

The adoption of the principle of equal pay, however, would be meaningless if black public servants were kept in inferior jobs.

That the barriers to black advancement had to be taken down was 'obvious'. At present the public sector was experiencing a serious shortage of manpower.

Fewer and fewer whites were inclined to make the public service a career.

'This shortage is expected to become worse, not better. Therefore more and more positions will necessarily open up for blacks.'

PRIORITIES

Mr Louw said the Government's principles for manpower utilisation acknowledged that skills rather than colour should determine engagement priorities, even in the public sector.

Given time and opportunity, this policy would lead to the disappearance of discrimination in job advancement in the public sector.

Academic backs blacks in the public service

STAR
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Political Staff

CAPE TOWN — A Pretoria academic, Mr S J H Louw, has called for the removal of barriers to black advancement in the public service.

He recommends that an appropriate range of training and educational schemes be established to provide black public servants with the necessary skills.

Mr Louw, a researcher of the bureau of economic policy and analysis at the University of Pretoria, makes his proposals at a time when the Government is reported to be planning to employ more coloured and Indian people.

In a study of job advancement, Mr Louw listed three major barriers to black advancement in commerce. These were:

● Lower literacy level stemming from "the lack of universal black education."

● White resistance to

black advancement.

● A white monopoly on the highly skilled and responsible positions in commerce and academic life.

Mr Louw said that the low literacy level of blacks made it most difficult for the vast majority of unskilled workers to acquire skills.

Despite efforts to upgrade workers through training programmes, a considerable number of blacks in the lower categories of employment were not trainable.

On the barrier of white resistance, Mr Louw wrote:

"It would be expected to see resistance from the white public servant if a black, appropriately qualified, is advanced in some jobs.

"This resistance would be partly based on fear that many unskilled and semi-skilled whites will find themselves unemployed or replaced by trained and educated

blacks.

Mr Louw said that white monopoly on highly skilled and responsible positions in commerce was not in existence elsewhere.

Mr Louw said that the Government's principles for manpower utilisation acknowledged that skills rather than colour should determine engagement priorities, even in commerce.

Given time and opportunity, this policy would lead to the disappearance of discrimination in job advancement in commerce.

"In this process only the first few steps have been taken, yet everything points to a new dispensation. Given a decade or two it seems certain that the positions will look completely different," Mr Louw said.

His findings have been included in a book, "Job Advancement in South Africa," published by the South African Foundation.

MANPOWER — SWACK Mobility

16/1/81 — 31/12/81

Black mine apprentices go-ahead

In the wake of recent mining industry recommendations that job reservation in the industry be scrapped, the Department of Manpower Utilisation said today that the first indenture of black apprentices on a South African mine for 1981 had been approved.

Two black trainee welders, Mr Raphael Sehona and Mr William Mguni, are to work near Ogies for Rietspruit Opencast Services and another nine trainees are waiting for final approval before starting work for Tobatse Ferrochrome at Steelport.

Four of them are indentured as boilermakers and the other five as fitters.

MERIT

The approval for Mr Sehona and Mr Mguni was given after Rand Mines had satisfied the Department of Manpower Utilisation that a qualified welder had undertaken to train them.

The director of personnel for Rand Mines, Mr D King, said today there were more applications for black apprentices in the pipeline.

"But we don't want to ruffle the feathers of the mining unions so I must add that applicants are selected purely on merit. That's company policy."

The next meeting of the Mines Apprenticeship Committee is on January 27. the same day the general council of the Mine Workers' Union meets in Johannesburg.

LTA Prize
For the best student obtaining a first class pass for a dissertation in Building Management.
S F Richardson

George Strachan Prize
For the best final year student of the degree course.
R W Kohne

Fourth Year
R W Kohne

Third Year
B de Jong

Second Year
C S Jones

First Year
J A L Chapman

National Development Fund
For the Building Industry
Book Prizes
For the best student in each year of study of the degree course.

R Stubbs Award
For the best project in structure and design.
M R I Ness

S A Brick Association Prize
For the student who has made best use of bricks in his design work.
J G Kirkman

Mrs. Thornton White Prize
For the best work in first year.
Miss M F J Sandilands

ARCHITECTURE
(Continued)

FINE ART & ARCHITECTURE

Cape Provincial Institute
of Architects' Prize
 For the best student in :-

Sixth Year

P F Dunckley

Helen Gardner Travel Prize

For a student who has

satisfactorily completed

1st, 2nd and 3rd major courses.

P A Rappoport

Molly Gohl Memorial Prize

For the best woman student

in third year.

Miss C Tredgold

David Haddon Prize

For the best student of

Architecture (or Quantity

Surveying) in the subject

of Professional Practice.

D H Pryce Lewis

General J B M Hertzog Prize

For the best final year student.

S A Read

Osbourn Prize

For the best work in fourth

year.

D H Pryce Lewis

John Perry Prize

For the best work in

third year.

R A van Rosenfeld.

**Black
 nurses
 to work
 in white
 hospital**

Political Reporter

THE Provincial Administration has given the go-ahead for three black theatre nurses to be employed at the understaffed Empangeni Hospital.

Dr V A van der Hoven, Natal's director of hospitals, said yesterday this was not the first time black nurses had worked in the white section of the Zululand hospital — they had done so when the two sections of the hospital were attached.

A source at Empangeni Hospital said the concession would temporarily relieve the staff shortage.

Dr van der Hoven said the nursing shortage in Natal was 'favourable' compared with the situation in the Transvaal.

'We do have our problems. I feel the media can do a lot to help by painting a positive picture. There have been many negative reports of the nursing situation and this has affected recruitment.'

He could not give figures for nursing intakes, but said Grey's Hospital was up to quota.

Addington Hospital had attracted fewer than last year.

'I'm hoping that nurses will be given special consideration on new salaries on April 1. I agree with people who say salaries are inadequate.

'But there is more to nursing than just money. It is one of the most satisfying professions in the world. To work with a patient in the ward and get results is very satisfying,' he said.

ARCHITECTURE

Recruiting blacks to alleviate nursing crisis

Medical Correspondent

A major nursing recruitment drive in the Transvaal and the proposed use of black nurses in white hospitals in Natal, could help to alleviate the crippling nursing crisis.

Pretoria's H F Verwoerd Hospital was forced to close about 100 beds last year because of the acute nursing shortage.

The beds would gradually be re-opened as the staff position improved. Dr E van Wyngaard, Chief Superintendent of the hospital, said at a meeting of the Hospital Board yesterday.

multi-million rand Johannesburg Hospital has only about half of its requirement of nurses and radiographers, and the intake of student nurses this year is disappointing.

Dr Hennie Grove, director of Hospital Services in the Transvaal, has intensified the nursing recruitment drive in the province.

In an urgent bid to prevent further resignations in the profession, he has sent circulars to Transvaal provincial hospitals calling on them to immediately start refresher

courses for nurses who are thinking of leaving or those who have left the profession.

He said emergency measures had to be taken when some sections in hospitals had to be closed.

Hospital superintendents had to report to him before the end of February on the progress of the campaign.

Mr Frank Martin, Natal MEC in charge of hospitals, has disclosed that in his province black nurses were nursing white patients and that discrimi-

natory barriers were being brought down.

He said the Minister of Health, Dr Munnik, would not commit himself to a policy statement on the issue either way — "so we have decided that Natal will go it alone."

The Deputy Superintendent of the Johannesburg Hospital, Dr L Kalmyn, said she fully supported Dr Grove's recruitment drive, but she would not comment on the dropping of racial barriers in Natal.

CRITICAL

The hospital still had enough beds available to treat the most critical patients but it was no longer possible to take patients with minor complaints as in-patients.

It is understood that the Andrew McCalm Hospital in Pretoria has had to close hospital beds for the first time in its history because of the shortage of staff.

The shortage of nurses in several major Rand hospitals is acute. The

Cape Provincial Institute
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For the best student in :-
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For the best student of
Architecture (or Quantitative
Surveying) in the subject
of Professional Practice
D H Pryce Lewis

General J B M Hertzog Pr.
For the best final year
S A Read

ARCHITECTURE

FINE ART & ARCHITECTURE

SIEMENS

GIVES BOOST

ARGUS 6/2/81

TO TRAINING

OF BLACKS

1215
176

SIEMENS, the electrical giant, increased the number of black skilled workers by 155 percent and black apprentices by 450 percent in the 12 months to September.

The volume of orders soared by 80 percent to 426-million and the staff of 6 500 was raised by 6 percent or 373 to handle the extra work, says the annual report.

The white labour market was too exhausted to provide the skilled workers needed and the large black labour reservoir came to the rescue.'

The minimum hourly pay was raised to 149c in direct and indirect income at September 30.

At that time an income based on 149c covered the average minimum standard of living plus 50 percent for a family of six, without the company's voluntary contributions for a household of four.

The chairman, Mr W B Coetzer, says in spite of the drastic effects of any high growth economy on its labour market, the company's staff turnover increased by a mere three points to 24 percent.

Even more satisfactory was the unaltered personnel turnover of the company's black men and women at 19 percent.

Siemens, one of the few overseas companies to disclose its turnover and profit figures, says excluding commission business, turnover rose by 11 percent to R234-million and taxed profit rose 20 percent to R7.9-million.

The profit was split equally between reserves and dividends, which amounted to 15c a 50c share, a 22 percent rise in 1979.

The order intake reached R426-million including commission business, which boosted the turnover figure to R268-million, a rise of 18 percent.

Fifty-two percent of the R13.4-million shares are now owned by Siemens of Switzerland, which is wholly owned by Siemens of Germany; 16 percent by the Federale group and 16 percent by the Industrial Development Corporation.

Blacks RDY

move

17/2/81

up in

the PO

By GERALD REILLY
Pretoria Bureau

THE POST OFFICE is relying on black workers to an increasing extent to fill posts empty because of the chronic shortage of white skills.

The Postmaster-General, Mr H. O. Bester, said in Pretoria yesterday that between 1976 and 1980 the number of blacks employed by the post office increased from about 25 000 to more than 30 000.

This did not include the hundreds of trained black staff now working in the Transkei, Venda, BophuthaTswana and South West Africa.

Mr Bester said training facilities for black technicians and telecom electricians were being fully used, and in consultation with the white post office unions they were being integrated into the post office's technical services divisions.

Nearly half the post office's 75 000 staff was now made up of black workers, and efforts to recruit more of them would be continued.

In the major trouble areas of the Transvaal, including the Reef, the post office would take all the blacks with matric science and maths that they could find.

Mr Bester said the policy of using blacks in technical areas of the post office was launched about 10 years ago. It had proved highly successful, and would be continued.

Economists and labour leaders say the trend for the economy to lean more heavily on black skilled and semi-skilled workers is unstoppable.

In fact, they stress the trend will accelerate during the 80s to keep pace with the growing labour needs of a dynamic economy.

The past 18 months of extraordinary economic activity had shown that four-and-a-half million whites could not supply the skilled labour needed to maintain a reasonable rate of growth.

Earlier in the week the Postmaster-General announced that during 1979 and 1980 the post office lost 17 204 staff members through resignations.

This was 22,5% of total staff establishment and 2 167 more than resigned in the previous year.

Last week railway spokesmen announced the railways had managed to avert a chaotic staff shortage only by employing 22 000 blacks in jobs previously reserved for white workers.

17.

comprised one-third of the white mining population, had not been augmented by further overseas skilled immigrants, because the latter were afraid of contracting silicosis for which the Rand mines were now notorious. (105) Finally the high prevalence rate of silicosis was attributed to the failure of the mine-owners to ameliorate underground mining conditions. Merriman referred to their 'callous indifference'. (106) Barry's experience on several committees of the Chamber of Mines preparing evidence for government commissions, made him completely aware of the attitudes of the mineowners and their reactions to suggested improvements. He stated in 1914 that they - he called them the 'tickey-snatchers' - had 'moved only when they had to'. (107)

In 1910 the Mining Regulations Commission reported a high prevalence rate for silicosis amongst white miners, and suggested numerous improvements to the mining regulations (some of which have already been discussed), and many of their findings were confirmed by the Medical Commission of 1912. Both commissions reported that all underground workers were at risk of contracting silicosis, but it had not yet been found that certain surface workers, considered to be a comparatively healthy group on the whole, were also at risk. (107a) The Mining Regulations Commission stressed the importance of protecting workers from fumes and dust created by blasting and recommended the introduction of a single day shift.

The latter was not made obligatory by the 1911 mines and works regulations, framed in terms of the Mines and Works Act, introduced by Jan Smuts, Minister of Mines. ^{But} Improvements were made to the blasting regulations, and other regulations provided for greater improvements underground concerning sanitary conditions on the recommendations of the commission. (108) In addition, by 1914, it was estimated that 23 of the 42 producing mines had introduced the single day shift. (108a) Such improvements did not, however, satisfy Barry, who in 1911 gloomily (and correctly) predicted:

The terrible thing to think of is that it will take at least 7 years from the date upon which the whole community seriously starts trying to really achieve any noticeable results since, as things stand today, we are perpetually manufacturing fresh victims who will be with us for some such period as 7 years. (109)

In assessing the prevalence figures a distinction must be

18.

drawn between prevalence and incidence. Prevalence cases constitute the number during a single period of both old and new cases, while incidence (or production) indicates the number of new cases produced during a given time. ^(normally per annum) It should also be borne in mind that the given prevalence figures were imprecise and merely estimates. In 1910 M. Gemmill, an actuary at the Chamber of Mines, stated that there were in 1909 the Transvaal figures would 'never' been kept. (111)

The Mining Regulations, specifically (namely silicosis) white males of 1906-1907, a figure were respectively. Once again rock the disease, but working underground surface workers healthy group. There been no diminution that the average from seven to nine average had a 11 instance, with 113 on average. (113) cent of miners had since 1902, and a full manifesta silicosis. (114) secondary stage

coexistent tuberculosis than had been previously recorded in 1903. (115) Subsequent writers believed that the mortality figures were probably an underestimation because 'at least one-third (and probably more) of the disabled miners' had left the Transvaal to die elsewhere. (116)

White workers from the Grootvlei, Arnot, Hendrina, Komati,

Mr Arrie Paulus, general secretary of the Mineworkers' Union, said yesterday the Industrial Registrar of Trade Unions had given permission for the MWU to receive members who were not miners.

About 18000 Escom and Iscor employees are expected to join the all-white Mineworkers' Union because their jobs are open to all races.

Permission for Iscor workers to join the union had not yet been granted, but Mr Paulus expected soon to be able to announce the authorities had given consent.

Highveld, Taaibos and Vaal power stations and from Iscor, Vanderbijlpark, had approached the MWU for membership after their own unions had agreed with employers in the engineering industry to scrap race differentiation in apprentice training.

Requests had also been received from other power stations.

"We now have official permission to extend the scope of our union which means all white workers in Balfour, Sasolburg and Middelburg, Transvaal can now join the MWU."

Mr Paulus said "no comment" when asked whether his union would try to have job reservation restored in the engineering industry.

Job bars scrapped so some apply to join all-white union

Blacks start 'SA industry revolution'

By SIMON WILSON
Industrial Reporter

SOUTH Africa had started a new industrial revolution by employing more and more blacks in skilled jobs, the Minister of Finance, Mr Owen Horwood, said yesterday.

Opening the new headquarters of Sharp Electronics in Johannesburg, Mr Horwood said there was every reason for optimism about South Africa's economic growth prospects in 1931.

"But we realise that 4,500,000 white people cannot do it on their own, so we have to use all the people in the country. This is now well understood in Government and business circles."

"We have started a new industrial revolution, for instance, for tanning a big production enterprise, four or five million and using only blacks doing all the skilled work."

"I have recently been back to the same factory and there was not a single white on the shop floor — even the shop stewards and foremen were blacks and coloureds."

Mr Horwood said it was quite possible to employ about 100,000 blacks in the country in 1931, and that the Government would do its utmost to encourage this.

"I think that a country can sustain a growth rate of 6% (South Africa's rate last year) indefinitely, because little-known developments"

"One of the best ways to use taxpayers' money is to spend it on education and every kind of training you can think of — to alleviate and eventually solve the skilled labour problem."

"If we can make use of all our labour resources, our future is assured."

In the economic and financial field, Mr Horwood said, 1930 stood out as one of the best years South Africa had experienced since the Second World War.

The achievements had come about through a lessening of the Government's profile in the economy.

"A bold decision was taken to turn round and reduce the Government's share of public expenditure to a minimum, and to concentrate on the essential services."

"We have succeeded in doing — not without cost, but with surprisingly beneficial results, evidenced particularly in the greater stability in the public account."

Mr Horwood said that the Government's policy of reducing public expenditure had been successful, and that the Government would continue to do so.

"I am still absolutely convinced that the gold price will keep going up, because there will always be a higher demand for the metal than there is supply of it."

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Or student with the
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Or student with the
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the best male
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of final
Prize

J. H. Rens
D. P. Weeks
T. J. Cumming
P. M. Salmon

Fourth Year (Gold Medal)

Miss N. C. Davidson

Third Year (Silver Medal)

Miss G. C. Littlewort

Second Year (Bronze Medal)

For the best student in each of the 2nd, 3rd and final years.
Corporation Medals

FACULTY OF ENGINEERING

CHE



THE very thought of "affirmative action" — special treatment for black workers to help them to compete with whites — makes most employers blanche.

They see it as "reverse discrimination", arguing that if blacks can't compete, that's their fault, not the company's. Accepting a trade union role in community affairs is even more unpopular among employers, who fear a "politically motivated" union movement.

But a report on the Ford Motor Company urges the company to do both these and other things which are sure to be branded "radical" by some.

And yesterday, Ford's industrial relations director, Mr. Fred Ferreira, said the company was likely to accept all the recommendations and had already begun implementing some.

Once again, Ford could act as a weather-vane in labour relations by experiencing trends which are afterwards felt throughout the country.

The report is itself unique. It is the second audit of Ford's labour practices carried out by a team of academics on behalf of the SA Institute of Race Relations — an audit which Ford itself commissioned.

The first audit caused a storm. Ford commissioned it to get an independent view of its progress in implementing the Sullivan code for American firms operating in SA.

The report was leaked to the Press at the time of the Ford strike in 1979. It was sharply critical and some said it pinpointed many of the problems which sparked the strike.

Ford men argued later, however, that the report had helped the company isolate shortcomings in its employment practices and, underlined, the company commissioned a second audit — to be made public this time — late last year.

This audit, compiled by three Rhodes University academics, Professor Michael Whisson, Dr. Marianne Roux and Mr. Cecil Manona, and two from the University of Transkei, Prof.

Another new idea at Ford

STEVEN FRIEDMAN reports

Wiseman Nkulu and Wolfgang Thomas, was released last night. Like the first audit, it is likely to be sought-after reading by major employers who believe Ford's experience could contain pointers for them too.

Audit II generally finds that the company has made significant progress in implementing the recommendations contained in Audit I.

It argues that there is still a division in Ford "between those who see the Sullivan Principles as a nuisance and those who see them as an opportunity and that "the latter group does not always prevail".

But it concludes that Ford "has acted far more positively than we imagined possible at the time Audit I was compiled and a more systematic approach with greater real commitment now informs company policy."

Ford's labour relations policy is lauded and the report says the company has "taken major steps" to implement equal pay for equal work. It has also desegregated facilities and benefit plans.

The "structure of the company is essentially fair and opportunities for advancement exist". And Ford, the report finds, is committed to identifying and training all possible trainees to meet the skills shortage.

Ford has, however, "made little progress" in increasing the number of blacks in management partly because of circumstances beyond its control and there are still no black or coloured workers in the more senior office jobs.

It also reveals that the percentage of black and coloured workers in more skilled factory floor jobs has risen slowly over the past three years. The coloured worker proportion rose from

12% to 13%, the black from 4% to 5.4%.

The report appears to suggest that progress will not be rapid until measures which recognise the peculiar problems of black workers are introduced.

The most serious problems are the inferiority of the black education system, difficulties black workers experience in adapting to a "managerial culture" and "stereotyped attitudes" on the part of white supervisors.

Thus, on training for management jobs the report argues that Ford needs to develop a more sophisticated black programme because its present system "does little more than mirror that of the educationally advantaged whites".

It suggests blacks could be recruited in their matric year and employed on probation for a year, during which they could upgrade their weaker subjects. Ford could then support them through their higher education while they worked for the company through vacations.

Graduate trainees should be given a "much clearer idea" of their prospects to minimise frustration flowing from "exaggerated expectations".

The company should also relax the "no pass, no pay" rule in its education assistance to workers, bearing in mind that most full-time white students do not complete their degrees in the minimum time.

Ford should also continue special tutorial training aimed at preparing school leavers for apprenticeships and other training programmes.

This supplementary education should be seen as a short-term

exercise until such time as "an education system acceptable to blacks" is introduced.

Ford's black arts training programme should give attention to additional maths, language and communication skills, and priority should be given to foreman training for blacks.

To combat poor study conditions in townships, the Ford training centre should be expanded into an education centre with a library and education advice on hand where workers could study "any course of value to the company".

Identifying suitable black candidates for training is a problem, particularly in areas where blacks are "prejudged (by management) as unlikely to succeed".

A special system of selection for black workers is necessary and the report recommends that union shop stewards could be consulted on selections.

The auditors also see "stereotyped" attitudes on the part of white middle managers and supervisors as a major stumbling block.

Thus foreman training should involve training in human relations and many managers must be trained to understand "the changing ethos" in political and labour relations.

On labour relations, the report was compiled at a time when Ford had once again become "a microcosm of a much broader labour situation".

A new black union, Macwasa, had emerged to challenge the existing Fosatu union at Ford, which it claimed was not sufficiently militant.

This was soon to be repeated elsewhere as new unions emerged to challenge black unions who had until then been seen as too militant by employers.

Ford was thus the first, says the report, to experience a

situation in which challenge was touched with the report "exemplary".

"By recognising commands in any plant, company prom-

The auditors supplement it to labour leader their unions are

Ford should a the community themselves.

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Change 'too slow' for blacks

6/3/81 ~~3~~ 176

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Mercury Reporter

BLACKS in South Africa have become intolerant and impatient with slow-moving change, the president of the Inyanda Chamber of Commerce, Mr P. G. Gumede, said at Pinetown yesterday.

Mr Gumede was delivering the opening address at a one-day conference of Inyanda designed to promote Rotanda councils — a joint venture between the chamber and the Rotary movement to bridge the gap in the development of between 35 000 and 40 000 black businessmen.

Favourable

Mr Gumede said development in the existing circumstances in South Africa could no longer continue at the pace of an ox.

'A more favourable climate for black educational, professional and business development now exists in the country. The problem that will have to be solved is the problem of time,' he

added.

Mr Gumede said it was essential that blacks should become a part of the expanding South African market, not just as consumers but also as suppliers.

'Business will in future be more and more compelled to ignore existing colour bars and to adjust to a new climate of true partnership based on freedom, mutual respect and equality of opportunity for all.'

Challenges

He pointed out that, at the present rate of training, South Africa would be faced with a shortage of 100 000 skilled workers by 1981/82.

'The 4 000 000 white people in South Africa cannot on their own cope with these challenges,' Mr Gumede said. 'More blacks should become involved as job creators.'

Prof Selby Ngcobo, economist and former eco-

nomist advisor to the KwaZulu Government, criticised the recently-established Small Business Corporation, established last month by Dr Anton Rupert, on the grounds that there was very little black participation.

Difficulties

Consultation on a matter such as this was not sufficient and it was all very well for the Government and big business to get together and mobilise capital.

'It underlies the difficulties created by South African Government policy in taking blacks out of the free enterprise system so that they do not have access to their own resources. Even now we have to borrow from the KwaZulu Development Corporation.'

Prof Ngcobo said that black businessmen were now becoming interested in a wholesale-type of enterprise.

cents an hour

Hourly cash wages of the 43 women whose working hours

Type of work	Hours a week	Cash wage (weekly, R)	Payment in kind (daily)
Unknown	?	1,50	?
	?	2,31	?
	?	3,46	?
	?	3,46	?
	?	3,46	?

In addition to meals, many women get other items of payment in kind - working clothes, food, materials for dresses and other 'presents' at Christmas. Except for working clothes, these payments are included - with the cash wage of the women - in estimates of total family income' above.

Man dies after appeal for black nurse refused

NM 9/3/81

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Mercury Correspondent

JOHANNESBURG—A man died last night after his son-in-law, asked to employ a private sister because of the nursing shortage, had been refused permission to allow a black sister to attend the man in the Johannesburg General Hospital.

Councillor David Neppe criticised the 'inhumane and cold-blooded' policy which did not allow black medical staff to attend white patients, even in the face of death.

His father-in-law, 73-year-old Mr Joe Esrock, died last night in an intensive care unit of the hospital.

Mr Neppe said his father-in-law had been admitted to the hospital on Saturday after a suspected coronary.

The following morning he suffered a 'massive' heart attack and after a pacemaker had been inserted he was referred to the cardiac intensive care unit, said Mr Neppe.

'However, we were told there were no beds available. So the hospital staff did their very best to set up an ICU in his private ward but they asked me to try to get a special day-and-night nurse to watch the monitors because of their serious staff shortage.'

Mr Neppe said he had failed in his efforts to employ a white nurse and had contemplated using the services of two black nurses from Soweto.

'I telephoned the matron of the hospital to find out whether it was permissible to have a black nursing sister attend my father-in-law. She was very sympathetic but said that the Director of Hospital Services had ruled that no black nursing sisters were allowed to attend white patients.'

Last night the Director of Hospital Services, Dr Hennie Grove, confirmed the Government's policy but declined to comment.

According to Mr Neppe,

his father-in-law's unit had been monitored by doctors and nurses in the ward for whom he had 'nothing but gratitude'.

He added: 'Last night I rushed across to the hospital to see if I could help with the monitoring myself, but it was too late. My father-in-law had died by the time I got there.'

Mr Neppe said: 'Their attitude (the Government and the director) is despicable. They should stand trial on their own consciences and ask themselves if they or members of their families had been in the same position would they adhere to the same ideology and absurd rules.'

Distribution of workers according to schooling completed.

TABLE 28

are more numerous.

districts in and around major urban centres, where schools considerably lower, presumably because the areas include figure for the four areas studied - 52 percent (11) is was known) had not been to school at all. Unisa's ninety-one workers (74,598 of those whose schooling (c) Schooling.

all workers had been on the farm for less than two months, 18 percent for more than 20 years. About 13 percent of had been on the farm for less than one year and a further The tables show that about a quarter of the workers the farm, less than one year'.

One worker was simply described as having been on

Blacks 'for white jobs in mining'

Agus 9/3/81

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JOHANNESBURG.—Black mining team leaders are being groomed by Anglo American for jobs from which they can be promoted to take over responsibilities from whites, according to the Mineworkers Union.

The union says the move is under way at the President Steyn gold mine and is being undertaken in preparation for the recommendations of the sixth Wiehahn Commission report.

The general secretary of the MWU, Mr Arrie Paulus, said union members at the President Steyn had been invited to help select black team leaders with a potential for mining operations.

The selections were made at questions and answers sessions in which the white miners quizzed blacks on what they would do in given circumstances or crises in actual mining operations.

INVESTIGATION

The questions included theoretical problems on increasing production.

On investigation, says the MWU, it was learnt that black team leaders selected by white miners were to be placed with miners who had poor production records.

The mine manager pointed out that no one was better qualified than white miners to select promising black team leaders, Mr Paulus said.

However, it is certain that if production is increased, the honour will go to the black team leader.

Furthermore, the black workers will then be regarded as some sort of an expert on increasing production,' he said.

Anglo American chairman, Mr H Oppenheimer, is on record as saying that no white jobs would be taken over by blacks on any of the corporation's mines.

Mr Paulus said he respected Mr Oppenheimer's right to his own point of view as stated, but he remained convinced that the management at the President Steyn mine were preparing for black advancement.

**Minister
replies
to plea
for black
judges**

176
18/3/01

HOPE'S are high among Indian legal men that South Africa's first Indian Supreme Court judge may be appointed soon.

The Minister of Justice, Mr H J Coetzee, yesterday replied to a query by Mr Ismail Moolla, an Umzinto businessman, saying he was giving immediate attention to the question of appointing more black magistrates and also the appointment of the first black judge.

Lawyers spoken to yesterday said the minister's reply had given the impression that a breakthrough for senior black advocates to become judges could be expected. They said there were at present two Indian senior counsel — Mr H E Mall in Durban, and Mr Ismail Mohammed in Johannesburg who had acted as a judge in Botswana.

There are at present several black magistrates in Natal's black townships, and two Indian magistrates serving in the Chatsworth Magistrate's Court.

Mr Moolla wrote to the minister earlier saying that to remove discrimination in the South African judiciary he should look into the question of appointing not only more black — including Indian — magistrates, but also black judges.

The minister should take steps to ensure that any black judge or new magistrate should be allowed to preside at trials involving people from any race group, and not be confined to people from their own ethnic groups, he said.

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1) Date: the agricultural census refers to 1972-73, the Unisa survey to January and February 1975 and this survey to end-1975 and early 1976.

for a difference of this size.

The survey average is drawn upwards by the inclusion

of four workers on a horse-breeding farm in the Nieuwveldt mountains near Beaufort West who earn more than R25 a week

in cash.

(b) Bonus:

The table below shows the distribution of workers

according to annual bonuses received.

TABLE 9

Distribution of workers according to bonus received, R per year.

Bonus, R per year Number of workers Cumulative %

16,92
25,38
43,08
53,85
63,08
80,00
85,38
95,38
100,00

"We will go as far as we possibly can to continue to

attract whites into nursing."

Dr Treurnicht said. — DDC.

Mr Jaap Marais says that what mealies we do not eat we should burn as ethanol fuel. But he is well behind the times and we have already investigated this possibility,"

South Africa's exports added to valuable trade with black Africa and South Africa had a favourable trade balance with the black states amounting to about R900 million, he said.

Dr Treurnicht launched a sustained counter-attack on HNP claims that South Africa was wasting its food by exporting it to black African countries.

Dr Treurnicht said it was a difficult question to answer.

He had been asked what the government was doing to stop blacks from nursing whites, which was already happening in some hospitals.

Black nurses would have to be used in white hospitals if government efforts to attract white women into nursing failed, Dr Treurnicht, leader of the National Party in the Transvaal, said here last night.

POTGIETERSRUS —

Minister: we may use black nurses

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Is affirmative appropriate?

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FM 27/3/81

Affirmative action is one of those subjects guaranteed to set the temperature of any debate rising. Rightly so. Forced advancement to redress past discrimination has been a policy hotly propounded, and equally hotly damned, by serious and reasonable people in plural societies such as the US and SA.

In America, of course, the results of various affirmative action programmes set in motion from the Sixties on are now being critically assessed. In SA, some question whether the policy, as it is understood overseas, can ever be applicable to social conditions here. As Ron Marsden, general manager of the National Development and Management Foundation (NDMF), points out: "In the US you have the problem of a smaller group historically deprived by the majority — it's the other way round here."

However, given the burgeoning need for ever more and more skilled manpower in SA, few would argue the need for big employers, at least, to become constructively engaged in black advancement. Stellenbosch University's Professor J L Sadie has estimated that the executive component of SA's economic community numbers only 926 000; unskilled and under-employed people number 15.1m. The man-

agerial burden simply cannot be carried indefinitely by whites. But is affirmative action the answer?

Perhaps the truth is that, to persist with the attitude that supervisors must be white — or to keep legislation on the books perpetuating that situation — would be to reinforce a damaging form of affirmative action which began in the Thirties with the so-called "poor-white problem." The historical results of that became all too apparent in recent years with the belated recognition that various public services were becoming both understaffed (by whites) and incompetent. Enlightened public servants like Louis Rive and Kobus Loubser took appropriate (not affirmative) action.

But, the issue of black advancement based on economic needs aside, affirmative action in the SA context is being increasingly debated. This is partly due to the gradual working through of the various employment codes — local and multinational — and partly because of the tradition of Western liberalism in the English-speaking business sector. Here it is useful to juxtapose radically opposing views and assess their merits.

Dr John Marcum, vice-chancellor of the University of California (Santa Cruz),

says of the American experience: "Affirmative action is predicated on the assumption that the costs of exclusion, costs in social stability, lower economic productivity and political coercion, will ultimately outweigh the short-range costs of compensatory educational and employment initiatives. It sets and measures its success by targeted goals."

Opponents of affirmative action can convincingly use the free market concept of economic freedom to put their case, as does Leon Louw, executive director of the Free Market Foundation: "The most offensive aspect of affirmative action is the way it humiliates blacks. It implies that they are inferior, that they are not good enough to handle legal equality with whites. It is the most devious and arrogant form of white pseudo-liberal paternalism."

"Not only that, but its actual results in the US have been the opposite of what was promised. The income gap between whites and blacks has grown, black unemployment has risen to the highest levels in history and racial hostility is increasing."

In SA, prominent blacks asked for their opinion by the FM saw the issue in terms of the need for black advancement — but certainly did not come down firmly on the

side of affirmative action per se. Committee of Ten leader Dr Ntatho Motlana, for example, said: "Affirmative action does not mean that you have to favour a black with less qualification over a white with better credentials. (But) in SA blacks are not qualified simply because they have been kept out. My approach would be that universities and technikons should reflect, in their enrolment, the demographic composition of the country. There is no reason why, for example, Wits should have over 12 000 white students and 900 black when the proportion in the country is one to four."

Here, basic education and later training are related issues. Per capita expenditure on black and white education remains grossly discriminatory in favour of whites, though educationists note that the ratio has narrowed over the past few years in favour of blacks.

Without a sound literacy/numeracy base, lasting skills simply cannot be imparted to the disadvantaged — whatever the economic (or even liberal) arguments. A recent estimate shows that SA spends 4.1% of its gnp on education, compared with 6% and over in Western Europe and the US — and even more in "developing" countries, a category in which SA, realistically speaking, belongs.

This is not to say that educational expenditure, as a percentage of gnp, should suddenly be boosted by 2%. Problems cannot be solved by simply throwing money at them — particularly not in education, where long periods are required for training to take hold and bad planning can lead to bottlenecks. The Urban Foundation's Dr Robin Lee, for example, observes that "in Western Europe and the US, after the post-war baby boom, resources were ploughed into primary education. But after the surge was over, you had the situation of schools standing empty."

A leading educationist, Franz Auerbach, agrees. "The real question is by how

much more educational expenditure can and should rise than in the past, not for it to do so abruptly."

Lee feels the emphasis should fall on adult education. "Any modernising society is going to require occupational change. People changing their jobs in middle life, and so on. So the adult educational system should become one for continuing education."

His personal opinion is that this can be facilitated by companies adopting "organised advancement programmes. And the larger number of them doing so probably subscribe to one or another of the employment codes."

Meaningless quotas

The NDMF's Marsden argues that such programmes should place the emphasis on quality, not quantity — not, that is, on meaningless quotas. "You can victimise people by passing legislation to help them. The climate has to be right and you have to get the right people onto the management courses." There is also a problem of expectations: "Treat people in the programmes like idiots and they will perform like idiots — a self-fulfilling prophecy. You have to have a meaningful measurement of black advancement."

"The danger is that some people, if a programme comes unstuck the first time, have a tendency to become set against all programmes. It takes time. People tend to forget how long it personally took them to train."

In fact, Marsden says, black progress into skilled and managerial ranks has been very evident over the past 18 months — "and this movement upwards has been in relation to actual needs," not the product of affirmative action, as defined in the US. It has been *appropriate* action.

But recalcitrant white attitudes remain an obstacle. So others stress an even more positive approach and perceive a need to channel and measure advancement in a way that implies looking at numbers.

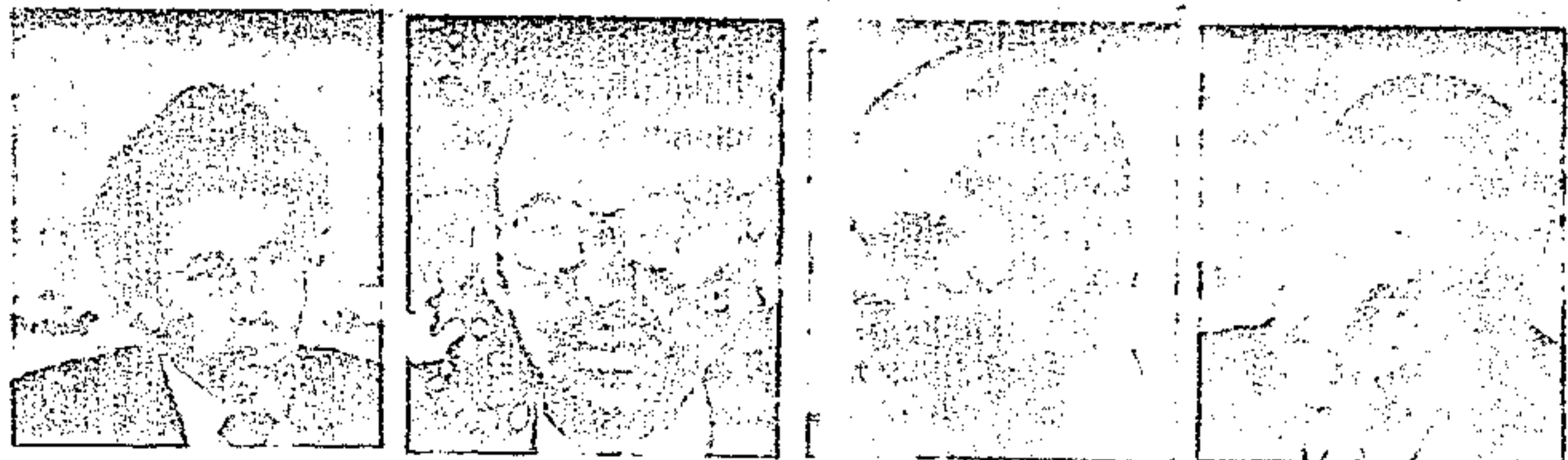
Moses Maubane, GM-designate of the African Bank, is one. "Unless there is an agency to make blacks move up and across to certain positions, there won't be progress. Representatives of employer groups should set targets for black advancement. Meaningful participation of blacks requires that they should be involved and integrated in all facets of the corporate world. Those who say there are not enough-qualified blacks are blind to the fact that blacks are not given exposure to acquire the experience."

Here the codes — apart from appealing to managements conscious of foreign pressures — have played their part in consciousness-raising. Though the codes, as the FM has noted (March 13), have come in for a fair amount of criticism for their paternalism, they do help clear the way for a freer operation of merit advancement — simply because they challenge ingrained supremacist attitudes. The Urban Foundation, notes Lee, supports codes which "aim at the removal of discrimination based on race — the ideal is an equalisation of opportunities."

A question which is likely to become increasingly important in the near future is the extent to which the state should become more involved in training and advancement programmes for adult blacks — that is, in appropriate action. The Human Sciences Research Council (HSRC) committee currently investigating all aspects of education is expected to report towards the end of June. In the meantime, it has drawn up a set of 11 guiding principles which it has circulated to its participants. Principle seven is of paramount importance: "The private sector and the state shall have a shared responsibility for the provision of non-formal education."

A principle and a Cabinet commitment are, of course, worlds apart. However, given the fact that the HSRC is inherently a conservative body, any of its educational recommendations are likely to carry weight in Pretoria. If appropriate action means the diversion of private and public resources to make up the educational and skills backlog of the past — in practice, bridging and other courses for adult blacks — the HSRC looks set to lay the groundwork for greater government engagement in this field.

What private companies — multinational or otherwise — and the unions will have to say about that is another question altogether.



Louw, Williams, Lee, Motlana . . . assessing the concept

'Black nurses will be used'

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Medical Correspondent

Surgeon Dr Marius Barnard predicts that more black nurses will be used in white provincial hospitals as the nursing shortage worsens.

Dr Barnard, PFP MP for Parktown, was commenting on the possibility that the Government would have to change its policy and integrate white and black nurses in white provincial hospitals unless more nurses could be recruited.

He said he was pleased to see that Dr Andries Treurnicht, leader of the National Party in the Transvaal, was beginning to realise that the Government's apartheid policy in the nursing and health fields had failed.

"Racial barriers should come down and black nurses should be able to nurse whites in provincial hospitals. The black nurses should be paid

equal salaries and should be given equal opportunities," he said.

Dr Barnard this week sent a telegram of support to 2 000 Durban and district nurses who protested against their "atrocious" salaries and working conditions.

The nurses decided unanimously to call for the full council of the SA Nursing Association to meet them in Durban on April 10.

In Durban this week, the leader of the PFP in Natal, Mr Ray Swart, warned that the National Party, by neglecting thousands of nurses and teachers in the country, was putting the country's very defence at risk.

He said despite recent salary increases the gap between nurses of different race groups had not yet closed and the overall scales remained "abysmally low."

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83,72
76,74
65,12
58,14
16,28

Cumulative %

ash wages, cents an hour

2 >
- 21
- 16
- 11
- 6
- 0

Wages (cen)

Distribut

TABLE 31

Hourly cash wages of the 43 women whose working hours are known are below.

Type of work	Hours a week	Cash wage (weekly, R)	Payment in kind (daily)
Unknown	?	1,50	?
	?	2,31	?
	?	3,46	?
	?	3,46	?
	?	3,46	?

In addition to meals, many women get other items of payment in kind - working clothes, food, materials for dresses and other 'presents' at Christmas. Except for working clothes, these payments are included - with the cash wage of the women - in estimates of total family income, above.

Training boost for business

By Z B MOLEFE

TRAINING and education in basic business skills for black businessmen received a boost when Durban's Musgrave Rotary Club presented the National African Federated Chamber of Commerce (Nafcoc) with a complete audio-visual training course.

The presentation was made by well-known banker, Mr Llewellyn Mehlomakulu, on behalf of the Rotary Club.

The project, approved by a multiracial committee, consists of a portable kit comprising a projector and 12 audio visual tapes with lectures covering the buying of goods, salesmanship, display, advertising, credit control, cash and stock control, staff training, recordkeeping and banking services.

Included are detailed instructions on how to promote and run a

business course, comprehensive lecture notes for a course leader and follow-up notes for each participant.

The aim of the project is to provide training and

education in basic business principles for the black community which has not had a long tradition of trading and still has limited business experience and skills.

said a statement after the representation. 1980 statistics show there are only 35 000 black business undertakings to meet the needs of a population of 24 million



Chairman of the Nafcoc education committee, Mr Sy Kutumela (second from left) receives a training and education kit from Mr Llewellyn Mehlomakulu. Looking on are Mr Eleazer Maahlo, Nafcoc's education officer and Mr George Oram, chairman of Durban's Musgrave Rotary Club.

Irish American male who, through emigration to the U.S.A., has lost significantly in social status. In both these cases the personality problems gave rise to a destructive drinking pattern. This situation becomes aggravated when the wife, due to the hard realities assumes the dominant role in the family.

The inclusion of the constitutional and/or genetical theoretical insights in this analysis must be viewed against the following background data:

- (1) Although research in this field has produced extremely interesting and sometimes relatively convincing data on a possible linkage between certain physiological and constitutional variables and a predisposition towards alcohol, no final and categorical statement about this alleged relationship is possible.
- (2) No scientific studies whatsoever have, however, furnished any proof that the "Coloured" is in any way constitutionally more inclined than the other population groups to alcoholism.
- (3) Nevertheless one finds that among certain groups in South Africa the prevalent explanation for the drinking behaviour of Coloureds, is that it is genetical determined.

In view of the fact that there is ample evidence that social factors which have been found to be highly correlated with alcoholism are indeed present in abundance among the "Coloureds", one cannot but brand those who simply ignore this evidence and explain "Coloured" alcoholism

476) NM 16/7/81

Devoted Slog all the way up

Conzella Pretorius: looking into hypertension



BLACK women are beginning to take up top positions in the business and professional fields. But it takes a great deal of hard work, intelligence and a love of ones subject, say Beatrice Kubheka, a Soweto advertising executive, and Constance Pretorius, the first black woman to register as a clinical psychologist in South Africa.

Stories and pictures by JS Mojapelo

Lifting the curtain

BEATRICE Kubheka, a Soweto advertising executive, may not have a university education but she has done a commendable job of lifting the curtain and allowing whites to peep into the lives of township people. This insight is provided by her research on black attitudes.

Her findings have been used as a basis for the advertising and marketing campaigns of large companies aiming at the black market and her work has been praised by some of the leading social scientists in the country.

Exposure
She recently exposed ghetto life and thinking in a 36-page booklet *A Window on their World* — a joint undertaking by BP Southern Africa and the Graduate School of Business of the University of Cape Town

hopes, fears and aspirations.
According to the introduction to the booklet, some of the opinions expressed by the sample were quite horrifying.
'And the almost complete lack of understanding and communications between black and whites which emerged is simply appalling.

She does not mind whether she is called a Black Research Manager, a Black Research Officer or a Black Research Executive — such designa-

The family moved to Soweto and she went to Orlando West High School. In 1968, domestic financial problems forced her to leave school and she spent her first year of work as a cotton picker in a Fordsburg clothing factory.

Cosmetics
Since then 'instead of picking up cotton, I have learned to pick people's brains, which I enjoy more.' Mrs Kubheka said with a hearty laugh.
Her next job was as a cosmetics demonstrator but she left after three years because of a lack of job satisfaction. 'Then came a job as an interviewer with a research agency.'

After 12 years in the game, Mrs Kubheka has learned the ropes and is now one of the few black women in the country employed as an advertiser.

education. I was also worried by my poor English.

'But I am now enjoying my job. I am studying privately for a marketing course, but I think I am learning more from my job than I could at university', Mrs Kubheka said in fluent and faultless English.

'Funny, although in my research I have spoken to literally thousands of people throughout the country from all walks of life, I have hardly ever met with any refusals. I have hardly ever met with any refusals. Maybe it's my approach.' She describes herself a 'people's person' and says she likes to meet people.

Daring
As far as women's liberation is concerned, Mrs Kubheka, who is married with two children, feels that although modern women project a daring



Beatrice Kubheka: a peep into the townships

Paulus hits at promotion of black miner

Own Correspondent

JOHANNESBURG. — A black man has become a mine captain on a South African mine for the first time, according to the Mine Workers' Union (MWU).

The union seems set to make a major political issue of his appointment at a time when an intense election battle is being fought in mining constituencies.

It says he is to take the place of a white mine captain who has been promoted to a higher position at Bank Colliery, a Witbank mine owned by the Anglo American Corporation.

The union claims his appointment demonstrates that black job advancement threatens white miners' jobs because a white miner has not been given the job.

The MWU bases its information on a news item in the Witbank News which says that Mr Frans Zungusa, a Bank Colliery black worker, is completing his practical training for a Mine Captain's Certificate and will soon be promoted to mine captain, becoming the only black man in the country to hold this post.

According to the report, he will take the place of a Mr Frik Bezuidenhout, who is to be promoted to a higher position.

The post of mine captain is a senior official's job which has hitherto been closed to blacks.

In the latest issue of its journal, The Mineworker, the MWU publishes a picture of Mr Zungusa which appeared in the Witbank News.

Its general-secretary, Mr Arrie Paulus, writes in the journal: "Now you can see for yourself what Mr Zungusa looks like.

"Look again at the photo and you can see (probably) the first

senior black member of the Underground Officials Associations" — the UOA recently opened its doors to black members.

Mr Paulus adds: "And if you look again you can perhaps see the first black member (in the future) of the Collieries Committee of the Chamber of Mines."

Labelling Anglo American the "African Advancement Corporation", Mr Paulus asks his members to "note well that a white has not been promoted to take Mr Bezuidenhout's place".

He adds: "If there are still men in the mining industry who doubt that blacks will also replace other whites, my sympathies lie with them."

According to Mr Paulus, the promotion of Mr Zungusa contrasts with assurances given to white miners by the Minister of Mineral and Energy Affairs, Mr F W de Klerk, and the Minister of Manpower Utilization, Mr Fanie Botha.

Mr Paulus says the MWU has asked Mr De Klerk to give it written assurance that blacks would not get the same job advancement concessions in "white" South Africa as they have recently been granted at the Impala Platinum Mine in Bophuthatswana.

It has also, according to Mr Paulus, asked Mr Botha for an assurance that blacks will not be given blasting certificates on the mines.

"Election promises will not set miners at rest," Mr Paulus writes.

● Spokesmen for Anglo American could not be reached for comment by the weekend.

(Report by Steven Friedman, 171 Main Street, Johannesburg.)

Shame
Argus 19/5/81
over
FWD 176
training
system

Argus Correspondent

BLOEMFONTEIN. — Of the 10 527 apprentices registered in 1980 only 182 were black. And only 63 of the 2 150 apprentices registered in the first four months of 1981 were black.

This was said by Dr P J van der Merwe, Deputy Director-General of Manpower Utilisation, at the Afrikaanse Handelsinstituut Congress in Bloemfontein.

Dr van der Merwe admonished the private sector for not doing enough to train apprentices.

Mr J D Kritzinger said South Africa's system of artisan training was so badly used, the country should be ashamed of it.

It was essential to have a colour blind system because blacks would fill 95 percent of all jobs by the year 2000, he said.

SNOBbishNESS

A plea was made at the congress for South Africans to rid themselves as soon as possible of 'cultivated academic snobbishness.'

Mr Hennie Klerek spoke on the necessity for a greater trade-oriented and practical education policy. He said the serious shortage of skilled manpower was the most restraining factor in the future development of the country. — Sapa.

The black 'boys' who do adult jobs

By J. S. MOGODI

IT WAS ironic that black workers were made conscious of their inferior status by being called "boys" and "girls", treated as children and still expected to produce as adults.

This was one of the observations in a 117-page survey on the "The impact of the environment on black advancement in South African industry" by Mr Mogodi Phahla.

Mr Phahla has received a Master in Business Leadership degree (Manpower Management) from the University of South Africa.

In his inquiries, Mr Phahla investigated the utilisation of black manpower in the South African economic system. He focused attention on the impact of the socio-cultural, socio-political and socio-economic factors shaping the work environment of the black worker.

Mr Phahla, 33, a labour relations officer with a Wadeville electrical accessories manufacturer, completed his BA degree in social sciences in 1977. He switched to study manpower management because he found the subject "dynamic and challenging".

Mr Phahla said while the Government's commitment to a policy of change and reformation was acclaimed by blacks, this was received with caution and seen as a threat to the protection, preserves and privileges enjoyed by whites.

Management in South African commerce and industry had under-utilised its black manpower resources for a long time, said Mr Phahla.

He said as the whites had acquired a superior attitude towards the blacks, the ensuing relationship in the work environment had, under extreme conditions, resembled the parent-child relationships.

"This point may be amplified with the example where blacks were made conscious of their inferior status by being ad-



Mr Mogodi Phahla, the Benoni labour officer who received a MBL degree in manpower management from the University of South Africa. He wrote a paper on black advancement in South African industry.

dressed as "boys" (males) and "girls" (females). In other words, being black young or old, you were treated alike," Mr Phahla said.

"Ironically, while this form of addressing black labour was sustained in industry, the blacks were expected, and did turn out production as adults, although they were treated as children."

He argued that the reason why most blacks had been blamed for acquiring an irresponsible attitude was generated by these derogatory concepts.

"According to his (black) culture the black man understands a "boy" to be an immature human being who should always be kept under strict

control, be told what to do and cannot be held responsible for his deeds. Evidently the same thought may have a psychological impact on them, to invoke the carefree attitude that is envied by them at times," Mr Phahla said.

On the question of the country's labour policy, he said the labour policy regulating the working conditions of black labour was "remarkably paternalistic in character".

The black labour force had every detail of their employment decided for them, including wages and the conditions of employment. These labour policies were discriminative and protective in that blacks were allocated unskilled jobs through the practice of job reservation.

"A carefully structured legal system was introduced to sustain the effect of this policy. Though legislation did not prohibit the employers from paying equitable wages to black employees, the profit-orientated employers took advantage of the circumstances by paying nothing better than "unskilled wages for unskilled work," Mr Phahla said.

He said while the employers hid behind legislation in the past to practice discriminative, protective, restrictive and paternalistic tendencies which were built into corporate manpower policy, a lot of changes were called for in the rethink of management philosophy and company policy to implement these changes successfully.

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ORDER FORM

ORDER FORM

ITEMS REQUIRED

Stand by Afrikaans-sprekendes: at 'n Steekproef van Studente. as an Economic Force in African Trade Unionism in

(gratis) JAAR van die Sentrum vir Inter-

RS of the Centre for Intergroup

by Professor J Degenaar

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from the Centre for Intergroup Cape Town, Rondebosch, Republic

Blacks not accepting posts

180 000 jobs begging

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Mercury Reporter

ABOUT 18 000 Government posts are vacant and because blacks are not accepting the posts open to them, they are being filled by whites.

This was revealed to the Mercury yesterday by the chief director of the Commission for Administration, Mr G B S van Zyl, who was reacting to this week's report about the growing staff crisis in State departments.

Asked about the seriousness of the staff shortage, Mr van Zyl said out of the

180 000 approved employment posts in the central Government, about 10 percent were vacant.

'Although there are many and varied posts open to blacks in State departments, blacks do not seem to apply for the jobs, with the result the posts are given to white employees,' he said.

Mr van Zyl said one of the reasons for the staff shortage was because Government salaries could not compete with the private sector where salaries were 'very much higher'.

Attractive

'Although State salary scales and service benefits are reviewed annually, most people are finding it difficult to make ends

time had had to be worked by civil servants last year in an effort to slow down the pile-up of work, but added the work had, in most cases, been done voluntarily by senior staff.

Junior staff who had worked overtime had been accordingly paid, he said.

'The Commission for Administration is deeply concerned about the staff shortage,' added Mr van Zyl. 'Together with the Public Service Association, we are working constantly to attract and retain staff.'

Emergency

Meanwhile, the president of the Public Service Association, Dr Colin Cameron, this week condemned the April pay rises of 12.5 percent as unacceptable.

meet because of inflation,' said Mr van Zyl.

He said many efforts were constantly being made to make posts in State departments more attractive in an effort to recruit employees.

'Bursary schemes are, perhaps, our main source of attraction,' he said. 'At present the Government has 3 000 students studying on bursaries, and we have asked Parliament to consider offering more study-aid schemes in the future.'

Overtime

The budget for bursaries in the financial year was R3 600 000, said Mr van Zyl.

Mr van Zyl confirmed earlier reports that a total of 8 000 000 hours of over-

and said the personnel shortage had become so serious that those who had to work overtime in an effort to cut the work backlog were complaining they were not receiving overtime pay because there was not enough staff to assess overtime payments.

Dr Cameron said the association was receiving emergency calls from branches and members daily about services which threatened to come to a standstill because of staff shortages.

He said unless speedy action was taken by the Government, great damage would be done to the infrastructure of the public sector which could seriously affect continued economic development.

Telecommunications face breakdown

Critical staff loss

Hits Post Office

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Own Correspondent

South Africa is facing a breakdown of its telecommunications services.

This is because a critical staff shortage has brought the Post Office's telecommunications services to "the edge of chaos" says the South African Telecommunications Association.

The situation is so bad, the association says, that unless urgent and drastic steps are taken to improve salaries and fringe benefits such as housing subsidies, the Post Office will not succeed in averting total inefficiency in telecommunications services.

Compete

"The Post Office's competitive position is seriously weakening so that it cannot even compete with other government departments — not to mention the private sector — when it comes to attracting and retaining staff.

"On the contrary, the exodus of highly trained personnel with years of experience is increasing daily," the association

says. This week the Post Office appointed a special six-man committee to tackle the problem.

Mr William Ridgard, Deputy Postmaster General in charge of staff and posts said the committee started its work on Tuesday.

"The staff shortage in telecommunications," he said, "is a country-wide problem and the committee's first task will be to identify areas with the most pressing problems.

Task

"The committee also has the task of looking at how we can cope with the present situation. It will investigate ways of attracting people to the Post Office's telecommunications services as well as the causes of so many resignations.

"We are recruiting overseas and are using as many women with the right qualifications as possible to try and contain the present situation," he said.

A major problem, Mr Ridgard said, was a shortage of people with the right qualifications to enter telecommunications services.

"The solution will come when more and more blacks are trained in this direction and we are doing everything possible to encourage them to become qualified for a career in the Post Office's telecommunications services."

R250 000 trust for black Wits MBAs

By John Spira

BLACK business education is to receive a dramatic shot in the arm with the establishment of a R250 000 educational trust at the Wits Graduate School of Business Administration.

The newly created H Bradlow Bursary Trust will make it possible for at least 10 black graduates to study annually for the school's MBA degree.

The money to fund this exciting project has been donated from the estate of the late H Bradlow, who, as an immigrant to South Africa at the turn of the century, helped to build up a highly successful furniture business.

The sole trustee of the estate, Dr E P Bradlow, has a long-standing involvement in education and firmly believes it to have been the testator's wish that black education should benefit in this way.

Convinced that lack of opportunity has caused blacks to lag behind whites in the field of business education, Dr Bradlow's main purpose in establishing the trust is to assist blacks to qualify in far greater numbers for executive positions

in commerce and industry.

In this way they will benefit not only themselves but a South African economy suffering from an acute manpower shortage at executive level.

Prospective bursars must be prepared to study full-time at the Wits Business School. While priority will be given to black students, coloureds, Indians and whites may also apply.

Professor G F Jacobs, a director of the school, says: "We already have a number of black students on our MBA programme, but this generous donation will give added thrust to the training of black managers in this country.

"We see our school as being in the forefront when it comes to business education for blacks. Already we run a pre-MBA course in maths, accountancy and communication which acts as a bridging course for students who find the gulf between their first degree and the MBA uncomfortably wide.

"Most of these students are black, and this magnificent donation will give them added impetus and enthusiasm to continue their business studies."

High-level positions not only for whites,

3/16/61
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South Africa's development potential and living standards would deteriorate if the country persisted in drawing high-level manpower mainly from among whites, the Minister of Manpower Utilisation, Mr Fanie Botha, said in Pretoria yesterday.

This was the main message in a special report of the National Manpower Commission on high-level manpower in South Africa to be released for general information.

Mr Botha said in a statement that The Cabinet had given permission for the report to be released.

High-level manpower was defined in the report as everybody in professional and semi-professional occupations, technicians and managerial personnel with the exception of farmers, artisans and clerks in the lower ranks.

The report gives a review of the demand and supply situation in terms of latest available information and reflects the most important bottle-

necks in high-level manpower.

"The main message flowing from this investigation is that South Africa will not be able to realise its development potential and offer all its people an acceptable standard of living if the country persists in trying to recruit its high-level manpower mainly from the white population groups," Mr Botha said.

"In fact if we continue to do so a relative deterioration may be expected in the course of time."

It was of the greatest importance that all population groups — in line with the free market system — should have every opportunity to participate in the development process of the country.

They should be able to utilise the full extent of their abilities and insight and benefit accordingly.

A number of recommendations are made in the report to allieviate the situation and the Government's views are given. — Sapa.

~~IMPROVE OUR~~
MOYE ON
'high level'
manpower
welcomed

The Federated Chamber of Industries — representing organised industry in South Africa — has welcomed a Cabinet decision to step up the training of blacks for professional and managerial positions.

The Minister of Manpower Utilisation, Mr Fanie Botha, announced today that the Government had approved a special report of the National Manpower Commission on "high-level manpower" — defined as technicians and semi-professional, professional and managerial personnel of all kinds.

THRUST

The thrust of the report is that South Africa would not realise its development potential and offer all its people an acceptable standard of living if it persisted in recruiting its high-level manpower from the white population group only.

The executive director of the FCI, Dr Johan van Zyl, today welcomed the decision as a "step in the right direction."

The chamber had not yet studied the Government's White Paper responding to the report, but it fully agreed with the provision of better professional and managerial training for all races.

"The ratio of managerial to non-managerial staff in South Africa is out of line with the high-growth countries," he said. "A small managerial class is in a sense carrying the rest of the population."

RESTRUCTURING

The FCI particularly wanted to see an end to separate training institutions at tertiary level, Dr van Zyl said.

Dr van Zyl stressed that the true answer to the shortage of managerial and professional staff lay in a "fundamental restructuring" of the secondary school system.

The chamber was anxiously awaiting the report of the De Lange Commission, set up after last year's coloured school boycotts, in which the whole education and training system would be reviewed.

© Page 9: High-level positions 'not only for whites.'

SA 'can't rely on whites only' for top personnel

By Drew Forrest

To avoid a return to low levels of growth South Africa must find ways of bringing its black population into the "engine-room of the economy," Mr. Dennis Etheridge said yesterday.

Mr Etheridge, national executive member of "Manpower 2000" and co-sponsor of the Manpower Foundation was responding to the Government's new manpower report.

The report centred on the national shortage of "high-level manpower" — defined as technical, managerial, semi-professional and professional personnel — and most of its proposals have been accepted by the Government in a white paper.

Flowing from the report is the message that the country can no longer afford to rely exclusively on white males for its top personnel — a message endorsed by employers interviewed yesterday.

The main source of disappointment in some business quarters was the retention of separate training facilities for different races. Other employers sounded a warning that the measures recommended in the report needed to be coupled with a "fundamental restructuring" of the country's secondary education, if its skilled manpower shortage was to be overcome.

The executive director of the Federated Chamber of Industries, Dr Johan van Zyl, said he fully agreed with the "basic philosophy" of the report.

It was "impossible" to recruit top-level manpower from whites only — by the year 2000 more than half of South Africa's professional, skilled and managerial staff would have to come from other groups, he said.

Dr van Zyl referred to the report's recommendations of tax grants rather than concessions to companies which trained employees. This would act as an incentive to train by enabling employers to recover training costs more quickly, he said.

preceding section, nearly everybody would agree that medical need and not economic status should govern access to medical care. But in practice, as medical economists point out ad nauseam, hard choices have to be made because resources are finite. In the absence of the price mechanism, and given our limited capacity to devise institutions capable of efficient altruism, the rationing of medical care is done either by the provider (hospital or doctor) on the basis of evaluations of competing need, (8) or by the payment of time:

as health care as a primary good satisfying a need that it must then be accorded a certain ranking needs and other goods. How high in the social and therefore how extensive and complete the demand for such care is to be across the base of the social the key strategic question. It would be high to assume that policy decisions can be reached at abstract level. But it is along such lines of we must move for guidance in allocational choices:

He said many of the proposed measures were "long-term investments in human capital."

Dr van Zyl said the measures proposed in the report would not be sufficient to solve the country's high-level manpower crisis although they are a "step in the right direction."

her complementary components outcome in net terms of a Y are only one part. Who a question with multiple

presumed to want... [primary goods] have a use whatever a person's rational plan of life" (Rawls 1971: 62).

Examples are rights and liberties, powers and opportunities, income and wealth — "social primary goods" — in contrast to health and vigour, intelligence and imagination, the "natural primary goods". The concept of a set of basic needs that defines and measures a social minimum falls into the same category, and no doubt shares a common philosophical ancestry.

health care as a "primary Good". "things every rational man is

organized on a fee-for-service basis plus a measure of risk pooling via insurance? Is there another for the poorest 80%, mainly black, organized in the public sector through clinics and hospitals where out-of-pocket payments are some fraction of cost or nominal? Do the two systems meet only at the level of highly specialized and technically sophisticated treatments where, once reached, the link between access and economic status is weakest? While I suspect this broad description needs qualification — for example, lower income groups do purchase significant amounts of medical care through fee-for-service channels — it is accurate in essentials. Given the great distances that separate the resource bases of groups in the population, it would be surprising to find a homogeneous system of health care.

The important consequence following on from the conception

Political Correspondent

Govt accepts changes affecting

Sweeping changes which will affect employers and employees — especially women and immigrants — were recommended in a manpower report released yesterday. The proposals also have important implications for universities.

The report deals with high-level manpower in South Africa and most of its recommendations have already been accepted by the Government.

A central theme of the report is that South Africa should stop trying to recruit its top person-

nel mainly from the white population group.

Specific recommendations in the National Manpower Commission's report on high level manpower include:

- Extending tax concessions to employers who allow employees to study further.

- Establishing an "open university" which will admit people without

qualifications required by other universities.

- Utilising trained women more extensively and possibly adapting the present discriminatory tax structure.

- Giving cash grants instead of tax concessions to employers who establish their own training programmes.

The 84-page report makes it clear that one of

the Government's top priorities should be to implement the ideas contained in the Wiehahn and Riekert reports more strictly.

While it does not go as far as blaming the public service "tortoise" for preventing this, the report says: "Special attention must be given to legislative measures, regulations and administrative direc-

tives and practices which impede the effective development, utilisation and maintenance of manpower."

It also calls for more generous provision for the training of apprentices at white institutions in accordance with the White Paper outlined with the Wiehahn and Riekert reports.

The report calls for re-

high-level manpower

people to be drawn from the top echelon of work force and suggest financial concessions to companies which employ high-level manpower recruited overseas on a contract basis.

Universities are criticised for their failure and high "drop-out" rates but it is suggested that the Government undertake a review of subsidy formulae.

In a 16-page White Paper released simultaneously with the report, the Government supports most recommendations while voicing reservations on some issues.

On more generous provision for training blacks at white institutions, the White Paper says: "The Government has already accepted the admission of

non-whites to white institutions, provided that arrangements at such centres are to the satisfaction of all concerned.

"The policy of the Government nevertheless remains that separate provision should as far as possible be made for the training of the different population groups."

The White Paper says the Government agrees to

STW (circled) ~~172~~ ~~174~~
(circled) ~~176~~ ~~178~~

give "urgent attention" to the possibility of further tax concessions for employers who allow staff to study.

But on the proposal about revising the tax structure as it affects women, the Government only says: "The Standing Commission of Inquiry into the Fiscal Policy of the Republic will give

consideration to the matter."

The report recommended that employers reconsider their attitudes towards women and the Department of Finance would give "serious consideration" to revising and adapting the present tax structure.

The commission's report is likely to find widespread support, as will Government acceptance of the key recommendation that high level manpower can no longer be recruited mainly from the white population group.

● See Page 9.

Demand for money is the demand for ^{exchange} materials. ~~into of exchange~~. For example in September which is the bonus month for many South Africans, THE VIRTUALLY DOUBLED, a lesser degree

BY DEMAND
a lesser degree

SALARIES FM 5/6/81
Women's winnings

Are women wearing the pants in black families these days? The findings of the latest SA mid-term salary survey released by the PE Consulting Group seem to suggest they are. According to the survey, the salaries of black females are, on average, higher, and rising faster than those of black males in both the semi-skilled and skilled work categories. The reason? Black females are moving more rapidly into white jobs than black males. Categories include: secretarial, fil-

This is also, to of month transaction

The demand for of exchange value attached keeping this

Demand for a medium anything that has is assured of

money is the same so many years ago as it was

The demand for anything that performs

more the future

ing and administration - traditionally held by whites. "Black males are often stuck in semi-skilled positions at lower wages," according to Martin Westcott, director of PE's human resources division.

The central If the recession of air a money

The survey also reveals that rates of salary increase were uniformly higher over the same period last year for all races except blacks, which were marginally lower. Between July 1980-March 1981 whites chalked up increases of 15.2%. This is attributed to the skills shortage and the economic boom. For blacks, a 12.3% increase was recorded.

se notes on demand. country is in a recession the quantity demanded frequently

On the if a from rightly money

These findings do not imply that attention is no longer being directed towards bridging the wage gap. According to Westcott, "Last year we did not have one category in which employers were paying below the PDL." However, the survey, which evaluates salaries of 500 000 people in 500 companies nationwide, tends to measure salaries paid by large employers. Conditions in such companies are probably more favourable than in smaller concerns.

we can see that system is going to strengthen we can assume that a large amount of money is circulating on demand.

no comment!

THE EFFECTIVENESS OF ALTERNATIVE METHODS OF MANAGING MALNUTRITION

The management of childhood malnutrition described in this paper is based on the view that it is an expression of family and social disorganisation and economic depression rather than simply a medical problem. This view, in turn, is based on experience and investigations in the Keiskammahoek area of the Ciskei, which is part of a rural homeland, and a city hospital in East London whose patients come in about equal numbers from town and country. A list of these is appended and will be discussed at relevant places.

In the Keiskammahoek area during the course of more than 5 000 interviews with the guardians of malnourished children, as well as many conversations with

Fathers working as migrants in towns 86%
Fathers deserted 70%
Fathers contributing 14%
Average monthly amount from contributing fathers R4-50 R11-00 R9-00

(b) Severe and almost universal poverty in all groups with most units having less than R3/person/month, which was the price of paupers rations at trading stores in the area at the time of the survey. In this respect, however, the WN group were clearly better off than the other two.

'Blacks needed to fill room at the top'

A 45 percent shortfall in engineers . . . one doctor for every 20 000 people in the homelands . . . 19 percent of posts for physiotherapists unfilled . . . a need for twice as many graduates in forestry — the catalogue of shortages is endless.

And yet, according to the National Manpower Commission's new report on High Level Manpower (HLM), no less than 70 percent of South Africa's managerial, professional, semi-professional and technical personnel are recruited from its white population.

If the four million workers in agriculture and domestic service are included, blacks, coloureds and Indians — representing 82 percent of the population — contribute less than 20 percent of the country's top manpower.

LINK

Repeatedly underscored in the report is the crucial link between HLM and economic progress.

"The rapid reconstruction of West Germany after World War 2 emphasised the relative importance of trained manpower vis-a-vis other production factors such as capital and raw materials," it states.

And although the HLM component of South Africa's workforce rose from 8.9 percent of total in 1965 and 1979 (7.3 percent if agricultural workers and the unemployed are included), the report stresses that the figure for the United States is close to 30 percent.

The heavy reliance South Africa has placed on whites — and especially white males — for its

A greater share of top level management must be taken by black, coloured and Indian people if the country is to progress, says a new report analysed by DREW FORREST.

apparently already realised."

The report shows that an "upward movement" of black, coloured and Indian people is already under way — a trend which "needs merely to be accelerated."

Among blacks, there is an annual growth rate of six percent in clerical workers, nine percent in sales workers and 6.7 percent in foremen and supervisors. Projections prepared by the Economic Planning Branch of the Office of the Prime Minister indicate that "non-white" professional and clerical groups will double in size between 1977 and 1987.

PREDICTIONS

Predictions for the 10-year period include:

● A sharp decline in the percentage of whites in the professions — from 62 to 54 percent of total. By 1987, blacks will make up 33 percent of this HLM category.

● A sharp increase in the number of black artisans and apprentices — from 25 000 to 70 000 — so that by 1987, 17 percent of employees in this category will be black.

At the same time, the white component will fall

lived in extended families, each of whose components was self-supporting and shared resources of manpower and money.

by 13 percent from 70 to 57 percent of total.

● A 7.2 percent drop in the white share of the clerical job market.

Despite these changes in the racial composition of South Africa's HLM, the report predicts little or no change in the traditional pattern of white managers and black production workers.

62% executive, professional and technical personnel cannot continue, the report emphasises.

PRIORITY

"It is clear that the highest priority is increasing the contribution of the non-white groups to the country's HLM, since the contribution that can be made by whites is

26% illegitimacy rate
Children in mothers personal care
In mothers care but not supported by father
Unsuitable guardians (eg senility, defect, abuse)

Mother working because father not supporting
Abandoned by mother or mother dead

Children were also usually the primary dependants of their parents and relied entirely on their cash and their mothers for any farming activity undertaken. Malnourished children lived in nuclear units and in nearly all cases were living with old relatives, by their fathers, and sometimes by both parents. These old

More than half SA's skilled labour will be non-white, says ^{Anderson} ~~Anderson~~

By FRED ROFFEY
Business Editor

FROM now on more than half of the skilled labour required by South Africa will have to come from the non-white population: the chief executive of Maybaker South Africa, Mr Stan Anderson, said in Port Elizabeth last night.

He urged the full utilisation of labour and the establishment of adequate housing when he addressed the diamond jubilee banquet of the South African Shipping and Forwarding Agents Association (Sasafaa) as its guest speaker.

"A growth rate of at least 5% a year in the gross domestic product will be required to absorb the annual increases in the labour force by way of new employment opportunities," he said.

"This has been borne out by past experience.

"When our gross domestic product achieved a rate of 5.3% in the decade of the

Anderson

1960s, unemployment was contained, whereas the lower growth rate of 3.8% during the decade of the 1970s led to substantial unemployment."

He said it had been estimated that an average growth rate of 5% a year, if combined with a population growth of 2.8% a year, would result in:

○ Living standards being on the average 50% higher by the turn of the century

○ Unemployment being reduced to manageable proportions.

"If we acknowledge that 5% is the minimum acceptable growth rate, let us determine what is needed to achieve this.

"Of particular importance is that the average annual growth rate of 1.8% in the supply of skilled labour in the non-agricultural sectors dur-

ing the period 1970-73 was insufficient.

"To achieve a growth target of 5%, this type of labour will, in future, have to be increased at a rate of 3.2% a year."

Mr Anderson warned: "Such a high growth rate in the supply of skilled labour cannot be achieved by relying on white workers only.

"The maximum rate at which this population group can supply skilled labour is less than half the required level.

"This means that from now on more than half of the skilled labour required will have to come from the non-white groups."

He also warned that South Africa had failed to recognise the extent of the country's future technical training needs.

"It is said that in 1981 we require 120 000 skilled persons to fill new positions, with the number escalating annually thereafter.

"In 1973, barely 11 000 apprentices and technicians of all races were under training, which is less than 10% of the stated annual requirement.

"For this reason alone the quality of mathematics and science teaching must be accelerated as part of a process of re-directing the training of our workforce."

However, this led to the problem of the lack of quality in the black teaching profession, mainly because of the low standard of education that had been accepted in the past.

"It is hoped that the delayed report by the Human Sciences Research Council on education in South Africa will shortly come up with the solutions and that the Government will act rapidly to change the present wasteful black educational pattern," said Mr Anderson.

midwife would be adequate. On the other hand, poor information may lead to the generation of substantial additional costs to the community that are not revealed for a period of time. This may occur for example in the case of a tuberculosis patient who does not know sufficient to present himself for treatment and in the course of the progress of the early stages of his disease infects a number of other people.

In many areas other institutional factors may cause the apparent market demand for health care to be distorted. Poverty is positive correlated with a need for health care but its existence can cause distortion in the patterns of both the supply and demand for care. Poverty may cause a person to postpone his demand for a medical visit until his illness becomes critical, thus generating an apparent demand for sophisticated medical care when, in the absence of poverty, the condition may well be one that could adequately be treated at home. Poor transport facilities may have a similar impact. Alternatively poverty leads to the neglect of certain less traumatic diseases such as scistosomiasis. The degree of infection may be extremely high in some poor communities but accepted as a way of life and consequently not translated into a demand for health care.

Many of the aspects connected with difficulties in establishing the 'true' demand levels for the different types of health and medical care stem from the difficulties involved in evaluating the benefits and costs related to such provision. To be relevant in any social sense, the evaluation should be undertaken with reference to the social goals of the community, consequently they may well be subject to the same types of conflicts that are evident amongst the goals themselves.

Benefits flowing from the provision of health care accrue to the community in many different forms, some accrue in the form of an increase in the economy's productive capacity following an improvement in the quantity

and quality of the available labour supply⁽¹³⁾. Other benefits flowing from the provision of health care accrue to particular individuals, who have consumed the care, in the form of general improvements in the quality of their lives. Such benefits may accrue specifically, such as the increased welfare that results from the successful treatment of disease, or from the increased income resulting from a man being fit to return to work, or indirectly as is the case when the provision of a particular health facility improves the peace of mind in the community; as people know that the facility is now available to them should they need it.

Even more difficult to identify are the benefits that flow from public disease eradication programmes as, quite apart from the present direct benefits that flow from such projects, the fact that the incidence of disease will be reduced in the future is a major source of benefits generated by these types of programmes. Such future benefits are extremely difficult to identify let alone evaluate.

THE first coloured, black and Indian women to be enlisted at a South African police training college, graduated at a ceremony in Kempton Park yesterday. The group consisted of six coloured, 13 black and one Indian women, who completed a five-month course at the Esselyn Railway Police Training College. They graduated with 29 men. Several senior representatives from the SAR were also present.

The main speaker at the parade was Dr E L Grove, assistant manager of the SAR's projects section.

He said the graduations were significant in that it was the first time black women had graduated from a South African police training college. The women, he said, had taken a role traditionally held by men and had proved their capabilities and talent.

The graduates participated in an exercise display after receiving their certificates.

The first black women police

Staff Reporter

are positively related to age levels. Improving the average level of health in a community will have the same general impact notwithstanding the substantial amount of inconclusive research that has been undertaken into the relationship between scistosomiasis infection levels and labour productivity. See for example Burton A. Weisbrod and Thomas W. Helminiak, 'Parasitic Diseases and Agricultural Labour Productivity', Economic Development and Cultural Change, Vol. 25, No. 3, April 1977, pp 505-522 and Robert E. Baldwin and Burton A. Weisbrod, 'Disease and Labour Productivity', Economic Development and Cultural Change, Vol. 22, No. 3, April 1974, pp. 414-435.

(14) See for example the conflicting results of the research undertaken reported in James E. Meade, 'Population Explosion, the Standard of Living and Conflict', Economic Journal, June 1967; p. 245 and R. Barlow, The Effects of Malaria Eradication, American Economic Review, May 1967, pp 130-148.

field needs evolution

Govt call
to train
blacks

IF SOUTH Africa's manpower demands were not met through training it might mean economic disaster. Dr Ferdie Hartzenberg, Minister of Education and Training, said at Sandton yesterday.

Addressing the regional congress of Assocom, he said the training of the country's blacks and provision of manpower were more than mere statistics, however.

"Behind the statistics are people, individual human beings who are struggling for a place in the sun for themselves and their families, to whom a bigger earning capacity may mean more than simply getting more money," Dr Hartzenberg said.

He said projections indicated that 1990 would produce about 22 400 black matriculants with university exemption, over and above an expected 44 600 Senior Certificate candidates.

"It is evident therefore that we will have an assured source of educable young people ready and eager to enter into the adult world where they will play their part in the economy of the country," Dr Hartzenberg said. — Sapa.

challenging era, time the founda- country's future be laid. errain presented allenge, he said, er things it was unrest could be easily. It was in a sense of bal- bility and good all the country's needed if South prosper. aid South Africa that no other eveloped country ceptional popula- on; it had a high pment despite a h-level manpow- omy was being

slowed because of the backlog of trained people; and its State administration was beginning to suffer as a result of personnel shortages, while, at the same time, it had a high percentage of unemployed.

"That is why the Govern- ment has already taken mea- sures to make greater provi- sion for the training of all population groups to bring about a bigger participation (in the economy), to catch up on backlogs and to ensure greater efficiency."

Today there was better secu- rity and protection for all work- ers than at any other time. Mr Botha said.

The formulation, finalisation,

transfer and implementation of policy in the labour terrain had brought greater clarity, under- standing and co-operation dur- ing the past two years than in any other period.

The trade union composition was 80 white, 54 coloured, 21 black and 42 mixed.

"With a few exceptions South Africa's labour dispensation en- joys wholehearted support."

The Afrikaner, the English- man and the Tswana worker, just like workers of other popu- lation groups, were protected in their work situation as never before. They belonged to trade unions of their own choice and shared in the fruits of labour peace as never before. Mr Botha said. — Sapa.

Botha said. — Sapa.

B. PERSONAL

(11) Murrin's index

This is discussed elsewhere (37).

availability of hospital beds.) The utilization rate by condition for each area is then weighted by the SMR. Thus the population, weighted for age and sex by national bed utilization for each condition should be adjusted to take account of condition-specific SMR's for each region. SMR's for conditions unlikely to lead to death, e.g. skin diseases should not be used. For conditions of pregnancy, childbirth and puerperium, SMR's should be replaced by an index of fertility rates standardized by age.

national rates are then applied to the region's population to obtain for each condition, the expected bed utilization rate for each area. (This will be independent of regional differences in the availability of hospital beds.) The utilization rate by condition for each area is then weighted by the SMR. Thus the population, weighted for age and sex by national bed utilization for each condition should be adjusted to take account of condition-specific SMR's for each region. SMR's for conditions unlikely to lead to death, e.g. skin diseases should not be used. For conditions of pregnancy, childbirth and puerperium, SMR's should be replaced by an index of fertility rates standardized by age.

In order that such personal health services as exist should have a maximum impact on health status, allocation of these services should be related to 'need'. The ideal rationing criterion for services likely to be scarce (such as specialist consultation and hospital admission) is the one most closely related to 'need'. Price rationing has some claims in this respect since

Crucial role of non-whites in banks, societies

By Elizabeth Rouse

Blacks were dramatic under last year's boom conditions.

According to latest Department of Statistics figures, the number of coloureds employed by building societies jumped by 42.7% to 772 at the end of March 1991 from 537 a year ago, while their total salaries soared by 25.7% to R245.0m in the March quarter compared with R193.0m in the March 1990 quarter.

The Indian work complement rose by almost 30% to 1,099 from 841 and its total pay packet increased by 24.1% to R209.0m from R168.0m.

At bank and institutions the increases in coloured and Indian staff have not been as dramatic. The number of coloured workers rose by 14.5% to 4,740 from the March 1990 quarter's 4,139 while their total earnings increased by 6.9% to R4,921 million from R4,597 million in the same quarter in 1990.

The number of Indian employees rose by 25.7% to 2,593 from 2,063 and their total earnings advanced by 41.3% to R3,240 million for the quarter from R2,211 million.

Blacks obviously make up the greater number of non-white employees at all institutions, but the expansion in black staff complements has not been as marked, although much greater than that of the white sector.

Here banking institutions led the field in increasing their black staff over the past year. The number of workers rose by 12.6% to 8,936 from 7,931 in the first quarter of 1990, while their total pay packet increased by 24% to R7,493 million from R5,970 million.

The relevant increases for blacks in the building societies sector were 41.3% to 2,474 from 1,750 workers and 25.7% to R1,624 million from R1,292 million in salaries.

The total non-white staff has for some time enjoyed a larger proportion of the total work complement of insurance companies - namely, 20%.

The quarter-on-quarter rise in coloured workers is almost 14% to 4,773 from 4,161 while their total pay packet increased by 22.8% to R5,615 million.

The relevant figures for Indians at insurance companies are workers up 19.5% to 1,223 from 1,029 and pay packets up 31.2% to R2,312 million.

The insurance sector's black worker increase is 2.7% to 5,705 from 5,563 and the earnings rise is 25.3% to R5,490 million.

White staff increases at banks, building societies and insurance companies ranged from 5.2% to just over 12% over the year, while salary advances ranged from just over 25% to 34.4%. Again workers did best at banks.

BLACKS, coloureds and Indians are now becoming a crucial part of the workforce of banks and building societies.

This is clearly reflected in a spurt in their numbers and the size of their total pay packet in the past year.

Now constituting 20% of the total workforce at banking institutions and building societies, the increases in numbers and earnings were dramatic under last year's boom conditions.

According to latest Department of Statistics figures, the number of coloureds employed by building societies jumped by 42.7% to 772 at the end of March 1991 from 537 a year ago, while their total salaries soared by 25.7% to R245.0m in the March quarter compared with R193.0m in the March 1990 quarter.

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White staff increases at banks, building societies and insurance companies ranged from 5.2% to just over 12% over the year, while salary advances ranged from just over 25% to 34.4%. Again workers did best at banks.

Total subs. choices:

14 6 15 16 51

1. Referral was not counted as a subsequent choice.

i.e. towards doctors. Women of working age were the main clinic attenders.

Those who had chosen to go first to the clinic did so for family planning or gynaecological reasons or because it was cheaper, or nearer, or because they considered their ailment to be minor. There was also a feeling in some women that clinics could cope adequately with children's ailments for their own they would prefer a

... for their own they would prefer a

Table 6: Reasons Given for Making a Subsequent Choice

	No.	%
1. Dissatisfaction with treatment	21	60
2. Nearer, or first choice now too far	9	26
3. Cheaper	3	9
4. Not worth money (1 + 3)	1	
5. Undefined	1	

'Government choices' are analysed because they give

Satisfaction with

reports were classified as to whether it gave total relief, some relief or none, and whether relief given was permanent, temporary, or permanent when on continuous treatment. Although the last two categories are objectively the same they reflect a different attitude towards their illness and the treatment on the part of the patient.

Table 7: Outcome of treatment: Patients' report

'Nothing' to stop blacks presiding over trials of whites

Mercury Reporter
THE legal profession was open to qualified people of all races and there was no technical law preventing black magistrates or prosecutors presiding over trials involving white accused, the second vice-president of the Natal Law Society said last night.

Mr A M Brokensha was reacting to a report from Johannesburg that severe shortages of public prosecutors in South African courts have meant that Government regulations were being swept aside to allow blacks to practise in urban courts and, if necessary, at white trials.

The report stated present Government regulations restricted magistrates or prosecutors to practise only in cases not denied to them in terms of the Group Areas Act.

Need arose

Black, coloured or Indian magistrates could preside only over cases involving black accused.

Mr Brokensha said many magistrates and prosecutors of all race groups practised in urban courts in and around Durban and, when the need arose, at white trials.

'If a magistrate presides over a particular area he naturally deals with accused regardless of colour,' he said. 'A white accused may well fall under the jurisdiction of a black magistrate.'

When asked if this was against the law Mr Brokensha replied: 'As far as I am aware, there is no part of the Criminal Procedure Act, the Supreme Court Act or any other Act involving the law profession that stops black magistrates or prosecutors from presiding over white accused.'

Not aware

'There may be laws in the Department of Justice, but I am not aware of them and never have been.'

The present Government regulations were criticised strongly recently by Prof F A de Villiers, dean of the law faculty at the University of Bophuthatswana, when

he gave evidence before the Hoexter Commission of Inquiry into the structure and functioning of Courts.

The Johannesburg Magistrate's Courts recently had employed one black and two coloured prosecutors who, he said, would prosecute in cases with white accused if necessary.

No posts

But the Department of Justice and the Commission for Administration said that officially there were no posts for blacks as magistrates or prosecutors in the public service.

A senior member of the law profession in Pietermaritzburg and a former president of the Natal Law Society, Mr Oliver Hart, said last night it 'would be right and proper for suitably qualified people of all races to be appointed accordingly'.

Blacks train on aircraft maintenance

Argus 24/6/81



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Argus Correspondent

JOHANNESBURG —

South Africa's first group of black aircraft repair shop assistants in aircraft maintenance have embarked on a 13-week training programme at the Chamdor in-service training centre, near Krugersdorp.

The four trainees have successfully completed the first five weeks of the course, which involves the handling of tools and basic metalwork skills, reports the Manpower Projects monthly bulletin.

During the remainder of the course, the trainees will undergo an intensive

course in the ground handling of aircraft, and in routine duties such as cleaning, removing and installing of parts, says Mr Joos Lemmer, director of Chamdor.

INSPECTION

They will also carry out some of the service functions embodied in the 100-hour inspection of light aircraft, he says.

Successful participants in such a course may be permitted to go further and qualify as aircraft engineers.

'A second course is proposed during the second half of this year, also to be run at Chamdor,' Mr Lemmer said.

©

Business

SAR beats boerats borain draim by switcching COLOURS

Express 12/9/81

1738 1736

SAR

SOLVERS

LABOUR

TROUBLE

BY ARNOLD DAVID

for example, its carriage and wagon repair shops — 'where they were doing the same work as Whites' — would have been seriously affected without the labour of Blacks.

He also said the SAR gave all its non-White workers thorough training at its colleges at Braamfontein and Germiston, but because they were so well trained they were soon snapped up by the private sector.

"Our staff turnover in this section is about 20% a year."

SOUTH AFRICAN RAILWAYS has replaced 23 000 Whites "with people of other colours" in its fight to beat the skilled manpower problem.

Koos Verster, assistant general manager, manpower, said SAR had also carried out a work evaluation study of all technical positions and had now adopted an approach where highly skilled men were not asked to do work on which their skills are wasted.

"Our policy for the past decade has been that if we could not find enough Whites to fill positions that were traditionally filled by Whites, we must find people of other colours to fill them," Verster said.

"At first this was virtually limited to finding, say, Blacks to serve Blacks and Indians to serve Indians, but for some time we have been expanding that approach and now have 23 000 people of other colours filling posts that were traditionally White positions."

In Transkei, for example, 600 Whites had been replaced by Blacks who now operated the railway system there under the guidance of only four Whites.

"And they will be replaced as soon as we can train Blacks to acquire the necessary skills," Verster added.

"They are doing everything that has to be done to keep their system going. They are driving their trains, they are station foremen and they are doing all the clerical work."

"We are employing Blacks as truck recorders, as stokers on tugs, as heavy-duty lorry drivers."

...ms of overall health as where the prevalence is the greatest. ...ms have been devised ...ding between regions, ...omic and political ...as in the case of '0' ...aged areas. Some ...of Health Services in East ...Studies, University of ...Management in Assigning ...th Reports, U.S. Dept. ...0, 85, no. 8, 725 - 731.

The constants are 10 years per 100 000 population considered. '0' has no meaning in with professional figures for health utilization rates have the availability of to some extent as we gives a bias towards the average on health utilization rates.

All the train marshalling work on 111 marshalling yards is now being done by 5 000 people of other colours working under the supervision of only a few Whites.

"We are using non-Whites as ticket collectors. At first we did this on only suburban lines for their own people, but we are now using them on main-line trains as well.

"On top of all this we have a scheme whereby we train people of other colours to become technical helpers.

"At present one qualified White journeyman has up to four technical helpers who by assisting him get on-the-job training. They also get theoretical training and we constantly encourage them to upgrade their skills."

Verster said these innovations had been introduced with the knowledge and co-operation of the seven White trade unions that acted for railwaymen, 'with whom the top brass at SAR headquarters maintained a constant dialogue'.

He stressed that these people were not labourers and that they had acquired a high degree of technical ability.

Negotiations were in progress to allow each journeyman to have up to eight helpers — so successful had the scheme proved.

While Verster did not say this, he left me with the impression that the SAR's building programme and work in,

he said. "Most of these people are enticed to join small undertakings that cannot afford to run their own training schemes."

"There would be little point in us increasing their wages just to keep them. As it is, we pay them well. Whatever our increase would be, it would be topped by those firms.

"The same happens with Whites. Of the between 10 000 and 11 000 apprentices that are trained in South Africa each year, we train 2 500.

"Many leave us as soon as they have completed their apprenticeship."

Verster said that, had it not been for SAR's policy using people of other colours to replace Whites, it could not have recruited. SAR might have found itself facing a serious manpower situation.

The innovation of bonus schemes had shown that there were too many highly skilled men in some workshops. They have been moved to stops where their skills were now fully used.

Verster believed that if all industrialists would use the skills their trained men had as logically as the SAR had done, the country's shortage of skilled manpower would be substantially eased.

Fm 24/7/81
BLACK ADVANCEMENT

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Mood of scepticism

Black advancement in companies is still a touch-and-go affair. This emerges from an evaluation report by management consultants, Fine, Spamer and Associates (FSA) on Asian, black and coloured advancement in 200 concerns, half of them South African, employing an average of 2 830 people.

The report states that the "one unambiguous measure" of black advancement is the number of blacks who have moved up the corporate hierarchy. The figure is still small, though there are now more blacks supervising both higher-income blacks and whites. On average, the companies have 21 people in these posts, making up 4% — an increase of 10.5% over last year — of the total workforce. Only a quarter have blacks supervising whites.

The entry of blacks into "white" jobs remains problematic: half the companies in which whites are under the supervision of blacks took steps to prepare the whites, including reminding them about the company's policy of non-discrimination, and

giving details of the new supervisor's qualifications and experience as an indication that he was the best qualified.

Although only a "negligible" number met with objections, and some whites resigned, the report warns that there could be a white backlash in the future. This fear is based on a sociological theory which states that when the number of any hitherto minority group in a concern exceeds 30%, a backlash ensues among the majority. This problem could be one of the major challenges of the Nineties.

At present, more cogent difficulties lie in the path of black advancement. Only a quarter of the companies surveyed have committees which include blacks, and, accordingly, these have credibility problems.

Most, or 87% of the companies, regard themselves as equal opportunity employers — yet when it came to treating black and white equally on such points as pay, training opportunities, access to trade unions and promotions, "most of them failed the acid test." Perhaps because of this, black perceptions of advancement tend to be sceptical. Selection procedures and criteria are slammed as "irrelevant and unfair."

So: "If a company does not genuinely qualify as an equal opportunity employer it should refrain from calling itself one until such time as it can practice as one."

2

Council to discuss recruitment of black firemen in PE

E. Post (263) (176) (298)
28/7/81

By VIRGIL GONCALVES

THE acute shortage of firemen in Port Elizabeth might soon lead to the employment of blacks and recruitment overseas.

According to informed sources the shortage was recently discussed at a closed meeting of the Policy and Resources Committee and will be discussed in committee by the City Council at its meeting on Thursday.

The recommendation to employ blacks and recruit firemen overseas has been accepted by the Policy and Resources Committee.

At present there is a general shortage of staff in municipal departments.

Recently, a senior official described the shortage "as beyond the critical stage".

Mr M J Shand, personnel manager for the municipality, said today there was a shortage of 20%, generally, with the town planning department operating on half quota.

Port Elizabeth should have 65 firemen, but has 15 to 20 vacancies.

Though the provision of finance for dormitory accommodation had been made on the estimates, at present the Southern fire station was the only one with dormitory accommodation.

Dormitory accommodation for the Central and Northern fire stations was in the pipeline and would enable staff to

work an 84-hour week instead of the present 120-hour week.

The proposed call-up of fireman to do military training was expected to aggravate the position.

The Cape Province Municipal Association's executive committee recently expressed concern about firemen having to do military duty.

From the end of the year firemen, who were previously exempted from military training, will have to do their basic training.

Chairmen of City Council committees were reluctant to discuss the matter today.

However, Mr A Ward Able, chairman of the Policy and Resources Committee, said the position generally with regard to employment in municipal departments was "a matter of long-standing discussion".

It had become more pressing of late and a "more active policy" had been advocated.

One of the problems regarding the recruitment of staff was finding employees with the necessary qualifications and experience.

"Efforts have been made to get the same kind of tax incentive relief for training as given to private enterprise by the Government," he said.

Mr Bill Hayward, chairman of the Works and Traffic Committee, who has previously advocated the employment of black staff in the public and private sector, said that prior to the amalgamation of

Walmer with the Port Elizabeth municipality, Walmer's fire department had been manned by blacks.

He said the service had operated "most efficiently".

If the recommendation was accepted, it could help solve the dilemma of providing fire fighting services in black townships.

The City Council recently discussed a motion that the services be withdrawn from areas under the control of the East Cape Administration Board.

The Fire Chief, Mr G B Estment, had proposed that the council withdraw its fire fighting service from the townships unless the board helped finance it.

Mr Estment said today it was not in the department's interest to comment on the recruitment of black staff at this stage.

However, the status quo remained as far as the provision of services to all areas was concerned.

At this stage the department would continue to serve black townships unless instructed by police not to enter the area, he said.

Mr M Kritzinger, the secretary of the South African Association of Municipal Employees (Saame), said that as the branch's executive committee had not discussed the recruitment of black firemen, he preferred not to comment at this stage.

'Legal' blocks for blacks in industry

WITH A number of blacks gradually entering managerial positions — amid heightening expectations — a disturbing question has surfaced. Are black managers ready to manage white personnel?

This is the question that faced a South African Institute of Management's Witwatersrand branch meeting in Johannesburg last week.

The gathering of black and white managerial talent could not be faulted for considering this question. In the South African context, of course.

What with a sizeable number of foreign and local companies faced with the now-fashionable codes of conduct and their policies shifting towards the "Equal opportunity company" arena, becoming a possibility. Or is it?

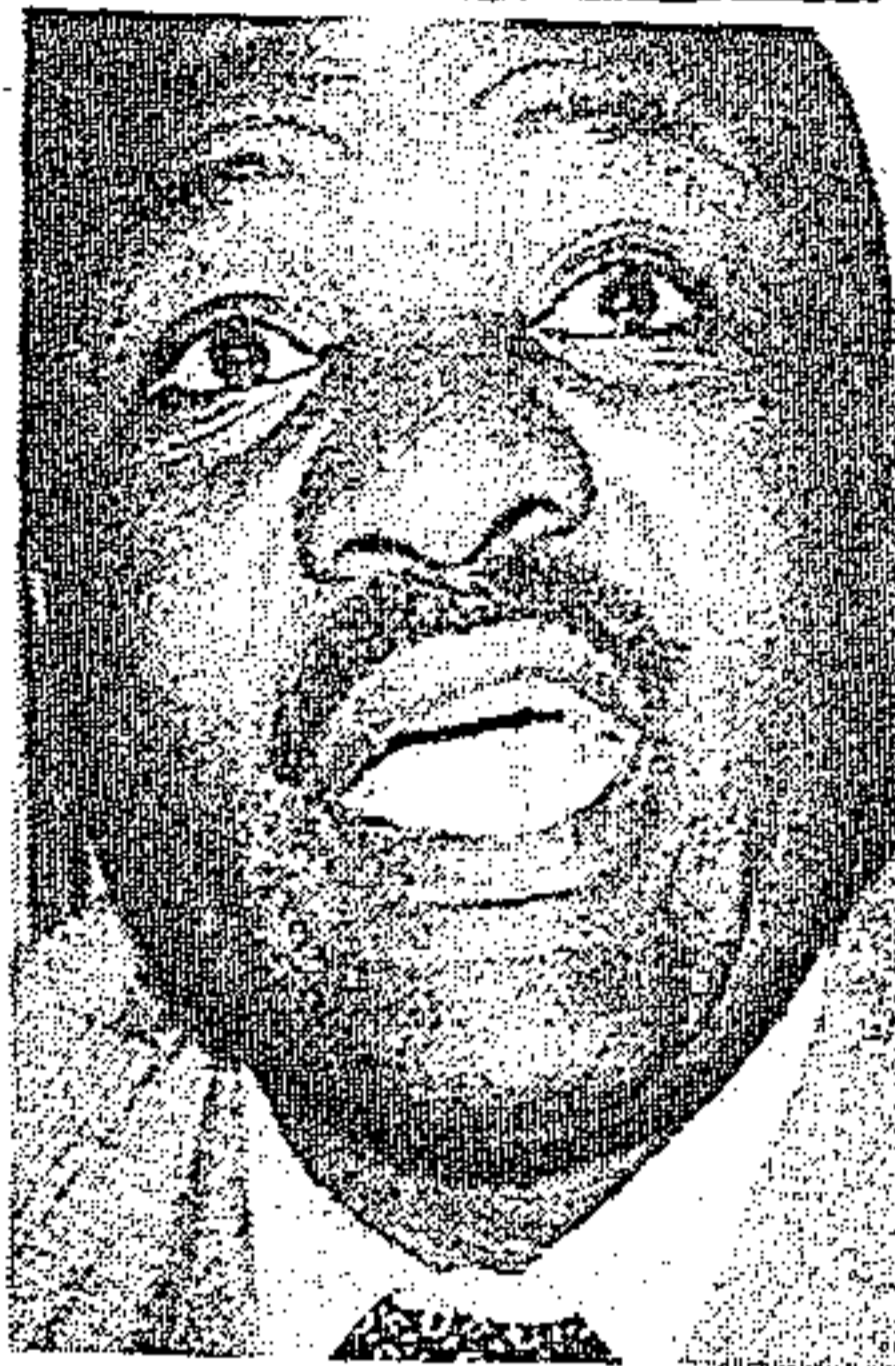
The panel of this lively discussion was chaired by Mr Ernest Mchunu, sales manager of an internationally-prominent soft drink company. Speakers were Mr Donald Goba, assistant industrial relations officer of one of the country's leading companies and management consultant, Mr Nick van der Walt.

HANDICAPS

But it was Mr Goba who spotlighted the handicaps facing the potential black manager, with dreams of managing white workers. He saw this as a South African problem, a problem that is caused by conflicting attitudes which are racially based.

"In all, we are dealing with one section of the population, which, as a result of tech-

By Z B MOLEFE



DELICATE: is the problem Mr Donald Goba and other industrial relations officers are dealing with.

nological know-how, guides the direction of industry and commerce," Mr Goba said.

"And on the other hand, a section of the population that has been legally blocked from aspiring to higher positions in industry. We are indeed dealing with a very delicate problem."

Also, these potential managers of white workers were faced with grave negative aspects in their communities. The main negative aspects in these communities were education, housing and transport, he said.

"Our different standards of education served to fan fires of revolt in black youth and as a result we had the 1976 riots. We shall continue to witness

ugly scenes if and when our education system is given a multi-racial shade and yet functionally it is still the old abhorred system.

"It is a well-known fact that inadequate housing is a global social problem. It is more so for the underprivileged people, especially, when inadequacy is associated with reasons other than social ones.

"Blacks are able to do a day's job even after jostling and twirling in overpacked trains. Black employees begin their day in a very painful way."

SUPPORT

Mr Goba hinted that it was important to have effective company policy that was supported by top management as a guard against nonchalant behaviour.

"Perhaps the word 'supported' tells us more about company climate as perceived to be generated by top management and very less about how company policy is monitored down the chain of command.

"I would therefore say 'yes' for some black managers who had the opportunity of working in companies that were and are consciously aware of the human rights concept, and are dedicated to the use of performance as the most important factor for assessing and promoting employees of all racial groups."



PANEL: Mr Ernest Mchunu and Mr Nick van der Walt, two members of the panel which addressed a South African Institute of Management meeting in Johannesburg.

BY STEVEN FRIEDMAN

EFFORTS to train black workers for skilled jobs were being severely hampered by the state of black education which had left hundreds of thousands of black adults without the "basic learning package" necessary to acquire job skills.

The state of black education had thus become a major obstacle to progress and stability in South Africa.

These were some of the points made by Dr Ken Hartshorne, an educationist and former senior official of the Department of Basic Education, in an article in the latest issue of Anglo American's Journal, Optima, which was released yesterday.

Poor black education 'Obstacle to progress'

He found, among other things, that the gap between Government spending on white and on black education was greater now than it was in 1970.

He said that many of the solutions to the present crisis in black education were political and called for a single education department for all races.

In wide-ranging criticism of the state of black education, Dr Hartshorne warned that prospects for economic and social progress were threatened by

course "there is now an entire generation of young black people that has been subjected to an education system gravely inferior to that for whites".

"When, as now, skills are being sought from the black community, when training has become a national imperative and unemployment a major problem, to have so large a number with so little education is to place a serious brake on economic progress."

He found that half of all

black children left school by the age of 14 and that roughly one million potentially economically active blacks aged between 17 and 26 in 1980 had "at best an educational level of Standard Two".

Dr Hartshorne warned that many of the problems associated with black education were political. Blacks believed they received inferior education because they were "second class citizens" and "it is difficult to see how the black community

could have reached any other conclusion".

"The morale of teachers was "at a low ebb" and black education faced "a crisis of trust and credibility" prompted by the fact that it was separate to white education.

Employers would therefore have to accept an employment and training burden "far beyond what was normally expected of them".

Their main role lay in providing "second chance" programmes which would seek to provide adult blacks with education to compensate for lack of adequate schooling.

Among other measures, employers would have to expand existing technical training for workers into a more general education programme.

Black business 'to boom'

Mall Reporter

BLACK businessmen must mobilise capital and management skills through the formation of companies and partnerships to share in the expected black disposable income of R19 000-million by the year 2000, banker Mr Llewellyn Mehlomakulu said yesterday.

Mr Mehlomakulu is the business development manager for the international section of Barclays Bank.

Addressing the Inyanda Chamber of Commerce conference in Madadeni, Newcastle, Mr Mehlomakulu said a recent survey had shown that black incomes, which now total R9 000-million, will rise to R19 000-million by the turn of the century.

Partnerships would enable blacks to make a significant contribution to black development.

Mr Mehlomakulu said his bank's responsibility did not end with making profits. It also had a moral obligation to contribute to the development of the communities in which it operated.

Govt, business must boost black training

Star

27/8/81

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The neglect of black education in South Africa is hindering economic progress and poses a threat to social and political stability.

Experts agree that the only solution to the problem is massive intervention by the Government and the private sector.

If this does not happen the country will be unable to cope with the socio-economic and political challenges of the 1980s and beyond, warns Dr Kenneth Hartshorne, consultant to the Centre for Continuing Education in Johannesburg.

INFERIOR

Writing in "Optima," the quarterly magazine of the Anglo America Corporation, Dr Hartshorne says the neglect of black education over a period of 30

years has resulted in an entire generation of young blacks being subjected to an education system gravely inferior to that provided for whites.

In his presidential address to the Johannesburg Chamber of Commerce last week, Mr S I Matus said that if the country was to maintain its momentum it would have to come to grips with the crying need for adequately educated black people.

"We live in an environment which has outstripped its management potential, a situation which has its roots in a system where the black population finds it almost impossible to achieve the same educational standards as those of whites," he said.

Dr Hartshorne writes that there are more than

a million black people who have not received sufficient basic education for direct induction into industrial training programmes.

DIFFICULT

Young blacks who have completed all or part of their secondary education still find it difficult to meet the demands of modern society because of the low quality of the education system, he says.

Although Dr Hartshorne sees the renovating and restructuring of the system as the clear responsibility of the Government, he points out that this would have to be a long-term programme.

While it is necessary for the Government to undertake immediate and radical action in some specific areas, the private sector will also have to provide short-term and medium-term solutions by accepting a burden of education and training far beyond what would normally be expected of it.

TRAINING

Through technical and industrial training the private sector can play a major role in supplementing State systems of formal adult education, Dr Hartshorne says. The skills required are of many kinds: academic, technical, communicative, social.

In his presidential address Mr Matus said that if the State could not provide the funds to bridge the gap, substantial contributions would have to come from white parents and the private sector.

Dr Hartshorne sees these compensatory actions as short-term solutions.

Small number of trainees are blacks

By STEVEN FRIEDMAN

JUST under 4% of the apprentices whose contracts were approved in the first five months of this year were black, according to figures contained in the Government's White Paper on the fifth Wiehahn Commission report.

According to the White Paper, 102 black apprenticeships were registered between January and May this year, out of a total of 3 625.

It adds that the total number of black apprenticeships registered up to then was 184.

Until late 1979, Government policy was opposed to the training of blacks for skilled artisan work in the "white" areas. The Wiehahn Commission report tabled in 1979 prompted a change in Government policy on the issue and since then the Government has been willing to approve black apprenticeships.

Complaint

Last year, the chairman of the National Manpower Commission, Dr Hennie Reynders, complained that not enough employers were making use of the change in policy to train black apprentices.

Employers have replied that white trade unions in some industries are blocking black apprenticeship applications and some complained that the lack of formal education for black workers is a stumbling block to the training of apprentices, who must have a minimum educational qualification.

Some employers have also preferred to by-pass the official apprenticeship system because of difficulties in obtaining theoretical training facilities for black apprentices.

And employers such as Mr Harry Oppenheimer, chairman of the Anglo American Corporation, have sharply criticised the Government's policy that this training must take place in segregated institutions.

One of the major stated white union objections to the training of black apprentices was that employers would prefer to train them because they did not have to undergo compulsory military training as white apprentices do.

Deferments

The Government has responded by announcing a sys-

tem of deferments from military service for apprentices.

In its White Paper, the Government also reports that six In-Service Training Centres, which were originally open to blacks only, have now been registered in such a way that all races can be trained in them.

But certain qualifications imposed seem to imply that although all races will be admitted to the centres the actual training courses will be segregated.

The Government also says "considerable progress" has been made in phasing out the two remaining job reservation orders — certain municipal jobs in Cape Town and a number of specialised mine jobs.

Exemptions have been granted and the Government hopes to phase them out completely in the near future.

Nod for black apprentices?

DD 3/9/81

176
1788
1789

PORT ELIZABETH — The South African Railways — the country's largest employer — is likely to open its doors to black apprentices in the next few weeks.

Conservative white trade unions which have so far refused to train black apprentices say they will give the go-ahead after the government's concession that the national service of white apprentices could be deferred.

The unions previously argued that black apprentices would be favoured because they did not have to do national service. With the granting of the concession, white apprentices would be able to complete their apprenticeship before doing national service.

Mr Wessel Bornman, general secretary of the South African Confederation of Labour, to which many conservative unions are affiliated, said he did not know of one trade union which would continue to refuse to train black apprentices.

He said that in the past, the confederation had frequently petitioned the Minister of Manpower Utilisation on the issue of national service and he was

“delighted” about the concession.

Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa, to which the powerful Artisan Staff Association of the Railways is affiliated, said the concession would mean that many trade union objections would fall away.

The recent government White Paper to the fifth Wiehahn Commission Report stated that no applications to register black apprentices had been refused.

The chief secretary of the Artisan Staff Association, Mr C. P. Grobler, said his union would probably reach agreement with railways management on the issue in the next two to three weeks.

He said the government concession would not mean “holus-bolus deferment” of national service for white apprentices. Application would still have to be made, while much depended on the country's military situation.

In his association's deliberations with management, two principles were spelt out. The first was that black and

coloured apprenticeship applicants should not be preferred to white applicants.

The second was that white apprentices should not be penalised regarding salary and promotion because of their national service.

It meant that the two years' service should be seen as two years of productive employment, whether or not the apprentice had already completed his apprenticeship.

While the doors are opening for black apprentices, the doors for the training of black miners appear to be as firmly shut as before. — DDC.

UNIVERSITY OF CAPE TOWN
DEPARTMENT OF ACCOUNTING
TAXATION AND ESTATE DUTY II - 1981

COURSE OUTLINE/READING LIST 3rd & 4th QUARTER

LECTURE DATE	LECTURE NO.	TOPIC	THE INCOME TAX ACT	MEYEROWITZ	ILLUSTRATIVE EXAMPLES	TUTORIALS
10 August	17	Source	s.1 'gross income' definition paras. (ga), (k), (n); s.9, s.10(1)(w), s.22A(2), s.24A(3)	Chapter 7	-	10.4 10.6 T.1523

Now black policewomen

THE first batch of black policewomen in South Africa begin their training next year said the Minister of Police, Mr Louis le Grange at the weekend.

The announcement emerged in an interview at Protea on the weekend when the Minister and three Deputy Ministers attended a function held to boost good relations with the people of Soweto.

"The first batch of policewomen will start their training next year when the building of their amenities is completed at Hamanskraal. Right now contractors are busy with the building," he said.

The Minister said the women would not necessarily have to come from Soweto.

The three deputy ministers who flew from Cape Town with the Minister are, Dr D Morrison, Minister of Co-operation and Development, Mr J J Wentzel Deputy Minister of Development and Land Matters, and Mr P Cronje Deputy Minister of Community Development.

The mayors of Soweto and Diepmeadow and greater Soweto were also present with their councillors.

17	18/8/81	news 3 mos	271	1252 - 1294	Handout on s.50(D)	8.10 8.11 8.12
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24 August	19	Tax Planning	S.1 definition of 'South African Company' 'Republic', 'territory'; definition of 'permanent establishment' in various DTA's; ss.28bis, 37A, 30, 31, 24B.	1294A, 864A, 193, 1637, Chapters 25, 25A, 548J - K, 847B.	Handout on U.K. Imputation System	T.1423 T.1430 8.9
		Foreign Companies/ Foreign Transactions				
		- S.W.A. Income				
		- Walvis Bay Residents				
		- N.R.S.T.				
		- N.R.T.I.				
		- Foreign Exchange				
		- U.K. Imputation System				

South African Railways and Harbours
Administration: employees 347

268. Dr. A. L. BORAINÉ asked the
Minister of Transport Affairs:

- (1) (a) How many (i) Coloured, (ii) Asian and (iii) Black employees of the South African Railways and Harbours Administration are (aa) temporarily employed on work normally performed by White graded staff and (bb) performing work formerly done

SEPTEMBER 1981

348

by unskilled and upgraded White workers and (b) what minimum and maximum daily or weekly wages are paid in each case.

- (2) what is the date in respect of which this information is given?

The MINISTER OF TRANSPORT
AFFAIRS:

(1) (a)

(aa)	(i) 792	(ii) 344	(iii) 7 680
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(bb) and (b) The information is not readily available.

(2) 15 July 1981.

4.2.2 End

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continues as long as the
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"interest during construction would be no
different than interest during the operating
period." 13

Arthur Young & Co concur:

"Interest is both an acquisition cost and a
holding cost - as an element of asset cost it
neither stops nor changes its character when
an asset begins or ceases to be under active
development. It is continuous and unchang-
ing as long as the asset is owned." 14

Green light for black railways apprentices

Mali Reporter

THE tracks have been cleared
for the employment of black
apprentices in railway work-
shops, the president of the
Artisan Staff Association,
Mr Jimmy Zurich, said in
Pretoria yesterday after
talks with the deputy gener-
al manager (manpower) Mr
J F Verster.

Mr Zurich said all problems in
supplementing scarce white
labour had been solved.

The railways aimed at recruit-
ing 2 300 apprentices to start
work next year.

There had been a promising
response so far from white
youths. "But if we fail to get
the required number - and
this is not unlikely - then
we will attempt to fill the
gaps with suitably qualified
blacks."

Mr Zurich emphasised that
black apprentices would
have to have the same basic
education qualifications as
whites, they would be ex-
pected to be capable of the
same standard of work, and
they would be paid the rate
for the job.

He added that white labour was
expected to become scarcer
and the railways, like other
sectors of the economy,
would have to rely to an
increasing extent on blacks.

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Posts and Telecommunications: staff
1965 to 1966 236 (1966)
21. Dr. A. L. BORAINÉ asked the
Minister of Posts and Telecommunications: *(108)*

(a) How many (i) Coloured, (ii) Asian and (iii) Black persons are temporarily occupying posts in White areas which are normally occupied by White staff and (b) in what capacities are they so employed in each case? *(108)*

The MINISTER OF POSTS AND TELECOMMUNICATIONS:

- (a) and (b)(i) 49 (postmen);
- (ii) 35 (1 clerk and 34 postmen); and
- (iii) 521 (2 clerks and 519 postmen).

Chris van Rensburg Publications

UNIVERSITY OF CAPE TOWN
DEPARTMENT OF ACCOUNTING

TAXATION AND ESTATE DUTY II - 1981

COURSE OUTLINE/READING LIST - 3rd & 4th QUARTER

LECTURE DATE	LECTURE NO. TOPIC	THE INCOME TAX ACT	MEYEROWITZ	ILLUSTRATIVE EXAMPLES	TUTORIALS
31 August	20 Tax Planning for <u>Asset Acquisitions</u> - leasehold improvements - lease or buy decisions - leverage leasing	ss.1 'gross income' definition paras. (g), (h); 11(f), 11(g), 11(h), 12, 13, 8(4), 8(5)	513 - 524, 765 - 786, 534 - 537, 1423 - 1426	-	T.1319 T.1409 T.1411
14 September	21 <u>Tax Planning for Business Acquisitions</u> - partnerships and joint ventures (briefly) - acquiring assets and liabilities - acquiring shares - interest payable on acquisition	VACATION - 5 SEPTEMBER TO 13 S ss.11(a), (i), (j), 12, 13, 22, 22A, 24A, 103(1), 103(2)			
21 September					

A first for 'first' black fireman
Stac 17/9/81 (76)

By Lucille McNamara, Municipal Reporter

Ten years ago when Moses Boshielo volunteered to be trained as one of Johannesburg's first black firemen, he never dreamt that he would end up as first in command of his own fire station.

"I decided to join up because it was a new and exciting career which was opened to blacks for the first time and today I feel very proud of what I have achieved."

Mr Boshielo was appointed Station Officer of the Jabulani fire station last month, beating nine white applicants for the post. He is on the same grade as Johannesburg's other white officers and enjoys all the privileges of rank. Under his command are 18 firemen, 44 ambulance drivers and a cleaning staff of five.

Mr Boshielo joined the city council 25 years ago as a municipal constable and in 1971 grabbed the chance to be trained as a fireman.

When Jabulani fire station was officially opened early in 1973, he was promoted to the rank of sub-officer. Married with four children, he lives in quarters on the fire station premises and enjoys being a stone's throw from his office "because it's good to be on hand to help the public."

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EXAMINATION - OCTOBER 1981

REVISION

N.B. THE TUTORIALS REFER TO 'QUESTIONS ON S.A. INCOME TAX 1980' AND THE SOLUTIONS ARE PREPARED ON THE BASIS THAT THE QUESTIONS ARE UPDATED BY ONE YEAR.

Advancement of black managers 'now a crisis'

Star 25/9/07 (176)

Own Correspondent

The issue of black management advancement seems to be deadlocked on three fronts — with government, business and blacks, the director of the Black Management Forum, Mr Eric Mafuna, told a conference of the Institute of Personnel Management yesterday.

Mr Mafuna said the issue of black management advancement had become a national crisis of epidemic proportions.

"Legislation encourages the perpetuation of a management style that says blacks cannot supervise workers of another colour. Legislation has encour-



aged the exclusion of black managers from participation in the after-hours social intercourse that is so vital to management development.

"Legislation bars upwardly mobile black managers from moving into

'managers' residential areas as do their white counterparts. It makes nonsense to expect black managers to take unpopular decisions about his black workers — knowing full well he has to live next door to the men and women he is hiring and firing.

"The most common complaint of management is that there is no suitably qualified blacks. Some will tell you how disappointed they were to find that, out of 1 000 black applicants, none could make it to the final interview.

"There are too many talented black youths out there. Their major problem is they are not readily employable.

"They have unattractive track records as student activists: don't know how to conduct interviews: their expectations are screwed up: they can hardly make themselves understood in the language of business — English: and, worst of all, they have totally wrong attitudes and expectations towards business and management matters," Mr Mafuna said.

"What white managements and their clubs and societies fail to understand is that management development does not seek to alter a man's personality. It is his cultural upbringing, his values and attitudes that need to be revised.

"It is wrong to expect these fundamentally white-cultured organisations to help the black manager blend his own upbringing with those of business and those of the white community.

"If the black manager succeeds in finding a happy medium between the three cultures he will become bastardised. He is what we commonly refer to as a white manager in a black skin.

"The best the employer can do for the black trainee is to give him access to managerial skills — we are there to provide him with the more practical aspects of meshing together the cultures of business and black people," Mr Mafuna said.

Mines accused over black status

By RIAAN DE VILLIERS

A PROMINENT mine industry trade unionist has accused the Chamber of Mines of being "reluctant" to grant formal official status to blacks doing officials' jobs on the mines.

The allegation has come from Mr "Doc" Coertze, general secretary of the 12 500-strong Underground Officials' Association — one of three associations representing employees with official status on the mines.

In view of the chamber's stance, the UOA is making its own decisions on which blacks should have official status and is signing them up as members, according to Mr Coertze.

Members of the UOA are covered by one of the only two job reservation determinations still in force.

Following recommendations by the Wiehahn Commission that all such determinations be scrapped, the UOA said it would only agree to this on condition that blacks promoted to officials' jobs were subject to the same working conditions and were allowed to join the association.

Status

But writing in the latest issue of The Underground Official, Mr Coertze said the UOA had tried "unsuccessfully" to reach agreement with the chamber on the issue of black mine officials since 1979.

The UOA had wanted to reach agreement with the chamber on the stage at which a recruit would reach official status, entitling him to membership of the UOA and privileges pertaining to the rank of official.

Since the chamber seemed unable to "make up its collective mind", the UOA had resolved to decide itself which blacks were employed in occupations reserved for whites in the past, and recruit them as members.

The UOA already had nine black members, he said.

Mr Coertze claimed there were mines operating illegally by using blacks in jobs still reserved for whites.

The UOA was aware of blacks having obtained ventilation certificates and black surveyors doing normal survey work.

"The only reason why we have not yet taken action against these mines is because we are prepared to abolish this reservation," he said.

Defending the UOA's conditions for scrapping the reservation, Mr Coertze said it did not intend to resist black advancement.

"We believe that by resisting exploitation of the non-white we will also be resisting the undercutting of our present members and future white members."

The chamber has declined comment on Mr Coertze's claims.

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29/1/81
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Govt favours blasting
certificates for blacks

By Peter Sullivan
Political Correspondent

CAPE TOWN — The Government has accepted the principle that blasting certificates should be granted to black and white miners.

In a White Paper tabled in Parliament this afternoon the Government accepted a recommendation in the Sixth Wiehahn Commission Report stripping the Mines and Works Act

of discriminatory phraseology.

In effect this allows blacks to get blasting certificates, but the recommendation and Government viewpoint carry the rider that no law should be changed before white workers' fears have been allayed.

The commission lists seven conditions to be met before the discrimination is scrapped.

30/9/87

176

Civil service, to include all races

THE recruitment of black, coloured and Indian people in all departments was included in steps being taken to overcome the staff shortage in the public service, the Minister of State Administration, Dr Andries Treurnicht, said yesterday. Replying to a question by Mr Kowie Marais (PFP Johannesburg North), Dr Treurnicht said the broad remunerative position of public servants and other aspects pertaining to their employment were being investigated scientifically.

BLACKS MOVING

into high gear

C. Head 3/18/87

~~176~~ 176

MAKING, maintaining and selling cars and trucks will increasingly be in black hands in future and black ownership of new vehicles will become a major market force.

Mr Loot Muller, managing Director of Datsun, which employs 3500 black workers and 1500 whites, said last week. 'We have to prepare now for the next upswing in the economy and black workers are essential to every phase of expansion.'

Mr Muller said, 'We can import workers from Europe or America to make our vehicles but in the long term that is not a satisfactory solution.'

'We and South African industry in general will have to spend more time and money than ever before on training our own people.'

SUBSIDIES

He said there were generous government subsidies to encourage training programmes and Datsun had decided to launch a five to 10 year scheme to meet its own demands.

Training whites was a fairly easy matter because of the higher educational standard of the group but there were not enough whites available.

Datsun had therefore decided to get involved with training black workers at school level by identifying potential workers at an early age and financing them through matric and technical colleges.

'And on an incompany level, where we plan to extend training facilities, we have found that we have to start with literacy classes.'

He said the training of black workers was one of the greatest challenges facing the South African economy and the success with which any particular company or industry as a whole met the challenge would determine viability in the market.

GREAT EXTENT

'At Datsun, we use black workers to a very great extent.'

'We have trained men in the fields of manufacture, industrial relations, computers, clerical and materials control.'

Mr Muller said there appeared to be a reluctance among black workers to enter the financial field of bookkeeping and accountancy and his company would spend more time and money to make these jobs more attractive.

As far as legislation was concerned, there were no laws preventing black artisans and clerical staff to reach the highest levels in South African commerce and industry.

'The Government leaves it to us in the business world to decide whom to employ and what jobs to give them.'

Mr Muller said the motor vehicle industry had had two good years and everyone had made a lot of money, 'which now gives us the opportunity to finance the type of expansion we will need to meet the next upswing.'

NOT GEARED

He said many industrialists had discovered in the past two years that they were not geared to sustain the type of growth that had been experienced and they would have to make use of a possible lull to get ready for a greater demand level than South Africa had ever experienced.

His own company would spend more money on advertising in the next two years to maintain a high sales volume.

'And because of the closing of the wage gap between blacks and whites and because of the training that is taking place and that is to take place, we will have production volumes which will be very much in excess of anything we have had in the past.'

Mr Muller said the higher production volumes would be essential, because blacks would become a major buying force of new cars and many more other products which were now beyond their financial reach.

Call to speed

up training of

black labour

Argus 7/10/51

176

Argus Correspondent

PRETORIA. — South Africa will have to revamp its education and training programmes, or face the economically unacceptable and politically explosive situation of about 25-million unskilled workers, mostly blacks, by the end of the century.

Speaking at a teacher training symposium at the University of Pretoria the executive director of the South African Federal Chamber of Industries, Dr Johan van Zyl, said projections showed that the ratio between the executive, the highly skilled, semi-skilled and unskilled classes in the labour force would widen if the present training tempo was maintained.

MOBILITY

Upwards mobility through education and training would have to improve greatly merely to maintain the current ratios, but more was demanded.

He said unless the socio-economic structure of the population was greatly improved the high economic growth rate could not be maintained.

To do this education and training would have

to play an absolutely strategic role.

Dr van Zyl said by the year 2000 400 000 people, outside agriculture, would have to be provided with employment.

Whites alone could not meet the demand for skilled labour and by the end of the century more than half the schooled labour force would have to be drawn from the black, coloured and Indian populations.

This focused attention squarely on the education and training especially of blacks.

There was a great problem with large numbers of blacks with no or a very low education level.

They were ill-equipped for the labour market, which was becoming more complicated in the technical age.

In many instances they could simply be untrainable and therefore unemployable. To a large extent this problem arose because of the costs involved in training such people and the result was that some businessmen simply switched to machines and more mechanised methods of production to avoid these training costs.

Way opened for job agencies to place blacks

By SUSAN DALLAS

PRIVATE-sector employment agencies, on the brink of being allowed to place black staff, all want to be first off the mark when the authorities say "go".

Salesmark Recruitment plans to open an agency in Soweto as soon as it is legal, and others will extend the service to blacks at their existing branches.

Salesmark Recruitment is a 16-month-old agency which specialises in recruiting staff for marketing and advertising posts — one of the areas where skilled black staff are in highest demand because of the pending opening of black television.

The company will apply to register the Soweto agency in terms of the new Guidance and Placements Act as soon as it is promulgated. This is expected to happen by November 5.

Premises for the agency are available in the offices of the Sales Representatives Association of South Africa, Sarasa. It will be run by the president of Sarasa, Mr Freddie Mohajane.

The new Act allows agencies to recruit personnel of all race groups provided workers have work permits and the agencies are registered with the Department of Manpower.

In the past, recruitment and placement of black staff could only be done by the Department of Co-operation and Development, and sometimes the Department of Manpower, acting through the regional administration boards.

But although companies are crying out for skilled black staff in every field, agencies cannot act under the new legislation until they are sure it repeals the old law.

Mr Bill Spencer, secretary of the Association of Personnel Service Organisations of South Africa, said: "The laws are just not synchronised. There is a gap between the intention to change and the formality."

Mr P J Benade, director of vocational services of the Department of Manpower Utilisation, said: "The old Act is still in effect, but I believe it will be repealed when the new Act is promulgated".

Asked if agencies had ever placed black staff, Mr Spencer said this had probably been done for senior positions, especially for American-based companies which subscribed to the Sullivan code of ethics.

One agency spokesman said qualified blacks were often placed in executive positions at

the standard agency fee applied to members of all other race groups.

Kelly Personnel's managing director, Mr Neville Mackay, said the company would extend its service to blacks at the first opportunity.

Mr Roy Silver, managing director of Quest Personnel, said his company had never wanted to discriminate and welcomed the new legislation. The company would place blacks from its existing branches as part of its regular service.

RDM 8/10/81 (176)

New scheme eases way

FOR ARTISANS

176 (174) RPT 13:10 '81

EMPLOYERS and registered trade unions in the giant metal industries are to meet today to ratify a new artisan training scheme for the industry which employers see as "a step forward".

The scheme sets out standards by which workers can become artisans without becoming apprentices first — the first such scheme to be negotiated since blacks became eligible for artisan work.

Unlike previous schemes, the plan lays down educational and training standards for workers who wish to become artisans through this route. They must also be older than candidates previously had to be.

This has led to charges — in an anonymous letter to the *Rand Daily Mail* — that the criteria have been toughened in order to "keep blacks out". The scheme is likely to affect blacks in particular as most black workers missed the opportunity to become apprentices.

The director of the Confederation of Metal and Building Unions, Mr Ben Nicholson, confirmed that the unions had asked for more rigorous educational and training standards before

By STEVEN FRIEDMAN

non-apprentices could become artisans.

But he strongly denied that this was an attempt to control the influx of black artisans.

"We were pushing for this long before blacks became eligible. If anything, we're protecting them by ensuring that they get adequate training and a qualification which will be accepted anywhere in the industry," he said.

Binding

An employer source said the plan was a "step forward". He said it was planned to gazette the agreement, which meant it would be legally binding.

"Obviously, artisan unions are concerned that standards in skilled jobs are maintained. But we believe the agreement will provide an acceptable formula for training skilled workers of all races," he said.

The new scheme combines features of the journeyman recognition scheme, which has expired, and a separate artisan training agreement.

Both enabled workers who had missed the chance to become apprentices, to become artisans.

Both were negotiated at a time when blacks had no access to artisan jobs.

The new scheme lays down that workers must be at least 25 years old to qualify and that they must have attained an educational level which will be decided by the industrial council.

Employers must now train these workers and test them at each stage of their training.

According to Mr Nicholson, the educational level required will differ from trade to trade. But in no trade will prospective artisans need a higher education level than that required of apprentices — usually Standard 7.

CT 13/10/81

Artisan scheme a step forward'

Own Correspondent

JOHANNESBURG. — Employers and registered trade unions in the giant metal industries are to meet today to ratify a new artisan training scheme for the industry which employers see as "a step forward".

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ers missed the opportunity to become apprentices.

But the director of the Confederation of Metal and Building Unions, Mr Ben Nicholson, confirmed that the unions had asked for more rigorous educational and training standards before non-apprentices could become artisans.

But he strongly denied this was an attempt to control the influx of black artisans.

'Step forward'

An employer source said the plan was a "step forward". He said it was planned to gazette the agreement, which meant it would be legally binding throughout the metal industries.

"Obviously, artisan unions are concerned that standards in skilled jobs are maintained. But we believe the agreement will provide an acceptable formula for training skilled workers of all races. The fact that it will be gazetted means it will be easier to enforce."

Career centre for blacks established

6/Post 24/10/81
176

By SHELAGH BLACKMAN

A CAREERS and information centre for blacks has been established in Port Elizabeth.

The centre is the brainchild of the Careers Development Programmes (CDP) — a body which was set up three years ago in Port Elizabeth to promote the interests of blacks.

The chairman of the steering committee of the Career Opportunity Research and Information Centre (Coric), Mr "Winky" Ximiya, said that until recently in South Africa it was "hardly possible" for blacks to secure or to compete effectively for senior positions in the worlds of commerce, industry, finance or public administration, or to equip themselves for successful participation in the professions or as entrepreneurs.

Obstacles arising from legislation, prejudice and poor education proved to be insuperable, he said.

As "ordinary evolutionary processes" would be too slow, positive steps should be taken to offset the effects of past deficiencies and obstacles.

The development and utilisation of the country's manpower demanded that attention should be paid to young people, their choice of occupation and training and preparation for their careers.

Information on the composition of the labour market and knowledge of particular careers should be made available to black youths. They should be made aware of all vocational facilities.

One of the most serious shortcomings in providing ade-

quate guidance to job-seekers and those planning careers was the absence of a comprehensive information register of the type of work available in this region.

The centre proposed to bridge that gap by building up a comprehensive inventory of available jobs.

As a start it had sent a circular to all big companies requesting information on the types of jobs and careers applicable to the Port Elizabeth region.

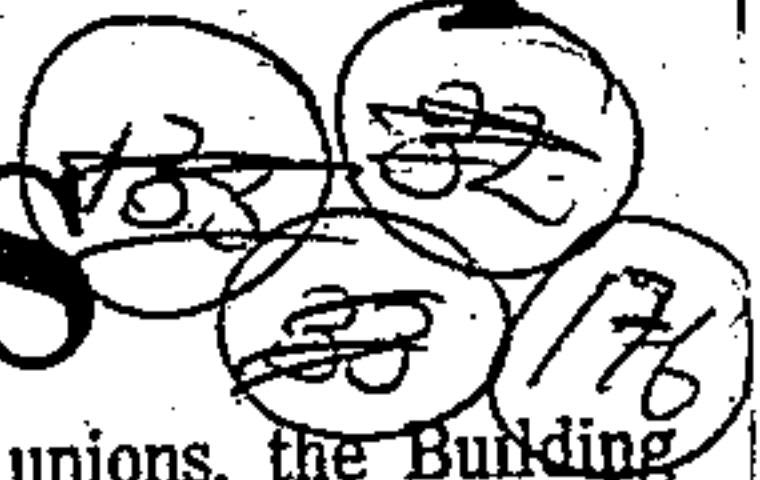
Mr Ximiya said a few responses had been received, but Coric was hopeful that all companies would co-operate.

The centre was concerned that black schools should begin to turn out a significant number of matriculants with the qualifications to compete for responsible positions in commerce, industry and the professions.

The following prominent Eastern Cape industrialists, businessmen and educationists are on the Coric steering committee: the managing director of Maybaker, Mr S Anderson, the industrial relations director of Ford, Mr F Ferreira, the director of personnel at General Motors, Mr M Zemmin, the managing director of Firestone, Mr P Morum, the public relations manager of Shell, Mr D Craig, the chairman of the Chamber of Commerce, Mr A Masters, the professor of industrial relations at the University of Port Elizabeth, Prof R van der Merwe and the registrar of the Centre for Continuing Education at UPE, Prof P M C.Botha.

Bifsa set to drop race barriers

RDM 29/10/81



AFTER preliminary talks with the major building trade unions, the Building Industries Federation of SA has promised a new "status-blind" labour structure.

Bifsa's new president, Mr Leon Glaser, yesterday announced a labour structure with wages linked to productivity instead of job classification.

Previously, a bricklayer received a fixed income and had little access to further training for job advancement. Now there will be no ceiling for advancement in a "colour-blind" labour field.

Bifsa's executive director, Mr Lou Davis, told the federation's congress in East London that the backlog of black skills compared with white was a national scar which the industry was committed to heal.

He said no educational standards would be required of apprentice tradesmen to make it easier for unskilled workers to enter the industry.

Talks on the new labour deal are expected to be completed by mid-November.

Mr Glaser said collective bargaining and greater worker participation were key principles in a progressive new labour relations policy to be followed by the building industry.

He outlined a plan to avoid a "management crisis" and to increase the strength of building workers' unions.

He said management depended on worker participation to face and overcome problems like recession and unemployment. The trend in labour relations in other countries was towards a greater say through works councils, unions, safety committees and even the whole worker body.

"We have got to realise we are dealing with an emerging group

who want their share of the cake. They have the same ambitions as you and I. They want to see light at the end of the tunnel and a possible road of continual upward mobility.

"I would say Bifsa's training programmes are definitely going to have the effect of extending the ladder of upward mobility. These programmes will ensure that promotion and advancement are linked to ability and effort."

Mr Glaser predicted the emergence of a contented and proud work force, "jealous and protective of their standing" if a free market of reward for effort was allowed to exist.

Bifsa's training programme meant that in three years 2 500 artisans would qualify every year, having increased their status and wages by about three times.

"We must have strong employer bodies and equally strong unions able to keep their word and able to discipline their members," he said.

A major problem faced the industry, however, to persuade emerging black unions to register, and to operate within the industrial council system when they had so long been excluded from it.

Mr Esau Ncube, industrial relations officer of LTA Construction, told delegates that effective communication with workers through liaison committees was a basic requirement for reducing industrial unrest. Literate blacks would want to join trade unions and would see them as a power-base.

10/30/87
R/S

Making history in SA job market

By Khulu Sibiyi
Former labourer Mr Stephens Ndlovu, of Tembisa, near Kempton Park, has just become the first legal black spray-painter in South Africa since job reservation laws were applied in 1951.

Mr Ndlovu said yesterday he never thought he would one day be counted among the country's history-makers, even if only in a modest way. But he had determined, early on, to make his own way in life.

The trade diploma awarded him made him the first black man to be recognised by the National Apprenticeship Board

His employer, Mr Chris Woof, said everybody in his company was proud of Mr Ndlovu. "He has shown that with perseverance everybody can achieve his goal."

Mr Woof said: "We at Intercity Datsun always advertise jobs in the papers. We even provide training for people who have never been spray-painters but we get a poor response."

Mr Ndlovu said he spray-painted between six and eight cars daily at work. "But I never get a rest because even at home there are always people who need my services." He obtained his diploma at Ollifantsfontein.

painting began in 1968 when he watched a friend doing it.

"That man was really enjoying what he was doing. I could not help admiring him."

Mr Ndlovu's ambition is to join the union of Motor Workers, "and I would like to encourage other black people to take the opportunity of getting this diploma."

in terms of the Training of Artisans Act.

Mr Ndlovu, a father of two, left school after standard six. He was visibly excited when a Star team visited him at his workplace in Edenvale.

"This is the greatest moment of my life. I knew that one day I would make it to the top," he said.

His interest in spray-



Mr Stephens Ndlovu . . . "the greatest moment of my life."

ARGUS 19/11/81

OVER-SKILLED?

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THE call has gone out repeatedly in the past year or so for women to enter the labour market to alleviate the shortage in this country is experiencing in skilled manpower. But the call has been directed at white women. Black women, particularly in the Western Cape, should not, it seems, set their sights much higher than domestic work.

This is the story of the struggle of a woman who did set her sights higher.

Lulu Jamda is 36, mother of two girls, Sybil, 14, and Esme, 9. She is well-groomed, extremely poised and self-composed and has an excellent command of the English language.

Lulu was born in Athlone and grew up there at a time when the Group Areas Act had not designated it exclusively coloured. Her father died while she as still very

young and Lulu was forced to leave school in Standard 8 to help her mother, a nursing assistant, support the family.

She met and married her husband, a clerk in the city, in her early 20s, had her two children and when they were old enough, went to work in a nursery school in Guguletu, where she now lived.

The nursery school was a private concern for the children of working mothers. It received no subsidy and relied solely

on fees for the running of the school and for the teachers' salaries. As such Lulu's salary was small, but since her husband was the main breadwinner it didn't really matter.

Lulu enjoyed the work and at the same time, in a spirit of friendly competition, she and her husband signed up at the St Francis Adult Education Centre at Langa, where they obtained their matriculation certificates.

Then two years ago fate struck a cruel blow. Lulu's husband died, leaving her to care for her two young girls on a hopelessly inadequate salary. It was a tragic loss for this closely-knit family and after Lulu had recovered from her grief, she sat down to reassess her situation.

She could no longer carry on teaching at the nursery school, but with only a matric certificate, her employment possibilities were limited. Fortunately for her, two white women who had been involved in the nursery school on a voluntary basis came to her aid.

Recognising Lulu's potential, they collected funds from various sources and, lending the remainder from their own pockets, enabled Lulu to enrol at a secretarial school in Kenilworth.

For the

could not find employment for an African. At one agency a young girl went through the motions of an interview but did not bother to take notes.

Six employment agencies did register her. Lulu telephoned them daily — sometimes twice a day, and from the six, two jobs were offered. One was willing to pay her R180 a month, the other, a firm of lawyers, R200.

Determined not to give in, Lulu borrowed more money to keep her family going and continued her search. An ad she put in the paper had two re-

starting to think that there was no point in trying to educate yourself if you were black in the Western Cape.

'The first few days that I started work I was so relieved that every time I was alone I gave God thanks,' Lulu said.

'I am so happy here. There is no discrimination and I don't feel I am any different from the people with whom I work.'

'There are other women like me. But many give up and go and work in restaurants or as chars.'

'Maybe this will give them hope...'

DERRYN DEAVIN



LULU JAMDA: 'The whole thing is like a bad dream. I was starting to think that there was no point in trying to educate yourself if you were black in the Western Cape...'

In the world, Lulu went job-hunting.

It should have been a simple matter. Secretaries are always in demand. But Lulu was black and for almost 60 days she trugged the streets of Cape Town, scoured the daily newspapers, searched through the Yellow Pages and visited every employment agency she came across.

Most refused to even put her on their books. The Western Cape was a coloured preferential area, and as such they

spouses, neither of which came to anything. In desperation she contacted the P.P.P. the Black Sash and the Institute of Race Relations. No-one could help.

It was finally through her sister a tea lady and cleaner with a computer firm that Lulu found a job. Her sister approached the boss and he agreed to give her a chance.

Which was all she needed.

'The whole thing now is like a bad dream...'

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The library consists of a reading room and a meeting room where the educational programmes are held. The meeting room can be booked for use by unions.

KEYS TO CONTENTED WORKFORCE: LAND RIGHTS, MOBILITY, ALL-RACE TRAINING

Ease the curbs on Blacks — that is industry's plea

(76) S. Express 17/1/82

THE Transvaal Chamber of Industries is to seek high-level talks this year with the Government in an attempt to persuade it to liberalise its control over urban Blacks, according to new president Hennie Viljoen.

It will ask for complete mobility of Black labour, the right for Blacks to have freehold title to land in their townships, training facilities in White areas to be open to all races and the provision of adequate facilities in Black areas.

The rationale behind this, Viljoen explained, "is that the chamber wants a happy, contented urban Black population. We want a situation to be created where the Black man is proud to be part of a community in which he lives, earns his money and spends it.

"Urban Blacks are here to stay. Without them, there would be very little industry.

"They run our factories, so why should they be subjected to restrictions; why should they not be happy and contented?"

He described the 99-year leasehold concessions to Blacks as "a faltering step in the right direction, but nowhere near what is actually needed.

"Those concessions have not whipped up enthusiasm among Blacks to own their own homes to the extent the authorities anticipated and they certainly have not had the desired effect on industry," he said.

"I cannot see any reason why freehold title should not

training facilities that already exist in White areas.

"There simply aren't any in the Black areas that can give that type of training and many in the White areas are not being used to their full potential. We cannot wait for the creation of suitable facilities in the Black areas. The need is now."

Viljoen said the private sector was doing the best it could to train its employees, but this was not nearly enough. It was essential that training facilities in White areas be open to people of all races.

"If we can train Blacks and give them better housing it will also mean that large sums of money will have to be spent on the provision of better health services, edu-

cation, transport and civic amenities for them," he said.

"We must be realistic. We must appreciate that it is pointless going to enormous expense to creating new job opportunities for Blacks and train them to fill those positions, while we have our present influx-control regulations which make it most difficult for Blacks to relocate themselves.

"We believe that if a man can find a better job in another area and can find accommodation in that area, he must be free to move.

"The Black man must be allowed to better himself. That means Black labour must have freedom of movement. If there is no freedom of movement a situation could conceivably be cre-



● Chamber president Hennie Viljoen... "Without urban Blacks there would be very little industry."

ated where there is a surplus of skills in, say, Soweto, and a dearth in other parts of the country.

"If you restrict urbanised Black labour, you also restrict industry. Without urbanised Black labour we would not be able to run our factories."

Viljoen said the need for the concessions his chamber would ask the Government for became even more obvious when it was realised

that, according to the most recent projections, the urban Black population would grow to 20-million in the year 2 000, from 9-million in 1980.

He was mildly optimistic that the Government would see eye to eye with his chamber on the need for these concessions.

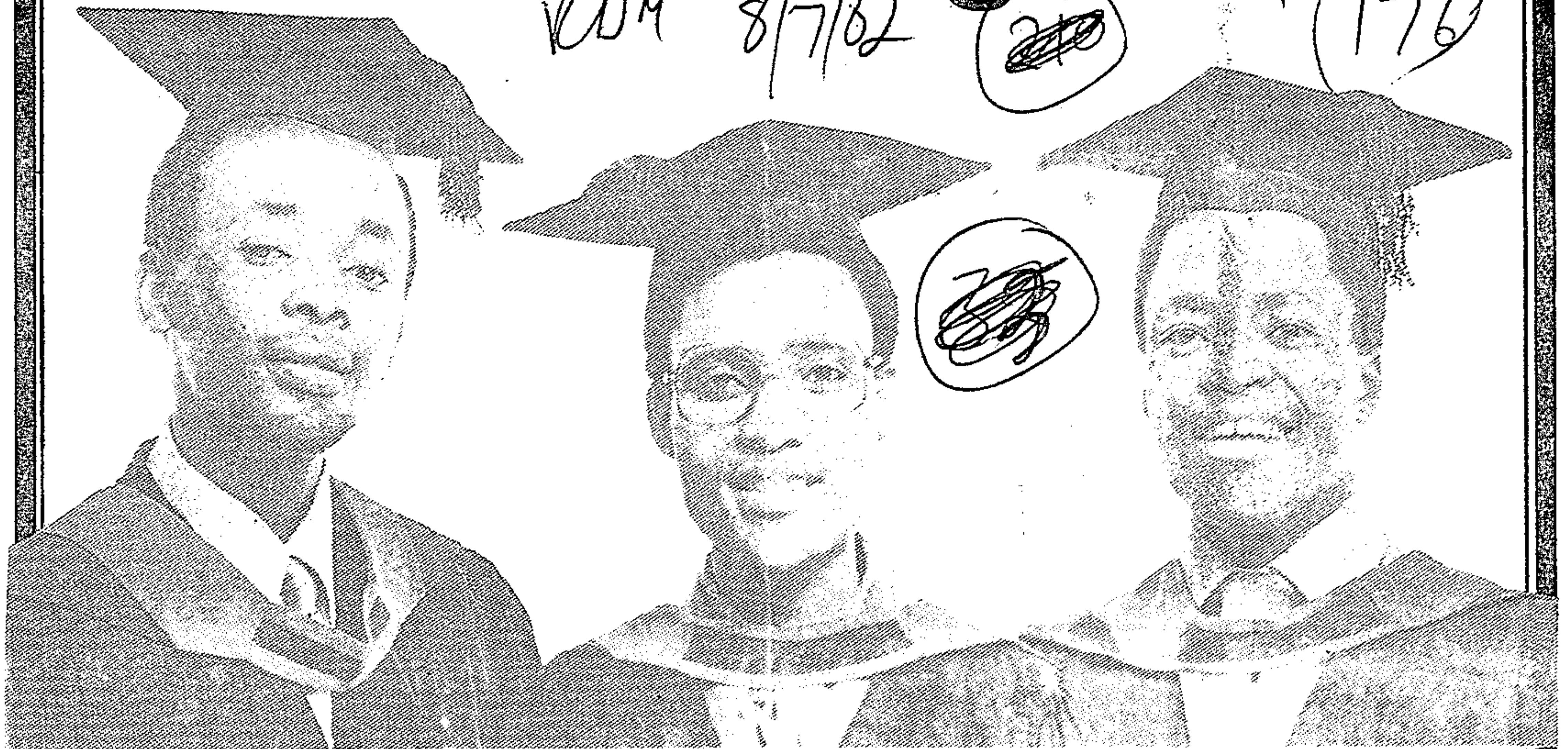
"Like industry, the Government has accepted the permanency of urban Blacks," he said.

We aim to train 12 top black matriculants to become engineers.

ROM 8/7/82

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We'll give you more than a scholarship

- The Undergraduate Cadet Scheme is not simply a bursary given to finance a university degree in Engineering. It is much more. You earn a salary while you study and at the same time you also get training towards a management future.
 - On being awarded a scholarship you begin working at the company's Head Office. You start with a unique pre-university year which not only prepares you for your university studies (with courses in the relevant subjects) but also involves you in the working environment of a large company.
 - And, throughout the complete period of your scholarship you enjoy the following:
 - university tuition fees paid by the company.
 - a monthly salary
 - a bonus at the end of every year
 - an annual review of salary
 - annual leave
 - pension and medical aid facilities.
- When, at the end of your course you return full-time to the company, your salary will naturally be commensurate with your graduate status.

Why?

- The companies participating in the Undergraduate Cadet Scheme believe that the future of South Africa depends on creating a society based on stability, justice and equal opportunity.
- They also believe that their own growth depends on the availability of high quality personnel, both Black and White, to fill high level important positions in areas such as Engineering.

- The scheme has been specifically designed to develop Black Matriculants to this level.
- We will give you all the assistance you need to enter one of the participating companies as a graduate and to compete equally with comparable White colleagues for future management positions.

How the scholarship works

- Year I: Your pre-university year. A unique programme has been devised by Anglo American and the University of the Witwatersrand to prepare the scholarship student for the demands that will be made on him by both the university and his future work environment.
- In this year of intensive academic and vocational preparation the scholarship student will be in the guiding hands of a team of specialist tutors and "mentors".
- The vocational part of this programme covers such subjects as office skills, personal efficiency skills, an introduction to the broad commercial background as well as involvement in practical training projects.
- The pre-university tuition will include Mathematics, English and Communications Skills, Science, Engineering Analysis and Design and training in How to Study at University as well as preparation and orientation for university life.
- At the end of this pre-university year, the scholarship student must decide if he wishes to continue. At that time he will be assessed as to his ability to proceed to university.
- Those who qualify for a technical career will eventually graduate from

the University of the Witwatersrand with a B.Sc in Engineering.

Training during vacations

- During the main university vacations, scholarship students will receive either academic assistance with their degrees or take part in special projects and programmes to simulate real-life technical working situations. In short, the problems, procedures and people you are likely to encounter at Head Office, in Associated Companies or on the Mines are covered.

The "Mentor" system

- Throughout your Scholarship course you will enjoy the benefits of supervision, guidance and advice from your personal "mentor" - a senior official in the company who will take a personal interest in your progress and career.

Are you!

- Writing matric this year?
- Under 23 years of age?
- A leader?
- Bright and dedicated enough to study for a career in the field of engineering?

I would like to be a cadet. Pse post me your application form.

Mark with * address where you will be during July and August.

Home address:

..... Tel.....

Name & address of school.....

.....

..... Tel.....

SEND TO: Mrs. Y. dos Santos, Undergraduate Cadet Scheme, Anglo American Corp. of S.A. Ltd. Box 61587, Marshalltown 2107 to arrive before 31 July 1982.



UNDERGRADUATE CADET SCHEME

PARTICIPATING COMPANIES
 Anglo American Corporation of South Africa Limited
 Johannesburg Consolidated Investment Company Limited
 Anglo American Life Assurance Company Limited
 Anglo American Property Services (Pty) Limited
 Deloitte, Haskins & Sells

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By Sheryl Raine,
Pretoria Bureau

The latest preliminary census report issued in Pretoria has shown, among other remarkable statistics, the extent to which blacks, hindered by job reservation, have begun to outnumber whites in some skilled job categories.

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Blacks in 176 skilled jobs increasing

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From the statistics in the report it is clear blacks are no longer just the backbone of the production, labour and services sectors, but have become indispensable in several important trades.

South Africa had 75 540 bricklayers, of which 42 680 were black, 20 960 coloured and only 9 320 white, according to the 1980 report.

Of the total number of 43 280 construction carpenters in the country, 18 620 were black, 12 320 coloured and only 10 320 white.

While there were 34 760 black motorcycle mechanics, there were only 26 940 whites in this job category.

In many trades whites outnumbered blacks, such as the boilermaker category, where there were 24 680 boilermakers altogether — 16 480 whites and only 6 180 blacks.

In managerial categories women and blacks were under-represented.

White men, 113 360 of them, formed the backbone of the country's administrative and managerial structure, while only 4 040 black men and women out of 5,57 million

economically active blacks were in this category.

White women dominated in clerical capacities.

The professional and technical areas were also dominated by white males, but coloured, white and black women made significant contributions in the technical field.

There were 101 760 black professionals listed, of which almost half, 47 920, were black women. Of the 70 740 black technicians, the vast majority (48 180) were black women.

Most of the workers in the country, of all races, were employed in the production and related worker-labourer category.

But, apart from these significant trends, the census report revealed a number of remarkable figures.

The country continued to employ many servants, including 4 000 white domestic servants on farms and elsewhere

and 642 000 black domestics.

Women, it seemed, were invading more previously all-male jobs than before.

Eight white women were earning a living as construction workers, 20 as plasterers and 100 as welders and flame-cutters.

Among the other remarkable statistics were: the country has 105 580 farmers, 52 520 professional nurses, 7 040 lawyers, 13 900 doctors (including 1 800 white women, 560 blacks, 1 440 Indians and 260 coloureds), 2 680 dentists, 9 100 computer programmers and systems analysts, 49 620 general managers, 59 140 bookkeepers, 182 860 teachers and 29 200 accountants.

There were 4 820 traffic officers, 5 180 fire fighters, 2 000 sculptors, 2 820 actors, 1 440 athletes and sports coaches, 1 200 undertakers, 1980 alluvial diamond diggers, 16 400 bakers, 6 380 beer and wine brewers, and 29 920 tailors.

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Shell South Africa.
inside shell - our
fifth social report. Cape
Town, Shell South Africa,
1982

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Mafani: more Ciskeians in senior positions

(176) D. Dispatch
15/2/83
~~10/1/83~~

ZWELITSHA — The Department of Agriculture has promoted more graduates to posts previously held by white experts, the Deputy Minister of Agriculture, Mr V. H. Mafani, said yesterday.

During the phase of self-government the department had a number of professional posts but these were held only by white experts throughout the department.

Mr Mafani said that since the first constitutional change the Ciskei Government had lamented the shortage of Ciskeian graduates to join the Government.

The Department of Agriculture had appointed nine graduates since independence.

Mr Mafani appealed to principals of high schools to help in future

to identify science students. There was "need for agricultural engineers, people to pursue studies in forestry at degree level, agricultural economists and soil scientists.

"This is a challenge to young graduates to come forward. Unlike in the past where there were no posts, we have posts. We want people to be paced in key positions," he said. — DDR.

FM 13/5/83

BLACK ADVANCEMENT

Building bridges (176)

Black advancement in industry is facing difficulties despite the obvious good intentions of many employers. So says Professor Laurie Schlemmer, head of the Centre of Applied Social Sciences at the University of Natal.

Schlemmer told students at Wits University's Business School that blacks holding down white collar jobs in industry experienced a sense of alienation, frustration and discrimination that stemmed from seeing themselves as outsiders in a hostile environment.

According to Schlemmer: "They have a sense of being powerless people coming in and battling against insurmountable odds." This feeling is compounded by segregation, which creates an enormous gulf between what happens in the black townships and the labour market.

The cumulative effect is that managements too readily tend to abandon job advancement programmes. "One often hears from managers that blacks' educational background is such that they do not possess the basic writing, verbal or cognitive skills to be successful. Other arguments are that they do not take the initiative, are apathetic and limp or do not appear to have the commitment to get ahead."

While there is a measure of truth in some of the criticisms, says Schlemmer, the problems are more complex — and not solely a question of culture. He makes some suggestions on how industrialists can help.

Firstly, he says, decisions on black advancement should be taken at board level and programmes should be institutionalised and supported by all employees. There should be more emphasis on mentoring — the appointment of non-supervisory nominees to whom trainee blacks



Schlemmer ... problems with black advancement

can turn for aid and advice. Further, Schlemmer says, industry should make greater use of bridging and orientation courses to help blacks integrate more smoothly into the workplace.

Education

As the problem is essentially one of education and opportunity, Schlemmer says, industrialists should talk to government more directly on the whole question of black education. What is required, he says, is a centrally situated, jointly run, non-racial, quality high school system to which selected blacks could gain admittance. As attendance would be voluntary, it would not amount to forced integration.

Migrant labour
social reasons
13% of land
eg for non-food
Push for more

Shell puts ^{ARGUS} more ^{30/6/83} blacks ⁽¹⁷⁶⁾ in top jobs

SHELL South Africa is promoting an increasing number of black employees to senior positions, the company's social report says.

There are now 128 black people at and above job level JG 7, the one at which new graduates usually enter.

Shell has encouraged the development of black employees for many years.

Now it is taking steps to speed this up "particularly in the light of the country-wide shortage of managerial and skilled manpower," by identifying black employees of the right potential and ensuring that they are trained and developed so that they can compete on equal terms for promotion within the company.

Higher groups

The report says it is indicative of the pace of this development that black people in the higher job groups are considerably younger than their white counterparts.

In 1977 only 32 black employees were at job level JG 7.

Since then targets of 76 by 1980 and 82 by 1981 have been comfortably exceeded.

Target revised

The target for this year was revised from 90 to 127 and has been exceeded by one.

"These expanded targets are not solely motivated by the desire for black development.

"They also reflect the fact that the shortage of skills in South Africa requires the company to look to all race groups to fill vacancies in the senior job groups that will be created by promotion, retirements, staff turnover and changes in organisational structure."

The company carries out comprehensive research on salaries every year, both through participation in independent salary surveys and by exchange of information with other employers.

Much lower

"From this research, total average movement of salaries is expected to be much lower than the movement in 1982 because of the less favourable economic conditions."

Shell employees had an average increase of 17 percent last year. The average this year, in line with increases given by other major employers, was 10 percent.

But the yardstick by which minimum salaries were set has been changed, raising those in the lower job categories by about 17 percent.

Minimum

The minimum salary including annual bonus is now R374 a month but the average in the lowest job group is now R439 a month including bonus.

The new minimum rates are based on data provided by the Bureau of Market Research of the University of South Africa.

They are linked to the bureau's minimum living level plus 50 percent.

Too skilled to land a suitable job

HR 643
25/11/83



By STEPHEN NTŞANE
Staff Reporter

A 40-year-old Guguletu woman who has a master's degree in social science and business administration from Columbia University in New York cannot find a suitable job in South Africa.

To pay her rent she had to take a temporary clerical job that requires the services and pays the salary of the holder of a Junior Certificate.

In an interview Miss Sindiwe Magona, a former teacher at Fezeka High School, said her qualifications seemed to be the stumbling block. One major South African insurance company to which she applied told her she was over-qualified.

"Some people in Guguletu have actually advised me not to mention my qualifications when I apply for a job and only to do so once I have been given a job," she said.

She said the other frustrating factor was that South African companies were not obliged to give reasons for turning down applications.

Miss Magona's plight is ironical in view of the demand in South Africa for qualified blacks.

She said she was aware there was a high unemployment rate in South Africa, but could not help wonder — if advertisements were anything to go by — how many white graduates were queueing for jobs.

She is convinced that the main reasons why her applications are being turned down are her race and sex.

"I could improve myself by getting higher education, but to expect me to change from being a female and black is rather cruel," said Miss Magona.

Her qualifications enable her to function in the personnel arena and her forte is in training



Miss Sindiwe Magona — "I can't change from being a woman, and black."

and management of supervisors and management.

Two months ago, after being interviewed by a director of a large Cape Town company, the firm flew her to Johannesburg. There she was told by the person who was supposed to make the final assessment that she was "too elegant".

In 1977 Miss Magona obtained her BA degree and majored in history and psychology after studying privately with

the University of South Africa (Unisa) for four years.

She then obtained her honours degree in psychology and in 1981 was awarded a scholarship by International Telephone and Telegraph (ITT), which enabled her to study for two years at Columbia University.

Miss Magona is convinced she is not unemployable. Her dream is to go into industry in personnel, preferably in training and development.

Cape losing top artisans to north, says Louw

ARGUS 7/2/84
Provincial Reporter

THE CAPE was losing some of its highly-trained artisans to the Transvaal, leaving it with a larger percentage of less-skilled and unemployed people, Mr Gene Louw, Administrator of the Cape, said in an interview today.

This "trek to the north" in search of an economic future was draining the Cape of its top coloured people, he said.

"We are losing trained people, and especially our outstanding coloured artisans, to financially attractive positions in the Transvaal," Mr Louw said.

"The problem is that once you

have lost them, they are gone for good.

"One of my concerns about the Cape's future is that we are left with a greater unemployment rate, particularly among our less-skilled workers."

Mr Louw said this drain on skilled manpower had been accelerated by the present economic situation. There was a lack of attractive growth positions in the Cape compared with other provinces.

But he was pleased at the improvement in the Cape's share of the tourist market and said this had to be developed to the full.

(176)
"Cape Town has to go all out on tourism."

"In the past year we have had wonderful weather. A new hotel (Cape Sun) has not only added more accommodation but has caused an improvement in hotel standards."

He hoped to see more 3-star hotels in the Peninsula. While 5-star and 4-star hotels attracted overseas tourists and some local tourists, they were beyond the reach of the family man. To promote family tourism more good, but reasonably-priced hotels were needed.

He was also pleased that "we are doing well along the south coast" in extending tourism and expanding industries.

JOB RESERVATION REMOVAL

BY JOE THOLOLO

WHY

FAITH

THE CHAMBER OF Mines and nine unions in the mining industry yesterday started talks on getting rid of job reservation in the industry while ensuring that the jobs of white miners are safe.

Among the unions engaged in the talks is the conservative Mine Workers' Union (MWU) led by Arrie Paulus.

The unregistered National Union of Mineworkers (Num) has been excluded from the talks, but the Chamber says the union "was advised by the Chamber that discussions with the other unions were to take place and that the Chamber would discuss its propo-

sals on the future industrial relations structure of the industry with Num as soon as possible."

In a joint statement the Chamber and the unions yesterday said they had commenced discussions in Johannesburg on: "Replacement of the 'scheduled person' definition in the Mines and Works Act with a non-racial definition of a 'competent person,' a comprehensive security of employment agreement; and the future industrial relations structure in the mining industry."

At present only a white can be a scheduled person — a person who can hold a blasting certi-

To Page 3

Chamber, unions in high level talks

From Page 1

ificate and do skilled work on the mine.

While the Chamber wants to do away with job reservation, it also wants to re-assure the white miners that their jobs are not in danger, and that is why the Chamber and the unions are discussing a "security of employment" agreement.

The 65 000 member-strong Num estimates

that there are about 15 000 black miners who are ready to move into the whites-only category of work.

Observers believe that the Chamber is also trying to get the unions to accept an industrial council.

The secretary of Num, Mr Cyril Ramaphosa, yesterday said his union had received a letter from the Chamber telling them about the

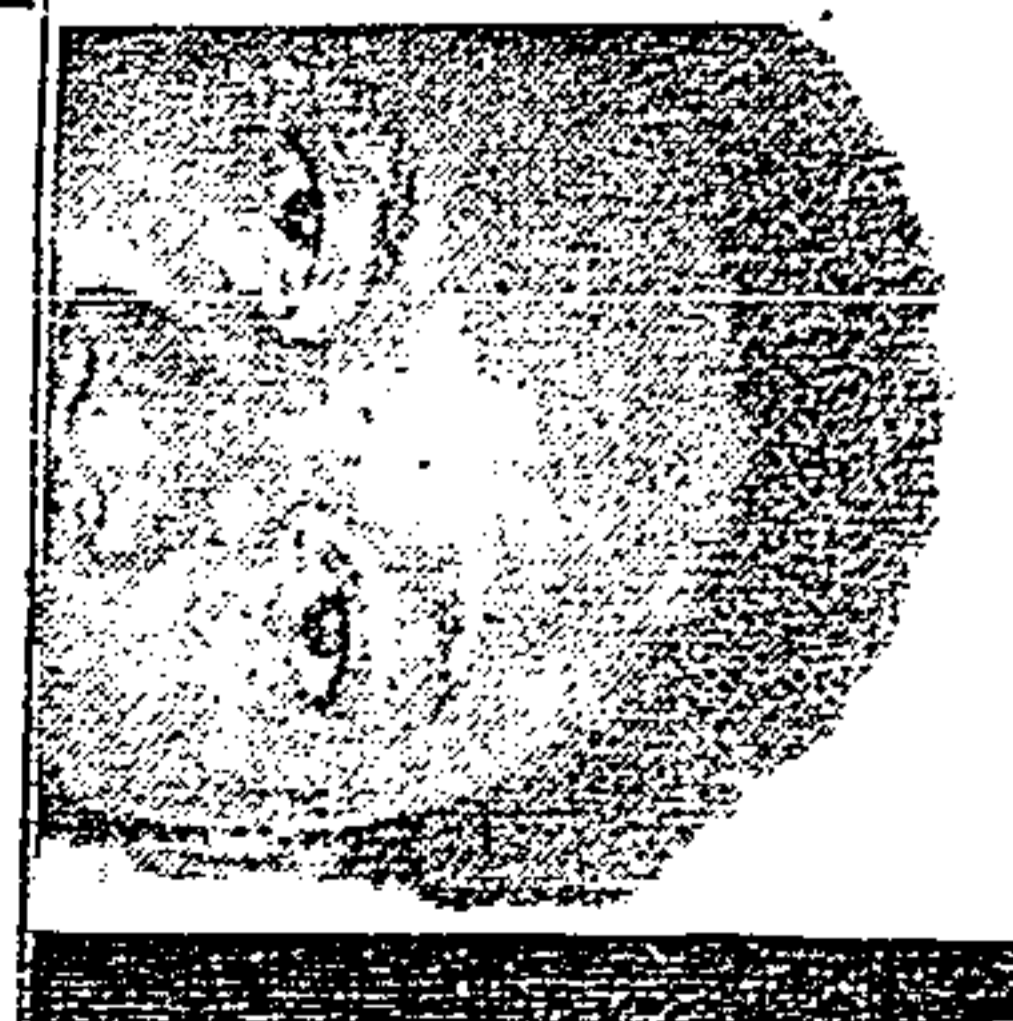
talks. *Sweeten 20/3/84* only."

"But we are disappointed that the future of our members is being discussed in their absence," he said. "It is the old paternalistic attitude. Our major concern, however, is that the white worker will be re-assured at our expense."

"We might end up with job reservation off the statute book, but continue to have the jobs handled by whites

Num has in the past told the Chamber that it will not be part of an industrial council for as long as there is job reservation in the industry. And once job reservation was removed, Num would then think about first registering as a trade union and then joining the council.

"Only a national congress of our members can decide on that," Mr Ramaphosa said.



THE EXECUTIVES

Mr John Bramwell, chief executive and deputy chairman of Murray and Roberts, intended to become a lawyer but the war interrupted his studies and after demobilisation he decided to be a civil engineer instead.

He is an immediate past president of Seifsa, a director of Senbank and Edesa of Zürich, a Fellow of the Institution of Civil Engineers in London and of the South African Institution of Civil Engineers.



M and R seeks black management

W/C ARGUS B95 28/4/84

By AUDREY d'ANGELO

THE number of black people in management positions will increase "steadily and dramatically," with many of them rising through the trades, says Mr John Bramwell, chief executive and deputy chairman of Murray and Roberts.

But he says this cannot happen immediately because many in the 25 to 45 age group are handicapped by the poor quality of the education they received.

Murray & Roberts already employs black people in senior positions, particularly outside South Africa.

"We give a lot of support to the universities, including the black ones, and we are always looking for management ability among blacks so that we can advance them.

"We always have between 100 and 120 bursary students at universities.

"The bursaries are given on

a non-racial basis and although whites are in the majority the number of black students is increasing.

"We also have several hundred technicians in training at technikons and there is a higher proportion of black people among these although there is still a preponderance of whites.

"We have hundreds of apprentices in training, too, and here the largest proportion are not white and the number of blacks is increasing rapidly.

"Further down the line we have in-house training to upgrade unskilled people and these are predominantly black."

Mr Bramwell said this process of rising through the trades was already far advanced among coloured people in the construction industry.

The company started training coloured apprentices in the days when almost all foremen were white.

Now almost all foremen were coloured men with 20 or 30 years' experience.

Coloured people would move up into management in increasing numbers "and the same thing will happen with blacks."

Discussing the emergent black trade union movement, Mr Bramwell said Murray & Roberts had spent a lot of time training management at all levels in negotiating skills.

"We have also been trying to help black people to understand our problems and responsibilities, and to achieve a good level of communication between management and workers.

"This does not mean that we shall have no problems but it does mean that we shall be able to understand and identify our problems."

Murray & Roberts, which made after-tax profits of R53-million in 1983 compared with R9-million in 1974, would con-

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ARCS 28/4/84

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Black managers

From Page 17.

tinue to grow at the same rate and he saw no reason why it should not become as big as the giant US corporations.

Its interests ranged from food to heavy engineering, in addition to its activities in the construction industry and it was already an international organisation, owning companies outside South Africa.

But he was confident that its policy of decentralised management meant there was no danger that it would become a kind of bureaucracy in which initiative was stifled, however large it became.

"We have always had a philosophy of heavily decentralised management combined with heavily centralised financial controls.

"All our companies operate with a fair degree of independence.

"We maintain financial controls. We know what each company's cash position, borrowing position and earnings are at any time.

"But we don't give advice on what business it should do or what contracts it should sign.

Good managers

"Murray & Roberts' growth could be achieved only with good managers and therefore they must have a degree of freedom within carefully defined limits to develop their management skills.

"We don't believe you can develop good managers if you are trying to do their job for them, and as an organisation grows you have to pass responsibilities down the line."

Although the group would continue to grow by acquisition, in addition to organic and innovative growth, it was unlikely to venture into any completely new fields.

Market share

"Currently our policy on the acquisition front is clearly defined.

"Our first objective is to increase market share by acquiring companies in the same field of endeavour.

"If we go for a large acquisition it must fit in with the activities of one of the divisions within the group."

Mr Bramwell himself rose through the ranks in various divisions of the group.

He left school intending to become a lawyer, but World War 2 broke out while he was in the middle of a BA course and he had a distinguished career in the Royal Parachute Regiment in the British Army, serving in North Africa, Italy, Greece and France.

He was demobilised with the rank of major.

"By that time I had decided I wanted to be a civil engineer.

"I graduated from the University of the Witwatersrand and started working for the Railways because they give a very good basic training."

He left to join the Roberts Construction Company in 1952 and became assistant manager of its Natal branch in 1956 and manager in 1958.

12/5/84 (176) ^{Star}

Black management is now a fact of life

By Roddy Campbell

Appointing black managers and supervisors is no longer an experiment but an accepted fact of life for many companies.

The early snares and pitfalls have been identified to the point that there is almost a uniform code to be observed.

Do appoint only those black people who have not only technical ability but also in training displayed management and people skills.

Do give them extra support and training. They are socially disadvantaged, and this gives them greater problems at managerial level.

Do involve them in the informal management process, when decisions and policies are made away from the conference table.

Show your confidence and let them see that they are effective.

But do not make appointments for the sake of window-dressing (the time for that has long since passed). In fact, the black manager needs to be more competent than a white.

Don't make a song and dance about the appointments. If we are normalising a situation, there is no point in emphasising its abnormality. Do not show them off. This creates unbearable pressure.

Do not leave them to cope entirely by themselves. They will need more than the usual level of support until they have found confidence.

Now that there is an experience file on black managers, many of the myths that once prevailed have been dissipated.

It has said that blacks cannot manage because of such factors as tribal traditions, inferior education, social differences and a reluctance to take decisions.

Some of these perceived differences may exist, but none poses an insuperable barrier.

For example, the tribal myths and the fact that tradition places authority in the hands of the elders.

That may be true in the platteland but second-generation inhabitants of Soweto find no problem with it.

Inferior education is, of course a problem. The only answer is for managements to arrange to fill the vital education gaps themselves when it is determined that the candidate has management potential.

As for the chestnut about a refusal to make decisions — where that is true it means there is something wrong with the effectiveness of senior management itself. It shows that the newcomer to the ranks has not been put into a position where he is forced to act.

And that, incidentally, does not imply that support from above is not available, but that the new manager knows with confidence that when he makes a decision within the parameters of his job description, his seniors will not withdraw support even if he makes a mistake.

More and more personnel managers are exploring the possibilities of the cadet scheme, in which promising candidates get in-house and academic training in various management disciplines, usually under the guidance of a monitor drawn from senior ranks.

While that has proved successful within some companies it has failed miserably in others. This seems due, not to the system itself, but to the way the system is implemented.

It is probably also due to the degree of management determination involved.

Too many managements still advance arguments to prove that blacks cannot manage, but the truth of the matter is that if they really want black managers, they will get them.

R501 21/15/84

Worker ratio widening (17k)

Pretoria Bureau

THE ratio of black to white workers in the six major work areas is 3-1 and the gap is widening, according to Central Statistical Services' figures issued in Pretoria yesterday.

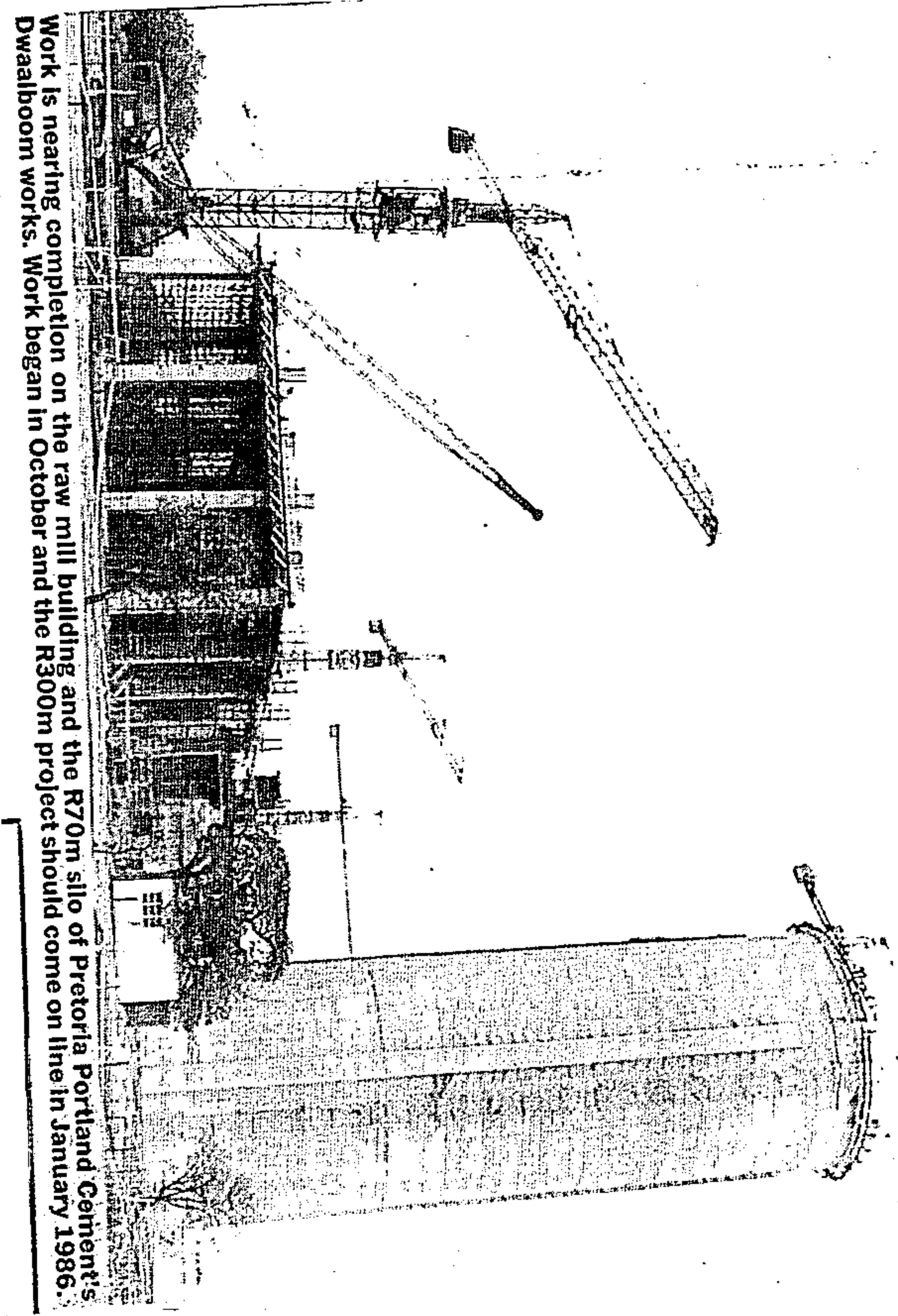
Economists said the figures reflected the continually growing dependence of the economy on black workers.

They also illustrated the continuing increase in the number of unemployed.

Between November and December the total employed in mining, manufacturing, construction, electricity, transport and communications decreased by more than 10 000 to 2 889 163.

The number of whites employed declined by 511, coloureds by 631, Asians by 375 and blacks by 8 891.

The statistics show that (excluding Asians and coloureds) of the total of 1 394 000 people employed in the manufacturing industry, 316 300 are white and 743 600 black. Of the construction industry's total work force of 410 500, 55 900 are white and 285 300 are black.



Work is nearing completion on the raw mill building and the R70m silo of Pretoria Portland Cement's Dwaalboom works. Work began in October and the R300m project should come on line in January 1986.

Labour unrest unlikely

BLEAK second-half prospects for the motor industry have been dramatically underlined in latest statistics from Pretoria.

Estimates of trading revenue earned by retailers in motor vehicles and accessories show a sharp 17% decline for July (after the GST increase), compared with June.

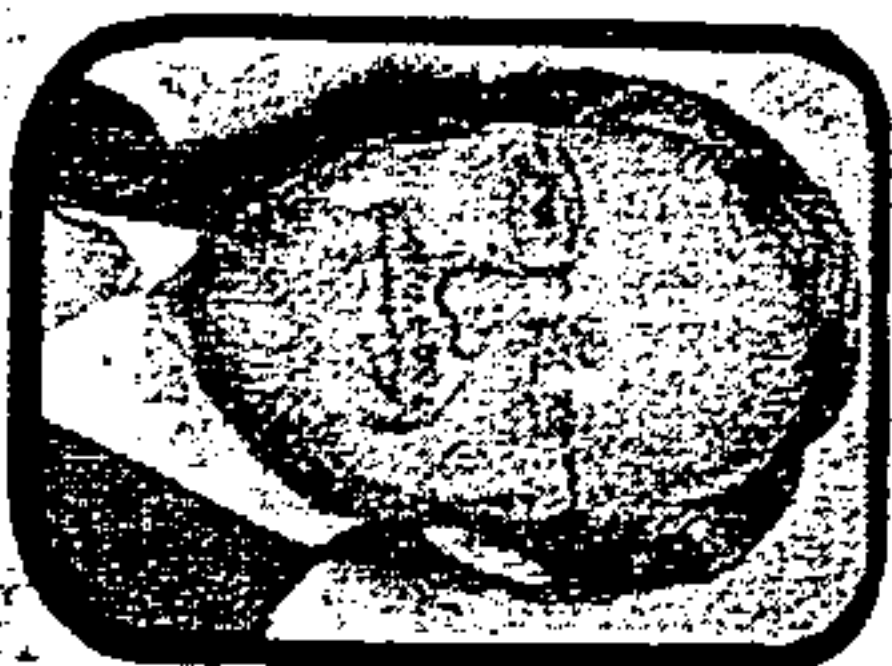
Whereas countrywide vehicle sales in April (+42,3% on April 83), May (+57,1%) and June (+58,4%), were all strongly up on last year's sales, the growth rate dropped by more than half in July to 23,9%.

Though this arguably remains a considerable improvement in real terms on last year's sales, the decline was precipitated almost exclusively by the compensations for the large increases in sales ahead of the July 1 increase in GST from 7% to 10%.

Effects of the harsher HP demands introduced by the Government's August austerity package and further fiscal measures still expected in a twin campaign to boost Government revenues and combat inflation (with runours persisting of a further increase in GST) worse may yet be in store.

Such bleak prospects are perhaps feared most acutely in the Eastern Cape, where:

● A disproportionate contribution to regional



By Louis Beckerling
Business Editor

Gross domestic product (GDP) — some 40% in the PE/Uitenhage metropolitan area, compared with an average of 22% for the country — comes from the manufacturing sector.

● Some 70% of factor income generated in the area by the predominant manufacturing sector come directly from the motor industry. That adds up to a heavy dependence by retailers

in tight economy

and job-seekers in South Africa's "motor town" on the fortunes of the country's motor trade.

Since the area has also largely unfairly, argues Labour expert Professor Roux van der Merwe of the University of Port Elizabeth — become known as South Africa's strike centre, the latest threat to motor sales is greeted with some anxiety in Port Elizabeth.

However a recent study by Mrs Martheanne Finnemore, lecturer in Prof Van der Merwe's Institute for Industrial Relations at UPE, suggests immediate fears of strikes erupting as a result of threatened labour lay-offs, might be groundless if historical lessons remain relevant. Recent events at

Volkswagen's Uitenhage plant appear to bear this out.

In a paper presented to a sociology conference at Wits University, Mrs Finnemore argued that a study of the strike record in the Eastern Cape motor industry suggests that during recessionary conditions "management was in a far more powerful position due to the lack of pressure for production".

Under the circumstances of plant shutdowns enforced by management for "economic reasons", Mrs Finnemore's research showed "workers' potential power was severely eroded". Mrs Finnemore's findings, included in a study for which she was awarded a master's degree, support mobilisation theorists who

have demonstrated that it is not during periods of "absolute deprivation that a group is likely to mobilise, but rather when conditions are improving".

"This hypothesis is supported by events in the auto industry, as the strikes (of 1980, and again in '82), did not occur during the period of low wages or absolute lack of collective power, but only after the negotiated minimum wage (in 1979) had, for the first time, exceeded the calculated subsistence level."

The perception of such "relative deprivation", according to Mrs Finnemore, is one of several factors which contributed to worker mobilisation in the East Cape auto industry. The second of the "structural" factors, and the most important of all,

she says, was the changing composition of the workforce and the growing dependence of the employers on skilled black labour.

At Volkswagen's Uitenhage plant, for example, the number of Africans employed in jobs graded from five to eight (trainee inspectors, artisans, assistants, foremen, and technicians), rose from 64 in 1977 (or 1,9% of the 1 002 workers in these grades at the time), to 477 last year (or 8,4%).

At Ford the increase over the same period saw 237 African workers (or 5,4% of the total), employed in these grades in 1980, compared with zero 10 years earlier. If coloured workers are included, the reliance on non-white workers in

skilled positions rose from 3% in 1971, to 54% in 1980. "The increasing power on the shop floor was to raise expectations that some change in the material conditions of black workers was possible," Mrs Finnemore argues.

In Port Elizabeth, the emergence of an ethnically-oriented community organisation, Pebeo (the Port Elizabeth Black Community Organisation), was a further factor promoting worker mobilisation "and also the philosophy of black consciousness."

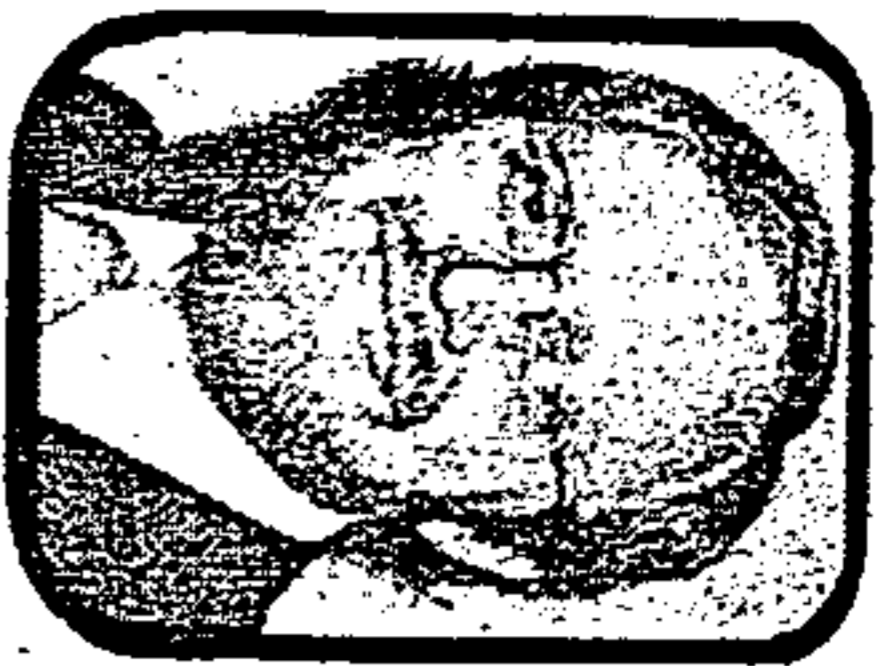
An exclusively African union, Macwusa (the Motor and Component Workers Union of SA) enjoyed close links with Pebeo. Repression, particularly of the more broadly "political

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Boo! Unrest unlikely in tight economy



By Louis Beckerling
Business Editor

and job-seekers in South Africa's "motor town" on the fortunes of the country's motor trade.

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Some 70% of factor income generated in the area by the predominant manufacturing sector come directly from the motor industry.

That adds up to a heavy dependence by retailers

Volkswagen's Uitenhage plant appear to bear this out.

In a paper presented to a sociology conference at Wits University, Mrs Finnemore argued that a study of the strike record in the Eastern Cape motor industry suggests that during recessionary conditions "management was in a far more powerful position due to the lack of pressure for production".

Under the circumstances of plant shutdowns enforced by management for "economic reasons" Mrs Finnemore's research showed "workers' potential power was severely eroded".

Mrs Finnemore's findings, included in a study for which she was awarded a master's degree, support mobilisation theorists who

have demonstrated that it is not during periods of "absolute deprivation that a group is likely to mobilise, but rather when conditions are improving".

"This hypothesis is supported by events in the auto industry, as the strikes (of 1980, and again in '82), did not occur during the period of low wages or absolute lack of collective power, but only after the negotiated minimum wage (in 1979) had, for the first time, exceeded the calculated subsistence level."

The perception of such "relative deprivation", according to Mrs Finnemore, is one of several factors which contributed to worker mobilisation in the East Cape auto industry. The second, of the "structural" factors, and the most important of all,

she says, was the changing composition of the workforce and the growing dependence of the employers on skilled black labour.

At Volkswagen's Uitenhage plant, for example, the number of Africans employed in jobs graded from five to eight (trainee inspectors, artisans, assistant foremen, and technicians), rose from 64 in 1977 (or 1.9% of the 1 002 workers in these grades at the time), to 477 last year (or 8.4%).

At Ford the increase over the same period saw 237 African workers (or 5.4% of the total), employed in these grades in 1980, compared with zero 10 years earlier. If coloured workers are included, the reliance on non-white workers in

skilled positions rose from 3% in 1971, to 54% in 1980. "The increasing power on the shop floor was to raise expectations that some change in the material conditions of black workers was possible," Mrs Finnemore argues.

In Port Elizabeth, the emergence of an ethnically-oriented community organisation, Pecco (the Port Elizabeth Black Community Organisation), was a further factor promoting worker mobilisation "and also the philosophy of black consciousness".

An exclusively African union, Macwusa (the Motor and Component Workers' Union of SA) enjoyed close links with Pecco. Repression, particularly of the more broadly "political" Macwusa union, also contributed to the mobilisation of workers, though this repression came from the State, not employers.

In an interview with BUSINESS POST, Mrs Finnemore said the incidence of strikes in Port Elizabeth during the first five months of the year had been relatively low and it would be "interesting to see whether there will be a further decrease during the second half of the year".

"What is already apparent is that in the case of the recent Volkswagen events there was pressure from workers to get back to work, and it seems under the circumstances there is a real need from all parties to find solutions."

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Wages cemented

A scheduled wage increase for the Transvaal building industry has been deferred until October because of recessionary conditions. This follows negotiations at the Industrial Council for the Building Industry (Transvaal) between industry employers and two trade unions — the Amalgamated Union of Building Trade Workers and the White Building Workers' Union of SA.

In terms of the agreement reached by the parties, the wage hike which was due to be implemented on May 6 has been deferred until October 14. A notice to this effect has appeared in the *Government Gazette*. Holiday and pension fund contributions will, however, be increased by 16%.

In a letter to members, one of the employer parties — the Master Builders' and Allied Trades Association (Witwatersrand and Transvaal) — says it feels "that a wage freeze would assist enhance employment opportunities for the workforce" and that the unions on the council have been "very sympathetic."

However, the agreement is not likely to meet with the approval of at least some trade unions and employers operating in the province's building industry, since the majority of the workforce is not represented on the council. According to the council, the industry employs some 60 000 people. Between them, the two unions on the council have 12 000 members. This makes it likely that unions representing black workers in the industry are likely to put pressure on companies to bargain about wages at plant level.

Plant level negotiations are anathema to the Master Builders. It is aware that this challenge will arise and addresses the issue in its letter: "You are no doubt aware that certain categories of employees — and particularly black employees — are not adequately represented on the local industrial council for the building industry.

"It is the policy of this association and Bifsa (the Building Industries Federation of SA) that collective bargaining should take place at industrial council level and not at factory level. Members have already been advised that if they are approached by trade unions to negotiate a recognition agreement that this should be resisted at all costs and that the attitude of employers should be to advise representatives of such unions that negotiations should take place at industrial council level. We therefore have a duty to encourage trade unions who act on behalf of employees not represented at industrial council level to seek representation."

At least one company has indicated that it will not abide by the Master Builders' directive. Says a company spokesman: "This recommendation is madness. If we had to do what the Master Builders' Association is saying, it would an invitation to labour unrest."

Phiroshaw Camay, general secretary of

QUOTABLE

Anglican Bishop of Johannesburg Desmond Tutu in a message to his successor as general secretary of the SA Council of Churches, Beyers Naude, on Naude's 70th birthday:

You have shown us what it means to have the courage of your convictions, whatever the cost. You are a remarkable sign of hope that God's grace can work the miracle of converting someone with such unprepossessing antecedents. But, more wonderfully, you are a beacon of hope, for you have succeeded a black general secretary, showing just what a tremendous country this is going to be when the colour of one's skin will be a total irrelevance. Praise be to God for you. Thank you that you are our friend and on our side. You would be a formidable adversary and I would hate to cross swords with you.

the Council of Unions of SA, which includes the black Building Construction and Allied Workers' Union, told the *FM*: "Seifsa tried that strategy in 1981 and failed. We believe very firmly that both parties — employers and unions — must find the best level for negotiating wages, and it is not for an employers' association to dictate to its members how they must operate." ■

ing from the hon the Minister's reply, may I ask him if it is then correct to interpret that answer as meaning that Blacks in the Western Cape are in exactly the same position in terms of laws and regulations as Blacks in other parts of the country who fall under the Blacks (Urban Areas) Consolidation Act?

The MINISTER: Mr Chairman, I think that would be correct.

Cape Peninsula: residence rights
16/6/85 & 18/7/85
*9. Mr K M ANDREW asked the Minister of Co-operation, Development and Education:

(1) Whether persons who were living in Old Crossroads as at 31 December 1978 have been granted permission to remain in the Cape Peninsula; if so, (a) how many persons had been granted such permission as at the latest specified date for which information is available, (b) in terms of what statutory provision was this permission granted and (c) for what period are these persons entitled to remain in the Cape Peninsula;

(2) whether any terms and conditions were attached to the granting of such permission; if so, (a) why and (b) what terms and conditions;

(3) whether a stamp or authorization indicating that such permission was granted has been placed or entered in the reference books of these persons; if not, in what manner has proof of permission been indicated; if so, what is the wording of the relevant stamp or authorization;

(4) whether the rights of these persons are the same as those of persons qualifying to be in the Cape Peninsula in terms of section (a) 10(1)(a), (b) 10(1)(b), (c) 10(1)(c), and (d) 10(1)(d) of the Blacks (Urban Areas) Consolidation Act, No 25 of 1945; if not, what are the points of difference in each case; if so,

(5) whether the status of these persons

differs from that of persons qualifying in terms of section 10(1) of the above-mentioned Act; if so, (a) why and (b) what are the points of difference in each case;

(6) whether (a) these persons and (b) persons with rights in terms of section 10(1)(a) and section 10(1)(b) will be entitled to purchase property on (i) leasehold and (ii) freehold in (aa) New Crossroads, (bb) Khayelitsha, (cc) Site C, Khayelitsha, and (dd) other Cape Peninsula townships; if so, (aaa) when, and (bbb) on what conditions, in each case;

(7) whether any persons are to be permitted to purchase property on (a) leasehold and (b) freehold at Site C, Khayelitsha; if not, why not; if so, (i) which persons and (ii) when;

(8) whether there are any differences in respect of the rights being offered to squatters in Old Crossroads and adjacent areas who are prepared to move to Site C, Khayelitsha, and those granted to Old Crossroads residents who moved to New Crossroads; if so, (a) what are the differences, (b) who decided that there should be such differences and (c) why?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

(1) Yes.

(a) 24 902, as at 14 June 1985.

(b) Granted in terms of section 10(1)(d) of Act 25 of 1945.

(c) The fixing of time-limits has been abandoned.

(2) No.

(a) Falls away.

(b) Falls away.

(3) Yes. An endorsement is made in the reference books, identity documents

or travel documents of the persons. The wording is as follows:

"Permitted to be in the prescribed area of the Cape Peninsula/Cape Divisional Council until to reside at Date" Labour Officer

The word "residence" has been inserted in the space above which provides for a period.

(4) The rights are the same as those of other persons who qualify in terms of section 10(1)(d).

(5) No, The rights are granted in terms of section 10(1).

(a) Falls away.

(b) Falls away.

(6) (a) and (b)(i) As far as leasehold is concerned yes, provided that in the case of persons with a section 10(1)(d) qualification under the dispensation referred to in question 1 they will have to be declared as qualified persons either individually or as a category of persons.

(ii) The detail in respect of freehold has still to be decided on but it is intended in principle to grant freehold as an alternative to leasehold.

(aa), (bb) and (dd) Yes.

(cc) No, a decision will be taken at a later stage in the light of the informal nature of the accommodation in this settlement.

(aaa) After completion of the survey and the final prices for leasehold have been finally determined. As far as freehold is concerned no definite date can be given at this stage

(bbb) No conditions outside the provisions of the law insofar as leasehold is concerned. The position in regard to freehold has still to be determined.

(7) (a) and (b) As given in reply to in question 6(cc).

(i) and (ii) Fall away.

(8) Yes.

(a) To those who settled in new Crossroads a section 10(1)(d) qualification was given for an indefinite period. Those settled in Site C, Khayelitsha, were given a section 10(1)(d) qualification for a period of 18 months.

(b) The Minister concerned.

(c) The permission concerned was granted on two different occasions and under two different circumstances.

Mr K M ANDREW: Mr Chairman, arising from the hon the Minister's reply, he will know that in a Press statement issued by him on 29 May, he told squatters from the Crossroads area that he was not legally empowered to grant such rights—being full permanent residential rights—to squatters who had entered the area illegally. In the light of his answer today and the fact that in terms of section 10(1)(d) people from Old Crossroads were granted permanent rights in the Western Cape, how was that statement justified?

The MINISTER: It is not correct to assume that persons from Crossroads were granted permanent rights in terms of section 10(1)(d). They were granted rights for an undefined period at the discretion of the granting body.

Mr K M ANDREW: Arising further from the hon the Minister's reply, may I ask why it is that people who are being moved to Site

are being granted rights for only 18 months and not for an indefinite period?

The MINISTER: That was the period negotiated with and accepted voluntarily by the groups concerned.

Mr K M ANDREW: Arising further from the hon the Minister's reply and with further reference to his statement of 29 May, if this was accepted by them and in view of the fact that this appears to be one of their strongest objections, why was it necessary for him to have the meeting with three of the fairly large groups to try to resolve differences?

The CHAIRMAN OF THE HOUSE: Order! The questions now being posed by the hon member for Cape Town Gardens border on cross-examination.

The MINISTER: Mr Chairman, I do not think the hon member has quite grasped the gist of my reply. I did not indicate that all groups at Crossroads had accepted my offer. I said that those groups which had accepted the offer had agreed to this period. There were groups which did not accept this offer and with which negotiations are still proceeding.

†Mr J H HOON: Mr Chairman, arising further from the hon the Minister's reply, when the agreed period for the people concerned here expires and they request that the residence period be extended, what will the Minister's attitude be at that stage?

†The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION: Mr Chairman, I indicated previously that their position will be considered very favourably.

Cameroons: fishing trawlers

*10. Mr R R HULLEY asked the Minister of Environment Affairs and Tourism:

- (1) Whether his Department (a) arranged for and/or (b) authorized any South African fishing trawlers to undertake any operation off the coast of the Cameroons in 1985; if so, (i) when, (ii) why, (iii) how many (aa)

trawlers and (bb) South African citizens were involved, (iv) what were the circumstances surrounding this operation and (v) to whom did the trawlers belong;

- (2) whether the (a) names, (b) ports of origin and (c) flags of these trawlers remained unaltered for this operation; if not, (i) why not, (ii) what, in respect of each such trawler, was the (aa) original and (bb) altered port of origin and flag, respectively, and (iii) from whom was authority obtained to effect these alterations;

- (3) whether these trawlers (a) docked at any foreign ports and (b) entered the territorial waters of any foreign countries while on this trip; if so, (i) which foreign (aa) ports and (bb) countries were involved, (ii) why, and (iii) whose authority was obtained, in each case;

- (4) whether any (a) research, (b) trawling and (c) any other action was taken by these trawlers; if so, (i) what specified action, (ii) why, and (iii) with what results, in each case;

- (5) whether he will make a statement on the matter?

The MINISTER OF ENVIRONMENT AFFAIRS AND TOURISM:

The Department of Environment Affairs was involved in arrangements for the participation by local fishing interests in an experimental fishing cruise off the coast of Equatorial Africa with a view to establishing the feasibility of a viable commercial fishing arrangement.

It is not considered to be in the interest of furthering established relations to reply in further detail to the question.

May I add, Sir, that if the hon member has in mind any connection between this exercise and the so-called Cabinda incident, as apparently hinted at in some of the newspapers, the answer is emphatically in the negative.

West coast of Africa: trawlers

*11. Mr R R HULLEY asked the Minister of Foreign Affairs:

- (1) Whether his Department was informed of a proposed trip by South African trawlers up the West coast of Africa in 1985; if so, (a) when, (b) by whom and (c) what were the circumstances surrounding this trip;
- (2) whether his Department took any action in this regard; if so, (a) what action, (b) when and (c) with what result;
- (3) whether he will make a statement on the matter?

The MINISTER OF FOREIGN AFFAIRS:

- (1) Yes.

- (a) The Department of Foreign Affairs was informed on 5 February 1985 of the proposed trip by two fishing trawlers to West Africa in early March.

- (b) Sterling Fisheries (Pty) Ltd.

- (c) The trip flowed from initiatives taken by my Department since early 1984 to expand our contacts and to promote co-operation in the field of fishing if possible.

- (2) Yes.

- (a) (b) and (c) The Department of Foreign Affairs obtained the necessary permission for the experimental fishing trip by the two trawlers.

- (3) No, except that I associate myself with the reply given by my colleague, the Minister of Environment Affairs and Tourism.

Resettlement of communities.
*12. Mr E K MOORCROFT asked the

Minister of Co-operation, Development and Education:

- (1) Whether, with reference to his reply to Question No 10 on 14 May 1985, a final decision has been taken regarding the resettlement of Black communities; if not, (a) why not and (b) when it is anticipated that a decision will be taken; if so, (i) when and (ii) what is the nature of this decision.

- (2) whether any Black communities scheduled to be resettled are still to be moved; if so, (a) why and (b) which Black communities (i) will and (ii) will no longer be resettled;

- (3) whether any provision will be made for residents of these communities who do not wish to move; if not, why not; if so, what provision in each case;

- (4) whether he will make a statement on the matter?

†The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:

- (1) to (4) The review of decisions by the Government on the settlement of communities has not yet been finalised. Definite replies can not be supplied at this stage.

Mathopestad

*13. Mr P G SOAL asked the Minister of Co-operation, Development and Education:

- (1) Whether, with reference to his reply to Question No 15 on 4 June 1985, Mr W J Pretorius and/or Mr T A du Preez obtained permission from the leaders of Mathopestad prior to visiting Mathopestad with the SABC television film crew; if not, why not; if so, (a) on what date, (b) what are the names of the leaders who gave the necessary permission and (c) in what manner was permission granted;

SOUTH AFRICA can no longer rely much on immigrants for skilled manpower, says PE Corporate Services MD Martin Westcott.

He believes that by the year 2000, blacks, coloureds and Indians will have to fill 25% of middle-management positions, and their supervisory skills will have to be developed.

Westcott's observations come after official statistics have revealed more skilled people are leaving SA than entering it.

PE estimates 3 000 people are leaving the country every month — twice the official figure — but the rate is likely to stabilise

(176) BUS DAY 2/12/85
'Don't rely on immigrants'

STEPHEN CRANSTON

next year.

Westcott told *Business Day*: "The people leaving are internationally mobile, either because of their skills or because of their passports."

"Many have kept their options wide open and will come back when there is an im-

proved political atmosphere. Companies in Australia, Canada and some European countries are able to play on current uncertainties to recruit top-level SA management."

Areas which have suffered from the brain drain tend to be those where retrenchments have been heaviest, such as the motor industry and small engineering businesses.

Westcott added that SA was still sufficiently developed to attract contract labour.

The MINISTER OF FINANCE:

- (1) Nil.
 (2) Falls away.

206 *Hansen and Q. Col. 1563*
 900. Mrs H SUZMAN asked the Minister of Law and order:

How many persons in possession of South African reference books were arrested by the South African Police on suspicion of being illegal immigrants in each month from 1 January 1984 up to the latest specified month for which figures are available?

The MINISTER OF LAW AND ORDER:

January	1984	—	30
February	1984	—	19
March	1984	—	22
April	1984	—	31
May	1984	—	58
June	1984	—	39
July	1984	—	54
August	1984	—	43
September	1984	—	34
October	1984	—	34
November	1984	—	33
December	1984	—	263
January	1985	—	180
February	1985	—	102
March	1985	—	69
April	1985	—	43

The MINISTER OF TRADE AND INDUSTRY:

Section 3(5)(c) of the English text of the Physical Planning Act, 1967 contains only a definition of the word "extension" and it is assumed that the honourable member requires particulars of applications in terms of section 3(1) of the Act, which are as follows for the period 19 January 1968 to 14 May 1985.

- (1) Yes.
 (a) 15 452 of which 11 applications are under consideration at present.
 (b) Apart from the fact that the information is of a confidential nature, the honourable member will appreciate that it would be an impossible task to furnish the particulars in respect of 15 452 applications.
 (c) 429 818.
 (d) The information is not readily available for the reasons mentioned in the reply to (1)(b).

Reference books/influx control

903. Mr E K MOORCROFT asked the Minister of Law and Order:

What total number of Black persons was arrested by the South African Police in the area of the Eastern Cape Development Board for offences relating to reference books and influx control from 1 September 1984 up to the latest specified date for which figures are available?

brary books, (c) hostel accommodation subsidies, (d) pupil transport subsidies, (e) school audio-visual equipment, (f) school buildings, (g) stationery and (h) school furniture during the latest specified period for which figures are available?

The MINISTER OF EDUCATION AND CULTURE:

It is not possible to furnish the information since records are not being kept of expenditure items, in the form requested.

WEDNESDAY, 22 MAY 1985

†Indicates translated version.

For written reply:

General Affairs: *Hansen and*

Q. Col. 1566
 Kwashiorkor/marasmus *2-2/5/85*

800. Dr M S BARNARD asked the Minister of Health and Welfare:

Whether his Department keeps statistics on the incidence of (a) kwashiorkor and (b) marasmus in the Republic; if not, why not; if so, (i) how many patients suffering from (aa) kwashiorkor and (bb) marasmus were admitted to hospitals in the Republic in 1983 and 1984, respectively, and (ii) what other statistics in this regard are kept by his Department?

The MINISTER OF HEALTH AND WELFARE:

No. This would have to be based on notification. It is regarded that such procedure would not give scientifically usable data.

Hansen and
 Occupational diseases: claims *2-2/5/85*
 804. Dr M S BARNARD asked the Minister of Health and Welfare:

(a) How many claims in respect of occu-

(2) Yes.

(a) 1 495.

(b) Information in respect of individual cases is not readily available. In general, the applications were refused because of an unacceptable labour ratio or proposed extensions on non-industrial land.

Hansen and
 National service *21/5/85*
Q. Col. 1565
 915. Mr P R CROGERS asked the Minister of Law and Order:

(1) How many national servicemen (a) rendered their national service in the South African Police in each of the latest specified five years for which figures are available and (b) were accepted by the South African Police from the 1985 intake;

(2) (a) how many members of the South African Police are currently rendering their national service and (b) in respect of what date is this information furnished?

The MINISTER OF LAW AND ORDER:

1 (a) 1980—234.
 1981—343.
 1982—235.
 1983—167.
 1984—161.

(b) 61.

2 (a) 294.

(b) From July 1983 to date.

Own Affairs:

Amount spent on schools/pupils

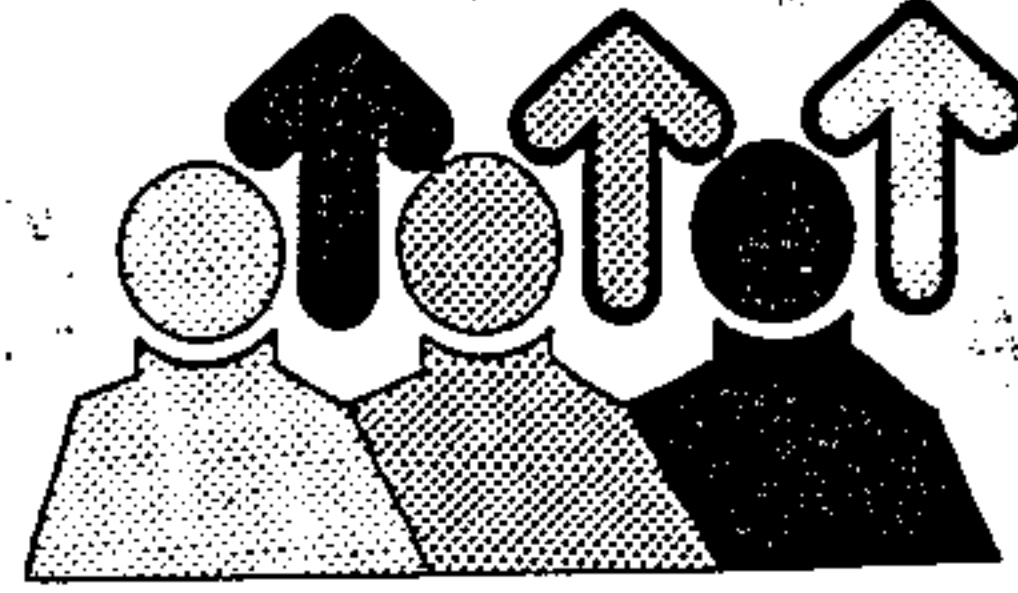
75. Mr R M BURROWS asked the Minister of Education and Culture:

What amounts were spent by his Department on (a) school textbooks, (b) li-

Despite enormous obstacles, the process must start now if there is to be any chance of success

Black advancement race is on

Building for Tomorrow



Special project

By the year 2000, experts say, South Africa will need to produce 210 000 executives and more than 1 million highly skilled managers and white-collar workers.

Blacks, coloureds and Indians will have to fill 74 000 new managerial posts and 901 000 skilled office and teaching posts.

There are only 256 000 South Africans managing and administering the country and its businesses out of a total economically-active population of 8,7 million, according to the latest official population analysis.

This analysis and others show that there are more than 33 workers for every manager or administrator, compared with ratios of about 6:1 in the United States and 8:1 in Europe.

If the public sector in South Africa is omitted, the ratio rises to about 50:1.

At present, only 10 802 blacks are

Racism is a matter of extreme naturalness to us whites.

officially listed as managers or administrators — less than 4 percent of all such workers.

By contrast, some 60 percent of all economically-active South Africans are black.

This means the ratio of all workers to black managers is currently about 820:1.

At the end of 1985 there were 56 264 white matriculants compared with 55 330 black, coloured and Asian matriculants. By 1990 the projection is that there will be 62 954 white matriculants compared with 96 791 black, coloured and Asian matriculants.

Out of sheer economic necessity, say the experts, the race is on for black advancement.

Black advancement has become an economic necessity in South Africa: the key to success and survival for white management is to train black managers. Most companies admit not enough is being done; many say the job is not being tackled properly. In this series, Sheryl Raine examines the successes, the rewards and the mistakes as private enterprise prepares for the 1990s.

Leading personnel consultant Mr Mike Alfred says: "I believe it is wrong to see blacks as the problem. The problem lies in black/white interaction and as much work must be done with whites as with blacks if we are to find solutions."

"South African businesses are as much representative of the national ethos as a braaiivleis.

"We take racism for granted, it's a matter of extreme naturalness to us whites. Over the years we have developed a highly sophisticated set of rationalisations to prevent blacks from 'climbing the ladder'."

Whites accepted myths about other workers having:

- No sense of time.
- No sense of technology.
- No sense of achievement.
- An inability to compete.

Mr Alfred believes, like many others, that the approach should be not so much "black development" as development of the business organisation as a whole.

There are encouraging signs that the advancement of all employees is becoming an important aspect of company planning.

Although company task forces, academics and researchers say black advancement cannot occur unless there is radical socio-political change in South Africa, the experts agree the process has to start now if there is to be any chance of

winning the race.

The obstacles along the way, however, are enormous.

Number one on the list of problems is the generally poor quality of black education.

It is not only in the formal educational structure that deficiencies abound. In the informal and non-formal educational environment, childhood deprivation is the rule rather than the exception in most black townships. This in turn, can impede child development and success at school.

For example, just 4 percent of all pre-school children in Soweto attend

'Managerial inertia at lower levels often sabotages equal opportunity programmes.'

creches while 17 500 pre-schoolers are left with childminders.

Many companies have found themselves trying to compensate for decades of educational shortcomings in the space of a few years.

Socio-cultural differences between westernised whites and aspiring black employees affect performance and advancement in the workplace.

White resistance to black advancement and the realities of "white backlash" are other rocks on the road to success.

There are also a host of legal constraints which kill black entrepreneurship and the very qualities which need to be nurtured to enable black employees to compete on an equal footing.

Inside organisations themselves, despite top-level commitment to equal opportunity and black advancement programmes, managerial inertia at lower levels often sabotages such projects and results in confidence-shattering experiences

for black employees trying to progress.

Political and social pressure not to co-operate with the capitalist system, which has become increasingly associated with white rule in South Africa, as well as black employee disinclination and lack of assertiveness, are other obstacles which companies bemoan.

It is little wonder that leading researchers in the field of black advancement, such as Dr Linda Human of the Wits Graduate School of Business, Professor Karl Hofmeyer of the Unisa School of Business Leadership and Mr Roy Smol-

lan, lecturer at the Mangosuthu Technikon in kwaZulu, find that almost any study on the subject of black advancement turns up results which highlight an almost ubiquitous underperformance among black managers.

But these experts have also discovered certain keys which, if used correctly, could open the right doors to admit blacks to the hallowed corridors of real economic power, corridors which have been the preserve of white males for centuries.

Apart from the many multinationals which have had to comply with employment codes to ensure equal opportunities, some South African firms have started to implement equal opportunity programmes. Others have only got to the "corporate intent" stage. Still others are embarrassed to say they have done nothing at all.

THURSDAY: The bank with an impressive record in black advancement.

Working life in South Africa is being revolutionised and never before has equal job opportunity been such a key issue.

The Institute of Personnel Management (IPM), recognising that the introduction of equal opportunity in the workplace will be its most pressing concern for the next five years, has launched a special project to help companies cope with the changes which lie ahead.

Mr Wilhelm Crous, executive director of the IPM, says although the advancement of people hitherto discriminated against, such as women and blacks, could be justified for practical reasons alone, there was a clear moral issue involved in South Africa.

All available statistics make it clear that the South African employer needed to develop worker skills, but because of the country's socio-political climate, additional pressure was placed on business to compensate for the inequities of the past.

Mr Crous said the IPM's equal opportunity project entailed:

- Establishing a blueprint which was flexible enough to be applied to a wide variety of management styles.

- Creating and maintaining a comprehensive data base of information on methods, results and limiting factors in implementing equal employment opportunity programmes.

- Co-ordinating efforts by various companies and organisations involved in the field.

- Seminars and workshops for line managers, human resources practitioners and senior executives. The first seminar will be held in June.

- Research into factors which hamper black advancement such as education.

- "The institute is an effective agent for change and reform as its 7 000 members, most of them practising personnel managers, are drawn from most areas of the economy," said Mr Crous.

Expected Number of Matriculants

	White	African	Coloured	Asian	Total
1985	56 264	37 130	8 306	9 894	111 594
1990	62 954	71 937	11 948	12 906	159 745
1995	52 422	123 835	15 001	12 825	204 083
2000	54 520	186 922	19 392	14 439	275 273

Source: Manpower and Management Foundation (1983)

ARGUS 11/3/87

CITY/NATIONAL

Union chief blasts Government over training of blacks

The Argus Correspondent

PRETORIA. — The Government has come under attack from one of South Africa's most powerful trade union leaders.

Mr Jimmy Zurich, president of the South African Transport Services Artisan Staff Association and chairman of the Sats Federation of Trade Unions, slammed the Government for discrimination against black apprentices and failing to grant public service salary increases.

At the staff association's congress in Pretoria, Mr Zurich urged trade unions to reconsider their decision to allow blacks to be trained as artisans if the Government continued to discriminate against black apprentices.

Theoretical

He said: "This union drastically and timeously changed its policies during 1983 and decided to train non-whites as apprentices and to open its membership to non-whites."

He said good practical training could be negated without the correct theoretical training and this should be obtained by attending classes rather than taking correspondence courses.

He said: "Attendance at technical colleges by white apprentices does not generally create a problem but for black apprentices it is another story."

Understanding

"The black apprentice is good enough ... on the shop floor, working shoulder to shoulder with the white apprentice and being trained in the same training centre, but he is not allowed to attend classes in the same technical college."

"When this union agreed with the employer to train other races as apprentices it was on the understanding that salaries, service conditions etcetera must be the same as those applicable for their white counterparts."

On pay, Mr Zurich said it was regrettable the Government did not have the courage of its convictions to tell workers clearly it was going to give the workers a salary increase and when.

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Black advancement vital for 'new SA'

THE creation of equal employment opportunities (EEO) which also refers to black advancement and in certain cases, to affirmative action, is most probably one of the most widely discussed issues at the moment in organisations.

But we can show little movement in setting up a work-force mix, up to the highest level of the firm, which is representative of South Africa as a whole.

Critical

Although general market forces will form a natural black advancement process, because of previous discriminatory practices and the inferior education system among others, the process is far too slow and a great deal of catching up needs to be done.

It has become critical for the organisation's growth — even survival — to act *now* and engage in EEO programmes. The need for this urgency results from:

□ It is morally wrong to discriminate on the bases of skin colour, sex, handicaps, etc.

□ The supply of white labour is proportionately decreasing and with low immigration and high emigration we certainly have a net decrease of white labour skills.

□ Organisations in South Africa are operating in a market which is increasingly becoming black, and in order to do it effectively this trend should also be reflected in the human resources mix of the organisation.

□ Lastly, through organised commerce, businessmen individually and collectively are urging and lobbying the Government to draw blacks into the highest decision-making forum of the country. However, in business in general blacks are still badly represented at management and supervisory levels.

Strategic

The creation of equal employment opportunities and black advancement in particular does not stop after a black has been appointed to the board of the company. It is a programme which should

be part and parcel of the organisation's strategic plan, with active top management support.

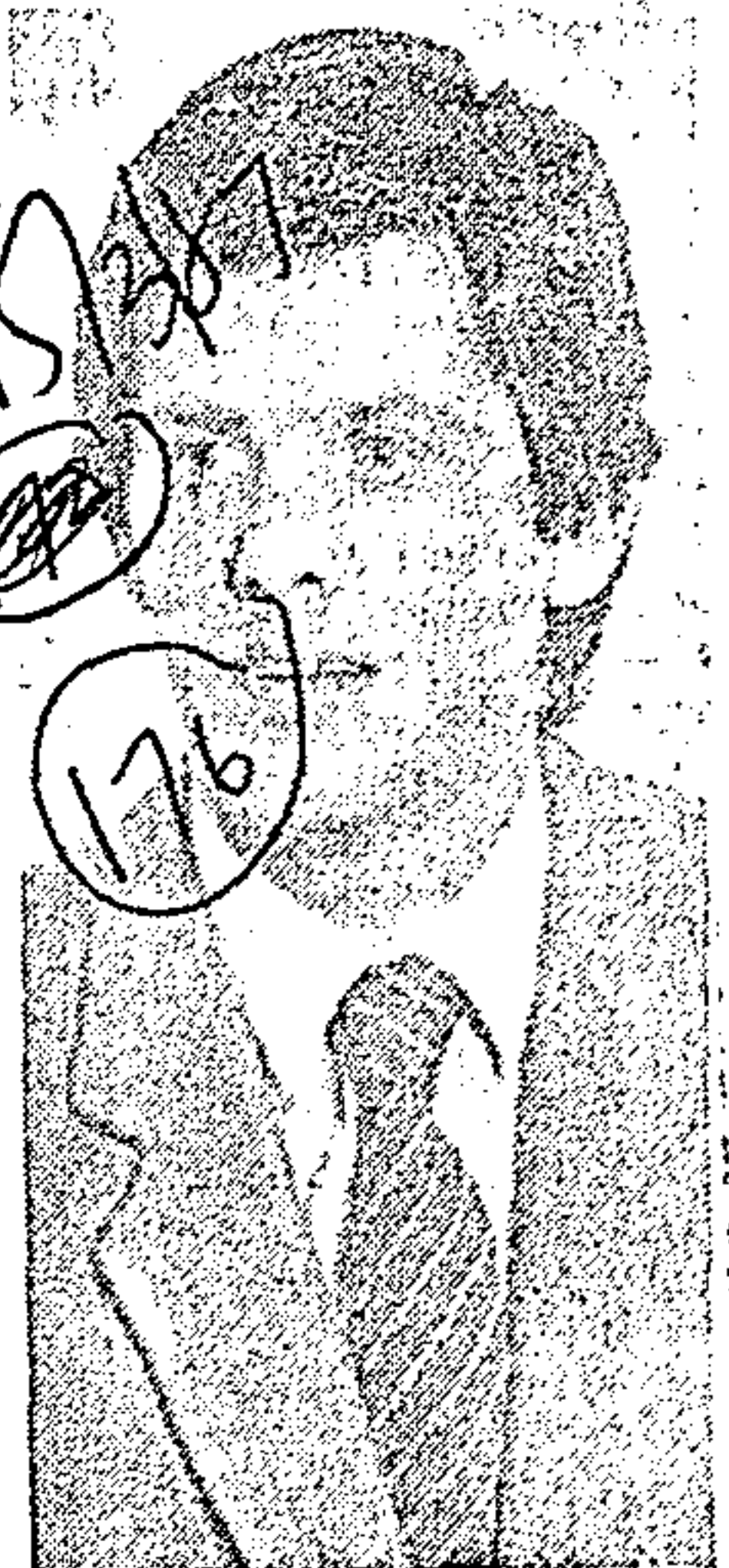
Goals, objectives and policies should be developed to implement the programme and to eliminate all discriminatory practices.

It is commonly held in the human resources and personnel field that greater attention should be paid to the possibility of restructuring the organisation — and jobs.

Attitudes

Where possible companies should cater for the aspirations, needs and preferences of all the employees. Aspects such as training and development, mentorship, communication and overcoming resistance to these programmes should be addressed.

Judging by the attitudes of the Institute of Personnel Management's members, there is no doubt that the larger organisations in SA are taking the lead in black advancement. This is not to say that small companies are less enlightened or pragmatic when it comes to skills, but they usually do not have the



Wilhelm Crous ... executive director of the Institute of Personnel Management

formalised manpower programmes of large organisations.

In addition, the successful implementation of these goals is severely hampered by the lack of normal socialisation opportunities. These are entrenched by legislation, but also by attitudes in the company itself.

People are referring to a new South Africa without racial discrimination. The question is: Is your organisations ready for it?

Cape Times. 19/3/87. (288) (176)

There is no racism in library service

From Mrs FARIDA KHAN (Claremont):

THERE seems to be a great deal of misinformation about the library service, and opportunities for qualified librarians. Mrs G A Osman, (Cape Times Teleletters, February 13) feels that the qualified people leave the service due to lack of opportunities.

This is not so. They actually leave because they are offered better salaries elsewhere. Qualified persons have been offered positions as branch heads, but some do not want the responsibility, and at least two who accepted found they could not cope with the problems that go with the job.

As far as Athlone Library is concerned, does Mrs Osman feel that because it is situated in a so-called black area, it should have a black head? If so, she is advocating racialism in reverse. Equality means being judged on merit, the right man for the job, irrespective of colour or creed.

The present head of Athlone Library is a so-called white, but he has done more for his borrowers than many of the other so-called coloured heads of libraries. He is the person most qualified for the job, both academically, and as a humanitarian, as his hundreds of borrowers daily testify when they flock to him for help.

According to Mr I Davies (Cape Times

Teleletters, March 2) there are several coloured librarians with Honours and Masters degrees in librarianship, who are working under less qualified whites. Could Mr Davies please name these people?

The library service does not pay as much as other departments of the council, which is no fault of the service itself. It is just as concerned and alarmed at the number of qualified people leaving for better paid jobs elsewhere.

Nobody blames these people for going where there is more money: all we ask is that they be honest enough to admit their reasons, instead of shouting about unfairness.

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Com. Times 27/3/87 - Sapa

DET set to train 13 600 managers

PRETORIA — The Department of Education and Training has embarked on one of the most ambitious management projects of its kind ever undertaken — the enormous task of training 13 600 managers simultaneously at a uniform standard and to maintain this on an ongoing basis, the director-general, Dr A B Fourie, said yesterday.

“Good management is looked upon by the department as one of the key factors in the present and future improvement of performance and job satisfaction at schools under its control,” he said.

“AOL representatives initially present the course to regional directors and deputy directors. They train their inspectorate who present the programme to principals in their region who present it to their deputy principals and heads of department. A basic assumption is that every manager is responsible for his subordinate's performance improvement.

“It is envisaged to present similar programmes during the next 2 years to include one on coaching for use by heads of department and a course on ‘class management’ for all 50 000 teachers.

“Management programmes to include senior personnel at farm schools and at head office are also being planned.” — Sapa

BUSINESS DAY: What effect is the election campaign having on overseas perceptions of SA?

VAN HULLEN: Threats by P W Botha and Magnus Malan to cross the border into neighbouring African countries against the ANC are not helping at all.

Reading the newspapers in Japan, the comments on these speeches are terrible, extremely bad for this country. Even those countries that deal with SA are moving away.

I hope it is only electioneering, but in the outside world they believe that this is the commitment of the actual government. They do not believe this is election-talking. **DAIMLER-BENZ (D-B)**, your parent company, is under pressure in Germany for its South African operation. Are you planning for all possible political options after the May 6 election?

THERE IS tremendous pressure in Germany on D-B, particularly by church groups. It looks like they are calling for some kind of boycott situation, like the Anti-Apartheid Movement in the UK.

In the case of D-B, you should not forget that on our supervisory board, 50% are employees or members of the unions.

If D-B says we will definitely stay with our commitment in SA, this will double the pressure on these people. Especially now, speeches like those of P W and Malan will heat up the situation, and that would be terrible for us.

You can't just leave. If you feel there should be a change — and that is our belief — then you have to do it internally, and not from the outside, where you can do nothing except hurt people. It's out of your control and you have no chance to direct development.

WHAT CHANGES will you institute as chairman?

MANY OF the things I will do are those that Jurgen (Schrempp — former chairman) planned but had no time to do because he was pulled out so early.

One of the most important is to put more effort into upgrading black employees by preparing an equal basis for all races to start their career.

Blacks are in a worse situation because of their education. We are looking at providing additional schooling for blacks to reach matric requirements they may have missed because of school boycotts and that kind of development.

This is particularly the case when you look at where most of the employees for our East London plant come from: the Ciskei, Mdantsane and Duncan Village. We have

SEPP VAN HULLEN — pictured right — succeeded Jurgen Schrempp as chairman of Mercedes-Benz SA in January. In his first full interview since being appointed, the company's former financial director — who returned last weekend from talks in Japan on Mercedes' relationship with Honda — talks about his plans for the company in SA



Mercedes to upgrade its black employees

DAVID FURLONGER/Industrial Editor

a shortage of matric pupils to take over as apprentices at our training centre in East London.

But not only our employees will benefit. We intend to offer education for people both inside and outside our company. We are prepared to open our training facilities in East London to the outside.

HOW DO you answer the accusation that big companies like Mercedes, who offer pay parity and other benefits for their black workers, don't do so because they want to, but because it keeps the unions and SA's opponents off their backs?

IN REALITY, business is business, and morals are only the second influential item. If you don't provide equal opportunities for equal jobs, then you lose your staff. And without blacks, you can't do anything here.

However, it must always always be a combination of business on one side and moral obligations on the other. A company like ours with almost 5 000 employees cannot only look at business.

You are a social set-up, not just a business. You have a certain responsibility to the community you work in. By that, I mean you have social obligations to the individual groups living in such an environment.

WITH YOUR financial background, are there certain areas in which you think you can make substantial savings?

THIS COMPANY was an extremely fast-growing one. It was always looking forward to increased markets in SA. Now that has dramatically changed and we have to consolidate and adjust our company to the actual situation.

That doesn't mean losing sight of possibilities for future improvement in the market, which I believe will be the case. So you have to prepare yourself for the actual situation, but at the same time be ready for future expansion.

Looking, for example, at our product range, we are limited to certain products in the passenger car and commercial vehicle areas. If it looks feasible, we would like to expand that to models we have not yet in our range.

In trucks, for instance, we are very strong in the heavy duties but very limited in the smaller sizes.

YOU HAVE just returned from Japan. Did you talk to Honda about a new model range?

WE HAVE produced the Ballade for Honda since 1984. A product range like that has a life of four to five years. When you start with a model range, you decide then to continue with the next range, otherwise it doesn't make sense to start.

SO HONDA is definitely going to come in with a new model range? **I'M VERY** much convinced that will be the case and that Honda will stay here with new models. Let's put it another way. I'm definitely not intending to withdraw

from markets where I have a beautiful market share.

WHAT ELSE did you discuss with Honda?

A MAJOR item was the sanctions situation. Japan is being put under tremendous pressure from the US. They are even talking about sanctions from the US to Japan.

Part of the discussions with Honda involved continuing supplies of components to this country. We also talked about whether we can supply Honda plants with components.

That is the only way to overcome this sanctions philosophy — to prove that an internationally-linked industry cannot cut out one country from its international structure.

You do that by finding not just one-way supplies but two-way supplies.

If there were problems with components, could you source your parts from Honda outside Japan? **WE COULD**, yes. At the moment, we have no need of it, because it's always cheaper to get it all from one place. But we plan for the worst.

WHAT CHANGES may we see in Mercedes' truck range?

WE ARE looking at the worldwide model range of Mercedes, which does not mean only Germany.

We have sister companies in Brazil, Argentina and Spain, with their own engineering departments and own models.

If we see a chance under acceptable conditions to expand our

model range, we definitely would do it.

WOULD YOU phase out existing models?

NOT necessarily. The lifetime of a truck model in its basic engineering form is more than 10 years. In commercial vehicles, there are many technical improvements over the lifespan of one vehicle.

We have to decide in this country whether to follow each model change overseas, or every other one. You can do that on a commercial vehicle because of its longer lifetime.

It's a question of cost — whether you follow every changes, say every five or six years, or miss one out, so you can keep a range for 12 years with some adjustments.

This gives your customers the chance to rationalise on after-sales service and parts.

DO YOU foresee problems with continuing to receive components from Germany?

No, I don't. Of course, one also looks to see if one can change to local content if it's feasible.

Because we have to consider — and I think I can say this on behalf of BMW also — that prices at the top of the market have reached a level where the question of affordability in this country comes in. **HOW DO** you overcome that?

IF YOU look at the cashflow in SA, there is a lot of cash available which has to be spent somewhere. If you don't invest into production, you invest it in consumer goods. That's number one.

Number two, if I look at price comparisons — for instance with Mercedes in Hong Kong or Japan — I must say we are rather cheap.

Also, I think the whole range of financing schemes has not yet been used in this country. Much more can be done.

IS Mercedes-Benz SA in profit? **MONTH-BY-MONTH**, we are back in profit, but we haven't recovered enough yet to make up for the losses that we, and every manufacturer, suffered in the last two years.

However, if the market remains as it is, we will not run into another loss.

WHAT IS your view of the SA vehicle market? **I AM** more optimistic than many people.

I believe car sales will increase this year to between 185 000 and 190 000, and that heavy commercial sales will be over 8 500 (from 170 000 and 6 800 respectively in 1986).

This is if the political situation doesn't worsen the economic situation again, and if inflation stays at around 16% to 17%.

W. Post 16/5/87

Former gardener now tax consultant

By RAYMOND HILL

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A ONE-TIME gardener who dropped out of school because of poverty is now in the position to help businessmen in the Eastern Cape with their tax problems.

Mr Wells Mzozoyana, of New Brighton, has returned to Port Elizabeth after a long stay in Ciskei, where he had his own business.

He is concerned about township folk, particularly those with small businesses, who are unfamiliar with the intricacies of the tax system and has opened an office in North End to help them with their queries.

Mr Mzozoyana, 52, worked himself up from a job as a gardener to be, it is believed, the first qualified tax consultant in the townships.

Wealthy businessmen have been among his clients since he qualified.

He operated from premises in New Brighton after becoming a Fellow of the London Institute of Certified Bookkeepers in 1965.

He left Cowan Secondary School in Std 5 and studied further while working as a gardener in the city.

After obtaining his Senior Certificate he studied for diplomas in bookkeeping and commerce.

Now he aims to expand his services and have regular seminars in the town-



Mr WELLS MZOZOYANA

ships for businessmen.

Mr Mzozoyana says tax matters have become topical and certain taxi operators in the townships have already approached him for help.

"I believe that many people do not properly understand tax matters. People in the townships have only recently been introduced to filling in income tax forms.

"Unfortunately, many do not know how to do it properly. There are other problems with tax, too, that are new to them.

"Small businessmen often do not seem to realise that they can benefit from legitimate tax gains," he said.

BUSINESSMAN OF THE WEEK

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Setting the pace at SAB

By DEREK TOMMEY,
Finance Editor

SAM Montsi is a pace-setter, a sign that South Africa can move with the times, for he has just been appointed general manager of South African Breweries' Western Cape beer division.

But Mr Motisi does not expect to encounter any problems in settling in at Ohlssons Brewery, Newlands.

He has been in this position before — the only black person in a virtually white business environment, he explained with a warm smile, and said it had not taken him long to be accepted.

Well-educated, well-travelled, shrewd and skilled in business matters, with charm and an easy laugh, Mr Montsi was born in Johannesburg 42 years ago where his father, a Lesotho citizen, was working for the railways.

He was educated in Lesotho and obtained an economics degree from the University of Botswana, Lesotho and Swaziland, as it was then, in Maseru.

He subsequently studied at the University of Colorado and the Ivy League college, Williams University in Williamstown, Massachusetts,

obtaining a Master's degree in development economics.

His first job was working for the Lesotho Government, but his qualifications soon led him to the Lesotho National Development Corporation where he eventually became

Sam Montsi . . . increasing beer sales
managing director.

His first contact with South African Breweries was in 1978 when the Lesotho Government decided to build a brewery. Negotiations were started with other parties but these

broke down. Eventually the brewery was built in partnership with SAB and he was appointed chairman of the company. At the same time he was board member of the Lesotho Bank, the Lesotho Airways

Corporation, the Lesotho Tourist Corporation and the Outward Bound School for South Africa. In 1982 he left the National Development Corporation and became a development consultant.

He worked mainly for the nine governments subscribing to the Southern African Development Co-ordination Conference (Sadec) — Botswana, Zambia, Tanzania, Angola, Mozambique, Swaziland, Lesotho, Malawi and Zimbabwe. Earlier this year SAB asked him to join them and now he is in Cape Town he has other matters to concern him.

One of his aims, he said, was to improve labour relations at SAB. Another, and an obvious one for a former chairman of a brewery, was to increase local beer sales.

"Forecasts made in the early 1970s that the beer market in the Western Cape would show little growth have proved totally incorrect," he said.

Beer sales have grown strongly and were continuing to do so. It is not clear what factors had been influencing this, he added.

It was possible it had been caused by population shifts to the Western Cape, that beer was a relatively cheap drink, increased spending power or increased marketing and promotion.

But whatever the reason, beer sales were much better than budget, he said.

Which clearly is a satisfactory state of affairs — but could prove difficult to improve upon.



SOUTH AFRICA'S top 100 companies are to be rated against a "home-grown" code of employment practices — initiated by a group of leading black management executives.

The controversial labour code founded by the Rev Leon Sullivan is in tatters following the American cleric's decision to support the disinvestment lobby.

But now comes a new plan to monitor obstacles in the way of "upwardly mobile" blacks in industry and commerce as part of a drive to enhance the quality of local black management in South African business. Its organisers are the inde-

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Blacks produce own code to monitor SA comp

By DAVID JACKSON

pendent Black Management Forum, with an impressive portfolio of black professionals on its books.

More than 50 South African companies are already corporate members, at a fee of R1000 a year.

The "code" is not modelled on Sullivan and is not seen in any way as a substitute for it.

But says the Forum's Public Affairs Manager, Mr Morakale Shuenyane: "There was some opposition to the Sulli-

van code because it was imposed on companies from outside.

"This is an entirely South African exercise and the list of criteria will be drawn up by experts who have experience of local conditions and problems."

The Forum will draw up the code — still in the planning stages — with the help of outside researchers. Leading companies are to be consulted about its aims

and it is hoped to have the first ratings ready by the end of the year.

The preliminary target of 100 companies is a rough guideline.

Attitudes

The organisation, with its head office in Johannesburg and regional branches throughout the country, was set up soon after the 1976 Soweto disturbances to counter "negative attitudes" to blacks in the work place and

to promote quality black management.

Explains Mr Shuenyane, who himself holds the position of Social Responsibility Manager for the now wholly-South African-owned Makro company: "Part of the problem in the past was the number of token black managers in executive positions, some of whom were inefficient."

"They were placed there because it looked good to the mother companies overseas. Their lack of competence tended to harden white atti-

tudes and to reinforce racial stereotypes... whites were being exposed to the wrong calibre of black managers."

As a result, he says, blacks immediately below the black executive saw him as a puppet or stooge, while white managers did not accept him as a colleague.

"A large percentage of whites only come into contact with blacks at the garbener and messenger level."

"Hence it is the responsibility of black management to play a role model with the

intention of melting white attitudes."

Says Shuenyane: "It was to some extent a 'them' and 'us' scenario. Black managers were often regarded as Uncle Toms and as part of the problem."

Unacceptable

In turn, these managers often did not identify sufficiently with the problems of the black community and were not accepted by them. They didn't belong anywhere."

The Forum is not politically-orientated. But the reality is that many of the new entrepreneurial management class will be among the leaders in a post-apartheid society.

Ingrained prejudices on both sides are not broken down overnight. Progress since 1976 has been slow.

But a recent survey conducted by the Wits Business school estimated there are now more than 200 black managers — some of whom hold key positions in their companies.

The Forum's President, Mr Don Mkhwanazi, is the Marketing Development manager for Smith and Nephew. The vice-president, Mr L. Ndlovu, is Labour Relations manager for Atrox. Other directors on the Forum's 15-man board are listed as holding executive positions in companies such as Shell SA, SAB, and Cadbury. The forum has an open-ended stance on the economic base on which the future South Africa should be built.

Explains Shuenyane: "We have no preconceived views about capitalism, socialism or any of the 'isms' "We are commissioning a team of researchers who have a mandate to investigate a suitable 'ism' for our special circumstances. Says Forum chairman Mr L M Ndlovu: "We are into development and democracy. "The individual member must be equipped to fit, shape and harmonise his two key spheres, society and the corporate world. "Both environments have acute shortcomings which impede individual and group advancement."

Focus on black advancement

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THE Black Management Forum (BMF) is currently canvassing a wide spectrum of major SA companies and rating their performance with regard to black advancement.

The results will be published in December in what the BMF hopes will become an annual list of "good" and "bad" companies.

BMF-Johannesburg's manager of public affairs Ernest Shuenyane says this is part of an overall change of strategy.

"In the early years, the BMF played a vital role in helping blacks identify and adjust to the SA corporate world. We were looking for solutions. Now we are making a major thrust towards offering solutions," he says.

Part of the new strategy includes establishing a code of employment practice that will rate companies on how they hinder or promote black advancement within their organisations. They will be rated according to criteria established by the BMF.

The BMF also plans to establish a rating system for black managers, which will be based on criteria such as education, behaviour, experience and efficiency.

By doing this, the BMF hopes to promote highly efficient black managers and to eliminate poor "token" black managers who often give white management the wrong impression.

"Black upward mobility is a very sensitive issue that has been damaged by companies that have mishandled it. The

result has been to harden whites' attitudes. We are looking into a process that won't antagonise the white attitude but which will be effective," says Shuenyane.

As part of the strategy to offer solutions, the BMF is holding a seminar tomorrow at the Carlton Hotel, Johannesburg, at which affirmative action and practical guidelines towards black advancement will be analysed.

Among the speakers are Christo Nel of Unisa, a member of the group that met the ANC in Dakar recently; Sarah Moten, director of the American Peace Corps in Swaziland; Gordon Sibiya, a senior electrical engineer and nuclear scientist; and T J Modise, group industrial relations adviser for Steeldale Reinforcing & Engineering Industries.

THE financial manager of Gold Fields of South Africa, Michael Fuller-Good, has denied having said blacks could not compete intellectually with whites, the alleged reason why the company refused to employ black managers.

He was commenting on a report in Sunday's *London Observer* which said Gold Fields revealed why it was not promoting blacks into middle management

during a meeting with the Get Ahead Foundation, a black advancement group set up by the Archbishop of Cape Town, the Most Reverend Desmond Tutu.

The *Observer* said Mr Fuller-Good had told the foundation's man-

aging director, Mr Don Macrobert:

"They (blacks) would not last in this office. Intellectually they would never be able to compete (with whites) and therefore upward mobility would be impossible.

"We don't think a big mining company is quite the arena for a black executive to cut his teeth."

Happy

A Gold Fields spokesman in Johannesburg said that he had contacted Mr

Fuller-Good, who said he had "said nothing of the sort".

The spokesman said Mr Fuller-Good would not comment further.

The newspaper also said Mr Fuller-Good claimed that Gold Fields' black workers were happy with the

migratory labour system.

"They want to be migrants. If they moved their families to areas near their workplace, they would not be able to keep their land in the homelands," he was reported as saying.

The *Observer* report appeared on the eve of what could be the largest strike the South African gold mining industry has ever had to contend with. — Sapa.

Mining boss hits back

ICFTU^{CT} warning^{4/7/86} on SA detainees

JOHANNESBURG. — The 83-million-strong International Confederation of Free Trade Unions (ICFTU) would consider taking a number of actions to ensure the release of detained trade unionists in South Africa.

Mr John Vanderveken, head of the ICFTU and its 12-man delegation which arrived in South Africa yesterday, told Sapa last night that the international trade union body would consider such action within the framework of its general policy on South Africa.

This could include asking foreign governments to pressure the South African Government into releasing the detainees, advising affiliate unions to refuse to handle South African goods and to take action against multinationals that did not adopt progressive labour relations policies in South Africa, he said.

Permission

The delegation hopes to visit detained trade unionists during its four-day visit to the country and has already sent telexed applications to the police for permission to do so.

The delegation yesterday held talks with representatives of the Council of Unions of South Africa and the Azanian Confederation of Trade Unions. It hoped to meet the Congress of South African Trade Unions last night.

Mr Vanderveken said the delegation would not meet the Inkatha-backed United Workers' Union of South Africa as it did not recognize Uwusa as "representative of black workers in South Africa".

The ICFTU has 134 affiliated unions in 94 Western nations. — Sapa

Beyond black advancement



Gwynne Main, head of the personnel unit of the Education Information Centre, discusses some issues in training and placing black managers.

The Education Information Centre (EIC), a non-profit organisation funded by private enterprise, promotes the development of blacks. It guides and assists them to make informed and realistic decisions about their career and future by offering information and advice on bursaries, careers and educational matters. Much work is done in career guidance, formal and non-formal education as well as programmes to assist the unemployed.

In addition, the personnel unit is closely involved with recruitment, selection and testing of trainees for management development programmes, commonly called "Black Advancement Programmes." Without doubt much energy, effort and debate has been expended on this, but to what avail? Isn't it time to move beyond "black advancement"? The very label creates a division and is offensive.

In EIC's experience, some programmes to develop black managers create divisions and obstacles before they even start. Assump-

tions are made about the type of training needed without taking account of individual strengths and weaknesses. "All blacks need assertiveness training" is a common cry. So before the programme starts, management has already decided what the training need is and begins to administer it en masse — a quick-fix solution.

A further division is created when a group of trainees is isolated from the workplace and put through a rigorous range of programmes. For black and white to learn to work together, surely they should train together?

Another problem is the damage done to the efforts of some enlightened companies whose trainees are continually "poached" to attend similar training programmes in other organisations. There is a tendency for aspiring managers to remain in perpetual training. There is a limited pool of suitable trainees but not enough attention is given to developing people within the organisation. Everyone wants graduates but a graduate does not mean instant management potential.

Effort put into developing managers is commendable but a fatal flaw is hiring trainees for ill-suited, undefined positions. Nothing can be more frustrating than to find a hollow job at the end of the training.

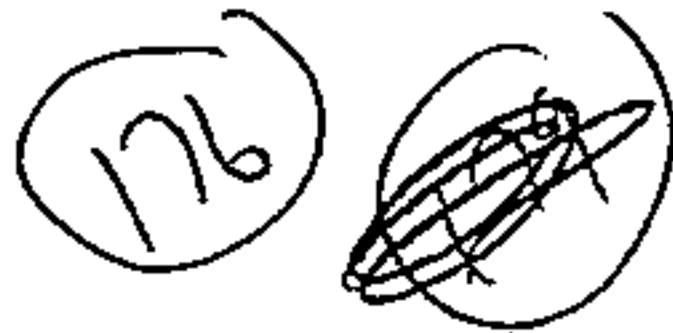
Many trainees remain trainees far too long. Commerce and industry need to risk a little to get a little. Promotion is slow and

frustration high. Trainees who are promoted to management positions still complain to EIC about lack of responsibility, lack of decision-making, and lack of accountability. The position of manager amounts to a title — little else.

In the quest to develop managers and bridge the gap in education and experience a fundamental ingredient of success is missing. All the training and education in the world will not help if the *environment* is not conducive to allowing people's true potential to surface.

Unless there is trust, common vision and an equitable share in the rewards, efforts to develop managers will bear little fruit. People blossom when they feel worthwhile, part of a team and where real effort is justly rewarded. A common vision toward a common purpose is only possible through understanding the aspirations of the people involved. An economic entity where polarisation of purpose exists will never attain development and growth or acceptance. The nature of the environment is therefore crucial in unlocking the wealth of potential that exists. Congruency between company and developing managers' aspirations is paramount.

A dose of vision, true leadership and understanding will go a long way to move beyond "black advancement" — simply, to the advancement and development of South Africans.



'Shake up ideas on black bosses'

ATTITUDES towards black managers are in need of an urgent shake-up, says the president of the Port Elizabeth branch of the Black Management Forum (BMF).

"They're tired of being made to sit on the fence," said Mr Max Madlingozi.

He was speaking while finalising arrangements for a national conference on black management, being held in Port Elizabeth next week.

"On one side, some companies use them as tokens of their progressive policies but give them little real responsibility," he said.

"On the other side, they are getting fed up not being accepted by the community because they are perceived as being tokens with little real authority. "Companies have been

talking about their black management programmes for more than a decade, but many of them are not getting the correct message — that in today's rapidly changing political, social and economic environment, it is essential that they recognise and respect black managers as an essential part of their executive structure."

Saying he believed that many companies appointed black managers only "to paint an impressive image", Mr Madlingozi added: "There are still executives in the 'white corporate world' — like their political counterparts — who need to understand that they cannot decide on their own what changes are necessary to suit the needs of black people.

"They must listen and enable black people to become involved, in the executives' case through



By Bob Kernohan
Business Editor

listening to their black managers and involving them more in strategic decision-making."

Mr Madlingozi said there were positive indications of changing attitudes among some companies, but many were still not moving.

"And they need to be shaken up to get rid of the window-dressing and tokenism and let their black managers play the role of which they are capable.

Mr Madlingozi said it was also important within the community that black managers be more effective, as only then would they be accepted and be able to act as "agents of change" and effective between the business worlds and the population in general.

He is optimistic that impetus to the drive for more effective black managers will be provided at a top-level conference being held in Port Elizabeth next week.

It is the BMF's national conference, which is being held for the first time in the city.

Its title is "The role of the black manager in the changing socio-political and economic structure of South Africa".

Key speaker will be Mr B Ndzimana, a senior lecturer in psychology at the University of Natal, who will talk on the theme of the conference.

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Other speakers include Mr Ayanda Mjekula, of Port Elizabeth, who will speak on "The perspective of the black manager about his role", and Mr Norman Adami, general manager for SA Breweries, who will talk on "Corporate perspective of the black manager".

More business inside

Beware Mosgas price strategies, says expert

Business Editor
BUSINESSMEN have been urged to review their pricing strategies to avoid pitfalls in their enthusiasm to become involved in the the Mossel Bay synthetic fuel project.

Cautioning members of the PE Chamber of Commerce that the off-shore Mosgas and on-shore Mosref projects would last for a relatively short time, a management consultant, Mr Alan Latham, said any profits gained should be used to provide new projects after Mossel Bay.

"I also suggest that companies should look very closely at their pricing methods and move away from traditional cost-plus pricing to a method which relates more closely to a return on capital," he said.

"By utilising this type of pricing method, only the projects that are profitable to your type of operation and those that produce adequate return will be considered."

Papers will also be delivered on:

● The South African economy — is it responsive to the needs of the community?

● Trade union perspective of the black manager.

● The black consciousness perspective of the black manager

Mr Christo Nel, co-author of a strategic plan for South Africa and a member of the delegation that met the African National Congress in Dakar recently, will be the guest speaker at a dinner.

and his place has still to be adequately filled, through Oda Odetunmbi and Niyi Osundare are "the small and false world" of academic life. suffered became rampant and he felt stifled by

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THE ECONOMY

Managers talk of being black — and capitalist

THE role of black managers, balancing upward mobility with the expectations of the community, was debated at the annual conference of the Black Management Forum in Port Elizabeth on Friday.

Under the banner "The role of the black manager in a changing socio-economic and political environment in South Africa", ways black managers could remain part of the "struggling popular masses" and yet rise in the corporate world were discussed.

Keynote speaker Bonginkosi Nzimande, a senior lecturer at the University of Natal, asked whether black managers and their communities were reconcilable. He questioned whether the upward mobility of black managers was perceived by the community as part of and consistent with the national "liberation struggle".

Attention was also focused on whether the free market economy, irrespective of its political context, was capable of redressing current inequalities as well as meeting a demand for the redistribution of wealth.

Delegates also discussed whether black managers would be able to meet the demands of the workers and the community when they finally arrived in the corridors of corporate power.

According to Nzimande, "It is not good enough for instance to say the BMF must play the role of 'catalyst'

By MBULELO LINDA,
Port Elizabeth

(the dominant theme in their black advancement seminar in Durban this year), but contribute and fully participate in the struggle to bring about economic and political democracy, not as understood by individual black managers but as understood by the struggling masses."

For the former national president of the Azanian People's Organisation and present Soweto business manager, Khehla Mthembu, the pivot of his argument for black managers was "You should be a black man first — then a manager".

"Only when the black manager takes himself seriously can business take him seriously," he said.

He said black managers had an important role to play in the economy in the event of an outflux of white business persons in a post-apartheid South Africa.

It was a blessing in disguise, he said, that South Africa would be the last country on the continent to achieve freedom, for South Africans could learn from the mistakes made by black people throughout Africa. "We must create our giants of Biko, Mandela and Sobukwe. They have shown us the way; they did not wait until liberation before they came with



Nzimande ... BMF must contribute

documents like the Azanian People Manifesto or the Freedom Charter.

"Now when we talk in the political arena we know what people want — their demands are well documented. But we as black managers do not know what kind of economy we want." — Ecna

CMW Times 24/9/87 (176)

Business Report

'Ignorance impedes black advancement'

By AUDREY D'ANGELO
Financial Editor

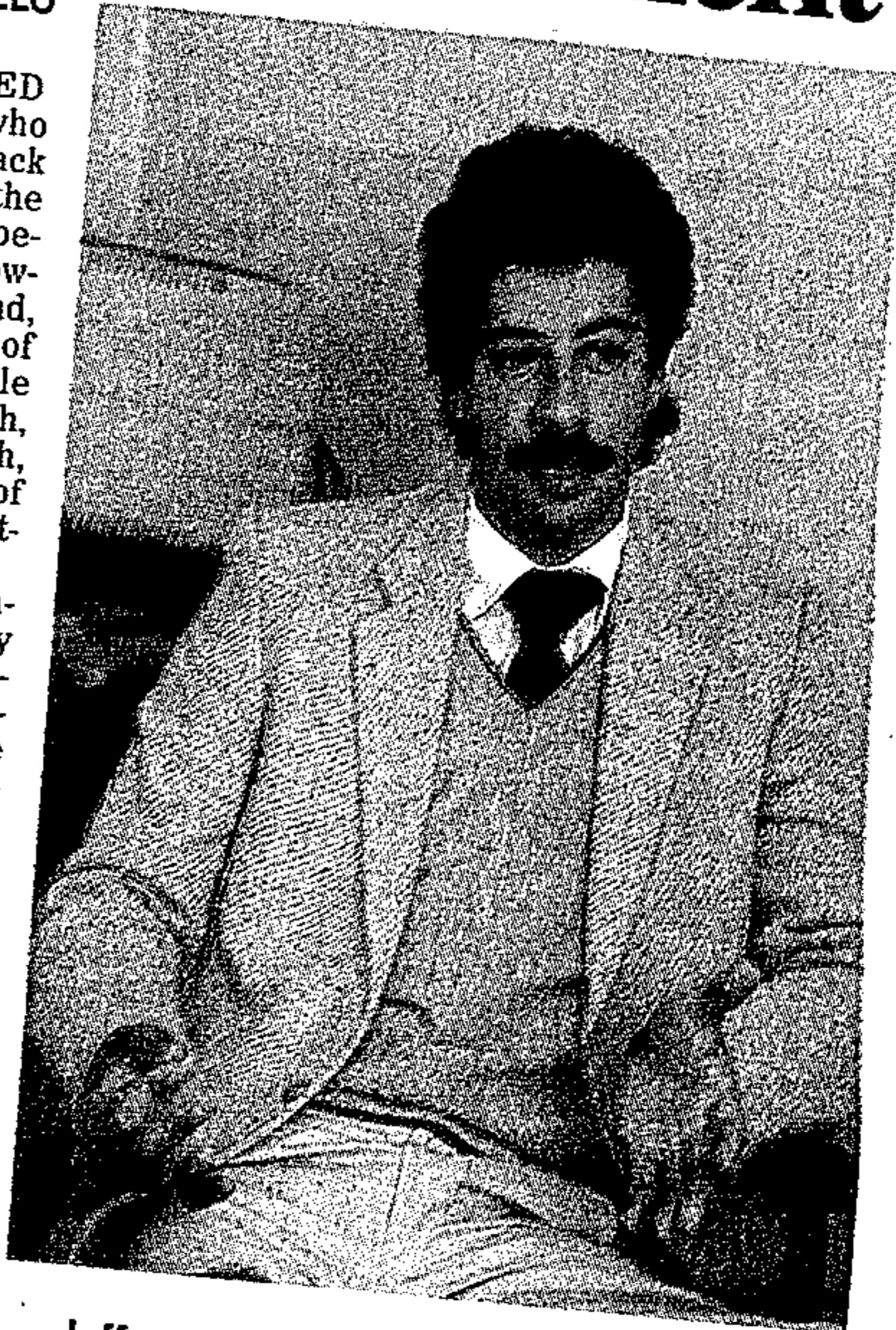
WELL-INTENTIONED white businessmen who want to upgrade black employees often go the wrong way about it because of limited knowledge of the background, life styles and way of thinking of the people they are dealing with, says Jeffrey Kleinsmith, operations manager of Expressions Incorporated.

He describes his organization as a community based information, research and communications network, using the services of black academics and professional people.

Its purpose is to make black people better informed about business and consumerism — and white business people better informed about the aspirations and abilities of black workers and the needs of the growing black consumer market.

Kleinsmith, who is also managing editor of the community newspaper People's Express, said it was essential for managements who wanted to upgrade black workers "to start from the bottom, not from the top" in getting their entire staff to accept the idea.

They must overcome fear and insecurity among white workers,



Jeffrey Kleinsmith, operations manager of Expressions Incorporated.

who tended to see black advancement as a threat.

"These white workers tend to think of blacks as a threatening, amorphous mass instead of as individuals with whom they can mix and compete just as they do with immigrants", said Kleinsmith.

"Immigrants are not seen as a threat, although they too often have different lifestyles and backgrounds from South Africans, because they do not stand out as being a different colour."

Kleinsmith said Encounters Inc would give talks and host forums for white workers as well as for management, to help overcome prejudice and misconceptions.

"Ignorance in the market and workplace retards progress and is counter-productive in business — the one area in which white and black meet and negotiate cordially on a daily basis."

He said that even when black people were promoted to manage-

ment level there was a tendency not to give them meaningful responsibility.

Apart from the frustrations this caused among educated black people — who often left the company to start their own businesses as a result — it could be disastrous for the country, which was faced with an urgent and growing need for more managers.

Kleinsmith said Expressions Inc, which drew on the services of a wide range of black professional people, had "a core staff of three" including himself.

His two colleagues were Jakes Ferney, a Ph D in business economics who was formerly United Nations economic co-ordinator for East Africa and South America, and Geraldine Scullard, a researcher into manpower development.

He said the organization, which started in the Western Cape, was on the point of opening associate offices in the Transvaal and Natal.

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MR TUBS 3.6/9/87

Doubts about role of blacks in senior management

SUN CITY. — White company managers, particularly Afrikaners, have considerable doubts about the role blacks are capable of playing in senior management positions, a survey has shown.

Details of the survey, carried out among a total of 306 managers attending business school programmes, were revealed yesterday at the Institute of Personnel Management (Southern Africa) convention here in a joint paper presented by Karl Hofmeyr of the Unisa School of Business Leadership and P H Human of the UCT Graduate School of Business.

They said SA companies committed to the development and

advancement of black employees expressed frustration with the lack of progress made in spite of considerable investments in training and equal opportunity programmes.

Employee attitudes were crucial.

"If they resist the advancement of blacks because of fear or prejudice, or simply because they do not believe that it is necessary, this presents a serious obstacle.

"What happens in the departments and on the factory floor on a day-to-day basis has a powerful impact on who learns and who gets ahead, so that the attitudes of managers and employees, and their behaviour, overshadow

what is planned and decided in the boardroom or in the personnel department."

The managers who took part in the survey were attending executive and management development programmes, and could be seen as representative of management from the larger and more progressive corporations.

However, more than half did not think blacks had the objectivity to evaluate business situations properly (54%); just fewer than half (44%) perceived black managerial behaviour to be influenced by emotions (20,9% were uncertain); and 47% felt challenging work was not as important to blacks as it was to whites.

Afrikaans-speaking managers were more negative about the ability of blacks to contribute to organizational goals (only 47% English-speaking managers) and the ability of blacks to acquire mathematical skills (42% positive

Afrikaners, in relative contrast to their English-speaking counterparts, expressed negative attitudes about the aggressiveness, competitiveness and assertiveness of blacks.

Afrikaners were also relatively less positive on the acceptability of blacks competing for top executive positions, and about business accepting blacks in key managerial positions.

"Middle management appears to share this attitude with Afrikaners; they also differed significantly from top management on the item concerning society's regard for work by black managers as valuable."

Middle management, and especially Afrikaners, said the paper, were also relatively less positive about the idea that facilities should be fully multiracial.

Summing up, the paper said: "Thus the overall picture is that senior management and English-speaking respondents appear to be consistently more positive about blacks in organizations than their respective counterparts."

It added: "Although respon-

dents seem to principles of fairness and they appear attitudes, the human ability terminated."

"The attitudes towards the blacks in business to play a term to a much progress said the paper

It concluded change attitudes will do well to eyes and gain; the underlying report and resi-

ages - League Table

Minimum wage rates for qualified workers

STIC HOURLY WAGES

1987	1986
11.00	10.00
10.00	9.00
9.00	8.00
8.00	7.00
7.00	6.00
6.00	5.00
5.00	4.00
4.00	3.00
3.00	2.00
2.00	1.00
1.00	0.00

Minimum wage rates for qualified workers

WAGES

White managers a major stumbling block for blacks

WHITE company managers, particularly Afrikaners, have considerable doubts about the role blacks are capable of playing in senior management positions, a survey has shown.

Details of the survey, carried out among a total of 306 managers attending business school programs, were revealed this week at the Institute of Personnel Management (Southern Africa) convention at Sun City in a joint paper presented by Prof Karl Hofmeyer of the Unisa school of business leadership and PH Human of the UCT graduate school of business.

They said South African companies committed to the development and advancement of black employees expressed frustration with the lack of progress made despite considerable investments in training and equal opportunity programs.

"Talented blacks are recruited and trained, but only a few graduate to middle and senior management positions," said the paper.

Employee attitudes were crucial. "If they resist the advancement of blacks because of fear or prejudice, or simply because they do not believe that it is necessary, this presents serious obsta-

cles.

"What happens in the departments and on the factory floor on a day-to-day basis has a powerful impact on who learns and who gets ahead, so that the attitudes of managers and employees, and their behaviour, overshadow what is planned and decided in the boardroom or in the personnel department."

The managers who took part in the survey were attending executive and management development programs, and could be seen as representatives of managers from the larger and more progressive corporations.

They had expressed positive attitudes towards non-discriminatory organisational and social values and structures, with the majority feeling business and society should accept blacks, value their work, create equal opportunities, let blacks compete, open facilities to all, and they also appeared to support affirmative action.

However, more than half did not think blacks had the objectivity to evaluate business situations properly (54 percent); just fewer than half (44 percent) perceived black managerial behaviour to be influenced by emotions (20,9 percent were uncertain)

and 47 percent felt challenging work was not as important to blacks as it was to whites.

They also appeared to have considerable doubt, said the paper, about whether blacks had the self-confidence required for leadership positions, and whether blacks had the ability to contribute as much as whites to the overall goals of an organisation.

There was a mixture of attitudes, said the paper.

While 74,5 percent perceived blacks to have the capability to acquire the necessary skills to become successful managers, only 52,3 percent felt they were as capable as whites of learning mathematical and mechanical skills.

A similarly apparently contradictory perception was that 90,3 percent expressed the sentiment that it was acceptable for blacks to compete with whites for top executive positions, while only 56,7 percent said it was acceptable for blacks to assume leadership roles as often as whites.

Between half and two-thirds of the managers perceived blacks to be assertive, competitive, ambitious and aggressive.

Sixty-eight percent felt the top management in their company was fully committed to developing

and advancing blacks to that many whites in their companies believed blacks have what takes' to become managers.

Language group and level of management best explained the variance found in the data, said the researchers.

Senior management and English-speaking managers appeared to be not so negative about the inherent capabilities of blacks as their counterparts.

Afrikaans-speaking managers were more negative about the ability of blacks to contribute to organisational goals (only 47 percent positive compared to 65 percent among English-speaking managers) and the ability of blacks to acquire mathematical skills (42 percent positive compared to 57 percent).

Afrikaners, in relative contrast to their English-speaking counterparts, expressed negative attitudes about the aggressiveness, competitiveness and assertiveness of blacks.

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"Middle management appears to share this attitude with Afrikaners. They also differed significantly from top manage-

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Summing up, the paper said: "Thus the overall picture is that senior management and English-speaking respondents appear to be consistently more positive about blacks in organisations than their respective counterparts.

"Although respondents seem to have accepted the principles of equal opportunity, fairness and non-discrimination, they appear to express racially determined prejudices."

The attitudes of managers towards the upward mobility of blacks in business would continue to play a central role and determine to a large extent how much progress would be made, said the paper.

"In attempting to change attitudes, companies will do well to measure and analyse the attitudes of their employees and gain an understanding of the underlying patterns of support and resistance," the paper concluded. - Sapa.

C Press 4/10/87



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