

1975



MANPOWER - General
1975

JANUARY 24
1975

How much change?

This is the question on everybody's lips. To help answer it, we offer this balance sheet.

Liberation in Mozambique; impending decolonisation in Angola; dramatic toings and froings to Lusaka — all this signifies the pace of change on our borders.

In SA, too, there seems to be a new mood in the air. Nationalist Press editorials criticise *verkrampte* politicians. Punt Janson talks of "humanising" the pass laws. Blacks can use the Johannesburg public library and run in the Comrades Marathon.

A show at His Majesty's is currently playing to Black audiences on certain nights. Africans direct traffic in several cities, and operate tills alongside Whites in supermarkets. Job reservation in the building industry is eased a fraction more. Black wages on the mines — static in real terms for half a century — have risen sizeably in the last few years.

What does it all mean? Do these changes merely scratch the surface and leave SA much the same as it was 10 years ago? Or are the forces of industrialisation ensuring Blacks a fairer slice of the national cake? And generating social and political change?

In an attempt to measure the degree of change the *FM* this week examines several facets of our society — racial attitudes, education, labour, and politics.

● Since the White electorate is the fount of political power, its race attitudes are crucial.

Certainly among liberals there was jubilation when the Progs gained support in the last election at the expense of the UP. But since Afrikaners have the final say in SA politics, it is important to note that this group is as solidly Nat as ever. However Nationalist policy itself is changing, and is today a far cry from what it was in Verwoerd's days.

Polls conducted by *Mark en Meningsopnames* showed that between the 1970 and 1974 elections, there was no significant increase in Afrikaner support for the opposition parties. UP support remained at under 10%, while the Progs continued to attract less than 1%.

What has changed here is the marked shift leftwards of a section of the UP which has succeeded in achieving some

enlightened policy changes.

However, at least one study has found few signs of greater flexibility among younger Afrikaners. As a recent survey, by Lawrie Schlemmer of Natal University's Institute for Social Research, indicates; they "seem to be slightly more pragmatic than others but certainly no less discriminatory in their views on race policy. It is also among the youngest group that the greatest extent of rejection of the notion of a 'common society' occurs."

At the same time there is undoubtedly sharper criticism on university campuses of the snail's pace at which government's Homeland policy is being implemented, particularly at Stellenbosch and Potchefstroom.

● In education, an important change has been the abandonment of the Verwoerdian precept that Africans must pay for their own schooling. State spending jumped from R42m in 1969-70 to R97m in 1973-74, and there has been a sharp increase in the number of Africans at school.

But as a national priority African education is still indefensibly low on the

list, so that the gap between *per capita* State spending on Whites and Africans has become wider than ever. For Whites, *per capita* spending now ranges from R387 in the Transvaal to R557 in Natal; for African pupils in the common area the average is a mere R29.

Reflecting the high drop-out rate, throughout the land there are still fewer than 200 000 African children in secondary schools; and in Soweto last year under 100 children matriculated.

A recent publication of the Human Sciences Research Council estimates that in 1980 33% of African male workers will still be without any education; 47% will have only a primary school education; 20% will have a secondary education; and a bare 1% will have a matriculation certificate or university degree.

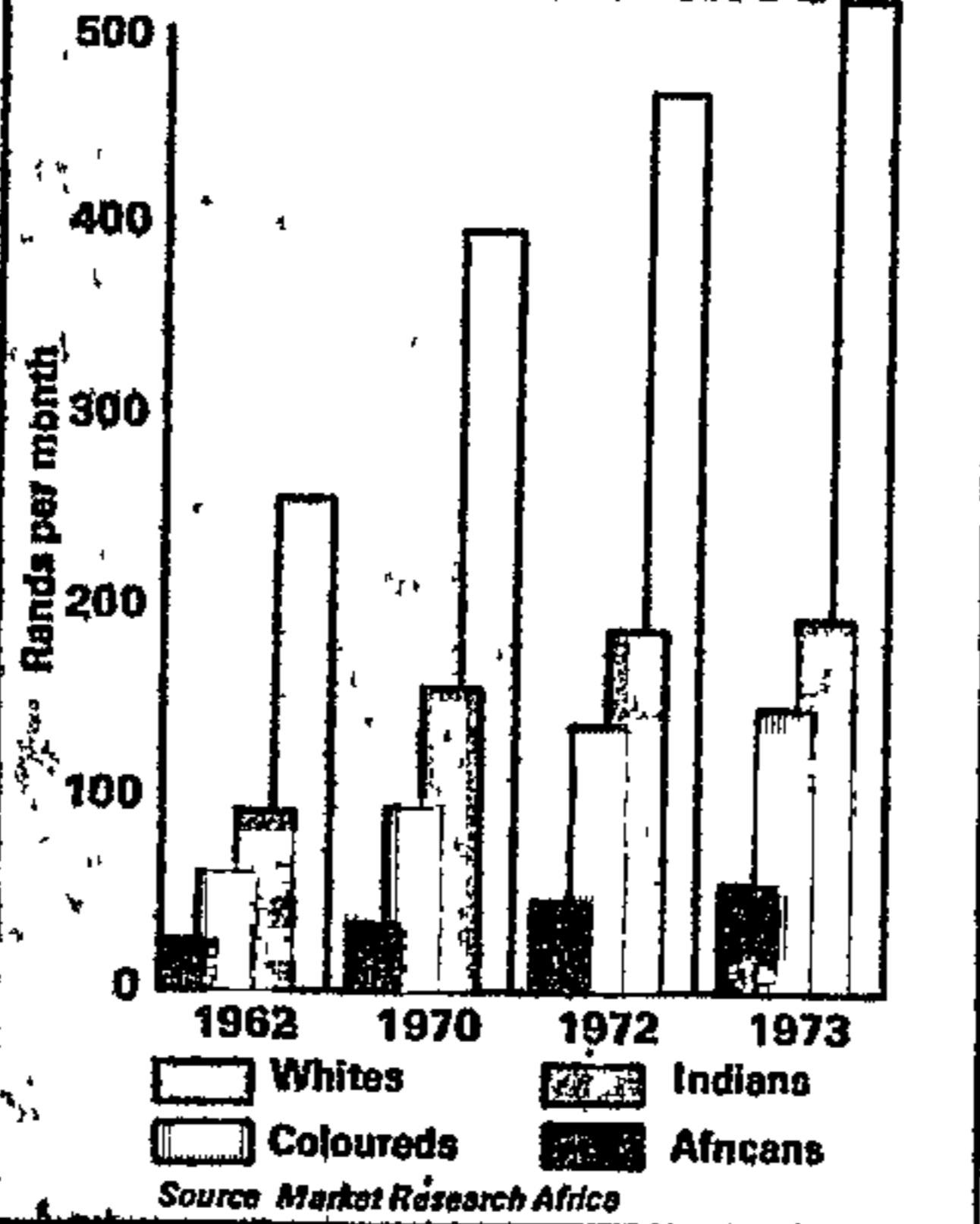
● Black wages. Here there have been some dramatic increases though these have inevitably been rapidly eroded by inflation. Proportionately, too, Black wages have risen more than White in the past two years. In spite of this, the absolute wage gap has widened.

Take manufacturing. In 1969, according to the Department of Statistics, average monthly wages were Whites R273, Africans R48. The gap was R225. Yet in September 1973 (latest available figures) the averages were Whites R383, Africans R71. The gap had widened by R87 to R312.

Government spokesman as well as private employers acknowledge the wage gap must be narrowed — a welcome change in attitude. But how seriously government is committed to action is open to question. To take one example: the *FM*'s calculations reveal that the mid-1974 wage increases on the SAR actually widened the gap between average White and average African pay by a sizeable margin.

Anglo American's Denis Etheredge two years ago calculated the ratio between (White) skilled wages and (African) unskilled wages at 8 to 1, compared to the 1,4 to 1 skilled to unskilled ratio in the US. SA's ratio reflects several factors: differing education levels, the lack of African political and

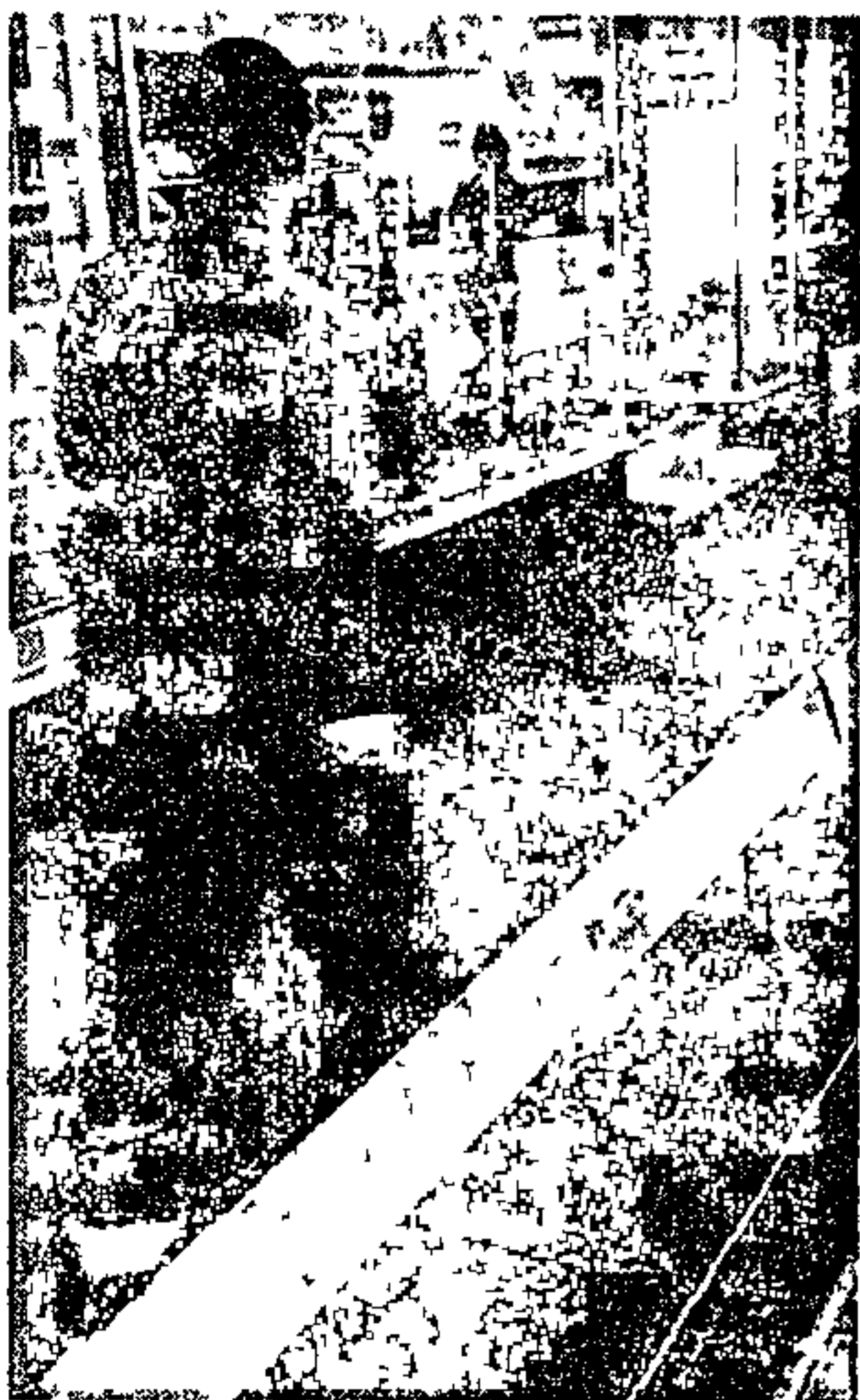
HOUSEHOLD INCOMES: THE GAP WIDENS



economic bargaining power, job restrictions, and relatively high African unemployment — now estimated to be growing by 100 000 a year.

Reducing this 8:1 ratio poses enormous problems: if productivity increases are to accompany Black wage-rises, the colour bar must be shifted upwards. But Whites invariably agree to this only if their wages are increased — thus widening the gap even further.

It's difficult to see how the gap will



No longer "slegs blankes"

really narrow before there is a significant change in the balance of bargaining power in the labour market.

● The division of GNP by race shows an even greater inequity. As the graph shows, the household income gap has also widened. While from figures supplied by Market Research Africa, the *FM* has calculated that White *per capita* income rose from R65 a month in 1962 to R144 in 1973; that of Indians rose from R12 to R29; of Coloureds from R10 to R22; and of Africans from R4,30 to R9,50.

Thus, although the *per capita* income of each group has more than doubled, White *per capita* income is still 16 times that of Africans. And in terms of rands the White-African disparity has more than doubled — from about R60 to R135.

● With government's blessing, the industrial colour bar is gradually moving upwards. But Schlemmer calculates that (excluding agriculture) roughly 60% of African workers are still unskilled, 36% semi-skilled, and only 4% white-collar.

Comparing the 1960 with the 1970 census, it emerges that the number of

Africans in professional, technical, and related jobs increased from 49 000 to 93 000. But the latter figure still represents only 1,7% of the African labour-force.

In administrative and managerial jobs the number of Africans actually *declined* — from 4 800 to 3 400 — although this trend may well have been reversed more recently.

In clerical and similar occupations, however, the number of Africans increased fivefold to just under 100 000 and this trend has almost certainly continued.

● On the Black political front, one of the key changes in recent years is the emergence of outspoken Bantustan leaders — attempting partially to fill the void left by the banning of Black opposition movements and the removal of Blacks from the common roll, which left Blacks with virtually no officially recognised political voice.

How much the Bantustan leaders can claim to have achieved by operating within the framework of separate development is a matter of opinion. Higher Homeland budgets, certainly. Marginally more jobs through decentralization. And new opportunities for gaining political, business and administrative experience.

But for the 9m Africans in the common area outside the Homelands (4,4m of them urban) very little has yet been achieved. Mass population removals continue. Migratory labour remains a cornerstone of State policy. Although statistics indicate considerable improvement through aid centres, around 1 500 Africans are still prosecuted every day for pass offences. And arrests may be three times this figure.

There are still fundamental differences between the Bantustan leaders and Pretoria which remain unresolved. The land issue and the position of the urban African are the major bones of contention. From the point of view of government, however, the Bantustan leaders have helped lend the policy of separate development credibility.

But even these Black leaders are conscious that they alone cannot speak for all Africans. Their call for the release of Black leaders on Robben Island reflects this.

As far as Coloureds are concerned, it appears that deadlock has been reached over their growing demand for the restoration of representation in Parliament, which has met with a blunt government refusal. It is likewise doubtful whether even extended responsibilities for the SA Indian Council will satisfy Indian political aspirations. Group Areas removals remain as sore a point as ever.

● Finally, sport and the relaxation of petty apartheid. The evolution of policy towards merit selection is undoubtedly a

major change for the better. So is growing public awareness of the need to completely remove humiliating social restrictions. Hopefully these developments signify the further breaking down of race prejudice.

All in all, a somewhat mixed picture. On the one hand, some concrete achievements — higher Black incomes, more money for Black education, the introduction of industrial training for Africans in urban areas, the growth of



Once vilified, now lionised

works and liaison committees from a mere handful two years ago to about 1 500, more acceptance by employers of the need for trade union rights for Africans, new opportunities for multiracial sport and a lessening of the indignities of petty apartheid.

On the other hand, the tensions generated by industrialisation and the growth of a Black consciousness movement are themselves leading to a tightening of coercive controls: centralisation of urban African administration through the Bantu Affairs Administration Boards; bigger and bigger Defence and BOSS budgets; increasing pressure on universities and students; bannings of trade unionists working with Africans in Durban; and the detention without trial under the Terrorism Act of some 38 Black spokesmen only a few months ago.

Undoubtedly a long road lies ahead before Ambassador Pik Botha's claim at the UN that "my government does not condone race discrimination" has any real meaning. But we are more hopeful than ever before that this is the road South Africa will choose to follow.

AFRICA INSTITUTE, 111 RUSSELL STREET,
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THE BLACK WORKER OF SOUTH AFRICA

G.M.E. LEISTNER
W.J. BREYTENBACH



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WHO

CARES

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MR VORSTER DOES!

To Mr Vorster, Detente means trying to relax tensions outside our borders.

BUT

Detente outside cannot succeed unless fundamental change is brought about inside South Africa

DETENTE MUST BEGIN AT HOME!

We are ALL responsible We **MUST** have change now

Planned change means peaceful change.

There are tensions, frustrations, anger and resentment at home because:

- * People — African, Asian and Coloured people — are discriminated against because of the colour of their skins
- * Black people's lives are controlled by permits — permits to be where they are, to find accommodation, to go to school, to live as families, to seek work, to work to be self-employed, to visit
- * Black people must provide documentary proof of any statement they make in order to get every single permit
- * Black families are broken up by the Laws
- * Black people are denied free, compulsory education and must pay for 'Bantu Education'
- * Black people have unequal job opportunities and unequal pay
- * Black people — African people — 71% of our population — have 14% of the land
- * Black people have no say in the laws which control them

White people hold the power and enjoy the privileges.

THIS IS RACIAL DISCRIMINATION

If YOU were Black wouldn't YOU feel frustrated, resentful and angry?

Let us PLAN to:

- * Abolish the Colour Bar in Industry, Commerce and the Professions and give equal opportunity to ALL
- * Abolish Influx Control and the Pass Laws
- * Abolish the compulsory Migrant Labour System
- * Repeal all discriminatory legislation and restore the Rule of Law
- * Build family housing for workers near their place of employment so that wives can live with their husbands and children with their parents
- * Provide equal compulsory education and vocational training for ALL people
- * Make the right to freehold tenure available to ALL
- * Provide for meaningful political representation for ALL in the central Parliament

DIFFERENTIATION IS DISCRIMINATION

We must plan for a shared society for all South Africans

External Detente will automatically follow Internal Change

MR VORSTER cares about DETENTE

We ALL care about PEACE and JUSTICE

We must ALL work for CHANGE

about

Detente

Can Mr Vorster's Detente with Black Countries outside our borders succeed while there are such conditions for Black people inside our borders?

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PRODUCTIVITY

This series of Fact Sheets is based on the 'Notes for Managers' handbooks published by the Industrial Society, London.

'Notes for Managers' are brief, practical guides to subjects in the field of man-management and employee relations. They are written for the line manager and are designed to provide essential information on a topic and to explain its relevance to his day-to-day work.

Subjects to be covered in this series of Fact Sheets include communication, training, target setting, leadership, induction, supervision, delegation, appraisal, job evaluation, selection, salary administration and safety.

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How to combat absenteeism

CONTENT OUTLINE

Introduction

Definitions and measurements

Factors affecting absence

The control of absenteeism

Tactics

Summary

Introduction

Employees stay away from work for one of two reasons they have to, because they are ill or incapacitated, or they choose to. In both cases, it is part of the manager's job to get the employee back to work as soon as possible.

This Fact Sheet explains the forms and causes of absence from work and the factors that affect them. It then considers the practical problem of reducing absenteeism.

Definitions and measurements

Before considering or implementing any policy to control absenteeism the manager should ask

- how much absence is there now?
- what forms does it take?
- how many employees are involved?

The many reasons for absenteeism can be measured separately or in combination. They are

- wilful absence without an excuse
- absence with permission
- medical incapacity, certified or uncertified
- annual holidays, army service, company-sponsored education

Units of time measurement in common use are

- hours, sometimes calculated to the nearest minute (in which case lateness too may be included)
- working shifts
- calendar days

Absence must be measured both in terms of duration (severity) and episodes (frequency). One measure alone can be misleading (See **figure 1**)

Most firms produce some sort of lost-time rate, but few measure absence frequency. Accountants prefer the first record since time can easily be costed. Frequency

rates, however, are much more valuable references in planning absence control.

Factors affecting absence

A man's state of health is usually only one of the factors that decide whether or not he attends for work and when he will consult a doctor.

Studies have shown that absence (and sickness absence in particular) is distributed unequally among any group of staff. A few people (5 - 10 per cent) account for about half the total absence, and a few are never absent.

Before planning a programme for absence control, the manager must be aware of the more important factors that influence absence among his employees.

ORGANISATION/DEPARTMENT INFLUENCES

Size of company

Absenteeism is usually higher in larger firms than in smaller ones. The same principle often applies to units or departments. The axiom of 'the economy of scale' has been the reason for most of the amalgamations or take-overs in recent years, but it must be recognised that sickness and accidents rise when the working group becomes too large, while output will fall.

The crucial point is that it may not be the sheer size of the organisation, but rather the size of the working community to which the individual belongs, that is the most important factor.

Management attitudes

The attitude of management towards absenteeism is of the utmost importance.

A function of management which, although superficially not related to absenteeism, can actually affect it

Figure 1

METHODS OF CALCULATING ABSENCE RATES

Overall rates of absence should be calculated for various age groups separately, to allow for standardisation

Measures of frequency

- Inception rate (spells of absence)
$$\frac{\text{Number of episodes of absence in a year}}{\text{Average population at risk during year}}$$
- Inception rate (persons)
$$\frac{\text{Number of persons having one or more episodes in a year}}{\text{Average population at risk}}$$
- Point prevalence rate
$$\frac{\text{Number of persons absent on a day}}{\text{Population at risk on the day}}$$

Measures of severity

- Annual duration per person
$$\frac{\text{Number of calendar days lost in a year}}{\text{Average population at risk during year}}$$
- Lost-time percentage
$$\frac{\text{Number of working days (or hours) lost}}{\text{Total normal potential working days (or hours)}}$$
- Average length of spell*
$$\frac{\text{Number of days lost}}{\text{Number of episodes}}$$

* This is usually only used for sickness absence

considerably, is the policy towards maintenance of plant or equipment. In capital intensive industry, in particular when continuous process operation applies, there is a strong incentive to postpone all but essential maintenance

While it is generally accepted that good housekeeping and well-maintained machinery are necessary for a good safety record, it is not so widely known that these factors also affect absence. For example, in the case of an engineering works where the output of ten well-maintained and ten poorly-maintained machines was studied, the results showed that output was much higher in the well-maintained group, and the absentee rate, grievances and shop floor arguments by the operators were also significantly less.

In addition, productivity plans which rely largely on employee flexibility, can be unwise if they involve too frequent changes of the workplace or members of the working group.

Quality of supervision

The quality of first line supervision, although a responsibility of management, is vital in the control of absenteeism.

High rates of absence are found in groups whose foremen seldom, if ever, show appreciation of good work. Perhaps supervisors are not kindly disposed towards a frequent absentee, but in general the criticism is echoed by other members of the group who may not be so frequently absent. Unfortunately, first line supervisors rarely take a more positive approach, unless they receive considerable support from above.

Working conditions

Poor working conditions are frequently alleged to cause absence by employees, but unless the environment is so bad as to be definitely hazardous, there is little evidence to support this allegation.

Medical service

The prompt provision of treatment for minor illnesses and injuries enables employees to remain at work or return sooner, after incapacity. However, the ready

availability of such a service increases the demand and thus more employees report sick.

Factory doctors have sometimes been appointed in the hope that they can cancel or amend the sick notes handed out to staff by their colleagues in general practice. We must accept, however, that in the majority of cases of sickness absence, it is the patient who really decides whether or not to work and when he is fit to return.

No one has yet succeeded in justifying a factory medical service on the grounds of strict economics, any change in absenteeism following its introduction might be attributable to the change in management attitude which was responsible for starting the service.

PERSONAL FACTORS

The sex and age distribution of a factory population is relevant. In industry, women tend to have about twice as much sickness absence as men, but this does not apply to the professions such as teaching, nor to single women who have made a career out of their work.

Young employees are absent more often than older ones but the episodes are usually brief. The severity or duration of absence per man rises markedly after the age of 50. In general, the group with the lowest absenteeism consists of men aged 40 working in staff positions. Status is most important here, since staff employees always show much lower rates than manual workers. Failure to distinguish between sex and status groups can produce misleading figures.

In some industries, the form that absence takes in the first year of service may change from the casual to the sanctioned variety, but this usually means that the new employee is learning the 'ropes'.

Hours and wages

More than 60 work hours per week can affect sickness rates of a group. Due to the wide variation between individuals, however, no one has yet succeeded in establishing that a direct association exists between either accidents or sickness and overtime. Where overtime is largely voluntary, the men who do a great deal are seldom absent, although a few are inclined to take a Monday off following a profitable weekend's overtime.

The effects of shift working have recently been studied in some depth. Comparisons between the absence rates of men on day work and others on different types of shift system have shown that the shift workers usually have less absence (both for sickness and for other reasons) than day workers in similar jobs. There is no reason to believe that shift workers are more healthy; they simply tend to stay off work less often. The explanation probably lies in the organisation of the work, with a greater sense of personal involvement and also responsibility towards other members of the team.

Wages and salaries are so dependent upon occupation, social status, working hours and overtime that it is doubtful whether they have any direct effect on absence.

Job satisfaction and motivation

Perhaps the most important of all personal factors is the attitude of the employee towards his job, his employer and his work group.

Work in a frustrating job or for a difficult boss can adversely affect an individual's reaction to a minor illness and can also relate to the development of the so-called 'stress diseases'. However, work which appears dull to some is satisfying to others. The problem is how best to fit the job to the man.

The other personal factor of great relevance to all forms of absence is the attitude of the man towards him-

self. Many with bad records will be found to have complexes and take the view that life has treated them badly.

Other factors

The distance an employee must travel to get to work, or more relevantly the time required for the journey, can affect sickness absence. Most evidence suggests that this journey only becomes important when it takes over an hour.

The physical health of the employee is often quite irrelevant to the problem of sickness absence, except when serious disease arises. It is not generally appreciated by management that routine pre-employment medical examinations are of very little value in the prediction of subsequent sickness absence. Even chronic medical conditions which may be partially disabling do not necessarily cause absence for a great many years.

Finally, family problems and responsibilities may also affect absence.

The control of absenteeism

Any comprehensive plan for absence control will contain these elements:

- a climate of interest and concern created throughout the organisation
- specific techniques used under varying circumstances and towards varying forms of absence

A senior member of management should be designated to co-ordinate the policy for absence control. His first task is to measure the size of the problem and to identify the worst areas. For this the personnel and medical departments can provide information. A cost analysis will enable him to obtain support for a full-scale programme from the board. It is insufficient to count the cost of company sick pay alone since over-manning and overtime to cover absence should both be included. Loss of production and sometimes of sales may also be caused by absence, and when this can be shown, the cost can be very high.

STATISTICS MUST BE ADEQUATE AND MEANINGFUL

In general it is not worthwhile producing figures for a group of employees unless the product of their number and time period comes to about 50 person years. Care must also be taken when the sex, status or age structure of the group being studied is substantially different from other groups.

The manner in which statistics are compiled and presented is also important. This is particularly true when statistics are being used at shopfloor level to create awareness of the dimensions of the problem.

COMPANY POLICY AND JOB SATISFACTION

The company should

- foster an atmosphere in which serious discussion about the job and working relationships is encouraged
- carry out an investigation in areas or departments to determine where the need for change is greatest. Evidence for this may be obtained from departmental absence rates suitably corrected for age structure, status and other relevant factors

For most people, the requirements of a satisfying job, after adequate wages and conditions, can be listed as follows:

- work should offer some element of challenge
- the individual should know what his job is and how he is performing
- some area of the job must allow him to take decisions

- the work should be organised so as to allow him to get the support and assistance of colleagues when necessary
- he should have some idea of how the job fits into the overall department or company picture
- there should be desirable future prospects, either in promotion, security, stable income or increase in skills
- there should be some recognised status

These elements should be kept in mind when assessing policies and techniques to change departments, work groups, or individual jobs.

IDENTIFY THE PROBLEM AREAS

Absence is ultimately a function of the individual employee, but each unit or department will tend to show a relatively stable frequency of absence. Meaningful statistics should indicate to the senior manager which parts of his factory show unduly high rates. This will indicate where to concentrate his resources and where action is most needed.

Tactics

Changing the climate of a plant or office, as regards concern for absence, involves primarily the manipulation of group attitudes.

Two points are of the greatest importance:

- correct use of the period of trial employment
- attitudes of the employee's co-workers

If a new employee takes frequent spells of absence (certified or not) and his appointment is then confirmed, it could reasonably be argued that his record would have to deteriorate substantially before dismissal could be justified. There is also good evidence from several studies that the only good method of prediction of future absence is the previous absence record. Six months or one year is usually quite long enough to recognise the 'repeater', and he should be clearly warned that continuation of this behaviour is incompatible with long-term employment. Trial should be seen as a trial of health and attendance as well as of working ability.

The second point may also be overlooked with unfortunate consequences. The first people to recognise that a worker is abusing sick leave privileges are his colleagues on the shop floor. Most of them strongly disapprove of such behaviour but loyalty understandably inhibits them from expressing their views.

Having identified individuals, there are in essence only three different approaches to the problem (used separately or in combination):

- rewards
- punishments
- exhortations or individual advice

REWARDS OR GOOD ATTENDANCE BONUS SCHEMES

For any working group, there is an unwritten norm of absence. One way to lower this norm, is to provide an incentive. There are two main problems to be overcome when introducing a bonus scheme:

- the definition of a justifiable absence, if this is to be allowed
- the duration of the period without absence before qualifying for a bonus

Successful bonus schemes exist, but usually they work best in small or medium-sized firms of up to a few hundred employees. The most satisfactory schemes are linked to the individual and the lump sum is not entirely forfeit by one absence.

PUNISHMENTS

The ultimate sanction is dismissal. The deterrent effect of the threat of dismissal depends largely on the state of the labour market for the offender. Absenteeism tends to be highest among young, single, unskilled labour and these, as a group, are least affected by having to change their jobs.

Other less drastic punishments include threats or admonishments, withholding privileges such as entry to pension schemes, etc.

EXHORTATIONS OR INDIVIDUAL ADVICE

Many techniques that are neither rewards nor punishments are possible for the control of absence. They may be directed at working groups, or at individuals, undoubtedly the most effective are those directed at the individual.

Publicising absence rates

This is a method often used for accident control. It can be useful but its difficulty lies in producing figures that are meaningful to the target audience.

Interviews with poor attenders

Ideally this should be done by the line supervisor, but to achieve a constructive result it is essential that the interview should not be recriminatory.

Sick visits

Visits paid to the employee at home on the first or second day of illness have a marked effect. The way in which the visit is done, however, is very important.

Modified hours

An aspect of returning to work after a long illness is the use that can be made of shortened working hours with or without modified work.

Summary

GENERAL PRINCIPLES

- A co-ordinated approach should be initiated and maintained by a member of top management and all employees should be made aware of the concern of management.
- Departments with the highest absence rate should be defined and help and training directed to that area.
- All supervisors should be personally concerned with absence in their own areas and not be allowed to abdicate responsibility to staff departments.
- The first line supervisors should become personally involved in the performance and attendance of their subordinates. They should not stint their praise of work well done and every employee must be made to feel that he is needed and that his contribution to the working group is really valued.

SPECIFIC CONTROL MEASURES

- Adequate and meaningful records and analyses are

necessary to indicate problem areas, to identify the worst offenders, and to measure the effects of control techniques.

- Consideration should be given to the setting up of some form of incentive scheme, with or without financial rewards.
- Sanctions should be retained but extreme care taken in their use to ensure that they do not have a disincentive effect on the majority of employees.
- A rolling programme of other measures should be considered, since any one technique or 'gimmick' may only be successful for a limited time (6 to 18 months). These measures may, depending upon the inherent absence pattern of the community, be directed at a working group or at individuals.
- It may prove valuable to study the absence analysis. This can indicate how hours or conditions of work, incentives, or the degree of supervision may be improved.

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HANSARD 2 Q. column 132

14 February 1975

Persons economically active at end of 1974

*33 Mr W M SUTTON (for Dr G I Jacobs) asked the Minister of Statistics

How many persons in each race group were economically active at the end of 1974

†The MINISTER OF COMMUNITY DEVELOPMENT (for the Minister of Statistics)

Whites 1 693 000
Coloureds 819 000
Asians 211 000
Bantu 6 478 000

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HANDBOOK 3 Q. column 162
*18 February 1975.

Persons engaged in agriculture/in possession
of agricultural land

*10 Dr. F. VAN Z. STABBERT asked
the Minister of Statistics

(1) How many persons in each race
group were (a) engaged in agriculture
and (b) owned agricultural land in
the latest year for which statistics
are available.

(2) in respect of what year is the
information given

[The MINISTER OF STATISTICS;

(1) (a) Whites 93 966
Coloureds 109 935
Asians 6 999
Bantu 1 964 320

(b) Not available

(2) Population Census 6 May 1970, final
figures, with exception of Bantu
which are sample tabulation figures

(1) ~~Agri-General~~
(2) 170

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Woolworths to train Blacks for management

AN ambitious training scheme for non-White personnel initiated by Woolworths, the national department store chain, means that Black staff members may reach management level in five years' time.

The far-reaching proposals are understood to include the possibility that a number of stores could eventually be managed and run entirely by Blacks.

Woolworths training policy is under the direction of Personnel Director Mr. Robby Stern, well known as an advocate of wider opportunities for Black workers and as a supporter of the policy of recognising Black trade unions.

Mr. Stern was this week reluctant to comment on the details of Woolworths' plans for their Black staff.

'We do not want to put a definite time-table to these plans until we are sure that the opportunities do exist. Obviously we want to avoid causing disappointment. (The timing of such a programme would also depend on the reaction of the public, Mr. Stern said.

The Woolworths personnel chief insists that the company's policy is to make no distinction between staff members on the basis of race.

'We would not create jobs for Black staff members just because they were Black — that would be patronising. But we are looking for opportunities for our Black workers where we felt they would be the best men for the job,' he said.

Mr. Stern said that there were already a number of Coloured staff members in supervisory positions

within the company, but that opportunities for African workers were more heavily curtailed by law.

'We have to stay within the law. But given those limits, we are definitely thinking in terms of a rapid advancement for Black staff within the next few years,' Mr. Stern said.

Argues
24/2/75

~~(1) Management~~

~~(2) 29~~

(3) 173

173

HANDBOOK 4
28 February 1975
Q column 331.

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~~24 265~~

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Staggering of working hours by Department of Planning

The MINISTER OF PLANNING AND THE ENVIRONMENT replied to Question *27 by Mr J Hickman

Question:

Whether his Department has given consideration to the staggering of working hours in order to relieve the burden on pissinger services during peak hours, if not, why not if so what progress has been made in this connection

Reply

Yes

(a) Following recommendations by a subsidiary Committee of the Planning Advisory Council on 30 August 1974, a committee on which both the private and public sector are represented, was instituted to investigate practical ways and means of impl-

menting a system of staggered working hours for Pretoria in order to assist in the alleviation of transportation problems in this connection discussions with the Public Service Commission South African Railways and the City Council have been held and in opinion poll amongst various employers associations has been undertaken

(b) On the basis of results and experience gained from the Pretoria case study and taking into consideration the findings and recommendations of the Committee of Inquiry into Urban Transport Facilities (the Driessen Committee), work in this respect will be extended to other centres where problems are being experienced

(c) A report on the subject will be released as soon as sufficient practical experience has been gained

The cost of the colour bar

The target for the latest Economic Development Programme is a growth rate of 6,4%. Were it not for the curbs on Black labour, it would be higher

The latest Economic Development Programme for 1974-79 will no doubt provide professional economists with many happy hours of debate. However, as a helpful guide towards achieving a more dynamic economy, some of its assumptions look distinctly odd.

For a start, despite the frightening rates of inflation South Africa and the rest of the world are trying to cope with,

some of the EDP projections "are based on the assumption that the average rate of inflation during the past 20 years will also apply to the next six year period". That is about 3,5%! How's that for realism?

Secondly, a gold price of \$120 is presumed and at this price it is claimed that we can achieve an average real growth of 6,4% until 1979, with a balance of payments deficit in that year of only R490m. Clearly at the rate at which costs are escalating — not to mention our oil bill — a gold price of only \$120 would not be a condition for rapid growth. It would be a disaster! And probably a disaster today, not only in four or five years time.

Thirdly, the EDP is disappointingly predicated on a continuation of S.A.'s

688

F.M. 28/2/75

170

Financial Mail February 28 1975

A ROSY VIEW ON BLACK EMPLOYMENT?

Growth at 6,4% pa would result in a shortfall of 62 000 White workers by 1979, claims the EDP. Hence Blacks will have to take over more and more "White" jobs. As a result, African unemployment should be reduced from 5,6% (366 000) of the economically active African population in 1973 to 4,1% (314 000) in 1979.

However, at least one of the chief assumptions on which this projection

is based is open to question, and in fact there is probably a great deal of concealed unemployment among Africans which does not even figure in the EDP's calculations.

The agricultural sector presents the major problem, since official figures on employment trends are not available. The EDP has accordingly worked on the *assumption* that jobs in agriculture over the past few years have increased at the rate anticipated in the previous EDP.

It has also adjusted its population figures to take account of the undercounting in the 1970 census. The extent of the undercounting is calculated at 3,29%.

The implications are startling. Where the 1970 census listed 2m Africans as employed in agriculture, the new EDP assumes that the number so employed in 1971 was 2,58m and in 1973 2,67m. It admits frankly, however, that the actual number of full-time workers in agriculture will probably "differ materially" from this figure.

The Office of the Economic Adviser to the Prime Minister, which drew up the EDP, told the *FM* that some 59% (1,6m) of the Africans in agriculture are in the Bantustans. Plainly the Bantustans do not provide a decent living for 1,6m farmers and their families.

Surprisingly, the EDP believes the total number of Africans working in all agriculture could rise even higher — from 2,67m in 1973 to 2,91m in 1979, an annual growth rate of 1,4%.

Perhaps the most disturbing aspect is that, in spite of some handsome advances in household earnings, the creation of new employment opportunities, particularly for Africans, has been disappointing.

Despite a marked acceleration in 1973, employment of Africans during 1971-73 grew at a slower rate (2,3%) than the increase in the economically active Black population (2,9%).

The EDP's authors are justifiably anxious that this trend should not continue. Since they are also convinced that the economy is capable of achieving earlier targets, and that 1974-79 will see a cyclical upswing, they can find no reason for lowering growth objectives.

On the other hand, Black education, training and job barriers have clearly prevented them from raising their sights.

The new EDP accordingly examines the implications of two alternative growth targets — 6,1% and 6,4%.

The conclusion is soon reached however, that 6,1% is too low. It would

mean a further increase in Black unemployment. Black workseekers outnumbered vacancies by 366 000 in 1973 (the base year for the EDP), and growth of only 6,1% would mean 434 000 out of work by 1979.

The 6,4% target — which has been accepted by the Economic Advisory Council — on the other hand, in fact amounts to no more than a continuation of an average 5,5% growth rate since 1969 — the economy will thus have to grow faster over the next five years merely to make up ground lost in the past. Growth of 6,4% will mean:

- A reduction of 52 000 in the number of unemployed Blacks. However, the Programme assumes an annual net inflow of 30 000 White immigrants, making up 38% of new entrants into the White labour force. Should the number fall below that, more Blacks might have to be employed, particularly since the projections allow for only 6 000 unemployed Whites and 8 000 Coloureds and Asians in 1979 (as against 4 000 and 6 000 in 1973).

- Bigger contributions to the national cake from secondary and service industries (up from 30,6% and 48,2% respectively in 1973 to 31,5% and 48,9% in 1979) and relatively declining contributions from agriculture and mining (down from 7,8% and 13,4% to 7,6% and 12%).

The decline in mining is attributed to its exceptional contribution in 1973 and the slow increase in gold production to the end of the decade.

- Average annual growth rates in agriculture of 5,9%, mining 4,4%, secondary industry 6,9% and services 6,6%. With the exception of mining, these rates are all higher than those projected for 1971-73.

- An average annual net capital inflow of only R235m, as against the past six years' average of R370m. Assuming a gold price of only R85 (\$120) an ounce this means that 96,5% of SA's capital requirements would be generated from domestic savings. And with a gold price of R105 (\$150), domestic savings would be "more than sufficient" to finance capital requirements.

- Imports will rise by an annual 8,6% and exports by 9,7% to give a relatively small current account deficit of R490m in 1979 (again assuming a gold price of only \$120). Imports will be boosted by projected increases in fixed investment and the rapid rise in inventories from a relatively low level in the base year.

The slow increase in gold production projected for 1973-79 implies that more reliance will have to be placed on other exports. Not surprisingly, the emphasis falls on other minerals. Annual export growth targets are 36% for coal and over 12% for other mining and quarry products.



strictive labour policies and practices for another five years. If that is a realistic assumption, the chances of political stability, let alone economic expansion, look exceedingly slim.

Even on these questionable assumptions, the EDP exercises show there is a lot of economic ground for SA to make up. For four successive years to 1973, growth lagged behind earlier EDP expectations. In fact, it averaged only 4,2% pa, during most of the Sixties

The slowdown was due to a normal cyclical downturn, poor crops in 1973, and lower gold output. If farm and gold production had come up to EDP expectations, real GDP in 1972 and 1973 would have grown by some 5% annually, instead of the 3,9% actually achieved.

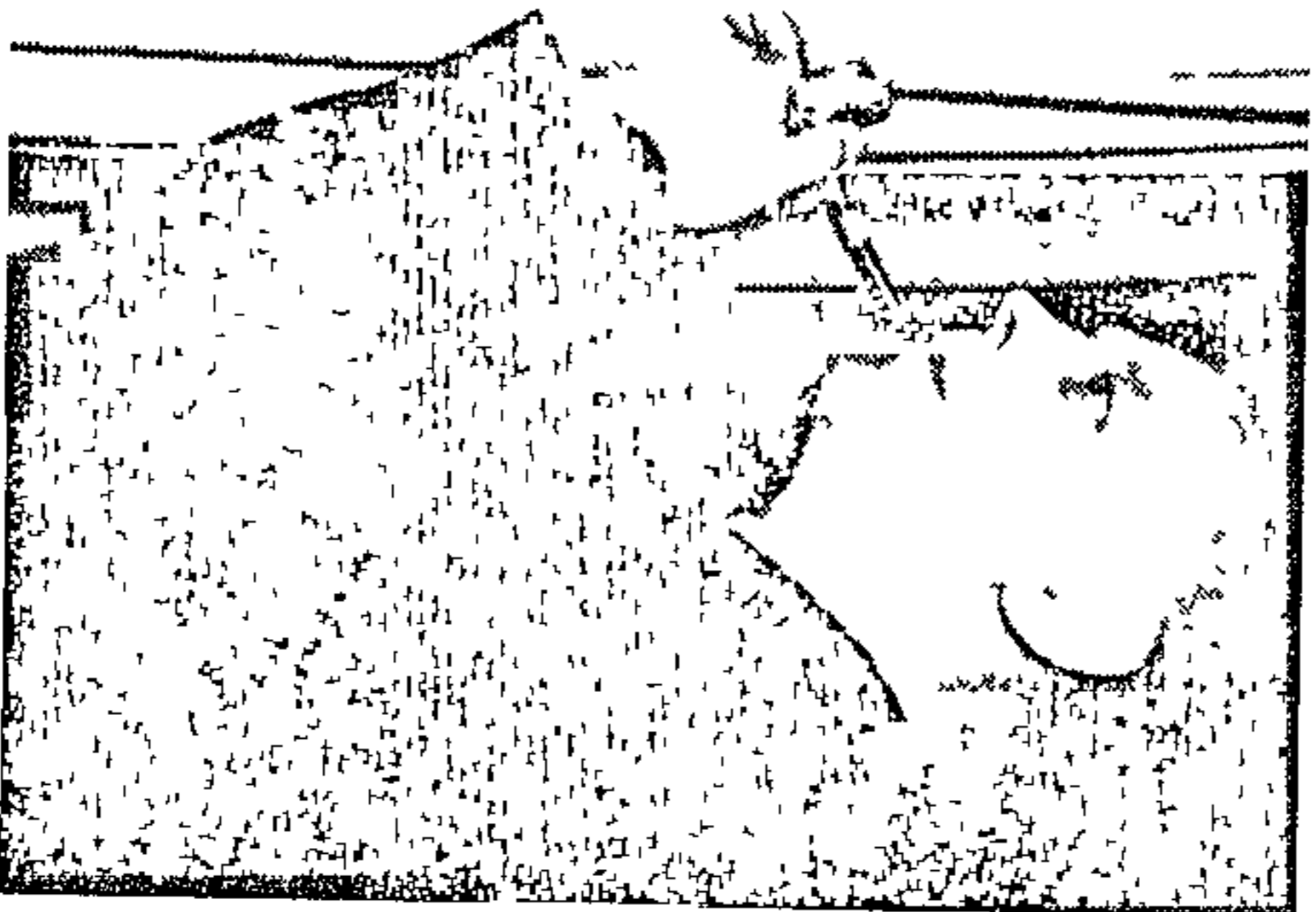
There are certainly few countries which can boast an ability to achieve an annual 6,4% growth rate with such apparent ease and with much of the labour force having its hands tied behind its back. Indeed, of three recent alternative income and expenditure projections made by the UK Treasury the highest predicated a GDP rate of only 3,5%.

Apart from our reservations about the effects of rapid inflation on a target of 6,4%, there is a major obstacle to the realisation of an even higher target — the country's restrictive education, training and labour policies.

The EDP says that since "it is very unlikely that the gap between the supply and the demand for Whites could be bridged by immigrants," some 30 000 skilled jobs at present performed by Whites will have to be given to Blacks, trained and utilised "within the framework of government policy." This rate of absorption (an average of 5 000 each year) will "not make abnormally high demands on SA's training facilities."

Certainly not. Last year the Railways alone gave 3 500 Blacks jobs previously

**Economic Adviser Piet Riekert . . .
hopefully the EDP is not a
pipedream**



done by Whites.

The EDP concludes that "from a labour point of view the 6,4% growth alternative is the most suitable target rate for the new programming period." In the absence of any analysis of the implications of a higher rate one is entitled to ask why the EDP has assumed away SA's vast growth potential in favour of a growth-stunting ideology.

That leads to the question whether the task of outlining the country's economic potential (as distinct from ways of using it) should be entrusted to a government department which has to work within the confines of a political straitjacket.

The real economic cost of apartheid should be clearly measured. One way to do that would be to ask a non-government body (say, the Stellenbosch Bureau for Economic Research) to draw up an alternative EDP assuming the optimum use of labour as well as SA's other resources.

And hopefully the assumptions on which it constructed its economic model would be rather closer to the real world than those of the present EDP.

Shock survey on

Angus 17/3/75

African wages

① 170
2/334

A SHOCK report shows that an African with a Junior Certificate earns an average of only R19 a week, and a matriculant's average income is R26 a week.

The report is based on a survey by the SA Institute of Race Relations on job opportunities and wages paid to educated Africans in Cape Town.

The report states that the obstacles to better employment for educated Africans are prejudice, specific barriers such as job reservation, and the Government imposition of a 'Coloured labour preference' in the Western Cape.

The only fields in which it is possible for Africans in Cape Town to rise to top positions are teaching, the Church, Bantustan government representation or private medical practice.

JOBS CURB

There is also a "floor" to African employment — to the extent that if there is a suitable Coloured person available for the job, or the prospective employer's "quota" (determined by the Department of Labour) is full, an African may not be employed.

The survey found the following average weekly incomes for educated Africans:

JC, R19; JC and Diploma, R23.

Matric, R26; Matric and diploma, R30.

Degree, R56 — although the survey states that this figure is less reliable than the others as people with degrees were sometimes reluctant to supply the figures.

SA 11915-21/3/75
BONUS WORK FOR BLACKS

All railway workers would benefit by the Railways plan to create more job opportunities for Blacks and to pay the Black workers wages based on the nature of their work, the General Manager of South African Railways, Mr J G H Loubser, said in Port Elizabeth

Opening the annual conference of the Railways Artisan Staff Association, Mr Loubser emphasised to the all-White organisation that Black workers would not hold a threat to their job opportunities

He said that the extensive and productive employment of Blacks by the Railways was being increasingly considered

'The gradual implementation of bonus work for persons other than Whites, and the remuneration of these workers based on job-evaluation will yield advantage for all,' Mr Loubser said

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Hansard 8

Q Column 611-12.

25 March 1975

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Persons employed in Republic

182 Mr T ARONSON asked the Minister of Statistics

(a) How many persons in each race group were employed in the Republic at the latest date for which figures are available and (b) how many of these were employed in the public sector

The MINISTER OF STATISTICS

(a) Estimate of persons economically active in the Republic at the end of 1974

Whites 1 693 000
Coloureds 819 000
Asians 211 000
Bantu 6 478 000

(b) Persons employed in the public sector at the end of 1974

Whites 458 842
Coloureds 102 322
Asians 18 860
Bantu 583 111

The public sector comprises the Central Government provincial administrations local authorities, divi-

sional councils, Bantu Homeland Governments, South African Railways, Post and Telecommunications, Council for Scientific and Industrial Research, South African Bureau of Standards and public corporations

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Africans first for vacant 'White' jobs

Rand Daily Mail 2/4/75

Labour Correspondent
COLOURED and Indians are being debarred from moving to vacant "White" jobs.

Instead Africans, who can be more easily replaced if ever a White wants the job back, are taken on.

Some of the Whites-only Rightwing trade unions are blocking Coloured advancement to make way for Africans to enter unfilled "White" jobs.

One of these is the Yster en Staal Unie, 32 000-strong and represented in 16 industries.

DISCARDED

Yster en Staal's general secretary, Mr Wessel Bornmann, admitted yesterday his union was allowing Africans to take over jobs discarded by upward-moving Whites — in preference to Coloureds or Indians.

"This is not because we have anything against the Coloured, but because this way provides better protection for the White worker," he said.

"Bantu are not recognised as employees under the Industrial Conciliation Act", Mr Bornmann said, "and many of our industrial agree-

ments specifically require them to have an exemption to do certain jobs, which Coloureds and Indians don't need.

"When my union must decide whether a Coloured, an Indian or a Bantu should take over a White job, we look at the facts of the case and if it is a low-status job we prefer to give it to a Bantu under temporary exemption until a White becomes available".

Mr Bornmann conceded that many of these jobs would never again be wanted by Whites, but said: "We are extremely cautious about our labour pattern. We don't want Whites to be displaced if the economy goes into a decline."

Mr Bornmann said some White workers were suspicious of Coloureds in their industry. They felt they posed a threat to their jobs.

"Sometimes the White worker is more accustomed to working with the Bantu", he said. "They did not actually work shoulder-to-shoulder, but the White would have a Bantu labourer with him, and never looked on the Bantu as a threat."

Yster en Staal's outlook contrasts with the Boiler-

makers' Society, its Tucca counterpart, which has Coloured as well as White members.

The Boilermakers' aim is to secure jobs for Whites first, then for Coloureds and Indians, and Africans only if other race groups cannot fill them.

In some cases of African advancement job descriptions and titles are revised to avoid the appearance of Africans doing the same jobs as Whites.

Mr Bornmann said that wherever a Black does the same job as a White he is paid at the same rate.

PROTECTS

"This protects the Black man, the job, and the White man, too. You can imagine what the employers would do if they could pay lower rates to Africans — they would not take on Whites."

However, in most industries the rate-for-the-job the White unions insist on is the minimum rate. In practice White workers are paid up to twice as much.

So when Blacks take over "White" jobs they are paid as little as half the actual White rate

1 189
2 173
3 142
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SA employs 5,75 per cent in public sector

(1) 170
2) 282

RJM
10/4/75

Political Correspondent

THE ASSEMBLY — A total of 36,92 per cent of South Africa's population of 24 920 000 in 1974 were economically active while 5,75 per cent were employed in the public sector

This was revealed by the Minister of Statistics, Mr Janne Loots, in reply to a written question by the United Party's MP for Walmer, Mr Theo Aronson

TAPE

The figures also revealed that 40,69 per cent of the Whites were economically active as were 35,51 per cent of the Coloureds, 29,76 of the Asians and 36,5 per cent of Africans.

Of the 1 163 135 people working for the public sector 39,44 per cent were Whites, 8,79 per cent Coloureds, 1,62 per cent Asians and

50,13 per cent Africans

Asked to comment, Mr Aronson said that it was obvious because of Government policy the stage had been reached where there was far too much red tape and the Government was forced to employ an army of people to administer the red tape

For more than 25 per cent of the economically active Whites to be employed by the State was a most unhealthy situation. Only 7,6 per cent of the economically active Blacks were employed by the Government

The Government should reverse the situation, said Mr Aronson, and apply the criterion of merit and the rate for the job. If this was applied the Government would be moving away from discrimination

D

WHITE JOBS

'GO BLACK'

By FLEUR DE VILLIERS

Sun Times 13/4/75 (170)

SCORES of thousands of White workers will have to be retrained in the near future as more and more jobs "go Black", leading trade unionists admitted this week.

This dramatic illustration of the change in South Africa's labour pattern and its industrial scene has been highlighted by.

● The recommendation of the Prime Minister's Economic Advisory Council that an inter-departmental committee be appointed to investigate the training and retraining of semi-skilled Whites, Coloureds and Asians who withdraw from work categories opened to Black workers.

● A promise by the Prime Minister, Mr Vorster, that an announcement on the issue would shortly be made by the Minister of Labour.

● Statements by two trade union leaders that there is an urgent need to establish retraining facilities for Whites whose semi-skilled jobs are no longer protected by the barrier of traditional or statutory job reservation.

Diminished

Commenting on the Economic Advisory Council's recommendation, Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa, said that while there had recently been great emphasis on the training of Blacks, the need to retrain displaced Whites had been largely neglected.

"There are many people now at a disadvantage, and there will be a lot more unless something is done. Not every White can be a foreman."

The Railways was a classic example. Through agreement with the trade unions the job of shunter had been reclassified for Blacks and given the title "train marshaller." Despite the difference in name, however, many Whites felt that the status of the job had been diminished. Some who had never made the grade as supervisory shunter would not make it now and would have to be retrained for other jobs.

such White collar — but no longer White — jobs as despatch, tally and filing.

"Scores of thousands of Whites will have to be retrained," Mr Grobbelaar said. "But the problem will have to be tackled on a scientific basis. We must look at the areas where there is a shortage of manpower, and at the individuals, and then start moving the work force in the right direction."

"This is essential, not only for the displaced White worker, but for the economy."

Some semi-skilled White workers, he admitted, would not be suitable — either through age or adaptability for retraining.

"Then we might have to examine the possibility of early retirement and some form of compensation."

"This is a problem not unique to South Africa, but is being experienced throughout the world. The

Workers need to retrain

only difference is that in this country there is a strong racial factor"

Mr Wally Grobler, general secretary of the Confederation of Labour and of the Artisans Staff Association, which made most of the running in the reclassification of jobs on the Railways, said that the Confederation deserved much of the credit for bringing the problem to the Government's attention

Unpopular

"On the Railways we look after our own, but other employers often regard retraining as an uneconomic proposition." It was the single-purpose operative who was most seriously threatened — especially in trades unpopular among Whites,

such as the building industry. The leather industry had gone "completely Black," and the number of Whites in the furniture trade could now be reckoned in hundreds.

Not all Whites could become supervisors, but if suitably retrained they could be usefully absorbed into the economy. The whole situation had arisen because there were not enough White hands to go round.

The size and the scope of the problem needed to be defined, and then about eight retraining centres established — one in each of the major industrial areas. So far the Government had been reluctant to face the issue, but there was now hope that something would be done.

Tackler

Even more highly skilled jobs were being made available for Blacks. Recently the General Manager of Railways, Mr J. Loubser, had said that the job of signals technician — one of the most highly-skilled tasks — would be opened to Indians, and in Cape Town this week Mr P. J. Conradie, the Assistant General Manager, said that more than 52 000 Black railway workers had been trained for skilled jobs.

Other industries affected most dramatically by the crumbling of job reservation were the building trade which "could go completely Black"; engineering, in which there were only 40 000 Whites out of a total work force of 300 000, and road transportation.

There had also been major changes in the service industries and in

Graduates 'want to help'

STAR 25/4/75

Why Blacks sacrifice careers



Very few African graduates have been able to get the jobs they aimed at in the first place.

One of the most interesting facts to emerge from the survey is that out of the 128 graduates who returned questionnaires, only two are practising the career they wanted in the first place.

Surprisingly, however, there is very little job mobility. They all seemed to stay in the jobs they found, indicating they are happy in them. Fifty-two of the graduates who replied are teaching.

"This is the most popular career among graduates," said Mrs van der Walt.

Those who chose teaching as a career did not do so for financial gain, but in order to educate and develop their own people. In this way, they obtained greater self-fulfilment.

SERVICE

In the NIPR's work on motivation in Black people, it has been found repeatedly, that even amongst the poorest of them, this ideal of service to the community is stronger than in White groups.

Not much is known of the ambition of the educated Black man. Mrs Leenta van der Walt, a technical officer at the National Institute for Personnel Research in Johannesburg, is doing a survey on Black men who graduated between 1962 and 1972 from the University of South Africa. SUE GARBETT reports.



Mrs Leenta van der Walt — studying the occupational experiences of Black men graduates.

Blacks do well in laboratories

STAR 18/4/75

Labour Reporter

More than half of the analytical laboratory staff at the Modderfontein explosives factory is Black, and this ratio is expected to increase

At other laboratories of African Explosives and Chemical Industries the position is much the same. Dr G S Harrison, research manager of AE&CI, disclosed in Johannesburg today.

'It has never been found necessary to regard any routine analyses as lying outside the capabilities of Black testers,' Dr Harrison told a symposium of the South African Chemical Institute.

'With patience it was soon possible to train them to carry out simple chemical calculations — even though their general education had reached the level of only Standard six,' he said

A full-time course of three to four months' advanced training had been introduced to provide staff for the research department. By next year this course should be extended to include Black staff for factory laboratories

'The development of trust and reliance on the ability of Black testers has now progressed so far that, on occasion, plant personnel have insisted that a Black rather than a White analyst should be used,' he said

But training of Blacks up to the standard of a technician's diploma was probably some years off due to the absence of advanced technical education in this field, Dr Harrison said

Professor E W Giesekke of the University of Fort Hare said yesterday that his chemistry graduates could not fill all the vacancies for Black graduates

Anyone who believed Africans were getting fair pay, was totally irrespon-

sible,' Mr A Lightbody, personnel manager of Chloride (SA) told the symposium yesterday.

It would take an economic growth rate of more than 5.5 percent a year or arresting White living standards for 25 years to achieve a meaningful reduction in the wage gap by the year 2000, Mr Lightbody said

'Anyone who thinks the Blacks are going to be that patient should think again. We, who are the fortunate sector, must make sacrifices,' he said

INFLASIE

170

STAAT

Deur DR. A. J. NORVAL

WAAR die staat veronderstel is om die groot beskermer van die volkswese in sy verskillende vertakkinge te wees, is hy dikwels in werklikheid 'n vermoede dwingelandy deur die wyse waarop hy hiet en gebied sonder inagneming van die gevolge van sy optrede deurdat sy steeds toenemende getal amptenare nie altyd behoorlik opgelei en toegerus is nie.

Kort ná my aftrede as voorsitter van die Raad van Handel en Nywerheid is ek versoek deur die Vereniging van Kamers van Koophandel by geleentheid van sy 60ste jaarkongres om hom toe te spreek By dié geleentheid het ek die aandag gevestig op 'n uters gevaarlike ontwikkeling in die staat se hantering van ekonomiese situasies.

Ek het sodanige hantering 'bestempel as 'besluite in isolasie'. Ek het daarop gewys dat dit byna 'n obsessie geword het in die naoorlogse jare om ekonomiese en finansiële probleme in isolasie te behandel en daardeur in die strik te val om met simptome te doen te kry hewer as met die onderliggende oorsake.

Die kumulatiewe gevolge van sulke ondeurdagte besluite, in isolasie geneem, veroorsaak onsekerheid en dwarsstrome in staatsbeleid. Daardeur word verhinder dat die ekonomiese hulpbronne van die land tot die grootste voordeel ontplooi. Dit is te wyte aan 'n gebrek aan behoorlike vooruitbeplanning en aan 'n goed deurdragte en gekoördineerde beleid.

Verhoog

Sodanige geïsoleerde besluit, sonder die minste inagneming van die inslag daarvan elders in die volkshuishouding, was dié van die Suid-Afrikaanse Spoorweë in die sestigerjare om lone te verhoog wat moontlik gemaak is deur kort daarna die spoorwegtariewe te verhoog.

Daardeur is 'n katalitiese proses ontken in alle rigtinge van die ekonomie wat nie alleen nog nie tot bedaring gekom het nie maar wat steeds in intensiteit toeneem, soos blyk uit

die versoeke om loonsverhogings en hals-oor-kop prysverhogings van als en nog wat.

'n Erger mate van besluite in isolasie kan mens jou moeilik voorstel dan dié in die landbousektor van die Suid-Afrikaanse ekonomie. Daar is 'n menigte landbou-rade, iets glo in die twintig, wat onafhanklik van mekaar en in isolasie optree slegs met 'n nie veelseggende koördinerende deur die Departement van Landbou-Ekonomie en -Bemarking

Mielies

Pryse van landbouprodukte word van tyd tot tyd vasgestel op aandrang van produsente, gebaseer op veronderstelde kostestygings sonder die minste sweem van enige sistematiese wetenskaplike koste-onderzoek ter plaatse.

Dit blyk nou weer duidelik die geval te wees met die vasstelling van die pryse van mielies vir die 1975-seisoen. Verskillende voorstelle is gemaak Eerstens is daar die voorstel van die SA Landbou-unie om die vorige jaar se pryse met minstens 20 persent te verhoog Dan is daar die voorstel van SAMPI (SA Mielieprodusente-Instituut) dat die pryse tot R68 per ton verhoog word Die SAL se voorstel beteken 'n verhoging van R50 tot R60

per ton.

Hierop volg dan die samevattende voorlegging van die Departement van Landbou-Ekonomie en -Bemarking wat sy weg moet baan tussen Charybdis en Scylla onder begeleiding van 'n onseker en koerslose loods bestaande uit 'n koste-opname gebaseer op 'n willekeurige monster met wye tussenpose geneem van oorwegende grensprodusente se produkieskoste.

Uiteindelik word die prys deur die betrokke Minister en die Kabinet vasgestel, natuurlik steeds gedagtig aan wat in Standerton in 1948 gebeur het, m.a.w. die pryse word deur politieke in teenstelling met ekonomiese ooreweginge bepaal.

Deur na te laat om te sorg vir deurlopende, deurtastende wetenskaplike koste-onderzoek van landbouprodukte bly die Departement van Landbou-Ekonomie en -Bemarking op tweeërlei wyse in gebreke in die nakoming van sy daargestelde ekonomiese funksie. Deur 'n gebrek aan beskikking oor behoorlike kostebepalings kan hy geen eerlike voorleggings maak in die belang van die land se ekonomie in sy geheel nie

Nie alleen bly die Departement in hierdie opsig in gebreke in die nakoming van sy statutêre funksie nie, maar hy bly ook in gebreke deur nie toe te sien dat dié landbouhulpbronne ten beste aangewend word nie. Alleen deur lopende sistematiese kostevastellings van landbouproduksie kan gesien word of die besondere hulpbronne op doeltreffende manier aangewend word en of die pryse deur die Departement aanbeveel, regverdig en in belang van beide pro-

ducent en verbruiker is.

Wat die Departement dringend nodig het, is 'n deskundige oorkoepelende raad wat goed toegerus is met deskundig goed opgeleide landbouraadgewers, sowel as met insiggewende ekonome en kostedeskundiges om die plek van die menigte rade te neem. Hierdeur kan daar enorme besparings plaasvind in kantoorruimtes, personeel en duplikasie van werksaamhede tans waargeneem deur die verskillende rade.

Besparing

So 'n besparing sal dit moontlik maak vir die aanstelling van die allerbeste deskundige kragte So 'n deskundige raad sal 'n besondere rol kan vervul deur toe te sien dat die landbouhulpbronne ten beste bestee word met die geringste offering

Ook is die staat deur die toedoen van die pryskontroleur aandadig Deur 'n verkeerde toepassing van sy prioriteite word aandag geskenk aan hase opgeja deur oningeligde ou dames pleks van aandag te skenk aan die kostestruktuur van basiese nywerhede van nasionale belang.

Deur 'n gebrek aan tydigte besteding van aandag aan die regstelling van gekontroleerde pryse van dergelyke nywerhede word tydigte aanpassing van die produksie-toerusting vertraag of selfs geheel-en-al verhinder met noodsaaklike kostestygings ten nadele van die volkshuishouding in sy geheel.

Voorbeelde hiervan is die sementbedryf, chemiese mistowwe en brandstof.

Die sementbedryf is 'n basiese bedryf van nasionale omvang. Dit raak elke sektor van die volkshuishouding en elke persoon met 'n dak oor sy kop. Daar is 'n tiental produksie-eenhede betrokke by hierdie bedryf, versprei dwarsdeur die land. Die geïnvesteerde kapitaal, bestaande in hoofsaak uit aandelebeleggings, word geraam op R250 miljoen.

Sedert die vroeë veertigerjare is pogings aangewend om die bedryf te rasionaliseer. In 1971 is dit verder op 'n meer doelgerigte manier gedoen. Sodoende is daar deur die uitkakeling van kruis- en dwarsvervoer groot besparings aangebring

Mededinging is ook as gevolg daarvan grootliks uitgeskakel. Rasionalisasie met gebiedsondervdeling van die mark en behoud van mededinging is 'n ekonomiese teenstrydigheid — iets wat die pryskontroleur skynbaar nie beseft nie. Vandaar die vaspen van die prys van sement op 'n te lae winsvlak.

So 'n prys verhinder die aantrek van kapitaal vir vervanging en uitbreiding, veral met die kapitaalerosie voortspruitende uit die heersende inflasioneëre toestande. Deur 'n gebrek aan voldoende

1973 R17
1974 R19

Dit sou ver-
vir Suid-Af-
as die binne
hoër vasgestel
deur, verhoër
tekorte, in-
skadelik was
Afrikaanse lan-
korte van 1974
deur invoer-
pryse en daar-
laat vir die ie.

Ons vind die
van vasstelling
buite mark-
dinge in die
brandstof, wa-
weer 'n aan-
verhoging van d
rede is kwans
wingsgrens te la
wel die geval
vraag is ege-
wingsgrense te
reken word in
kostebesteding?

Is dit nie te w
feit dat daar ve
vulstasies is nie
dat die omset-
renderend te
by dat die vulstas
te duur persele
word? In oorsese
die pompe in
plekke gevind
spogterreine soc
Suid-Afrika nie.

Het die prysko
hierdie aspekte
beskou hy alleen
grens in verban-
belegde kapitaal
bedryfskoste son-
bepaal of sodanig
investering en be-
geregverdig is e-
nie veels te veel
is nie en dit op
persele?

Die duur perse!
menigte pompe di-
lik as voordelge
vensters vir die
skappye, en die
moet die gelag be!

Die gevaar van
prysbeslissings en
partemente besli-
'n gelyke aard is
geneem word in
buite markverband,
der om die impak
op verskillende se-
die volkshuishou-
ag te neem. Die
hiervoor is dat daar
hoorlike koördinasie
verskillende staat-
mente bestaan nie.

In 1948 het ek as
ter van die Raad va-
en Nywerheid 'n ve-
verslag opgestel vir
binet op versoek van
tydse Minister var-
miese Sake oor na-
heraanpassing met
dere betrekking, t
staatsalens. In die v-
daarop gewys dat da-
gehele gebrek aan

SAKE - RAPPORT
27/4/75

See PUBLIC SECTOR - State Enterprise

MANSHED 10

Q. Column 695-96

15/4/75

Question
Write on both sides of the paper

Training Centres for Coloured Cadets

*13 Mr C W EGLIN asked the Minister of Coloured Rehoboth and Nama Regions

(1) Whether any training centres, other than that at Faure, have been established in terms of the Training Centres for Coloured Cadets Act, if not, why not; (a) how many, (b) when and (iii) where was each established and (c) how many cadets can be accommodated in each centre.

(2) (a) how many persons registered in terms of section 5 of the Act in each year since 1968 and (b) how many of them were called up for training in each of these years.

(3) whether any persons have been prosecuted for (a) failure to register in terms of section 5 or (b) absence from a training centre if so, how many in each year.

(4) how many cadets completed their training in each year since 1968.

The DEPUTY MINISTER OF COLONIAL REHOBOTH AND NAMA REGIONS (Reply in Table with Love of House)

(1) No. In view of the fact that the existing training centre at Faure is not yet in full use.

(2) (a) 1968-1974

| | |
|------|----|
| 1968 | 11 |
| 1969 | 10 |
| 1970 | 10 |
| 1971 | 10 |
| 1972 | 10 |
| 1973 | 10 |
| 1974 | 10 |

(b) Persons who have been called up for training and who were ultimately admitted to the centre.

1968—None
1969—818 (The Centre opened on 1 March 1969)
1970—888
1971—911
1972—745
1973—1122
1974 1074

(3) (a) Unknown—this matter is being handled by the Department of Police.

(b) Yes None

| | |
|------|------|
| 1968 | None |
| 1969 | 63 |
| 1970 | 104 |
| 1971 | 84 |
| 1972 | 59 |
| 1973 | 103 |
| 1974 | 58 |

(4) 1968 - None
1969 - None
1970 - 127
1971 - 581
1972 - 588
1973 - 418
1974 - 621

1754
170

Sun Times (Bus Times) 27/4/75

Bank chief warns on cash crisis

Sun Times
Bus Times
27/4/75

By RALPH HELLER
UNLESS South African business men find new ways of raising capital there will not be enough work for the extra 11-million people of all races who will be on the labour market by the year 2000.

This is the view of Piet Liebenberg, chairman of Finansbank, who says "the biggest problem facing industrialists today is the supply of risk capital.

"Our stage of development requires that we have to expand the economy so that there is enough work for everyone.

"It is estimated that by the turn of the century, there will be 19,6-million workers in South Africa — 2,3 times the 8,3-million who were active in 1970."

Mr Liebenberg points out that in the next 25 years, the African labour force is expected to leap by 148 per cent, the Coloureds, by 128 per cent, the Indians by 96 per cent, and the Whites by 85 per cent.

South Africa, he feels, has almost everything going for it — a stable government and under-exploited human and natural resources. The only

limiting factor is capital which will have to be raised internally and internationally, in highly inflationary times.

The vastness of the capital requirements is gauged by the fact that the country's gross domestic investment is expected to total R36 134 million at the turn of the century — six times as much as the R5 865-million of 1974.

The projections for the year 2000 are based on the Economic Development Programme for 1974-1979. All figures are based on 1973 prices.

"Creating the infrastructure for a population which will double within the next 25 years, will not be possible without massive foreign assistance in the form of capital and skills.

"There is this enormous daily accumulation of surplus funds in the Middle East, against falling reserves

Continued on Back Page

Bank warning

Continued from Page 1
in the West and other countries.

"If one assumes that such capital and skills will be forthcoming, then it may be said that South Africa is standing on the threshold of an unprecedented period of wealth and development.

"It is therefore important that every possibility be utilised to promote the interests of South African in this respect, and that is why the present detente policy in Africa is so important.

"Internally, we have to devise new ways in which companies, which would have raised capital through the Johannesburg Stock Exchange, can now do so."

He feels that local banking and other financial institutions should be more effectively marshalled to achieve this. While citing Germany in the post World War II period as an example, Mr Liebenberg acknowledges that this could lead to the banks and others dominating the economy.

"But based on this experience we could build in checks and balances to avoid this.

"There is no other way out, and the financial sector will have to rise to the challenge and be much more dynamic than they have been in the past.

"They will — just as they support organisations like Escom — have to find ways and means of supplying risk capital for companies, which in these inflationary times, are finding their borrowing capacities increasingly hampered."

In exchange for this finance, Mr Liebenberg envisages the institutions obtaining a stake in the company. This could take the form of a profit-participating preference share — which forms part of permanent capital — thus avoiding the charge of bank encroachment.

"In this respect, the IDC has done a tremendous amount, but one can't expect them to carry the burden for the whole country. Besides which, that is not its function.

Annual report

Finansbank yesterday published its annual report, which shows that taxed profit for the year which ended March was R600 000 — a 20 per cent increase over fiscal 1974. This rise in earnings per share from 19c to 23c is rather academic as it comes after transfers to secret reserves.

A final dividend of 3c per share has been declared, making a 6c total for the year, compared with 5c previously.

Total assets have gone up by a quarter to R51,5-million and capital and reserves

amount each, as do members of the Finansbank management team, Johannes Hamman and Dr Leon Porter. Laurie Korsten, formerly with Finansbank, also holds about 8 per cent.

Mr Liebenberg's family interests control a further 10 per cent.

Among the further 100 individual shareholders, who hold the balance of the equity, is Raymond Ackerman.

LAURIE KORSTEN, one of the founders and an ex-director of Finansbank, has set up on his own.

His new Johannesburg-based company, Corporate Acceptances, will handle all aspects of financial investigating and planning and advise on mergers and takeovers.

Mr Korsten has been joined by Donald Woods, currently personal assistant of Charles Fiddian-Green, executive chairman of the Rennie group, and Gordon Maddock, a former manager at Finansbank.

5 000 graduates in 50 years ^{Day} _{5/1/73} 170

PRETORIA — The general secretary of the Bantu Education Advisory Board, Mr P Gugusha, said university education for blacks was at a cross-road and it was in dire need of some systematic boosting to give it viability.

Speaking at the Unisa graduation ceremony he said up to the end of 1973, there had been 5 000 black graduates and 250 black medical doctors in South Africa.

"This means 5 000 black graduates in more than 50 years since the first black graduate succeeded at Fort Hare in 1921, and 250 doctors in more than 25 years since the first black doctors graduated at the University of the Witwatersrand in 1945."

He said it was easy to see why the above had taken place. "How else can it be when latest statistics show that only 17 out of every 10 000 black children reach matriculation level, and how else can it be when in 1973, out of 5 170 students who wrote the matric examinations, only 1 700 obtained matric exemption.

It was virtually a national tragedy that in 1973, out of a total of 57 480 teachers in all black schools in South Africa, only 972 were graduates, and 5 789 were matriculants. During that period it meant there had been an allocation of 1,8 graduates a school.

"I firmly believe top-gear acceleration of our black universities can only foreseeably be feasible when and until a substantial reservoir of black academic personnel, covering a wide spectrum of disciplines and fields of specialisation, has been built."

All South African universities, in the spirit of academic détente, should contribute their quota towards building and reinforcing the pool of black academics.

"This has become urgent, pressing and so necessary. Concessions for black students to enter all other universities in the country are currently minimal and peripheral. But, with the escalation of the present spirit of change, hopefully these concessions could become

Affecting SA's

manpower

potential

~~170~~
170

A disturbing exposure of South Africa's White school dropout rate with its weakening effect on the country's manpower is due for release by the Human Sciences Research Council this month.

"Project Talent Survey" conducted by the council between 1965 and 1969, shows South Africa rapidly losing White manpower potential because pupils do not complete their school careers successfully.

Some early school-leavers could have matriculated if they had stayed at school.

The council has also revealed that many pupils who reach standard 10 have not, in their opinion, mastered basic education skills such as spelling and arithmetic.

In the test period 43 248 pupils failed, or left school or the country, between standards six and 10.

"Of the 69 908 standard six pupils originally tested in 1965, 26 680 or 31.1 percent progressed in the minimum period from standard six to standard 10."

Almost two thirds of the pupils under survey failed to complete their school careers successfully.

The survey began at standard six level in 1965 "with the principal aim of determining the country's White manpower potential" and ended at school level in 1969 with a comprehensive test programme in which all the standard 10 pupils of that year in ordinary schools took part.

A preview of the council's findings explains that "loss of manpower potential" implies that some of the pupils who failed "entered the labour force" a year or more later.

A comparison of 1965 and 1969 data has revealed that variables such as occupation of the father, sex, home language, size of family, are related to the loss of potential among pupils between standards six and 10.

Also affecting this loss of potential is the type of school attended — for example single-sex or co-educational school; the age of the pupil on entering school; and attendance at nursery schools.

These variables cannot be isolated in their effect on loss of potential.

Pupils were asked personally which groups of problems were detrimental to their school-work.

Among standard 10 pupils, 20 percent indicated study problems, 17.6 percent personal problems, 8.5 percent domestic problems, and 6.3 percent school problems.

From these figures the council has deduced that more than half the standard 10 pupils experience problems which are of such a nature that they could be detrimental to their school work.

"The extent of personal and study problems in particular, is a matter of which school personnel and parents should take cognisance."

The council recommends a survey of the number of pupils who reach standard 10 without having mastered basic skills in, for instance, language, reading and arithmetic.

It appears that the knowledge of spelling, grammar and punctuation and smaller arithmetic and/or mathematical computations of 32.9 percent and 39.6 percent of standard 10 pupils respectively is such that it has a detrimental effect on their school work.

"If one considers that the data mentioned here were obtained during the third term of 1969, that is at the end of the school careers of this group of standard 10 pupils, it is obvious that a comparatively large number of pupils leave school without having mastered certain basic skills," says the council.

"The question may well be asked to what extent this inadequate knowledge may influence their further study and occupational careers."

GEBRUIK U SWART

Deur **WILLIE VAN BREDA**

BAIE meer deskundiges wat met die bestuur van die menslike faktor in organisasies behulpsaam kan wees, moet opgelei word en meer aandag moet in die opleiding aan 'n beter begrip van die swart werker gegee word, volgens prof. H. P. Langenhoven, hoof van die Departement Bedryfsielkunde aan die Universiteit van die Oranje-Vrystaat.

- ① 170
- ② 315
- ③ 200

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Verskuiwing

Daar was ook 'n duidelike verskuiwing in die poste waarin Bantoes benut word. Swart werkers het die vinnigste toegeneem in die hoër vlakke van geskoolde, klerklike, toesighoudende, halfgeskoolde en vakkundige poste. Dit het geskied ten koste van ongeskoolde poste waarin daar nog steeds 69,2 p.s. van hulle werksaam is.

As hierdie tendens moet voortduur, wat in alle waarskynlikheid die geval sal wees, sal swart werkers nie alleen die verantwoordelikheid hê om hulle te bekwaam vir die hoëvlakwerk nie, maar ook aanpassings moet maak in hulle benadering tot werk. Die belangrikste aanpassings sal egter deur werkgewers gemaak moet word in hulle bestuursbenadering tot die benutting van swart arbeid.

Prof. Langenhoven sê voorts dat om die tekorte aan hoëvlak-mannekrag die hoof te bied, die swart werker in staat te stel om sy posisie te verbeter en die hoër loon wat nou in elk geval aan hom betaal moet word te verdien, sal die

REG, OF...

RAPPORT 11/5/73

Prof. Langenhoven sê in 'n verslag, wat gebaseer is op 'n ondersoek wat by 144 organisasies landswyd uitgevoer is, dat omdat swart arbeid so 'n groot deel van die arbeidsmag in Suid-Afrika uitmaak, oefen die wyse waarop hulle benut word, 'n belangrike invloed uit op ondernemings se winste en koste-struktuur en ook op die ekonomie van die land as geheel.

Tendense

In hierdie ondersoek het swart werkers 66 p.s. van die totale personeel uitgemaak. Betekenisvolle tendense het egter na vore gekom. Swart werkers het oor die voorafgaande 5-jaar tydperk met slegs 4,7 p.s. toegeneem teenoor 'n toename van 12 p.s. by blankes en 36 p.s. by Kleurlinge en Asië. Hierdie tendens mag toegeskryf word aan meganisering wat veral laer-vlak-arbeid oorbodig maak.

As dit so is, kan daar toenemende werkloosheid by ongeskoolde swart werkers verwag word tensy hulle hul bekwaamheid vir hoëvlakwerk en toegelaat word om dit te beoefen, of tensy daar in die tuislande 'n heenkome vir hulle gevind word.

Kontrakwerk

Dit blyk ook dat die gebruik van kontrakwerkers in die afgelope vyf jaar betreklik vinnig toegeneem het, nl. met 14,9 p.s. terwyl daar vir dieselfde tydperk na verhouding 'n afname in die indiensneming van ander Bantoes was. Dit beteken dat daar na verhouding meer van trekarbeid gebruik gemaak is.

Die verantwoordelike owerhede behoort van hierdie tendens kennis te neem. Indien hierdie 'n langtermynneiging is, sal daar in die bestuur van swart werkers die nodige aanpassings gemaak moet word. Huisvesting vir en vervoer van die toenemende getal migrasie werkers sal daadwerklik aandag geniet.

swart werker in toenemende mate in hoëvlakwerk gebruik moet word.

Daarvoor sal die werk in baie gevalle gereorganiseer en die poste herontwerp moet word en Swart werkers wat oor die potensiaal beskik, behoorlik gekeur, opgelei en by die organisasies ingeskakel moet word.

Parlement

Die skrywer wys voorts daarop dat personeelbestuursaktiwiteit tans nog in 'n groot mate deur klerklike personeel verrig word. Slegs 16 p.s. van die blankes wat hierdie spesialis funksie vervul, is gegradueerd. Op hierdie terrein is groot ruimte vir verbetering.

Hierdie ondersoek vorm deel van 'n reeks ondersoeke wat die Afdeling Persoonnavorsing van die Universiteit van die Oranje-Vrystaat tans onderneem na verskeie aspekte van die benutting van swart arbeid. Hierdie ondersoek is voorafgegaan deur 'n ondersoek na die funksionering van skakel- en werkekomitees in Suid-Afrika, 'n ondersoek wat wye publisiteit geniet het en ook in die Parlement weerklank gevind het.

Die Afdeling Persoonnavorsing stel beide hierdie verslae aan belangstellendes beskikbaar teen 'n bedrag van R6.

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Financial Editor *Sun Tribune*
11/5/75 (Fin)

SOUTH AFRICA'S comfortable assumption of a vast untapped labour force could be entirely mythical according to Leonard Thorne, director of the Natal Employers' Association.

Mr Thorne makes the point that accurate figures are not available but those that he has been able to find indicate that unemployment among Blacks is extremely low.

"The Minister of Labour, giving recent statistics in Parliament, quoted the economically active portion of the current African population as at December, 1974, as being 6,5 million."

Mr Thorne notes that usually it is assumed that normally active working population totals around one-third of total population.

Jobless

This being the case and the total African population in South Africa taken at 21 million, a small surplus of half a million are unemployed.

"Out of this, not only must we provide the employment, necessarily essential to the survival of the individual homelands, whose figures are not recorded in the Republic's statistics so far as I understand, but we must also meet the rising demand of the Chamber of Mines, whose foreign workforce seems to be rapidly disappearing."

"Currently of the order of 600 000 employees, the mine workforce is said to be functioning at some 78 percent of capacity. Where are the extra miners to come from?" he questions.

Problem

"If these calculations are correct we have virtually no unemployed pool today, apart from those temporarily thrown out of work through the recessionary situation."

Mr Thorne notes that accurate figures on unemployment of Africans are extremely difficult to obtain.

"Our Department of Labour keeps no statistics of African employed, or unemployed. And the Bantu Department, being primarily concerned with administration and education also keeps no figures relating to employment. Also local influx control authorities appear to be equally incapable of giving this statistic."

Anglo's manpower move

9

STAR 15/5/75

Labour Reporter

One of South Africa's largest employers, the Anglo American Corporation, has re-organised its labour relations structure to counter future labour tension

Announcing the establishment of a "manpower resources division" in his chairman's statement today, Mr Harry Oppen-

heimer said South Africa faced a period of change in its industrial structure.

In South Africa, the matter was complicated by race, colour and political attitudes

"It would be wrong to expect that we can do this without tension, friction and some disturbance, but it would be an even greater mistake not to try," Mr Oppenheimer

said

The new manpower resources division — serving all associated mining and industrial companies — will provide a comprehensive personnel service, wages and working conditions, communication, job evaluation, training, Black advancement and the elimination of race discrimination, among other things

Referring to the wage gap, Mr Oppenheimer said "This is of particular concern in these times of almost violent inflation"

It was important to remember that an increase of, say, 50 percent in Black wages and 10 percent in White wages still meant that in absolute terms the gap was actually widening, Mr Oppenheimer said

- 1) Manpower
- 2) Mining
- 3) Industrial Relations - General
- 4) Wage Regulation - General

① 173
② 250
③ Management

Seven Black specialists quit RDM 15/5/75

CAPE TOWN —The entire Black staff of a division of the National Institute for Personnel research, all specialists in labour motivation and problems of staff morale and absenteeism, resigned last year when they found better jobs elsewhere

The seven, all men with bachelor or honours de-

grees, left the industrial ethnology division of Personnel Research because so many jobs in this field had been created in industry, according to the latest report of the Council for Scientific and Industrial Research (CSIR).

Their work entailed interviewing Black subjects

in studies of attitude and morale, absenteeism, labour turnover and motivation. The staff had stayed in the same jobs for many years, but with the recent changes in commerce and industry, there were now many openings for Blacks in the personnel management field, said the CSIR.

Keep Portuguese, urges Seifsa chief

Staff Reporter

ORGANISED industry is putting heavy pressure on the Government to take the brakes off recruitment of white artisans from Mozambique.

Industrialists are also asking the Department of the Interior that the hundreds of Portuguese workers taken on since last September's riots in Lourenço Marques be allowed to stay.

The pressure from industry hits at a most sensitive area of South Africa-Mozambique relations as Frelimo tries to ensure that it retains the diminishing number of skilled Whites on the eve of the territory's independence.

Yesterday, Mr Errol Drummond, the director of the Steel and Engineering Industries Federation of South Africa (Seifsa), confirmed he had acted on the requests of his members.

He said that last week Seifsa and the Department of the Interior had "final discussions on clarifying the manner in which Portuguese labour may be employed in South Africa."

"Many of the people who took part in the exodus from Mozambique in the last seven months have taken up work with members of Seifsa. The matter has now been greatly clarified," he said.

He said he would soon be issuing a statement of Seifsa members on what the discussion achieved.

But the Secretary for the Interior, Mr J. L. S. Fourie, yesterday would not comment when asked for details of the discussions and of what was agreed.

Spokesmen for several industries affiliated to Seifsa yesterday confirmed they had written to Mr Drummond both on before

behalf of Portuguese employees on temporary residence permits and of those queuing up in Lourenço Marques for permission to cross the border.

One spokesman explained: "Since last year's rioting, the authorities have tightened up on the control of Mozambique artisans."

"The normal high education requirement, which had been waived prior to the riots, was reimposed, disqualifying most of the workers."

"But industry needs these workers, and so does the country, if, for example, Sasol 2 is ever going to be built."

It has been estimated by one Portuguese labour expert that up to 40 000 Portuguese were living illegally in South Africa before last year's riots.

Since then, an estimated 50 000 had left Mozambique — most of them for South Africa, he said.

FM. 23/5/75

LABOUR'S DAUNTING PROSPECTS

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It's often argued that workers and capitalists should not fight each other for larger slices of the national cake. Instead, they should work together to make the cake so large there would be no need to fight.

This view is broadly valid for SA, says General Mining's Dr Wim de Villiers, but "unfortunately this does not automatically solve the problem of achieving a better income distribution amongst the population groups". The solution is to upgrade Black productivity, skills, and wages.

In his most recent book, *The Effective Utilisation of Human Resources in the Republic of South Africa*, De Villiers says the real inhibitor of economic growth in SA is not a shortage of labour, but a shortage of skills. Some 85% of the present economically active population is unskilled or semi-skilled, while only 15% — compared to 48% in the US — can be grouped as leaders, clerks, salesmen, and skilled workers.

De Villiers adds that no more than 30% of SA's Africans are literate. In the light of figures like these, "the daunting realities and the magnitude of SA's training and development needs emerge only too clearly".

De Villiers' book suggests a strategic framework for more rational use of both Black and White manpower. Top priority, he believes, is to develop the "leader group" — in effect, the Whites — to the full. Secondly, SA's unskilled and semi-skilled workers must be trained on a massive scale.

The book warns, however, that Whites will oppose Black progress up the jobs ladder if the suspicion is aroused that management is trying to introduce cheap labour.

De Villiers points out that SA's critics usually stress statutory job

reservation to the exclusion of job reservation imposed by the trade unions. Clearly, the most effective method of job reservation is that enforced by workers closing their

A policy must therefore be applied, he says, which would ensure that Whites due to be replaced are trained for "other, more lucrative jobs".

Referring to his own experience on the Copperbelt, De Villiers shows how successfully a strategy of better utilisation of Black labour can be applied. He emphasises the necessity for proper job description, job evaluation, a structure of promotion routes for Blacks, careful recruitment selection procedures, aptitude testing, orientation, induction training, and the like.

Written, as it is, by a top mining

De Villiers... a fundamental antithesis?



man with wide practical experience, the book contains many useful insights, though some of De Villiers' presuppositions may be difficult to accept.

What, for instance, is a "multi-national economy"?

And De Villiers also points to a "fundamental antithesis" between the

Western way of life, based on recognition of the intrinsic value of the human being and of his right to develop his potentialities to the full, and the Black man's "pattern of existence," which "does not allow for individualism or renewal, nor for the application of Man's questing intelligence".

It might be argued, however, that the White man in SA only applies the Western way of life to himself. Some of his inventions — like job reservation — do not by any stretch of the imagination allow Blacks to develop their potentialities to the full.

It is thus a little disingenuous to say the Black man's "pattern of existence" does not allow for the "application of Man's questing intelligence".

De Villiers stresses that the Black "often fails to understand why his standard of living, earning capacity and status should be below that of almost all his White colleagues. Under such circumstances he may be easily convinced that the standards being enjoyed by Whites are *deliberately being withheld from him*" (Author's italics).

But when one takes into account job reservation, migrant labour and the compound system, pass laws, restrictions on apprenticeship, the denial of trade union rights and of meaningful political rights, who can expect him to conclude anything else?

Women must come out of the kitchen says Mr van Niekerk

STAR
26/5/75

South Africa has the c
to reduce its rate of inf
if it can increase the pr
tivity of its population.
is why the call now is to w
to "come out and save
economy" — instead of th
enjoinder to stay at hom
rock the cradle.

ELIZABI
WILSC
report

day industries which were highly mechanised created a large labour market which offered a wide variety of skilled and semi-skilled work. This no longer required physical strength but depended on manual dexterity and speed abilities at which women excelled. Women should initiate the kind of industry which depended on these skills. Although the number of working women had doubled during the last 10 years, South Africa still had a large reserve of married women.

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2170
2170
2208

The Administrator of the Transvaal, Mr S G J. van Niekerk, told members of the Housewives' League that it was "an absolute necessity" for a wife and mother to go outside the confines of her own family and into the community at large.

Speaking at the biennial conference of the Housewives' League held in Bedfordview last week, Mr van Niekerk said women had a significant contribution to make to the economy, and society could "only benefit" from womanpower.

The economic future of South Africa was dependent on the emergence of a labour force with "the requisite education and training, and appropriate incentives and opportunities for economic advancement."

Doubled

Mr van Niekerk said women were going to have to commit themselves to the future of Africa.

They would have to plan towards a contribution in a country which in 25 years would have doubled its population.

At present, women constituted only 32.7 percent of the total labour force.

Yet, the 1974 matric results showed that of a total of 3,521 matriculants who passed in the first class with honours, 53 percent were girls.

University results also supported the fact that women students in general show a higher academic performance than men.

In further analysis, the



MR SYBRAND VAN NIEKERK — querying the "kinder, kuche und kirche" role for women.

academic qualifications of women in the Republic indicated that few carried on to achieve top positions in their fields.

Despite their abilities, women made a limited impact in the traditional masculine spheres such as law, natural sciences, medicine, engineering and the

Instead, they tended to concentrate in large numbers on a limited number of subjects such as literature, education and nursing.

Balance

"No nation or people can rise higher than the standard set by its own womanhood."

cate girls to higher levels there was a positive correlation between the educational levels and em

Changed

Mr van Niekerk said that in modern industrial society the family functioned as an economic unit. The traditional roles of members of the family have changed to adapt the mothers' dual role. All members of the family who shared in the family's proceeds now had to do their share of the work in the upkeep of the household — thus enabling the mother to fulfill an economic role.

It was both parents' task to rear and educate the children and not the sole task of the women.

It was the quality and not the quantity of parent-child interaction that was really important.

Said Mr van Niekerk: "An optimum amount of neglect of our children is in the long run healthier than constant over-protection and need fulfillment."

"There is a pressing need that will increase in the future for housewives to contribute to the welfare of the community, and for mothers to bring up their children with similar values."

Influence

Mr Van Niekerk urged women to take an active part in making decisions concerning the future.

"Properly qualified women," he said, "must offer themselves as candidates at all levels of public office to exert any real influence on the national scene."

"They should not only

'Abandon labour apartheid'

STAR 29/5/75

Own Correspondent
DURBAN — The time had come for the "withdrawal of discriminatory labour legislation which was hampering economic growth, said Dr H J J Reynders, Director of the Federated Chamber of Industries.

Apart from this, such laws induced despondency and frustration which reduced productivity, and discouraged investment by entrepreneurs because of uncertainties caused by the restrictions.

Dr Reynders said: "A continuous re-assessment is needed of social and legislative restrictions which hamper the more productive use of the total labour force."

Whites should accept the inevitability of the increasing economic integration in most parts of the country.

REQUIREMENT

The preparation of Blacks for greater participation in the economy was the first requirement for adequate future growth. This demanded the progressive abolition of job discrimination and more flexibly applied influx control.

On the part of the Black man, Dr Reynders said: "He must shed traditional attitudes inimical to progress. He must accept the profit motive, shed his leisure preference, learn to save, not demand too much in too short a time and not fight with impatience for changes."

In a four-hour address to the Change Orientation and Planning Seminar of the Stellenbosch Graduate School of Business held in Durban, Dr Reynders repeatedly suggested that Blacks and Black policy held the key to the success-

ful future growth of South Africa.

But at the moment "Government policy restricts growth in South Africa."

Delegates were told that job reservation only affected three percent of South Africa's total labour force. Moreover the Government was turning a blind eye to infringements of the law.

Dr Reynders said the reason job discrimination had not been repealed was a political one because it was not the type of thing that could be announced on a political platform when votes were needed.

Referring to migrant labour, he said that, apart from its social effects, it also had a detrimental effect on productivity and could not provide a stable pool of workers that was needed by industry.

He said: "A committee has been appointed to investigate the migrant labour system. What will happen, I don't know. I have my own ideas, but these I won't say in public."

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2/128
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4 170
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6/174
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8/266

Fighting off socialism

Own Correspondent

DURBAN — South Africa cannot escape the world-wide trend of creeping socialism, but could fight it by a redistribution of wealth and the creation of a stronger middle class.

This was the warning given by Mr. Len Abrahamse, joint deputy chairman of Nedbank and Syreth-UAL Holdings, when he addressed the change orientation and planning seminar of the Stellenbosch Graduate School of Business in Durban. "Stop talking about educating the Blacks, just do it," he said.

As a matter of priority, he said, "forget about colour" and rather think in terms of training all unskilled labour.

He said that in the past many businessmen had sheltered behind the policies of the Government when they could have been training unskilled labour.

But Mr Abrahamse added that, while industry had its part to play, "the problem is so enormous that industry cannot do it alone."

"We need new thinking on our whole educational infrastructure and we haven't a great deal of time," he warned.

He said that world-wide trends into the destruction of the middle class — the root of capitalism — was taking place and warned that the world's free enterprise system was under attack.

Mr Abrahamse was the third speaker at the seminar to warn that South Africa could expect another price spiral next year.

Two bankers have warned that a "fashion boom" into which the world is being psychologically conned will probably cause an inflation rate in South Africa next year of about 17 percent.

Mr Abrahamse said that the "reflationary" processes will be artificial and in mid-1976 inflation will be very destructive.

In reply to a question, Mr Abrahamse also warned that property was no longer a hedge against inflation in the sense in which it had traditionally been held.

He said that in South Africa, as had happened the world over, short term money had gone into property and the bubble was in danger of bursting.

Handwritten notes:
47
Capital
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173

Plea for Black^{STAR} workers^{11/6/75}

Local authorities should create work opportunities for "the growing number of higher quality non-White workseekers" to fill gaps left by the scarcity of White candidates.

This view was given today by Professor J. J. N. Cloete of the University of Pretoria, at the conference of the Institute of Town Clerks of Southern Africa in Salisbury.

He said municipalities should examine the labour market and adjust their employment policies to find new supplies of labour.

If, for example, there was a shortage of worthwhile candidates for White male clerks jobs, local authorities would have to change their employment policies and post structures.

This would enable authorities to take advantage of other candidates, for example women or semi-skilled people.

Coloured people, Indians and Blacks could also be used to overcome labour shortages.

Professor Cloete suggested that small local authorities should amalgamate to pool their resources to improve their labour position.

HANISARD 19

Q. 1163

16 June 1975.

* Whites/Coloureds/Asians/Bantu
economically active

346 Mr G H WADDFII asked the
Minister of Statistics

- (1) How many (a) White, (b) Coloured,
(c) Asian and (d) Bantu persons in
the economically active age group
had Std VI, Std VIII, Std X,
diploma and degree qualifications,
respectively, in the latest year for
which statistics are available,
- (2) in respect of what year is this
information given

170

The MINISTER OF STATISTICS

- (1) (a) Whites between the ages 20-64
with Std VI, 514 248, Std VIII,
629 240, Std X, 479 362,
diploma, 186 886, degree, 47 942.
- (b) Coloureds between the ages 20-
64 with Std VI, 176 152, Std
VIII, 48 297, Std X, 10 777,
diploma, 13 969, degree, 1 044
- (c) Asians between the ages 20-64
with Std VI, 73 643, Std VIII,
27 811, Std X 12 157, diploma,
4 963, degree, 2 377
- (d) Bantu between the ages 15-64
with Std VI, 838 131, Std VIII,
213 363, Std X, 28 839, diploma,
38 421, degree, 1 373
- (2) These figures are in respect of 1970
Std VI includes Std VII and Std
VIII includes Std IX White,
Coloured and Asian 15-19 years of
age not available

HATIOSARD 19

Q. 1185.

17 June 1975.

**Bantu workers in agriculture recruited for
other labour**

*33 Mrs H SUZMAN asked the Minister of Bantu Administration and Development

- (1) Whether steps have been taken to prevent Bantu workers in agriculture from being recruited for labour (a) on the mines or (b) in other sectors of the economy, if so what steps
- (2) whether he will make a statement on the matter

The DEPUTY MINISTER OF BANTU AFFAIRS

- (1) (a) and (b) Mines and other sectors of the economy are not permitted to recruit Bantu workers in agriculture directly. Unemployed Bantu may under certain circumstances be recruited in collaboration with the labour bureau system
- (2) No

(1) 170

~~(2) 211~~

~~(3) 2~~

Natal Mercury 14/6/75

Report by African Institute

Flaws in survey on

Black worker

SOUTH Africa's most crucial labour problem lies with the "enormous growth rate" of the Black population, says a study on the Black Worker of South Africa released by the African Institute recently.

The publication that carries this statement professes to be objective and free of political bias, and many of its conclusions are both lucid and valid.

It is also, however, curiously uncritical of Government policy and legislation and of the White attitudes that shaped labour laws and practices. This flaw has significantly diminished the objectivity of this study by Dr. G M E Leistner and Dr. W. J. Breytenbach.

Explaining the "distances" between Africans and the rest of the country's peoples, the authors find a dualism "typical" of the rest of Africa without pointing out that the "distances" in African countries tend to be related to natural abilities and opportunities rather than race differences.

DUALISM

The dualism in South Africa has been artificially perpetuated by law and law-sanctified social attitudes.

Dualism, it has been said, exists because of a deliberate policy of non-incorporation of the Black population.

Discussing the evolution of the labour pattern, the authors contend that the operation of market forces "came, in some measure, to be replaced by the convention that a White man's wage was usually five to ten times the wage of a Black man."

The study then states South Africa's labour

history is largely a struggle to replace this convention by a pattern of remuneration and employment that reflects actual achievement while at the same time preserving industrial peace."

However, several noted academics, both here and abroad, have found South Africa's labour legislation to be among the most repressive in the world.

In fact, in terms of the Industrial Conciliation

could have been done in the field of education and training to expedite occupational change is a moot point."

Quite apart from the fact that the authors seem to contradict this conclusion later, they make no mention of the philosophy behind Bantu Education as enunciated by Dr. Verwoerd in the '50s.

Then Minister of Native Affairs, Dr. Verwoerd said Africans

**By TIM MUIL
African Affairs Correspondent**

Act, the African has no standing as an "employee" and therefore has none of the protection which is normally afforded an employee.

The Department of Labour which one could expect, not unreasonably, to protect the unrepresented worker, is primarily concerned with acting as an employment agency for industry.

Industrial peace is a euphemism for the priority given to White workers which has created a White working aristocracy, and for a situation maintained by law, custom and force.

The slim book notes that the Black population has had too short a time to develop the "occupational pattern typical of technologically more mature nations."

The authors then claim "Whether more

should not be educated above their expectations, and in White communities there was no place for Africans above the level of certain forms of labour.

Later, while they show that job reservation "potentially affects only an estimated 2.9 percent of the country's labour force," they do not mention the job reservation created by inferior education, poverty, the social problems created by township congestion and by the difficulties of training migrant workers.

At the same time Dr. Leistner and Dr. Breytenbach give the impression that White trade unions are holding the country to ransom.

They do not, however, point out that the White unions are integral to the White power establishment and that the Government has been

highly responsive to them. White unions have helped to shape the Government's stance and hence legislation.

Turning to wages, the authors contend that the wage disparities stem from a skills disparity. While justifiably adding that nobody should be paid more than he is worth in terms of productivity, their argument implies no political or racial element in the current wages gap.

Other academics believe that the disparity in earnings does have a racial factor, and it was pointed out recently that in Europe and the United States the unskilled to skilled wage ratio was about 1 1/2 to 1. This book quotes figures of 3.18 to 1 for Whites and Blacks who are both unskilled.

In effect this study is saying that because the average White earns 5 1/2 times more than an African, he is 5 1/2 times more skilled. There are hosts of reasons for not having skills, and the authors themselves concede that most Whites are overpaid.

EDUCATION

A noted sociologist argued recently that to use productivity in the wages debate is ill-advised.

He noted that in a survey in Durban among 100 large firms it was shown that where Blacks replaced Whites, 55 percent of the firms had increases in productivity and efficiency compared with a mere ten percent that had decreases.

In their chapter on Black education, the authors show what is being done — and there is much — but provide no comparisons between African and White education.

They do not, for instance, show that the average amount spent educating Whites is about R180 a year while

that for each African about R27. While it enumerates the trade and technical schools available for Africans they do not show that the former population has about eight times more technical and trade schools and colleges.

Finally, the African Institute's review on the book's dustjacket depicts the "simplistic view of the situation taken by journalists, the study has no more than 31 Press references and quotations.

① 170
~~2/17/74~~

White jobs assurance

Cape Times 24/6/73

Cape Times Correspondent
PRETORIA. — So-called "White jobs" now being given to Blacks would revert to the Whites if the worst came to the worst and South Africa suffered a depression, Mr. Marais Viljoen, Minister of Labour and Posts and Telegraphs, promised last night.

Mr Viljoen was addressing a National Party meeting in the Gezina constituency — to be the centre of a by-election tomorrow. "The fact of the matter is that we do not have enough White workers to do all the work and must make ever greater use of the Bantu," said Mr Viljoen.

The country's expansion programme was so great that he did not foresee any danger of any workers being without work for at least the next 10 years.

"But if it becomes necessary the Government will not hesitate to take the necessary steps to give the White workers the protection to which they are entitled," he said.

Speaking of the Nico Malan Theatre opening to Blacks, Mr Viljoen said this did not necessarily mean the opening of all theatres to Blacks. He said the various authorities would themselves have to take decisions on the various theatres under their control.

BLACK WAGES ^{27/6/75-6334}
^{F M} ^{(2) 62A}
Warnings from Durban ^{(3) 170}

120

What should I pay my Black employees?
Not surprisingly there were some fairly divergent views expressed over what should be done about SA's lower-echelon wages at this week's Institute of Personnel Management symposium in Durban

Deputy Minister of Bantu Administration and Development WA Cruywagen offered nothing more helpful than the observation "When the minimum wage paid exceeds the economic value for the employer of the work performed, the work opportunity necessarily ceases to exist"

His attitude was poles apart from that of Nedsual's group economic services manager, Merton Dagut. He sees the problem of raising the poor's living standards as urgent, the financial constraint involved undeniable, the penalties of failure obvious, and the solution slow and difficult

Required changes, he said, would be helped by government's intensified efforts to make economic decentralisation work, as would steps taken to give Black political evolution credibility. But trends suggest increases in the real incomes of Blacks are likely to be at the expense of private sector, industrial and commercial investment. And because they were more likely to be spent than saved or taxed away, they would diminish the proportional pool of savings available to finance investment

So, said Dagut, unless growth in public sector spending was checked, faster development would simply not be possible

Natal Employers' Association director, Len Thorne, couldn't accept Cruywagen's contention that there was an "excessive supply of labour". No longer was an industrialist able to fire one man and replace him with one hired at the factory gate

Though there had been an improvement since Durban's 1973 strikes, he feared once workers no longer felt themselves under existing constraints (from production cutbacks) there could be renewed strike pressures

Thorne sees a prime need as giving a true rate for the job in the more skilled



Is my cheque enough to buy food for the month?

areas. If an African is, for instance, doing half a White artisan's job he ought to get half the White's pay — not just a minimum wage.

This argument horrified Dagut. "Either you pay a person sufficient to live and behave like a decent human being, or you don't. This is the sort of thing we can find in our own heads if we stop and think."

He also crossed swords with Hulett's Joe Magwaza who contended workers should be educated in basic business economics to avoid abnormal wage demands and strikes. There was, contended Dagut, nothing abnormal in wanting to earn as much as your neighbour. As for education, that was needed in the front office, not among workers

Daily Dispatch 12/6/75

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Homeland investments to be protected — Adendorff

PIETERMARITZBURG — The South African Government guaranteed industrialists against any loss if political circumstances forced them to abandon their ventures in the homelands, white businessmen were told.

The managing director of the Bantu Investment Corporation, Dr J Adendorff, told guests at the Pietermaritzburg Chamber of Commerce's monthly luncheon it was imperative that more white enterprise involve itself in the economic development of black homelands.

The target the BIC had set itself for the current year implied a considerable acceleration of activities involving expenditure of R56m.

But much more was needed to accomplish the target, Dr Adendorff said.

He added that the establishment of industries was being encouraged in 30 growth points in border areas as well as the homelands, but the establishment of industries at other was also encouraged on condition they did not require provision of expensive infra-structure.

Ten foreign companies had begun ventures in Isithebe, on the north coast in the KwaZulu homeland, and Babelegi — the biggest industrial growth point within the homelands — near Hammanskraal.

Considerable mining potential existed in the homelands, especially in the Northern and Western Transvaal, KwaZulu and the Transkei had limited mining potential, but the new Bantu Mining Corporation was engaged in prospecting work and encouraging big mining concerns to prospect for minerals in KwaZulu.

Dr Adendorff said about 120 000 black male workers would enter South Africa's labour market annually and 60 000 workers would be absorbed through normal growth of the country's economy. Employment for the other 60 000 would have to be created in the homelands.

"These posts must be created within homelands or on their borders so as to accommodate the blacks within their own homelands under economically viable conditions where they are enabled politically as well as economically to fulfil the role of citizens of emerging

nations, Dr Adendorff said.

He added that Development corporations with multi-racial boards would be established in each of the black homelands.

The corporations with limited functions initially would be established later this year.

"The corporations will be controlled by boards of directors consisting of knowledgeable white and black members," he said.

"This step will ensure direct involvement by the various homeland authorities and will lead to greater understanding and a further increase in development tempo.

Dr Adendorff said that although his corporation felt that economic development in the homelands must be accomplished by the blacks themselves with the aid of the corporation, "it has been found that the blacks are generally unable or unwilling to tackle new undertakings of large format."

He said that if a large portion of the African market in the year 2000 was available in the homelands the market there would be bigger than the whole European market of today.

DDC-SAPA

crash.

Reasons for rapid progress

Mr. Kitchoff, chairman of the Industrial Development Corporation, stated that one of the reasons why we are so enthusiastic about our industrial development and why the rate of progress has been so gratifying is:

● Stability of Government and communication between Government and industry was close and cordial and getting better.

● Superior merits of the private enterprise system.

● The Government's open-door policy to foreign capital, which it treated equitably and hospitably.

● South Africa endowed with mineral and agricultural resources.

● It had plentiful, low-cost power.

● It had big manpower resources especially in the hidden reserve of potential skills among Blacks.

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Massive

growth

on way

STAR 3/7/75

The Admin of the... will be...
 growth... of the... Corporation
 If... an... 7.5 percent a year
 will... R17,000m
 ... market is... the homelands
 ... factories there to
 ... alone.
 ... SA could at present
 ... have a gross domestic product of nearly
 ... and would be a...
 ... to...
 ... have disappeared
 ... the African population...
 ...
 ... would...
 ... but 60,000 new...
 ...
 ... one industrial job creates two in
 ... tertiary sector, 20,000 industrial jobs would have
 ...
 ... creation of the industrial job costs
 ... R5,000, R100m will have to be spent on this in the
 ... every year.
 ... R65m available for economic deve-
 ... this year. Presumably R10m
 ... private enterprise...
 ... in the coming year... which
 ... only half of requirements, he said.
 ... whether SA could provide the
 ... For this reason foreign investment is...
 ...

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- 1) 125
- 2) 141
- (3) 242
- (4) 371
- 5) 170
- 6) 65
- 7) Capital

R1.6 billion on

STAR 3/7/75

homelands

— Phatudi

Already a total of R165 000 000 had been poured into the homelands and more money had been offered. D. N. Phatudi, Minister of Finance, said in London.

Painting a bright picture, he said that in the last period since 1971 more than R1300 million had been invested in the homelands by com-

ment incentives such as low-interest loans, tender privileges, liberal tax holidays and premises.

"Our political stability is enviable, our labour peace unbelievable and our economic stability a matter of great jealousy," he continued.

"It is safe to say that your managerial skills together with our raw material potential, adequate labour and surface resources would combine to the optimum type of industrial undertaking so much sought by shareholders."

He warned industrialists that they would be "naïve" to think a vast pool of cheap labour existed in the homelands.

"Cheap labour only remains cheap until someone in their ranks gets a bit of savvy and the utopian bubble bursts."

Stability

to prepare the way for a new economic life, education was spearheaded with an investment of more than R100 million over the last three years.

He told overseas businessmen and industrialists that the political and economic stability of the homelands created unparalleled opportunities for investment.

The homeland was one of the most investment opportunities anywhere available for those industries in need of new lease of life.

The underlying motive



Dr. Phatudi... parallel opportunities

Handwritten notes in the center of the page, including a vertical line and numbers: (1) 170, (2) 101, (3) 100, and a signature.

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UN INVESTORS

Cape Times Correspondent

4/7/75

LONDON. — Many potential investors had been scared off Africa by a general tilt to the left in the continent, but an independent Transkei would not tolerate militant trade unionism, Paramount Chief Kaiser Matanzima told financiers at a seminar in London yesterday.

The Transkei Chief Minister said: "All-take-and-no-give trade unionism which bedevils industry in many parts of the world is something the Transkei cannot afford, and my government will not tolerate it."

But he added: "Employers are expected to pay a fair wage for a fair day's work."

Scheduled for independence next year the Transkei would pursue a policy of "capitalism with a conscience", which would guarantee higher rewards to those with greater initiative and industry.

Also speaking at the seminar Dr Johannes Adendorff, managing director of the Bantu Investment Corporation, said that without foreign investment South Africa would be unable to create sufficient work for its rising African population.

About 120 000 African male workers entered the South African labour market annually, of which 60 000 were absorbed by normal growth of the economy.

That meant an additional 60 000 jobs had to be created annually, Dr Adendorff said.

On the assumption that each industrial job generated two additional jobs through the "multiplier effect" a minimum of 20 000 industrial jobs would have to be provided each year to absorb the inflow of workers.

The Bantu Investment Corporation calculated that it would be able to provide 10 000 industrial jobs a year from its own funds (R65m).

The anticipated shortage of jobs would be 10 000, half the requirements.

Earlier the Chief Minister of Lebowa, Dr Cedric Phatudi, gave assurances against socialism and nationalization of foreign investments.

"We do not envy success of others (and) it is not in our past or present or future to grab what is not rightfully ours."

He emphasized his rejection of segregation, and commitment to non-racialism.

● Sir Arthur Snelling, British Ambassador to South Africa from 1970 to 1972, said he did not believe that South Africa was "going to blow up in the foreseeable future" in spite of external and internal threats to its stability.

He said that he was convinced that barring unforeseen circumstances, the safety of capital invested in South Africa would be much greater

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RANDS & SENSE

Recruiting in Europe~ why isn't it easier?

Many South African companies spend thousands of rands each year trying to recruit skilled staff in Europe. Most would admit that results achieved barely merit the money spent. In this article, South African-born STUART CHERRY, Managing Director of Riley Management Selection Services of London, examines the problem

YOU FLY into London's Heathrow Airport, more often than not, from the east, passing over Westminster itself

You fly out again, more often than not, toward the west, banking for a course south around Windsor Castle

As you do so, looking steeply down from a window on the starboard side, you may — cloud and murk permitting — catch a glimpse of a featureless industrial and domestic sprawl to the north

It could be your last sight of England before you nose up into the cloud that blots it out

The sprawl is called Slough

Early in World War Two, poet John Betjeman — having, no doubt, surveyed from ground level Slough's endless spread of dull, nondescript, higgledy-piggledy red and yellow brick boxes on a wet day — felt moved to compose a poem in which he implored Hitler to bomb it

Hitler, of course, eventually obliged. He appears to have done so with rather less impact than Betjeman's verse, however tongue-in-cheek, demanded. For all the bombs could do, Slough still lives down to its name

Yet Slough thrives. Into its despond every single working day come thousands of skilled engineers, physicists, chemists, biologists, mechanics, managers, marketing executives and accountants — most of the talent that's needed to ensure that the wheels of industry keep turning

There are Sloughs all over Europe, some even duller than the one near London, some daily accommodating even more brain power. Few of them, except in the South, offer significantly more sunshine or other bounties of nature than the Slough of Buckinghamshire

As a South African, you have reason to look at the Sloughs of

Europe and to wonder, why would a man whose skills fit him to work almost anywhere on earth elect to remain in such a place? Why, in fact, doesn't he pull up sticks and go to work where the rewards are higher, the conditions better, the climate more congenial?

Why, in short, doesn't he move to South Africa?

When you have the answers to those questions, you know why recruiting for South Africa in Europe isn't always easy. And knowing why makes doing something about it — recruiting the talent you need for your industry — a little more straightforward.

So what are the problems?

● *It's a long way.*

This is a potential immigrant's fairly obvious objection to South Africa — or, for that matter, to Australia

It is not an objection to be dismissed lightly, though. In recruiting a man, you are probably asking him

The competition is fierce. Sometimes it is cut-throat. In English newspapers in recent weeks, professional men and industrial executives have been wooed with huge and almost irresistible carrots dangled by countries desperate for the brains and experience which they have had no time to develop for themselves.

Saudi Arabia offers R26 000 a year and untold "extras" to doctors. Algeria tempts oil engineers with R13 000 per annum tax free and virtually cost-free living for themselves and their families in one of the more plushy quarters of Algiers. Several countries — Iran is one — will literally double the salary of an experienced British computer analyst-programmer and throw in additional benefits beyond the capacity of UK employers.

Those are **SOME** of the problems of recruiting for South Africa in Europe. I have omitted even more obvious ones — language, for example, in countries other than Great Britain and Ireland, and those which plague recruitment for particular industries only. But now to solutions.

To explain the most effective one I know, I will begin as I began with a reference to poetry in this case, some of Kipling's

*I keep six honest serving men
(they taught me all I know),
Their names are What and Why
and When*

And How and Where and Who

Now, I have no evidence that these lines from *The Elephant's Child* have ever been used to define a marketing principle. Nevertheless, they might be — to define the most basic principle of all **essential knowledge**.

Neither have I heard anyone else define recruitment as a form of marketing. Nevertheless, it is. The vacancy your company wishes to fill is the "product". Those who could fill the vacancy are your potential "customers". And the process of

persuading them to do so is "selling".

Turning full cycle, the secret of successful selling depends upon knowledge of everything which has any bearing upon the task — What, Why, When, How, Where and Who.

As a recruiter for South Africa, you go to Europe well versed in "What" the vacancy your company seeks to fill is. And, probably, "Why" it is vacant. Almost certainly, you know "When" the successful candidate will be required to start. You may have an inkling of "How" to go about the selling (i.e. recruitment) process. And you may have decided "Where" — in London, perhaps.

Mind you, "How" bears some special thinking about — if only because it is so dependent upon the nature of Kipling's sixth serving man "Who" — your potential "customer" for the vacancy.

He is easy enough to specify in terms of what he will be required to do for your company when you eventually get him to South Africa. You can write down his ideal qualifications and experience and age and ambitions and marital status and so on, relating it all to a formal job description and achieving a sort of candidate "Identikit" picture.

But, assuming you find a man to match that picture perfectly, "How" do you persuade him to make the move you desire?

The answer is that you need to know a good deal more about "Who"

You need to know more about him in the context of his previous and present employment, not in the South African terms to which you are accustomed, but in what may be circumstances totally foreign to you — literally!

For example, if you are not familiar with the record of the medical electronics industry in Italy, how can you accurately assess the progress made by a medical electronics engineer from Milan?

For, if you can't, you see, you

have no way of telling how well he is likely to fare with your company in South Africa. Neither will you be able to make full use of his circumstances in Italy as an aid to "selling" him on South Africa — by comparing his situation where he is now with what he can anticipate working for you.

The point I am making should be clear. You can't expect to know your personnel market in Europe as intimately as you know it in South Africa, **but you can never know enough about both**.

You have to be able to meet an Italian — or an Englishman or a German — and relate him, through understanding of him as a person, to the prospect of life for him in South Africa. You have to be able to "sell" him South Africa in his terms, not yours.

If your awareness of your "market" in Europe is inadequate, it is better not to attempt the recruitment task yourself. Instead, delegate it to someone who has experience of your industry and society generally in the country from which you propose to recruit, **as well as in South Africa**. Then, by all means, approve or disapprove your delegate's selection.

Knowledge and understanding of both ends of the recruitment line, Europe-South Africa, won't guarantee 100 per cent recruitment success. Neither will anything else. But it will considerably improve your chances of getting the man you want quickly. And of keeping him.

Next time you fly over Slough at the end of a recruitment trip to Europe, I hope you will look out at the sprawl down there with some satisfaction.

I hope you will do so because your knowledge and understanding of the people now working in the Sloughs of Europe have made your journey well worth the time it took. ☉

BLACK ADMAN TO *Lead* LEAD LABOUR SEMINAR

Financial Reporter

A BLACK advertising agency executive, Mr Madala Mphahlele, of Lintas, will chair a symposium on manpower in Johannesburg on Tuesday.

About 500 White managers are expected to attend the symposium which has been organised by Damelin Management School's association of past students.

A panel of experts — Mr David Jackson, executive director of the Institute of Personnel Management; Mr Gert van Heerden, group personnel manager of Tiger Oats National Milling Company Ltd, and Mr Wilby Baqwa, senior industrial relations officer at Roberts Construction Ltd — will discuss the white-collar explosion of Black South Africa and new opportunities for satisfying Black aspirations while meeting the manpower needs of commerce and industry.

Serious

"This is a serious attempt to gain a better understanding of how the Black executive sees his future and how he can contribute to White progress," says Mr H. M. Glass, head of Damelin's Management School.

"We called in Mr Mphahlele because it seemed quite illogical to use a White chairman for a symposium so closely involved with Black thinking and aspirations," he added.

Mr Mphahlele, a social science graduate of the University of Cape Town, is currently in accounts supervisor in charge of consumer product advertising in the African market at Lintas.

Black jobs progress 'key to our survival'

Change or be doomed. This was the warning directed at change-resistant Whites by a top-level symposium in Johannesburg on manpower needs and Black aspirations

Do not quote 'legal restrictions' and 'the White backlash' as excuses for not advancing Black workers' management was bluntly told by senior personnel executives

"We must introduce those things (Black advancement) which we believe to be right. Top management must commit itself to proper Black advancement and then make it policy right down the line. This is the only way to do it."

Speaking to the symposium was Mr Gert van Heerden, group personnel manager for a large milling concern. His audience consisted of more than 350 businessmen and executives.

The symposium was organised by the Damelin Management School past students' association. Proceeds went to the TEACH Fund.

Another speaker, Mr Dave Jackson, executive director of the Institute of Personnel Management, also urged managers to move toward labour change.

Climate

"You need fear no victimisation. The climate in South Africa now is one of willingness to change both in industry and Government," he said.

"It is common cause that the progress of the economy is wholly dependent on the input of the entire population Black, Brown and White, working together as a coordinated and well-balanced team."

"It is therefore obvious that our whole economic progress will be seriously slowed down unless there is an inflow of tens of thousands of Blacks in the next five years into the professional, managerial, technical and administrative categories."

The obvious conclusion, Mr van Heerden added, is that White progress will depend on the economic development of the Black.

"Yet what retards White progress is the strange phenomenon of resistance to change shown by so many Whites, particularly at the level of direct contact."

The very survival of Black and White and future progress towards greater prosperity for all depends now and in the future on Whites overcoming their fears and prejudices.

Change must be introduced by company management. It is not something which takes place over many years.

Those who believe change should take its own course will realise too late the crucial fact that nothing will happen unless planned.

Management came under heavy fire throughout the meeting.

Mr van Heerden pointed a finger at an important fact it often overlooked.

The supervisors in charge of Blacks over the years were the ones who projected the image of the White man to the Black worker.

"It was the practice to give the job to those Whites who had little education and who could do nothing else but be put in charge of Blacks."

These are the Whites who feel most threatened by Black advancement. "Their job is Africanised and they are told they never 'motivated' the Black worker," Mr van Heerden said.

Competent

All the more reason to plan also the future of the blue collar White worker as well as the white-collar Black worker, said Mr Jackson.

"We are getting to the day when competent Blacks will be managing competent Whites. We have to ensure that White reaction is minimal."

Mr van Heerden said the present problem was senior management, which was holding back Black advancement.

"They think the Black has to be cared for because of his incompatible attitude towards ac-

cepting more senior positions. The Black will not emerge from this position of sympathy unless he is appointed, after the necessary training, to do skilled work."

"Unless we accept Blacks as part and parcel of industrial society — expect them to get ulcers and heart attacks — we will never reach the stage where the Black man feels his worth is appreciated."

The legal restrictions firms face when appointing a Black person to a more senior position were laughable, Mr van Heerden said.

"The silly questions asked by highly intelligent persons about the colour of a man's skin, toilet facilities, etc are not only wasting productive time but are also displaying ignorance and totally unadult behaviour."

"The sharing of the country's economic needs can only succeed if a common goal is appreciated."

More than mere recognition of economic needs is required if the Black man is to be satisfied, said Mr Wilby Baqwa, senior industrial relations officer for a large construction firm.

"When you tell me there is a better job opportunity for me I will

'Don't be afraid... Climate is one of change'

first look and see if the job comes through (economic) circumstances only or if it is a sincere offer on your side.

"We are still seeing how the White person keeps his luxuries and how the Blacks still help to build them up."

Sincerity is the missing element that causes the failure of liaison and works committees, Mr van Heerden added.

Too often management introduced these committees and then lost interest in them because the managers lacked sincerity.

"Have we introduced these committees to push communication to the point where we listen to the Blacks themselves or did we start them because of the insecurity we felt

in the face of possible strike threats?" Mr van Heerden asked.

It was this insincerity which could cause a Black backlash with strong anti-White sentiment, said the chairman, Johannesburg advertising executive Mr Madala Mphahlele.

The only solution, said Mr van Heerden, is a big and urgent programme of education. It should involve everyone who would be affected by the inevitable changes.

"Both the trained Blacks, who need to learn managerial and professional behavioural standards, and the Whites, who will have to learn to accept qualified Blacks, as fully-fledged team-mates, need to adjust to new patterns," he said.

"Here Whites are paradoxically inhibiting their own progress by blocking meaningful contributions to the carrying of the work load by Blacks."

"But I firmly believe we have more than enough younger South African Whites who have the courage, foresight and initiative to adjust."

"Faith and wisdom teach us we must accept and even work for change. As surely as the sun rises tomorrow White survival and progress depends on the effective efforts of all our peoples."

The shape of things come? Black executive-White secretary



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... have been taken back to the ...
... of the Industrial Conciliation Act ...
... as at present

The Act defines a private registry office as a business carried out for gain which procures employment of any nature whatsoever for Whites and coloureds. It must be registered with the Department of Labour and fees are prescribed by law. Various conditions must be met by labour firms if they are to be registered (see box)

The basis on which they currently operate is that they claim to be the employers of the typists, bookkeepers, shorthand operators etc, who are attached to the aid of firms beset by shortages due to leave or sickness. Accordingly, they make themselves responsible for the wages, tax deductions, insurance and fringe benefits of their employees, and payment for temporary work is made directly to the agencies by the firms. For running the show they take a fee - up to 50% in some cases - of the net profits after deductions and operating costs are claimed to be much lower, anywhere from 3% to 10%. The Registrar is secretive about such matters. However, says De Villiers, the question to be decided is whether an employer-employee relationship really exists between the tem-

porary staff and the firms. If it does not exist, the firms are not employers and the onus of registration falls on the temporary help suppliers. The true employers of the employees are the agencies. De Villiers are the agencies' clients, who actually use the labour. On them, therefore, should fall the onus of payment and administration.

All of which is not the view of the temporary help suppliers.

Ralph Parrott, director of Marpower, says: "We have never moved without senior counsel's advice. And there has been continuing consultation on the matter with our attorneys and senior counsel. Furthermore, when we started up in 1967, we had the Labour Department here to look at our set-up. We work strictly within their parameters."

THE LAW SAYS . . .

Industrial Registrar Pierre de Villiers gives the following conditions which must be complied with if a business which places people in employment is not to be regarded as a private registry office in terms of the Industrial Conciliation Act. It must:

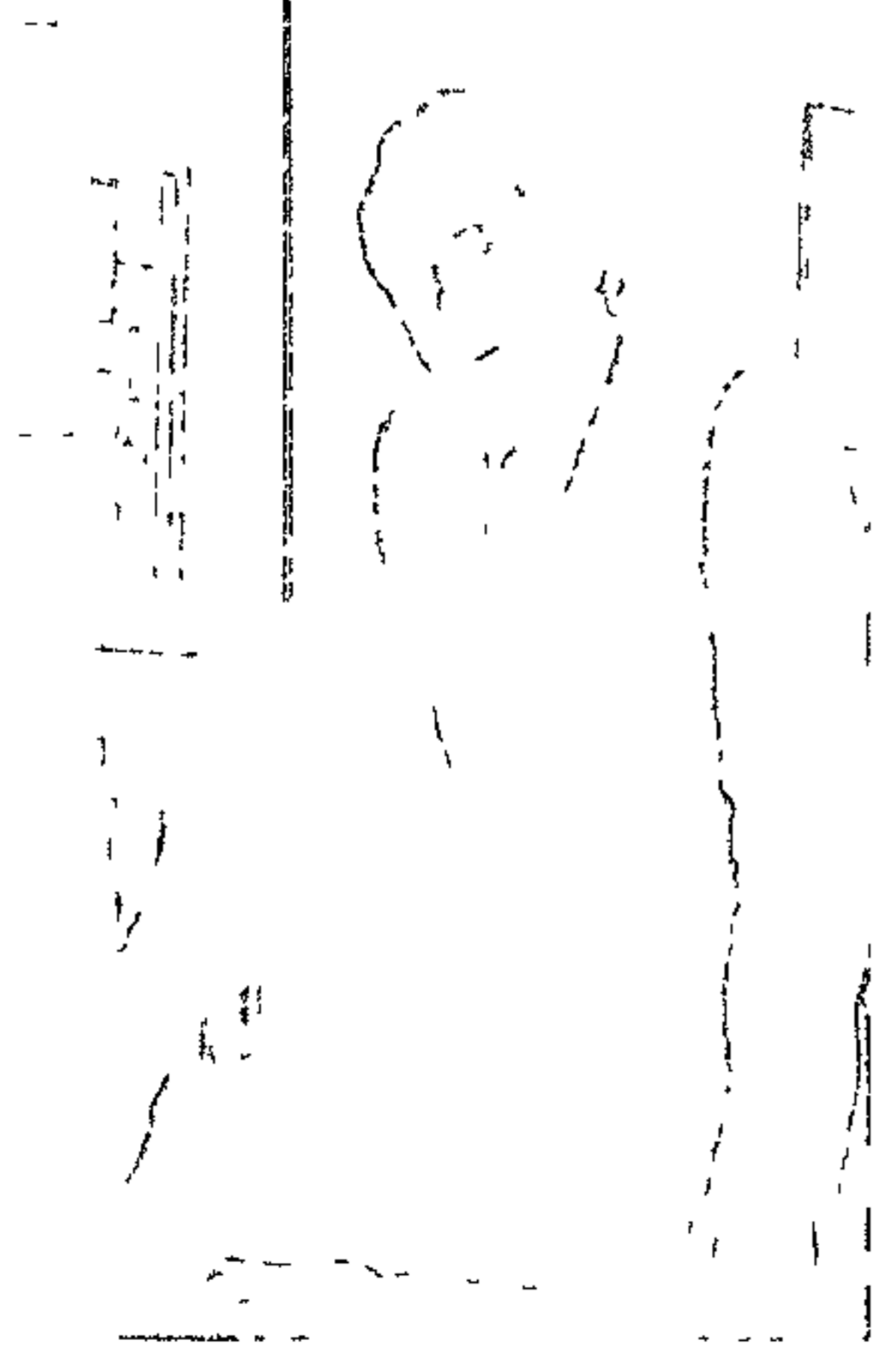
- Act as agent for an employer only,
- Not maintain a register of work-seekers,
- Not undertake to find jobs for work-seekers, and
- Not charge a fee to work-seekers

been continuing consultation on the matter with our attorneys and senior counsel. Furthermore, when we started up in 1967, we had the Labour Department here to look at our set-up. We work strictly within their parameters."

Neville Mackay, of Kelly Girl, reports much the same. Indeed, he has shown the *FM* a letter from the Labour Department dating back to 1969 stating that his company is not a private registry office in terms of the IC Act.

De Villiers, however, maintains his standpoint, and there the situation remains unclear. "We will react," he says, "if a public case is brought to our notice. The company will then have the choice of registering or desisting."

And who is entitled to lodge a complaint? "Any member of the public can bring a case to our notice," he says.



Girl's Mackay . . . who really does employ whom?

17/7/75

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Some of apartheid's costs can be measured, others cannot. But there is little doubt that they far outweigh the alleged benefits

Costs and benefits

Last week's anti-inflation manifesto committed government to the use of cost-benefit analyses by all departments. Right on. Here are some departments and policies that are crying out for the fine toothcomb treatment

• For a start, group areas and residential segregation. Some Whites may believe that "White by night" cities and suburbs enable them to sleep soundly. Maybe that's a benefit — for them. But the cost is borne by Blacks who have to live miles out of town. And it looks as if the economy will start feeling the ripple effects: is the Newcastle bus boycott a foretaste of what is to come as rising costs hit transport companies and Blacks become more resentful of having to pay fares which are that much higher because of the long commuting distances resulting from residential segregation?

• Communication. Newcastle raises a second point. Why is it only *after* a boycott has begun that the bus company starts suggesting discussions with the passengers? So how about a cost-benefit analysis of government's whole approach to communication with city Blacks? Do Urban Bantu Councils play an effective role?

Why not also look at the obvious alternative: accord Blacks full citizenship rights so that they can elect spokesmen to city councils and deal with problems there?

Then, of course, there's the question of Black trade unions versus works and liaison committees. How about a full cost-benefit analysis of both systems?

Colour bar

• Jobs. White workers may benefit from the industrial colour bar. And some Coloured and Indian workers whose jobs are protected may also benefit. But the costs to the country — though unquantifiable — are enormous: an artificial skills shortage, leading to the high cost (and often rapid turnover) of White labour; failure to develop fully the capabilities of Black workers because, for example, they are barred from serving apprenticeships. So we get one alarming projection after another of what SA's skills shortfall will be in a mere five years' time: one estimate puts it at a staggering 2m.

What implications does this have for productivity? For the economy's ability to produce enough to meet domestic demand, let alone compete in world

markets?

• Education. The skills shortage is of course also related to the policy of Bantu Education. When the system was imposed in the early Fifties, the then Native Affairs Minister, Dr Hendrik Verwoerd, decreed that there was no place for Africans in so-called White SA above the level of certain forms of labour and that their education should stand with both feet in the Bantustans. Even today, there's little evidence of a real change of policy.

True enough, government is now encouraging industrialists to train Africans for "semi-skilled" jobs in the common area, but there's still a ceiling on how far up the jobs ladder they can go. The anti-inflation manifesto itself persisted with airy-fairy ideas about Border Areas, when it should have accepted the necessity to train Blacks for the fullest participation in industry in the metropolitan areas.

• Migratory labour. And what about a cost-benefit analysis of the migratory labour system? Employers have benefited in one sense: migrants' wages are low and it is cheaper to build compounds for "single" men than homes for families. But what of the costs? One need only look at the violence in mine compounds over the past two years, resulting in about 140 deaths, production losses, and the exodus of thousands of workers.

It is known that the police are under orders to handle mine violence with kid-gloves because government — and the industry — fear another Sharpeville, which is about the last thing SA can afford.

• Defence vs housing. The defence vote has increased more than 20-fold since 1960. Yet only a few weeks ago Defence Minister Piet ("Wapen") Botha himself said that the military formed only 25% of SA's peace efforts: the other 75% was a battle for the hearts and minds of the people.

Coming from a minister hardly known for dove-ish views, that's quite an admission. And it's a theme which is becoming commonplace in military speeches these days. The Chief of Army Staff (Logistics), Major-General Gert Boshoff, also warned recently that the battle against terrorism is 20% military and 80% socio-economic.

But one wonders if the message from the military has got through to the Cabinet. In the current fiscal year the

increase in military spending (R256m) is much more than the total to be spent on Bantu Education (R151m)

An important part of the socio-economic battle is going to be the defusion of the housing time-bomb. In Johannesburg's African townships, for example, it has been estimated (*FM* March 7) that 14 000 families are in need of housing. For the cost of a single Mirage (R2m), government could build 1 666 standard-size houses in Soweto (R1 200 each, according to the West Rand Bantu Affairs Administration Board). So for less than the cost of nine Mirages, Johannesburg's African housing backlog could be eliminated.

Low productivity

So how about cost-benefit analyses of buying Mirages and building houses? And of providing schools for Africans? For the cost of one Mirage, government could build between 40 and 50 schools. Not only would this go a long way towards winning hearts and minds, it would lay the foundations for a better African labour force. A major cause of low productivity in SA is the failure over the years to provide proper education for the bulk of our workers. The drop-out rate for African school-children is still appallingly high: only a tenth of those starting school reach the secondary standards. A rand "saved" by penny-pinching the African education budget 10 years ago is probably R10 in lost productivity now.

The costs of schools and houses are easy to measure. The benefits — which include non-quantifiable factors like happiness, opportunity, family stability, less crime — are much more difficult. But it's our bet that if government made a really concerted attempt to tackle the Black housing and education backlogs *now*, it would be able to call a halt to the massive increases in military spending.

• Prisons and pass laws. It's also worth taking a look at prisons. The 1975-76 Budget vote on Revenue Account is R66m, with an expected daily prison population of 99 000, costing taxpayers 183c per prisoner per day. On Loan Account R12m has been voted for the extension and improvement of existing, and the construction of new prisons, with a staggering amount of R149m "to be provided later".

Expenditure improving prisons is welcome. But why so many people in jail in

the first place? About a third of the people in prison every day this year are going to be pass offenders. And Natal University's Professor Barnd van Niekerk calculates that, statistically speaking, *one in every four* adult Africans is arrested *each year* for technical infringements of *laws applicable only to Africans*. Again, some of the costs are quantifiable: police and warders' wages, building more jails, the salaries of a vast army of Bantu Administration *apparatchiks* shunting people around from pillar to post. But what of the other costs? Black resentment of discriminatory laws, family disruption, inconvenience to employers and lost production when workers are whisked off in police vans.

Nor should it be forgotten that Sharpeville, the blackest day in SA's history, began with a peaceful protest against the pass laws. The costs: tough exchange controls; universal opprobrium; escalating defence spending.

⊗ Resettlement. A cost-benefit analysis is long overdue. The costs of physically moving people from so-called Black spots are quantifiable. But what of the enormous human costs, and the seeds of resentment which this policy is sowing? Resettlement is making the Bantustans even more overcrowded. What implications does this have for agricultural viability?

⊗ Decentralisation. The costs of creating jobs in border areas and Bantustans are very high, especially where social and economic infrastructure (telephones, roads, railways, etc) is minimal. And what are the costs to industry of the Physical Planning Act? These should be carefully weighed against the benefits.

In some of their more fantastical flights of fancy, uncompromising ideologues still talk of Black workers being sent to live in dormitory villages (such as Itsoseng) in the Bantustans and then commuting to work by high-speed trans-

port. Can SA really afford such nonsense?

In short, it is apartheid itself, needs a cost-benefit analysis. But SA have seen no reason to liberate McQue, they see the prospect of white rule coming to Rhodesia, and the prospect of a settlement in South-West Africa.

None of these events will be untouched. Nor are Transkei, the desegregation of Malan Theatre, the opening of hotels to favoured Blacks, or Botha's promises to the UN going them off — or, as P W Botha says, their hearts and minds.

The battle is really a socio-political — and therefore a political — all but the most obtuse. White Africans must know in their hearts that this battle can only be the abandonment of apartheid forms.

Rapid development for industrial peace

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Financial Reporter Sun Trib. 20/7/75

STANDARD BANK'S managing director Roy Setter said it was one of the lines for Durban businessmen this week when he said that economic development was a priority in the search for industrial and political peace.

Prime reason for the necessity of industrial development was the absorption of more and more Black labour market every year — 230 000 workers annually and this figure is likely to grow.

It is aggravated by the growing number of Black workers who are leaving the mines and the fields for the factories.

The second reason is that economic development means better utilisation of our resources, which is essential, especially when it is borne in mind the relatively small number of Whites who are economically active and who have to provide, almost without exception, all management, personnel and business leadership.

The improved utilisation of Black labour in skilled and better paid jobs has decided advantage of creating a Black middle class which is a "prerequisite" for the emergence of the Black entrepreneur — someone already needed and who will assume a greater importance in the future.

Reason number three is the effect it will have on balance of payments in a

time when gold is a diminishing asset and an increasing share of our agricultural output is being consumed locally. Industry will have to make up the potential losses in foreign exchange.

And foreign exchange will be needed for the economy if it is to grow.

"If the past decade is used as a guide, it would seem we are going to have to find at least R15 billion in the next 10 years in the overseas capital markets.

"I have been asked whether I consider this figure to be realistic. My answer is yes, but subject to the presence of dynamic economic and industrial growth.

"We will also need political stability in Southern Africa," he added.

On the question of gold, Mr Setter was optimistic. "I am confident of the role of gold in the future and feel with expected upturns in world economies, its role will become more important.

"Western governments are now beginning to reflate their economies without having solved the problem of inflation and I anticipate hitherto unknown levels of inflation during the next economic upturn which should start early next year. This will have an influence on the price of gold and demand will remain high."



Roy Setter... utilise labour

Sun Tribune 20/7/75

Financial Editor

McCarthy Chrysler, one of the companies in the field, has signed on a major industry agreement which allows Africans to perform relatively complex mechanical work.

Since June last year, when Africans were allowed to be upgraded to Repair Shop Assistants (RSAs), the holding company of the factory, Chrysler, has set up a specialised training school which so far has produced 30 RSAs.

"We welcomed the move," says Pat Ogram, Managing Director of Saimot, "and we immediately set up a training programme for candidates."

"So far we have 100 RSAs and about 200 apprentices for the number of RSAs in relation to apprentices, and journeymen have been laid down."

Pat Ogram has found Saimot has been able to contain the rapidly rising costs of vehicle servicing by using RSAs to the extent possible.

Muntz's Sefah group, a general engineering concern, has new functions given his African staff and journeymen.

"We are now able to pay our African labour substantially more than we used to, at RSA level," he says.

Joe Molase, an expert, Joe started with Saimot in 1955 as a labourer. In 1965 he earned R12.90 a week. In 1969 he became a Saimot foreman of the RSA and drew R17.30.

This year he attended



Joe Molase... doing more, earning more.

the RSA course and although he didn't fare very well in the theoretical tests — he is illiterate — he achieved 94 percent in the practical test. Joe now earns R17.30 a week.

But is the incentive our African labour finds attractive? says Ogram, "and what we find so attractive is that some of the more important servicing and repairing operations are now done by these RSAs — more than the private paid journeymen."

Saimot has taken a lead in the training of RSAs and other companies in the group have now approached Pat Ogram to use his facilities for their training programmes.

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job after that job had been filled, this would constitute a register of work seekers and the company, *ipso facto*, could be regarded as a private registry office — hence registerable. The situation appears to vary from one company to another which is usual.

Another emerging alternative is that consultants form a special group in the IPM — the *Who's Who's* — designed to set the stage for a private Jackson led to register good consultants — not to be treated with the fly by night people. The move, he argues, for the purposes of the proposed code of ethics, should be conducted with other forms of conduct.

Aprosa chairman Morris Sewitz, however, does not regard such a project with much favour. "What of the consultants who simply don't want to join the IPM because they don't think they can be their proper representatives? They will be penalised by the system. In point of fact we have our own code of ethics and professional conduct which does not require supplementing."

Yet there remain those companies who will go neither for Aprosa, nor the IPM.

Paul Davis, manager (operations services) at Ralph Parrott Associates, reflects the big professionals view when he says "The whole object of job placement is to get thoroughly screened, reference checked and tested people for our clients. Not just to hang out the bodies, then hang out an invoice."

So is R432 too much to pay for a secretary? Those companies which specialise in executive placing charge even more — from 8% up to 15% of annual salary — and such charges would hardly be paid lightly.

Nevertheless, if an expanded Aprosa, or a grouping of consultants in the IPM, could establish among its members a standard of prescribed fees, doubt in employers' mind should be cleared. Until this occurs, the public will continue to look askance at a disorganised industry upon which it is increasingly coming to rely.

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LABOUR

F.M. 25/7/75

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Pricey personnel?

At the moment about 120 operate in Johannesburg alone, and occupy 10 *Yellow Pages* between employers' organisations and enquiring. What are they?

Call them employment bureaux, placement services, personnel consultants — the titles vary according to function, which can be all embracing or extremely specialised. But all are in the business of providing clients with labour — for a fee which can be steep. The fee structure of one large consultancy, for example, shows the cost of providing an employer with a permanent staff member varies from 6%–8% of the employee's annual salary. A top secretary earning R5 400 a year will cost R432, and the higher the salary the higher the fee. Other consultants have similar fee structures.

The consultants who place permanent personnel justify their fees on the grounds that they bear advertising, screening and testing costs. Matching the person to the job, they argue, is their special skill.

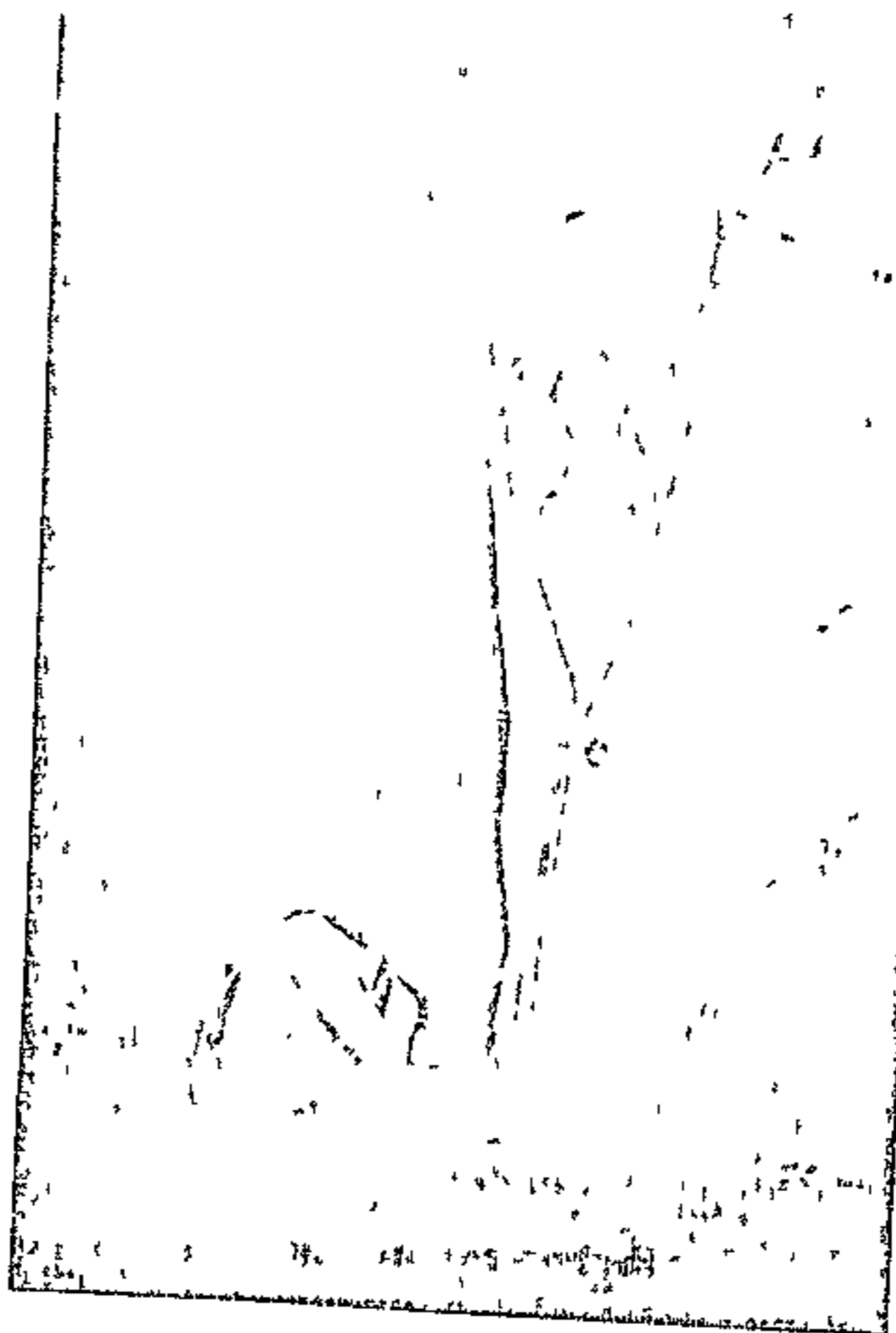
But as Dave Jackson, executive director of the Institute of Personnel Management, points out "The calibre and acceptability of the service varies enormously. In some cases it's well worth it, but you can end up with a bad secretary for far more than R400."

To bring some order to the situation, the IPM plans to publish a *Who's Who* of personnel consultants by the end of the year. To be listed, consultants must become corporate members of the IPM and comply with its code of ethics.

Neville Mackay, MD of Kelly Girl explains that the consultancies have grown most markedly over the past two years, replacing a situation where job seeking was done predominantly through "private registry offices" controlled by the Department of Labour under the Industrial Conciliation Act.

The consultants state they are not private registry offices since they do not procure work for job seekers or charge them any fees, but act for firms needing permanent personnel. Fees are thus the business of the company. "It's all done under the free enterprise system," avers Mackay.

If, however, the consultants kept some form of record of applicants for a specific



Morris Sewitz . . . 'We have our own code'

Mackay is chairman of the employment and personnel consultants' committee of the Johannesburg Chamber of Commerce, and is pressing for greater association between consultants "to establish and maintain ethical standards, and to improve the overall standards of the personnel service industry."

Greater use made of black labour

Daily Disp.
29/7/75

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PRETORIA — The percentage of white workers recruited in the six major employment areas shrunk dramatically during the past five years, according to figures issued in Pretoria by the Department of Statistics.

The figures reflect the continuing and worsening shortage of white workers, and the greater use being made of and greater dependence on black workers.

In the five years between March, 1970 and March this year, the number of workers employed in the mining and quarrying industry in manufacturing, in construction, electricity, transport and communications, increased by 283 208, according to the Department's figures.

Of this number, just over 32 000 were whites, which means that for every white employed during the five years, eight blacks were employed.

The number of additional Africans employed during the five years was 250 504, Coloureds 44 338 and Asians 10 835 — a total of 250 504.

The total employed in the six categories in March this year was 2 723 997, including 588 395 whites and 2-135 602 blacks.

African workers made up almost two-thirds of the total work force — 1 736 431 — Coloureds totalled 308 604, and Asians 90 567.

The overall ratio is more than four black workers for every white worker.

Economists claimed that future industrial and commercial expansion in South Africa would depend greatly on ever-increasing numbers of black workers.

And, they emphasised, with the shortage of white workers, blacks would have to be drawn deeper into the areas of skilled and semi-skilled work.

Trade unionists spoken to agreed, and emphasised that the more the economy depended on black workers, the greater the urgency for the Government to permit the formation of black trade unions or to allow black workers to affiliate with white trade unions.

They warned of the dangers of industrial unrest if black workers were fragmented and were deprived of the right of collective bargaining and all the other worker rights embodied in the industrial conciliation legislation. —DDC

'Upgrade Blacks or else' warning

Industrial Reporter *Natal Mercury 1/8/75*

DEVELOPMENT in South Africa would be strangled unless more Black people were rapidly educated and upgraded to allow the economy to grow fast, Mr. Len Abrahamse told members of the Durban Chamber of Commerce at their annual banquet last night.

Mr. Abrahamse is joint deputy chairman of the Nedbank - Syfrets - UAL group.

He said that at present five percent of South African workers held professional, technical and management jobs compared with Australia's 17 percent, the U.S.'s 22 percent and the United Kingdom's 12 percent.

To increase the local proportion to 6,5 percent by 1980 would require the employment of 700 000 "upper echelon persons." Even if 30 000 immigrants entered a year the workers would be about 40 percent of the population and there would not be enough skilled persons.

"It is a conceit to suppose the White population has other than a normal talent and skill capacity, and unless Blacks are educated we shall run out of skilled persons," he said.

The present rate of increasing education facilities was lethargic and the number of new workers was such, compared with the Economic Development Plan rate, that there would be a shortage of 62 000 White workers in four years.

Mr. Abrahamse said this shortage could be met by using Black people. But while it appeared to be a modest target, it was not in terms of the number of industrial teachers required to upgrade the population.

"An urgent offensive to train and raise the skills of all South Africa is needed."

Dealing with capital requirements for future growth Mr. Abrahamse said the economy would destroy itself with inflation and bottle necks unless priorities were established.

The country had never saved sufficient to supply its own needs and it would be necessary to look to foreign lenders for funds.

South Africa was not over - borrowed abroad

Minister's pledge on Black labour

Cape Times 4/8/75

THE Government will not stand in the way of changes in traditional work patterns which will allow Blacks to move into higher-paid jobs, says Mr Marais Viljoen, Minister of Labour

Opening the annual national convention of the Institute of Personnel Management in Cape Town today Mr Viljoen said, however, that the Government was not prepared to force workers in White parts of the country to make concessions in respect of traditional work patterns if they felt this would undermine their job security

He said changes would be permitted only if they came about in an orderly fashion and with the concurrence of the trade unions and did not cause an undermining of our social structure

Referring to the need for training to improve productivity, Mr Viljoen said one of the most important facets of training was learning to communicate at all levels. Workers should know exactly what was expected of them. Good communications reduced tension and made better productivity possible.

A recent survey by the University of the Orange Free State had shown that communications systems could be improved in 97,4 percent of South African firms.

It was the Government's aim that all workers, regardless of race, should enjoy rising standards of living. Increased labour costs without corresponding increases in productivity, however, were causing much of the wage-push inflation plaguing many Western countries.

The convention continues until Wednesday.

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Make better use of Blacks, says Viljoen

Rand Daily Mail 5/8/75

CAPE TOWN. — The Government was anxious that Black labour should be used more productively, the Minister of Labour, Mr Marais Viljoen, said yesterday.

Opening the 1975 National convention of the Institute for Personnel Management, the Minister said there had been cases of impressive progress in this respect.

Having provided the statutory framework for negotiation between employers and employees, the

Government wished to keep itself out of the actual bargaining as far as possible.

It tried to improve the productive use of labour mainly through providing training facilities and supporting training facilities provided by the private sector.

SECURITY

This meant, the Government was not prepared to force workers in White areas to make concessions for traditional work patterns if they felt this

would undermine their job security.

It also meant the Government did not stand in the way of Blacks moving into more skilled jobs in which they could earn higher wages, provided these changes came about in an orderly way and with the agreement of the trade unions.

But the Government realised it was of little use if new and more opportunities were to be created for Black workers, if they were not able to take advantage of the opportunities through lack of training, the Minister

said

For this reason the Government had recently appointed an inter-departmental committee under the chairmanship of the Secretary for Bantu Education whose recommendations had led to facilities to train Black workers in certain work categories in White metropolitan areas

AIDS

As an example of the more effective use of Black labour, the Minister mentioned agreements between the mining industry and trade unions involved concerning the employment of miners' aids and artisans' aids.

Within the framework of its policy, the Government strongly favoured job advancement for less skilled workers that resulted in better use of labour resources.

This must reduce inflation and benefit economic growth, he said — Sapa.

SOUTH AFRICA'S use — and mis- use — of her man- power has always been a key factor in its political de- velopment.

Equally, job reserva-
tion, influx control, the
ban on registered Black
trade unions and migra-
tory labour are politi-
cal issues which have
long hobbled its eco-
nomic growth.

Now, one of the coun-
try's most powerful em-
ployer organisations,
the Federated Chamber
of Industries, is consid-
ering a national man-
power development pol-
icy which, if adopted by
the Government and
the private sector, could
not only speed up South
Africa's economic
growth, but provide the
wheels for profound so-
cial change.

Key elements in the
policy are:

① The greater geogra-
phical and occupational
mobility of workers.

② The improvement of
skills in the total labour
force.

③ The phasing-out of
the migrant labour sys-
tem as it exists.

④ The relaxation of
statutory and traditional
job reservation.

⑤ The preparation of
Black workers for more
meaningful involvement
in the collective barg-
aining process.

⑥ The fixing of mini-
mum wage levels "in
accordance with the ba-
sic necessities of life".

⑦ The extension to the
total labour force of
adequate unemploy-
ment, pension and sick-
ness benefit schemes.

⑧ The abolition of dis-
crimination against
women in the labour
market.

⑨ The co-ordination of
the labour policies and
practices at present ad-
ministered by four Gov-
ernment departments —
Bantu Administration,
Labour, Health, and
Mines.

The necessity for
such a policy — with
its implied drastic shifts
in South Africa's tradi-
tional labour attitudes
— can be gauged from a
few statistics — based
on official forecasts.

By 1980 there will be
330 000 new entrants
into the labour market
every year. By the year
2000, that figure will
swell to nearly half a
million. More than 70
per cent will be Black,
of which a substantial
proportion will have to
find work outside the
homelands.

Blacks at present con-
stitute 55 per cent of

the industrial labour
force, but by the year
2000 that figure, too,
will rise to 70 per cent,
while the demand for
trained labour will far
outstrip the supply from
the White, Coloured and
Asian sections of the
population.

Recently, the FCI
produced a far-ranging
statement on industrial
peace in South Africa.

Now, the director, Dr
H. J. J. Reynders, has
conceded that this was
merely part of the all-
embracing national de-
velopment policy which
the chamber is consid-
ering submitting to both
Government and the
private sector.

Stable industrial re-
lations were vital to
South Africa's economic
future and prosperity,
he said. It was essen-
tial to plan for the or-
derly development of
future labour policy.

Training

Essential components
should be the planned
development of the eco-
nomy to provide work
opportunities at a rate
which would meet ris-
ing expectations and
raise living standards,
the development of
training and manage-
ment practices to in-
crease productivity, and
the optimum geographic
distribution of wealth.

A final essential was
the "meaningful partici-
pation of all workers to
underwrite the future
of industrial peace".

In the light of this,
few would doubt that
the policy package
which his chamber is
considering is — as he
says — "of central im-
portance to all sections
of the community".

One of the key ele-
ments in the recommen-
dations is the rapid im-
provement of Black
skills, including a much
larger Government con-
tribution to pre-employ-
ment training pro-
grammes, basic and
adult education. There
should be an accelera-
ted programme of train-
ing for all race groups,
while more attention
should be given to re-
training to afford work-
ers the opportunity to
change careers, acquire
new skills and return
to work after a break in
service.

The greatest need for
technicians, supervisors,
operators and artisans
will continue to arise in
the White industrial
areas, followed by the
border areas and home-
lands. All training will
have to be speeded up
to an unprecedented
pace if growth and em-
ployment targets are to
be met.

By FLEUR DE VILLIERS

On the question of
geographical mobility,
the policy does not call
for the "unqualified re-
moval of influx con-
trol", but for the
streamlining of proce-
dures to eliminate fric-
tion and delays. Sug-
gestions here include
the practical applica-
tion of the Bantu Ad-
ministration Board sys-
tem which, in theory,
permits a greater mobil-
ity of Black labour, the
improved working of
labour bureaux and
their physical separa-
tion from offices ad-
ministering influx con-
trol.

In its present form,
the migratory labour
system is not conducive
to optimum labour
practices and sound la-
bour relations and
should be modified.
Suggestions include the
improvement of com-
muter services to allow
the worker to visit his
family on a weekly or
monthly basis. Where
this is not possible, the
recommendation is that
workers — with a his-
tory of employment in
industry and certain
minimum educational
status — be allowed to
reside in White areas
on a family basis, al-
though not enjoying
Section 10 rights. Indus-
try should be allowed
more freedom to ac-
quire Black workers on
a longer-term basis, the
one-year contract sys-
tem should be amended
and the migrant worker
system as it exists at
present gradually
phased out.

Clear need

Explaining the policy
on industrial relations,
Dr Reynders says that
it is incumbent on em-
ployers to make full
use of the works and
liaison committee sys-
tem, but that to the ex-
tent that the aspirations

of Black workers can
not be met through
system there is a
need for the author-
ity, in due course,
legal recognition
their aspirations.

This should be
where it is clear
the attitudes and
tives of Black wo-
are not inimical
national interest.

"In the light of
growing belief
sections of South
can industry that
involvement in
trade union mov-
is inevitable, it
cumbrant on in-
and the Govern-
ensure that this
place in an
manner." While
ture recognition
not be given to
trade unions, ur-
sary obstacles
not be placed in
path.

Re-entry

On the quest
wages, he said
while these were
determined by
forces of demand
supply, prod-
and the ability
ployers to pay,
incumbent on
to fix minimum
levels "at least
cordance with the
necessities of
to recognise the
through rising
the standard of
A further rec-
ommendation was that
ernment deter-
differential cost-
ing index for
ferent wage gr-
regions to ge-
ployers in inter-
adjustments.

One of the
mediate effect
policy — if ad-
puts the ball
industry's ow-
This is that in-
cepts a direct
bility in its ow-
national inter-

Manpower 'the key to race question'

STAR 11/8/75

It is increasingly apparent that an equitable solution to South Africa's manpower problems would go a long way towards solving the race relations question as well.

That is how Mr Robert Kraft, economist and assistant general secretary of the Trade Union Council of South Africa, sees the framework of a far-reaching national development policy being drafted by organised industry.

The phasing out of the migrant labour system is one of the key elements of this framework, disclosed at the weekend by Dr H J J Reynders, director of the Federated Chamber of Industries.

Dr Reynders stressed today that his policy outline, which aims to promote change within South Africa's existing political framework, had yet to be completed.

"But I believe it is compatible with recent statements from Government quarters," he added.

Changes being sought in the chamber's draft proposals in order to promote economic growth include

JOB RESERVATION

- Greater geographical and occupational mobility of workers;
- The improvement of skills in the total labour force;
- The relaxation of statutory and traditional job reservation;
- The preparation of Black workers for more meaningful involvement in the collective bargaining process;
- The fixing of minimum wage levels in accordance with the basic necessities of life;
- The extension to the total labour force of adequate unemployment, pension and sickness benefit schemes;
- The abolition of discrimination against women in the labour market; and
- The co-ordination of the labour policies and practices at present administered by four Government departments — Bantu Administration, Labour, Health and Mines.

Inflation through Black job ceiling

STAR 11/8/75

Labour Reporter

Unnecessary ceilings to Black advancement deny South Africa the full use of her most effective weapon against inflation, says a leading economist

"South Africa cannot attain her economic objectives without an accelerated change in attitudes to Black job advancement," says Dr G Jan Hupkes.

Another expert, Professor C H Wyndham, of Witwatersrand University, says White displacement by Blacks in skilled work is out of the question. The skills gap is too large.

ARGUMENTS

The detailed arguments of both men, and of other experts on the state of Black advancement,

appear in an investigation beginning in The Star

THE PINCH

Summing up the latest trends, a prominent labour leader said today "The worst inflation South Africa has known speaks louder than moral or political persuasion."

A growing number of White trade unionists now saw Black job advancement as the only answer to the economic pinch, said Mr Robert Kraft, economist and assistant general secretary of the Trade Union Council of South Africa.

"Even the conservatives begin to realise that their own livelihood depends on Blacks advancement rather than being threatened by it," Mr Kraft added

W/E ARGUS (B.A.) 16/8/75

TRAIN MORE BLACKS, URGES ABRAHAMSE

THE Government efforts to stimulate the inflow of foreign capital is to be welcomed. Mr L. G. Abrahamse, joint executive deputy chairman of Sybil, told Business Argus.

But he emphasised that while increased capital investment was vital for the continued growth of the South African economy, the training of Blacks for more skilled occupations in White areas was no less essential.

The pace of this training and development in recent years had not been fast enough and must be accelerated, he said, pointing out that South Africa

was facing an extreme shortage of skilled workers.

This was confirmed by unemployment statistics for June, he added. In that month, fairly deep into the current economic slowdown, the number of registered unemployed Whites, Coloured people and Asians stood at under 11 000 — about 0.5 percent of the labour force in these groups.

The comparable number in America was 10 million, or eight percent.

An urgent offensive to train and raise the skills of all in South Africa is needed and a grassroots, sophisticated programme of education is required because the minds as well as the hands of the people integrated into the economic system are needed, he said.

Only 5 percent of the economically active population of South Africa holds professional, technical and upper management jobs against 12 percent in Britain, 17 percent in Australia and 22 percent in America.

To raise the South African proportion to only 6.5 percent by 1980 would require employing 700 000 upper echelon people.

This could be done only if more Black, Coloured and Asian people were educated and upgraded fast, said Mr Abrahamse.

If this were not done the country would run out of the managerial and professional skills, as well as the factory and office skills, required to keep the economy functioning let alone growing rapidly.

Strong Govt backing for unskilled

STAR 20/8/75
John Patten, Political Correspondent

A Cabinet Minister today described the improved use of Black and Brown labour as "one of the major challenges facing South Africa during the rest of the century."

Affairs, Mr S P Botha, dismissed immigration as "far more than a partial solution" to the scarcity of high-level manpower, the foremost limiting factor on South Africa's development potential.

The main solution would have to come from inside in the form of improved use of the large numbers of Black and Brown unskilled and semi-skilled workers "by means of training and the reclassification of work."

PRIORITY

Mr. Botha's speech in Johannesburg today to the Executive Association of South Africa spelt out in stronger terms than has been the case from the Government before that labour-training has a priority position in the planning of the economy.

The Minister claimed that scarcity of investment capital was sometimes mentioned as a possible obstacle to a high growth-rate but he was confident that this could be removed if problems of balance of payments and shortage of skilled labour could be overcome.

"South Africa can confidently look forward to maintaining a rate of growth in its real gross domestic product of more than 5 percent a year on average for the rest of this century," added Mr Botha.

Planning & change seminar

Race laws must change

Cape Times 21/8/75

— Reynders

DR H J J REYNDERS, executive director of the Federated Chamber of Industries, said in Cape Town yesterday that discriminatory legislation which threatened South Africa's economic progress should be phased out, and at the same time both Whites and Blacks would have to make radical adjustments in their traditional attitudes.

Dr Reynders was addressing the Change-Oriented and Planning seminar organized by the Graduate School of Business of the University of Stellenbosch.

He said it had to be accepted that the Black

urban populations of South Africa were here to stay and "once we accept this fact our planning for the future must take cognisance of it".

The inevitable changes would mean better training and vocational instruction for the Blacks for higher occupations and induce White workers to accept Blacks as their equals.

He said that four-fifths of the Blacks in South Africa had the characteristics of a stable population and as far as industry was concerned stability was essential.

"REPUGNANT"

Dealing with the problem of wage discrimination, Dr Reynders said that discrimination between people of different races who perform identical work "is repugnant to us".

But certain economic realities had to be considered. Regardless of race or colour the price of labour depended on supply and demand, productivity and the capacity of the employer to pay. It also had to be recognized that every person required the basic necessities of life.

The most obvious approach to bridging the wage gap was equal pay for equal work regardless of race. But tied up with the problem was job reservation and the fact that most Black and Coloured workers were still unskilled.

MAJORITY

This meant that the majority of Black workers would not benefit from the equal pay for equal work approach.

Change had to come but it had to be gradual.

Mr Dave Tromp, personnel manager of the Stellenbosch Farmers' Winery, told the seminar that a single salary and

(1) 170
~~2 174~~
~~3 176~~
~~4 624~~
~~5 334~~
~~6 182~~
~~7 326~~

Million more Africans in SA

RDM
26/8/75

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Staff Reporter

SOUTH AFRICA'S total population, including homelands, increased by nearly 2,5-million between the 1970 census and the end of last year, according to a population survey by the Bureau of Market Research of the University of South Africa.

At the end of 1974 the total population stood at 24 936 000.

During the five years the increase in the Black population was nearly four times greater than the increase in the White population.

The White growth rate was the lowest of the four population groups at 2,04. The Coloured rate, was 2,69; Asian 2,56 and the African rate 2,72.

The White population increase in the period was 350 000, Coloureds 233 000, Asians 68 000 and Africans 1 807 000.

The White population was estimated at 4 158 000 or 16,68 per cent of the total; Coloureds 2 307 000 or 9,25 per cent, Asians 710 000 or 2,85 per cent and Africans 17 761 000 or 71,22 per cent.

The figures show a shrinking of the White population on a percentage basis and an increase in the Coloured and African populations.

A spokesman for the bureau said the new figures were intended to meet the need in commerce and industry for

estimates of population distribution and growth in the various economic regions.

The survey shows that of the White areas, Johannesburg had the biggest population and the biggest White population.

The White population exceeded 100 000 in only 10 economic regions. Six of these were in the Pretoria, Witwatersrand, Vereeniging complex. The other four are in Durban, Pinetown, Port Elizabeth, Uitenhage, the Cape Peninsula and the Boland.

The survey says the two most important growth points in South Africa are Newcastle and Richards Bay, where the White population increased respectively by 7,33 per cent and 7,02 per cent a year from 1970 to 1974.

The survey shows that the Whites' percentage share of the total income of all race groups is steadily diminishing.

The total income for Whites, Coloureds, Asians and Africans in 1969-70 was R8 928-million. Of this the White share was 69,2 per cent, Coloureds 6,2 per cent, Asians 2,3 per cent, and Africans 22,2 per cent.

In 1974-75, the total is estimated at R16 685-million — Whites 64,9, Coloureds 7,2 per cent, Asians 2,6 per cent and Africans 25,3 per cent.

The projected total income for 1979-80 is R31 542 — Whites 60,1 per cent, Coloureds 8,2 per cent, Asians 2,8 per cent and Africans 28,9 per cent.

Where are all

170

the ^{STAR} 29/8/75 workers?

Women are qualifying in an ever-widening range of professions from nursery school teachers to mine managers, yet many of them are not working. WHY?

This is the question that arises on studying the latest Department of Statistics publication. This is based on an analysis of the 1970 population census according to the education people had received.

It tabulates all the professions and qualifications and lists how many men and women in each category were "economically active" — in plain English, working — or not.

To return to those mine managers (mine captains come in the same group) there were 25 of them in 1970, but a further 19 who were qualified were not employed. There were 41 women working with specialised qualifications in mining such as a blasting certificate, and again 28 more who were not working.

At the other end of the scale there were 1 500 qualified nursery school teachers who were working but a staggering 1 600 more were not.

Similar figures apply to the category of social welfare and personnel work: 1 300 working and 1 200 not. Altogether there were

Why are so many qualified South African women not working? VIVIAN ALLEN takes a look at the latest census report.

half a million economically active women while one and a half million were living at someone else's expense.

Leaving aside the obvious explanations there would on the face of it appear to be a substantial number of women who are prepared to use a husband as a meal ticket for life.

Others could be physically unfit for work, over retiring age, caring for elderly parents or living in remote areas where there was no paid work available, but that still leaves a large number unaccounted for.

The unfair taxation of married women who work has been cited as a reason for qualified women staying at home, but there are factors which contradict this.

Some of the highest-paid women are doctors, yet they have the

highest proportion economically active: in 1970 984 women doctors were in paid work while only 321 were not.

When it comes to women with B Scs in Mining Engineering, however, 14 were working while 15 stayed at home. 285 women lawyers were in practice but 237 had given up. Out of 55 000 women teachers — one of the largest groups of qualified women — a massive 28 000 chose not to work.

Looking at it another way, of the 47 computer programmers not employed, 33 were between 20 and 34. At the same time, of the 92 who were working, 63 were in the same age group. Perhaps baby-minding is not such a factor after all. So what makes a woman work hard for a qualification and then opt out of the working world?

It is time we knew.

State to back staggered hours working system

Daily Dispatch 1/9/75

PRETORIA — A staggered working hours system — including flextime — for all major cities in South Africa is going to be officially backed by the Government.

An announcement concerning the system — expected to be introduced first here — will be made by the Department of Planning this week.

An intensive survey into the introduction of the system, which was done by the Department of Planning, was conducted here where both the public and private sector will be encouraged to formulate plans to introduce either staggering of work hours or a flextime system of a non-compulsory basis.

If the Pretoria experiment proves successful, similar surveys based on the Department of Planning Pretoria survey will be undertaken.

One of the keys to the Pretoria plan is the civil service, the largest employer of labour in the city. It is understood that the civil service commission and the Department of Planning are working closely to ascertain if changes can be made to the already staggered hours worked in various Government departments, including the possible introduction of a flextime system in some department.

The system will form part of the overall pattern of changes to reduce peak-hour traffic flows envisaged in the Driessen Commission's report. Initially, it aims at reducing the peak hour motor-car flow into the city centres — and later, when the Driessen Commission's recommendations to cut the

number of cars entering the cities becomes affective, to ensure a more even flow of commuters on the transport service.

In this connection the needs of both black and white workers will form an important part of the surveys.

By spreading the load on the public transport system, which is expected to become heavier when the recommendations in the Driessen Report are put into effect, a

drastic reduction in the number of buses required over the peak hour period and hence a big saving in costs is expected.

The flextime system, which the department sees as more effective in general, involves being at work at certain times of the day — but there is flexibility on the time of arrival or leaving work, although the same number of hours of work are expected over a given period as under the normal system.

Use of Coloured labour urged

STAR 3/9/75

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- ① 170
- ② 200
- ③ 206
- ④ 320

The Deputy Minister of Bantu Development, Mr Raubenheimer, gave a hint last night that stricter regulations may be applied in the Western Cape to force employers to use Coloured instead of Black labour.

Many people, including Nationalists, claimed Coloured workers were no good," he said, "I say that approach must be pushed into the background. Stricter regulations should be made. People must stop themselves to help us in this whole process," Mr Raubenheimer added.

People were still asking for more concessions for Black labour on the excuse that Coloured labour was bad, he said. But the time had come for Coloured labourers to be better trained, and better paid once he was trained.

SYSTEM "EVIL"

Mr Raubenheimer said the migratory labour system was regarded as evil and should be removed. He appealed to farmers to train Coloureds and not to allow Blacks in the Western Cape.

Dealing earlier with bottlenecks in the resettlement of Blacks in the homelands, Mr Raubenheimer said the department's great problem was to get funds.

Black spots were being removed first because conditions were not controllable there. Blacks would be resettled in towns where hospitals, schools, business and other facilities would be provided.

AN IMPACT

Sada and Imbasa, which had made an impact on the world because it was said people were forced to go there, now had more people than had been provided for. There was a tremendous shortage of housing and the department was not getting enough money to catch up with the backlog.

People claimed that Blacks did not want to go to the homelands, but Mr Raubenheimer said he could give the assurance that if houses were provided (even without other facilities) Blacks would trek there in their hundreds of thousands.

IT'S OVERTIME... ALL THE TIME

MERCURY 4/19/75
A SURVEY sponsored by the United Nations Educational, Scientific and Cultural Organisation (Unesco) and carried out in 12 countries said that if the wife decides to go out to work — whether full or part-time — she will work nearly 10 hours a week more than her husband.

introduced do-it-yourself, which takes up more of women's time

The survey concluded that labour-saving devices hold out no hope for the emancipation of women.

"The gap between the small share men tend to take in household tasks and the burden women have to bear, is far too great," he said.

"Much could be contributed to a satisfactory solution if men changed their attitudes," he added.

"At the moment if the wife goes out to work, it is she rather than the husband who carries the burden of running the home."

The survey found that the higher the educational level of the wife the more her husband will help her with the housework. This, applies, too to income levels: the better paid the husband the more he helps, but when he reaches the very top in his profession, he tends to abandon household chores.

Based on the meticulous clocking of many thousands of families, as they go about their daily lives, the paper said, that married women lead a duller, more housebound life than their husbands, they work harder and have less free time for their own interests.

From the point of view that it is not discriminatory laws, but what is called the sexual division of labour, the survey condemns women to a humbler life.

In most urban societies, the majority of women get married. Almost all become either full-time housewives or working mothers, and it is here, according to the survey, that sexual repression starts.

Almost half the married women in the Western industrialised countries and in Eastern Europe now go out to work, but the survey reported that a sizeable minority of them end up with no free time at all on weekdays, or regard light household tasks like knitting as their relaxation

Domestic appliances and packaged foods have done little to help he added. In the United States for example, working mothers spent four and a half hours a day on housework in the late 1960's almost an hour more than in 1952.

"Popular demands on the quality and quantity of household services have risen, together with the development of household technologies and general living standards," the paper said.

"It is true that men's shirts can be much more quickly laundered by washing machine than by hand. However, in the past when all laundry was done by hand the working man may have been satisfied with changing his shirt once or twice a week. Today, he may want to have a fresh shirt every day."

Even convenience foods use up time. The housewife of half a century ago cooked up a big pot which provided several consecutive dinners. Today she has to think up something fresh for every meal

Shopping takes longer because of the disappearance of the corner grocery store, and rising standards of living have

Gloomy economists say:

pay rises down, but prices up

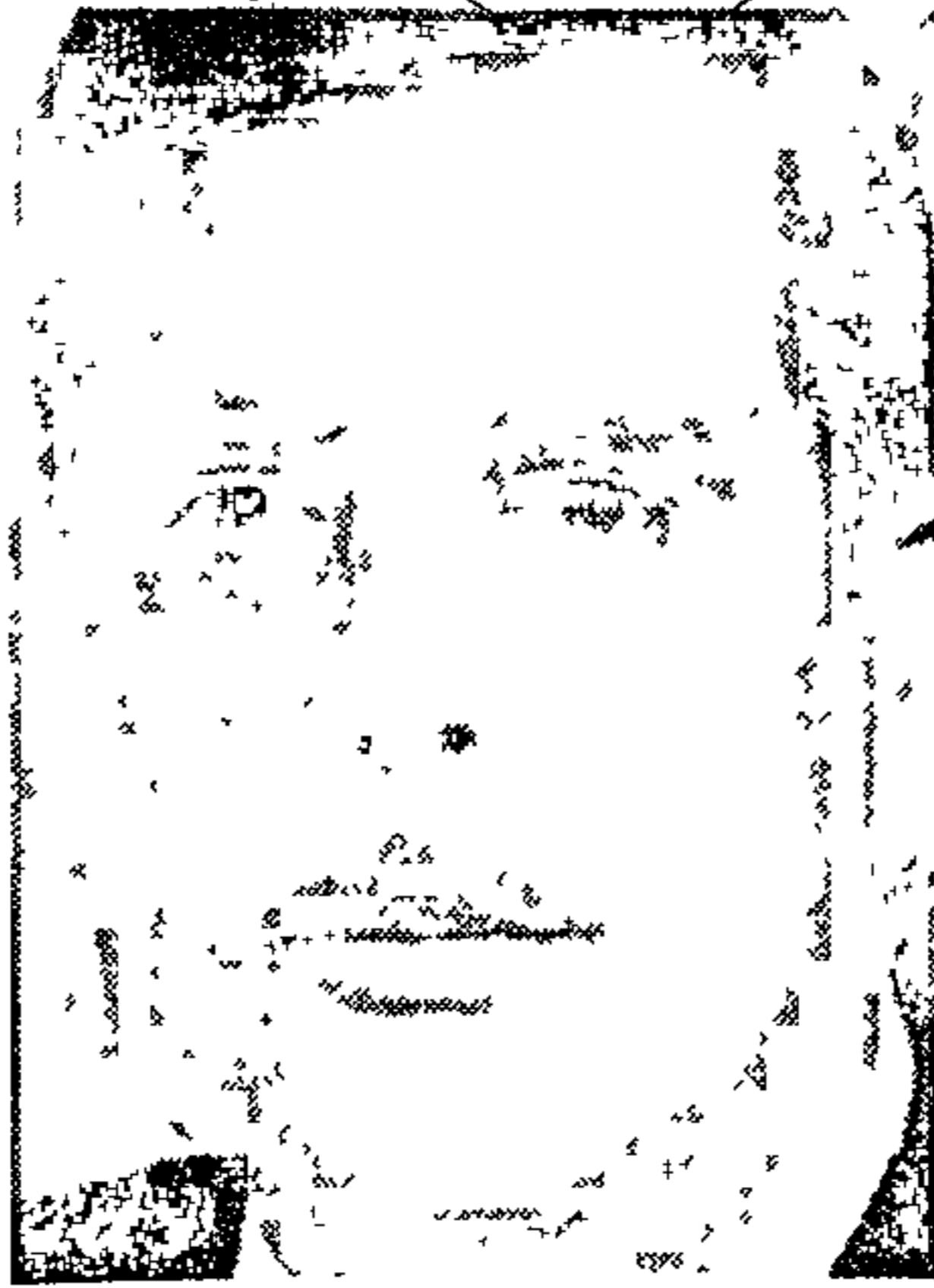
Sun Trib. 7/9/75

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THE

BIG

FREEZE



Minister of Economics
Chris Heunis

**Go
to it,
South
Africa**

By **DEREK
TAYLOR**

SOUTH AFRICA'S economic ills yesterday received a razor-sharp diagnosis from Dr M. D. Marais, doyen of industrialist-economists and former economic advisor to the Prime Minister, when he attacked:

- Feather-bedded Whites who are paid more than they earn or produce;
- Lazy conservative managements that resist change and modernisation.

By **ROLAND STANBRIDGE**

END-OF-YEAR salary and wage increases will be kept to a minimum, a **SUNDAY TRIBUNE** survey showed this week.

While the Minister of Economic Affairs, Mr Chris Heunis, this week studied an urgent six-point plan to fight inflation, economists predict that:

- Prices will continue to go up — despite the Prime Minister's plea
- The Government may then have to take drastic action by forcing traders to freeze prices
- This could lead to economic chaos by pushing South Africa from inflation into recession
- The six-point programme now being considered by Mr Heunis could contain the final deal blow to job reservation

Economists and businessmen throughout the country were buzzing with speculation this week about the opening moves in the nationwide campaign against inflation.

But the news for the average salary and wage earner is gloomy.

Among the big employers that yesterday told the **Sunday Tribune** that their next pay rises would be less than the 14 percent inflation rate were such giants the Anglo American Corporation, the Chamber of Mines, Barclays Bank, Unilever SA and Dunlop SA.

'We'll heed the call'

An Anglo American spokesman said "The corporation is well aware of the importance of the fight against inflation and in its annual salary review will unquestionably pay proper regard to the Prime Minister's call for wage restraint."

Unilever stated: "Unilever SA, being a responsible member of the community will certainly heed the call by the Prime Minister for wage and price restraints."

A spokesman added "When the PM says inflation is threatening the country's stability and he calls for restraints, you've just got to listen. And you can be sure this is the way everybody is going to react."

Announced the Chamber of Mines "We welcome the Prime Minister's initiative, and regard positive action to take the heat out of the inflation increase as a matter of urgency. We shall certainly take this appeal into full account in any consideration of wage and salary increases."

And as other employers throughout the country were taking similar policy decisions about pay, Mr Heunis and his special Cabinet Committee on Inflation were preparing to announce their six-point plan:

This includes:

- Slashing Government spending and revising monetary policies.
- Stepping up the training and education of Blacks in White areas
- Scrutinising and revising all legislation that has a cost increasing effect.
- A plan to increase short-term productivity and the utilisation of labour.
- Slowing down price increases and a virtual pay standstill

• An education programme to teach the public how the country's economic system works and instruct individuals how they can help fight inflation and avert a major recession

Details of the six-point plan have not been made public but top economists this week guessed that the fiscal and monetary reforms could include increased direct and indirect taxation and increasing the base rate to make credit much more expensive.

And they speculated that the legislation revisited might contain a move to wipe out job reservation.

Said one economist: "Job reservation is inoperative in many spheres, but where it is applied it creates artificially inflated wages and salaries."

170 7/9/95

● **Parade of** friends of Government employees underpaid to under-produce.

Dr Marais also indicted approaches which were "far too socialistic" in tending to keep people employed regardless of productivity or merit

"We are at a stage when this luxury can no longer be afforded, and far more attention must be given to payment for results," he said.

"We must, for instance, beware of too much State interference and control. I would rather see a smaller band of civil servants better paid, more content and more productive.

"This is true of the whole sphere of central, provincial and — especially — municipal government where we need to get the work done by smaller more effective armies.

"I have no use for wage, salary and price controls imposed by government," said Dr Marais "Such measures create impossible distortions in economic interaction.

"This applies especially to a country like ours where a very large proportion of people are still being paid wages which could be considered too low.

"Therefore, in our present circumstances of labour negotiation, it could be most detrimental to our social stability," he said.

On the other hand it had become common "to pay people a high reward merely because they have matriculated and can sit behind a desk and do a certain minimum of work."

Rise in bank rate?

"It effectively prevents competition for jobs between Blacks and Whites and certainly has a cost increasing effect in terms of the wage bill paid by industries. The economy will benefit if it is scrapped."

Professor Jan Sadie of Stellenbosch University predicted that the Government would take several steps to make credit more expensive and less available

"They will probably increase the amount of liquid assets that have to be kept by banks so that they have less potential for granting credit to firms and individuals

"The Central Bank will raise the bank rate, and the private banks will follow the example by putting up overdraft rates.

"The Government would also like people to save money and might use increased interest rates as an inducement. They might use the bait of tax-free interest on certain deposits."

Dr John Cloete, chief economist of Barclays National Bank, had a sharp warning for the Government: If it tries to curb inflation too quickly, it could push the country into a depression.

"With real growth already so low, if the Government cuts back too fast on the money supply or too much on its expenditures, it will bring real growth to an end in the economy," he said.

"A fight against inflation has to be approached slowly. As it is there is definitely going to be a deepening of the recession, because wages are going to be cut but prices will continue rising for some time. Only at a later stage, towards the end of the process, will prices start coming down. That will be when producers and retailers find they can't sell their goods

"But if we want to beat inflation we've got to make these sacrifices — we have got to accept a deepening of the recession. I only hope the Government does not overkill it.

"It must not try to stop inflation in one go. It should set a target, try to get it down to about 10 percent by the end of the year, and down to a lower level next year."

Businessmen expect Mr Heunis to announce the full six-point plan within a fortnight

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Employers 'taken for a ride'

register must be members of IPM and have to subject themselves to the institute's code of ethics. In addition, a separate code, aimed at cleaning up the employment consultancy business, is to be drafted.

Pressure

Besides eliminating unethical practices, IPM hopes to do away with unwarranted disparities in fees charged by consultants.

"Where there is a difference in charges, it will have to be justified by a difference in service," Mr Jackson said.

Is IPM not using unfair pressure to increase its income from a business sector which has little in common with this professional institute?

"No," says Mr Jackson. "The IPM membership fee is hardly greater than the cost of a good advertisement."

He pointed out that a firm with an annual wage and salary bill of up to R125 000 would pay R60 for group affiliation to IPM.

Mr Morris Sewitz, chairman of the Association of Personnel Recruiting Offices of South Africa (APPROSA), says his organization is competent to administer any discipline that might be required in the employment consultancy business.

He contends that APPROSA represents roughly two-thirds of all employment offices in South Africa and says it has an adequate code of ethics.

"There may be a very small number of firms which may need pulling up. But by and large employment agencies are doing a good job of work and rendering a vital service," Mr Sewitz said.

Eliminate

Simple inquiries by clients — without which no transaction should ever take place — would eliminate most so-called grievances. Clients should ascertain beforehand from agencies what fees were likely to be charged. "Most agencies will

not charge their full fee, or any fee, if a recruit proves unsatisfactory within a few days of engagement. Certainly no applicant should be sent out without first having been interviewed. This point is stressed in APPROSA's code of ethics," Mr Sewitz said.

He disagreed with Mr Jackson's view that three distinctive kinds of service are being rendered. There was no basic difference between personnel consultants, selection consultants and placement agencies, Mr Sewitz said.

"These designations are used indiscriminately for the same kind of service," he said.

Mr Sewitz admitted that

● Fees can vary greatly from one agency to another, although the service rendered may be of a similar nature

● APPROSA has not received a single complaint about any of its members since its inception more than 10 years ago. Nor has it had occasion to invoke its disciplinary measures against a member

● There is no ready means for dissatisfied clients to learn of APPROSA's existence, although the association was listed in the Yellow Pages directory in the past. A "regretful"



Dave Jackson... "we know of unethical conduct."

omission kept it out of the last issue, he said.

Mr Sewitz made it clear that APPROSA is prepared to consider complaints at any time. The association can be reached by telephoning 23-0006 (Johannesburg).

Handwritten notes and a signature at the bottom of the page, including a circled number '1170' and a signature that appears to be 'J. Sewitz'.

A large engineering firm recently paid R600 to an employment agency for a man whom it had to sack within a month.

Some employment agencies were dreadfully below par, the firm's managing director told The Star.

An employer might have to pay 10 percent of the annual salary of an employee found by an agency, but the man might be useless. One or two applicants sent to him had not even been interviewed by the agency concerned, he said.

Are employers being taken for a ride?

Labour Reporter SIEG HAN- NIG looks at employment agencies.

"Yes," said Mr Dave Jackson, executive director of the Institute of Personnel Management

"We know of a great deal of unethical conduct. But it would be a great mistake to tar everybody with the same brush. We would like to promote better use of really worthwhile consultants while eliminating the fly-by-nights"

With this in mind, IPM, has appointed a vice-president in

charge of "professionalising" the personnel consulting field. By next January IPM's 3200 members are to have a free "Who's Who" of personnel consultants and employment agencies.

The register is to classify three categories of practitioners — personnel consultants, selection consultants and placement agencies — in line with the different services provided.

Those listed in the

Jobs for 800 men from homelands

Dispatch 10/9/75

EAST LONDON — There will be job opportunities for about 800 men from the homelands on the construction of a R96 million Caltex oil refinery expansion programme in Cape Town.

barrels a day (5 million tons a year) The expansion is expected to result in a foreign exchange saving of about R30 million a year.

— BUSINESS EDITOR.

This was made clear in Cape Town by the refinery project manager, Mr Bert Hyne, who said the total manpower used on the site, including artisans, would be about 1500 persons.

About 800 men would be recruited by contractors from the homelands, he said, and the first stage, to improve yields of refined products, is scheduled to be completed by March 1977. The anticipated completion date for the second stage, to increase capacity, is July 1978.

Mr Hyne said Caltex Oil will also need 700 skilled artisans and 55 graduate engineers to work on the site. As there are not that many artisans in the fields needed presently employed in the whole Cape Town area, it was probable that a great number would have to be recruited from overseas.

"Mostly highly qualified coded welders and pipe fitters are needed," he said. "It involves work on miles of high pressure piping, and because of safety factors, tradesmen have to conform to high levels of quality control and rigid standards of performance."

The extensions will double the size of the refinery and increase capacity from 81 000 barrels a day (3 million tons a year) to 105 000

(7) 244

(2) 67

(3) 170

(4) 171

(5) 172

(6) 102

Employ cripples — social workers

Dispatch 11/9/75

1. 170
~~315~~
~~283~~

EAST LONDON — Are the physically disabled incapable of work?

No, says Mrs M. Buchalter a social worker who is also the employment officer for the East London and Border Society for the Care of cripples

"There are a large number of potentially employable people in East London and surrounding areas who are without jobs because employers feel that they will prove unreliable because of their physical disablements," she said

This unwillingness to employ disabled people combined with the shortage of suitable jobs is proving to be a serious hindrance to the society's rehabilitation programme.

"There are some firms however which have been particularly co-operative in providing employment for disabled people.

"The finding of suitable employment virtually completes our rehabilitation programme and though we have made appeals to businessmen and employers to notify us if they have suitable vacancies, we have received a limited response," said Mrs Buchalter

Commenting on a complaint by the Chamber of Commerce to the city council about the number of beggars sitting outside city shops, Mrs Buchalter said "surely the situation would be alleviated if the Chamber of Commerce made some openings for disabled people."

"There's no sheltered employment for disabled Coloured or African people in East London and many beggars are not willing to accept offers of employment when made," she said

She plans to hold a week-long publicity drive called "Hire the Handicapped week" in which she hopes to make the public aware of the need to employ handicapped people

"There is a publicity drive of this nature annually in America," she said

The president of the Cripple Care Society, Mrs M S Fuller said physically handicapped people tended to be more reliable as employees than the unhandicapped

"They are aware how difficult it is for someone in their position to get a job and are therefore highly motivated to succeed at their work," she said

Mrs Buchalter said the society had recently been asked to provide 12 handicapped people for employment at a local firm and that all of them were proving satisfactory as the factory was quite accessible to them.

"The other side of the coin is the recent case of a man who lost his job because of his inability to get into office buildings when sent out as a messenger," she said — DDR.

Cape Times 11/9/75

Traffic course for Transkei men

TEN Africans from the Transkei this week started a full-length course at the Divisional Council's training centre for traffic officers at Ottery.

Enthusiastic and proud, these men will form the nucleus of the Transkei's own traffic control force when the homeland becomes independent next year.

They have joined a large class with a number of Coloured trainee officers and three other Africans from Kimberley, and when they have finished their 3½ months of intensive instruction will write the same passing-out examination as White traffic officers.

It is an extremely difficult examination and to qualify for their diplomas they will have to achieve a pass with an average of 50 percent in all subjects except criminal law for

which 45 percent is required

In charge of the course are Mr V I C Rhodes of the Divisional Council's Traffic Department and Mr E B Benskin of the Provincial Traffic Department.

Among the subjects the men have to master are

the traffic ordinance regulations, traffic control, criminal law, the Transportation Act, and public relations

The senior trainee from the Transkei, Mr Phineas Kalifa said the trainees were proud to have been chosen for the course.

(173)

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173
(3) 173

Call on support for labour training

STAR 16/9/75

Franz Albrecht

In the endeavour to widen the field of training of White and Black workers in the civil engineering industry, the chairman of Grinaker Holdings, Mr Ola W Grinaker, seeks the support of consulting engineers as well as engineers in state, provincial and municipal departments.

He says in the annual report that they can make their contribution by producing more workable specifications, practicable tolerances, structural designs requiring less intricate formwork and by recognising that design should provide for greater use of plant and less labour

The group's own training programme consists of several permanent schools properly staffed and equipped and trains all racial groups in a full spectrum of activities.

Mr Grinaker says that with the exception of a few activities, the day of the hand craftsman has been supplanted by production methods using more mechanised techniques.

Just as those in the field are making changes to their construction methods and techniques to accommodate the newly trained semi-skilled Black worker so, too, must the people

who are responsible for the design and specifications, he says

Unless this can be achieved, work will take longer to complete and must inevitably be more costly to the client and the country

In time South Africa's civil engineering industry will have trained an efficient and productive work force that will sustain the expansion of this sector of the economy for as long as we care to look ahead, he says.

On the prospects for the group he says that it may be difficult to accept the idea of a long-term slowdown, but if this is the case, the group must be in a strong position at the end of it to take advantage of the upturn

Given the right environment the group will go from strength to strength, he says.

In the year ended June the group's taxed profit was R4 295 000 (1974 R3 696 000), with earnings a share of 89,8c (77,3c), and a dividend total of 27c (25c) a share

S.A. Workers - Pay Hike Indicates

Natal
Mercury
16/9/75

Mercury Correspondent

PRETORIA—The number of Blacks in the six major labour categories in the past 10 years has increased at a rate six times greater than the White worker increase, according to figures supplied by the Department of Statistics here yesterday.

According to the April 1975, figures the total employed in the manufacturing, construction, and electricity industries, in mining and in the Post by 646 836 against a White worker increase of Blacks is employed in the manufacturing industry—1 049 100 against 294 400 Whites.

Ten years ago in April, 1965, the total employed was 1 987 513. The number of Blacks was 1 504 536 and Whites 482 977.

This means that Black workers have increased by 646 836 against a White worker increase of 106 093.

The largest number of Blacks is employed in the manufacturing industry—1 049 100 against 294 400 Whites.

This is a ratio of about six Blacks to one White and roughly the same ratio applies to the construction industry—355 200 Blacks and 64 600 Whites.

The figures, according to the vice-president of the Trade Union Council of S.A., Mr. Steve Scheepers, indicate an

economy leaning progressively more heavily on Black labour.

They also indicated the fast rising Black populations in the major industrial areas and the urgent need to improve their social and economic positions.

Mr. Scheepers pointed out the dangers of an economy growing in dependence on a Black worker force a large percentage of which was living below, or near to the poverty datum line.

STAR 16/4/75



Mr V Andries, president of the Business Equipment Association of South Africa, recently visited the association's training centre for Blacks in the Malopo Government Training Centre in Soweto. The training scheme, which is said to be the first of its kind in South Africa, will eventually be moved to a permanent college at Chamdor in Krugersdorp. Blacks will be given a 15-week course in aspects of equipment service after which they will complete a period of in-company training on the maintenance of association members' equipment.

Business Reporter

A course to train Blacks to service much of South Africa's business equipment will be featured at Systems 75

The Business Equipment Association, whose members employ more than 15 000 people, is to run the course

Mr V Andries, president of the BEA, said the Government - approved course is designed to give trainees the basic skills, which, after further in-company training, will enable them to service equipment marketed by Association members

He added that the scheme would provide Blacks with "meaningful training and career opportunities" and would create a pool from which the industry could draw trained manpower

Most of the industry's service staff operate on customers' premises, so the BEA is planning a series of tests to select suitably educated trainees

Since the scheme falls under the Government's provision for private industrial training, approved training costs, such as the trainees pay, will be tax deductible

The 15 week programme includes courses in mechanics, electrics, technical drawing and the development of manual skills

Permanent training premises sponsored by Government, are being built at Chamdor, in Krugersdorp

The courses will be held in Soweto until the new college is completed.

Black - white labour ratio sexupled in ten years

Dispatch
17/9/75

PRETORIA — The number of blacks in the six major labour categories in the past ten years has increased at a rate six times greater than the white worker increase, according to figures supplied by the Department of Statistics here

According to the April, 1975, figures, the total employed in the manufacturing, construction and electricity industries, in mining, and in the Post Office and SA Railways, was 2 740 442, of which 1 751 778 were black and 589 070 white

Ten years ago, in April, 1965, the total employed was 1 987 513. The number of blacks was 1 504 536, and whites 482 977

This means that black workers have increased by 646 836 against a white worker increase of 106 093

The largest number of blacks is employed in the manufacturing industry — 1 049 100 against 294 400

This is a rate of about six blacks to one white, and roughly the same ratio applies to the construction industry — 355 200 blacks and 64 600 whites

The figures, according to the vice president of the trade Union Council of SA Mr Steve Scheepers indicate an economy leaning progressively more heavily on black labour

They indicated, too, the fast rising black populations in the major industrial areas, and the urgent need to improve their social and economic positions

The figures also make nonsense of the Government's aim of 2½ Africans to one white worker in the so-called white areas. — DDC

TOESPRAAK DEUR SY EDELE MARAIS VILJOEN, L.V., MINISTER
VAN ARBEID, BY GELEENTHEID VAN DIE AMPTELIKE OPENING
VAN DIE KOÖRDINERENDE RAAD VAN SUID-AFRIKAANSE
VAKVERENIGINGS SE TWEEJAARLIKSE KONGRES OM 09H00 OP
DONDERDAG, 18 SEPTEMBER 1975 TE FONTEINE-KIOSK, PRETORIA.

Allereers 'n hartlike woord van dank vir die
uitnodiging aan my om vanoggend saam met u te verkeer.

Dit is nou die derde maal wat die eer my te beurt
val om u Kongres te open en die vertrouwe wat u in my stel,
waardeer ek baie.

Ek is verheug om te weet - en te sien - dat
organisasies wat die belange van ons land se werkers op
die hart dra gereeld vergader, hulle kragte saamsnoer en
op 'n geordende wyse beraadslaag om sake van onderlinge
belang uit te pluis.

Vanjaar se Kongres vind plaas op 'n tydstip dat
woelinge en spanninge op haas elke terrein aan die orde
van die dag is. In die buiteland duur wantroue en
onenigheid tussen wêreldleiers en magsblokke onverpoosd
voort. Oorkant ons landsgrense is daar toenemende onrus,
en onsekerheid oor die toekoms van sommige van ons
buurstate.

Binnelands is daar die probleme van steeds
stygende pryse, inflasie en vraagstukke wat daaruit
voortspruit.

Op die arbeidsfront is daar ook knelpunte waarmee
u as verteenwoordigers van georganiseerde arbeid vertrou
is en waaroor u sekerlik by hierdie Kongres ernstig sal besin.

Wanneer ons besin oor ons arbeidskwessies is dit
van deurslaggewende belang dat ons in gedagte sal hou dat
ons in Suid-Afrika te doen het met verskillende rasse in
verskillende stadia van ontwikkeling - met uiteenlopende
ideale, strewes en lewenswyses - en dat al hierdie mense in
een ekonomie saamgesnoer is en geroepe is om saam 'n sukses
daarvan te maak.

Die heterogene werksmag waarvoor Suid-Afrika beskik, moet hom dus voortdurend op velerlei fronte aanpas by die besondere omstandighede wat daar in ons besondere werksituasie heers.

Nou, meer as ooit tevore, behoort elke werker, afgesien van ras of kleur, te besef dat ons mekaar se hande moet sterk in 'n eerlike poging om slegs die beste vir Suid-Afrika voort te bring.

Nog nooit tevore was gesonde menseverhoudings juis so noodsaaklik soos nou nie.

En as dit nie op die werksvlak gehandhaaf kan word nie, sal dit moeilik op ander terreine verwesenlik kan word.

Die Blanke, wat sedert die volksplanting die leidende rol in die ontwikkeling en groei van Suid-Afrika gespeel het, sal op hierdie gebied eweneens die toon moet aangee.

En wanneer ek dit sê bedoel ek nie alleen die Blanke werkgewer nie, maar ook die Blanke werker, want dit is per slot van rekening die Blanke werker wat in sy hoedanigheid as bestuurder, toesighouer, voorman of vakman, van dag tot dag in 'n noue aanraking met werkers van die ander rasse kom.

En hierdie belangrike menseverhoudingstaak word eintlik moeiliker gemaak as gevolg van die grootste enkele vraagstuk waarmee ons land op die werkssterrein te kampe het, nl. dié van 'n tekort aan opgeleide werkeenhede.

Dit is so dat die probleem dikwels oorbeklemtoon word en ongelukkig soms ook gebruik word om politieke munt daaruit te slaan. Dat ons land met 'n werkerstekort, veral op geskoolde vlak, te doen het, is egter nie weg te redeneer nie.

Dit kan eweneens nie betwis word nie dat hierdie mannekragtekort 'n uiters belangrike vraagstuk is omdat dit te make het met 'n sleutelfaktor in ons landse ekonomie, naamlik arbeid.

Met die aanslae wat 'n vyandige wêreld steeds teen ons loods is dit noodsaaklik dat ons land ekonomies sterk moet staan. Dit behoef geen betoog nie dat om ekonomies sterk te wees ons 'n bepaalde peil in ons groeikoers moet bereik en handhaaf. En omdat mannekrag 'n sleutelfaktor in die ekonomiese ontwikkeling van enige land is, is dit vanselfsprekend dat die ideaal van 'n bepaalde groeitempo nie sonder die werkers se samewerking bereik kan word nie.

Ons moet 'n hoë groeikoers handhaaf omdat dit ons in staat stel om die lewenspeil van die laerbesoldigdes te verhoog en 'n beter lewenstandaard vir al die landsbewoners te verseker. Dit is ook die beste waarborg vir die werksekuriteit van die Blanke; trouens, dit bring mee dat die vraag na Blanke werkers toeneem. Maar namate dié vraag toeneem en die tekort aan Blanke werkers groter word, ontwikkel daar 'n oorwig van Nie-Blanke werkslui in ons ekonomie.

Die groeikoers moet dus hoog wees, maar ook nie so hoog dat ons ekonomie oorbeset word deur Nie-Blanke arbeid wat vir ons op sy beurt weer maatskaplike probleme kan besorg nie.

Gedurende die tydperk 1963-1973 het ons 'n gemiddelde jaarlikse groeikoers van 5,5 persent in die reële bruto binnelandse produk bereik en volgens die Departement van Arbeid se tweejaarlikse mannekragopnames het die tekort aan Blanke werkers teen April 1973 tot bykans 60 000 aangegroei.

Die ekonomiese ontwikkelingsprogram vir die tydperk 1974-1979 stel 'n taakstellingsgroeikoers van 6,4 persent per jaar in die vooruitsig wat in weerwil van 'n mate van afplating vanjaar, na verwagting nogtans teen 1979 bereik sal word.

Dit is nie 'n te hoë groeikoers nie en nogtans sal die vraag na Blankes steeds vinniger as die aanbod styg en sal die tekort aan Blanke werkers in 1979 op sowat 90 000 te staan kom.

Dit beteken dat die getal Nie-Blankes wat in die ekonomie opgeneem sal moet word in vakante poste wat deur die tekort aan Blanke arbeid veroorsaak word, met gemiddeld 5 000 per jaar sal vermeerder.

En tog is daar diegene wat betoog dat ons 'n groeikoers van minstens 10% moet nastreef.

Hierdie mense stel natuurlik ekonomiese oorwegings as eerste prioriteit en bekommer hulle nie oor die maatskaplike en ander implikasies van hul benadering op ons breëre landsbeleid nie.

Die mikpunt is dus om 'n ewewigtige groeikoers te kan handhaaf.

Want word 'n demper op die ekonomiese groeikoers geplaas, sal die skepping van werkgeleentheid vir ons steeds stygende ekonomies aktiewe bevolking ooreenstemmend afneem en sal werkloosheid in die een of ander graad onder die bestaande werkerskorps ook nie uitbly nie.

Die groeikoers in ons ekonomie sal vanjaar na verwagting in die omgewing van 3 tot 4 persent wees en reeds is daar tekens van werkloosheid in sekere sektore.

Ons is dus verplig om 'n bestendige groeikoers te probeer handhaaf en om die werkerstekort te verlig deur middel van immigrasie, die opleiding en, waar nodig - heropleiding van werkers op alle vlakke

en die herindelning van werk om die hoogs moontlike produktiwiteit te verseker.

Afgesien van die bestaande masjinerie en fasiliteite vir die opleiding van Blanke, Gekleurde en Swart werkers en die aanmoediging wat van owerheidsweë deur middel van aansienlike belastingtoegewings en andersins aan werkgewers verleen word om hulle te aktiveer om hul werkers doeltreffend op te lei, het die Regering, soos u weet, onlangs 'n spesiale komitee aangestel om ondersoek in te stel na en verslag te doen oor die instelling van meer opleidingskemas soortgelyk aan die een by Westlake in die Kaap, waar werkers nie alleen in geskoolde ambagte nie maar ook in hoër halfgeskoolde en operateurswerksoorte opgelei of heropgelei kan word. Die komitee het reeds met sy werksaamhede begin.

Soos u weet, geskied opleiding in geskoolde ambagte tans ingevolge die Wet op Vakleerlinge, die Wet op Opleiding van Ambagsmanne en skemas soos die Boubedryf se opleidingsinrigting te Baragwanath en die Metaalnywerheid se skema vir die erkenning van vakmanne.

Die persone wat langs dié weg opgelei word is óf uitsluitlik óf oorwegend Blankes en soos u weet is die opleiding wat aldus aangebied word in die jongste tyd aansienlik opgeknop en verbeter.

Tegniese opleiding is hersien, praktiese opleidingsprogramme is gewysig om met tegnologiese ontwikkeling tred te hou en in die behoeftes van die bepaalde nywerhede te voorsien.

Opleidingstydperke is ook aansienlik verkort.

So is die Metaalnywerheid se skema vir die erkenning van vakmanne gewysig om leerlinge in staat te stel om twee jaar vroeër vakmanskap te verwerf en is die leertydperke van vakleerlinge in die meeste bedrywe met soveel as 'n jaar verkort en kan hulle selfs nog vroeër as vakmanne kwalifiseer indien hulle 'n vaktoets met sukses aandurf.

Die opleiding van Blankes kragtens die Wet op Opleiding van Ambagsmanne is geïntensifiseer en gemoderniseer om die gehalte van opleiding nog verder te verbeter, en die toelae wat aan kwekelinge betaal word, is aansienlik verhoog in 'n poging om meer kandidate vir opleiding te werf.

Ek wil dus beklemtoon dat die doeltreffende opleiding van Blankes voortdurend die Regering se aandag sal bly geniet.

Wat van besondere belang is, is dat ons nooit uit die oog moet verloor nie dat in ons moderne samelewing met sy besondere ingewikkelde ekonomiese struktuur, die mens self - die werker - steeds die belangrikste skakel is en moet bly in die strewe na 'n oplossing van ons mannekragprobleem.

Immers, die menslike samelewing kan slegs gedy as dit gegrond is op die arbeidsaamheid van elke individu. In die volste sin van die woord kan die mens nie werklik mens wees sonder arbeid nie.

Arbeid bied die werker die geleentheid om bevrediging te vind vir fundamentele behoeftes naamlik om aktief en selfversorgend te wees.

Die vraag opper homself dus -

Moet ons nie allereers by hierdie ingebore menslike behoeftes aansluiting probeer vind wanneer ons soek na 'n oplossing van ons arbeidsvraagstukke nie?

Wanneer 'n mens aan ons arbeidsvraagstukke dink, spesifiek vir sover dit ons Blanke gebiede betref, dan is dit sekerlik van belang dat dat voor ons na alternatiewe oplossings sal soek, ons eers alles in die werk sal stel om in die eerste plek te versek dat elke Blanke werker ten volle benut sal word;

dat elke werker tot sy volle potensiaal opgelei en aangespoor sal word om nie net in eie belang nie maar ook in landsbelang sy beste te lewer;

en dat die geskoolde en opgeleide werker wat met veel opoffering en teen hoë koste sy geskooldheid verwerf het, nie sy tyd sal verspil op sleurtake wat ewe goed deur minder geskoolde werkers verrig kan word nie.

Die georganiseerde nywerheid en arbeid wat ook in u Raad verteenwoordig is - het reeds in hierdie verband 'n navolgingswaardige voorbeeld gestel.

Oor die afgelope aantal jare het nywerheidsrade vir verskillende nywerhede, met die ingenieurs-, bou- en motornywerheid aan die spits, verskeie werkverrigtings wat voorheen as die werk van vakmanne geklassifiseer is en tradisioneel veral deur Blankes verrig is, heringedeel as gevolg waarvan die minder geskoolde aspekte deur werkers in die laer kategorie verrig kan word.

Ook die mynbedryf, die Spoorweë en die Poskantoor het in dié opsig belangrike veranderings aangebring wat beide hul Blanke en Nie-Blanke werkers bevoordeel het.

Die beperkte geskoolde werkerskorps word nou meer produktief benut op daardie werkverrigtings wat werklik die kennis en bedrewenheid van geskoolde werkers verg en langs dié weg is 'n positiewe bydrae gelewer om die druk op ons geskoolde werkers te verlig.

Ons woon en werk in 'n veelvolkige land en as ons in gedagte hou dat die Blankes, wat minder as 'n vyfde van die totale bevolking uitmaak, grootliks in die basiese behoeftes van al die volke van Suid-Afrika moet voorsien, behoort dit vir elkeen duidelik te wees dat die huidige posisie nie onbepaald sal kan voortduur nie.

Daarom is die optimum benutting van ons arbeid, ook dié van die groot getalle Nie-Blanke werkers, so belangrik en kan daar met vrug op die voorbeeld van die pas genoemde

instansies met betrekking tot die herindelings van werkverrigtings, voortgebou word.

Die stelsel wat deur hulle ingevoer is, het die voordeel dat die herindelings van werkverrigtings onder behoorlike beheer geskied, dat dit met die samewerking van die geskoolde werkers en hul vakbonde tot stand gekom het en gevolglik nie ontevredenheid of wrywing in die hand kan werk nie.

Daar kan egter nog veel gedoen word om die land se beskikbare opgeleide mannekrag beter te benut.

U het waarskynlik verneem van die ondersoek wat die Nasionale Produktiwiteitsinstituut onlangs na die Motorherstelbedryf ingestel het. Een van die Instituut se bevindinge, na 'n steekproef by 'n aantal werksinkels oor die hele land, was dat slegs sowat 50% van die werksyd van werktuigkundiges, leerlinge en werksinkelassistente aan produktiewe werk bestee word. In samewerking met die Instituut doen die Bedryf nou stappe om die posisie te verbeter.

'n Mens wonder egter in hoeveel ander nywerhede mannekrag ook so verkwis word. My raad aan die nywerheidssektor is om sonder versuim 'n voorraadopname te maak en, waar nodig, die hulp van die Instituut in te roep om die gebruik van arbeid op alle vlakke sodanig te organiseer dat elke werker tot sy volle potensiaal en kapasiteit benut word.

Die Regering wil graag sien dat elke werker in hierdie land - ongeag sy ras of kleur - 'n leefbare loon verdien.

In hierdie tyd van vinnig-stygende kostestrukture is dit van die uiterste belang, maar nou is dit ook 'n ekonomiese feit dat as lone styg sonder dat daar ook hoër produktiwiteit is, stygende verbruikerspryse onafwendbaar word en dan kan ons net nie daarin slaag om inflasie onder die knie te kry nie.

En soos ons weet maak stygende inflasie dit veral vir die laerbesoldigdes al hoe moeiliker om 'n menswaardige bestaan te voer - 'n toestand wat vir 'n veelvolkige land soos Suid-Afrika waarin rassevrede so 'n noodsaaklikheid is, van die uiterste belang is.

Dis omdat inflasie soveel gevare vir ons land inhou dat ons Eerste Minister nou onlangs namens die Regering so 'n ernstige beroep op werkers gedoen het om selfbeheersing ten opsigte van eise vir hoër lone en salarisse aan die dag te lê. Dié oproep is nie net gerig aan werkers in die handel- en nywerheidsweese nie, maar aan almal in diens van die Staat en openbare sektore.

Die Regering vra ons werkerskorps dus om te help deur salarisverhogings tydelik agterweë te hou.

Die Regering besef terdeë dat deur aan sy oproep gehoor te gee die land se werklui ongerief en opofferings sal moet verduur, maar glo ook dat deur hierin te help hulle uiteindelik self die vrugte daarvan sal pluk.

Ek moet dit egter duidelik stel dat die Regering nie verwag dat slegs die werknemers opofferings moet maak om die inflasieprobleem te bowe te kom nie. Ook die werkgewers sal hul deel moet bydra en daarom is hulle versoek om prysverhogings in toom te hou.

Soos u verlede week gehoor het, het ek in my hoedanigheid as Minister van Posterye die Regering se besluit aangekondig dat briefpos vanaf volgende April met 1c per lugposbrief verlaag gaan word.

Dit bevestig net die besef dat eendragtige optrede deur almal - werknemers, werkgewers en die owerheid noodsaaklik is om die euwel van inflasie te bestry.

Maar saam met sulke pogings sal ons almal die verhoging van produktiwiteit moet bly sien as een van die magtigste middele om inflasie te bestry.

Daar is vele maniere waarop 'n werker se produktiwiteit verhoog kan word.

Dit is nie my voorneme om hulle almal hier te behandel nie. Seker een van die mees effektiewe metodes is om die werker tot hoër produksie aan te spoor.

Sorg dat hy gelukkig is in sy werk, gee vir hom telkens groter verantwoordelikheid binne sy verstandelike en liggaamlike vermoëns, en kyk hoe ontwikkel en verbeter hy as mens en as werker. Dieselfde resultaat word behaal of die werker nou 'n Blanke, 'n Gekleurde of 'n Swarte is.

Ek is vol vertroue dat die toekenning van meer gevorderde werk aan die Nie-Blanke nie alleen sy produktiwiteit sal verbeter nie maar dat die gepaardgaande verhoging van sy lewensstandaard van hom 'n meer tevrede mens sal maak, wat tot 'n beter verhouding tussen Blank en Nie-Blank sal lei en wedersydse vertroue in die hand sal werk.

Afgesien van die voordele wat so 'n beleid binnelands op ons volkereverhoudinge sal hê, moet daar nie uit die oog verloor word nie dat armoede, ondervoeding en dergelike omstandighede die aanleidende oorsake tot misdaad, onsedelikheid en onrus is, en dikwels ook 'n vrugbare arbeidsveld vir ondermynende elemente skep.

Maar die skepping en handhawing van gesonde verhoudings tussen Blanke en Nie-Blanke werkers beteken nie dat toegewings, toenadering en opoffering net van een kant moet kom nie.

Die Swart werker sal ook sy deel moet doen.

Hy sal net soos elke Blanke en Gekleurde werker dit as mikpunt moet stel om hoër produksie te lewer, om dienstrots aan te kweek, om nie agterdog teen anderrassiges te koester nie en om arbeidsvrede en goeie verhoudings met medewerkers en sy werkgever na te streef.

En laastens, maar nie die minste nie, sal hy daarteen moet waak om hom nie deur politieke agitators op sleeptou te laat neem en daardeur gesonde arbeidsverhoudinge af te takel nie.

Hy beskik oor die masjinerie wat hom in staat stel om met sy werkgewer in verband met diensvoorwaardes en ander arbeidsaangeleenthede te onderhandel en daar is geen rede waarom hy vir die geringste bakatel moet staak nie.

Die betrokke wetgewing is in 1973 aansienlik opgeknop en verbeter en die sukses wat sedertdien daarmee behaal is, is beslis bemoedigend. Daar is nogtans enkele tekortkominge wat uit die weg geruim sal moet word om die wetgewing ten volle in sy doel te laat slaag.

Die belangrikste tekortkominge, volgens volgehoue waarneming oor die laaste twee jaar, is eerstens dat ooreenkomste wat kragtens die Wet tussen werkgewers en hul Swart werkers aangegaan is, geen wetskrag geniet nie;

tweedens, dat daar geen voorsiening bestaan waarkragtens werkgewers en Swart werkers in 'n bepaalde nywerheid en gebied 'n ooreenkoms kan aangaan wat vir alle werkgewers en werkers in daardie nywerheid en gebied bindend is nie;

en derdens dat die Swart man se stem nie altyd duidelik genoeg gehoor word by onderhandelinge oor diensvoorwaardes wat hom raak nie.

Ten einde hierdie leemtes uit die weg te ruim, beoog ek om by die eerskomende Parlementsitting wetgewing in te dien wat daartoe sal bydra om die Swart man 'n groter en sinvoller aandeel in die bepaling van sy eie diensvoorwaardes te verseker.

Ek het in gedagte die daarstelling van nywerheidskomitees wat met gesag oor die besondere nywerhede waarvoor hulle ingestel is, sal kan praat.

Sodanige komitees sal tot stand kan kom in nywerhede en gebiede waarin die werke- en skakelkomitees verteenwoordigend van die swart werkers is.

Die feit dat die komitees voldoende verteenwoordigend van Swart werkers sal moet wees, is geen vreemde beginsel nie want elke vakvereniging of werkgewersorganisasie moet tans ingevolge ons nywerheidswetgewing bewys lewer dat hy verteenwoordigend is alvorens hy met reg namens al die werknemers of werkgewers kan optree. Dit is dus nie minder as reg nie dat dieselfde vereistes ook vir die nywerheidskomitees moet geld.

Die Sentrale Bantoe-arbeidsraad sal geken word aler ek my goedkeuring aan die stigting van so 'n komitee heg.

Die nywerheidskomitees sal bestaan uit Swart verteenwoordigers wat uit die geledere van werke- en skakelkomitees gekies is.

Vir sover dit die ongeorganiseerde nywerheid betref, sal die nywerheidskomitee, in oorleg met die Sentrale Bantoe-arbeidsraad, direk met werkgewers kan onderhandel en ooreenkomste kan aangaan. Die ooreenkomste sal via die Sentrale Bantoe-arbeidsraad aan my voorgelê word en goedkeuring daarvan, gevolg deur publikasie in die Staatskoerant, sal aan hulle die nodige wetskrag verleen.

Die ooreenkomste sal ook vir alle ander werkgewers en werknemers in die besondere nywerheid en gebied bindend verklaar kan word ten einde te verseker dat werkgewers wat partye daartoe is, nie benadeel word deur onbillike mededinging van die kant van hul konkurrente nie.

Die werkgewers wat die ooreenkoms aangegaan het, sal egter eers bewys moet lewer dat hulle verteenwoordigend van al die betrokke werkgewers is alvorens ooreenkomste aldus uitgebrei kan word.

My Departement sal verantwoordelik wees vir die toepassing van sulke ooreenkomste.

'n Belangrike aspek van die beoogde wysigingswetgewing is dié wat van toepassing sal wees op nywerhede waarvoor nywerheidsrade bestaan.

Nywerheidskomitees sal tot stand kan kom net soos in die geval van die ongeorganiseerde nywerheid, maar daar sal geen onderhandelinge buite die nywerheidsraad kan wees nie aangesien die raad die enigste liggaam is wat regsbevoeg is om ooreenkomste binne sy gesagsfeer aan te gaan.

Die wetgewing sal derhalwe bepaal dat Swart verteenwoordigers wat deur die nywerheidskomitee self gekies is, in oorleg met die Sentrale Bantoe-arbeidsraad of Bantoe-arbeidsamptenare en streekskomitees vir Bantoe-arbeid, hul voorstelle rakende diensvoorwaardes vir Swart werkers sal formuleer en dit ter oorweging aan die nywerheidsraad sal voorlê.

Die Sentrale Bantoe-arbeidsraad sal direk betrek word by onderhandelinge in nywerhede waarvoor nywerheidsrade op 'n landswye grondslag geregistreer is, terwyl Bantoe-arbeidsamptenare, in opdrag van die Sentrale Bantoe-arbeidsraad, sal optree waar 'n nywerheidsraad vir kleiner streke geregistreer is.

Sodoende kan die voorstelle van die nywerheidskomitee in 'n nywerheidsraadooreenkoms beliggaam word wat die bestaande leemte in verband met wetskrag uit die weg sal ruim.

Ek glo dat met hierdie uitbouing van die Werken en Skakelkomiteestelsel ons vir die swart werkers 'n stelsel bied wat vir hulle in alle opsigte bevredigend sal wees.

Terselfdertyd wil ek beklemtoon dat die Regering se beleid in verband met die erkenning van Swart vakbonde onveranderd bly .

Ofskoon die bestaan van Swart vakbonde nie verbied word nie, sal hulle ook nie erken word nie omdat ons glo dat die belange van Swart werkers ten beste deur die bepalinge van die Wet op die Reëling van Bantoe-arbeidsverhoudinge gedien kan word.

Om nou terug te keer tot die sleutelrol van die Blanke werker, wil ek graag net by herhaling stel dat die Regering die beskerming van die Blanke werker steeds as van die allergroutste belang beskou.

Die beroepvordering van die Swart werkers sal nie onleheersd en sonder inagneming van die posisie van die Blanke werker kan geskied nie.

Daarom dat dit die Regering se beleid is om die gebruik van Swart werkers op aspekte van gekorlede werk slegs in saamwerking met die Blanke werkers en hul vakbonde te laat geskied.

Die Regering glo dat daar nie wywerheidsvrede kan wees as die Blanke se werkgeleentheid in gevaar gestel word nie en dat goeie arbeidsverhoudinge nie in sulke omstandighede kan voortbestaan nie.

En omdat werkreservering 'n noodsaaklike middel bly om arbeidsverhoudinge gesond te hou sal dit behoue bly.

Vir die handhawing van arbeidsvrede bly werkreservering onmisbaar want sonder arbeidsvrede kan daar nie onbelemmerde ekonomiese ontwikkeling wees nie.

Ons kan dus nie toelaat dat die goeie betrekkinge tussen werkgewers en werknemers waarmee ons gewoond is, en waarop ons trots is, verdwyn nie.

Ek wil u ook die versekering gee dat die Regering, hoe belangrik die kwessie van mannekragtekort ookal mag wees, nie dwang op die vakbonde sal uitoefen om tradisionele werksterreine aan Swart werkers prys te gee nie.

As toegewings sonder inagneming van alle moontlike konsekwensies gedoen sou word, kan die nadele uiteindelik die voordele van die stelsel oortref en die leeftog van die Blanke benadeel.

Die Regering is bewus hiervan. Daarom wil ek 'n beroep op u Raad en sy ledevakbonde doen om hul samewerking in hierdie belangrike saak.

Waar vakbonde 'n aandeel het in die herindeling van werk, word daar nogtans van owerheidsweë oor die belange van die Blanke werker gewaak.

Ook op ander terreine word daar voortdurend oor die belange van die land se werkers, Blank en Nie-Blank, gewaak. Neem maar byvoorbeeld die omvattende wetgewing wat daar ten opsigte van Ongevalleversekering bestaan.

Vanweë die mannekragtekort moet die werkers van ons land hul pligte onder groot druk uitoefen en daarom word daar daadwerklike stappe gedoen om ons werklui teen werkbesserings en nywerheidsiektes te beskerm.

My Departement alleen dra jaarliks ongeveer een miljoen rand by tot die voorkoming van werksongelukke en navorsing in verband met bedryfsiektes.

Ten einde u 'n idee te gee van die omvang van die ongevalleversekering wat kragtens die Ongevallewet voorsien word, wil ek graag noem dat daar gedurende 1974 nie minder nie as 360 000 ongelukke aan die Ongevallekommissaris gerapporteer is.

Om aan al die slagoffers van werksongelukke in hul nood finansiële bystand te verleen, word jaarliks naasteby R22,5 miljoen aan skadeloosstelling en mediese onkoste deur die Staatsbeheerde Ongevallefonds betaal.

Ander assuransiedraers onder die Wet se uitgawes in dié verband is omtrent R10 miljoen per jaar.

Om ernstig beseerde werksmense weer so gou doenlik vir diens geskik te kry, is - soos u weet - twee rehabilitasiesentrums - een in Johannesburg en een in Durban - daargestel.

Gedurende die afgelope jaar is 5 200 beseerdes by hierdie goed toegeruste sentrums behandel.

Werkers wat ernstige beserings opdoen behoort sover moontlik van hierdie fasiliteite, wat vir hulle gratis voorsien word, gebruik te maak.

Voordele betaalbaar ingevolge die Ongevallewet word gereeld by wyse van wetswysigings verbeter.

Oor die afgelope 10 jaar, byvoorbeeld, het die maksimum vergoeding betaalbaar meer as verdubbel.

Die jongste verbeterings het verlede jaar in werking getree en dit is die voorneme om in die nabye toekoms voorsiening te maak vir verdere toegewings van aansienlike omvang.

Werkers behoort ingestel te wees op veilige werkverrigting.

Volgens statistiek vind 'n groot persentasie van die werksongelukke as gevolg van werkers se onveilige optrede plaas. Werkers kan dus grootliks daartoe bydra om werksongelukke te voorkom en sodoende die probleem van 'n tekort aan geskoolde mannekrag teen te werk.

Waar 'n werksman 'n ongeval opdoen wat deur die nalatigheid van sy werkgever veroorsaak is, kan hy om verhoogde skadeloosstelling aansoek doen.

Die prosedure wat gevolg moet word, is relatief eenvoudig. Dit is nie met tegniese formaliteite oorlaai nie en is betreklik goedkoop in vergelyking met 'n gewone siviele geding. Die bedrag wat toegestaan kan word, word nogtans op dieselfde basis as in die geval van 'n eis om skadevergoeding bereken, behalwe dat newelagtige skade soos pyn en lyding nie in aanmerking geneem word nie.

Al is 'n werksman onbewus van sy regte betreffende verhoogde skadeloosstelling, word 'n wakende oog in hierdie opsig oor sy belange gehou as dit op enige wyse tot die Ongevallekommissaris se kennis kom dat hy deur nalatigheid van sy werkgewer beseer is sodat hierdie voordeel, waarvoor in die Ongevallewet voorsiening gemaak word, aan hom toegeken kan word.

Sonder hierdie wetgewing sou 'n werker deur middel van duur en soms omslagtige regsgedinge skadevergoeding moes probeer bekom .

Wat soms as 'n leemte in die wetsbepalings in verband met verhoogde skadeloosstelling bestempel word, is die feit dat 'n werksman nie kan slaag nie as sy eie nalatigheid deel van die direkte oorsaak van die ongeval was.

Dit is egter belangrik om daarop te let dat die Ongevallewet skadeloosstelling vir verliese van werksvermoë in die ope arbeidsmark ten doel het in teenstelling met skadevergoeding soos byvoorbeeld in derdeparty eise.

Dit is dan ook deur ons howe beslis dat die Wet op Verdeling van Skadevergoeding nie op eise onder die Ongevallewet van toepassing is nie.

Indien verdeling van toepassing gemaak sou word, sou dit die doelstellings en gees eie aan ongevallewetgewing verydel en 'n haas ondraaglike finansiële las op werkgewers plaas.

Ek wil graag beklemtoon dat hierdie sosiale wetgewing ten bate van die werker daargestel is sonder dat van hom verwag word om enige geldelike bydrae te lewer.

Benewens ongevalledekking geniet werkers in die Republiek ook versekering van 'n redelik omvattende aard teen die ontberings wat met werkloosheid gepaard gaan.

Sedert die eerste Werkloosheidversekeringswet in 1937 die lig gesien het is daar baie aan die betrokke wetsbepalings geskaaf en toevoegings gemaak om ons stelsel van werkloosheidsversekering op te knap en by hedendaagse omstandighede te laat aanpas.

Onder die jongste aanpassings is die opskuiwing van die maksimum verdienstegrens van bydraers van R5 460 per jaar na R6 760 per jaar.

Vertoë is 'n tyd gelede tot my gerig in verband met die moontlikheid om die maksimum verdienstegroep administratief in hersiening te neem vanweë die vertraging wat noodwendig ontstaan wanneer wysigings aan die Parlement vir oorweging voorgelê moet word.

Hierdie aangeleentheid geniet die aandag van 'n spesiale onderkomitee van die Werkloosheidversekeringsraad.

Benewens dié taak is die komitee ook gemoeid met die hersiening van die Wet in sy geheel. Dit is 'n taak van groot omvang wat deeglike oorweging en wye raadpleging vereis en enige aanbevelings van die Raad in dié verband sal eers in 'n latere stadium aan my voorgelê kan word.

Afgesien van die verwikkelinge waarvan ek reeds melding gemaak het, word daar ook ondersoek ingestel na 'n nuwe basis van berekening van bydraes tot die Fonds deur werknemers en werkgewers en die verhoging van voordele betaalbaar aan bydraers.

Werkers wat nog nooit werkloos was en nog nie nodig gehad het om gebruik te maak van die bystand wat die Fonds aan werklooses bied nie, sal miskien nie mooi besef wat die waarde van werkloosheidsversekering is nie. Daar is egter mense vir wie sodanige versekering 'n ware uitkoms is.

Ek weet daar is mense wat onder die indruk verkeer dat bystand ingevolge die Wet hoofsaaklik betaal word aan werkers wat werksku is en maar te bly is as hulle sonder werk is en op die Fonds kan teer.

Niks is verder van die waarheid nie.

Ek sal nie ontken dat diesulkes wel by tye voordele uit die Fonds ontvang nie, dog hul getalle is gewis onbeduidend. Daar bestaan voldoende voorsiening in die Wet om hulle kort te vat en my Departement maak wel deeglik van daardie bepalings gebruik.

Gedurende 1973 is net meer as R20 miljoen bystand uit die Fonds betaal. Hiervan was nagenoeg R14 miljoen uitbetaal ten opsigte van siektetoelaes, kraamvoordele en betalings aan die afhanklikes van afgestorwe bydraers.

Net minder as R6 miljoen is betaal aan bydraers wat werkloos was en geskik vir werk was.

Met hierdie verwysings na wat die Staat vir die werkers doen, wil ek graag volstaan en wel in die vertroue dat u hierin sal sien die besef van die Regering dat ons werkers 'n besonder waardevolle plek in ons land vervul en dat ons as Regering steeds ons waarderende en beskermende hand oor ons werkers uitgestrek wil hou.

Terselfdertyd waardeur die Regering die begrip wat 'n behoudende vakbondorganisasie soos u vir die Regering se arbeidsbeleid openbaar.

U begrip en steun sterk ook ons hande om ons landsontwikkeling so te laat geskied dat dit nie ons volkskarakter en ons lewenspatroon sal aftakel nie.

En waar u by uitnemendheid die pleitbesorger en waghond vir die Blanke werker se belange is, wil ek u alle sukses toewens met u Kongresbesprekings.

Mag u besprekings en besluite dien tot voordeel van u lede en van ons land.

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L.V.: VIR VRYSTELLING NA LEWERING OM 09H00
OP DONDERDAGOGGEND, 18 SEPTEMBER 1975.

UITGEREIK DEUR DIE DEPARTEMENT VAN INLIGTING OP VERSOEK
VAN DIE MINISTERIE VAN ARBEID.

PLEK

PRETORIA

DATUM

18 SEPTEMBER 1975

Personal income statistics

Dispatch
19/9/75

JOHANNESBURG — Personal income statistics from the 1970 census released this week show that nearly 900 000 whites had incomes of R2 000 or more (R166 a month) while only 42 000 Coloured people and Asians were in this income bracket.

It also shows that gross incomes, before tax and deductions, rose during the decade from 1960, by 42 per cent for whites 52,5 per cent for Coloureds; and 43,5 per cent for Asians. No statistics were given for African incomes.

The consumer price index through the ten years rose by 31 per cent.

White male average incomes rose from R152,50 a month to R261; for Coloured males from R20,50 a month to R42,75; and for Asian males from R37 to R65.

White female average incomes rose from R71 to R122 a month; for Coloured females from R11,50 to R24 a month; and for Asian females from R19 to R34.

There were nearly 900 000 whites (59,5 per cent of those economically active) with incomes of

more than R2 000 (R166 a month); nearly 16 000 Asians (8,7 per cent) and 25 700 Coloureds (3,6 per cent).

Those earning R5 000 or more (R416 a month) included 195 000 whites (12,9 per cent); 2 052 Asians (1,12 per cent); and 861 Coloureds (0,12 per cent).

In the R10 000 or more a year bracket (R833 a month); there were 36 000 whites, 21 Coloureds and 339 Indians.

The economically active population (excluding Africans) consisted of 1 509 000 whites, 716 000 Coloureds, and 182 000 Asians.

Of these, eight per cent of male whites and four per cent of females had professional or technical occupations; one per cent of Coloured males and 1,5 per cent of females; 2,2 per cent of Asian males and one per cent of females.

Four per cent of white males were detailed as being administrative or in managerial occupations, while less than one per cent of Coloured and Asian males were in this occupation bracket.—DDC.

F.M. 19/9/75

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2 170**TRADE POLICY****Wrong emphasis?**

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One of the more provocative papers prepared for the Economics Society's conference in Johannesburg this week was Professor Trevor Bell's analysis of SA's foreign trade and productivity policies

Bell, a development economist from the University of Natal, Maritzburg, contends it was a mistake for SA to switch from import substitution to export promotion. He fully recognises that "continued import substitution involves intermediate and capital goods, which is a more difficult task (than import substitution in the consumer goods sector) because the market is smaller relative to optimum capacity, and because a higher quality of labour, technological know-how and management is required"

Even so, he argues, failure to press ahead "will leave the economy with an unduly small capital goods sector from the point of view of efficient resource allocation, and it will also tend to increase the external vulnerability of the economy."

He also suggests the Commission on Export Promotion, which was chaired by Dr Hennie Reynders, was wrong to express anxiety over SA's relatively slow growth in labour productivity. A rate of growth in productivity slower than that in many industrial countries may, in fact, be exactly what SA, with its burgeoning population, needs

"The positive side of (SA's) relative slow rate of increase in labour productivity is a relatively rapid rate of growth of employment" And a comparison of growth rates in SA and the key industrial countries "suggests that SA has been outstandingly successful in increasing the volume of employment, and that a very high ratio of additional employment to additional output, the reciprocal of low productivity growth, is a striking feature of the SA economy."

Asked to comment, Reynders pointed out that what he and his fellow commissioners had advocated was not the abandonment of the policy of import substitution but simply greater emphasis on export performance, an area of policy that had previously been neglected.

He referred to page 630 of the Commission's report where it said. "As regards long-run objectives, the Commission is in favour of pursuing both export promotion and import substitution," it says.

One cannot help feeling, however, that Bell has raised some crucial issues which have far-reaching implications for many of SA's economic imperatives. More the pity, therefore, that his case for continued import substitution rests more on circumstantial evidence than on direct evidence drawn from local industrial experience

Argus
24/9/75
**SA must
'rely less
on Black
labour'**

(170)

The Argus Correspondent
DURBAN. — The National Party MP for Port Natal, Senator Pierre Cronje, said last night that White South Africans would have to learn to rely less on the services of Black labour in future.

Answering a question from the floor at the end of a report back meeting on Durban's Bluff, Senator Cronje agreed there was a tendency for Blacks to fail to match increased wages with increased productivity.

One means of overcoming this was to intensify labour training programmes, he said.

But he added: "We will have to learn to make do with fewer Black labourers in future."

MAINTAINED

He knew of a case during the 1973 strikes in Durban where a firm had laid off 1 000 Black workers and yet had been able to maintain its production rate.

In his main address, Senator Cronje said the Prime Minister, Mr B J. Vorster, was unmatched in the world for his finely tuned sense of political intuition, and that he deserved the Nobel Peace Prize for his detente initiatives.

The detente programme had been made easier, he said, because economic factors were forcing Black states to look to South Africa for aid.

inquiry 25/9/75

Coloureds' standards 'strangled'

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① 262 ③ 174
② 170 Coloured Affairs Reporter

THREE Coloured leaders yesterday hit out at the low wages and scarcity of employment opportunities facing Coloureds in Durban.

Chairman of the Durban Coloured Local Affairs Committee, Mr. E. G. Rooks, said it was a "disgrace that job discrimination is still being practised by a large number of firms against Coloured South Africans who were eager to participate in the labour market."

He added: "As long as Coloureds are looked upon as cheap labour, their standards will never go up because they are being strangled from earning decent living salaries to better their lives."

"Aside from the unscrupulous firms which pay Coloureds starvation wages, the Durban City Council is not doing any better with regard to jobs and salaries offered to Coloureds."

He said Coloureds were reluctant to take jobs with the City Council and firms which paid "measly" salaries, with the result that Indians filled these positions, and by doing so, kept wages low.

A spokesman for the Council said Mr. Rooks's claims were not true.

Accent on Black skill' call

(170)

Star
20/9/75

It was imperative that South Africa should draw increasingly from its Black population to fill higher level skilled jobs.

This was said in Johannesburg today by Dr S Brand, deputy economic adviser to the Prime Minister. He was speaking at a conference on "Resources of Southern Africa Today and Tomorrow," organised by the Associated Scientific and Technical Societies of South Africa. Blacks would have to fill more skilled jobs for South Africa to reach its economic growth potential.

it was essentially a constraint which should discipline development

"If properly managed it could be used as a tool — to encourage quality rather than quantity as a basic objective of civilised urban living."

"We should learn to treat the surface of the earth like old lace and use the maximum economy in the way we place our settlements and web of infrastructure upon it, to obtain the optimum effect with the least resource use and still ensure that quality and amenity remain over-riding objectives."

SCARCE RESOURCE

"We should give a great deal of attention to the education and training of Black workers," he said. The country's growth potential would also depend on the successful utilisation of minerals and greater emphasis on exports.

The next speaker, Professor E W N Mallos, former professor of Town and Regional Planning, Witwatersrand University, said land use was a scarce resource to the extent that

ECONOMIC POLICY

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THE high economic growth rate being pursued in principle by the authorities is mainly aimed at creating maximum job opportunities for Blacks

This was clearly spelt out in the official Economic Development Programme released in March

The document says that at 6,4 per cent average annual growth rate between 1974 and 1979, it is hoped to cut Black unemployment from 366 000 (5,6 per cent of the economically active Blacks) in 1973 to 314 000 (4,1 per cent) by 1979. Most of the unemployed are in the homelands.

However, the validity of two major assumptions seriously requires closer scrutiny.

● Is a high economic growth rate the ideal generator of

Creating jobs is priority No. 1

jobs for Blacks in the long run?

● Is there really a critical Black unemployment problem?

Referring to the first question, many leading economists are at odds with the approach by the authorities. In particular, Professor Ludwig Lachmann, former head of the Department of Economics at Witwatersrand University, says if the authorities wish to keep Black unemployment at low levels by using inflationary

means (such as a high growth rate), they will defeat their own means

Senbank's economist, Mr Adam Jacobs, agrees. He says the South African economy just can't take the strain of 6,4 per cent growth at this stage. Critical capital, management, skilled labour and transport bottlenecks will arise.

Dr Frans Cronjé, Chairman of S.A. Breweries and of Nedbank, reflects just how impossible the challenge is:

LEON

"At the moment there are only 180 000 skilled workers in all the Nonwhite groups. Yet over the next five to ten years the country will need an additional 2-million skilled Nonwhites if it is to grow at an annual rate of 6,4 per cent or more."

Dr Johan Cloete, Barclays Bank's Chief Economist, argues that increased investment per se, which is a requisite for growth, does not necessarily lead to a large-

KOK

scale increase in job opportunities. He points out that the tendency in industry is to become more capital-intensive, with the prime object of reducing labour problems.

Professor J. L. Sadie, Director of the Stellenbosch Bureau of Economic Research, says that a high economic growth rate alone will not necessarily ease the labour surplus in the most critical areas: the homelands and decentralized areas in-

stead, demand for labour will be concentrated in the metropolitan areas, and will thus act against industrial decentralization

A common argument is that unless there is a high growth rate with a corresponding increase in job opportunities, resultant massive Black unemployment will lead to considerable social and political unrest

"This argument has a lot of merit. But Mr Len Thorne, Director of the Natal

Employers Association, rightly maintains that too high a growth rate could have the same effect

Mr Thorne believes that the labour scene is quiet now because of the low level of economic activity: workers are afraid that trouble with employers will result in a loss of jobs

"But their opportunity will come with an economic upturn and a corresponding increase in the demand for labour. Black workers will

be in a better bargaining position and will not fear a threat to their employment"

Turning to the second question, measuring the extent of Black unemployment is extremely difficult

The Minister of Labour, Mr Marais Viljoen, told Parliament recently that there are 38 000 registered work-seekers in the homelands (excluding the Transkei), and 22 000 in the large cities. However, this is a somewhat simplistic picture.

The 1970 census recorded total Black unemployment as 283 000. Over and above this figure, the census listed 3,67-million Black men and 5,76-million Black women as "not economically active".

The latest official figures

High growth will not ease surplus

From page 3

are those in the EDP — 366 000 in 1973

Professor Jan Lange, the prominent Free State economist, estimates that Black unemployment is increasing at a rate of 100 000 a year. However, he has no idea of what the cumulative figure is.

Professor Lange says if it is assumed that about 1 per cent of the Black population enters the labour market annually, 69 000 jobs have to be found in the homelands and 75 000 outside.

However, only about 40 000 new jobs are created in the White private sector each year, while fewer than 80 000 industrial jobs have been created in the homelands in the entire period since 1960.

On the basis of the above figures, it would seem that the overall situation is most unhealthy. However, this is a misleading assumption. Consider these factors:

Firstly, every Black adult male South African in sound health has the right to work on our mines (he has a priority right to a job over any foreigner).

Demand for Black labour on our mines at present is 450 000, yet the actual complement is only 74 per cent of this. Moreover, workers from within the country's borders now account for only 30 per cent of the total mine labour force.

Many local Black unemployed (and those not economically active) are in this situation not by circumstances, but by choice. Simply — they do not need to work or do not want to work. Also, many South African Blacks have traditionally regarded mining as a most unattractive form of work, almost degrading.

Secondly, there are considerable work opportunities in the homelands for underemployed Black peasants. Mr Braam Raubenheimer, the Deputy Minister of Bantu Administration, says that there is too great a tendency

for healthy adult males there to leave agricultural production to women and children.

Thirdly, there should be only negligible unemployment in the White metropolitan areas, as in terms of influx control regulations, if a Black cannot find employment in a given White area, he is obliged to return to his homeland.

And fourthly, Blacks are rapidly entering areas of employment that were previously the preserve of Whites. Conditions today are geared to encourage, not discourage, this.

Having said all this, it could be argued that the authorities should scale down general growth targets (to make them less inflationary) and instead concentrate on carefully defined areas of action. Here are four leads:

● Step up the family planning campaign. Mr Jacobs says that it's not the present unemployment situation that is potentially explosive, but the future situation. And we can't pursue a high growth rate for all time to keep up with a high population growth. The present South African annual population growth rate of 2,7 per cent is 35 per cent higher than the world average.

● Dr Cloete maintains that if the mines continue to improve their wages and working conditions (which they can well afford to do), this will have a positive effect. He says that in the past, the mines were not competitive enough on the labour market to be a strong drawcard for local Blacks.

● He also feels that an agrarian revolution in the homelands must be fostered as soon as possible, and more attention must be given to agricultural investment than to manufacturing investment.

He argues that the majority of unemployed and underemployed are still on the land, and agricultural development does not involve large-scale and costly demographic change. Moreover, agriculture is less capital-

intensive than manufacture and there is a cash market for agricultural commodities anywhere in the world. Manufactured goods generally face stiff competition.

● Professor Lange disagrees with Dr Cloete's line of emphasis. He maintains that greater attention should be given to the development of manufacture in the decentralized areas.

However, at this stage such differences of opinion are really insignificant. What is important is the consensus that development must be stepped up at all costs in the backward areas.

In a nutshell, Pretoria would be well advised seriously to rethink its economic priorities.

Cape Times 27/9/75

Use of more Black labour called for

① 170
② 135
③ 253

THE CRIME rate, lack of educational facilities for Blacks, and sexual discrimination in the payment of social benefits, were among topics discussed in a busy morning of debate at yesterday's closing session of the Trade Union Council of South Africa (Tucsa) conference.

The National Union of Commercial and Allied Workers had unanimous support for their call to the Minister of Police for more police stations and increased policing in

townships and at bus terminals.

They felt the problem was largely one of lack of manpower and asked for the employment of more women of all races in police force, clerical capacities to release able-bodied men for patrol work.

The conference asked for an amendment to the Unemployment Insurance Act to allow payment of benefits on the death of a woman contributor to her next of kin or any beneficiary named.

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'Time to question borrowing policies'

RDM
2/10/75

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PORT ELIZABETH. The recent devaluation, while dramatising the structural problems associated with the country's balance of payment, was also the inevitable consequence of longer and more fundamental problems of the economy, Mr Dan Benade, FCI president, said yesterday.

It highlights, for instance, the whole question of the adequacy of industrial protection, the competitiveness of the South African economy and the relative rate of domestic inflation.

Mr Benade said it also raised the question whether we are investing our borrowings wisely.

"It is only good business to use borrowed capital for investment in adequately productive areas, to permit the eventual amortisation of external loans," he said, pointing out that many businesses have gone bankrupt on the policy of borrowing to maintain uneconomic operations.

Referring to the battle plans being made to eradicate the cancer of inflation, Mr Benade attempted to pour cold water on suggestions that the "disciplines of unemployment should be allowed to settle the excessive demands of wages and prices."

He said international experience has shown unemployment has failed to reinstate the "iron law" of markets.

"Dare we in Southern Africa play the supply and demand game, with our workers, to which the president of Rhodesia's Association of Industrialists has alluded?" Mr Benade asked.

He warned that however necessary it becomes to reduce inflation levels, the momentum of growth — "so essential to the smooth transition of events in Southern Africa" — must be maintained.

"We must remind ourselves that we live in an environment which is intol-

erant to failure.

"It behoves all of us, therefore, to study the mistakes of others and to take timely and concerted action to protect our very survival."

Mr Benade said the country's present circumstances did not permit us to hold the view that "things will have to get worse before they get better."

He said that South Africans have, for years, been talking about financing Government expenditure in non-inflationary ways, of making better use of total national resources, of determining expenditure priorities, and of wasting less.

"But I do not see sufficient evidence of the sort of co-ordinated planning needed to implement these measures. Now is the time when a co-ordinated strategy must be made explicit."

GRAMP DEATH OUTBURY Cadet's body found in ceiling

By Rashid Seria

A TOP-LEVEL investigation is to be held into the death of an 18-year-old Coloured cadet, Mr Theodor Bergh, whose half-decayed body was found in the ceiling of the Faure Training Centre for Coloured Cadets.

The investigation — ordered by the Coloured Representative Council Executive which has the ultimate say over the camp — followed an outcry by CRC man Mr Willie Meyer over the 'disquieting and mysterious'

death which has left the boy's parents shocked and stunned and threatens to cause another blow-up over the camp.

The investigation is to be carried out by top officials of the Administration of Coloured Affairs.

The boy's parents, Mr and Mrs A. Bergh of Bishop Lavis, said this week they were told by the camp authorities that their son was found dead in the ceiling of the camp's barracks last Saturday after having been missing for over two weeks.

He was in a crouched position on his knees with a belt around his neck. The parents said they had not been informed by the camp authorities that

their son had gone missing and only heard last Saturday when officials of the camp came to inform them about the death.

They had last seen their son before his disappearance on September 12.

He was unhappy and cried because he did not want to return to the camp. He thought he was going to join the army when he enrolled at the camp on September 3.

Mrs Bergh said she had received a letter from her son on September 15 in which he said he wanted to speak to her privately and said she should come and see him at the camp — but to bring the priest with her.

Before she had made up her mind to go, she received the news of his death and would now never know what he wanted to discuss with her.

Mr Norman Middleton, the CRC member responsible for social welfare and under whose portfolio the camp falls, confirmed this week that an investigation had been ordered into the death and said: 'We are very disturbed over what has happened.'

Mr Willie Meyer, the CRC representative for the area in which the family stays, said he wanted to know why the parents were not informed and why it took so long for the body to be found.

A spokesman at the cadet camp, Mr C. Holm, was reluctant to comment on the matter this week.

He said a departmental investigation was being held and he was not in a position to give any information. He said the cause of death had not yet been ascertained.

He could not confirm or deny whether the body was found in the ceiling of the barracks.

The cadet camp, established in 1968 to give disciplinary training to unemployed Coloured youths, has been continually attacked over the past five years by a large section of the Coloured community, including the Labour Party.

Many boys have absconded from the camp and the response to registration has been very poor, and led to the introduction in the CRC in 1972 of the controversial Bill aimed at tightening registration.

The Bill was shelved after a bitter attack from the Labour Party.

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FM . 10/10/75

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We will have to adapt

It's been estimated that by 2001 SA will have a total labour force of 16m, 36% of them skilled. Even if every White worker then — and there will be 3m — can be classified as skilled, 3,5m Blacks will need to be trained to advanced levels over the next 25 years.

As Stephan Viljoen, chairman of the Bantu Investment Corporation, points out: "If our economy is to expand satisfactorily we are going to have to fundamentally adapt our schooling and training facilities for Blacks. And I'm not only talking about turning out more artisans, but Black technicians, Black town planners, highly-skilled people

"Job reservation, like so many political issues in SA, is already an antiquated problem. Those who are capable must be trained"

Recalcitrant Whites are simply going to have to accept that "qualitatively and quantitatively the participation of Blacks in all spheres is going to increase. It's interesting to reflect that until the Great Depression Afrikaners were almost exclusively farmers, now they are a thrusting element in every sector of the economy. The same will happen with Blacks"

Coming from a leading policymaker of the separate development-orientated controversy-lashed BIC, this kind of thinking shows a welcome pragmatism. Yet Viljoen — who trained as an economist at the Sorbonne and LSE and has had spells as chairman of the Wage Board and the Board of Trade and Industries — has never allowed himself to be beguiled from hard facts into accepting the Verwoerd myth of total separation.

In 1958, when the Tomlinson Commission was set up, he wrote a report for a parallel commission of inquiry into the border areas and ended up recommending decentralisation of industry not merely to these areas but into the Homelands themselves.

That took time to happen, and then only on the so-called agency basis with the BIC as middleman. Without this even the current minimal rate of job-creation in the Bantustans would have been precluded by their role of stagnating reservoirs of labour for the cities.

Viljoen knows that "SA will always be a multiracial society". However the Homelands *do* develop, possibly as part of an evolving federation of political and economic interests, Viljoen thinks that he would like to see Whites — particularly farmers — contribute to their development, on a fraternal and not paternal basis. "It would be economic suicide to cut our market up into separate entities"

Black participation in development

projects of the BIC is gradually increasing, and this month Bophuthatswana gets its own development corporation. To begin with, says Viljoen, Blacks will have 50-50 representation on such corporations "but ultimately the Homeland governments themselves will decide on their entire constitution".



Viljoen . . . open the jobs

The BIC will become more of a co-ordinating and financing body than in the past, increasingly, it would seem, seeking finance abroad as austerity becomes the norm at home. "Our population," warns Viljoen, "is exploding at one of the highest rates in the world. Skilled work has to be found for the emerging generation, and the BIC must continue to play its part"

Decentralisation is an intractable problem for many countries, and it would be doubly so for SA industrialists if they were merely urged to do so to serve *apartheid* dogma.

Observes Viljoen. "Steadily increasing concessions have had to be given over the years to persuade industrialists to spread economic activity more evenly over the country. But this is a matter not merely of economics but of urgent social and political concern."



The Manifesto . . . a politician's delight

No doubt the anti-inflation Manifesto is a politician's delight. Its 70-odd proposals will provide plenty of scapegoats for those who seek to shift the blame for inflation away from the real villains — the Cabinet and Reserve Bank — and onto the shoulders of businessmen and their employees.

But as far as effectively fighting inflation is concerned, its 28 pages of vague promises, evasive commitments and lack of new ideas may well prove to be not worth the paper they are written on.

Certainly it is no mean achievement for the heads of 25 diverse private and public sector organisations to agree on any wide-ranging wage-price-policy package. All credit to them for that. But in the final analysis, its success will be judged not by the degree of consensus achieved on Tuesday but by the rate of inflation next year. What with devaluation and the government's explosive borrowing requirements, that will almost certainly remain up in the stratosphere of double digits.

The cornerstones of the programme are firstly, the commitment by some upper and middle income workers to limit wage demands for the next six months (see box on next page), and secondly, the promise by some firms earning more than 15% on *total* capital before tax and interest (whatever that may mean) to pass on only 70% of "unavoidable" cost increases (what then is an avoidable cost and how much of that may be passed on? 100% or 0%?) in the form of higher prices.

Since simple arithmetic shows that

The road to Hell

Unfortunately most of the good intentions in Tuesday's Social Contract are irrelevant to the rate of inflation. And if they deflect attention away from its real cause, which is unsound government finance, they could be downright dangerous.

these constraints are not likely to have much of a *direct* effect on the rate at which costs and prices are rising, presumably it is hoped that the main impact will be psychological, ie there will be a dampening of inflationary expectations. But since inflationary expectations are likely to be as high as ever in six months' time, the programme may well have merely bought time at the cost of distorting the whole fabric of private business.

⊙ Cost-raising factors already in the economy are going to send prices soaring sooner or later. A petrol price shock is around the corner and the overall inflationary effects of devaluation have still to take their toll. Hefty jumps in rail tariffs are also on the cards.

⊙ Voluntary restraint (or a compulsory wage and price freeze for that matter) is not in itself a change in expectations. It is merely acquiescence in the postponement of those expectations.

Though the Manifesto lays down that neither workers nor firms may recoup their sacrifices after the end of the six-month restraint period, how on earth will anyone be able to determine the motives behind each fraction of a price increase or wage demand after next March? Or is the government's intention to extend the programme after then?

⊙ Many companies are already seriously under-capitalised. Long-term loans at reasonable rates are difficult to come by and Holland Street is in the doldrums. Quite rightly the anti-inflation plan recognises that companies will have to finance more and more of their capital requirements from profits — government even undertakes to investigate tax incentives to help firms plough back more.

Yet incredibly, the same plan provides that 30% of almost all cost increases will have to be absorbed by profits, while no business (with a few exceptions) will be

DEAR BOSS,

In the past year, I have continued to make my contribution to this company and to the State. In the first instance I have worked hard and conscientiously, improving, at least to some degree, my productivity as my responsibilities have widened.

At the same time I have always responded to calls by management to cut down on costs when necessary. And it is with some pride that I look back on yet another year in which the company has, through good management and good sense, achieved its profit goal.

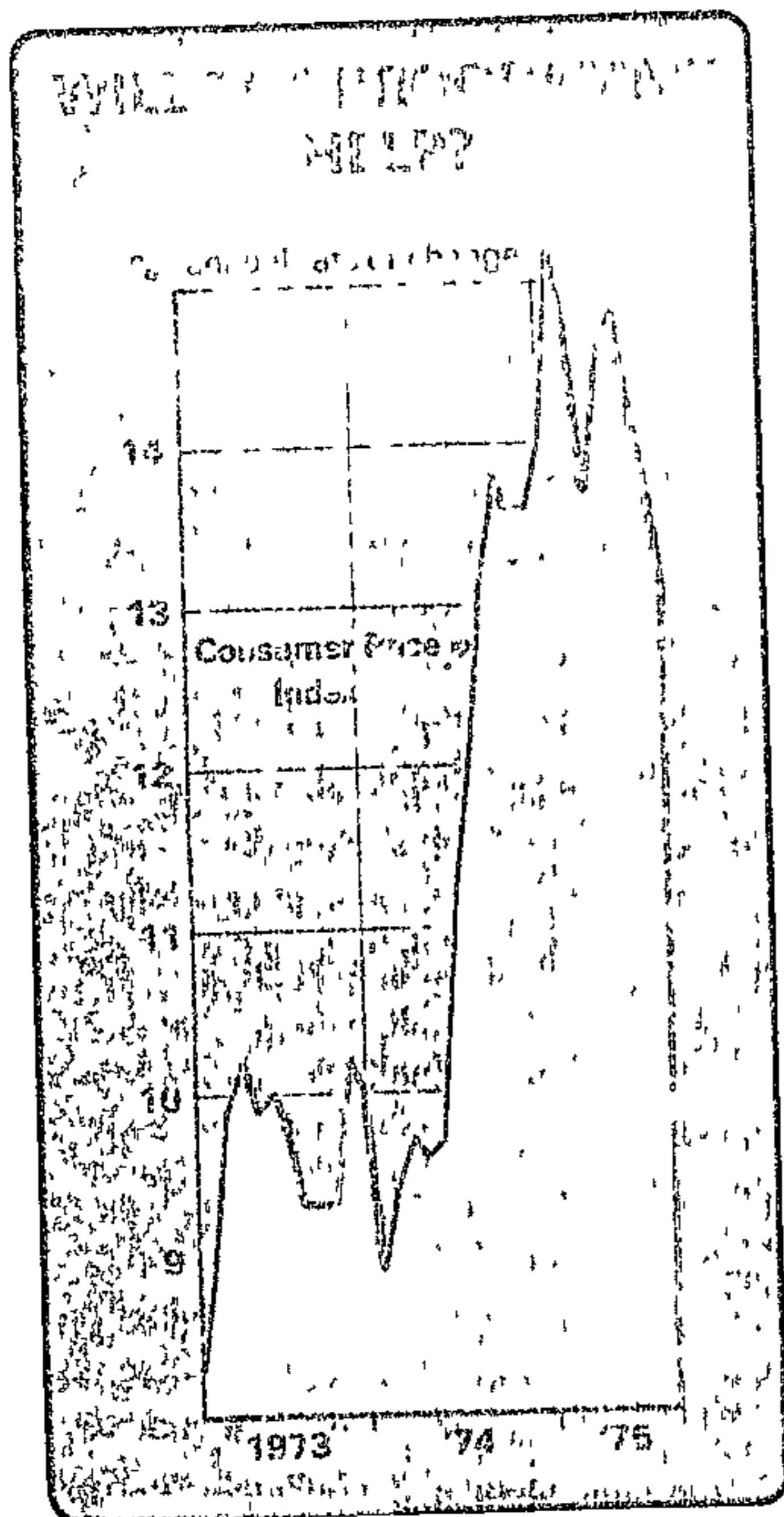
As to my contribution to the State, I have continued to pay my taxes, on income and on goods bought, I have even managed to save a little, have incurred no credit obligations — in short, though not without a struggle, have managed to live within my means.

I am most discouraged, therefore, that the State should think to penalise me, by suggesting that you limit what salary increase you intend for me this year as a reward for my labours, as part of a more-than-somewhat belated exercise to combat inflation.

I see no signs of the State having fulfilled its obligations to its citizens. It certainly has not lived within its means, its spending has been profligate, its debts unchecked. Where have been its efforts to increase productivity? I still cannot telephone a government department after 16h00 nor can I pay my electricity account or telephone account after 15h30 (the offices are closed).

That we have grave inflation and that it must be controlled I don't deny. But must I and thousands like me be made scapegoats?

Your faithful employee



allowed to post price increases "merely with the object of raising its level of profitability".

• The curb on profits is of course likely to seriously damage corporate financial structures. Corporate credit ratings and companies' ability soundly to finance new investment will suffer. So will their ability to raise Black wages, particularly if a large part of their workforce is earning below PDL levels and thus not only

desperately in need of decent wage hikes but also exempt from ceilings on their demands.

Is it wise, for example, to suppress Iscor's efforts to restore its viability for yet another six months? Indeed, the restrictions on company profits could lead to a thousand Iscor-type situations, but in their case without the prospect of unlimited amounts of taxpayers' money to keep them in business.

Private enterprise and wage earners are being called on to make specific and hurtful sacrifices. Yet the real villain of the inflation piece — government — is hedging its commitments with any number of if's, and's and but's. It will prune its spending "wherever possible", and then only spending "which bears no relation to productive capacity and infrastructure". (Is Defence then a candidate for major cuts? We doubt it.)

It will ensure that the money supply does not rise "excessively" in relation to GDP (even though it is helping it so to rise right now). It agrees merely "to give consideration" to the removal of infrastructure bottlenecks and to the establishment of capital spending priorities.

What does all this mean in terms of hard cash? Not much, judging by Pretoria's past record of permissive finance and its refusal to commit itself to specifics now.

Another disappointment is the total lack of any meaningful or explicit commitment to better use of the country's labour resources. There is no sign in the programme that Pretoria has agreed to a sufficiently fast Black advancement in semi-skilled and skilled jobs. Indeed, a large number of the proposals dealing with labour are merely designed to communicate more effectively to businessmen existing government policies on immigration, Black training and productivity

WHO'S ALLOWED WHAT

Workers are asked to build into wage demands, based on cost of living increases and negotiated after October 1, only 70% of the rise in the consumer price index from October 1-March 31 next year. Demands for increased pay based on productivity, supply and demand, etc, are unaffected.

All rises in the rate of inflation outside these six months can be claimed in full.

In practice, says Tucs General Secretary Arthur Grobbelaar, the curbs will work like this. Assume a wage agreement comes up for annual renegotiation on January 1 next year and that the rise in the CPI is 10% from January to September and 4% from October to December 1975. The union will be entitled to claim the full 10% for the first nine months of the

year and 2,8% for the last three months. In other words, instead of asking for a 14% increase, the union will be entitled to claim only 12,8% as CoL compensation.

In addition, when the next wage settlement comes up in December 1976, workers can put in for only 70% of the CoL increase between January and March, but for the total increase from March to December.

All workers below a still-to-be-determined Minimum Living Level are exempt from the curbs. The programme also makes no provision for those whose wage and salary increases are based on productivity, promotion, job reclassification, automatic annual reviews or blackmail. Nor are restrictions placed on improved fringe benefits.

And do we really need yet another seminar on productivity? The government has already done that.

Admittedly, the government has moments when it seems to be removed from the political arena. (The Government has already taken procedures for the removal of black labour. It will invest in the possibility of extending the system of fines for minor offences and will look at its policy on road transportation permits for private business.)

Laudable as they are, measures such as these will have no effect at all on the wage/price spiral so long as inflation is not tackled at its roots. What the plan fails to recognise is that the basic cause of inflation in this country is not excessive profits, exorbitant wage demands, shortage of immigrants and clichés, or wrongly-trained architects.

VOLUNTARY?

Wednesday's *Star* quotes Dr Lawrence McCrystal, chairman of the anti-inflation sub-committee dealing with publicity, as saying that "price increases will not be permitted merely to enable firms to raise their level of return above what previously prevailed".

What does he mean by "permitted"? We thought this was a voluntary programme.

Our inflation is the result of misguided fiscal, monetary and exchange rate policies which have encouraged the nation to live beyond its means to try to accomplish too many things at the same time and without facing up to harsh economic realities.

We simply cannot afford a government borrowing requirement which this year could be R1 000m up on last year; we just cannot go for rapid growth and at the same time successfully protect the balance of payments, shore up the price of gold and fight inflation; we certainly cannot go in for huge increases in defence spending without paying the price in higher taxes; and most certainly we cannot have a massive devaluation without both aggravating inflation and accepting cuts in living standards.

Inflation will not be cured by price and wage curbs, nor by well-intended but incredibly vague promises in a manifesto. Besides a tight money policy to shore up the balance of payments, and pave the way for sounder growth in 1977, what we need now are immediate tax hikes to finance the yawning government deficit in a non-inflationary way, coupled with specific cuts in public spending and, above all, an honest and realistic admission by our politicians that a drop in living standards over the next few months is both necessary and inevitable.

FM 24/10/75

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The sex gap

Sex discrimination is as entrenched in SA's wage structure as race discrimination African women are the most under paid of all

It is well known that the proportion of Africans in the work-force is on the increase. Between 1951 and 1970 economically active Whites grew by just over 50% but the African work force grew by no less than 80%.

Less well known is the extent to which African women are being drawn into employment. Yet as Erich Leistner and Willie Breytenbach point out in a recent booklet *The Black Worker in South Africa*, this is one of the most striking phenomena of recent years.

Between 1951 and 1970 African women workers grew by 230%, against 46% in the case of men. Even if agricultural employment is excluded (since there are problems in comparing census data) women increased by 160%. Leistner and Breytenbach point out that whereas only 24% of African women of working age were economically active in 1951, the proportion is now 46%. This is higher than the figure for White women (38%) and on a par with that for Coloured women.

In 1960, one in five African workers was a woman, but in 1970 the ratio was one in three.

As the table shows, the great majority of African women work in agriculture or domestic service. What is particularly interesting is the increase in African women in manufacturing and commerce in manufacturing from a mere 7 000 in 1951 to 70 000 in 1970 in commerce from only 2 000 to 50 000.

This immediately raises the issue of sex discrimination in pay. Ray Altman, general secretary of the (White) National Union of Distributive Workers (NUDW) and of the (Coloured) National Union of Commercial and Allied Workers, tells the *FM* that "sex discrimination is a bigger bugbear for us than race. The employers are not in favour of eliminating the sex differential as they are getting women as cheap labour."

Sex discrimination, of course, affects women of all races. It is of particular concern in the case of Africans, since even the great majority of men still earn below the poverty datum line.

Bringing in women at lower rates of pay has already become a problem for trade unions in the laundering and dry-cleaning industry. Last year the (African) Laundry and Dry-cleaning Workers' Association decided that men should forego part of an interim wage increase in order to narrow the male-female differential. The Wage Board, however, retained

the differential.

The Johannesburg branch of the (Coloured) National Union of Laundering, Cleaning, and Dyeing Workers has now asked the Board to fix a minimum starting wage of R28 a week for men and women. Secretary Eric Tyacke says: "If this is not possible we would at least like to see the usual 20% 25% differential reduced."

Wage Board chairman Izak Claassens tells the *FM* the Board's approach is to reduce the sex differential in graded jobs where no "muscle power" is involved but that in unskilled jobs minimum wages for women are fixed at 80% of those for

AFRICAN WOMEN WORKERS

| | |
|--|------------------|
| Agriculture | 655 000 |
| Domestic service | 633 000 |
| Medical and welfare | 43 000 |
| Education | 33 000 |
| Wholesale and retail trade | 29 000 |
| Clothing manufacture | 21 000 |
| Catering and accommodation services | 20 000 |
| Textile manufacture | 15 000 |
| Food manufacture | 13 000 |
| Public administration and Defence | 6 000 |
| Wood and paper manufacture | 5 000 |
| Laundry services | 4 000 |
| Other manufacturing and services | 21 000 |
| Other | 10 000 |
| Unclassified | 216 000 |
| Unemployed | 165 000 |
| Total economically active African women | 1 889 000 |

Source: 1970 census

men. Claassens says that in rural areas African men sometimes insist, for status reasons, that women be paid less. But he adds: "When there is convincing evidence that the greater majority of workers want a cessation of the sex differential, the Board would consider this and refer it to the Minister of Labour."

NUDW vice-president Morris Kagan suggests that the Wage Board should ask government to carry out a scientific investigation into factors cited by employers as justifying sex discrimination. Among them: men are more stable, less prone to absenteeism and physically stronger. Interestingly, Claassens says there is no evidence that women are more prone to absenteeism.

In fact they are "frequently more responsible than men." And Emma Mashumi, secretary of the (African) Commercial Catering, and Allied Workers' Union of SA, asserts: "What men can do we can also do and some

times do better."

Eric McMaster, assistant vice-president (personnel) of Checkers and Alan Fabig the OK's personnel director, tell the *FM* that although actual pay-rates for both men and women are usually above the minima laid down in Wage Determinations they nevertheless reflect the pattern of sex differentials in Determinations. They also both make the point that to bring women up to men's pay-rates would be "very costly."

A set of recommendations by the Wage Board for the commercial distributive trade in the larger towns submitted to the Labour Minister for his approval and gazetted two weeks ago does not contain a sex differential for the job "shop assistant," but there is a wide differential in certain other categories.

Thus, in the case of qualified clerks and sales assistants the proposed new minimum wage for women is only 68% of that for men.

Women of all races are affected by discrimination in these job categories, and Altman tells the *FM* the unions have been pushing for a closing of the sex gap, but without much success. In unskilled jobs, such as general assistant and general worker, the women's proposed new minimum is 80% that of men. In some areas, that will mean a new minimum wage for them of a measly R35 a month.

Confirms Tucs'a's assistant general secretary Robert Kraft: "There is no doubt about it - women are being used as cheap labour in this country. Discrimination against women is the rule one finds it in masses of industrial agreements."

Kraft adds that it is feasible and desirable to advocate that companies should move towards equalisation of pay between the sexes in the same job over a period of, say, five years. "They must keep in mind that if they want to increase output they must move towards equal pay. Women are becoming more conscious of their rights. However efforts to remove pay discrimination on the basis of sex must still take second place in the queue to efforts to remove discrimination on grounds of race."

It's often argued particularly in the case of Black women, that their wages can justifiably be kept low on the grounds that they are not the main breadwinners. Very often, of course, this is simply not true and women are indeed the main breadwinners (sometimes assisted by a child who really belongs at school) even the sole breadwinners.

It would be interesting to see some of the trade unions take Claassens at his word and present irrefutable evidence that the majority of workers do not want wages to be related to sex. There could hardly be a more appropriate job to undertake in International Women's Year.

'200 000 Blacks to move in on jobs'

By CLIVE EMDON
Labour Correspondent
ACCORDING to projec-
tions of the Economic
Development Programme,
more than 200 000 Blacks
will be moving into the
labour market in the six
years to 1979, reflecting
substantial changes in the
role of Black labour.

This was stated yester-
day by Dr Simon Brand,
the deputy economic ad-
visor to the Prime Minis-
ter's office who addressed
a seminar on Black labour
at the University of Pre-
toria's post graduate man-
agement school

Dr Brand said a compa-
rison between Black-White
labour ratios in the 1963-
69 EDP with those pro-
jected for 1974-79 showed
a 0,74 percentage growth
per annum in the number
of Blacks

The White-Black labour
ratios in the major sec-
tors showed that in 1973
for every one White em-
ployed there were 26,54
Blacks in agriculture
10,41 in mining, 3,77 in
industry and 2,14 in ser-
vices.

The most dramatic rises
in Black employment in
the next six years will be
in agriculture and indus-
try, Dr Brand said.

"In the early sixties
there was a basic assump-
tion that the use of non-
White labour was limited
to unskilled occupations.
This has changed substan-
tially.

The change, he said, was
demonstrated by the in-
crease in the ratio of
Blacks to Whites and that
Blacks were moving more
and more into skilled jobs.

BODY SET UP TO PROBE WORK LACK

Natal Mercury
Coloured Affairs Reporter

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2/15

A COMMITTEE to investigate job discrimination and lack of employment opportunities for young Coloureds in Durban was set up yesterday at a meeting in Sparks Estate in which a number of civic leaders met to discuss the problem of growing Coloured unemployment.

Councillor Carl Haupt, chairman of the newly formed statutory body, the Public Relations Committee, was invited to this meeting as a guest speaker. The Coloured committee called the Durban Coloured Employment Vigilance Committee, will gather statistics of Coloured unemployment and investigate job discrimination in such industries as building, shipping, companies and other businesses against Coloureds.

Both White and Indian firms that discriminate in jobs or underpay Coloured employees would become targets of investigation.

The results of the investigation would be put on file to the Press and the Public Relations Committee.

Members serving on the Durban Coloured Employment Vigilance Committee are: Mr. Trevor Potgieter (chairman) from the Coloured Local Affairs Committee (CLAC) on the Durban City Council; Mr. Ray Stafford, vice chairman; Mrs. Daphne Johnson (secretary); Miss Wendy Lind and Mr. Colman Lurie (assistant secretaries); Mrs. Rae De Goo and Miss Eve Alexander.

Committee members elected in their absence to serve the Wentworth area are Mr. Charles Fifield who is also on the Public Relations Committee; Sister Theresa from the Holy Family Convent; Mr. Julian Gony and Mrs. G. F. Trade Stock who are both on the D.L.C. Further members to be appointed to the Sparks Estate and the Greenwood Park Hill area would be adopted this week.

After a number of...

Most trainees

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from Faure

ARGUS 8/10/75

centre settle

down to work

See also
PUBLIC SECTOR - Central
Govt - Coloured Affairs

SEVENTY PERCENT of the more than 6 000 Coloured cadets who have passed through the Coloured Training Centre at Faure since its inception in 1969 have settled into permanent employment.

According to Dr W. G. Le Roux, director of community welfare and pensions, a recent survey showed that 72 percent of the cadets had been employed for a year or more after leaving the centre.

There was increased interest in the centre and its effectiveness recently after the death of a cadet, 18-year-old Theo Beigh of Bishop Latta. His body was found in the ceiling of an ablution block after he had been missing for about two weeks.

A preliminary inquiry was held, and a reporter and a photographer from The Argus visited the camp.

The centre was created after calls from many organisations, such as the Chamber of Commerce and the former Coloured Advisory Council, for a disciplinary centre for unemployed Coloured youths. The act was passed in making it compulsory for Coloured men

aged between 18 and 24 to register with the Administration of Coloured Affairs.

Those who are unemployed or have irregular work habits are called up in batches of between 300 and 400 every four months to attend the centre.

For the first four months they undergo training on a military basis, including physical training and parade ground drill. In addition they are given vocational guidance.

During this period they are taught punctuality and responsibility and are motivated to be competent workers, Dr. Le Roux said.

We do not offer specific work training. Most of the cadets only have standards 2, 3 or 4 and one cannot make a craftsman out of them. So we give them a general background and encourage self-discipline.

The cadets are also given educational programmes in the evenings with films or lecture

and are taken to factories to view work situations. Lectures on the misuse of drugs and alcohol are given.

The camp itself is run on a military basis with weekend passes every fortnight after the first six weeks. Visitors are allowed on Saturday and Sunday afternoons.

Cadets are issued with uniforms and given an allowance of 30c a day.

The camp has two rugby fields, two soccer fields and intercompany and interbarrack competitions are held regularly.

After four months the cadets leave the camp for life in Vereeniging. He said.

Mr. Perreira's parents end Betty's Bay at the week- the sea at Silverstrand near Perreira (22), drowned in persistent student, Mr. Manuel A STELLINGMA

SUMOJP

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BETTER DEAL FOR AFRICAN LABOUR URGED

15/10/75 The Argus Bureau

PORT ELIZABETH. — Although the African in South Africa was generally willing and capable of earning more he was not allowed to do so, the president of the Midlands Bantu Affairs Administration Board, Mr Boet Erasmus, said here last night.

Mr Boet Erasmus, said here last night.

No matter how hard he worked his earnings hardly kept pace with the cost of living, he said.

Speaking at the annual banquet of the Motor Industries' Federation, he called for job reservation to be relaxed and a drastic reclassification of jobs to give Africans a better deal.

'A Bantu offering his services today is no longer illiterate and we must ensure that while schooling them in hundreds of thousands we are not going to deny them further advancement,' he said.

It seemed strange that employers were lukewarm towards training. Although it was a popular sport to blame the Government, industry should ensure that it was not also guilty of fostering inflation by perpetuating a chronic shortage of skilled workers.

'VALUES'

'And when we do have a flow of skilled Bantu we must recognise and remunerate them as such. Then and only then will they be able to develop a new appreciation of values and discipline,' he said.

He said it would not be a painless process although the politically powerful Whites would needlessly fear that his job was threatened. The unfair employer would resist any efforts to curb his profitable use of Black workers on jobs violating the Industrial Reconciliation Act and other employers would have difficulty in adapting themselves to works and liaison committees.

By 1980 South Africa would need 3.5 million skilled workers to cater for normal economic growth he said.

SUIDAFRIKAANSE GEFEDEREERDE KAMER VAN NYWERHEDE
SOUTH AFRICAN FEDERATED CHAMBER OF INDUSTRIES

INCORPORATED ASSOCIATION NOT FOR GAIN



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TELEGRAMS "EMPHATIC" TELEGRAMME

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Date
Datum 1975-10-24

STRICTLY CONFIDENTIAL

TO: Constituent Organisations
Members of the Labour Affairs Committee

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Sirs

A LABOUR POLICY FOR THE 1970's

Members will recall that Exco agreed that, following incorporations of certain amendments to the draft document, it be circularised to Chambers for comment and final approval.

The amendments received have now been incorporated in paragraphs 3, 8, 25.1, 26, 28, 46, 61 and 62.2.

Since it was agreed that finalisation of the policy document receive priority treatment, comment should reach the Secretariat not later than November 21, 1975 after which the document will be prepared in final form.

Yours faithfully,

T POOLMAN

SECRETARY : LABOUR AFFAIRS COMMITTEE

/vm

CONFIDENTIAL - NOT FOR PUBLICATION

SOUTH AFRICAN FEDERATED CHAMBER OF INDUSTRIES

A LABOUR POLICY FOR THE 1970's :

THE NEED FOR A CO-ORDINATED NATIONAL MANPOWER DEVELOPMENT POLICY

1. In its White Paper : "A Programme for Sustained Industrial Expansion in Southern Africa", published in March 1972, the Chamber commented on labour policy in South Africa in so far as this concerned the manufacturing industry. It emphasised the need for the Government to actively facilitate and encourage the better utilisation of South Africa's manpower, inter alia through accelerated programmes for the training of particularly Black labour, and a categorisation and reclassification of jobs to permit the optimum utilisation of labour while maintaining the stability of industrial relations.

2. Much of South Africa's present prosperity and future economic potential is attributable to its history of stable industrial relations, based on enlightened industrial legislation. Nevertheless it is the Chamber's view that the Republic has entered into a period of accelerated change, particularly on the labour front, and that in order to maintain the benefits to be derived from the nation's economic potential it will be necessary to plan the orderly development of future labour policy in the Republic. The current E D P has specifically targetted for a high sustainable growth rate on the assumption of the better utilisation of South Africa's manpower. It appears necessary, therefore, that an integrated policy be formulated to permit this to occur in an orderly manner.

3. The Chamber believes that in designing a broad framework for the most efficient utilisation of the total labour force, the following points must be recognised:

- the benefit to the economy to be derived from the more effective use of its human resources,
- the increased importance attached to the satisfaction of the aspirations of individuals through employment in jobs where they are most productive;
- the importance of providing work opportunities for an increasing population; the crucial role of manufacturing industry in this regard at the same time recognising that unless such growth is tempered by family planning, such work opportunities will not keep pace with the demand;
- the desire for increased standards of living for all the peoples of South Africa and the concomitant need for housing and residential areas;
- the importance of the maintenance of industrial peace;
- the economic, social and political forces at work in South Africa as well as the continuous process of change;
- the influence of these forces on economic growth and working conditions generally.

4. In the light of the above, the Chamber recommends the formulation and active promotion of a positive National Manpower Development Policy for all the economic sectors of the Republic, including agriculture. This should consist of four components, namely

- the planned development of the South African economy to expand work opportunities for the country's increasing population at a rate designed to meet rising expectations, and to raise levels of living;
- the further development of training and management practices in order to bring about the necessary increase in productivity from the entire labour force;
- the optimum geographic distribution of wealth, and
- a development towards the meaningful contribution of all

workers in order to ensure the future of industrial peace in South Africa.

PREAMBLE

5. The objectives of a fully developed manpower policy for South Africa (including the Homelands) may be stated in the following terms:

- (a) to anticipate the manpower requirements at all levels and plan for their fulfillment;
- (b) to develop and increase the qualitative and quantitative adequacy and adaptability of the total labour force;
- (c) to develop employment opportunities;
- (d) to provide the labour market facilities essential to bringing labour supply and demand together in a way which promotes the economic strength and growth of all the Republic's peoples, as well as the maximum self-realisation in work for the peoples; and to ensure due integration of such a policy in the formulation and implementation of the general economic policy of the country.

6. A labour policy for South African industry, operating as it does within a framework of private entrepreneurship and the given socio-political conditions, must take into account industry's need to be assured of an adequate supply of suitable labour, so as to create a stable pool of industrialised workers. At the same time, industry's role in the employment, training and adequate remuneration of that labour in relation to the total national growth process must be clearly recognised and accepted both by Government and industry alike.

7. Industry is aware that it is in the direct interest of the country as a whole to have, and maintain, a satisfied and efficient work force. Moreover, in the interests of the maintenance of industrial peace, it is essential to maintain stable industrial relations operating within a framework of adequate negotiating procedures for the prevention and settlement of industrial disputes. In this regard, and in the light of the heterogeneity of the industrial work force, it is incumbent upon industry to take into account the cultural differences between its workers and to approach industrial relations in the light of these differences.

A NATIONAL MANPOWER POLICY

I. Providing employment opportunities for an increasing population

8. Various forecasts of the population growth and the number of economically active persons in South Africa, indicate that new entrants into the labour market may be as high as 330 000 annually by the year 1980 and close on 500 000 in the year 2000. It is expected that more than 70 per cent of these new entrants will be Black and a substantial proportion of this addition to the Black labour force will have to find employment outside the Homelands. Economic policy will, therefore, have to concentrate on the creation of a sufficient number of employment opportunities to absorb this annual increase. To this end the maintenance of the highest possible growth rate, compatible

with the growth potential of the South African economy as determined by such factors as the availability of capital, entrepreneurial talents, skilled labour and the balance of payments position, is an imperative. Moreover, it implies the economic development of lagging regions, with the emphasis on the provision of employment opportunities in relation to the relative needs of the different regions. Similarly, it implies the restructuring of jobs to allow for the employment of non-Whites, and particularly Blacks, in higher job categories.

II. Productivity

9. The Chamber must stress the vital role that productivity improvement must play if industry's viability is to be ensured, industrial exports increased and import replacement opportunities exploited. It is also vital if industrial employment opportunities are to be extended at the same time as the remuneration of labour is to be increased. This is a basic requirement and involves such matters as the skill content of the labour force, occupational and geographical mobility, remuneration, social benefits, and like employment conditions. These matters should be given continuous attention and all efforts made to improve the productivity of the individual in his workplace.

III. Improvement and adjustment of the skill content of the labour force.

10. Due to a number of factors such as technological advance, increased wages and urbanisation, both the volume of employment and the type of skills (required for the achievement of overall national economic goals), can be expected to change in South Africa. Thus official statistics and long-term projections undertaken by the Chamber indicate that long-term structural changes are occurring and must occur in the racial composition of the industrial labour force. The Chamber estimates, for example, that while Blacks at the present time comprise about 55 per cent of the industrial labour force, this figure will increase to more than 70 per cent by the year 2000.

11. Moreover, because of technological advance, shifts in demand, increased mechanisation and automation, job reclassification, and other factors, the demand for trained labour will increase at a fast rate in future. Various observers expect, as confirmed by projections by the Chamber, that the White, Coloured and Asiatic population will not meet the demand for skilled and other trained labour in the years to come as it was able to in the past. It is therefore imperative that the skilled content of the total labour force, including the fullest use of older persons, any impediments in their employment such as debarring their engagement because they are too old to join a pension plan, should be eliminated, and particularly that of Black skill, be improved rapidly in order to meet the changing demands of industry. This involves an accelerated programme of education and training for all race groups.

12. In South Africa, the view has always been held that industrial training is a function which properly belongs to employers and that Government should concentrate on encouraging and assisting employers to provide training. However, experience in many developed countries suggests that there is room for a much larger contribution by Government to complement training by employers.

13. Mainly two types of training can be distinguished, namely, in-plant and pre-employment training. The Chamber accepts that in-plant training

is the responsibility of employers, comprising as it does the training of individual employees to meet their own particular needs.

14. Pre-employment training is concerned with preparing individuals for entry into the labour market. As such it involves, firstly, basic education, and secondly, training to meet national and specific industrial needs, as well as training and retraining of individuals whose skills are deficient or whose skills have become obsolete. In regard to Government-sponsored basic education the Chamber believes that the existing programmes and their planned expansion, followed through with vigour, should meet requirements. There are, however, many non-White workers deficient in basic arithmetic, literacy and urban skills e.g basic hygiene and traffic rules, and in this area a programme of Government-subsidised adult education is urgently required.

15. As far as the other types of training are concerned, it is believed that the basic questions are: (a) what to train; (b) where to train; (c) how to train; (d) the financing of the training. It is the Chamber's view that in so far as industrial training is concerned there will be a great need for technicians, supervisors, artisans and operators, and great emphasis must therefore be placed on meeting industries' training requirements in these fields in accordance with the needs of different industries. There can be no doubt that the greatest demand for trained labour will continue to arise from the established industrial centres in White Areas, followed by the Border Areas and the Homelands. Training should consequently be provided in all three areas in accordance with the needs of each.

16. The Chamber is appreciative of the steps taken by the authorities in recent years to improve industrial training facilities of particularly the Blacks in the above-mentioned three area categories. It believes that the present incentives and facilities, which may be augmented as circumstances dictate, can and should be fully utilised by industry in its own interest. However, the Chamber wishes to draw attention to the anomaly which exists in so far as the incentives enjoyed in respect of the training of Black workers are not extended to industrial workers of other racial groups. The Chamber specifically asks that these incentives be extended in respect of other racial groups. In particular the Chamber would also commend the closer co-operation between manufacturing companies through Industrial Associations and Regional Chambers of Industry in the interests of pooling information, resources and of adequately extending in-company and extra-mural training in order to promote the necessary degree of productivity advancement within the sector.

17. The Chamber would, moreover, recommend accelerated programmes in the area of artisan and technical skills, particularly as far as non-Whites are concerned. It must also be remembered that economic development and technological advancement both create the need for facilities which will afford individuals the opportunity to change careers, to acquire skills which they failed to do when they left school, or to return to work after a break in service. As yet provision for retraining in South Africa has been of a marginal nature and more attention should be given thereto in the interests of underwriting the job security of the nation's entire labour force.

18. It is also believed that there will be a continued need for immigration to augment local skills and adequate steps by the private and public sectors alike are of the utmost importance. Government policy recognises this need but government administrative procedures should be simplified and streamlined to meet this need more fully.

19. In sum, the improvement and adjustment of the skill content of the labour force, must be concerned with basic education, pre-employment and other forms of training as well as on-the-job training, retraining and immigration, all of which will have to be accelerated at an unprecedented pace if growth and employment targets are to be achieved.

IV. Geographical mobility

20. The Chamber accepts that in the interest of maintaining wage levels and a peaceful industrial, sociological and political co-existence of the various population groups, influx control measures are required whereby the geographical movement of Black workers between the Homelands and the RSA is regulated. With the establishment of Bantu Affairs Administration Boards in the White Areas of the Republic the way has been paved for a freeing of the horizontal movement of Black labour within much larger geographical areas, and thereby the more effective utilisation of the Black urban labour force which is, or is to become available within each Board's area of administration. However, the practical application of this principle requires much more attention. The Chamber contends that this process will require an improvement of the employment facilitation services which are provided for Blacks by each particular Board and the co-operation of employers in reporting vacancies, and also in the making use of such services by Black workers. With this in mind, and without advocating an unqualified removal of influx control, the Chamber would recommend a streamlining of the procedures for the procurement of labour when and where necessary, to eliminate unnecessary friction and delay.

21. The Chamber has ascertained that most of the developed countries of the world have come to realise that the equivalent of the labour bureaux system in South Africa is the single most important tool in ensuring the efficient functioning of geographic labour markets, and that it has a vital role to play in regard to such matters as the mobility of labour, economic growth, stability, full employment and equity. There can be little doubt that a thorough review of the employment services in South Africa would contribute a great deal towards the better utilisation of South Africa's labour force. Aspects which the Chamber believes should receive attention include the separation of the function of influx control (a negative factor) and job placement (a positive factor); the relocation of employment offices away from other Government offices and in modern premises which are easily accessible to workers, work-seekers and employers at convenient hours; the speedy and effective notification of vacancies between different employment offices; and in general, the improvement of the image of the Labour Bureaux Systems for all races.

22. In the Homelands a parallel system of labour recruitment should be made available:

- through direct recruitment by employers as currently practised; and
- indirect recruitment by employers through the Bantu Administration Boards when labour is not allocated to an employer but to the Board from whom the required category of labour is to be obtainable.

23. The Chamber has reviewed and is cognisant of criticisms which are levelled against the migrant worker system. It believes that there is evidence that in its present form it is not conducive to optimum industrial

productivity and sound industrial relations. Existing legal provisions and certain social conditions through which locally resident labour becomes unemployable has forced industry to employ migrant labour on a one year contract basis. To the extent that the migrant labour system obstructs the better utilisation of the national industrial labour force, it is the Chamber's belief that this system should be modified.

24. Great regional differences exist in the pattern of the migrant worker system, depending on the degree to which the contract worker is able to commute between his legal domicile and his place of work. In certain regions, notably in Natal, in the central and north western Transvaal and in the north eastern Cape, the Chamber believes that the disadvantages of the migrant worker system can be largely eliminated by the improvement of commutor services between the White industrial areas and the Homelands. Given the opportunity to visit his home weekly or monthly, many of the social problems related to the migrant worker will be minimised.

25. With regard to the areas from which the regular commuting of Black contract workers cannot constitute a solution to such problems as may arise through the migrant worker system, the Chamber believes that attention should be given to the elimination of various irritants and distortions, which are disruptive of optimum manpower utilisation. In other words, the Chamber proposes a streamlining of the migrant labour system as it presently exists. It urges that serious consideration be given to:

25.1 An improvement in the accommodation of the contract worker living on a single basis and particularly the segregation of such accommodation from normal married accommodation in the townships, and that certain migrant workers be allowed to take up residence in White areas on a family basis where accommodation is available or can be made available which, to conform with present Government policy, would require an arrangement that this would not entitle them to qualify under Section 10(1)(a), (b) or (c) of the Bantu (Urban Areas) Consolidation Act, 1945. This facility should be granted only to Blacks with a history of employment in industry, with certain minimum educational status, or having received industrial training approved by the Department of Bantu Administration and Development.

Whilst conceding that regional geographical differences exist, it is pointed out that as far as Natal is concerned the overwhelming majority of Blacks live within commuting distance of a Homeland and such persons can make their own arrangements relative to accommodation. In respect of such persons as reside outside the Homelands, it is the view in Natal that better accommodation than that which has traditionally been regarded as acceptable, is now called for.

25.2 That the system of labour contracts be amended so as to permit the freer acquisition by industry of Black workers for employment in White industrial areas on a longer term basis, subject to normal annual leave arrangements, but without the worker attaining permanent residential qualifications in White Areas; that the present elaborate and time-consuming paper work be replaced by linking the contract system to the computerised controls already envisaged by the Department of Bantu Administration and Development; and that the Labour Bureaux system be streamlined.

The Chamber is aware that some of these matters are already receiving the attention of the Department of Bantu Administration and Development.

26. In acknowledging that the call-in card system provides a measure of permanence and that the procedures require streamlining to create as little discomfort to employers and employees, it is also of significance to note that a stable pool of industrialised labour cannot become available through the present migrant labour system and to that extent industry is at a dis-

advantage in fully utilising the labour potential by means of appropriate personnel management practices, including selection, induction, training, social care, etc.

27. It is accepted Government policy, endorsed by the Chamber, that subject to certain safeguards the employment creation targets for the economy can best be met by inter alia a maximum rate of employment generation in decentralised and Homeland areas. To these the Chamber would add established areas adjacent to concentrations of non-Whites, whether designated as growth points or not. Nevertheless, in view of the desirability of establishing an adequate supply of industrial labour in controlled areas, and in the light of the existing inability of Homeland areas to absorb their economically active populations, it is advocated that the migrant worker system as it presently exists be gradually replaced by a system providing industry with a more stable migrant work force. In particular it is essential that the one year contract system be amended to permit of longer contracts so as to justify the time and money spent on induction and training.

28. Other matters concerning Black workers which are worthy of specific attention, in the view of the Chamber include compulsory medical examinations, accommodation for temporary, short service contracts; the transport of workers to and from Homelands; an orderly wage remittance programme in consultation with the Homeland Governments; and the necessity of providing adequate housing and other amenities.

V. Occupational mobility

29. In the interests of meeting the aspirations of the various peoples of South Africa and to underwrite job security, while at the same time providing the occupational framework in which economic growth can take place, it is imperative that the occupational mobility of labour (i.e. the opportunity to perform work requiring greater skills) be improved thereby to facilitate the adjustment of supply and demand in the different occupational and regional labour markets.

30. In South Africa, as in many developed countries with an active manpower and manpower adjustment programme, there should be a greater awareness and appreciation of the great economic potential to be derived from the achievement of greater occupational mobility. This presupposes education and training as well as the improvement of labour market facilities as discussed above.

31. The underlying conditions for such an improvement in occupational mobility imply the relaxation of statutory and traditional work reservation. The Chamber believes that an orderly repeal of statutory work reservation is in the interests of the nation, not only because of its immediate effects on occupational mobility, but also because of the psychological effect that such a step would have on traditional and other forms of work reservation.

32. Traditional work reservation results from social attitudes among employers and employees as to the types of work which ought to be performed by workers of different population groups. It affects a much larger percentage of the labour force than statutory work reservation. The effects of this constraint on labour mobility can only be removed by a change in attitudes, particularly among White employers and employees. Although attitudes normally change slowly, much could, however, be done by trade unions and employers to effect a more rapid and orderly change in this regard. The Chamber recommends that urgent attention be given thereto.

33. The Chamber furthermore holds that one of the surest ways in which the limiting effects of both types of work reservation could be overcome and

occupational mobility improved, is by the reclassification of artisans' work in order that a segment of less skilled operations might be performed by semi-skilled Black workers. There is a general belief that there is great scope for this to be done and that employers could introduce reclassification more rapidly without endangering labour relations.

34. The R S A Government, in its "White Paper on the Report by the Inter-Departmental Committee on the Decentralisation of Industries", has accepted the principle of greater occupational mobility of labour, in a process of gradual and orderly change in co-operation with trade unions. The Chamber believes that since the acceptance of this principle the process of relaxation has proved to be too slow, and it is of the opinion that Government could, and indeed should take, a more active lead. As large employers, the authorities have themselves the freedom to influence employment patterns in this regard.

VI. Industrial relations

35. The Chamber is convinced that a policy of orderly development towards meaningful participation by all workers in all aspects of industrial relations would contribute significantly to the continuance of industrial peace in South Africa. However, it is equally convinced that employee relations at plant level will substantially determine the success or failure of any system of industrial representation machinery.

36. The Chamber believes that the basic industrial legislation relating to the regulation of working conditions, wage and service conditions, and the settlement of industrial disputes has up to now contributed materially to the remarkable history of industrial peace which this country has enjoyed. However, at the same time, it recognises that in the areas of the settlement of disputes, and in the negotiation of employment conditions, present legislation does not allow sufficient meaningful direct participation and representation by Black employees. This deficiency has become a cause of discontent amongst Black workers and in the interests of maintaining industrial peace (as well as a satisfied, well-motivated and productive Black labour force) warrants serious attention.

37. While the Bantu Labour Relations Regulation Amendment Act of 1973 created new opportunities for Blacks by providing important new channels of communication between Black employees and their employers, the present system is inadequate in that the majority of the negotiations conducted in terms thereof are not afforded statutory recognition, neither does it place at the disposal of Black workers collective bargaining machinery in the broadly accepted sense of the term. The Chamber is constrained to record that it senses that these shortcomings require the early and urgent attention of the authorities.

38. The Chamber is mindful of the fact that Black workers are manifesting an increasing interest in organising themselves into trade unions, but believes that it is neither in the interests of industry to give Black trade unions premature recognition nor to place obstacles in the way of their development, provided that the leaders and members of the unions concerned manifest attitudes and objectives not inimical to the national interest of the Republic. The Chamber feels that with the growing demand by the Black for meaningful and direct participation and representation in the negotiation of wages and working conditions, it will become inevitable that the Government give recognition thereto, if necessary, by legislative action. Any steps taken in this direction should, however, take account of the ability of Black workers to organise themselves within a framework

of the responsibilities inherent in such representation in the negotiation process.

39. In this spirit, the Chamber recommends that, in the interests of preserving good industrial relations, industrial employers should themselves take due cognisance of these desires of their Black workers.

40. The Chamber, without losing sight of the sense of urgency which it detects needs to be directed to the fundamental aspects raised above, supports the Government's appeal to all industrialists to take advantage of the opportunities provided for the establishment of liaison and works committees in the sincere belief that it is in the national interest to develop the collective self-awareness of the Black worker in industry. However, it must be emphasised that in the establishment and conduct of these committees, the proceedings should be conducted in full consultation with the affected Black workers and with total involvement by top management. It is believed that the successful operation of these committees will contribute materially to the preparation of the Black for his future more meaningful involvement in the collective bargaining process and will assist in the obligations of labour relations.

41. The Chamber is convinced that some employers and many employees are not at present properly motivated or informed regarding the effective operation of the above-mentioned committees and that this lies at the root of much of their alleged ineffectiveness. It therefore recommends that an intensive and positive programme of education in these matters for employers (including all levels of supervisors) and their Black employees, be introduced, with a full commitment from and closer co-operation between Government and the private sector.

42. The Chamber believes that satisfactory industrial relations can only be achieved on the foundation of satisfactory employee relations at plant level, aimed at developing the potential of employees within the existing economic, social and political structure to provide for them the greatest degree of satisfaction from their work and in motivating them to give their best efforts to the organisation. The personnel management function is vital in South Africa with its labour force composed of peoples of different cultures, beliefs and customs and at differing stages of development.

43. Evidence exists that in the past not all employers have adequately expanded personnel management to Black employees. Nevertheless there has been an increasing awareness in recent years that more has to be done regarding the management of Black workers with regard to such matters as social benefits, wage administration, supervision, inter-personal relationships, communication and transport. The Chamber believes that more attention has to be directed towards tailoring personnel management to the requirements of Black employees and of introducing the necessary level of sophistication and frequency of application of personnel techniques to this class of worker.

44. There is a growing belief in all sections of the South African industry that increased Black involvement in the trade union movement is inevitable and it is therefore incumbent on organised industry and the Government alike to ensure that this development takes place in an orderly manner.

VII. Remuneration

45. There can be little doubt that one of the main labour issues in South Africa for the years to come will centre around the question of remuneration and more particularly the so-called wage-gap between skilled and unskilled workers and between Whites and non-Whites. At the same time it should be noted that in general parlance the "wage gap" is related to the situation in which White and Black labour receives different wages for the same job.

46. The Chamber accepts that regardless of race, the price paid for the various categories of labour is largely determined by the underlying conditions of demand and supply, productivity and the ability of employers to pay. At the same time it believes that it is incumbent on employers to adopt minimum wage levels at least in accordance with the basic necessities of life, however difficult this is to measure exactly; and to recognise the erosion of the standard of living by the increasing price levels. However, in an inflationary climate, wage restraints are necessary as part of an overall campaign against inflation. Such restraints should impact themselves more readily on the high wage earner than the lowly paid.

47. The Chamber accepts the principles of job evaluation, minimum job rates and payment according to performance and believes that as the programme for reclassification of jobs progresses it will have a favourable wage effect which would significantly spread to the non-White group in the long term. The Chamber is therefore of the opinion that although the application of these principles is desirable, there will be a period of transition and that in especially those geographical areas where unemployment exists, some wage differential is inevitable and may even be desirable.

48. In the light of these considerations and in order to provide realistic wage levels, the Chamber would recommend that:

- (a) in industries organised in terms of the Industrial Conciliation Act, wages continue to be determined by collective bargaining between employer and employee organisations;
- (b) Works and Liaison Committees be actively encouraged to play a more effective role in the determination of wages of Black employees through the machinery provided for in the Bantu Labour Relations Regulation Act, 1953; but that ways and means be considered for granting statutory recognition to certain wages negotiated under this Act;
- (c) where workers are unorganised in terms of the Industrial Conciliation Act, the Wage Board continues its function to recommend minimum wage levels, but that the Wage Board be enlarged and re-organised in order to expedite its activities and including in addition representatives of all races;
- (d) the question of occupational and geographical mobility of labour receive attention as discussed above; and
- (e) Government determine a differential consumer price index for the lower, medium and higher wage groups and for the main geographical areas which will enable employers to be guided in interim adjustments in wage rates and in the negotiation of new wage levels.

VIII. Social benefits and industrial safety

49. The Chamber is aware that a policy of adequate social benefits and industrial health and safety is receiving increased emphasis in the Western World by a shift from basic wage demands to job security and fringe benefits in various forms. It accepts that the maintenance of good personnel and industrial relations is influenced by employment conditions over and above wages. The Chamber believes that industry has a responsibility in its own and in the national interest to improve social security benefits to its labour force of all races where this is possible. However the industrial work force is heterogeneous and when providing these various fringe benefits employers should take this into account.

IX. The elimination of structural unemployment

50. Structural unemployment, emanating as it does from changing technology and other related factors, is common in most developed countries and could increase in South Africa for a number of reasons. As already indicated, the Chamber believes that Government should make adequate provision for retraining facilities for workers whose skills are deficient or whose skills have become redundant. The provision of improved employment services as noted above would also assist in meeting the needs of the structurally unemployed.

X. Employment of females

51. Females can make a considerable contribution to the economic growth of the country. This is not generally realised by many employers. More particularly, it believes that there is a substantial reserve labour force in married women who could re-enter the labour market and it is convinced that many employers still do not appreciate the contribution that married women can make to the alleviation of skilled and semi-skilled labour shortages, and, therefore, fail to employ, train and consider married women for promotion.

52. The labour market for women is in many respects different from that for men. Married women particularly are relatively immobile and can only be employed within a limited geographic area surrounding their homes. Moreover, many women re-enter the labour market after a lengthy period of absence with no specific training, little or inaccurate knowledge of changed job opportunities and with important family responsibilities.

53. The Chamber believes that increased attention should be given to the factors affecting women's entry and particularly re-entry into the labour market, which would include such aspects as vocational guidance, training and re-training, hours of work suited to family responsibilities, and the establishment of creches, day nurseries and other amenities.

54. If the best use is to be made of this valuable additional source of labour it is essential that traditional attitudes change, and that the separate sub-markets for men and women be integrated into a single market in which recruitment takes place according to merit, regardless of race, sex or marital status.

XI. The harmonisation and rationalisation of labour policies and legislation

55. The Chamber believes that with the development of the Homelands there

is a distinct possibility that the labour policies and legislation of the Homeland Governments could differ substantially from that of the RSA. It appears therefore imperative that steps be taken for the negotiation and introduction of a series of bilateral labour agreements between the Government of the RSA and each of the Homelands covering such matters as the recruitment of Homeland citizens and their conditions of employment in the RSA.

56. Within the RSA there is a great need for a much greater degree of co-ordination followed by the various departments of state in respect of labour matters (e.g. the Departments of Labour, Bantu Administration and Development, Planning and the Environment, Health and Mines). In many respects the Department of Labour does not fulfill a central co-ordinating role. If this were to be properly co-ordinated, it would eliminate many of the country's labour problems.

XII. Sectional Taxation

57. Industry is prepared to shoulder its full share of the total burden of the advancement of the people of South Africa and specifically to undertake the specialised industrial training of its workers in accordance with its ability to do so. The costs of the gradual elimination of social, cultural and educational backlogs must be borne by the community as a whole.

AN INTEGRATED MANPOWER AND DEVELOPMENT POLICY

58. In the light of this document, the Chamber advocates the acceptance by the authorities in the RSA and the Homelands of dynamic manpower policies (with detailed programmes of action) and other related policies integrated with the general economic, monetary and fiscal policies of the Republic in order to attain for the country and its peoples economic growth, stability and equity. This is necessary because of the present fragmented and ad hoc approach which is diffused through a variety of Government Departments and statutory bodies. The implementation of such policies and programmes should be centrally co-ordinated and organised. Moreover, they require a continuous re-assessment of social and legislative restrictions which hamper the more productive use of the total labour force.

59. The Chamber therefore recommends the establishment of a central co-ordinating agency to co-ordinate labour policy as it exists between various Government Departments to eliminate the overlapping of activities and to bring about a uniform approach to central manpower policy planning. The Chamber does not propose the establishment of a new Government Department to fulfill these responsibilities. Instead it proposes the inclusion of all these functions under a central department or committee. The functions of this agency might be centralised in one or other government department such as the Department of Labour or conferred on a committee such as the existing Lindeque Committee, sub-committee of the Prime Minister's Economic Advisory Council, or thirdly, may best find accommodation in an entirely new body.

60. A manpower policy for the Republic and Homelands must take as its basic point of departure economic growth (per capita income) and economic development (structural change) to provide employment opportunities and increased standards of living for a growing population and the satisfaction of the aspirations of all its peoples. This involves two aspects which at times may conflict, viz. the optimum utilisation of labour resources and increased remuneration which could lead to inflation if not matched by productivity increases.

61. Most of the labour issues are particularly acute for the Blacks. In this regard the country has seen some change over time which has gathered momentum in recent years. The politico-economic pressure generated by a dynamic society have inevitably come to bear upon traditional attitudes and historical patterns of employment and further adjustments are called for. It needs some emphasis that a radical approach to these matters could involve setting a pace for change which may adversely affect the very objective it wishes to achieve, not only by the social and political unrest which it could create, but also by overstraining the economy. An approach involving a more gradual and orderly change could, on the other hand, be too slow and overtake us in the sense that incomes may not rise fast enough and manpower requirements may not be met adequately. This may likewise lead to social and political unrest and at the same time to an under-utilisation of resources thus impeding much-needed growth.

62. In the interests of introducing a dynamic integrated national manpower policy for the country, and in order to achieve the objectives stated in para. 5, the Chamber, while recognising current efforts in the various areas, recommends:

- 62.1 a job creating programme, i.e. the provision of employment opportunities at specific times and in specific regions where these may or are likely to be required;
- 62.2 an accelerated programme of full primary and secondary education for those groups which do not yet enjoy these facilities;
- 62.3 a massive training and retraining programme, i.e. the provision of pre-employment, in-plant and retraining facilities;
- 62.4 a systematic and continuous review of the occupational and geographical mobility of labour;
- 62.5 a programme for industrial peace;
- 62.6 an adequate remuneration programme;
- 62.7 an adequate socio-economic benefits programme, i.e. health, safety and social benefits;
- 62.8 a programme of harmonisation and rationalisation of labour policies and legislation and a collaboration and co-ordination programme, i.e. collaboration and co-ordination between the various Government departments concerned with labour and economic policy in general and between the various governments (RSA and Homelands) concerned;
- 62.9 a labour market organisation programme, i.e. the provision of labour market facilities and services;
- 62.10 a research and information programme directed at enlightening both employers and employees, i.e. the provision of adequate, useful and timely information on all labour matters, and in regard to employees early notice of increases in costs relative to matters such as transport, accommodation, etc, seems merited;
- 62.11 a forecasting programme, i.e. the anticipation of imbalances in the labour market and corrective action.
- 62.12 an adequate housing and residential area development programme for all races.

63. Finally, it needs emphasis that such a manpower policy should be centrally organised, co-ordinated and implemented.

Racial criteria in industry a danger

Cape Times
4/11/75

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—Anglo American chief

Staff Reporter

THE DEPUTY CHAIRMAN of the Anglo American Corporation, Mr W D Wilson, has warned that the widespread use of racial criteria in industry is a danger to economic growth and sound industrial relations.

Writing in the latest issue of the magazine *Optima*, Mr Wilson says that in spite of advances in several spheres, it cannot yet be claimed that major inroads have been made on the most crucial issue facing South Africa. He was referring to the widespread use of racial criteria to determine opportunity and reward.

The racially stratified structure of South African society, writes Mr Wilson, is wholly inappropriate to the rapid and sustained rate of growth which the country requires.

The country's economic future depended on developing people's potential to



Mr Wilson

the maximum. South Africa was in a position of severe disadvantage because of the limited educational facilities that had been available to Blacks in the past and which, in spite of recent improvements, remained inadequate for modern needs.

Likewise, sound industrial relations can never be established as long as race determines conditions of service and progress or at least till vigorous and visible programmes are in operation to remove race as the decisive factor in these areas.

POLICY DECISIONS

The article points out that even if policy decisions to eliminate discrimination were taken at once, the objective could not be achieved for many years. The task would have to start at the primary school level and the home environment.

"As we all know, participation in an industrial society exacts a price. It demands adjustments, disciplines and sacrifices which not all people are prepared to or indeed are able to make."

WILSON

WILSON

Scrap Black labour policy

Cape Times
5/11/75

—mining chief

JOHANNESBURG. — Mining magnate Sir Albert Robinson yesterday urged the Government to scrap restrictions against the use of Black labour and said the resultant gains in improved Black skills and incomes could be a major factor in the country's fight against inflation.

And at the same time he warned that unless the Government won the battle against inflation, South Africa could face its biggest ever social, political and economic race problems.

Sir Albert, in his chairman's review of Johannesburg Consolidated Investment Co Ltd. (JCI) said South Africa must adopt strong and sustained anti-inflationary policies and he welcomed the Government's announced intention to combat that major part of inflation which was manifestly of the country's own making.

"It must not falter in its determination, because inflation is still the most serious single issue confronting the South African economy."

SERIOUS ISSUE

There remained an urgent need, he said, for the Government and other organized bodies to make better use of all available human resources.

"The most effective means of doing this would be to eliminate restrictive employment barriers," he said.

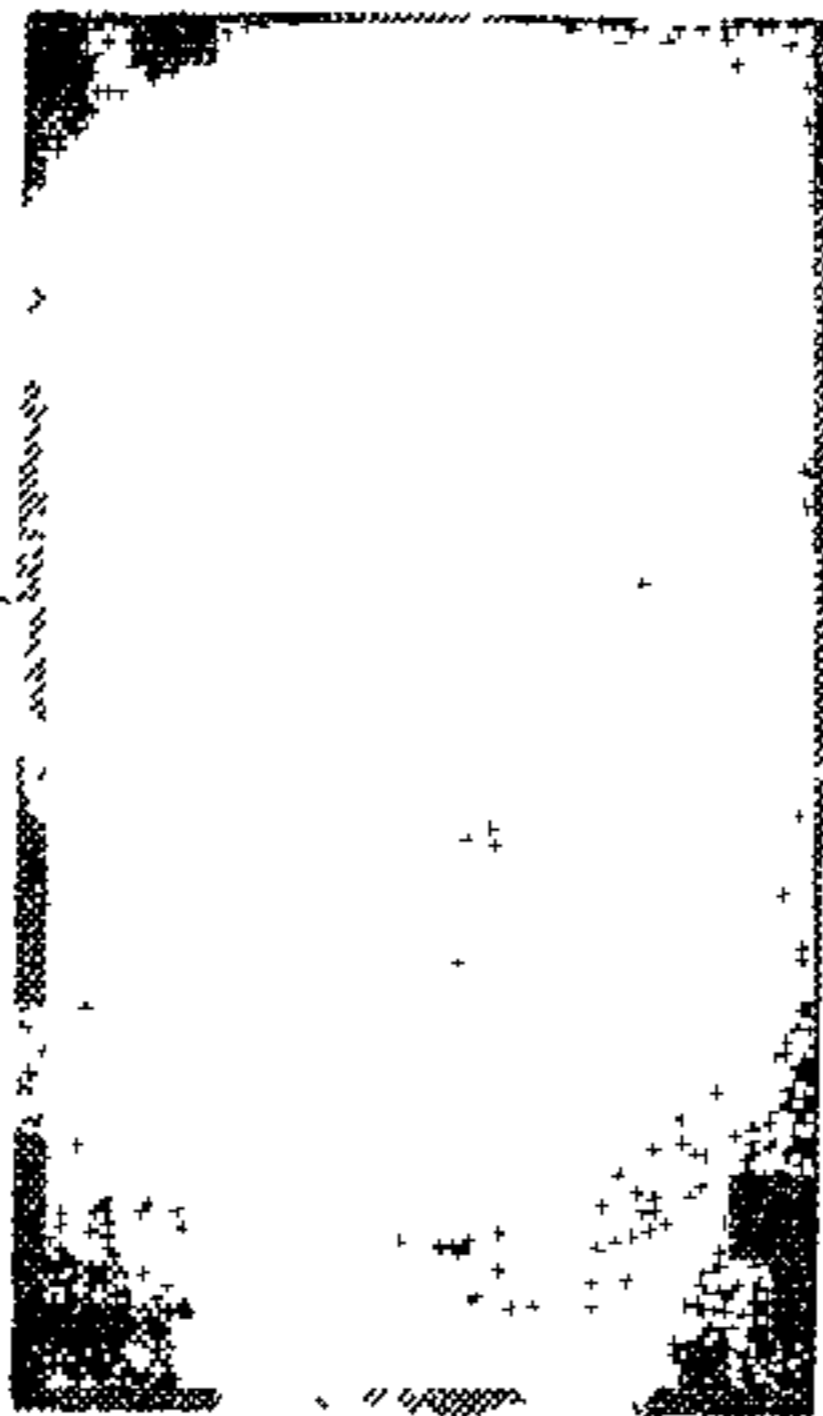
"There can be little doubt that a great blow would be struck against inflation were it possible to eliminate the many restrictions that still hamper the efficient use of Black labour.

"Not only would there be enormous gains from the development of skills and increases in motivation, but the resultant growth in Black incomes would so expand our domestic markets as to magnify the scope for applying greater economies of scale in our manufacturing industry," Sir Alfred said.

GREATEST BENEFIT

However, the greatest benefit would also be the most immediate. "Easing restrictions would result in an improvement of the technological skills of Blacks as well as Whites. This would be the key to a dramatic increase in productivity in the foreseeable future."

"It is most important to bear in mind that high rates of inflation made a



Sir Albert Robinson

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Govt's aim may be sabotaged

Cape Times 6/11/75 - Tucsá chief

Own Correspondent

PRETORIA. — The country's entire trade union movement would have to meet soon to discuss the implementation of the Government's liberalized labour policy, the general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said yesterday.

There were small but stubborn and troublesome pockets of extreme right wing elements in the trade union movement who could be expected to attempt to sabotage the Government's aim of making a fuller use of Black workers' talents.

"If these elements ever got their way the whole concept of filling the large and growing gap in our skilled and semi-skilled labour needs with Black workers will come to naught"

PROPOSALS

Mr Grobbelaar said the Department of National Education had made certain proposals about the training and retraining of White and Black workers. "It is essential that the whole trade union movement agree on these



Mr Grobbelaar

measures and we hope to organize a meeting before the end of the year."

Mr Grobbelaar stressed it was essential if a large scale training and retraining programme was launched that there would

be no trade union resistance to Blacks doing the jobs they had been retrained and trained for.

"Getting agreement in this will not be easy. There will be great difficulty in reaching a consensus. But unless we do there can be no point in spending hundreds of thousands of rands on training centres."

It was necessary to ensure that there was work for skilled and semi-skilled Blacks because "if there is not because of race prejudice, we face a more potentially dangerous situation than the one we are living with now," Mr Grobbelaar added. This would probably entail legislative changes including the scrapping of job reservation laws.

Magazine 6/11/75
**Managements
trim staffs**

Financial Editor

THE RECESSION is causing South African management to trim their staff complement. If employees resign or are placed on pension they are not replaced.

Miss Helen Gjerde, assistant vice-president of Manpower, a company which provides temporary workers, says that she has noticed this trend in local business. Miss Gjerde, who is based in Milwaukee, U.S.A., is touring South Africa's main centres.

"Management is taking a hard look at their employees to see where savings can be made."

In Johannesburg, the permanent work force was being reduced and not replaced.

Miss Gjerde said this was an opportunity for her organisation, which could provide a wide range of temporary people.

They could move in to deal with the "mini peaks" in business such as stocktaking.

TEMPORARIES

Also, "temporaries" were available for computer work, market research and handling the requirements of trade missions. This was in addition to providing clerks, typists and other trained persons.

Miss Gjerde said that she had been impressed by the aggressive and hard-working attitude of the South African business community.

An aim of her South African tour was to bring the local branches of Manpower up to date with the latest U.S. ideas on organising a service of temporary employees.

(1) 315
(2) 47
3 170

More jobs for Indians urged

Mercury 8/11/75

Mercury Reporter

MR. J. N. REDDY, executive chairman of the South African Indian Council, yesterday called on the Government to make more jobs available to Indians.

Speaking on inflation at the SAIC's session in Durban yesterday, he said that optimum use of all manpower should be made to overcome the problem.

He said that for a start Indians should be given more posts in the Railways Administration in Durban.

Jobs in the motor industry, which were previously reserved for Whites, were now open to Indians. "But I would like to see more Indians becoming mechanics in view of the shortage of White mechanics"

He said that discrimination in pay and working conditions would not, however, be tolerated. Indians should be given due recognition for the work they are doing, he said.

Mr. S. Abraham-Mayet, a Benoni member of the Council, said that the country was going through a period of severe economic strain and the Government should take part of the blame for this

He called on the Council to persuade the Government to abolish job reservation and insist on workers being paid the rate for the job.

1 170

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Coloured worker role outlined

ARGUS 20/11/75

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THE opening of more high-level job opportunities for Coloured people in management and related fields was discussed with White executives from a wide range of business and industries in Cape Town yesterday.

They were also advised on the elimination of misconceptions about the abilities and attitudes of Coloured workers.

The executives attended a one-day course on 'The Coloured Employee' arranged by the Cape Western region of the National Development and Management Foundation of South Africa.

The course leader, Mr Tony Kedzierski, personnel and training manager of the Coloured Development Corporation, called on employers to treat Coloured employees as individuals rather than as Coloured persons.

BACKGROUND

At the end of the discussions, Mr Kedzierski said many people were awaiting with great expectations the Erika Theron Commission's report on the Coloured people.

'We are dealing with a very buoyant society which is moving and which is not very different from us in its cultural and language background,' he said.

He rejected theories that Coloured employees were more prone to undisciplined behaviour and absenteeism than other race groups. Similar problems, he said, were encountered on a worse scale among White workers in some countries of Europe.

'This is not a Coloured problem, but a labour problem,' Mr Kedzierski said.

FRUSTRATED

Like other employees, Coloured people who were not properly paid, motivated and used in their fields of employment became frustrated and tended to leave their employers.

Emphasis is on labour

Labour Reporter

South Africa is facing an economic crisis which can be solved only through more productive use of labour at all levels, personnel managers have been told.

At a national convention on inflation in Johannesburg yesterday, the managers were called on to take the initiative in implementing a detailed plan of action to improve productivity.

"The demand is for broad-based company and industry-wide manpower planning," said Mr Dave Jackson, executive director of the Institute of Personnel Management.

Any attempt to improve productivity had to begin with the measurement and analysis of existing productivity, Mr Jackson said.

DECISIONS

Using the data thus obtained, decisions had to be made regarding the fields which were most likely to yield results in productivity improvement. Then followed an analysis of problem areas.

When these had been identified relevant strategies had to be adopted to provide solutions.

Commitment of top management was vital for the implementation of a productivity programme, Mr Jackson said.

A productivity programme also called for a task force, working alongside supervisors and workers to improve productivity.

"Unless the whole management style of the business rewards productivity, it will not be achieved," Mr Jackson added.

Racial harmony depends on jobs

① 315
② 170
③ Capital
RD M 28/11/75

Financial Reporter
A WARNING that unless the economy can generate enough new jobs "we cannot hope to ensure that reasonable harmonious social relations continue to exist" was given yesterday by Mr Frank Dolling, managing director of Barclays National Bank.

He was opening the annual congress in Piet Retief of the South African Wattle Growers Union

Mr Dolling said "Personal savings are without question the most important source of the nation's capital resources. If our economy is to grow at a satisfactory rate, if we are to create additional jobs for the large number of new workers that enter the labour market each year, if we are to develop that most important of all our resources — human resources — then a great deal of new investment will be required.

"I think, too, that unless we can create these new employment opportunities we cannot hope to ensure that reasonable harmonious social relations will continue to exist."

RESOURCES

Mr Dolling said "When one looks at the South African economic scene, one realises that the tremendous resources of the country have so far barely been touched and where they have all too often it has been for

the greater benefit of others rather than ourselves. I speak particularly of our wealth of mineral resources which even today are largely exported in their raw condition to be processed and used for the benefit of others.

"The processing of raw materials, ores into metals, basic chemicals into fertilisers and additives together with numerous other examples are all concepts which require a great deal of capital investment and technical know-how. I am sure that if we can find the capital we can generate the know-how

DECISION

"I think we can begin to see the beginning of this trend and over the past few years I am pleased that my bank has been associated with projects such as an electrolytic manganese smelting plant at Nelspruit, a silicon smelter at Pietersburg, the wood chipping plant at Cato Ridge and a number of other projects, all of which have required a great deal of money but all of which have been a matter of the greater processing of our own raw materials.

"Not only does this improve our export earnings but it also provides more job opportunities and gives us greater control over our own economic destiny.

"But, of course, I would not suggest that the burden of decision should fall entire-

ly on the shoulders of the financial institutions. Nor would it be realistic to suggest that all lending can be directed in the manner I indicated.

"Is it wrong or immoral for a man to borrow, say by way of HP, to buy the family motor car even if it is required mainly for pleasure, or must he wait until he has saved the last rand before he can buy the new suite of furniture that his wife so badly wants? No — credit of this nature is in my view wholly justifiable provided repayment is within the means of the borrower.

"Our country would be a dull place indeed if we were to take away all the pleasurable things from life and devote all our resources, including financial resources, to only the mundane. The trouble starts when too great a part of our resources is devoted to consumer goods and more particularly the finance thereof, leading to an upsurge in demand, an increase of wasteful imports and the inevitable impact on our balance of payments.

"What I would suggest is the establishment of a clear set of priorities in the context of the economic growth we hope and need to achieve in our country and that we should expect and require our financial institutions to



Mr DOLLING

play their proper part in the achievement of these goals.

"I have suggested elsewhere that our need for capital and borrowing from overseas over the next 10 years might be as high as R1 000-million a year if we are to attain an acceptable level of growth in our economy.

"Whether or not this figure is under or overstated nobody will deny that our need for capital from overseas will be very great indeed. It is therefore imperative that we marshal our own internal resources first to the very best advantage so as to minimise our dependence upon others and it is for this reason that I suggest that our financial institutions must accept their true burden of responsibility. It is not their resources they are deploying but those of the nation as a whole," said Mr Dolling.

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5/12/75



Vorster . . . these changes must be orderly

Exactly where does government stand on the admission of Africans to skilled jobs in the so-called White areas?

It is now four and a half years since publication of the White Paper on the Report by the Inter-departmental Committee on the Decentralisation of Industries.

In this well-known document government "associated itself" with the principle of "reclassification, in conjunction with trade unions, of artisans' work in order that the less skilled operations of the work may be undertaken by semi-skilled workers".

It also said that Africans should be trained in the Bantustans — and presumably only in the Bantustans — for jobs both there and in border areas. On the question of apprentices, the White Paper specified that in border areas "no Bantu apprentices will be trained — such training will take place, as at present, within the Homelands".

Financial assistance

Since the White Paper government has accepted that Africans should now be trained in the common area. Indeed, it has gone even further and provided financial and other facilities to assist with this form of training (FM November 28).

What is not clear, however, is whether there is a ceiling on the types of jobs for which Africans may be trained. A press

Government policy on Black movement up the jobs ladder is more flexible nowadays. But there are still murky areas where clarification is needed

Give us some light

statement issued on November 21 by the Secretary for Bantu Education said, in announcing the new Bantu Employees' In-Service Training Bill, that "in accordance with government policy, training to be regulated under the proposed legislation will be in permissible work categories only"

The big question is What is now permissible?

Answering it involves going back to the Prime Minister's oft-quoted speech to the Motor Industries Federation in Cape Town on October 3 1973. John Vorster stated that having provided the statutory framework — the Industrial Conciliation Act — for negotiation between employers and employees, "government wishes to keep itself out of the actual bargaining as far as possible"

"Government", he went on, "is not prepared to force workers in the White parts of the country to make concessions in respect of traditional work patterns if they feel that this would undermine their job security"

Sitting in the back seat

"On the other hand government does not stand in the way of changes in traditional work patterns which allow non-Whites to move up into job categories for which they will require higher skills and in which they can earn higher wages than previously, provided these changes come about in an orderly fashion and with the concurrence of the trade unions"

Vorster continued: "In terms of government policy there is nothing to prevent employers, with the co-operation of the trade unions, taking the necessary steps to bring about improvements in the productive utilisation of non-White labour"

Government, in other words, was going to sit in the back seat. It would not try to force the hand of trade unions resisting Black movement up the jobs ladder. But it would give its blessing to

whatever deals management and unions could agree on

Robert Kraft, assistant general secretary of Tucsa, is of the opinion that one important implication of Vorster's speech was that government "would no longer give way to small pockets of White resistance when the majority — through their trade unions — had negotiated something with employers"

Sabotage

"In the past," says Kraft, "people thought government was opposed to the entry of Africans to skilled jobs. It was perceived as sabotage of government policy. But now Vorster was saying it was not sabotage of government policy"

Dudley Horner, research officer of the SA Labour and Development Research Unit at the University of Cape Town, is sceptical of Kraft's "very free interpretation". He cites statements by Labour Minister Marais Viljoen that government will not permit industrialists to train Africans for skilled jobs in the common area.

Government's recent anti-inflation manifesto has done little to clear the confusion. In one respect it prepares the ground for an important change: government will no longer merely take a back seat.

Instead, "in cases where trade unions and employers are unwilling to take steps with regard to the reclassification of work government undertakes to motivate continuously, in a positive manner, employers and employees to reach agreement" on reclassification.

How far this "motivation" will go and what form it will take remains to be seen. It is a tricky area, of course, for a government dependant on White workers' votes. But it is a welcome undertaking.

The confusion arises from "reclassification". What, precisely, does this word mean? What does government mean when it also says in the manifesto that it undertakes to "continue with its

policy relating to the rationalisation of artisans' work?"

Kraft believes that "reclassification" and "rationalisation" include the movement of Africans into skilled — ie artisan — jobs

Walle Grobler, general secretary of the Artisan Staff Association on the railways and secretary of the Confederation of Labour (which signed the anti inflation manifesto along with Tucsa) interprets these words differently

"There is a feeling among some employers that they now have an open sesame to open up artisan jobs to Blacks. But this was never our intention. There is a vigorous onslaught on artisan status, but there is great resistance among the predominantly White craft unions to infiltration of Blacks into these jobs. There is a very real fear of wage undercutting."

Grobler adds that the manifesto is referring to fragmentation — "that dirty word" — rather than to Blacks' becoming apprentices

Whether or not government will countenance the training of Africans for artisan work and their employment in artisan jobs in the common area is still not clear

As the *FM* pointed out (November 21) it is not law but convention which keeps Africans — and, in a great many indu-

stries, Coloureds and Asians as well — from being indentured. Is government now going to "motivate" the various apprenticeship committees to allow Blacks to become apprentices?

If Kraft is correct, and the manifesto does indeed mean that Africans can now become apprentices and artisans, government must spell this out unequivocally. Black workers have a right to know whether restrictions are being lifted and opportunities opened for them. White workers have a right to know, and employers have a right to know

By hook and by crook

There is no point in their trying by hook or by crook to persuade apprenticeship committees to agree to the indenturing of Blacks only to find that government will eventually veto it

Moreover, a vicious circle needs to be broken. Apprentices are required to attend technical college lectures on the "block release" system as part of their training. Africans are not admitted to the technical colleges in the common area, nor are there separate colleges for them

Some unions use this as a pretext for denying Africans admission to apprenticeship. Yet there would be no point in government's building colleges unless it was also prepared to "motivate" the

unions to allow in African apprentices. The most obvious — and cheapest — solution would simply be to admit Africans — and Coloureds and Asians — to existing technical colleges

There is another issue which must be resolved. African trade union rights. Touch wood, government's attitude to the slowly growing African union movement is less *kragdadig* nowadays, although it still denies them recognition, it evidently acknowledges their right to exist while probably hoping that the intricate committee system will cut the ground from under their feet

But one of the fears of White — and also Coloured and Asian — artisans is that if ununionised Africans are allowed into artisan jobs, the registered unions will lose control of those jobs as more and more Africans move into them. The sacrosanct closed shop will therefore be undermined

The most obvious way round this difficulty — and to prevent wage undercutting — is to allow Africans into the registered trade union movement. And that can be done at the stroke of a Parliamentary pen simply change the definition of "employee" in the Industrial Conciliation Act to include Africans.

What could be more simple — and logical?

Let central department handle labour policies urges FCI

Me, any - 11/12/75

JOHANNESBURG — The Federated Chamber of Industries has appealed to the Government to place its labour and manpower management and policy-making on a co-ordinated basis under the control of a single central department or committee

It submitted detailed proposals and recommendations on the way in which this task should be tackled to the Minister of Labour, Mr Marais Viljoen, last week.

Copies of the document sent to the minister have been released to the press.

In it, the FCI recommends that the authorities should, in attempting to formulate a "dynamic inter-manpower policy for the country" seek to create sufficient job opportunities for an increasing population, which is expected to provide at least 330 000 new entrants to the labour market annually by 1980, 70 per cent of which will be black.

The FCI says this

implies the boosting of the economic development of those regions, like the homelands, where the creation of job opportunities is lagging. It also implies the restructuring of jobs to allow the employment of blacks in higher job categories.

Improve the geographical and occupational mobility of the black labour force.

The FCI believes this will require a relaxation of influx control measures allowing the black labour force free, "horizontal movement" within much larger geographical areas, which will lead to the greater utilisation of the black urban labour force.

It says that the present migrant labour system is not conducive to optimum industrial productivity and sound industrial relations and suggested that it be modified, by improving the commuter services between the white industrial areas and the homelands by an improvement of the accommodation of the contract worker living on a

single basis in the townships.

The FCI also calls for the system of labour contracts to be amended to allow blacks to work for longer periods in white areas than the existing one-year contract basis.

In terms of occupational mobility, the FCI says any improvement in this regard would imply a relaxation of statutory and traditional work reservation.

Encourage an orderly development towards "meaningful participation by all workers in all aspects of industrial relations, which would contribute significantly to the continuance of industrial peace in South Africa."

The FCI believes that basic industrial legislation relating to the settlement of disputes and in the negotiation of employment conditions does not "allow sufficient meaningful direct participation and representation by black employees."

And it holds that the works committees allowed

for by the Bantu Labour Relations Regulation Amendment Act are not proving to be an adequate channel of communication between black employees and their employers.

The FCI records that such shortcomings "require the early and urgent attention of the authorities."

Harmonise and rationalise labour policies and legislation. In this regard the FCI says that with the development of the homelands there is a distinct possibility that the labour policies and legislation of the homeland governments could differ substantially from that of South Africa.

It appears imperative therefore that steps be taken for the negotiation and introduction of a series of bilateral labour agreements between the South African Government and each of the homelands covering the recruitment of homeland citizens and their conditions of employment in the Republic — DDC

Blueprint for productivity

A specific call on the Government to extend Black training incentives to workers of all racial groups is high on the list of far-reaching changes in manpower planning proposed by the Federated Chamber of Industries.

An accelerated programme of education and training for a 1.1 race groups" is recommended with a view to improving and adjusting the skill content of the labour force.

The FCI also recommends "accelerated programmes in the area of artisan and technical

skills, particularly as far as non-Whites are concerned"

It was imperative to improve the skills content of the total labour force — including the fullest use of people who might be debarred from employment because they were too old to join a pension plan, the statement said.

urgently required for workers other than White who lacked basic arithmetic, literacy and urban manners such as hygiene and traffic rules.

REVIEW

The FCI called for a thorough review of employment services, including the separation of the function of influx control and job placement and the improvement of the

image of labour bureaus systems for all races.

Much more attention should be given to the freeing of the movement of Black labour within much larger geographical areas.

The migrant labour system should be modified to the extent that it obviated the obstruction of the better utilisation of the national industrial labour force.

Improvement of single accommodation for migrants. Certain migrants should be allowed to take up residence in White areas on a family basis where accommodation was available. Labour contracts should be amended to permit longer term employment.

Attention should also be given to compulsory medical examinations of Black workers, transport of workers to and from homelands, an orderly

wage remittance programme, adequate housing and other amenities.

The FCI said traditional work reservation (representing social attitudes) affected a much larger percentage of the labour force than statutory work reservation.

TOO SLOW

The FCI believed, the Government should take a more active lead in promoting labour mobility (Black advancement)

since the acceptance of gradual and orderly change in co-operation with trade unions had proved too slow.

It was incumbent on employers to adopt minimum wage levels at least in accordance with the basic necessities of life and to recognise the erosion of the standard of living by increasing price levels, the FCI said with reference to the wage gap.

The Wage Board should be enlarged and reorganised to expedite its activities, and should include representatives of all races.

Increased attention should be given to factors affecting women's entry, and particularly re-entry, into the labour market, including vocational guidance, training, hours of work suited to family responsibilities, creches, day nurseries and other amenities.

Many of South Africa's labour problems would be eliminated by the co-ordination of labour functions vested in different Government departments, the FCI pointed out.

One of its key proposals is a central agency to co-ordinate an integrated manpower and development policy.

The FCI's proposals also included its previous statement on labour relations which noted "a growing belief in all sections of the South African industry that increased Black involvement in the trade union movement is inevitable."

Africans rush to work the computers

Labour Correspondent

THE Johannesburg Stock Exchange received 1094 applications after placing six newspaper advertisements offering African male clerks training as computer punch operators.

The Stock Exchange hired 33 men after turning down half the number of applicants for not fulfilling the advertised requirements. The other applications were whittled down after a series of tests and selections.

The advertisements placed in daily newspapers called on clerks with two to four years' experience to be trained as IBM punch operators. The applicants had to be under the age of 35, have a minimum education of JC, live in Soweto and be permitted to work in Johannesburg.

An article in the latest edition of Systems, the bulletin of the Computer Society of South Africa, says JSE decided to hire African male staff because of the high turnover of White women staff.

The men were brought in on the same salary grades as the women.

~~1-11~~
1-173

Firms called

STAR 18/12/75

on to help

job-seekers

170

A senior Government official has called on commerce and industry to set up an organisation to help Black school leavers find suitable jobs.

"At present I know of no Black youth employment agencies yet they are a service desperately needed by the thousands who leave school each year and start looking for a promising job," said Mr K B Hartshorne, director of education planning in the Department of Bantu Education.

"What we need is some organisation or body from the side of commerce and industry which will channel these work-seekers in the right direction where vacancies exist."

At present the only venue open to young Blacks who cannot find work is the labour bureaux in each city which are not suitable for placing large numbers of educated work-seekers.

"What I have in mind is a centre where a youngster could go and say: "These are my qualifications, what is available," Mr Hartshorne added.

The Bantu Education

Department gave vocational guidance at both primary and school level but the biggest need was when the pupil left school, he said.

"If those who wrongly attack the department for not giving vocational guidance in schools were to somehow set up proper employment agencies for Black school-leavers they would be making an enormous contribution," he added.

added.

In its policy paper on labour in the 1970s the Federated Chamber of Industries called for a thorough review of employment services in South Africa.

The Chamber suggested that job placement offices should be separated from influx control in the urban areas and situated in modern premises easily accessible to work-seekers.

Coloureds, Indians get *Star 22/12/75* 'top jobs'

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~~173~~

Coloured and Indian staff are gaining ground in commerce and industry and many top positions such as assistants-to-the-manager, according to a Johannesburg personnel agency.

Mrs P B Reeves, of the agency, said the positions were filled mainly in offices, wholesale businesses and in stores.

She said many of the traditional employment barriers had been broken in the accountancy field where Coloureds and Indians held senior positions under senior accountants in large and public companies.

Formerly, Indian youths interested in a career in accounting served their articles with established Indian bookkeepers at low salaries.

Presently White companies accepted Indians and Coloureds as articulated clerks who eventually filled senior positions in accounting departments.

Mr. Ayob Mohammed, of another personnel agency, said that an Indian youngster screened by his agency for a weaving company attained the post of a production manager after serving as a junior for six months.

He now earned an annual salary of R6 000.

A spokesman for yet another personnel agency said Coloureds and Indians could get right to the top as heads of stores.

He said such posts paid a salary in the region of R400 a month.

COLOURED and Asian Division of Kelly Personnel has the following vacancies: Shipping clerk, R400. Stores and dispatch, R280 plus. Tel: 531-3637.

Better openings for Indians soon

NM 27/12/75

By NAGOOR BISSETTY

YOUNG Indians should equip themselves to fill more and more top jobs that are bound to come their way through the continuing White manpower shortage, says Mr. J. N. Reddy, the South African Indian Council's executive chairman.

"The expanding South African economy and the shortage of White manpower has resulted in non-Whites being called on to do work which hitherto was the preserve of the Whites.

"This pattern will continue at a faster pace in the year ahead and, therefore, our young people must take the fullest advantage of the educational facilities placed at their disposal and equip themselves for the challenge ahead," he says in a special year-end message.

Mr. Reddy said that there were large numbers of suitably qualified and experienced non-Whites capable of holding responsible positions in various fields, and it was heartening that some employers had recognised this potential and had provided promotion posts for them.

IMMIGRANTS

"But unfortunately there are some White employers who still continue to employ people, mostly immigrants, who cannot match local non-White labour.

"The new arrivals command better jobs and positions while the non-Whites, who are capable of holding the jobs, have little or no opportunity for advancement, even though they can execute their work far better than the foreigners who are brought in to fill the vacancies.

"I trust that the position will change in 1976," he said.

In the New Year, he said, the Indian Council would be engaged in creating the machinery for the proposed Indian Representative Council which would have legislative and administrative powers.

The Prime Minister's proposed inter-cabinet consultative committee was expected to hold its first meeting in the New

Year, and Indians were looking forward to a positive response from the Government in respect of several matters

TRADERS

These include the creation of areas for Indian traders under Section 19 of the Group Areas Act, provision for Indians in the Richard's Bay-Empangeni complex, return of Cato Manor for Indians and the creation of an Indian development corporation

He said: "In accordance with discussions held with the Prime Minister, Mr Vorster, in Cape Town, we are looking forward to a beginning being made in the nomination of Indians to serve on statutory boards and commissions

EDUCATION

"In this connection, I am pleased to record that an Indian has been already nominated and is serving on the Prime Minister's Economic Advisory Council, and I have no doubt that further appointments will be made during 1976.

"Early in the new year, the Minister of Indian Affairs, Mr. Steyn, pro-

poses to gazette regulations in terms of which he will delegate to the executive committee of the Indian Council certain powers on education at present vested in him.

"I believe that this move represents the initial step towards the complete takeover of Indian education by the SAIC when it becomes an elected body with legislative and administrative powers"

Mr. Reddy said that as 1975 drew to a close, South Africa faced grave problems through terrorist activity near its borders resulting in the loss of lives.

"We wish to make it known that the problems in South Africa will have to be resolved by the people of this country, if we are to find peaceful solutions. Therefore, the territorial integrity of our land must be

defended at all costs by all the people of South Africa.

"As we enter the new year, it is the duty of every South African, irrespective of his colour, to promote racial harmony and goodwill between the various race groups.

"The problems and the challenges that face the country will have to be resolved by all the people of South Africa and therefore it is important that channels of communication between the various race groups must be created to promote understanding," he said.

MR J N REDDY

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Six to get top jobs in Board

Mercury Reporter

AFRICANS are to fill new senior supervisory positions at the Port Natal Bantu Affairs Administration Board for the first time next year.

Six senior posts — the highest held by Africans within the entire Board — have been created to fill needs within the Board's Department of Business Undertakings, according to its director, Mr. Pierre Neethling.

"My department's aim is to improve customer relations while offering increased responsibility and economic advancement to our own employees," he said.

The six men, who have been with the board for between 13 and 20 years and have a thorough knowledge of the sorghum beer and liquor markets, are Messrs M. Hlanti, A. Lushaba, B. J. Mhlongo, C. Mkize, W. C. Ndlovu and L. Nkhonza.

Mr. Neethling said they would conduct market surveys when necessary, supervise staff, recommend the appointment of agents and "generally be the eyes and ears of our marketing division in the market place."

1976

Attitudes and desires of black workers

EAST LONDON — The National Occupational Safety Association, although concerned mainly with safety, takes its interests further into the realms of labour, and believes, quite rightly, that a contented worker is also a safer worker

To this end it was concerned with a convention entitled Pie '76 (Programme for Improved Efficiency 1976), where delegates listened to the views of a number of distinguished speakers, one of the most interesting and informative of whom was Mr G Grey Mbau,

director of training and personnel management consultant for Vocational and Personnel Services (Pty) Ltd

Among the points he made were

1 that 70,4 per cent of all productive human resources are blacks, and this percentage represented a massive non-material investment in South Africa which should not be ignored in the consideration of efficiency measures,

2 the black work force flowing into the productive arena was changing in

a significant way To be able to utilise its members fully towards productive efficiency required the understanding of some of its characteristics,

3 poor communication resulted in lowered productivity, low quality standards, high wastage, wilful lateness, wilful absenteeism, high labour turnover, poor motivation and increased accident rates,

4 While money was a major motivator, job satisfaction and prospects of advancement were also essential to the black worker just as to the white.

Dealing with the characteristics of the modern black work force, Mr Mbau said "The new and young black work force comes from a black city which is within a white city, with its own throbbing culture, ethos, values and life rhythm very different from those of the white city

"They have some education and sophistication, are articulate, alert, brisk and quick in understanding, and will ask questions in order to understand more

"Like young whites, they are becoming particular about the kind of jobs they want They aspire to more meaningful and challenging jobs because they feel they have the abilities

"Most young blacks will work harder, like most young whites, if they can see where they are going by way of promotion They will look you in the

eye if they are satisfied, and happy with you, and avoid your eyes if they are not

"They recognise that a good job carries reputation and status, as well as satisfaction Above all, they want a job they can tell their wives, children and friends about, and feel proud of the fact

"Because some of them may not have completed their schooling does not make them drop-outs, a variety of circumstances beyond their control — school fees, death of a father — might have caused them to leave prematurely.

"Their high job aspirations are related to the new conscious feeling of being black and being proud of it. The rediscovered desire for national identity is a positive thing in a people it is being spurred on by the emergence of homeland sovereignties

Referring to communication, Mr Mbau said in 99 per cent of the cases communication with blacks is done by the foreman who is usually white He was, therefore the interface of communications king pin

"The remedy may lie in the laying on of a short training session for white, middle management or understanding of blacks, and-or the training of suitable blacks to supervisory positions, thus minimising both the cultural and communication problems"

He said that with the induction of new employees

173 5/7/76 D.D.

it was advisable that the communicator be a trained black, and that spaced information was an advisable approach in a calm atmosphere

On the job training of new and old employees was the supervisor's function, and that communication could take the form of job induction, job training, performance feedback, motivation for higher productivity, and participative commitment

Mr Mbau said the primary objective of liaison or works committees was the building up of mutual understanding between the black work force and management "If the committee succeeds in its objective, then the company is a long way along the road to efficiency based on understanding"

Money was a great motivator, said Mr Mbau, to whites as well as to blacks, and he listed recommendations regarding incentives.

1 an individual incentive is more effective than a group incentive. Thus individual piece rates should provide a high incentive. If an individual receives pay according to his own effort, he knows he can influence his pay packet and will work harder. In a group incentive system, the individual effort is diluted. Some members of the group will work harder while others relax. This causes strain and dissatisfaction.

2 the incentive is more effective if reward follows immediately after effort. Incentives paid in the distant future — a month or more — lose much of their appeal because the individual loses sight of the relationship.

3 the greater the pay or added output, the greater will be the effort.

"Money can make a man

avoid the pain of poverty. One can buy most of the desirable material things. To blacks, to have enough money is to have individual economic independence — a value highly prized.

"Economic independence goes along with social influence. Enough money may place one on a higher status level. At times, enough money with low education is rated higher than enough education with poor means.

"To these blacks, organisations which pay well are seen to be good. One may work for them for very long periods of time. Progressive organisations, or organisations with overseas connections, are expected to pay well. If they do not, they are said to have been 'poisoned' by the South African way of life.

"The Herzberg's hygiene factors enable a black man to avoid unpleasantness, pain and unhappiness at work. The pain avoidance factors, to my mind, come second after money as motivators.

"They involve the following major areas: company policy and administration — "That company is bad, it is unreasonable to people"; supervision — "He treats us as if we were not human beings with feelings I don't like him"; pay — "The pay is no good, I can't buy a thing with it. I'm on the look-out for something better"; working conditions — "The place is only can work there. Whites have no compassion for blacks".

"Thus, for this category of worker, money and a pleasant working environment are the key factors in their motivation.

In the main, said Mr

Mbau, the needs which motivate those from semi-skilled to higher level black workers are the same as for whites. Although still important, money as a primary motivating force receded, and other things began to be important, such as .

status needs — the desire to win a satisfactory position in the company with relation to peers,

need for self-esteem — the need to secure a position in the township community as a result of a status job permitted the individual to have respect for himself,

Herzberg's motivators — in particular work itself, responsibility, advancement, recognition.

— BUSINESS EDITOR

(1) 172
(2) 173
(3) 250

Computer jobs draw 210 Blacks

More than 210 Black men have applied for three posts in Johannesburg as trainee computer programmers and operators—at a time when Rand companies are desperately short of skilled computer staff.

An advertisement for trainees was placed by a city firm of personnel consultants on behalf of a leading computer company.

A "good matriculation" was the minimum requirement, but several applicants had degrees or were studying for them.

"We were very impressed with the high calibre of applicants," said Miss G Fenwick, promotions executive for the consultants. "Indian and Coloured graduates also applied, but the training posts were for Black men only."

The total of 210 applicants would be shaved down to a short list of 30 names.

All the applicants had clerical jobs and many were studying for degrees part-time.

Mr John Raymond, director of a Johannesburg company specialising in computer staff selection, said several large companies were employing Black computer operators and data capture staff.

"If you place an advertisement for Black computer staff you can get killed in the rush of applications," he said. "Blacks are trying to get into white-collar jobs."

In the past six years, as a consultant, he had been asked only once to place a Black programmer.

A survey conducted by his company late last year showed that major Reef companies were short of 350 programmers, 250 operators, 160 analyst programmers and 150 systems analysts.

There was a greater demand for all levels of computer staff now than at the same time last year, indicating that companies were expanding.

Economically active persons

100 Mr G H WADDELL asked the Minister of Statistics:

- (1) How many persons in each race group in the Republic were economically active at the end of 1975,
- (2) how many of these persons in each race group were employed by the (a) Central Government, (b) provincial administrations, (c) Bantu homeland governments, (d) South African Railways and Harbours and (e) Department of Posts and Telecommunications,
- (3) what was the total amount paid in salaries and wages to each race group in each of these categories during 1975.

The MINISTER OF STATISTICS

(1) Economically active population as at 30 June 1975 (estimated)

Whites—1 757 000
 Coloureds—807 000
 Asians—221 000
 Bantu—6 986 000.

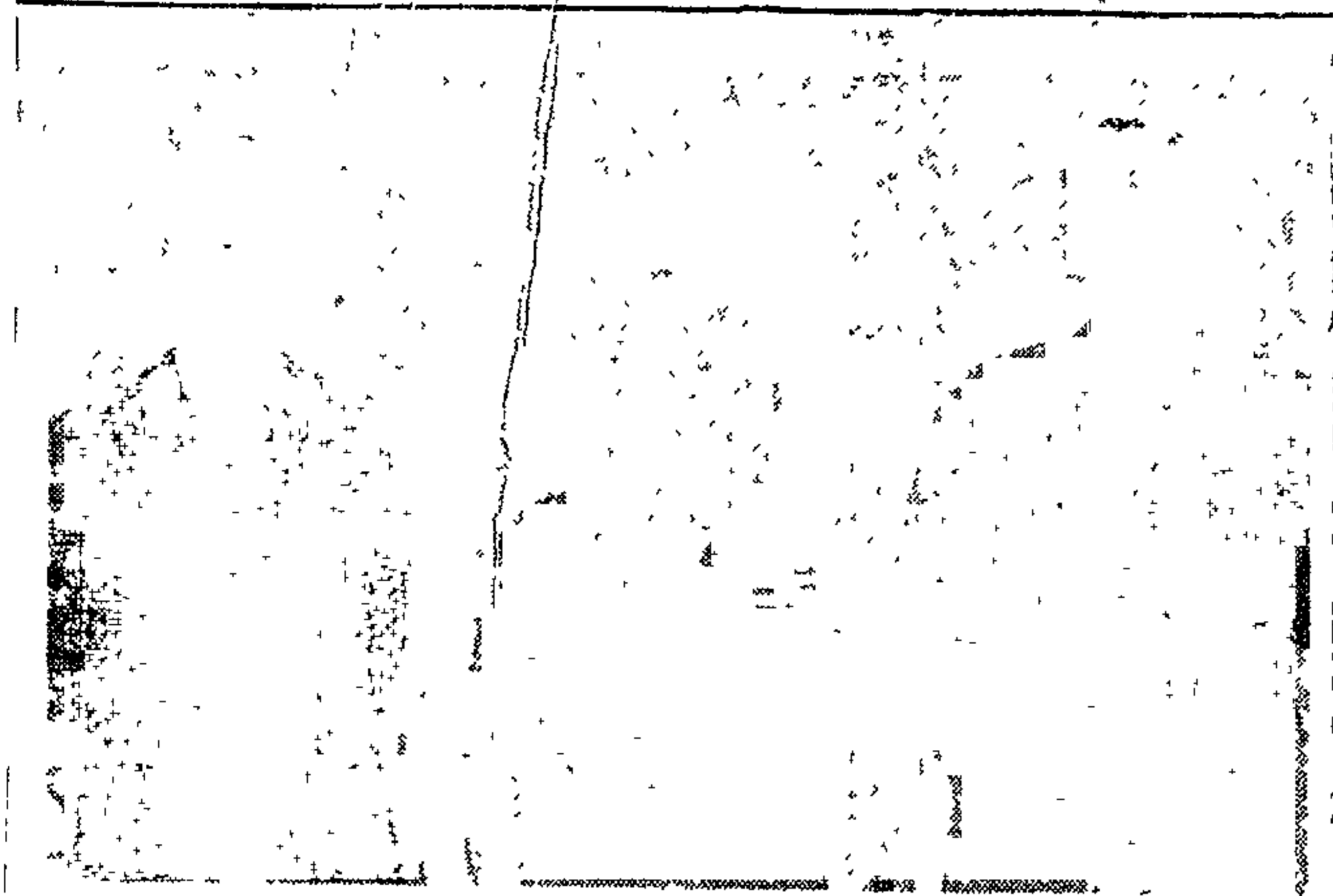
(2) and (3)

| | Employment as at 30 June 1975 | Earnings for year ended on 30 June 1975 |
|--|-------------------------------|---|
| | | R1 000 |
| (a) Whites | 106 768 | 528 480 |
| Coloureds | 42 227 | 107 277 |
| Asians | 8 706 | 32 744 |
| Bantu | 114 686 | 126 631 |
| (b) Whites | 108 441 | 526 753 |
| Coloureds | 19 320 | 26 489 |
| Asians | 3 175 | 5 899 |
| Bantu | 89 312 | 76 971 |
| (c) Bantu (excluding seconded personnel) | 126 264 | 115 498 |
| (d) Whites | 111 844 | 626 294 |
| Coloureds | 18 865 | not available |
| Asians | 1 745 | not available |
| Bantu | 117 755 | not available |
| non-Whites | 138 365 | 154 571 |
| (e) Whites | 43 057 | 187 563 |
| Coloureds | 5 603 | 8 521 |
| Asians | 838 | 1 770 |
| Bantu | 18 236 | 19 214 |

Data at the end of 1975 not available.

30/1/76 DD

1 173
2 266



The Deputy Commissioner of the Railway Police, Brig J. L. Lombaard of Johannesburg (left), who retires from the police force in three months, with two other retiring railway policemen, Sgt R. P. Jardine of King William's Town and Sgt O. Olivier of Alwal North, at a farewell function in East London yesterday.

First black SAR police officer for EL?

EAST LONDON — The South African Railway Police's first black commissioned officer may be stationed in East London.

Addressing black members of the force here yesterday, Brigadier J. L. Lombaard, deputy-commissioner, said he had recommended a black non-commissioned officer be promoted to lieutenant and stationed in East London to command the force in the Transkei and Border areas.

"We will have to train a man to take this responsible job, and we cannot select someone in a hurry though there are plenty of suitable candidates.

"The man chosen will have to write an examination similar to that written in qualifying for the non-commissioned of-

ficer ranks," Brig Lombaard said.

Though there are no black commissioned officers in the Railway Police, black members of the South African Police are permitted to attain commissioned status.

Brig. Lombaard, who retires in three months, returned yesterday from a visit to the Transkei to ascertain the position of the force there when the homeland gains independence in October. He returns to Johannesburg today.

"If the Transkei government agrees, the Railway Police operating in the Transkei will remain part of the South African force after independence.

"I have had talks with senior Transkei officials along these lines and they seem sympathetic to the idea," Brig Lombaard said.

"You will have many frustrations as a police officer, but at least listen sympathetically to the problems of a black man and he will leave you feeling he has been treated with respect.

"I have learnt you cannot do everything with harshness. There are times when you have to soften your voice to get the best results," Brig Lombaard said.

He said white policemen should give blacks the initiative and be motivated to lead them to prosperity.

"Whatever your feelings, realise we have them with us for the rest of our lives — it is better if they are friends and not enemies," he said — DDR.

He told Railway policemen from throughout the Transkei and Border who had come to wish him well on his retirement that understanding and good relations between blacks and whites were essential.

"Forget the idea of saying to a black man 'You are just a Kaffir,' he said. 'The old white members of the staff

'Treat the black man with respect and let him feel he is an important person.

Plea for a Manpower Minister

Labour Reporter

The spokesman of about 80 000 organised railway workers today suggested the replacement of the Minister of Labour with a Minister of Manpower Planning.

"I would like to see a movement away from obsolete ideas such as a Minister of Labour," said Mr S C "Neels" Botha in his presidential address at the annual meeting of the Federal Consultative Council of Railway Staff Associations in Johannesburg.

"When do we get a Minister of Manpower Planning," he asked.

Mr Botha complained about the lack of Government guidelines on cardinal priorities in a year widely regarded as decisive for South Africa.

Price increases were accepted too easily, while distrust rose and the sincerity of the anti-inflation effort suffered.

He made these points:

- Company profits continued to improve even after the effects of devaluation and inflation were taken into account

- Management training often fell short

- Low productivity should be countered by ensuring that jobs were evaluated and workers properly selected and trained

Referring to the issue of prime concern at the council's three-day meeting — wage increases for railway staff — he said

"We have now reached the end of the line and developments in this regard within the next few weeks are being critically watched."

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Introduction to University

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Hansard 3 col 181 11/2/76

Economically active persons

161 Mr H J VAN ECK asked the Minister of Statistics

How many persons in each race group were economically active at the end of 1975

The MINISTER OF STATISTICS:

Estimated economically active population at 30 June 1975

| | |
|-----------|-----------|
| Whites | 1 757 000 |
| Coloureds | 807 000 |
| Asians | 221 000 |
| Bantu | 6 986 000 |

Data at end of 1975 not available

4315
170

Blacks face lean times, says expert

STAR 8/3/76

Labour Reporter

Black unemployment is likely to increase beyond all expectations during the next year or two, warns an economist and labour expert

"It is essential to face the facts and adopt strategies to meet all contingencies," Professor P. J. van der Merwe says in an interview published on Page 54 of The Star today

But he makes it clear that various factors will stave off a crisis provided the economic recovery expected next year is not delayed and not too gradual

ACTION SOUGHT

His warning is based on the unlikelihood of South Africa attaining its high economic growth target of 6.4 percent annually for the period 1974 to 1979

He believes the situation calls for

- ⊙ Timely and reliable statistics regarding the nature and extent of Black unemployment.
- ⊙ Measures to ensure full employment for urban Blacks which he believes to be of 'crucial importance'.
- ⊙ Education and train-

ing for the uneducated and unskilled Black masses—a 'priority regardless of economic conditions'

⊙ Efforts to press on with anti-inflation measures to reduce the rate of inflation to at least 8 to 9 percent by the end of this year

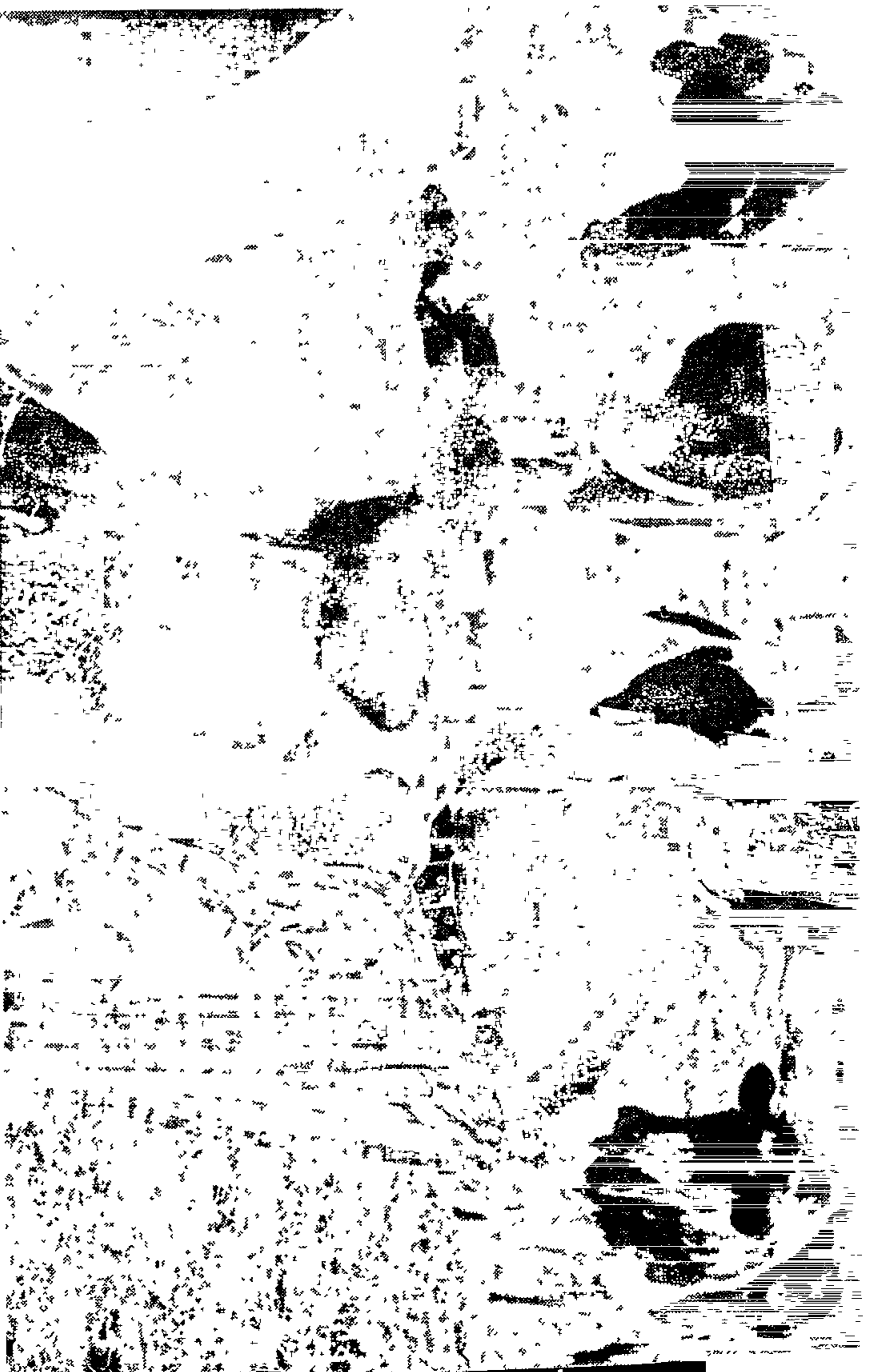
"Given the necessary precautions, plus a moderate economic revival abroad next year, South Africa will be better equipped economically than it would have been without the current recession" Professor van der Merwe said

OLE, OLE — IN SALDANHA BAY

STORY: Vivien Horler
PICTURES: Mike MacKenzie

WALK into a pub in either of the once sleepy villages of Saldanha Bay or Vredenburg and you are as likely to hear French, German or Spanish spoken as English or Afrikaans.

This is because these two villages on the windswept West Coast have become the focus of the enormous Sishen-Saldanha iron-ore project. And life will never be quite the same for the locals again.



MANUEL RODRIGUEZ, a Spanish fisherman who works for a commercial fishing concern in Saldanha Bay, demonstrates his prowess in the bullring Well, among the dairy herd, to be precise

A nightclub's neon sign blinks in the main street of Saldanha Bay, while Spanish men and American children play pinball alongside each other in a cafe. A self-service shop nearby sells French paté and snails, Italian salamis, German cheeses, Dutch chili pastes and Spanish cookies.

The newsstand offers magazines from Britain, Australia, Germany and France.

'We stock these goods because the expatriates ask for them, and the local people are developing a taste for them too,' said Mrs A Jostle, wife of the owner of the shop.

American signalmen, French railworker, Dutch dredgermen, British and German engineers and Spanish fishermen mingle with the local population, and according to reports from both the locals and the foreigners, they get on well together.

INTERNATIONAL MELTING POT

Other cultures are represented by Greek, Australian, Italian, Norwegian, Argentinian, Portuguese, Irish, Puerto Rican and Swiss expatriates.

Yet, in spite of this melting pot of nationalities in Saldanha Bay and Vredenburg, there have

been surprisingly few problems.

'One problem, to a certain extent, has been the language barrier,' said Mr Gert Botha, project manager of the giant Iscor scheme.

'The French seem to be having the most trouble. The Germans and the Dutch are able to make themselves understood by the Afrikaners, and of course the Americans. British and the few Austrians have practically no problem at all.

SPORTS CONTACTS

'The contract workers tend to stick together socially. Because they are here for only six months or a year they don't have the same motivation to mix and learn the languages that the immigrants have.

But on the sports field a great deal of contact has been made between the locals

and the expatriates meet at the yacht club, on the cricket pitch, the tennis court and the squash court.

In fact a Frenchman plays for the Vredenburg first tennis team, and three or four contract workers are in the cricket team.

And of course the children meet and play together at school.

LANGUAGE LABORATORY

The biggest communication problem occurs in the areas where White School, the Saldanha Primary School, the Vredenburg Primary School and the Vredenburg High School all have several pupils who are unable to understand any English or Afrikaans at all, while other pupils often speak only one of the official languages, and not even that well.

To help overcome this

the Vredenburg schools are to get a language laboratory.

'The communication problem is a big one but not insurmountable,' said Mr B J D van der Vijver, headmaster of the Vredenburg High School.

'Our main problem is that we are simply not trained to teach foreign languages,' said Mr van der Vijver. 'Hopefully the language laboratory will help to solve this.'

The Spaniards who were the first foreigners to live in Saldanha Bay work for a large commercial fishing concern.

'We've been here for 10 years,' said Mr H Kramer, general manager of the concern, 'and the Spaniards are totally integrated socially.'

'The population has not needed the Spaniards. The Saldanha

people were pleased when we came.'

A local hairdresser Mrs Lorraine Engelbrecht, who has been at Saldanha Bay for 10 years, said to begin with, the local population had not been too happy with the sudden development of their area.

'Most of the older inhabitants are used to the idea of Saldanha Bay being a placid fishing village and the development was too quick for them.'

'The foreigners seem to have taken to the place, although those from the cities have found it a bit quiet. But I think that on the whole Saldanha and Vredenburg have made them welcome.'

Fifteen-year-old Didter Dumont, a French boy

who is more at home in Afrikaans than English gave his opinion on living in Saldanha Bay. 'It isn't bad here, and I get on well with the local kids.'

But British-born Maltew, 8, whose tones were more reminiscent of the Cape than Oxford, said 'It's too windy, man.'

Perhaps one of the most telling comments came from a Vredenburg estate agent, Mr V S Allen. 'The Sishen-Saldanha scheme has generated a lot of secondary industry. Even if all the expatriate left tomorrow, the gift shops, the boutiques and the full-time bank branch would remain.

'The scheme has made us lose our dorp mentality.'

EVEN the golden rule of the South African communities of Saldanha Bay and Vredenburg — keep to the left — goes by the board in



Job swoppers

17/3/75

8PM.

COST SA

R1 350-million pa

Pretoria Bureau

Job swoppers are costing South Africa R1 350-million a year, the Director of the National Productivity Institute, Dr J H Visser, says.

He pinpointed this drag on the economy in an article on productivity —

of labour, money and machines — released by the Anti-Inflation Publicity Committee yesterday.

Apart from working more efficiently, which did not necessarily mean harder, he said, employees could make a direct and immediate contribution to improving productivity by reducing their absenteeism and job changing

There were 2-million employees in South Africa, Dr Visser said, and a conservative estimate of labour turnover in this country was 50 percent a year.

It cost about R300 to replace an employee, so that with 2.5-million such changes, South Africa was spending about R1 350-million a year unproductively.

If the labour turnover rate could be reduced to 25 percent, the country could save itself R675-million a year.

Absenteeism also had a big detrimental effect on productivity.

Dr Visser said he should not be construed as putting the emphasis in productivity on blue collar workers. The same arguments applied to white collar workers, though measurement of productivity was more difficult in their case.

A clerk could, however, test his own productivity by recording every 10 minutes what he had done. By modifying work habits, systems or procedures, it was possible in many offices to increase the output per worker by 50 or 100 percent without his necessarily working twice as hard or for longer hours.

D249
2170

Careers boost for Blacks 22/3/76. RDM

By CLIVE EMDON
Labour Correspondent

TWO career projects, each with funding of R66 000 a year, are being planned with the aim of providing for Blacks to move into top jobs in industry, commerce, the universities and the professions

The projects are:

● The Careers Development Project being planned by Ussalep (United States South Africa Leadership Exchange Programme) which will provide career guidance and create opportunities for Blacks to move into jobs in South African companies or pro-

fessional firms where they can gain the initial experience for specific careers.

● A training programme for academics from the five Black universities to do advanced studies (MA and Ph D level) at universities in the United States and in Europe. The Ford Foundation of New York has provided R132 000 for the first two years of a five-year programme. The money will be administered by the SA Institute of Race Relations.

Yesterday Mr Harry Goldberg chairman of the Ussalep committee planning the Careers Development Project said funding

for the project was coming in from US companies and from South African groups

The intention of the project was to try and place up to 60 men and women a year in jobs where they would have the opportunity to gain experience and get going in a career, he said

The project would subsidise those of the applicants that needed assistance. A few might be sent to the United States for job opportunities or skilled training not available in South Africa.

Though the emphasis of the programme would be on opening up opportunities for Blacks in the pro-

fessions it could also include training for supervisors foremen and artisans

The director of the SA Institute of Race Relations, Mr Fred van Wyk yesterday announced the Ford Foundation project for academic training. He said it was hoped to send five to eight top graduates to US and European universities in the initial phase of the programme

The rectors of the five Black universities are cooperating in the programme and a selection committee of Black representatives from each university has been appointed.

(1) 170

(2) Education - Technical + Voc

(3) Education - University

Train blacks to offset the labour drain urges Mayor

DD. 24/3/76

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EAST LONDON — Knowledge and not sweat results in higher productivity, the Mayor of East London, Councillor J Yazbek, told members of the East London Chamber of Commerce here yesterday.

Guest speaker at the luncheon which followed the Chamber's annual meeting, Mr Yazbek said to alleviate the manpower shortage which has existed, and which has been aggravated by the call-up of men for military training, the training of black and Coloured employees in skilled work should be given top priority by industry and commerce.

"It is generally agreed that to avoid unemployment and social unrest in the Republic over the next 25 years, a growth rate of 5.5 per cent is needed. And to maintain this growth rate, at least two million skilled workers will be re-

quired from the black and Coloured population by 1980

"My message to everyone is that, never before in the history of South Africa has the labour situation been as sensitive as it is today. It would be naive to expect the present call-up and labour drain in the Angola months being experienced in East London to be a once-only, temporary arrangement.

"In all sincerity, one must expect activities to intensify, and call-ups for three months could be extended to six months. In any event, someone will have to keep relieving units at the border."

"I feel the problem is with us to stay, for a number of years at least, and we will have to stand up and be counted during these absences."

Earlier Mr Yazbek had referred to the problems

which had arisen through the sudden departure on military training in January of 500 men from the city.

Temporary replacements were difficult to find and some small firms had been badly affected. Those same small firms had also suffered more when they answered the appeal of the Minister of Defence to pay their employees during their 12 weeks' absence.

He suggested a short-term solution would be the employment of active pensioners and married women, but in the latter case the provision of temporary creche facilities at the various businesses, especially in the bigger firms, would have to be considered.

Nevertheless, "the present labour position of the country has been described as an economic catastrophe, and in 1973 it was estimated there were 65 000 unmanned skilled jobs."

Because of this, and future requirements, it was essential, said Mr Yazbek, that full training in skilled occupations should be given to the black and Coloured people

DICKSON BROWN

Too many Blacks: 10 trials soon

Labour Reporter

Yesterday's conviction of a Boksburg businessman for employing Black workers in excess of his 1968 quota was the first of a series of 11 prosecutions

This was said today by a Department of Planning spokesman who added "We shall continue prosecuting until contraven-

tions cease."

Mr H W C M Tiemessen, a Boksburg businessman, was fined R100 yesterday. He was permitted to employ 15 Black men while his records showed that up to 46 had been employed

Ten more trials — six of them involving Johannesburg clothing and textiles concerns — are to be heard by the middle of next month

The charges will be un-

der Section 3 of the Environmental Planning Act which provides that no factory can be established or extended without approval from the Minister of Planning.

AMENDMENT

"An extension means the employment of more Black workers than were employed on January 18, 1968, by the particular firm," said the spokesman.

He explained that technical problems had hampered prosecutions until these were eliminated by an amendment of the Act last year.

Only one staff member of the department had been assigned so far to investigations leading to prosecutions.

"I can use any number of my staff, but I hope the prosecutions will serve as a warning," the spokesman said.

The companies due to be tried for allegedly contravening the Act are Venus Knitting Mills, C'est Femina Fashions, Ivy's Textiles, National Clothing, Myro Modes, USA Clothing, and Prideknit, all of Johannesburg; Pretoria Underwear of Pretoria; Points of Sales Displays of Germiston; and Abrasion Resisting Castings of Boksburg

(1) 170

(2) Decentralization - General

The men from the Ministry

An insatiable demand for public servants, fueled by increasing government expansion into private sector affairs, has highlighted critical problems in public administration in South Africa.

The problems — as well as several solutions — were highlighted in a speech on "top-level compensation in the public sector, and its consequences,"

by Professor Georg Marais, director of the Unisa School of Business Leadership and dean of the faculty of commerce.

Professor Marais was talking yesterday at the Institute of Personnel Management's national convention in Johannesburg.

'Perhaps many more Blacks should come into the civil service.'

Exacerbating the problem of efficient public administration was the high inflation rate and consequent "freezing" of civil servants' pay.

① 70
② 252

5-MAR 25/3/76

This contributed to a 50 percent staff turnover in the civil service in the three years to June 1975 and, together with other factors, has led to the situation where "efficient public administrators still left are in the minority, and the workload they are having to cope with is reaching a critical level.

"They must make do with inefficient middle-managers controlling a group of people in the lower levels of management with little or no experience."

So, what has led to this alarming situation? Professor Marais dealt first with salaries.

| | |
|-----------------------|---------|
| Public sector | R15 800 |
| Departmental sec | R15 000 |
| Dep.-sec/director | R22 634 |
| Chief executive | R19 514 |
| Asset chief executive | |

Taking into consideration fringe benefits, civil servants emerge worse off, because "often the fringe benefits of top executives take the form of non-taxable incomes — which is incompatible with civil service policy."

Self-fulfilment: Money is



PROFESSOR GEORG MARAIS

not the sole motivator. Depending upon personality, self-fulfilment may be a dominant or "prime" motivator. In South Africa's civil service the "entrepreneurial autocratic" personality, who enjoys power and status, "has always been a dominant figure.

"But in many cases self-

fulfilment for such a personality is possible only in top positions. The middle/top management may not have this opportunity.

Social responsibility: The public sector, as the largest employer in SA, plays an important role in training. For a long time it drew largely on the services of Afrikaners speaking people

"If civil servant A becomes more efficient, it creates the possibility for civil servant B to become less efficient."

"But this is an unbalanced situation, and these people are moving towards other areas of employment. The serious question now arises whether the civil service is not perhaps still relying too greatly on Afrikaners-speaking people."

"Should there not be an

effort to promote more rapidly the self-sufficiency of Blacks? To do this, perhaps many more Blacks should come into the civil service. How many Black people are employed in the Department of Bantu Administration and Development?

Non-profit policy: This makes it "almost impossible to measure increased efficiency and introduce a system of job-evaluation. It is frequently said that if civil servant A becomes more efficient it creates the possibility for civil servant B to become less efficient."

Size: Generates inertia. "The application of new

ideas is frequently inhibited by the organisations climate. Also, policy formation is basically in the hands of political bodies. Thus the 'civil servant is doomed to implementing policy determined by a politician"

- Among the solutions suggested by Prof Marais:
- Curtail the functions of the civil service.
 - Tender out more manufacturing and service activities to the private sector.
 - Speed up the implementation of Black self-sufficiency.
 - Create steeper salary scales with a wider range for civil servants.
 - Better training in public administration.

Black employment firms: 'fees illegal' ^{STAR}

26/12/76

In the back streets of Ophirton a neat little office stands, its windows containing notices proclaiming that it is a secretarial and employment agency. Notices advertise job vacancies for Indians, Coloured people and Africans, and people looking for work dribble in in various states of hopefulness.

Waiting there, I watched as a smartly-dressed young African woman bounced in. A shabbily-dressed youth was also sitting, waiting. A young white man rushed in. "I need 20 boys today to distribute some papers," he said.

The owner of the business, Mr M H Sornu, ushered me into an immaculate office. He ex-

plained he had begun as an employment agency for Coloured people and Indians, but because of the demand had expanded to include Africans.

He charged a registration fee of R1,50 an applicant. His costs on phonograms alone ran to 60c every time he wished to contact an applicant to tell him of a job, he said. He had also installed a filing system at "great expense," and employed four women to run the administration involved.

Every applicant filled in a form on the back of which is written "Applications and fees are excepted (sic) at the special instance and request of the applicants, and refunds will not be made under any circumstances."

This was to cover him against anyone demanding his fee back if no job was forthcoming. He said he was placing

about 30 people a week in jobs, though the number of applicants was much higher.

Referring to some of his clients who had complained to Star Line, Mr Sornu said he had written to them to tell them that if they called back personally they would be given their money back. "But none of them had."

A grubby flight of stairs leads to the Jeppe Street offices of the Sorna Employment Agency, which, according to the owner, Mr R Osher, no longer operates.

"I started it as a service, because I had so many of these chaps coming in looking for work," he explains. "But I can tell you, it was more trouble than it was worth, so I have stopped."

He said he had charged R3 deposits, "but it caused so much trouble I stopped, and now I do not

Employment agencies for Africans have sprung up in Johannesburg, and a number of complaints about them has poured into Star Line. The men operating the agencies say they are not breaking the law, but to charge a fee to an African to place him in employment is nevertheless an apparent contravention of the Urban Areas Consolidation Act of 1945.

even try to help these fellows look for work," Mr Osher added.

He said he had worked with a system of cards job-seekers simply looked through them, and then tried for work at whichever place suited them.

"If more than one went to the same place it could not be helped, but, as I said, I have nothing to do with it any more," Mr Osher said.

He charged the companies R7 for finding a suitable employee for them, "but I tell you, I lost money trying to help these people."

Both the Star's lawyers and the chief labour of-

ficer of the West Rand Bantu Affairs Administration Board agreed that in terms of the Urban Areas Act No 25 of 1945 it was illegal to charge a fee to place an African in employment.

The Legal Aid Bureau also said it was illegal and undesirable, and an official contacted Star Line to see if it was not possible to stop the employment agencies from advertising in The World.

According to other lawyers, the existence of such agencies might also be contraventions of the Labour Act of 1964 and the Industrial Conciliation Act of 1956.

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STAR

Job-seekers want refund

26/3/76.

"Can you please get my money back?" "I have not been given a job, and wish to have my money returned."

"I paid R3 for a position and found it was already taken, so want my money."

These were some of the many requests received by Star Line from Africans who had paid fees to employment agencies.

Mrs Sarah Mahlangu of Orlando East, Soweto, came to Star Line after she said she had answered an advertisement in the World for jobs through the Avail Employment Agency.

She paid her R1,50 registration fee, and applied for a job as a

cashier. She said she had one letter asking her to call again at the agency's office. It asked her for testimonials, but she refused, saying it was up to any future employer to get those.

She then asked for a refund, but, she said, was told there were none. She reported the matter to the police, she said, and was advised to approach Star Line.

Mr Martin Mkwana and Mr Percy Zungu, both of Dube Village, Soweto, approached Star Line after answering an advertisement in The World for employment from Sorna Employment Agency, Jeppe Street.

They claimed they paid R3 registration fee each, and were shown cards for the type of work they wanted, to look at.

Mr Zungu said when he had chosen where he wanted to try, he was sent there. At the place, he found four people waiting, all of whom had been sent there by the agency.

They waited until they were ordered to leave, because the manager was not there. Mr Zungu said they went back another day, and were told someone had been employed. When they asked the agency to return their fees, they said they were refused. Mrs Alicia Radebe of

Kwa-Zuma had a similar story when she came to see Star Line. After paying a R3 registration fee at the Sorna Employment Agency, she said she was told to come back a week later.

When she did, she said, there were still no jobs for her, and the manager suggested she choose herself R3 worth of clothing from his store. She refused to, and asked for her R3 back.

"What I wanted was a job. He advertised that he helps people after paying the sum of R3. He can send you to any job of your choice, but if this he never did for me and he is refusing to give

money back. May I please get my money back, as I am poor and not working," she wrote to Star Line.

There were many more — all in similar vein, and all angry at the way they felt they had been cheated.

● Referring to these complaints, Mr M H Som of the Avail Agency says he has written to some of his clients saying they could get their money back if they called but none had done so.

Mr R Osher of the Sorna Agency says he no longer operates it "because it is more trouble than it's worth." (See story below.)

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Jobless Blacks fear

Star
5/4/76

Labour Reporter

South Africa must gear itself for action to counter the dangers of Black unemployment through public works programmes and unemployment assistance, a labour economist warned today.

"There is an increasing tendency to cut back on the services of domestic servants and Black gardeners," Professor P J van der Merwe of the University of Pretoria said.

He commented on the announcement by the Prime Minister, Mr Vorster, that total Black employment increased by only 1.3 percent from September 1974 to September 1975.

Mr Vorster pointed out that Black unemployment would have reached worse proportions if it had not been for large-scale switching from foreign to local Black labour on the mines.

LITTLE COMFORT

The number of foreign Blacks working in South Africa dropped from about 482 000 in mid-1974 to about 414 000 a year later.

Professor van der Merwe saw little comfort in the fact that the figures announced by the Prime Minister excluded agricultural workers and domestic servants.

He pointed out that the mines were back on full employment and were not likely to absorb much more local labour.

He also pointed out that Mr Vorster's figures did not reflect the impact of devaluation and the anti-inflation manifesto.

Daily Disp. 15/4/76

Job reservations end in sight — Reynders

PORT ELIZABETH — In a searching look at the long-term prospects for the South African economy, the executive director of the Federated Chamber of Industries forecast here that the gross domestic product in South Africa would continue to rise by five per cent a year.

Speaking at the Economic Outlook Safari, organised by the Midland Chamber of Industries, Dr H J J Reynders emphasised that short-term difficulties should not obscure overall prospects.

Among the economic predictions he made were:

1 — By the turn of the century, South Africa's population will total 47 million — 74 per cent of

them Africans;

2 — Between 16 and 18 million people will, by then, be economically active.

3 — In the 1980s blacks will enter the economy in skilled jobs in increasing numbers.

4 — In the long term, job reservation will fade out of the picture.

On long term economic growth, Dr Reynders said in the present decade the gross domestic product (GDP) would grow at six per cent on average, and at five per cent in the 20 years from 1980. For manufacturing alone, the FCI believed growth would be at a higher rate, possibly up to 6,5 per cent.

Productivity increases,

however, had lagged far behind other countries (25 per cent in South Africa compared with 60 per cent in West Germany and 74 per cent in France over similar periods).

Demographically, all race groups except the Africans had passed the peak of their expansion. But among the Africans, the proportion of people under the age 14 to 15 was increasing, and they were just about to enter the explosive phase of their growth.

One result would be that by the year 2000 whites would decline from 20 to 14 per cent of the population, and Africans increase from 70 to 74 per cent (using 1946 figures as a base).

This effect would be even more marked in the economically active segment of the population where, in 1970, whites were 27 and Africans 50 per cent of the total. In 2000, whites would halve their share of this area to 13 per cent, and Africans increase it to 74 per cent.

Three-quarters of the entire work force would, therefore, be African, said Dr Reynders. At the same time, the ratio of supervisors for black workers would decline to nearer the level for whites, and the increase in skilled categories in the economy would be much more rapid than for labourers or artisans.

The African share of these skilled categories would increase, he said —

DDC

'Sweeping pay rises are not the answer'

SUNDAY TIMES, Business Times, April 18, 1976

Five-point plan to 'better the Blacks'

SUN. TIMES (Bus Times) 18/4/76

MASSIVE across-the-board increases in wages are not the answer to raising Black living standards and industrial productivity, according to a penetrating new study by Professor Christopher Orpen, of the University of the Witwatersrand.

"Greater prevailing conditions. Increases of this size are likely to result in many Blacks becoming unemployed, to result in a rise in the rate of inflation to the point where Black workers will be even worse off than before," he writes.



Professor Orpen

Tony Koener-mand outlines

Instead, he suggests a five-point plan to improve the lot of the Blacks. The plan is set out in a report to the Commission of Enquiry into the Education of Blacks in South Africa, which is headed by the late Professor Orpen.

He suggests that the Commission should:

- (a) Classrooms, Restrooms, Showrooms, Workshops, Fabrication bay, Workshops, Office.
- (b) Vacant land.
- (c) 254 units of housing.
- (d) 169 units of housing.
- (e) 12 units of housing.

He also suggests that the Commission should:

- (a) Classrooms, Restrooms, Showrooms, Workshops, Fabrication bay, Workshops, Office.
- (b) Vacant land.
- (c) 254 units of housing.
- (d) 169 units of housing.
- (e) 12 units of housing.

IN THE SUPREME COURT OF SOUTH AFRICA (WITWATERSRAND LOCAL DIVISION) Case No. 3680/76

Plaintiff: ALBERT JAMES WELLSER HARDS

Defendant: JESSIE MAUD WELLSER HARDS

WELLSER & TENDERS

skilled wages should be about 4 to 1 in highly industrialised countries it is 2 to 1.

Prof. Orpen does not believe the wage gap can be removed successfully in the short term, except at the professional and technical level.

The inflation and unemployment which are likely to be produced by attempts to ensure that within

two erected in the area of the site. The site is situated on the corner of the road and is approximately 1.5 hectares in area. It is a prime site for the construction of a shopping centre and premises.

Public Auction at Highway on Monday, 26th April, 1976

SHOPPING CENTRE AND PREMISES

ES (PTY) LIMITED (ION) T123/76

Provisional Liquidator in the Public Auction at Highway on Monday, 26th April, 1976

24TH APRIL, 1976

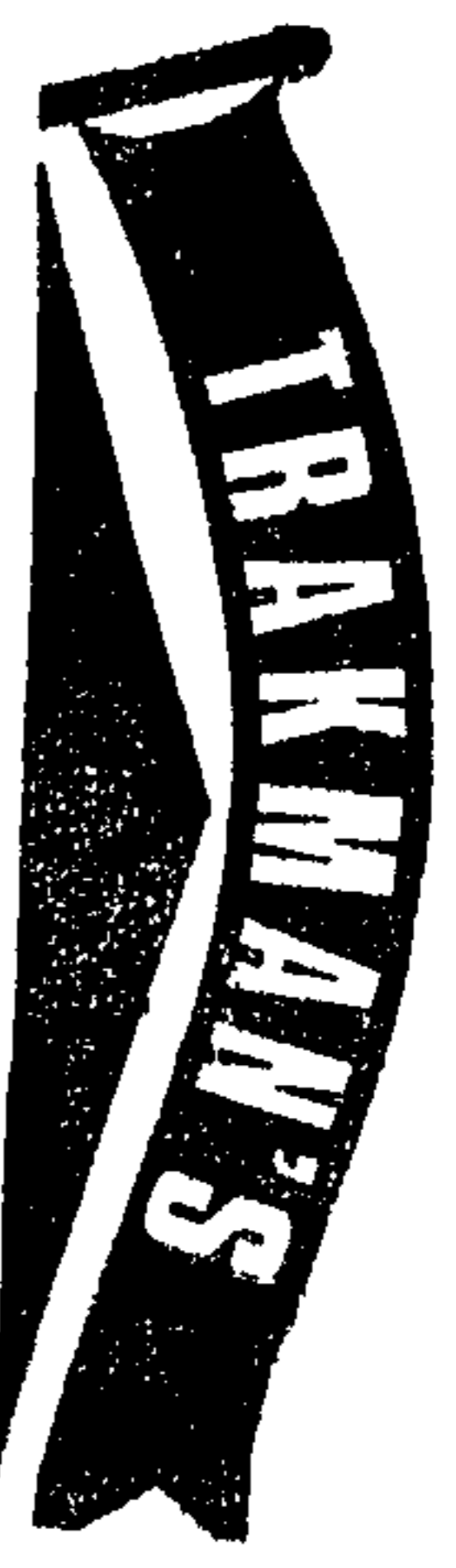
IN THE SPOT, HIGHWAY

UNITED AUCTIONEERING

Lock Liquidators, 127 Market Street, Johannesburg

Phone: 22-7858/9.

the following: GARAGE, WORKS, EQUIPMENT, FURNITURE AND EQUIPMENT.



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N. MADDISON & SONS (PTY) LTD (IN LIQUIDATION). MASTER'S REFERENCE T 1553/75. R1000 STOCKS OF OIL HEATERS, GAS STOVES, AIR CONDITIONERS, ETC. WEDNESDAY, 21ST APRIL, 1976 AT 10.00 AM.

Duly instructed by The Liquidator in the above mentioned matter WE WILL SELL AT OUR MASTERS' HOME OF AUCTIONS, 51ST STREET, NEW BRITAIN, JOHANNESBURG ON WED. 21ST APRIL 1976 AT 10.00 AM the assets comprising 70 air heaters including CV, Westpoint, Airtec etc. stoves Cadac fittings & attachments gas stove motors, Gas heaters & heaters of all makes and folding, etc

TERMS. Cash or Bank Invoiced cheques only. There will be no exceptions to this condition whatsoever.

R12 000 NORDON & SELF SIGNS



Favourable

CAPE TIMES

27/4/76

reaction to

FCI plan

for labour

Own Correspondent

JOHANNESBURG. — Preliminary soundings suggest that the Federated Chamber of Industry's request to the Government to formulate a co-ordinated manpower development policy managed by a single central department will result in a positive reaction from the authorities

The FCI submitted its proposals late last year. Included were recommendations that influx control and job reservation be relaxed, and that collective bargaining machinery be made available to Blacks.

Acceptance of some of the recommendations will necessitate changes in legislation that will allow, according to the FCI, "a more efficient use of the total labour force."

There has been no official reaction yet from the Department of Labour to which the FCI proposals were submitted, and the chamber has desisted from pressing for a reply.

CHANGE

This is mainly due to the change of ministers. The previous Minister of Labour, Mr Marais Viljoen, apparently reacted favourably to the idea of a co-ordinated manpower policy.

It remains to be seen what stance his successor, Mr S P Botha, takes.

Dr Hennie Reynders, director of the FCI, says he and his colleagues are giving Mr Botha sufficient time to settle into his job before tackling him on the subject.

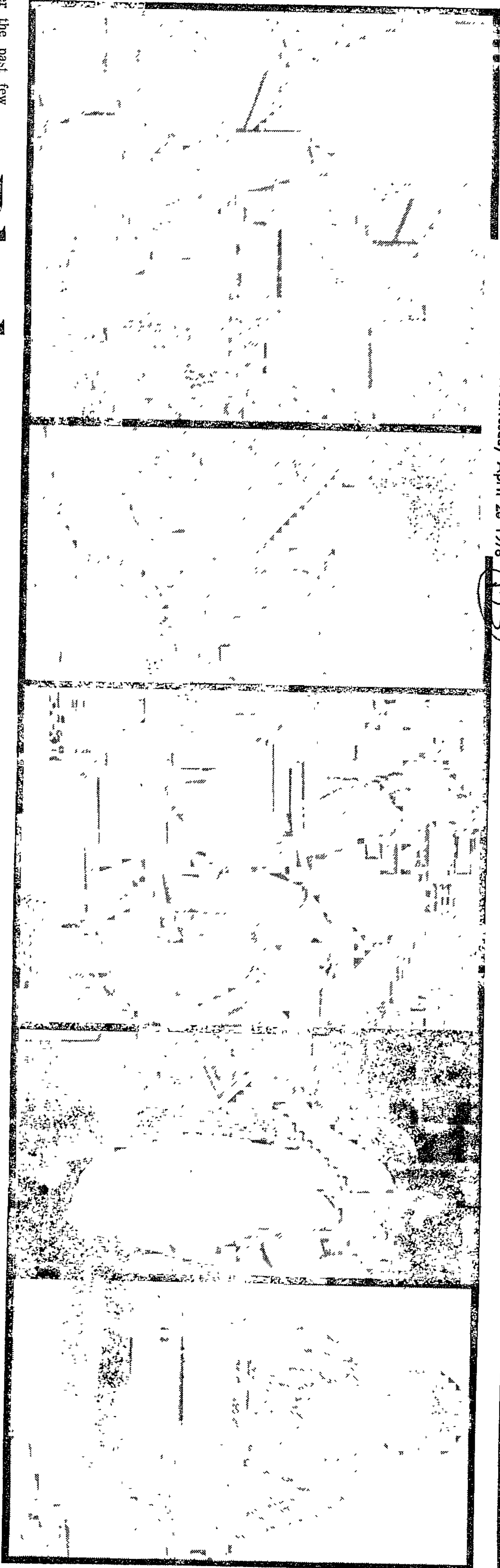
But behind the scenes lobbying indicates that the authorities favour many of the proposals.

I am told that Mr M C Botha, Minister of Bantu Administration and Development, has indicated his support and members of his department have expressed enthusiasm. This could mean a great deal in relaxing influx control.

CONTROL

This is a big area of irritation to industrialists who complain of the difficulties they face through the ad hoc approach of

133
20 (19)



Over the past few years, thousands of Black, Coloured and Asian women have stepped into jobs previously done by Whites

In the past, African women could look to cleaning and domestic jobs, and Coloured women to factory work, as virtually the only wage earning outlets

Now employers are realising the advantages of using easily available, cheap and competent non-White manpower
Today there are new opportunities in office work, banking, and in the film, hotel and television industries, to mention only a few fields
Some firms have be-

Black womenpower is moving in

run to offer Black women positions as receptionists, typists, telex and switchboard operators

The film industry accepts non-Whites as usherettes and to repair and redistribute films

Hundreds of women are finding jobs in the television industry, assembling sets

And several hotels have quietly gone about hiring non-White women as housekeepers, telex operators and in personnel departments
A spokesman for I B M, Mr R Roly

Clarke, summed up the prevailing attitude of many entrepreneurs

"Non-White employees are highly motivated and often their labour turnover is lower than their White counterparts while their productivity is equivalent"

The banks, too, are in line with this thinking

Barclays and Standard offer a wide range of opportunities within the framework of the law which prohibits Blacks from supervising Whites
And like IBM and Anglo American, the

banks offer equal training facilities

Perhaps the greatest about-face has been in the retail trade which has opened its doors to large numbers of African sales assistants and cashiers

Assistant vice-president of the Checkers group, Mr R McMaster says that about 60 percent of the supermarket's cashiers in the Transvaal are Black women

A local publication reveals that one branch of the OK Bazaars, in the Carlton Centre employs 10 Black female cashiers

Rosemarie Raphael

and 14 assistants

And the Central News Agency's Eloff Street branch has 11 White women and eight non-White women on their staff

Job reservation in law and practice, however, presents several difficulties for African women

Innumerable organisations contrast these laws daily, but the authorities, in the main, turn a blind eye as long as there is no racial friction, and the

fact is not made public

For non-White workers this leads to job insecurity

Legally, Africans can be dismissed if employers do not stick to employment quotas decided eight years ago

Thousands of women in the garment industry are currently threatened under this law (The Environmental Planning Act)
Yet another reason for dismissal can be if the Department of Labour finds that

firms do not have enough separate toilet facilities

Job reservation also leads to unfair pay

First, because non-Whites may not supervise Whites, there is a fixed ceiling on job advancement

And next if Blacks are employed in work they are not legally entitled to do, they cannot demand the minimum wage for the job

For instance, Coloured women may be employed as sham-pooists in Johannesburg, says Mr G

Breetzke of the Witwatersrand Industrial Council for Har-

But Black women are not supposed to wash the hair of White customers or pass clips or place clips under driers

Veteran trade unionist Mr M Kagan confirms that African women are discriminated against because of their colour and sex, particularly in the retail industry

The minimum legal wage for a sales assistant, he says, is R122 a month

Many firms pay in the region of R130 and they know full well that White women would not work for that rate, he adds

Job reservation may be imposed where the authorities see fit, but in many cases it is as a result of a closed-shop agreement between trade unions and the Minister of Labour

Leading economists agree that not using available labour is one way of worsening inflation
They say
● Women should be

African women have not been slow in accepting the opportunities that have opened up for them in various fields. They now assemble television sets, work in offices as typists and switchboard operators and in supermarkets as cashiers.

helped, not hindered, in coming on to the labour market

● It is time antiquated job reservation laws were done away with

● And time the Government realised detente is as much of an issue on the home front as it is on our borders

177UMWEN IN ISRAEL

467
(2170)

Economics

System

'defeating apartheid'

The Star Bureau

WASHINGTON — An American study of the labour market in South Africa has found signs that economic progress is working against strict apartheid

The most significant effects of economic growth, according to a 90 page report by the Investor Responsibility Research Centre, Inc., are increased demand for labour which can only be met by hiring Blacks, an overall increase in Black wages and hence in the size of the market for South African products, and a growing number of more liberal, commercially minded Afrikaner businessmen

The report, designed to answer questions among corporations and shareholders about the moral implications of investing in South Africa, notes that American investments there earn an extraordinary rate of profit. Most of the profit, however, is reinvested

It also says that despite the recent recession the heads of many US subsidiaries in South Africa expect growth in the future to be as rapid in the recent past, with sales climbing by 10 to 15 percent a year or even more

One manager reported a five-fold growth in sales in two years and predicted growth to continue at 25 to 30 percent a year

FUTURE GROWTH

Discussing the effects on future growth, the report says South Africa is plagued by shortages of semi-skilled, skilled and management-level workers

An important aspect of these shortages is that they will be alleviated mainly by the use of Africans, because White labour is almost totally utilised

"The high demand for scarce White workers and the simultaneous failure to draw effectively from the Black labour pool have created shortages which, in turn, have contributed to South Africa's high rate of inflation

"Per capita productivity of workers is declining, wages for White artisans are inflated, skilled White workers are becoming hard to attract and then hold"

The report is unflattering about White workers in South Africa, saying they virtually hold management to ransom because of their scarcity

APARTHEID HIT BY SA GROWTH, SAYS REPORT

The Argus Bureau

W/LK ARGUS
5/6/76

WASHINGTON. — An American study of the labour market in South Africa has found signs that economic progress is working against strict apartheid.

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It also says that, in spite of the recent recession, the heads of many US subsidiaries in South Africa expect growth in the future to be as rapid as in the recent past, with sales climbing by 10 to 15 percent a year or even more.

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'The high demand for scarce White workers and the simultaneous failure to draw effectively from the Black labour pool have created shortages which, in turn, have contributed to South Africa's high rate of inflation.

'Per capita productivity of workers is declining, wages for White artisans are inflated, skilled White workers are becoming hard to attract and then hold.'

The report is bleakly unflattering about White workers in South Africa, saying they virtually hold management to ransom because of their scarcity. Turnover is high, as is absenteeism, and the workers are fiercely protective of their privileged status.

As a result, the substitution of Black labour for White has already begun, particularly at the lower end of the scale of employment. The number of Africans active in the money economy grew from less than four million in

1960 to 5.6-million in 1970.

This was a rise of 44 percent, compared with the African population growth of only 37 percent in the same time.

In manufacturing the increase of African workers was greater, and the pace was accelerating in the early seventies.

'In the automotive industry, General Motors reports, the number of Blacks has gone up 15 percent since 1950. At GM itself the number of Black employed increased 49 percent between 1950 and 1975, against a 37 percent increase for Whites,' the report says.

~~1167~~
(2) 170

173
~~257~~

Hansard 20

18/6/76

Q. Col. 1247

1247

Ans

THE MINISTER OF STATISTICS

the venue for your presentation been decided?
so:

- (a) 122,017 47,444 15,110 2,533,515
- (b) 121,221 12,123 1,779 1,071,001

Will you be playing at home or away, and is the meeting room familiar to you?

Note

- (a) Details of employment in training and...
- (b) Details of central programme of Party...

Is it suitable as a meeting place for your audience and as background for your subject?

Is it the right size for the audience expected?

Will everyone be able to see? Will there be a dais or platform? Will there be enough room for the proper positioning of one or more projection screens?

(e) Will everyone be able to hear? Will you need to use a microphone? Is there a public address system already installed? Will there be any distracting noises and can these be silenced during your presentation?

(f) Can the room be darkened easily? Are there sufficient power supplies for any projected visuals or recorded sound?

Visuals

- (a) What equipment will you have at your disposal? Will there be an experienced projectionist available?
- (b) Are there any suitable visuals or other aids (e.g. films, videotapes, sound tapes, slides, etc.) already available?
- (c) What facilities are there for obtaining or making others you may need?

Budget

Has a budget already been prepared? If so, how much money has been allowed for:

MAN POWER GENERAL

173

8. 2 - 78

-

8 12 - 79

~~X~~

Black employment X

*12 Mr H H SCHWARZ asked the Minister of Statistics

(a) What progress has been made in the collection and processing of statistics in

respect of Black employment in the Republic and (b) when is it anticipated that such statistics will be made public?

The DEPUTY MINISTER OF STATISTICS

(a) Preliminary information for October 1977 has been compiled

(b) The data were published in a Statistical News Release on 31 January 1978

Cape Times 9/3/78

173

★

1,8m working whites in SA

Political Staff

HOUSE OF ASSEMBLY. — Nearly two thirds of South Africa's economically active population will become foreigners in terms of government policy according to figures released yesterday by the Minister of Statistics, Dr Schalk van der Merwe

In reply to a question from Dr Zac de Beer (PFP Parktown) the minister disclosed that the estimated number of economically active blacks in October, 1977 was 5,1m. This excludes 1,8m citizens of Bophuthatswana, and the total population of Transkei

According to the statistics, there were 1 831 000 economically active white, 822 000 coloured, and 237 000

Asian people in South Africa at the time of last year's estimates

These approximate figures are based on mid-year figures of population and ratios derived from the 1970 census

There are also 9,03m black people over the age of 18 in the Republic, compared with 2,83m white, 1,22m coloured and 421 000 Asian people

Under the age of 18, there are 7,91m blacks, 1,53m whites, 1,20m coloureds and 344 000 Asians

Commenting last night Dr De Beer said the figures demonstrated clearly the foolhardiness of the government's declared intention to strip all black South Africans of their nationality.

This had been made clear by Dr C P Mulder who said that in terms of Nationalist policy there would be no black South Africans when the policy of separate development was fully realized.

376 000 new jobs
yearly until 2 000
must be created

Star 15/3/78

alternative to workers (2)

(1) 173
~~173~~

With the public sector swallowing a large proportion of local savings and foreign capital flowing out of SA, there is not enough money around to finance the capital needs of the manufacturing industry according to Dr Hennie Reynders.

In yesterday's address to the Transvaal Chamber of Industries, the executive chairman of FCI said he estimates that 376 000 jobs will have to be created each year between now and the year 2 000.

This means the manufacturing industry alone will have to grow at a rate of 6,5/7,5 percent a year as it is the largest single contributor to the gross national income and the second largest employer.

Dr Reynders believes available funds should be channeled into the most productive areas. He suggests improving investment allowances, allowing tax holidays on approved investments and ruthlessly cutting socially popular and prestigious projects, which do not contribute to growth.

He also suggests that the authorities give cover on foreign loans to the private sector — particularly when intended for approved, productive purposes.

s and been refused?

with your work?

ese problems?

Do you di
other f

ams with workers on this or on

Have you ever thought of joining together to get something changed?

To occasional and contract workers only

Will you try to come back to this farm?

Why/Why not?

HANSARD 8 29 March 1978
 Question 347 Cols. 451 & 452

173

451

WEDNESDAY, 2

WEDNESDAY, 29 MARCH 1978

†Indicates translated version

For written reply

X Persons employed in Republic

347 Mr T ARONSON asked the Minister

9 MARCH 1978

of Statistics

(a) How many persons in a group were employed in the Republic 31 December 1977 and (b) how many of these were employed in the public sector?

The MINISTER OF STATISTICS:

(a) The information as requested is available. The number of economically active population is given as follows:

| | 31 December 1977 | | |
|--------------------------------|------------------|----------|---------|
| | Whites | Coloured | Asians |
| Economically active population | 1 848 000 | 830 | 241 000 |
| (b) Public Sector | | | |
| Central Government | 122 931 | 52 460 | 9 744 |
| Provincial Administrations | 116 600 | 21 500 | 3 600 |
| Local Authorities | 58 000 | 23 900 | 5 700 |
| Bantu Homeland Authorities | — | — | — |
| S A Railways and Harbours | 114 668 | 23 876 | 1 902 |
| Post and Telecommunications | 43 515 | 6 430 | 1 043 |
| Control Boards | 1 595 | 244 | 2 |
| Public Corporations | 65 000 | 4 000 | 500 |
| Sundry Statutory Bodies | 12 450 | 1 074 | 78 |

231 000
 125 406
 8 740
 136 300
 78 500
 122 451
 1 965
 80 500
 645
 985

Error
 should this
 be 830 000 ??
 I think so !!

Assocom proposes unions for all races

25/5/78

(173)

Mercury Correspondent

JOHANNESBURG — Trade union rights for all South African workers and the scrapping of all race discrimination in labour laws are among the recommendations made to the Wiehahn Commission of inquiry into labour legislation by the Association of Chambers of Commerce of S.A. (Assocom).

Assocom, one of the most influential employer-groups in the country, represents 101 affiliated chambers of commerce which in turn represent 16 000 member firms employing more than 1 000 000 people of all races.

Its submissions to the commission were released at a Press conference here yesterday.

Among its other recommendations are.

A two-level system of industrial relationships with industry-wide trade unions on a national level and enterprise committees on a domestic level;

A system of industrial courts to handle disagreements and disputes; and

The full training and use of Blacks, Coloured and Indian manpower to bridge the skills-shortage.

Assocom gives the following reasons for including Blacks in the existing structure for registered-trade unions:

Trade unions for Blacks are not illegal and should be brought under the Industrial Conciliation Act where they would be subject to some control.

It would enable employers to deal with one employee-body industry-wide; and

It would be necessary for a two-tier system of industrial relations.

On its proposed two-tier system Assocom says industry-wide employer bodies and trade unions should regulate all issues relating to wages and conditions of employment to serve as a minimum common base for the whole industry.

On a domestic level, enterprise committees should deal with issues which relate only to their particular enterprise.

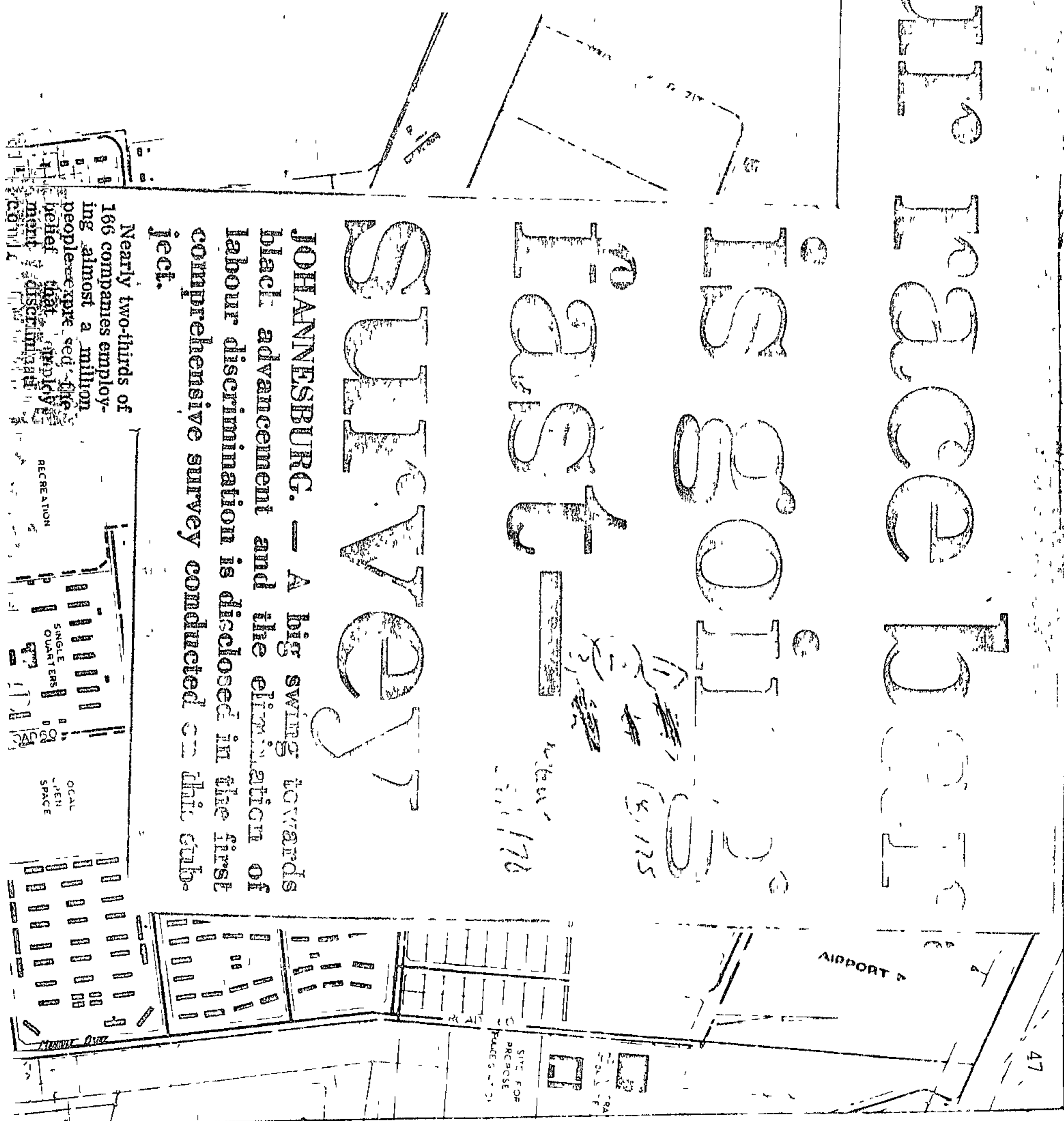
The State should provide a single legal framework to make agreements at both levels legally binding, and should also provide machinery for conciliation and arbitration in cases of disagreements or disputes.

JOHANNESBURG

Is going first STRAW

JOHANNESBURG. — A big swing towards black advancement and the elimination of labour discrimination is disclosed in the first comprehensive survey conducted on this subject.

Nearly two-thirds of 166 companies employing almost a million people expect the behavior that will result from the elimination of discrimination.



within the next five years.

The survey, conducted by the Bernard Baruch Associates, Johannesburg consultancy, shows that:

Almost seven out of ten companies consider all existing staff for promotion, regardless of race.

Same level

More than half the 166 companies surveyed reported that they had white and workers of other races working at the same level.

Many companies have shared other than white candidates without any major objections from white staff.

About two thirds reported an integrated pay structure for all races and said they paid equal pay for equal work, mainly based on a system of job evaluation.

Minimum wage

The average reported minimum wage was R135 a month, excluding fringe benefits which provided irrespective of race, the main exceptions being medical aid, housing assistance and life assurance.

Most companies would not stand in the way of trade union. They did not appear to be against the idea of organised labour since more than 80 percent said they had established liaison or works committees.

Executives

More than 80 percent of senior executives in the 166 participating firms said they were prepared to have somebody other than white as a superior.

An important finding is that the objections expected from whites to mixing or dealing with workers of other races do not occur when this actually happens.

The survey was conducted on a confidential basis. More than half the firms were South African-owned, 28 percent had strong links with Britain and 15 percent with the United States.

Argus Correspondent
© Warning by Oppenheimer - Page 4

RETIREMENT

Need it be so early? (173) FM L1 Sept. 1978.

In an age in which retirement is not uncommon at 60, quite normal at 63, and in most cases mandatory at 65, it is refreshing to note that, just this past week, two gentlemen of retirement age have been honoured by elevation to highly important jobs

Indeed, the new Pope, as a mere strapping of 65, was considered by many as perhaps too young for the job. And the Shah's choice for the job of his Prime Minister — certainly no sinecure — was a 68-year-old

So perhaps it is high time that there was a general re-thinking of the wisdom — and the waste — of fixed retirement ages. As the average age of society increases, it is important that the working young should not be expected to carry an ever-larger burden of non working

“geriatrics” (It is amusing to note that in a recent radio programme on this topic, the speakers all seemed to regard the cut-off age for geriatrics as 60.)

That the economy — both of SA and of the world — needs the developed skills and the mature experience of its senior citizens is, or should be, self-evident. Given a shortage of executive manpower, particularly in this country, throwing people on to the scrapheap merely because they have reached a certain age is ridiculous

This relatively simple issue is clouded by the seemingly related one of unemployment. With unemployment high almost all over the world — and appearing to be an intractable problem at that — one facile solution is to encourage early retirement, thus theoretically creat-

ing jobs to replace those who have retired.

Of course, this is not necessarily the case. The retirement of a 60-year-old executive certainly does not create a job for a school-leaver, it could even have the opposite effect if the enforced retirement of an able entrepreneur meant that expansion did not take place and so jobs were not created

One of the most glaring anomalies of our times lies in the contrasting attitudes of commerce and industry, on the one hand, and of politics, on the other, to the issue of age. There's no fixed retirement age for politicians the world over; Kenyatta has just died in harness at a reputed 89; Churchill was 81 before he could be persuaded to step down. Yet captains of industry are expected to put



Old timers (left to right) Beard (71), Frame (74), Bloom (64), Frankel (69), Wassenaar (70), and Oppenheimer (69) . . . wise heads should stay

themselves out to pasture at 65 or even 60, and are frequently criticised if they cling to office beyond retirement age.

Clearly, there's no logic in this. If there were any intrinsic merit in having youth at the helm, as many would try to persuade us there is in the business arena, surely things are the wrong way round? If experience, and the wisdom that comes only with age, are the prerequisites of top level politics, is the same not true of business?

First signs of a major re-think of the age problem have come this past year or so from the US. There, in the home of anti-discrimination, where it's long been illegal to discriminate on grounds of race and sex, the aged are now coming into their own.

The movement against discrimination on grounds of age built up rapidly in the past year or so. The House of Representatives took the lead, but both the Senate and President Carter's administration soon climbed on the bandwagon. The result was the April 1978 amendments to the Age Discrimination in Employment Act (ADEA), which defer the mandatory

retirement age for most employees from 65 to 70, and prohibit discrimination in employment on account of age in hiring, job retention, compensation, conditions, and privileges of employment

The Department of Labour has authority to investigate possible violations of the Act and bring actions in court to enforce it. Individuals may institute proceedings and employers can be required to change their practices and could even be liable to criminal penalties

Stay out your day

It all sounds quite drastic, but this new law is regarded in the US as only the first step on the path towards the elimination of mandatory retirement

One is not advocating that SA should follow in the footsteps of ADEA. This is an area in which commonsense, rather than legislation, should rule. And there are people, in all walks of life, who should retire, or be retired, early. Many in the 50-plus group are beginning to lose their drive, and their companies could benefit from their early retirement.

Equally, however, many are active and

competent at 60-plus and could continue to give valuable service rather than sit on the beach and twiddle their thumbs.

What is needed is a middle way. Let those who want to, or who should, retire when their usefulness begins to decline, be this at 55 or 80. And if a man, or woman, is still providing a valuable contribution in the job, then keep him or her on, even if the calendar, viewed conventionally, says he is past it.

Possibly the most cogent argument for a re-think on the whole retirement question is the effect that later retirement could have on the vexed question of the cost of company-funded pension funds. At a time when many companies are having to make lump-sum payments to their funds to make good actuarial losses caused mainly by the effects of inflation on salary scales, one of the very few options available to decrease the costs is to extend the retirement age. Even pushing it back from 63 to 65 could effect a major cost saving.

Or the funds released could be used to improve early retirement benefits so that we could, in fact, tread that middle path.

SA 28/7/78 132 173

SA warned of new challenges

JOHANNESBURG — Two leading industrialists warned yesterday that South Africa was facing unprecedented economic challenges and that it would have to rely mainly on its own manpower resources to meet them.

Dr Wim de Villiers, chairman of General Mining, told a convention here yesterday South Africa was entering a totally new phase in its history.

There were about 300 000 new entrants to the job market each year and the economy would have to grow at some 6 per cent to create enough jobs.

It was estimated that without capital growth the economy would grow only at some 3 per cent.

"But for me, capital growth is not the greatest problem. A much bigger problem is the ability and distribution of nobility among our people," he

said.

South Africa was facing an acute skills shortage which would have to be filled by people of all race groups. Blacks would have to be promoted to jobs seen in the past as jobs for whites.

Dr De Villiers warned against pushing wage structures up to a level where it would contribute to unemployment.

Dr C. van der Pol, director of Hulett's Aluminium, told the convention South Africa would have to meet the challenge to provide enough jobs with no further support from the outside world, either in terms of capital or white skills. DDC

Star
24/10/78
173
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Change, but in SA way — Minister

Pretoria Bureau

The Minister of Labour, Mr Fanie Botha, has encouraged South African employers to resist foreign demands for changes in their labour relations that would jeopardise the economic security and stability of workers.

Addressing the annual banquet of the Steel and Engineering Industries Federation of South Africa in Johannesburg, Mr Botha said "We will find South African solutions for South African problems."

Orderly and evolutionary change in labour was a high priority but a good deal of the pressure exerted on employers came from well-meaning people and organisations who did not comprehend this country's situation and circumstances.

South Africa would make the necessary adjustments in its system subject to conditions — that the economic security of all the country's workers was not endangered, that South Africa was satisfied the need for adjustments was proven, and that labour peace was maintained.

Mr Botha said attention must be given to the utilisation, training and re-training of manpower for South Africa's future needs.

10 000 SHORT

Although there were about 277 000 trained artisans of both sexes and all race groups working in 320 trades, the shortage of artisans and apprentices in these trades was about 10 000 at present.

"Most of this shortage is felt in the metal and engineering industries," he said "If the upswing in our economy gains momentum this shortage will increase rapidly and could, if not properly handled, seriously hamper our economic development."

Mr Botha appealed to the country's institutions for advanced learning to introduce or develop further courses in manpower development and management.

"What is needed at this time is a co-ordinated and rationalised move towards the introduction of a bachelor's degree or higher diploma course with subjects in manpower selection, control and utilisation, industrial relations, labour market analysis, labour law and many other related aspects."

THOUSANDS OF EDUCATED WHITES FACE 'NO JOB' PROSPECTS

Pressures on manpower

Thousands of whites with Standard 8 to 10 education will be unemployed by 1981 — or doing work which requires education beyond matric

And more than 144 000 blacks with similar qualifications will be in the same position

This is the disheartening indication in a manpower study published by the Human Sciences Research Council.

The study bases its projections on trends observed from 1965 to 1975

The study assumes a high rate of economic growth — an average of 5 percent from 1977 to 1981 — which most economists regard as unattainable

It gives one projection of the white labour situation with a net immigration gain of 10 000 a year over the period 1970 to 1981, and another with a net immigration gain of 20 000 a year.

With the lower immigration figure, the study projects a surplus of 39 625 whites with Standard 8 to 10 education

With the higher immigration figure, the projected surplus is 80 005.

An excess demand of 20 000 to 29 000 for whites with less education or no education could absorb some of the surplus, unless the positions were filled by workers of other races

It is likely the projected surplus will be much smaller because employers will be forced to push whites with Standard 10 into vacancies for higher educated people

A shortfall of 44 137 whites with qualifications higher than matric is projected on the basis of an immigration gain of 10 000 a year.

Projections by the Human Sciences Research Council have spelled out the need for black job advancement. But they also indicate that thousands of whites with qualifications from Standard eight to 10 may be unemployed in 1981. The Star's labour reporter, SIEGFRIED HANNIG, reports on the manpower pressures that lie ahead.

With an immigration gain of 20 000 a year, the shortfall still would amount to 34 483 — 14 634 graduates and 19 849 matriculants with a diploma

Would it not be better to fill these vacancies with black graduates and black matriculants who have additional diplomas?

The people who made the projections say the indications are that whites will not be able to provide, all the high-level manpower required in periods of rapid economic growth

Should past trends endure, 43 percent of the demand for white men in 1981 would be for professional, technical and administrative workers. The

comparable figure for the United States last year was 26.5 percent.

The authors say "it is doubtful whether any nation is able to function efficiently" in these highly skilled areas under the South African situation.

"Consequently the practice of elevating the position of whites to make room for non-whites cannot generally continue," they say

Instead, they hold out the prospect of "competition between whites and non-whites for the same posts" on a larger scale than before

It is important to note, however, that economists see no prospect for fulfilling the 5 percent growth assumption on which this study is based

This means that labour surpluses are bound to be greater and shortages smaller than projected.

While this reduces the need for black advancement, it aggravates the unemployment problem.

Of particular interest is the black manpower projection which would seem to leave only 45 607 blacks unemployed.

However, this does not take into account the 250 000 to 300 000 black foreigners currently employed in South Africa.

The other outstanding feature of the black labour market in 1981 is that there is a large surplus of blacks with education levels from primary school to matric while there is a shortage of 530 298 with no education.

This means that educated blacks will have to perform the work of uneducated labourers

Students of industrial relations may ask themselves what this could mean in terms of labour unrest if grievance-solving procedures are not improved.

PH 178 850
PH 178

Persons employed in Republic

117 Mr T ARONSON asked the Minister of Statistics

(a) How many persons in each race group were employed in the Republic as at 31 December 1978 and (b) how many of these were employed in the public sector

The MINISTER OF STATISTICS

Information only available as at 30 September 1978.

173 250

Hansard 2 Col 59/60

| | Whites | Coloureds | Asians | Blacks |
|--|-----------|-----------|---------|-----------|
| (a) Economically active population ... | 1 874 000 | 842 000 | 247 000 | 6 477 000 |
| (b) Public sector: | | | | |
| Central Government | 125 023 | 54 680 | 10 351 | 112 658 |
| Provincial Administrations | 120 454 | 22 942 | 3 898 | 89 918 |
| Local Authorities | 57 800 | 24 100 | 5 600 | 138 700 |
| Black states .. | | | | 87 000 |
| S.A. Railways and Harbours | 114 895 | 24 119 | 1 868 | 125 483 |
| Post Office | 44 375 | 6 936 | 1 076 | 20 872 |
| Sundry Statutory Bodies | 12 334 | 1 131 | 75 | 9 898 |
| Public Corporations | 66 000 | 4 000 | 500 | 82 000 |
| Control Boards | 1 831 | 317 | 26 | 654 |

Rapport 22/4/79 (173)

BENUT DIE VROU IN BESTUUR

MET die oplewing wat die land se ekonomie op die oomblik ondervind gaan daar kort voor lank weer 'n tekort aan werkkragte ontstaan en dit is noodsaaklik dat alle bestuur talent in die Suid-Afrika ontwikkel word — ook die van die vrou.

Só gesels mev. Truida Smit, lektor aan die Skool vir Bedryfsleiding van Unisa, en voeg by dat maatskappye hulle eerlank weer in 'n posisie kan bevind waar hulle op middelbestuursvlak maar net sal moet vat wat hulle kan kry.

Sy doen 'n beroep op maatskappye om 'n slag te kyk na die vroue wat al jare

lank by die maatskappye is en in posisies is wat eintlik niks anders as doodloopstrate is nie.

Hierdie vroue ken die maatskappy beter as enige ander buitestander en dit gebeur dikwels dat die bestuur nie die werklike vermoë van daardie vroue besef of probeer besef nie.

En of maatskappye dit nou wil weet of nie, op die lang termyn is daar net nie genoeg mans om al die poste te vul nie, wat wel deeglik deur die syfers bewys word.

Toename

In 1969 was daar in die land 72 891 mans in bestuursposte en 5 277 vroue, wat 6,56 persent van die totaal uitgemaak het. In 1977 was daar 122 853 mans in bestuursposte en 15 535 vroue, wat toe byna 11 persent van die totaal was.

Dit is uit hierdie syfers ook duidelik dat die toename in die getal mans in bestuursposte steeds sterk toegeneem het en dit is nie 'n geval van vroue wat die man se plek inneem nie.

Maar dit is ook duidelik dat die vrou in al hoe groter mate in bestuursposte aanvaar word en hier is daar vir maatskappye 'n waardevolle feitlik onbenutte bron van middelbestuur.

Dit is dan ook met die oog hierop dat die SBL verlede jaar sy Bestuursontwikkelingsprogram (BOP) ook na vroue uitgebrei het en is

die inhoud van dié program 90 persent dieselfde as vir mans.

Hierdie program is basies op nie-gegradueerdes gerig en al vereiste om daarvoor in te skryf, is Matriek en drie jaar ondervinding in 'n pos wat na middelbestuur kan lei.

Die kursus begin vanjaar in Julie en duur 'n jaar. Die kursusganger bly die hele tyd in haar werk en die opleiding is deelyds. Die program is ook so ontwerp dat werkopdragte na die kursusganger se werksituasie verwys.

Die vroue word ook die hele tyd saam met mans opgelei, behalwe vir 'n klein deel waar daar probeer word om die vrou meer loopbaangerig in te stel.

Terselfdertyd word die vrou ook gehelp om haarself te staal teen sekere vooroordele wat sy later in 'n bestuursposisie gaan kry en sy word voorberei om dit te kan aanvaar.

Die kursus is taamlik duur, dit kos R1 200, omdat dit nie deur die staat gesubsidieer word nie. Maar mev. Smit meen dat maatskappye wat hul vroulike werknemers borg, hierdie uitleg baie gou kan terugkry. Terselfdertyd lei dit ook tot groter produktiwiteit en entoesiasme onder ander vroue in die maatskappye omdat hulle tot die besef sal kom dat daar voordele geleentheid is.

Unified

labour

Sun Times Bus.

strategy

22/4/79

wanted

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FAR-REACHING measures of great importance to the country's future are proposed in a top priority report from the National Productivity Institute.

It is expected that the Wiehahn Commission's first recommendations to be put before Parliament soon will support the proposals in the new report.

The NPI wants a new deal in South Africa's labour development policies, including the formation of a national productivity authority to co-ordinate, promote and help implement a unified strategy for labour utilisation and the expansion and upgrading of training.

The report is based on a detailed comparison of manpower legislation and practice in South Africa, Australia, Britain, West Germany, Sweden, France and Eire.

It shows Pretoria needs to lift spending on industrial training by as much as 900 per cent — or some R200-million a year — just to equal the direct outlays by central governments which are leaders in the field overseas.

Compared with an average of R16 per economically active person spent by the central governments of the six other countries investigated, South Africa is spending only a little more than R2 a head.

NPI Director Dr Jan Visser points out that only some 30 per cent of South Africa's economic growth is contributed by improvements in productivity, compared with some 65 per cent in the US and much of Western Europe.

"Most important, it has been shown that some 40 per cent of growth in the advanced countries comes from improvements in productivity related to labour.

Manpower

By contrast a study on the sources of economic growth in this country, suggested the contribution here was, at best, about 20 per cent.

"Our studies show clearly that the sort of growth we need can only be achieved with more

Training

methods

need

urgent

rethink

BY STEPHEN ORPEN

South Africa is fragmented, with various organisations controlling training for various race groups and for various industries."

● All the countries in the sample have well-developed procedures for assessing training needs. In South Africa, there are no such procedures, "except in a very limited form in some individual companies."

● "In five of the six countries in the sample — Australia is the exception — industry either has a levy imposed on it, or it is required to spend a percentage of its total emoluments on training. In South Africa, there is no compulsion to train, and a very small number of industries have a self-imposed levy."

The NPI says that for South Africa to match standards in Western Europe and Australia, it must

● Establish one training body to oversee all training, of whites and non-whites.

● Introduce proper assessment procedures for appraising training needs.

● Extract a contribution from industry.

● Multiply the direct government effort by a factor be-

22/4/79

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concerted and comprehensive manpower development between 5 and 10.

"In Europe and the US only 35 per cent of economic growth is contributed by greater inputs of resources. The rest comes from productivity improvements

"In this country the position is reversed. So, theoretically, we should have about twice the potential for improving our growth rate through the better utilisation and development of manpower

"But we are going to need dramatic changes in the development of our human resources to achieve the potential"

Industry leaders told me this week they agreed entirely with the main thrust of the NPI's proposals, which represented the thinking of a broad cross-section of organised industry, commerce, labour and also of government planners

In its international comparisons the NPI report stresses a number of points which reveal the shortcomings of the South African situation. The report notes, for instance

• The six (overseas) countries have devoted "considerable efforts during the past few years to consolidating all training under one body, which is constituted so as to maximise the impact of training on the economy. In all the countries it is the only national body involved in training and it oversees the complete spectrum of training in that country

"In contrast, training in

The report calls for the launching of an "Industrial Training Agency" (ITA) by Government as soon as possible. The agency should be financed by Pretoria but controlled by a council representing employers, employees, technical education and Government

Grants

All registered companies should "be required to submit to the ITA within nine months of its establishment, and thereafter biennially, an assessment of their training needs, and outline plans for meeting these"

There should be grants for the training of training officers on approved courses and subsidies to cover the employment of group training officers within approved group training schemes

Mr Visser will not comment on reports that the institute is currently assisting with productivity programmes for some of the largest public utilities in the US. But the American Productivity Centre is known to have adopted a system of productivity measurement developed by NPI and described in America as a "breakthrough"

The system — known as the DPA model — allows managements to gauge the impact on profitability of any changes in productivity and pricing recovery through specific input elements, whether labour, materials, capital or energy

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 this 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.

~~173~~
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~~175~~
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~~30~~

10 000 more servicemen for the job market

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RPM
20/4/12

Pretoria Bureau

A FURTHER 10 000 national servicemen will be looking for jobs from the beginning of July after completing their two year service period

But, according to Brigadier Cyrus Smith of the Directorate of Orientation Services, problems would be minimal if the adjustment system worked as successfully as it did at the beginning of the year. He could not, however, forecast categorically that there would be no placement

problems

Brigadier Smith said it was realised that jobs were not as plentiful as in the middle of the year as at the beginning of a year.

But he stressed that the economy was picking up pace and there could be an increasing number of openings in commerce and industry.

In January this year more than 12 000 national servicemen - the first to complete the two year military stint - flooded onto the labour market.

Brigadier Smith said the SADF was satisfied that with the help of the committees for the adjustment of national servicemen there were 160 of them throughout the country and the Department of Labour those of the 12 000 who wanted work, had found jobs.

On the Witwatersrand alone, employers had reported 20 000 vacancies to the local committees. However, only 1 600 national servicemen had applied for work in the area.

pr
er

Theory as Dogma

Classical theory is acceptable to the manager because it provides him with a dogma, with articles of faith which tell him that if he adheres to them he will be successful. It offers the manager support and provides him with "a 'myth' which enthuses and invigorates him and simultaneously trains him to offer to the managed this myth as the first draft of a contract, negotiable in parts and at the margins. He is given a sense of purpose by the myth but also prepared to some extent to face reality. He is psychologically armed much the same way the entrepreneur was (according to Max Weber) by the Protestant ethic"¹⁷. It has already been pointed out that the classical theory is unsophisticated, containing contradictions, but criticism on these grounds does not deter the adherent for whom the theory has a significance far beyond its intellectual content. The development of the myth and its function for management has created a barrier between managers and the social scientist and this is partly due to the fact that once people live with it, "they can no longer be analytical about it and become reluctant to accept that it can be analysed. People living an ideology think and feel about it in terms and values which reflect but do not explain the forces that really control their social behaviour. Its beliefs are not truths or untruths in any absolute sense. There is usually enough truth in them to keep them intact."¹⁸

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From this a number of points emerge. First, if the principles are shown not to work, then the social scientist will find himself confronted with a system of beliefs which make it difficult for those who hold them to change their position and which tend to obscure reality.

These may be the workers' ment that the princi

Underlying this as a unitary system which can suggest that a basically different adherent of the shortcomings of industrial situation that to industrial situation conflict is ex

The situation suggest that people other difficulties there. He does not make it difficult to manage

Blacks registered as work-seekers
 Howard (31/7/79) 7/15/79
 630 Dr A L BORLAINE asked the
 Minister of Plural Relations and Development say in a way which will ensure

- (1) How many Black males and females, respectively, were registered as work-seekers in the White areas of the Republic at the end of 1977,
 - (2) how many male and females, respectively were registered in each month of 1978
- The MINISTER OF PLURAL RELATIONS AND DEVELOPMENT

| | |
|-----------|-----------------------------|
| (1) Males | 31 807 |
| Females | 14 691 |
| (2) | |
| January | Males 80 212 Females 31 068 |
| February | 70 418 32 809 |
| March | 58 002 25 713 |
| April | 62 609 25 952 |
| May | 60 232 25 565 |
| June | 59 655 26 323 |
| July | 61 916 25 642 |
| August | 65 577 28 909 |
| September | 60 231 26 032 |
| October | 64 800 27 631 |
| November | 57 452 26 333 |
| December | 30 310 18 178 |

17 Subramanian
 18 Woodward
 19 A. Fea. "Industrial Sociology and Industrial Relations" Research Paper 3. Royal Commission on Trade Unions and Employers' Associations London. H M S O. 1965.

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

RPM 9/5/79

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~~175~~

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

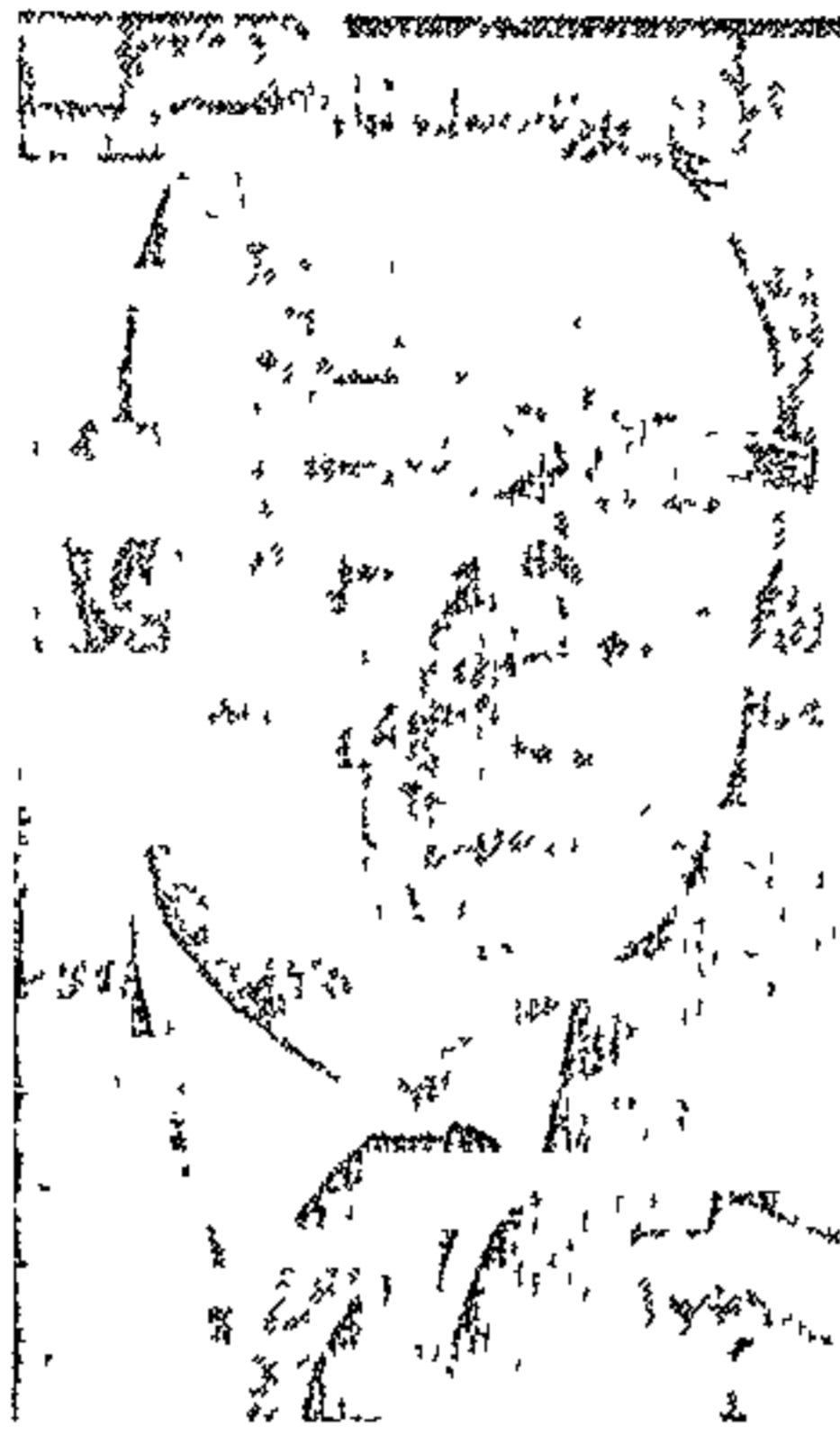
All the foreign capital being rushed to Africa's aid was not going to come in time to save it from a situation in which two out of three willing workers would be denied a job, he said

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

Black, white job prospects best for 3^{star} years — survey

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2/7/79

By Sieg Hannig, Labour Reporter

The best employment prospects in more than three years have been recorded for blacks and whites in the latest three-monthly survey by Manpower, a personnel consultancy

The upswing reflects the economic optimism generated by Senator Owen Horwood's Budget, but it may be premature because it fails to take full account of the latest fuel price rises.

As the survey was being carried out among 1,200 South African companies, the increases were announced and executives had not quite assessed their effect

Out of the 30 industries listed in the survey, the clearing and forwarding industry was the only one where employers intended to decrease rather than increase their staff during the next three months.

Countrywide, 14,1 percent of employers wanted to take on whites while only 3,9 percent intended to retrench whites during this quarter.

Increases in black staff were planned by 13,4 percent of the employers questioned, while 6,1 percent planned to decrease their black staff.

Manpower warns that the demand for skilled workers is likely to outstrip the supply in these improved conditions

Biskop A.W. Habefigarn
Mnr E.V.E. Howes
Professor M.F. Kaplan
Ds W.A. Landman
Mnr G.K. Lindsay
Sir Richard Luyt
Professor S.J. Saunders
Professor H.W. van der Merwe
Mede-professor D.J. Welsh
Professor Monica Wilson

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Beweging,
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Die

a) Drie stigterslede.

Soos voorheen gemeld, is die Sentrum vir Intergroepstudies geregistreer as 'n maatskappy. In die Memorandum en Statute van Vennootskap word voorsiening gemaak vir die benoeming van eenhonderd lede. Tans is daar 57 lede en hulle sluit die volgende in:

LIDMAATSKAP

navorsings-Fellows het aansienlik tot die Sentrum se program bygedra dr Sheila T. van der Horst, afgetrede mede-professor van Ekonomie, U.K., en professor J.L. Boshoff, gewese Rektor van die Universiteit van die Noorde.

Memorandum Central Committee se konferensie oor 'Die Rol van Geskiedkundige Vredesbeweging'

Look into ^{KOM 29/10/79} black wages — Koornhof

By AMEEN AKHALWAYA
Political Reporter

THE Minister of Co-operation and Development Dr Piet Koornhof yesterday urged employers to study black workers' wages in a bid to improve black conditions and place the country on a sounder economic footing

Addressing more than 200 people at a lunchtime meeting of the Associated Scientific and Technical Societies of South Africa in Johannesburg, Dr Koornhof also called on commerce and industry to

- Find out the needs of their black employees;
- Look at in-job training schemes available from the Department of Education and Training, and
- Look into the transport problems of employees.

Dr Koornhof also said the Government was on the point of making important adaptations "in order to fight to live" in this part of the world. Referring to all the races, he said "We fight to live — we don't fight to die"

The Minister said he had tremendous sympathy for the residents of Soweto and other townships and realised their problems. They could rely on him as a friend to help as much as he could in solving problems, but he could not do it alone.

He invited Soweto's "different constituencies" to help create a happy and prosperous life for all in the country.

Addressing himself to commercial and industrial employers Dr Koornhof said he had always believed salary increases went hand-in-hand with increases in productivity.

"Take a hard look at the wages of your employees and see whether you can step up productivity — maybe through improvement in wages"

He also asked them to look at

the circumstances and the needs, like housing, of their workers. A happy work force could also lead to increased productivity.

While he did not ask employers to provide housing, Dr Koornhof urged them to "take a hard look" at the 99-year leasehold scheme, and the availability of funds from building societies.

Dr Koornhof said the country needed a 5% annual growth rate, but this would require the number of highly-skilled personnel to increase by 3% annually. This would mean that "between 30 000 to 40 000 non-white workers per annum must be added to a highly-skilled labour force"

With the immigration of highly-skilled European workers dropping off, highly-trained employees would have to come from the black groups.

Dr Koornhof also said rents in Soweto would not be increased at this stage. "I am waiting for the recommendations of the council of Soweto and the people of Soweto in this respect," he said.

That the Prime Minister, Mr P W Botha, and the Minister of Finance, Senator Owen Horwood, would be among those visiting Soweto on Friday showed the Government was serious "in finding ways and means of building an infrastructure that will make Soweto self-sufficient" in generating capital so residents could pay for services with a minimum of taxation.

The official visit to Soweto was the sign of friendship and co-operation, Dr Koornhof said, and he hoped the trip would become a watershed for the betterment of all the people.

"I appeal to my black friends in Soweto — receive him (the Prime Minister) and you will never be sorry," he said.

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Judgment today on Cronkamm

Call for more skilled blacks

BLACK employment in professional and technical fields could be increased by 41% before the lack of formal education became a binding constraint, a prominent economist said in Pretoria yesterday.

Professor Jill Natrass, Professor of Economics at the University of Natal, told the Human Sciences Research Council's conference that lack of education was not the major barrier to black, coloured and Indian job advancement, reports Sapa.

Blacks were crowded into the lower occupations and filled 86% of unskilled and 71% of semi-skilled positions.

Professor Natrass said 11 years of education was a reasonable minimum entry level for professional and technical work.

On this basis, black, coloured and Indian employment in the professional and technical fields could be increased by 41% before their lack of formal education became a binding constraint.

"Formal education is only the doorway to job advancement.

Training is frequently the key which enables a man to pass through the door. Up to now, training facilities for blacks have either been inadequate or absent.

"The recommendations of the Wichahn and Riekert commissions and the Government's attitudes to these reports seem likely to ensure an improvement in this area" — Sapa.

A leading Austrian political scientist told the conference that South Africa was a member of the 'fifth world' countries and should become more 'African' in her foreign policy approach to the West, reports ROY DEVENISH.

Professor Werner Pfeifberger, director of the Austrian Institute for Political Training and a Professor of Political Science at the University of Munster, said fifth world countries included Taiwan, Chile, Israel, Rhodesia and South Africa.

They were countries who, for political reasons found it difficult to join the other world groups.

South Africa's problem lay not in winning acceptance, but in gaining respect.

He said that until the beginning of the 1970s South African Governments had failed to realise fully or misinterpreted the changes on the African continent.

The director of the Africa Institute, Dr G M E Leistner, told the conference that South Africa's survival would depend on its ability to play an indispensable and constructive role in Africa.

Such a role included more than economic, technical and other aid to black Africans, he said.

South Africa could not, like Europe and America, regard aid to Africa merely as a method to achieve short term political advantages and commercial profit.

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The price of accommodating work-seekers

By DONALD ANDREW

A STAGGERING R600-million in annual new investment is required to create sufficient work for new job-seekers in South Africa's capital-intensive industrial sector.

This estimate is based on R20 000 as the average investment to create each new job, as revealed in new studies on the subject, and assuming 300 000 new job-seekers each year and unemployed at 1-million.

Clearly, these funds are not available, yet few proposals of how to implement labour-intensive technology have been heard beyond incentive schemes to manufacturers.

Modernisation of the traditional subsistence sector of the economy has been suggested as a way to overall development, but historically this means pumping in capital. Without extensive technical education backup, these efforts have generally failed.

In addition, by 1981 it is estimated there will be a shortage of 27 316 workers with matric plus a diploma and 17 632 graduates, excluding all homelands.

The subject is vast, requiring major fundamental political, economic and social decisions from central to local government level and virtually a shift of consciousness.

And there are no panaceas, Cape Town economic development researcher Chris Tapscott stressed in an interview this week.

R600-million a year for new jobs

Firstly, separate though interlinked related strategies must be applied to urban and rural areas.

In cities, relaxation of controls on business would go a long way to providing jobs. The problem is to convince lawmakers of the wisdom of less government.

These controls include numerous regulations for industry (such as zone freezing) and commerce (such as trading licences) and restrictions imposed by trade unions — all of which prevent development of an informal economic sector operating on the fringe of the modern formal sector.

If areas within residential suburbs were set aside for small businesses with the accent on services such as repairs, cottage-type craft, light industries and market-places would spring up to create partially self-supporting neighbourhoods where self-help and uplift-

ment would be important spinoffs.

Development would become self-perpetuating.

An obvious field for active involvement in labour-intensive technology by the authorities and the organised formal economic sector as a whole is the construction industry — specifically in the building of roads and houses.

But Mr Tapscott warns that less automation and mechanisation, labour intensity and job-creation are not enough in themselves to generate prosperity and stability.

They have to be directed to a general improvement in living standards through education to the fostering of initiative and enterprise.

These same basic objectives apply to rural development, where he suggests intermediate/appropriate technology be implemented. This implies introducing a

suitable technology between the hoe and harvester, or between the modern and traditional economies — a technology that will be lucrative enough to entice the local population not to stream to the cities.

It also depends heavily on the utilisation and exploitation of locally available resources through learned innovation.

Government policy may need to be reorientated in terms of profits. For instance, there is a fear of losing competitiveness in world markets should capital intensity be discouraged.

It must be asked who is benefiting from the competitiveness, where the payoff is and for whom?

Perhaps it is better to lose the foreign exchange, for example, to keep more fishermen self-supporting rather than encouraging monopolistic tendencies by

centralising the production process.

In its Government-commissioned interim report on the economic potential of the Western Cape, the Bureau for Economic Research notes "A higher rate of economic growth does not necessarily imply more urban job opportunities, indeed the formal approach to development in practice tends towards preference for technologies that will displace labour from the activity processes."

"In contrast, labour-intensive activities prevail in the informal sector which, it is estimated, employs half the labour force in developing countries."

This shows that the informal can indeed absorb a large part of the workforce and is not a pie in the sky concept.

Leaving it to free enterprise to generate growth and jobs and a decentralisation of authority are emerging as hallmarks of Government economic policy.

While capital intensity is needed to develop infrastructure and primary industry, its shortcomings in other sectors must be grasped.

In this year's World Development Report, the World Bank argues for more freedom for labour-intensive export industries to develop and more incentives to the small-scale informal sector to help feed the domestic markets of developing economies.

South Africa needs to dwell more thoughtfully on what is to be done in its own underdeveloped sector.

Draw up the income statement for the 19.8 financial year under a) liability method
b) deferral method
Assume the tax rate remains 42%

Black jobs: Govt ¹⁷³ is considering home industries

JOHANNESBURG. — South Africa was entering a new era which would see the rise of a new class of black entrepreneurs and management and a large stable black middle-class, the Deputy Secretary of Co-operation and Development, Mr Frans Cronje, said here yesterday.

He delivered an address on behalf of the Minister of Co-operation and Development, Dr Piet Koornhof, at the Mercantile Bank Freemarket Foundation congress on free enterprise and socio-political change.

A major question confronting South Africa was how to create the necessary jobs and raise the necessary capital.

It was unlikely that adequate jobs of a capital-intensive nature could be created in the short term and the development of manpower skills and training took time, he said.

"One proposal to which we are giving serious consideration is the development of the informal sector or home industry as well as light industry in the black areas," Mr Cronje said.

The advantages would be the creation of jobs with little or no capital in the short to medium term and that untrained people could receive training on the job and an entrepreneurial class could develop quickly.

There were often problems of a technical nature as was found with the implementation of the 99-year leasehold system.

White fears

"Mistakes can easily be made if there is too much haste."

The government was fully aware that in the process of change there would be fears among some whites that black advancement would take place at their expense. There were also blacks who were concerned that unless there was direct intervention of affirmative action in their favour they would especially in the business areas be at a competitive disadvantage with whites.

I can assure you that we are paying full attention to the needs of all the peoples. The beauty of a prosperous free economy is that benefits derived by one individual or group are not at the expense of others.

As a major step towards developing urban black residential areas profit sharing arrangements between whites and blacks on a specific basis were being considered. Mr Cronje said — Sapa

May Bennett, Fiddsworth
and pepper
parsley and parsley
salad platter, cut side
S. Drury, East London

Ethna Beard, Port Elizabeth
red onion
and pepper
Chop up the bacon, mix
aise. Season with a little

Ke it. To make the radish
ble cross, then put them in
up.

STUFFED CABBAGE SALAD
1 fresh green medium size
cabbage
onions
carrots

tomatoes
fresh pineapple
radishes

May Bennett, Ridgeworth

43

SPRING GREEN SALAD
1 medium size lettuce
2 onions
parsley

1 cucumber
mint (fresh)
scallions

May Bennett, Ridgeworth

44

Wash and shred the lettuce, chop onions finely and parsley. Keep a few pieces for garnishing. Wash cucumber peel and cube. Wash scallions, and cut tops off leaving a short piece of the green left on. Toss the lettuce, parsley, cucumber, onion and scallions together, salt and pepper. Pour over a little french dressing and serve in a glass bowl. Garnish with a few sprigs of mint and parsley.

CUPPIED GREEN BEAN SALAD

Mrs Futter, East London

2 lbs sliced green beans
2 chopped onions

1 d salt, level
2 cups water

Boil the beans (sliced) with salt and onions till cooked, then pour off the water.

Sauce:
1 1/2 cups sugar
1 d curry powder

1 heaped T flour
1/2 bottle vinegar

Mix the curry powder, flour with a little water. Mix well, so that no lumps form, and then add the sugar and vinegar, boil up and stir all the time, then add the cooked beans and onions, bring to boil again. Bottle.

APPLE TUNA TROSS SALAD

1 medium head lettuce, torn in
bite-size pieces (4 cups)
2 cups diced apple
1 1/3 oz can (1 1/3 cups) mandarin
orange sections, drained
1 6 1/2 oz can tuna, drained
and broken in large chunks

1/3 cup coarsely chopped walnuts
1/2 cup mayonnaise or salad
dressing
2 t soy sauce
1 t lemon juice

In a large salad bowl, combine lettuce, apple, orange sections,

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Orlando Sheltered workers

THE Orlando Sheltered Workshop which provides employment for 125 disabled people from Soweto yesterday had an exhibition day where articles and goods were displayed to visitors.

People who attended the exhibition were impressed by the work done by the disabled people who sew jersey, nets, table cloths and also do some factory work.

The exhibition started at 9 am and ended at 3 pm.

The director of the workshop, Miss Man Cross, said the workshop was divided into four categories — sewing, knitting, weaving and factory assembling. The workshop was established in 1948.

Miss Cross said the exhibition was organised in order to show the people of Soweto what the disabled people can do. She also said she hoped the people who attended could alleviate the problems of the unemployed disabled people by creating job opportunities for them.

She said the workshop needed work so that it could be able to employ the more than 100 disabled people whose application for employment was put on the waiting list.

"We can only employ more disabled people if we have more work," she added.

Miss Cross pointed out that the factories made orders. They provide the material except in the weaving section where articles are made to order.

The factories, she said, pay the workers only for their labour.

She said the workers are paid on a monthly basis. Their pay, she said, was worked out according to the type or piece of work they were doing.

Meanwhile, two oral hygienists from Flida Gibbs presented a box of toothpaste to the disabled.



Some of the people who attended the exhibition yesterday looking on as the disabled workers do their jobs.

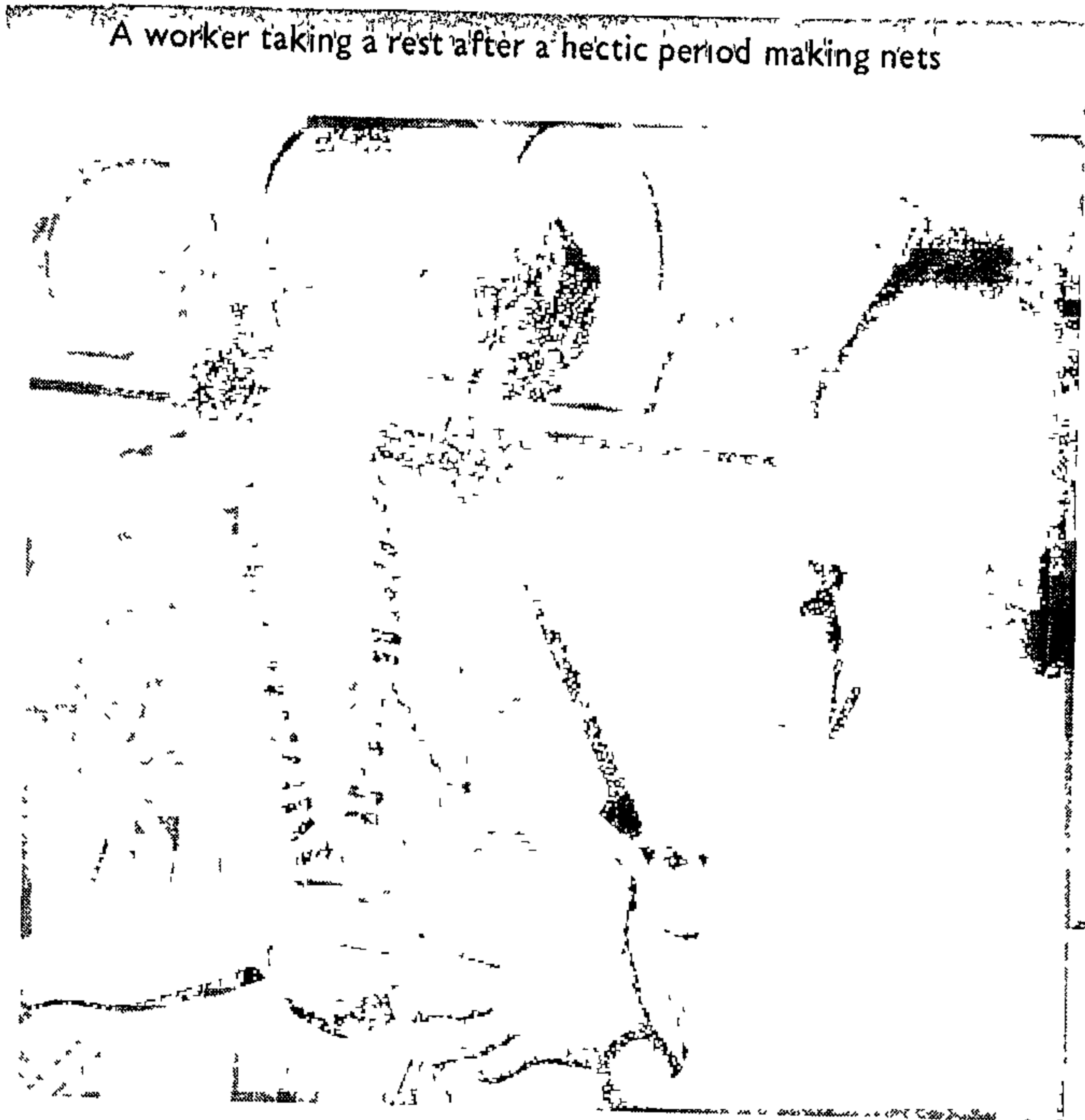
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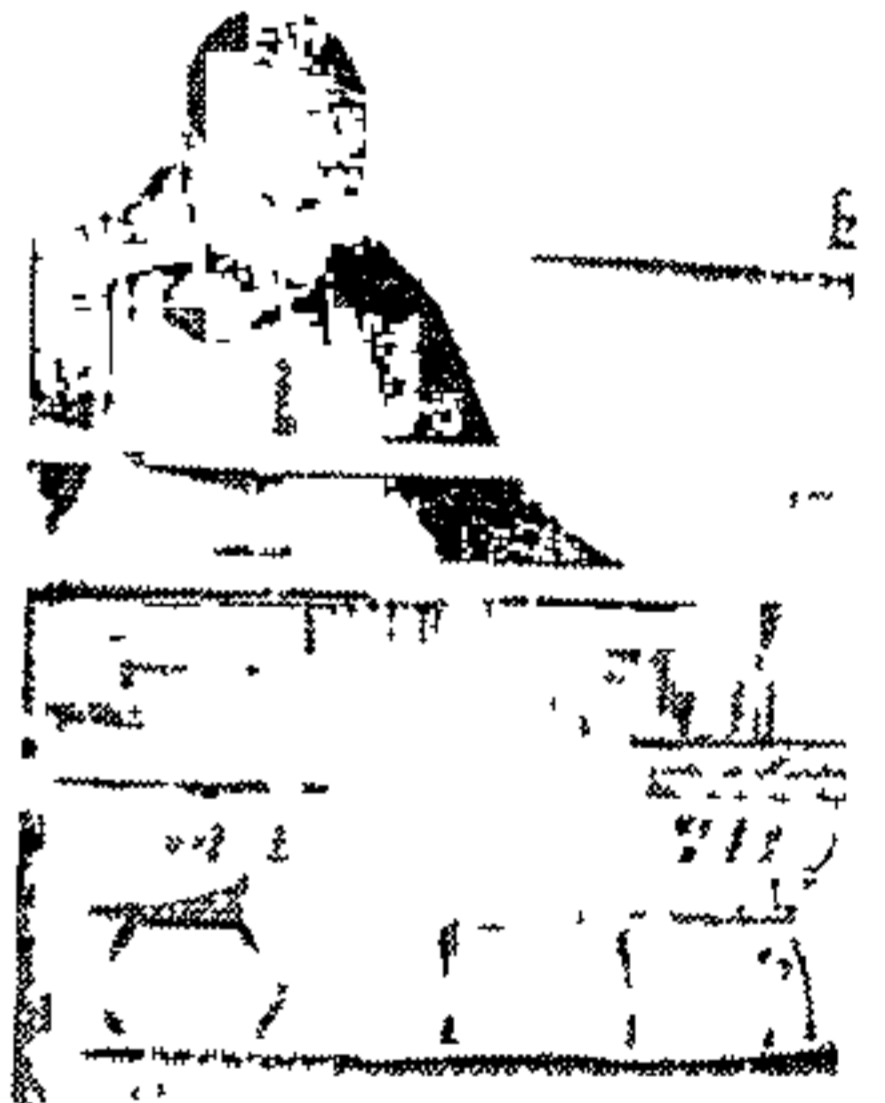
(173)



Visitors admiring a fruit basket made by the disabled at the Orlando Sheltered Workshop.

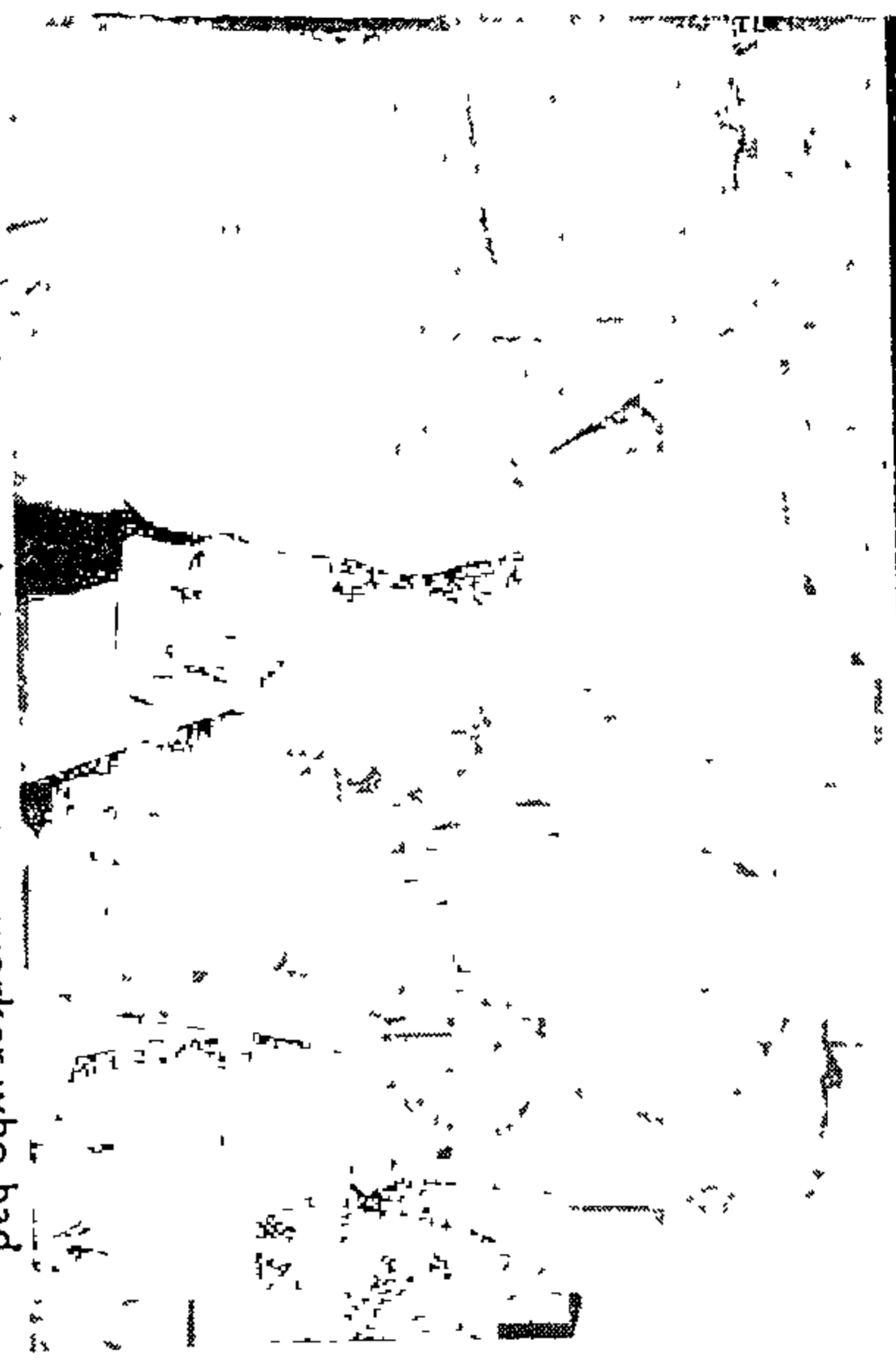


A worker in the sewing department.



A worker weaving a table cloth.

impress exhibition visitors



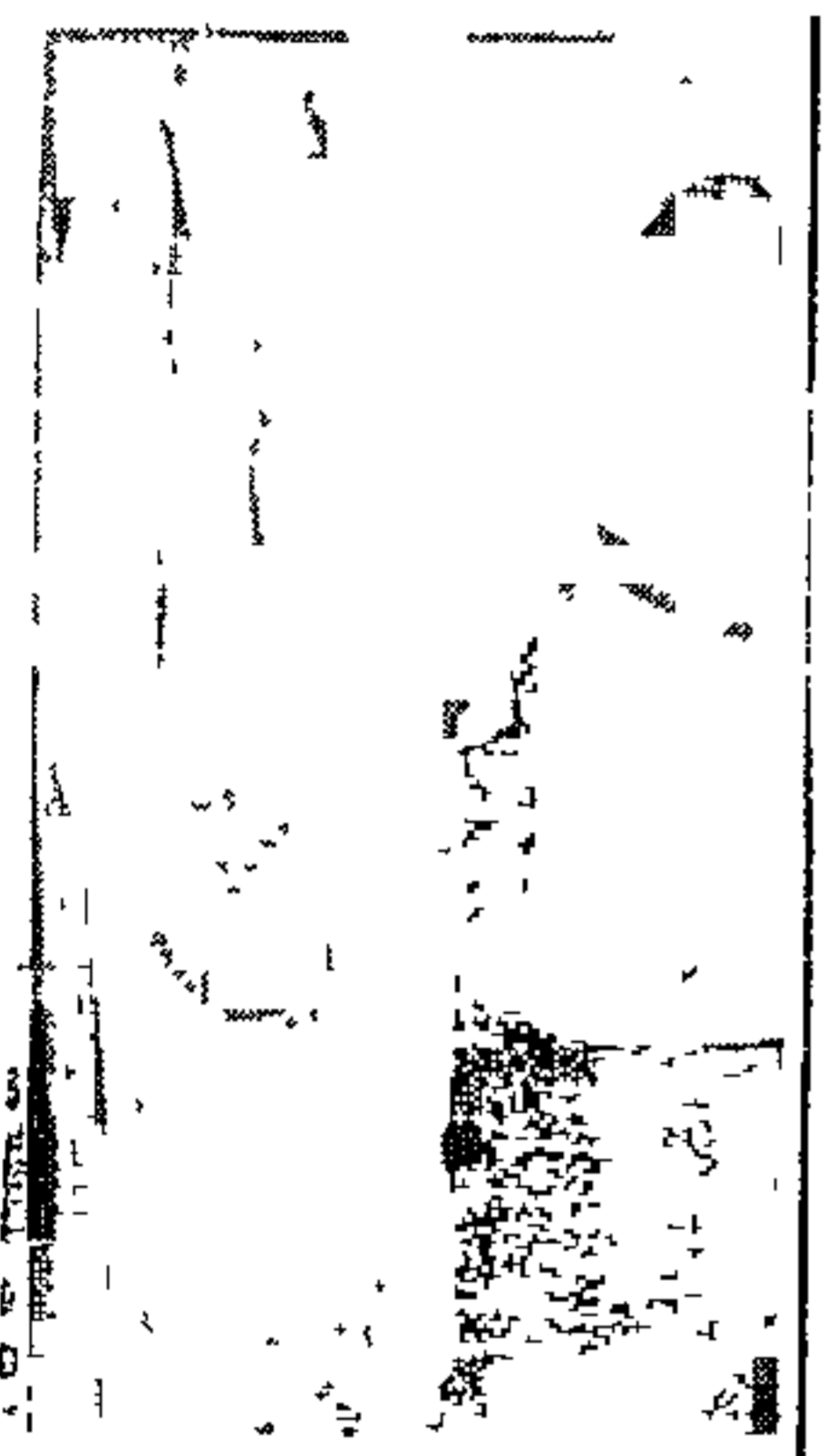
Mrs Harriet Mjako giving instructions to a worker who had just completed knitting a jersey



Working in the factory assembling division.

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25/10/79



Miss Kemmy Moabela putting the finishing touches to the church vestment she sewed.

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Code believes Johnson and Johnson's

progress is 'acceptable'

JOHNSON AND JOHNSON, the East London-based manufacturers of health care products are not only signatories to the Sullivan Principles, they also have their own "corporate credo".

Among other things, the credo, which was drawn up in 1947, states: "There must be equal opportunity for employment, development and advancement for those qualified."

The company employs 909 people, 328 whites, 555 Africans, 20 Coloureds and six Asians.

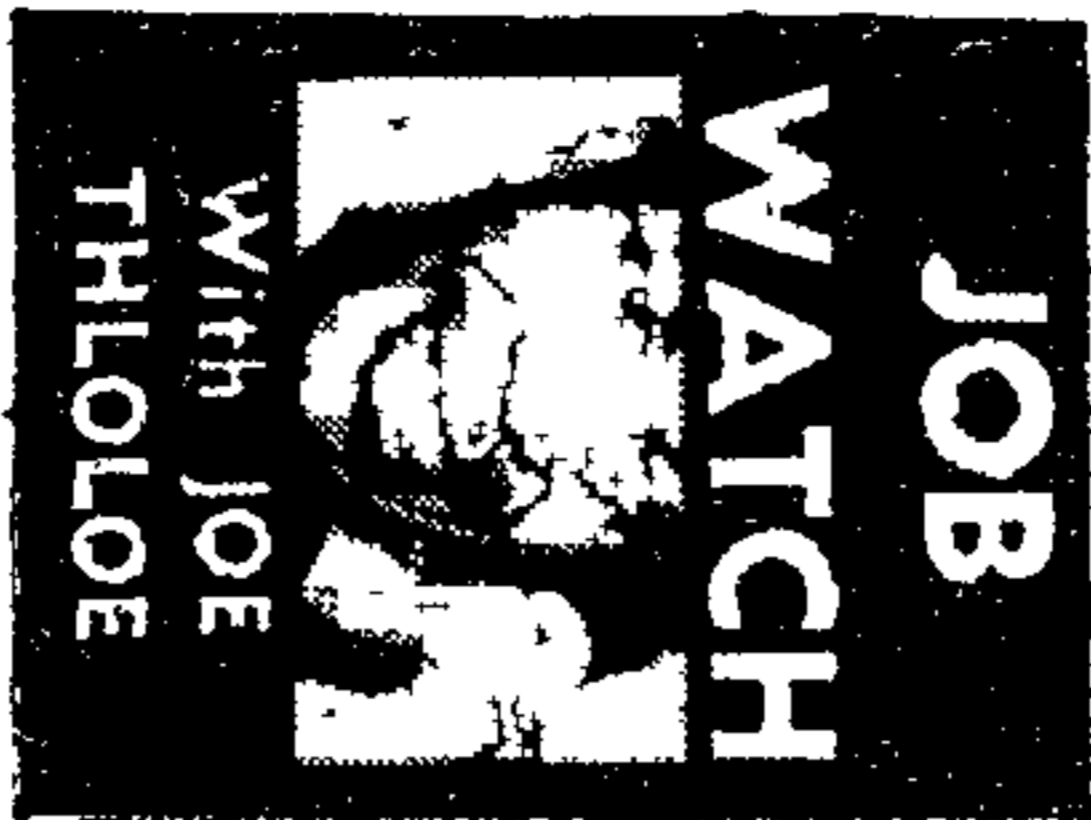
The Africans range from the lowest grade, 1, to grade 5. Coloureds are between grade 2 and grade 5 and Asians between grade 3 and 6. The whites, on the other hand, range from grade 3 to 12.

We asked Mr Wayne Munro, the personnel manager, why blacks went up to grade six only, with only one black in grade 8.

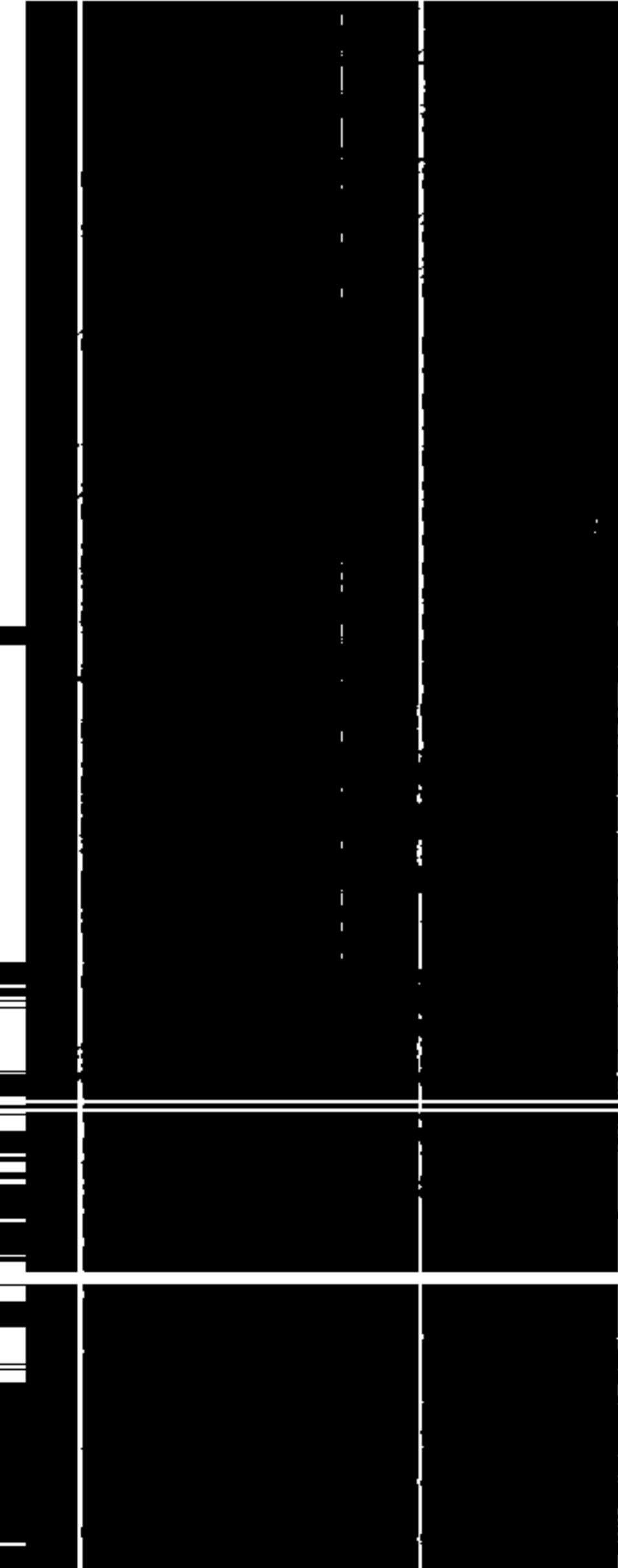
course. Some have just come from Port Elizabeth where they were on a safety training programme.

He gave us the number of Africans who have been on courses since the beginning of the year: safety, 93; fire-fighting, 4; first aid, 9, technical, 2; induction, 43; clerical, 4; store-keeping, 2; fork-lift-driving, 6; sales, 2 and operator training 14.

POST: You have said that from grade 5 on is middle and senior management, but it does not appear as if any of these courses is designed to prepare workers for such positions



The canteen for hourly-paid workers at Johnson and Johnson.



Beyond the grade five level is your senior management level, middle management and your professional grades," he said.

"What we are doing to upgrade the people currently in our employ is putting them through specific training programmes in terms of supervisory training, including first line supervision.

"We have had two people from the Chamber of Commerce In-Service Training Centre in Krugersdorp. They were on the basic management skills programme. There is one from Bloemfontein, where he did a wireman's

Munro "These are outside the supervisory training programme. The number undergoing literacy training, 10 Number of blacks undergoing basic supervisory training, 5 and advanced supervisory training, 14.

"And what we have is a system of trainees — we bring in a man into the business and he would be given accelerated training, put through the sausage machine at a far greater pace. It would be for him to come out as a fully equipped person.

"I believe that the key to success in this area is having competent people

in responsible positions. Where we have done that we have had success."

Mr Munro said that there are now three trainees on this programme, two in administration and the other work study. He said that these are not graded yet, but when they are through with their training, they will be moving into the higher grades.

He stressed that the 12 blacks in grade 5, as against 102 whites, were at foreman level.

Arthur D Little, the American consultant on the Sullivan Principles, has just rated the company as "making acceptable progress." It was found not to be moving blacks up fast enough.

"We are working hard to improve, but we have difficulty finding the people with potential or with the necessary skills," Mr Munro said.

Johnson and Johnson pay a minimum of R43 a week, which works out to R186,19 a month.

Mr Munro said this is 42,3 percent above the Minimum Living Level for a family of five in East London.

"Since 1972 we have inflated the Supplemented

Living Level by 10 percent and planned to pay this as our minimum. Each year, we have exceeded plan."

He told us that the SLL for a family of five in East London is R170,84.

There are 42 labourers and gardeners on this minimum.

"In addition to this minimum, the company has an annual bonus depending on length of service, individual performance and the company's performance. Company products are also available at subsidised prices."

The company's contribution to the pension fund and medical aid, compulsory for all workers, is not included in the minimum.

The company has a liaison committee and Mr Munro is chairman. The managing director, the operations director, and the manufacturing manager are members of the committee.

"We have top management in the committee so that if there is a policy change, we can do it quickly," Mr Munro said.

He said the company has regularly indicated to

the workers that it is not against trade unions.

"We have been saying this for years. People know our attitude."

But the company has not been approached by any trade union — "I think it is partly due to the fact that our employees are happy here."

Mr Munro said that the facilities in the company are integrated. The only differentiation they make is between salaried and hourly-paid staff.

"We have a canteen for salaried staff, and 20 percent of these are black. There is another for hourly-paid workers, but white shift workers also eat their meal in that canteen."

There are no hourly-paid whites in the company.

The company also has integrated sports and social facilities.

Mr Munro would not give figures, but said the company donates to education and welfare organisations. The company has also donated to project Pace, the commercial high school being built in Soweto by American companies.

"We also have bursaries for students at Fort Hare University and for those studying medicine and pharmacy."



The canteen for salaried staff.



**Women
at
work**

**at the
J and J
factory**

Utilisation Indeed, areas such as the pass laws and the labour bureau system administered by the township administration boards will be specifically examined. A sub-committee to examine SA's labour market has been established and it will be chaired, significantly, by a senior official of the East Rand Administration Board.

Commission chairman Hennie Reynders says the NMC will not necessarily regard aspects of the Wiehahn and Riekert reports as immediate priorities. But some thorny issues raised by the Wiehahn white paper will be dealt with early on.

An industrial relations sub-committee under Unisa's Professor Blackie Swart has been established and Reynders says it will give priority to the issue of "trade union autonomy". Issues such as the closed shop, mixed unions and deduction of union dues by employers should receive priority, he adds.

The commission's chief priority at the moment is the issue of employment creation and Reynders says work on this will begin "immediately". The Board of Trade's Basie Kleu will head a sub-committee to examine this and some of the work of Kleu's industrial strategy committee, which has also been examining this issue, will presumably be brought over to the NMC.

Apprentice problem

Another thorny issue which could well receive early attention is the effect of military service on apprenticeships. White trade unions are unhappy about agreeing to the indenturing of African apprentices. As long as whites are subject to military service and blacks are not, white apprentices are at a disadvantage, they say. A Defence Force man serves on the NMC's executive and the SADF is apparently devoting attention to this issue.

Addressing the commission at last week's meeting, Manpower Utilisation Minister Fanie Botha said it would work within current government policy but would be called upon to suggest changes.

Is the commission worried about criticisms of its composition? Reynders says he has come across little criticism "although some people have argued that we should have had a representative of one of the multinationals — others feel we should have a labour lawyer". The commission has decided to co-opt outsiders to its sub-committees and these problems will be rectified soon, he says.

In response to suggestions that trade union representation is small and that public sector representation disproportionate, Reynders replies that the commission has 15 public sector and 26 private sector representatives. This latter group is divided into eight employer association men, eight unionists and 10 "others", he says. Unionists complain, however, that many of the 10 "others" have employer, rather than labour, links.

MANPOWER COMMISSION

Jobs first

F.M. 23/11/79

The National Manpower Commission, which will play a key role in government's new labour system, duly got off the ground last week. As expected, it will not want for work.

After the commission's inaugural meeting last Friday, pressmen were presented with a list of 14 broad areas which will occupy its attention. The list is nothing if not ambitious, ranging from "a comprehensive education programme for all," through "an effective programme for industrial peace," to "a residential area and housing programme for all."

It is clear that the commission's work will go well beyond issues falling under the ambit of the Department of Manpower

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Gloomy outlook for unskilled job-seekers

By Denise Rink

Unskilled school-leavers and national servicemen who have finished their two year stint have little cause for optimism when they set about finding jobs next year

Mr Ralph Parrott, head of the Ralph Parrott Organisation, said people

without skilled training or with "nebular" skills would find opportunities not very good

He said he did not foresee the creation of many new jobs but stresses that this was a subjective opinion

His organisation's survey in September had not

shown great cause for optimism for 1980, although the survey for the end of the year could show otherwise, Mr Parr said.

School-leavers with no training would find it difficult to find jobs although people with practical training would find little difficulty in being absorbed

Mr Parrott said unskilled people should "get into a practical training situation" where they would have something solid to contribute

He said there was an increasing need to absorb blacks into all levels of industry and he felt the responsibility for training employees, especially blacks, rested increasingly with the employer.

He said blacks had tremendous problems, such as the time taken up by travelling to and from work, and they could not be expected to further their education and skills by attending night courses.

Mr Colin Katz of Colin Katz Associates said there would be difficulty in finding trained staff next year

National Servicemen who had completed their two-year period usually had no difficulty in finding jobs but school-leavers who were to go to the army in July were not favoured

He said companies did not like to have to train someone for a certain job and then have to lose him to the army

Mr J Dawkins, marketing manager of the Kelly Group of Personnel companies, said he foresaw more jobs becoming available next year for people with practical training.

He said army-leavers could easily find employment as salesmen because of the current upswing in the economy. Companies were prepared to train them rather than employ an experienced salesman who "knew all the tricks of the trade" at a higher salary.

He said there was also great scope in hotels and catering as a result of the expansion of some hotel groups.

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24/11/79
173 235

SOUTH Africa's long-term economic prospects vary with dependence on the sort of policies the Government adopted, the executive director of the Federation of Chamber of Industries, Dr J C van Zyl said.

Addressing the annual meeting of the Border Chamber of Industries he said if the economy was permitted to move towards a more market-orientated structure with less Government interference

but more Government inducements, the picture was relatively satisfactory, especially compared with the more slowly growing world economy.

But he warned the range of the game is limitless efficiency. Our growth potential depends on the ability of our economy to maintain its competitive edge.

For this we need the

discipline of the free market economy to distribute resources to best effect and to discipline the inefficient.

Turning to unemployment, he said that in South Africa as a whole, the economically active population was increasing at an annual rate of 3.5 percent.

That implied that more than 500,000 jobs had to

be created every year, more than 70 percent of which had to be for blacks.

At the same time it is the unskilled nature of the bulk of these additional jobs of hands which make these people difficult to employ.

The paradox that South Africa has to resolve is that, at one and the same time, it must increase the

number of persons employed and the output of those in employment.

Dr van Zyl said the South African economy could no longer grow along the relatively inefficient path followed in the 1960s.

In those years the country grew by using more resources rather than by using resources more efficiently.

WORLD AFFAIRS

It has been shown, for instance, that in the 1960s productivity increased, as counted for less than a percent of South African growth.

A significant reason for poor productivity performance was the lack of training and a definite policy of manpower development.

We have thus arrived at a situation where the economic growth in South Africa is being held back by a lack of the necessary skills, he said.

BLACK WORKERS GAINING POWER IN BOTHA'S SA

Under the leadership of the Prime Minister, Mr P W Botha, the white worker is losing out, says the widely respected Stellenbosch University historian, Dr Hermann Giliomee. In the first of a three-part interview, he explains how white wealth is steadily being transferred to a rising black middle class.

By Hugh Robertson

WHITE workers in South Africa are losing their power and wealth to a rising black middle class and the trend will accelerate in future — with the Government's encouragement — says the noted Stellenbosch University historian, Dr Hermann Giliomee

He believes that this will flow from the new policy direction of the Prime Minister, Mr P W Botha, and says the process could be stopped only at the risk of great turmoil and violence

Dr Giliomee, co-author of the widely acclaimed



study, *The Rise and Crisis of Afrikaner Power*, gave his views during an extensive interview on the background to Mr Botha's new policy initiatives and what they will mean for South African in the next decade

'It is no longer a plank in the politics of white supremacy to accord a special position of power and privilege to the white worker. Five years ago, the Government was still in cahoots with the white



trade unions, defiantly declaring that it would look after the white workers

'Now, quite simply, the white workers have lost out. The Government is indifferent to their demands,' Dr Giliomee said

What has led to this situation, so strikingly different from the 'blacks may not replace or supervise whites' doctrine of not long ago?

'To a large extent the Government's hand was forced by a sharp drop in



Dr Hermann Giliomee

immigration and a decline in the white fertility rate, which brought on a large decrease in the white labour force,' says Dr Giliomee

'As recently as 1976 there were 27 000 whites entering the labour market each year. Now there are only 11 000 new white workers a year. This situation has made it obvious that middle class prosperity will, to an increasing extent, depend on the availability of black skilled labour

'The Bureau for Economic Policy and Analysis has estimated that to attain a growth rate of five percent a year for the next 20 years, more than half the increase in skilled labour will have to be black'

'Dr Giliomee also believes that South Africa's changing economic profile has led to what he says has been 'a remarkable decline' in the power and wealth of white workers over the past five years

'Manufacturing and commerce are now domi-

nant in the economy in terms of their ideological influence and contribution to the national income

'Not long ago the National Party gave special consideration to farmers. Now, in order to generate growth and accumulate capital it has to service the manufacturing sector

and provide it with a stable and contented labour force

'This economic need conflicts with the interests of the white working class and its inflated wage structure'

The changes proposed by the Wiehahn Commission gave to the black worker not only increased bargaining rights, heavily qualified though these might be, but if genuine black unions were to enter the industrial councils

they would substantially reduce the bargaining power of white workers

'White workers could previously set wages for themselves — and for the black unions — but now they will have to deal with black workers in a unified system of industrial relations. It is very likely that if these black unions make any wage advance, it will be at the expense of white workers rather than at the expense of employers,' Dr Giliomee said

'My hunch is that there will be a redistribution of income within the industrial councils from white workers to black workers. If that happens, the Government is unlikely to interfere. It has committed itself to the Wiehahn principles of maxi-



mum decentralisation of negotiation and minimum State intervention'

He added: 'To the white workers, the Botha Government quite clearly spells bourgeois prosperity and bourgeois supremacy instead of white prosperity and white supremacy as was the case until very recently'

Dr Giliomee says the strategy behind the Wiehahn and Riekert Commissions is to 'build up a black labour aristocracy in the urban areas, not only to meet the needs of industry, but also as allies of the whites against the unemployed in the homelands'

The Riekert Commission's proposals, he added, spelled 'an intensification of influx control and the division between developed and undeveloped parts of the country. It aims at improving the position of urban blacks while fencing off the cities from the large number of unemployed'

The steady economic advance of the Afrikaner had also laid the foundation for reform in the labour field. As recently as last year, the State

seemed to embody the political power of the Afrikaner who could look forward to a continuing re-distribution of wealth in his favour through a network of State agencies and para-State corporations

'But the picture a month before the end of the decade looks quite different. It is now very likely that the growth in the public sector will decline over the next decade

'By and large the interventionist State has cared so well for the farmers, businessmen and white workers that all but the very weakest can survive. A new order characterised by an ideology of growth is now being developed'

Dr Giliomee says these changes were foreshadowed in *The Rise and Crisis of Afrikaner Power* by his co-author, Dr Heribert Adam, professor of sociology at Simon Fraser University in Vancouver

'What neither of us foresaw was the remarkable extent to which the State, under P W Botha has become identified less with white politics, white workers and interventionist policies and more with economic development, growth and a belief in the efficacy of market forces.'

Dr Giliomee warned that while most Afrikaners had acquired bourgeois status and



values, the 'new' National Party could clearly not accommodate the Afrikaner working class and in this sense the 'demobilisation of the Afrikaner had begun

'A bourgeois party obviously does not remain, generate the same enthusiasm as an ethnic party. Large stay-aways at the polls will almost certainly become a permanent feature of the South African political scene, except in the face of an external threat,' he said

Tax refunds on

training will save millions

Angus 8/12/79

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EMPLOYERS can expect to save millions of rands as a result of new tax concessions for in-service training which will be implemented in the coming weeks.

Companies will be able to recover 92c out of every R1 spent on basic training in schemes approved by the authorities.

The money will be refunded by the Receiver of Revenue by a double deduction of the costs approved.

Thus, out of the training expenditure of about R3 000 on a three-year apprenticeship, the actual cost to the employer will amount to only R240.

The windfall to the economy at large is likely to be far greater than the cash savings because the new incentives are expected to

- Start an upsurge in training and re-training for workers of all grades.
- Spur economic growth by relieving the shortage of skilled manpower.
- Save fortunes by way of increased productivity.
- Allow more rapid black advancement by promoting the retraining of whites for further advancement.

This boost has been made possible by the In-service Training Act which gives white, coloured and Indian workers the benefit of tax concessions which previously applied only to black in-service training.

The concession allows for the double deduction of basic training costs incurred in approved training schemes, including the salaries of instructors and trainees as well as the cost of training premises, equipment and material.

The In-service Training Board will set up procedures for the approval of training schemes which qualify for concessions, says the board's chairman.

Mr Mike van Noordwyk, Deputy Secretary for Manpower Utilisation

So far only 28 employers have applied for the approval of training schemes of their own accord, he says.

Meanwhile, the State-run scheme which has trained more than 2 800 white artisans since it was introduced in 1953 may be extended, with training centres being established for other population groups.

Consideration was being given to establishing such centres, the secretary for Manpower Utilisation, Mr E A Cilliers, said this week when he announced that the next course for

whites would start in May next year.

The trades in which training is offered are carpenter and joiner, electrician, electrical wireman, electronics mechanic, fitter and turner, motor and diesel mechanic, panel beater and spray painter, plater and boiler-maker, and plumber.

The training period is three years, with the first 12 months of intensive training at the Trade Training Centre for Adults at Westlake, Cape

During this period trainees are paid a weekly allowance, which varies from R20 to R50 according to the number of his dependants.

a small section of the bulb, is used crushed and round a salad bowl, to give the salad a flavour steers and sauces and with seafood. In bread.

infused with fixed spice, which is a mixture in cakes, biscuits, etc. Allspice is so named because of its aroma of mixed spice. It is used ground in pickles, and for boiling in brawns, tongue, and

pickles, and for boiling in brawns, tongue, and

is a "Faggot of Savoury Herbs", or a bunch of parsley, bay leaf, and thyme are used, removed.

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DEPARTMENT OF STATISTICS

No R. 2760

7 December 1979

REGULATIONS IN TERMS OF SECTION 17 OF THE STATISTICS ACT, 1976 (ACT 66 OF 1976)

COLLECTION OF STATISTICS RELATING TO EMPLOYMENT, REMUNERATION AND HOURS OF WORK

The Minister of Statistics has, under section 17 of the Statistics Act, 1976 (Act 66 of 1976), read with Government Notice R 139 of 4 February 1977 and, in so far as they are applicable in the Territory of South West Africa, with the consent of the Administrator-General for the Territory of South West Africa, made the following regulations in connection with statistics regarding employment, remuneration and hours of work

1. Every employer in the Republic of South Africa and in the Territory of South West Africa shall, after having been requested by the Secretary for Statistics, Pretoria, so to do, furnish the Secretary or an officer authorised by him in writing with returns in respect of such period as directed by the Secretary, signed and certified to be correct in accordance with the instructions contained in the questionnaire and containing the information prescribed in regulation 2, regarding every employee employed by such an employer during the period stated

2 The following are the subjects on which information is required in the return or returns

(a) Employment

- (i) Number of persons employed
- (ii) Number of employees who were engaged and who were discharged or who resigned
- (iii) Number of employees required to fill vacancies

(b) Remuneration

- (i) Remuneration for ordinary hours worked
- (ii) Remuneration for overtime hours worked
- (iii) Bonuses
- (iv) Contributions to staff funds.

(c) Hours of work

- (i) Number of ordinary hours worked
- (ii) Number of overtime hours worked
- (iii) Number of working days

3 The information in regulation 2 may be required for each employee, or for groups of employees combined, according to sex, population group and occupation and shall be furnished for the period or the date stated in the questionnaire

4 The information required in terms of regulation 2 shall be submitted to the Department of Statistics within the required period as stated in the questionnaire

5 Any employer who, without reasonable cause, fails to comply with these regulations shall be guilty of an offence and liable on conviction to a fine not exceeding R200 or, in the case of continuing failure to comply therewith, to a fine not exceeding R10 for every day during which such failure continues

6 These regulations are also applicable in the Territory of South West Africa

DEPARTEMENT VAN STATISTIEK

No R 2760

7 Desember 1979

REGULASIES KRAGTENS ARTIKEL 17 VAN DIE WET OP STATISTIEKE, 1976 (WET 66 VAN 1976)

VERSAMELING VAN STATISTIEKE BETREFFENDE WERKGELEENTHEID, BESOLDIGING EN DIENSURE

Die Minister van Statistiek het kragtens artikel 17 van die Wet op Statistieke, 1976 (Wet 66 van 1976), gelees met Goewermentskennisgewing R 139 van 4 Februarie 1977, en vir sover dit in die gebied Suidwes-Afrika van toepassing is, met die toestemming van die Administrateur-generaal vir die gebied Suidwes-Afrika, die volgende regulasies met betrekking tot statistieke aangaande werkgeleentheid, besoldiging en diensure uitgevaardig

1 Elke werkgewer in die Republiek van Suid-Afrika en in die gebied Suidwes-Afrika moet, nadat hy deur die Sekretaris van Statistiek, Pretoria, daartoe versoek is, by die Sekretaris of 'n beampte wat skriftelik deur hom aangewys is, ten opsigte van sodanige tydperk as wat deur die Sekretaris aangedui word, opgawes wat geteken en deur die werkgewer in ooreenstemming met die instruksies in die vraelys as korrek gesertifiseer is, indien, waarin die inligting soos voorgeskryf in regulasie 2, ten opsigte van alle persone wat by sodanige werkgewer gedurende die bepaalde tydperk in diens was, verstrekk word

2 Die volgende is die onderwerpe waarvoor inligting in die opgawe of opgawes verlang word.

(a) Werkgeleentheid

- (i) Getal werknemers in diens
- (ii) Getal werknemers wat in diens geneem is en wat afgedank is of bedank het
- (iii) Getal werknemers benodig om vakatures te vul

(b) Besoldiging

- (i) Besoldiging vir gewone ure gewerk
- (ii) Besoldiging vir oortydure gewerk
- (iii) Bonusse
- (iv) Bydraes tot personeelfondse

(c) Diensure:

- (i) Getal gewone ure gewerk
- (ii) Getal oortydure gewerk
- (iii) Getal werksdae

3 Die inligting in regulasie 2 kan verlang word vir elke werknemer of vir groepe werknemers gekombineer volgens geslag, bevolkingsgroep en beroep en moet verstrekk word vir die tydperk of die datum aangedui in die vraelys

4 Die gegewens ingevolge regulasie 2 verlang, moet binne die tyd wat op die vraelys aangedui word, by die Departement van Statistiek ingedien word

5 Enige werkgewer wat sonder redelike oorsaak versuim om aan hierdie regulasies te voldoen, begaan 'n misdryf en is by skuldigbevinding strafbaar met 'n boete van hoogstens R200 of, in die geval van voortdurende versuim om daaraan te voldoen, met 'n boete van hoogstens R10 vir elke dag waarop sodanige versuim voortduur

6 Hierdie regulasies is ook in die gebied Suidwes-Afrika van toepassing

MANPOWER

GENERAL

173

8.2.79

8.12.79.

F M. 9/1/76

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Labour shortage slashed

Is South Africa's skilled manpower shortage abating? Or has the recession had so severe an impact on the economy that demand for skilled men and women has dropped dramatically?

The Department of Labour has just published *Manpower Survey No 11*, which shows that the skilled labour shortage was much less acute last year than it has been for some time

The survey, conducted on a sample basis, lists the shortages in jobs on April 25 1975 with the exception of agriculture and domestic service

Comparing the 1975 survey with the previous two (for 1973 and 1971), it appears that the overall shortage of White personnel (men and women) has dropped from 75 000 in 1971 to 58 000 in 1973 to 47 000 last year. The shortage of Coloured personnel has dropped from 21 000 to 11 000 to 6 000

For the first time Africans have been included in the survey. The shortage last year was 14 000.

The decline in the number of vacancies for artisans and apprentices has been particularly dramatic. The shortage of White artisans and apprentices dropped from 23 300 in 1971 to 16 500 in 1973 to 8 700 last year.

In the building trades, the shortage of White artisans and apprentices has dropped spectacularly, from 8 000 in 1971 to 4 000 in 1973 to 1 700 in 1975. And in the metal and engineering trades from 7 200 to 6 400 to 4 000

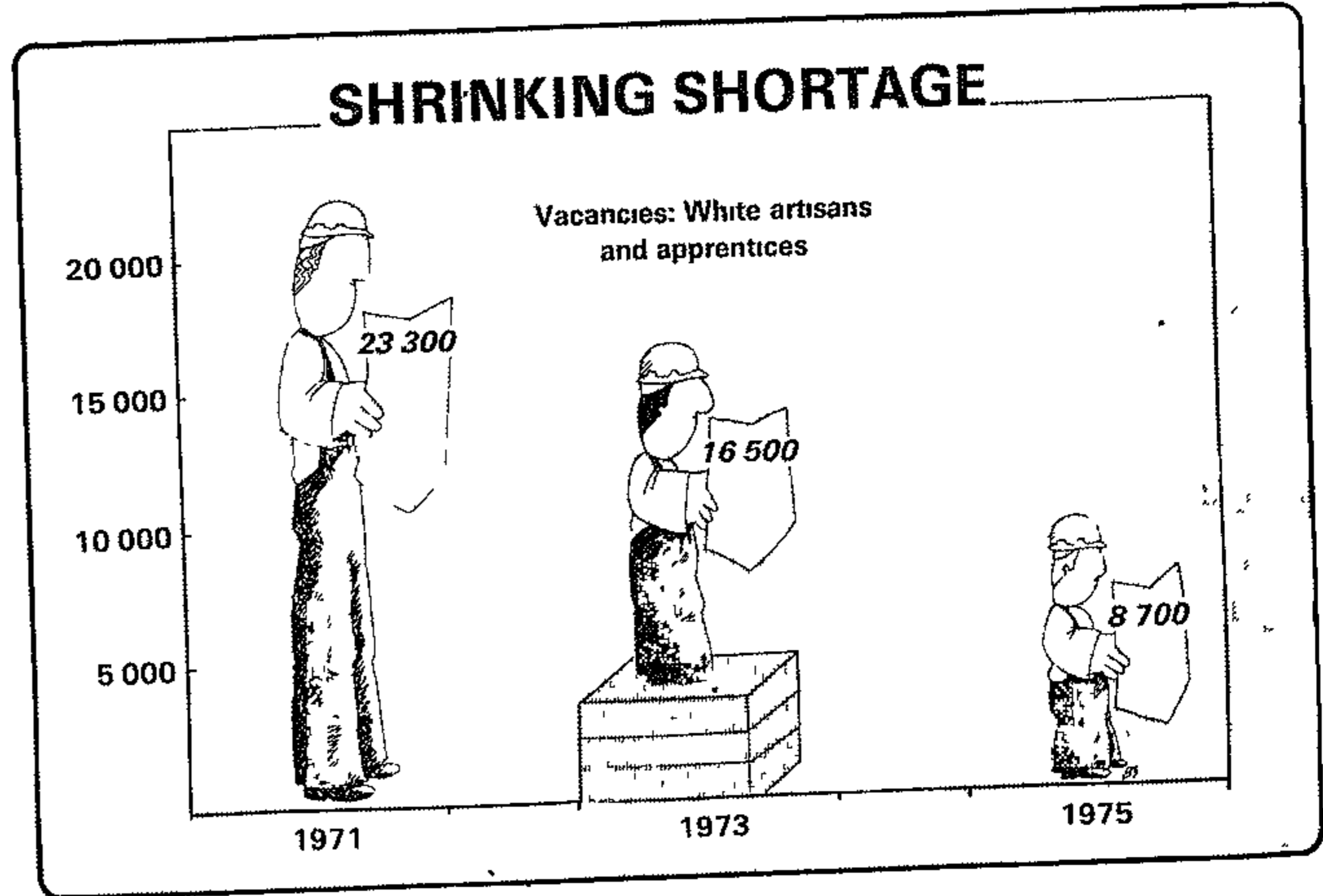
Exactly what these figures mean is difficult to say. Factors contributing to the drop in the demand for artisans and apprentices would include the downturn in the economy, increases in immigration, job fragmentation, the introduction of Black "artisan aides" and the like, and the movement of Blacks into jobs hitherto reserved for Whites

The problem is knowing how much weight to assign to each of these factors.

Comments Dr Errol Drummond, director of Seifsa "There is no doubt that the downturn in the economy has led to a drop in the demand for skilled workers. However the shortage has also been alleviated by very good immigration figures, and by training and re-training programmes such as our Journeymen's Recognition Scheme

"Another factor is the increased admission of Coloured and Asian apprentices."

Drummond stressed, however, that the decline in the shortage was merely a temporary breather. The survey reflected the situation when the data were



collected. But with the development of strategic infrastructure the demand for skilled labour in the steel and engineering industry is going to throw the shortage figure way up

"This year it will probably go back to at least 6 000, and it could later escalate to 12 000. However, quite large numbers of immigrants as well as foreign workers under contract are being brought in."

The survey gives some indication of the movement of Coloureds and Asians into skilled jobs. In 1971 there were 33 500 Coloured artisans and apprentices, but by 1975 the figure had risen to 42 800. The number of Asian artisans and apprentices rose from 6 200 to 7 300.

Since earlier surveys did not include Africans (except those registered under

the Bantu Building Workers Act), comparison cannot be made in their case. The 1975 survey, however, lists 6 500 Africans as artisans and apprentices in addition to those registered under the Bantu Building Workers Act (4 575).

Forecast of big changes in labour

STAR 17/1/76

Labour Reporter

The personnel research division of Free State University has called for manpower research and planning in every industry and firm to meet future labour changes.

"The public and workers accept certain manifestations which were not tolerated in the past," says a manual on Black labour based on research by the university.

"To try to block this process of change itself is just about impossible and organisations will therefore have to study these phenomena and plan their strategy in advance."

The manual, by Mr Willie van Breda, is based on a study of 152 organisations employing 222 856 workers of whom 70 percent are Black.

DROPPED

Although 67,2 percent of the Blacks in 134 of the organisations were still in unskilled jobs the relative percentage of unskilled Blacks dropped by 4,2 percent in the past five years, Mr van Breda found.

He expects significant changes in the Black labour market in the next few years including

- More skilled Blacks becoming available and insisting on better opportunities to move up the job ladder.

- Unwillingness among Blacks to perform manual work.

- Demands for higher wages and improved working conditions.

Mr van Breda's survey shows that personnel management is ill-equipped for the challenge.

Of the 152 firms, 71 did not have an autonomous personnel office and, of these 71, 40 percent employed more than 300 people, which would justify such a department.

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① 256
② 7/62
③ 170

Kevin Stocks

Military exemption boards used to barely impinge on the public consciousness — now they are in the news.

Nearly everyone has a son, husband, boyfriend, relative or friend who is waiting to hear from such a board whether or not his application to defer his army call-up has been granted.

Boards are not even by the Defence Force but by the Department of Labour although the military has an influential voice in their deliberations.

There are 10 boards, two of them are in Pretoria and the others are in Johannesburg, Gape Town, Bloemfontein, Durban, Port Elizabeth, Wind-

ford, Grahamstown and Durban.

Each board has a chairman and two members. One of the members (who can be, but is not normally, the chairman) must be a representative of the Defence Force. The other two are usually civil servants from the Department of Labour.

A spokesman for the Department told The Star that the sittings of the boards depended on the number of applications for deferments and that this was related to the number of call-ups.

When there were a large number of applications the boards sat full-time. He agreed that at present the boards "in

some areas" were particularly busy.

Personal interviews are not normally granted to applicants for deferment or exemption. The spokesman pointed out that

where there were hundreds of applications this was not practical.

Instead the boards consider written applications and any supporting documents that are submitted.

The recommendations of the commanding officers of all applicants are also considered and can be presumed to carry considerable weight.

It can also be presumed

that the army's manpower requirements, with their direct relation to the defence of the country, weigh heavily with the boards in deciding on a tough or a lenient policy towards exemption applications.

Most applications considered by the boards are

based on study commitments, job commitments, the fact that applicants are self-employed or on domestic circumstances.

Students ask for exemptions for obvious reasons as do key staff members of companies, particularly small companies.

How the military exemption boards work on deferments

The Star Thursday Jan 22 1976

BACKGROUND TO THE NEWS

Farmers can often put up a strong case for exemption as can self-employed professional people like doctors and lawyers and those running their own companies or small businesses.

Widowers struggling to bring up children on their own would obviously receive sympathetic consideration as would others whose domestic circumstances make it highly undesirable for them to be away from home.

However, as everywhere else in the world, the requirement of defence is an overriding priority.

In a critical situation the army must have its manpower.

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Guidance on Coloured labour urged

The Argus Political Staff

THE Government was called on today to provide guide lines to employers of Coloured labour for implementing recommendations of the Erika Theron Commission.

Mr J. Drake, a past president of the Cape Town Chamber of Commerce, said in a paper to a symposium on the commission's report that concern by employers about 'in-

fringing the law' even where no law existed, had inhibited the usual development and management of Coloured employees.

Earlier in his address, Mr Drake referred to

'a seemingly formidable array of legislative deterrents' facing employers in connection with their Coloured employees.

ELECTORATE

He said, politicians argued that they could not move too far ahead of the view of the electorate. Clearly it would assist the Government or Parliament if some of the impetus for change came from the community itself.

Mr Drake suggested that representations be made to the Government about the Theron Commission report.

A clear statement of Government policy and guide lines for employers—with a revision of legislation to follow—would be of great assistance to employers.

WEST CAPE

One thought to bear in mind was the degree that any changes in laws would need to reflect the views of the South African electorate as opposed to the Western Cape electorate where the majority of Coloured people lived.

'The Theron Commission's report has been received as nothing particularly startling in Cape Town, but no doubt seems like a first cousin to Mao's little Red Book to other parts of the country,' Mr Drake said.

He noted that certain specific recommendations of the commission did not require any changes in legislation.

Important study and should not be allowed to gather dust while employers sat back and criticised the Government. Much of the initiative had to come from the employer himself.

Coloured Wage gap

AR645 28/7/76

Examined

to be proved that the return, whether direct or indirect, was worth the expenditure.

THE cost of implementing the Theron Commission's recommendations for closing the White-Coloured wage gap and providing better working conditions for Coloured people could be eliminated or reduced by certain favourable factors in such a move, a speaker said at a symposium in Cape Town today.

NOT WELCOME

Mr A. J. Kedzierski, financial manager of the Spes Bona Bank, said in a paper a first implication of the commission's recommendations was that any increase in salaries, wages or benefits usually

led to an increase in costs. Under present economic conditions such increases might not be a welcome suggestion.

On the other hand the cost of labour turnover, absenteeism, low productivity and other factors could be eliminated and become 'income' areas.

This could be done where the additional cost

of benefits or wages was lower than the additional income acquired through low labour turnover, low absenteeism and high productivity.

FINANCIAL

Mr Kedzierski said that from the personnel viewpoint the commission's recommendations might be fine examples of social responsibility.

From the financial viewpoint, however, it had

Theron Report Potential Highlighted

The Argus Political Staff

THE Erika Theron Commission's report on the Coloured people should be seen as being directed at the whole of South Africa rather than at the Government only, Professor W. H. Thomas of the University of the Western Cape said in Cape Town today.

In a paper to an all-day symposium on the commission's report and the management of Coloured labour, he said events since the publication of

the report had emphasised the seriousness of the present situation and the need to remove obstacles in the field of White-Coloured relations. Professor Thomas, director of the Institute for Social Development at the UWC, said that everything should be done to strengthen South Africa's development potential.

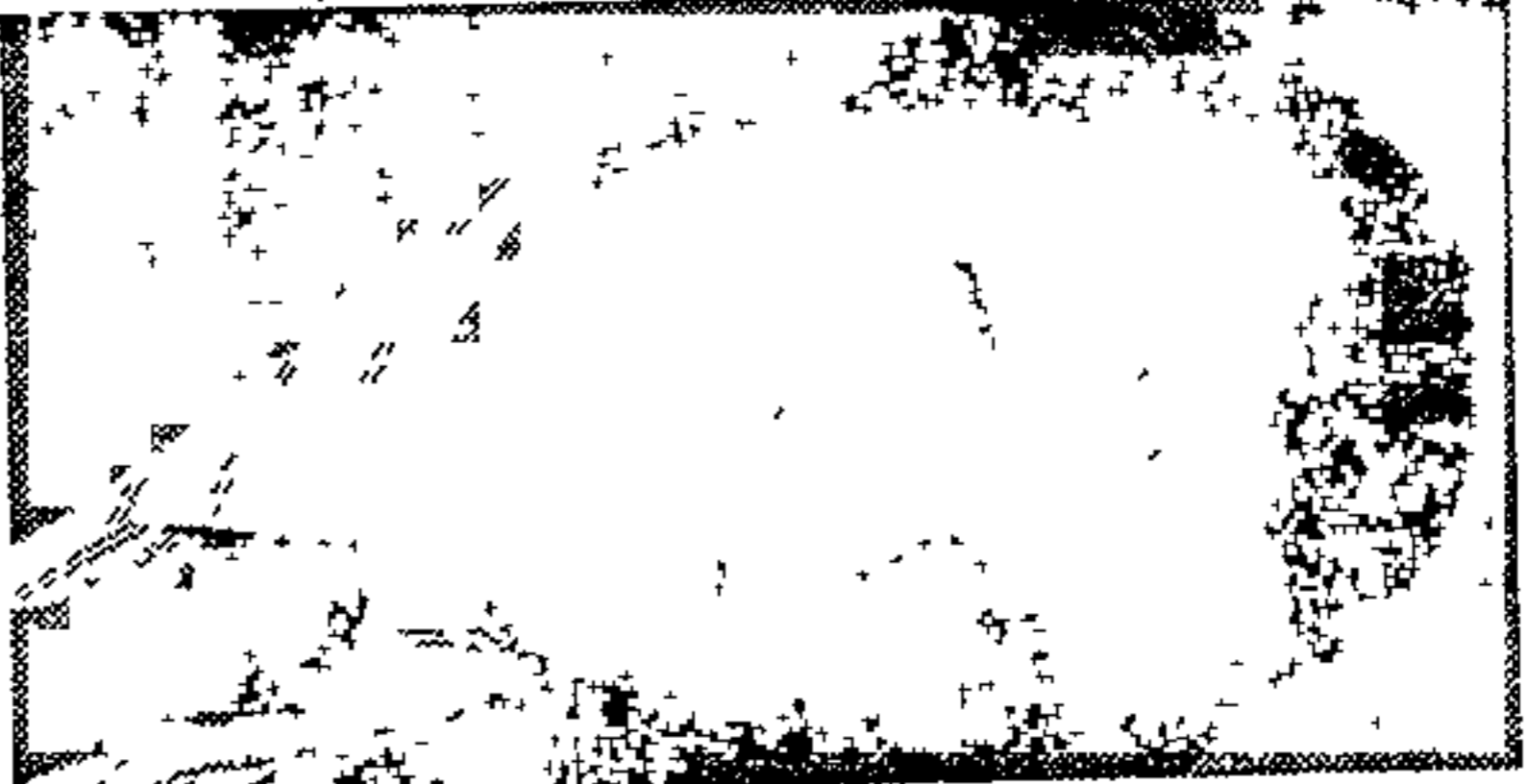
The message of the report should be clear to every entrepreneur, he said. Even though the Government had not reacted to any of the Theron Commission's recommendations on labour policy, a vast field for action was open to individual employers, to professional and employers' organisations and to organised labour.

The report, no matter how cautious or qualified, provided a long-term perspective within which workers and employers could see promising challenges.

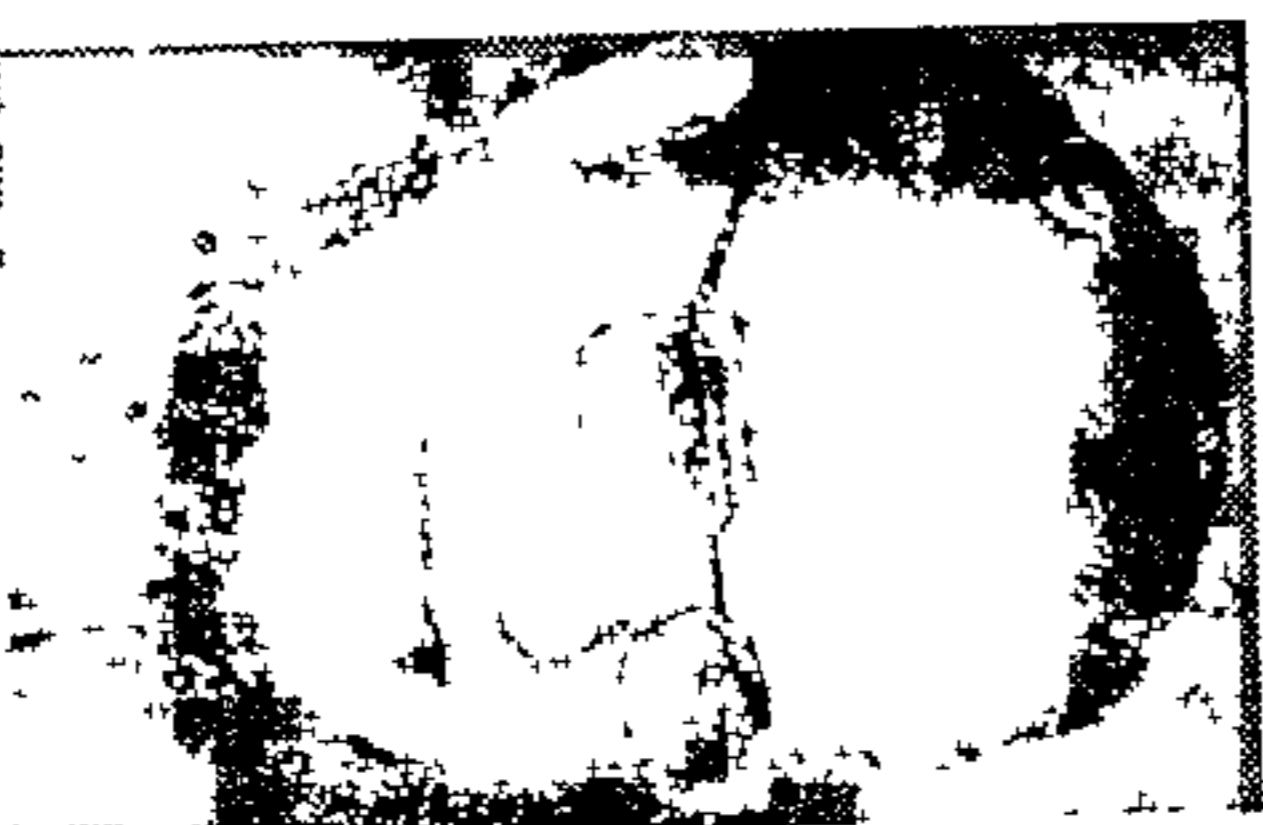
Professor Thomas said a special feature of the Theron

Commission's report was its emphasis on the role of the Government in any change of policy or in essential adaptations to be effected.

This suggested that progress in the process of development depended largely on the Government's reaction and actions. Even though such an impression was created, penetrating readers of the report would realise it was actually aimed at every individual, including employers and workers.



Mr A. J. Kedzierski



Professor W. H. Thomas

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Top jobs to be open to Coloured?

AUGUST 28/7/76

THE Director of Development of the University of the Western Cape, Mr D. Adonis, today listed top jobs that could now be opened to Coloured people in the light of the Theron Commission's recommendations.

His list included posts for television and radio announcers, magistrates and senior Government administrative officials of various departments.

Speaking at the symposium on the Theron Commission's report and Coloured labour management this afternoon, Mr Adonis said a fully integrated White-Coloured labour market could be regarded as the underlying assumption of the commission's majority report.

He suggested that categories of jobs into which skilled Coloured job seekers could enter on a significant scale also include:

- Accountants, controllers, supervisors, sales managers, personnel officers and computer attendants;
- Technical supervisors, maintenance supervisors, technical departmental superintendents;
- Architects, urban and regional planners, lawyers (magistrates), senior Government officials;
- TV and radio personnel, stewardesses and pilots.

According to one interpretation of the report, Mr Adonis said, all these types of occupations should now be open to Coloured people without any particu-

lar racial proviso attached to their entrance.

'The crucial question now shifts from "may they" to "are they," in fact, entering these occupational categories in any significant number and are they making sufficient progress,' Mr Adonis said.

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Theron report 'aimed at all S Africans'

29/7/76 STAR
Political Staff

CAPE TOWN — The Erika Theron Commission's report on the Coloured people was definitely not intended only for the Government or employers, but for every member of South African society, a member of the Commission, Professor W B Vosloo, said in Cape Town.

Summing up his impressions at the end of an all-day symposium yesterday on the commission's report and Coloured labour management, he said if so-

ciety recognised its task there would be movement in regard to improving the life of the Coloured people.

An important aspect of the commission's findings was that many Coloureds were chronically poor.

Another dimension of the problem concerned the structure of the labour market.

What should be done about this problem? The answer was more opportunities for jobs and for advancement should be created.

During a discussion it was suggested that some of the commission's recommendations on Coloured

employment might place a burden on Black labour.

Professor Vosloo said Black employment was one of the matters the Government would eventually have to look at.

Mr F M Harris, a member of the symposium panel, said it was because of the attitude of White businesses that many talented Coloureds had left South Africa.

"Besides making more job opportunities available, we must cut out the social prejudice we have among ourselves," Mr Harris said.

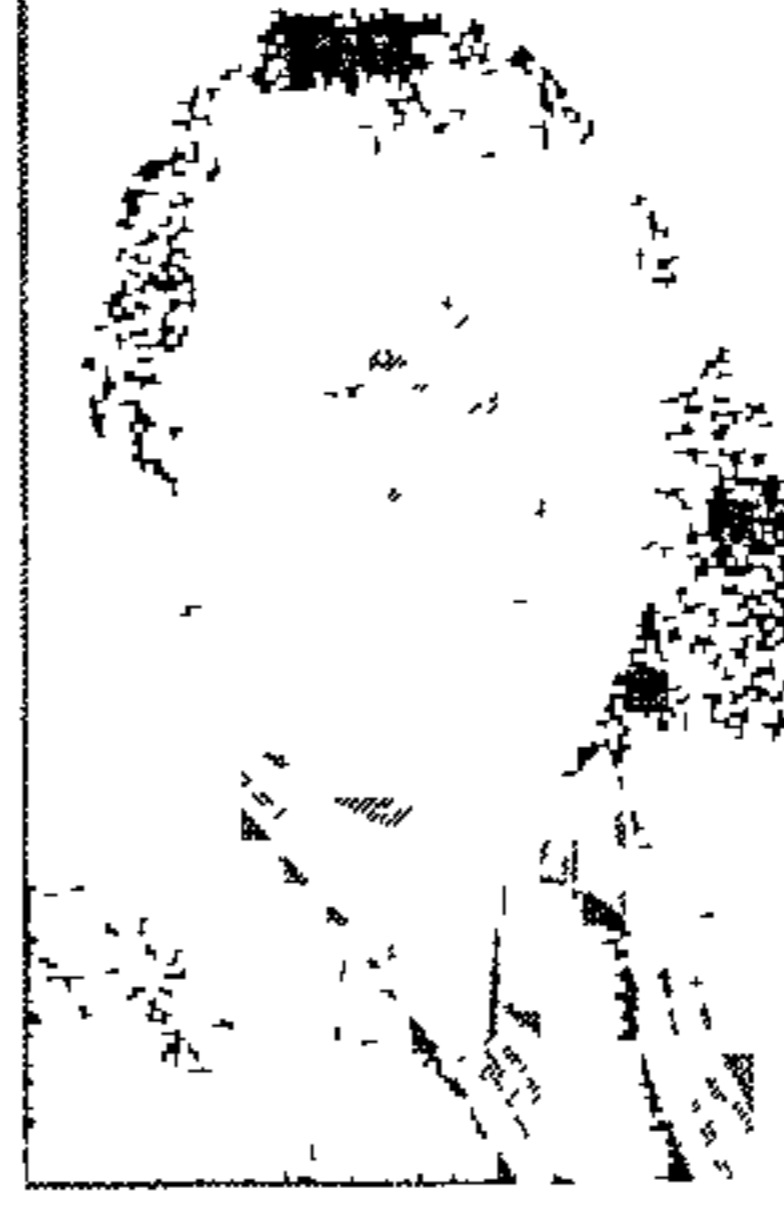
Cape Times 29/7/76



Mr J Drake



Mr D Adonis



Mr A J Kedzierski



Professor W H Thomas

Theron symposium: Call to employers

Political Correspondent

EMPLOYERS can do much to initiate many of the recommendations of the Theron Report, without waiting for the Government to act first.

This was the message from yesterday's symposium in Cape Town on the Theron Report and the management of Coloured labour, organized by the Institute of Personnel Management.

A number of speakers emphasized that the implementation of many of the report's recommendations depended as much on changes in the attitude of White employers and others in the community as on changes in official policy and legislation.

Summing up the day-long discussions, a member of the Theron Commission, Professor W B Vosloo, said the report was intended not only for the Government and for employers, but for every member of the community.

Opportunities

He made it clear that more work opportunities and better working conditions had to be created for the Coloured people, but that the onus for this should not be placed entirely on the shoulders of the Government.

The Government, he said, had an important role to play in removing certain legislation which restricted Coloured advancement. But a wide scope for improve-

ment lay in the hands of the White employers.

Earlier, Mr John Drake, past president of the Cape Town Chamber of Commerce, told the symposium that irrespective of any change in Government policy or legislation, employers should re-evaluate their personnel policies to check whether racial discrimination was legally necessary.

Inhibiting

There was no doubt, he said, that a concern by employers about "infringing the law", even where no law existed, had inhibited the normal development and management of Coloured employees.

Dr Drake pointed out that there were no laws to stop the implementation of the Theron recommendations dealing with eliminating differences in salaries and conditions of service or ensuring that the incomes of households were above the minimum living level.

"The Theron Commission Report is an important study and must not be allowed to gather dust while employers sit back and wait for action from the Government. Much of the initiative for action can come from the employer himself."

Professor W H Thomas, director of the Institute for Social Development at the University of the Western Cape, said the message of the report should be clear to every entrepreneur. A vast field for action was open to individual employers, to professional and employers' organizations, and to organized labour although the Government had not reacted to the recommendations on labour policy.

A point made by Mr A J Kedzierski, financial manager of the Spes Bona Bank, was that the direct or indirect return on implementing the recommendations had to be proved to be worth the expenditure in financial terms.

"The challenge is the balance between the betterment of the individual and the community with its advantages and disadvantages on the one hand, and the contribution to the in-

dividual concern on the other hand," he said.

Mr D Adonis, of the Institute for Social Development at UWC, said the challenges emanating from the recommendations obviously had to be worked out in detail and would need much patience, goodwill and hard work. "Yet, as it is clear from the report, we dare not evade the challenge."

Other points made during panel discussions included:

- That influx control of Blacks into the Western Cape should be retained but that the system should be reviewed.

- That more attention could perhaps be given to the advancement of Coloured people in the socio-economic field than in the political field.

- That the rate for the job should be paid regardless of race.

- That a national contributory pension scheme should be introduced.

Revising the EDP

F.M. 13/8/76

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How to create more jobs with less money? Hopefully the next Economic Development Programme will come up with some answers

Correcting the balance of payments and fighting inflation are undoubtedly the proper short-term priorities for SA. But it is clear that, in the longer term, job creation is the greater challenge.

How can the economy be restructured to absorb rising unemployment and to create enough new jobs for the 300 000 or so workers joining the labour market every year? This ought to be the key topic for discussion when members of the PM's Economic Advisory Council gather in Pretoria next month for a preliminary chat about the 1976-81 six year Economic Development Programme.

The 1974-79 programme based largely on historical relationships between savings and national income capital formation and output and so on came to the conclusion that real economic growth of at least 6.4% a year was both possible and necessary to contain African unemployment. Sadly, performance has fallen well short of this. The first year of the programme 1974, was good enough but the lack of any real growth in 1975 and 1976 means that the economy is currently well below the 6.4% target trend line (see graph).

The new EDP will be for 1976-81. *Chef du plan*, Dr Simon Brand and his colleagues in the Office of the Economic Adviser to the Prime Minister could of course leave the target trend line intact. In other words, stick to 6.4% pa with 1973 as a base year and simply extend this line another two years.

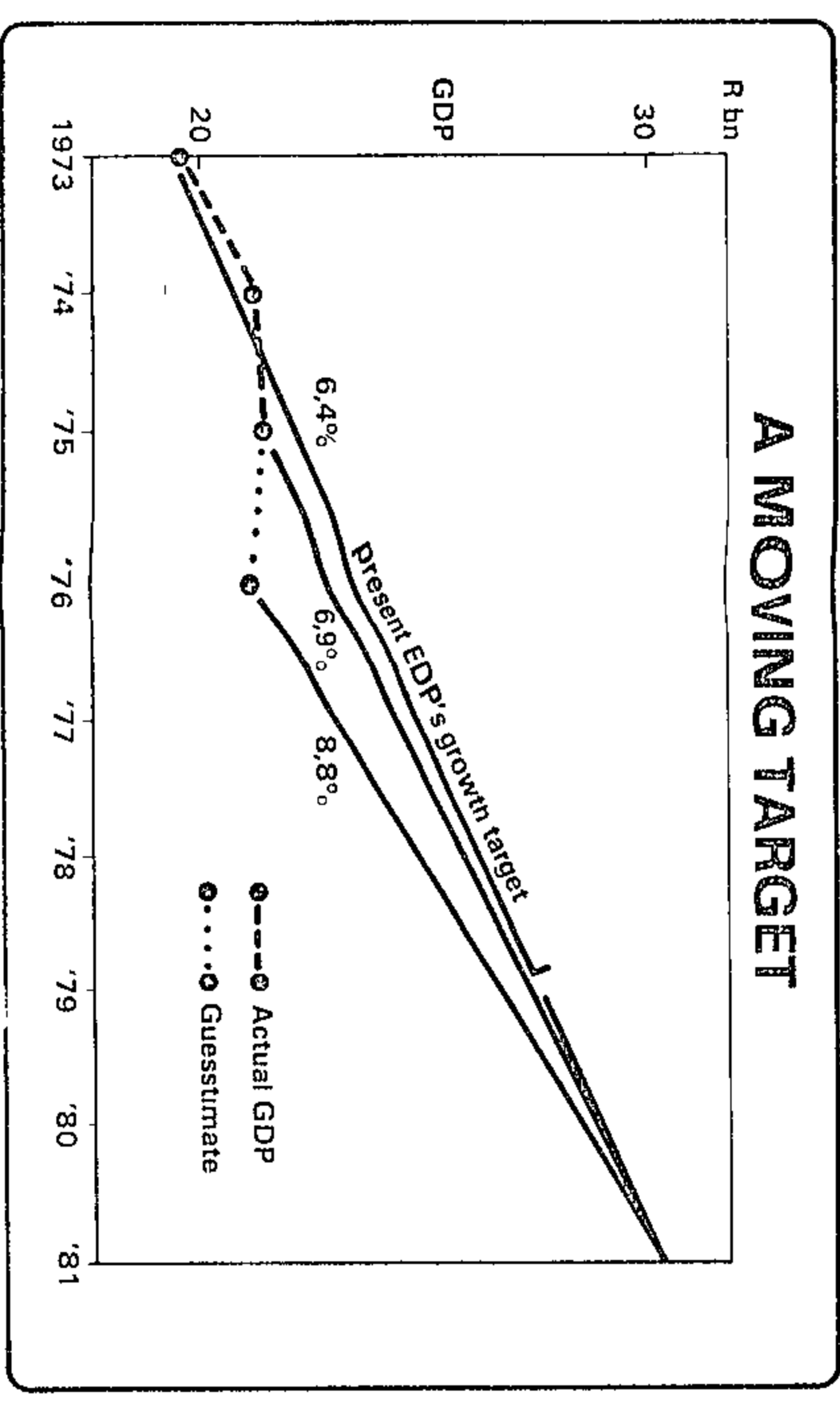
But then the economy would have to grow by something more than 6.4% pa

between now and 1981. That is because both 1975 and 1976 are below trend. Indeed, to hit the 6.4% trend line (base year 1973) by 1981, growth in 1976-1981 (base year 1975) would have to average 6.9%. And if, as seems likely, this year's GDP actually falls by about 2%, growth over 1977-81 (base year 1976) would have to average no less than 8.8%. Which is impossible.

For one thing a massive injection of overseas capital — many thousands of millions of rands — would be necessary to provide the wherewithal to achieve such a phenomenal growth rate. With Southern Africa in political turmoil, the Republic is likely to have to make do with less, not more, foreign financial support in the years immediately ahead. So there is little doubt that, if EDP is to be even remotely realistic, the 6.4% trend line target will have to be abandoned.

Exactly what the new target ought to be naturally depends on assumptions about the terms of trade, the gold price and net inflow of foreign capital. But with 1975 as a base year, the 1976-81 target will almost certainly have to be less than 5%, possibly as little as 4% if there is to be any hope of hitting the trend line by

A MOVING TARGET



reducing the overall welfare of the community

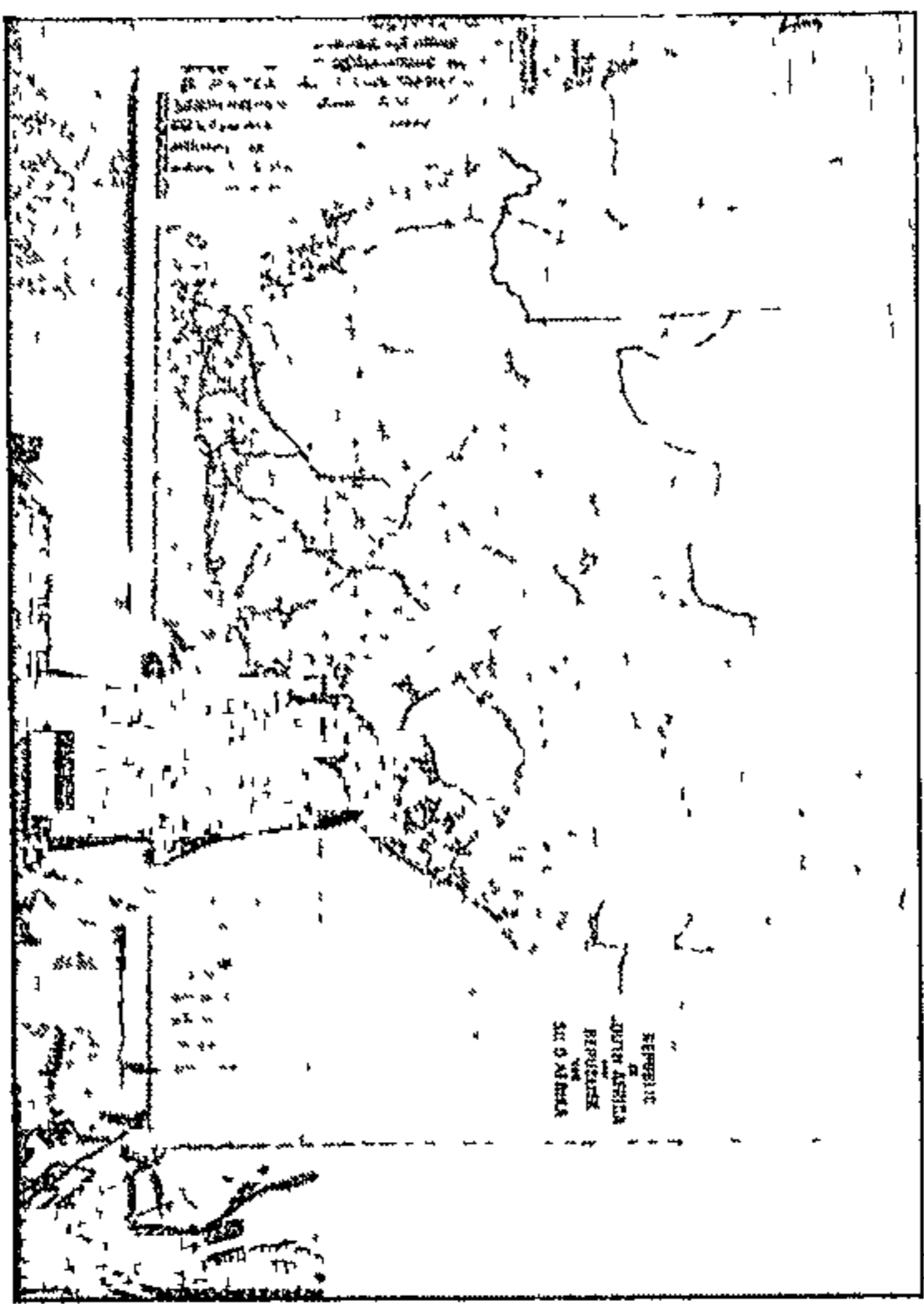
The present mix of processes is obviously the one businessmen believe is the most profitable and the one the (White) electorate wants. But that is not to say it is necessarily the best. It could be argued that it is preferable to plump for a different set of economic policies that would promote a different mix of production processes. Policies, for instance that would ensure that less capi-

employment gets a relatively high priority in the formulation of economic policy than, for example, prestige areas that need to be re-examined. If more labour intensive methods of production are to be chosen by entrepreneurs, labour costs must be held in check. For that to happen there needs to be a good deal more competition in the labour market, particularly in the skilled and semi-skilled areas, which absorb the bulk

the fact that output per worker they invariably call productivity) has not been growing as fast as in industrial countries. It now looks as if they have been barking up the wrong tree. Shouldn't the emphasis rather switch to jobs per unit of capital, which might mean less output per worker?

This is the sort of question that automatically arises from an examination of the EDP. The EAC must try to provide some of the answers

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CAPE TIMES 24/9/76

Give non-Whites a new deal — Mining chief

JOHANNESBURG. — The chairman of Gold Fields of South Africa, Mr Adriaan Louw, yesterday called on the Government to initiate a new deal for non-Whites and urged it to ignore objections from its right wing in bringing about internal change.

Mr Louw, in his chairman's review of the year to June 30, said controlled economic expansion at a rate in excess of population growth remained the essential catalyst to an evolutionary solution of South Africa's social problems.

Progress towards this goal, on the basis of internal resources, had been retarded temporarily by the decline in the gold price and the escalation of defence requirements following Soviet intervention in Southern Africa.

Discrimination

"Clearly, we remain dependent on continuing foreign investment on a large scale, and must recognize that overseas investors will become

increasingly discouraged unless rapid progress is made in eliminating petty and unnecessary discrimination on grounds of race."

It was not enough for equality of opportunity, to be available in the homelands only, he said. Political institutions must be developed to permit Asian, Coloured and Black urban communities to play a full and responsible role in society.

"I therefore urge the immediate implementation of initiatives directed towards the early provision of equal opportunities in employment, training and education, in that order, for all the peoples of the Republic."

Majority rule

At the same time, said Mr Louw, he was convinced that implementation of the populist cry for majority rule on a unitary basis, whether in Rhodesia, South West Africa or the Republic, was no more likely to benefit the majority than it had in any "liberated" country where racial, religious and colour differences were divisive factors.

He was encouraged by

Government's determined pursuit of its policy of conciliation with neighbouring states, exemplified by the rapid progress made towards the grant of independence to South West Africa.

"But I suspect that the rate of orderly change internally is being retarded by unwarranted deference to the right-wing views of a relatively small sector of the electorate.

'Duress'

"If this be the case, then the Government will find that compromises wrung from it under duress can only lead to escalating demands.

"By contrast, concessions freely granted can still achieve a dominating alliance of moderation."

He added: An upturn in the gold price cannot be indefinitely deferred and we have the human and material resources to achieve our economic goals.

"Provided equitable solutions to our social problems can be introduced timeously, South Africa can look forward to a new era of growth and prosperity." —

Sapa

New hours for State employees

30/9/76 AM.

Mercury Correspondent

PRETORIA — The 50 000-plus public servants in Pretoria will take part tomorrow in a unique working-hours experiment which the State hopes to extend throughout the Republic and to encourage private enterprise to introduce as well.

From today State officials will start work earlier and a staggered working hours pattern — known as "flexitime" — will be introduced in a number of firms as well.

Introduction of the system, on an experimental basis, has been under planning by the Department of Planning and the Public Service Commission for the past three years.

"Flexitime" — a system in which starting and finishing hours are staggered for different employer bodies — is being tried in preference to an alternative system considered.

This is one in which workers are required to work a stipulated number of hours a week in whatever pattern they like.

The Public Service Commission is in favour of the staggering system because of the number of State departments dealing with the public, and because it can be more easily controlled.

According to the Secretary for Planning and the Environment, Mr. J. F. Otto, the general intention of the experiment is to get public servants who at present start work at 7.30 a.m. to start at 7.15 a.m.

Other starting times will be staggered, with a follow-up staggering of knock-off times.

One of the aims of the plan, according to officials who have worked

—THINK OF A NUMBER — DOUBLE IT—

Colour blindness seems to be the only way of saving industry from stagnation, if labour figures predictions are near the mark. Delegates at the SA Institute for Production Engineering (SAIPE) seminar at Johannesburg's Carlton Hotel will be told that, by 1980, industry will be facing a 2m worker short-fall in an estimated 4m skilled labour force.

Organiser Adrian van Zyl promises more economic food for thought from 20 speakers trying to sort out the country's short- and long-term manpower problems during the two-day meeting "Labour is an asset that will have to be used better whatever its colour."

While Wits' Professor Chris Orpen advocates advancing non-Whites, closing wage gaps, and mixed trade

F.M. 1/10/76
unions, SAB group personnel consultant Denis Keenan-Smith will urge "the concept of total manpower resource . . . and implementation of a truly colour blind personnel policy." Adds Keenan-Smith. "Simply . . . that any employee is eligible for upgrading to the highest level of activity he is capable of performing adequately"

Van Zyl reckons SA has four years to put its manpower house in order. After that the problem of filling skilled places will multiply so rapidly that virtually no amount of immigration can close the gap.

The October 20-21 seminar is open to anyone who can take blunt talk (in English and Afrikaans) and accepts that "the wealth of a nation is dependent on the application and skills of its people".

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Renewed call on Black education

MORE money needs to be allocated to Black education and training in South Africa and the racially structured labour force must go, says labour consultant, Mr David Jackson.

Mr Jackson is a labour and productivity consultant with the Steel and Engineering Industries Federation (Seifsa) and a former director of the Institute of Personnel Management.

In an article in the September issue of Management Mr Jackson pays tribute to the Bantu Education Department for improving and expanding educational facilities for Blacks within the framework of its limited resources.

The article, which claims to be the first meaningful study of the relationship between out-

put and demand in the field of trained Black labour, quotes from the Economic Development Plan (EDP) for South Africa (1974-79) drawn up by the Prime Minister's Economic Advisory Council.

Mr Jackson criticises the present 'over-emphasis' on the development of rural and homeland areas and calls for a better balance between economic and social priorities.

The establishment of industries and rural and homeland areas reduced the flow of migrant workers and increased the economically active population of the homelands.

NO SENSE

However, when this development became the overriding emphasis in South Africa's economic development the economic advantages outweighed the social disadvantages.

'It just does not make sense to site a factory far from the infrastructure and market demands of the major growth centres.'

Dealing with discriminatory practices in job opportunities the writer says that these put a greater strain on the already overstretched White labour force and required the creation of even more semi-skilled and operator positions for Blacks.

They increased the frustration of Blacks and postponed the day when 'our deeds begin to match our statements about moving away from patterns of discrimination.'

'We need to eradicate from our thinking the view that the place of the Black man in our economy is the place that we can no longer find a White man to fill. Economic imperatives, let alone Black aspirations, make this vital.'

STAR

Distrust 'a bar to black motivation'

20/10/76

Mutual distrust between Blacks and Whites made it almost impossible to motivate Black workers without a radical change in the political system, a Wits professor told a manpower conference in Johannesburg today.

Professor Christopher Orpen, associate professor of industrial psychology at Wits, said political factors entered into almost every aspect of work relationships between Blacks and Whites.

The only way of eliminating suspicion, he said, would be for members of different races to meet on an equal footing both on and off the job. But apartheid made this impossible.

White fears hampered the advancement of Black workers into responsible jobs.

For this and other reasons, Blacks had little incentive to work hard. They did not see a relationship between the qual-

ity of their work and the rewards they received.

Blacks placed in supervisory jobs faced conflicting demands, Professor Orpen told the conference, organised by the South African Institute for Production Engineering.

If they faithfully carried out orders from their White superiors they were seen as "stooges" by their Black colleagues.

If, on the other hand, they articulated Black demands, they were regarded as militants by their employers, and faced dismissal.

Many White employers tended to appoint "yes-men" as supervisors. These people seldom passed on unfavourable information to their White bosses, even when it was vital that they do so.

True consultation between management and work committees was only possible if there was some measure of trust between the two sides.

But mutual suspicion

and differing political aims made it difficult to agree on ultimate goals, and consultations to resolve Black-White differences often failed.

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Lower SA worker output — economist

Cape Times 21/10/76

JOHANNESBURG — South Africa might have to accept lower worker productivity to continue creating enough jobs for Blacks, a top Government economist told a manpower conference here yesterday.

The tendency towards capital-intensive production meant less money was available to increase productive capacity.

It might be necessary to accept lower worker output, in spite of the current belief in the importance of increasing productivity, he

told the conference, organized by the South African Institute for Production Engineering.

Even at a low growth rate, he said, "shortages of skilled personnel are bound to form almost a chronic bottleneck in South Africa".

It could be confidently expected that the economy would absorb Black, Coloured and Asian workers in skilled jobs as fast as they could be trained.

But he added, "We must not lose sight of the quantitatively much larger problem of providing adequate employment opportunities for the rapidly increasing mass of Black workers, albeit at lower skill levels."

Sapa

JOB PLACEMENT *FIN MAIL*

Legal queries *29/10/76*

Can job placement agencies and consultancies find jobs for Africans? Until recently it appeared that they couldn't without breaking the law. Now some believe that the legislation is by no means clear and finding jobs for Africans may after all be legal.

The law appears expressly to forbid agencies and consultancies from placing Africans in jobs. Section 46 (*sept*) of the Bantu Urban Areas Consolidation Act 1945 states clearly that no one may place an African in employment for financial gain. There are, however, cross-references to other Acts and at least one of the placement agencies believes the legal position is by no means cut and dried.

Confusion is compounded by the fact that at least two firms *do* actually place Africans in jobs. Both say they have had no legal come-back. "We have been doing this for some time," says Denis Ross of Atlas Personnel Services. "The law is obviously a lot more flexible than some people imagine."

However, the agencies are unlikely to regard African job placement as a priority in the near future, says Ross. "There's very little money in it and we have actually been placing Africans at a slight loss," he says. "In fact, we feel that we should be subsidised for providing this service."

One other large agency — which does not wish to be named — also finds jobs for Africans. "There's only really a demand for Africans with special skills," says its managing director, "but we still find jobs when asked."

No other large agency finds jobs for Africans, though some smaller ones do. They have always considered it illegal, and some say that difficulties with Africans' pass books make it "not worth the effort" to offer a service.

There may be some movement on the legal front. An executive of one firm tells the *FM* that his company is consulting its

legal advisers because it believes the law is "not as clear cut as we previously thought." The cross-referencing of the 1945 Act may mean that there are circumstances in which placing Africans would be legal.

Some agencies, however, fear that drawing attention to the issue would be counter-productive. "Those of us who are able to offer this service would probably come up against government harassment if too much was said about the issue," says one.

There is a possibility, however, that Aprosa, the national organisation which represents agencies and consultancies, will be asked to take the matter up and secure a definitive legal opinion. Aprosa's agm is due on December 4.

(1) 173
 (2) 328

PREDICTIONS

| | 1975 | 1990 |
|--------------------------------|-------------|-------------|
| POPULATION | m | m |
| Whites | 4,2 | 5,8 |
| Coloureds | 2,4 | 3,6 |
| Asians | 0,7 | 1,0 |
| Blacks | 17,7 | 26,8 |
| Total | 25,0 | 37,0 |
| WORKERS | | |
| Whites | 1,7 | 2,3 |
| Coloureds | 0,8 | 1,3 |
| Asians | 0,2 | 0,3 |
| Blacks | 6,5 | 10,0 |
| Total | 9,2 | 13,9 |
| TOP JOB STRUCTURE | % | % |
| Professional/Technical | 4,8 | 6,0 |
| Total white-collar | 16,8 | 20,1 |

Parsons' projections show that a critical shortage of men for top jobs — professional, technical, administrative and managerial — will badly hamper expansion. Without these top men less-qualified substitutes will use labour and resources far below efficient levels.

"Even if the GDP grows at only 5% annually there will be 1,8m office jobs for Whites by 1990 and only 1,3m Whites able to fill them. That leaves 500 000 White jobs alone in one occupational group that will have to be filled by other races," he says.

Parsons' private study (he is senior research officer at the Chamber of Mines Human Resources Laboratory) also advocates rapid advancement of non-Whites in every skilled occupation if SA is to even match its industrial potential.

He repeats the warning he gave to Johannesburg's recent SA Institute of Production Engineering seminar: "What we are suffering is not so much a shortage of skills as a shortage of imagination about the use of manpower."

FIN. MAIL

MANPOWER *5/11/70* Imagination blues

Apathy about our future manpower needs brings a warning of retarded economic growth over the next 15 years. The consequence of lagging behind can only be imagined but, if manpower researcher John Parsons is only vaguely right about the industrial and commercial run up to 1990, they include inflation, stagnation, labour unrest and just about every other economic blight in the book.

Parsons predicts that within 15 years at least 500 000 White "white-collar" jobs alone will go begging unless other races are trained to fill work gaps vital to national industrial expansion. His estimates for the skilled and semi-skilled occupational categories are just as gloomy as he sees SA closely following the US job structure pattern in which the proportion of people in skilled work increases rapidly with industrialisation.

Yet he remains optimistic — with an annual GDP of 5% and birthrate of 2,8% — that full employment for all population groups can be attained provided there are imaginative (and early) switches in labour and education priorities.

Most provocative of these is to postpone universal primary education so that much more money can be given to tertiary students as, in the short-term, their ability to fill higher professional work gaps will be a deciding factor in the country's economic course.

No mad rush for jobs but...

How
If so
Has a
Judge

(c)

(v)

(e)

Issue

BACKGROUND TO THE NEWS

Labour Reporter

There is no mad scramble for jobs among white school leavers so far; in spite of the deteriorating employment situation.

But school-leavers will have to have "something to offer" and many will have to lower their sights.

That is the opinion of Mr R S Parrott, managing director of Manpower, an employment organisation which has paid particular attention to the unemployment problem.

His assessment is borne out by many spokesmen for large industries or employers.

They say:

- There is no deluge of job hunters among school-leavers, though more applications are being received than in the past.

- Employers are able to be really selective in choosing applicants — some for the first time in many years.

- Artisans are still in demand, though many large employers take on no more than their usual quota of apprentices, and the building industry is cutting down on those too.

The situation for black school-leavers is more difficult to assess because most industrial leaders concentrate on the skilled and semi-skilled labour sector from which blacks are barred by tradition or lack of education.

LITTLE CHANCE

In view of the estimated 600 000 blacks unemployed, black school-leavers have little chance of finding employment.

The steel and engineering industry, employing close to 500 000 workers, is still seeking to expand its skilled labour although it has retrenched 10 000 to 12 000 workers during the past six months.

"By and large it looks as if we are taking on at least the same number of apprentices as last year about 3 500 (white coloured and Asian)

throughout the country," said Dr Errol Drummond, director of the Steel Engineering and Iron Federation of South Africa.

An added incentive this year was that the bulk of trades had reduced their apprenticeship periods from four years to three, he said. Would be apprentices can call Seifsa's placement service at 834-6877.

The building industry — already about 25 percent underutilised — is likely to have a marked reduction in recruitment this year, including apprentices, according to Mr J H D Grotius, director of the Building Industries' Federation.

He disclosed that the crash course for trainee artisans has been shelved after difficulties in placing the last group of trainees.

Sasol, now gearing up for the Sasol 2 construction effort, has taken on 123 apprentices this year, twice the number of last year. It also hopes to get up to 200 trainee artisans over 21 years old during the year.

CONTRACTORS

Mr J L J Bezuidenhout, deputy general manager of Sasol, estimated that the construction of Sasol 2 would require about 7 000 workers by the end of this year and would build up to 14 000 men by the end of 1978.

But much of the work would be done by contractors who would have been employed elsewhere and therefore did not imply job creation.

Sasol itself already had 330 of the 1 330 whites required by next December and 770 of the 3 770 blacks, Mr Bezuidenhout said.

The Railways have vacancies for about 6 900 men in essential jobs — about 90 percent of them for school leavers who do not necessarily have to be matriculants.

The usual number of about 2 000 apprentices are being employed in spite of the Railways' difficult financial position.

(f)

(e)

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Ver

2.

Is it essential to
show any special
such as a film or a
videotape?

Audio/Visuals



Standard 3 cols 215 - 218 8/2/77

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Persons employed in Republic

(276) Mr T ARONSON asked the Minister of Statistics

- (a) How many persons in each race group were employed in the Republic as at 31 December 1976 and (b) how many of these were employed in the public sector

The MINISTER OF STATISTICS

- (a) Estimated economically active population as at 31 December 1976

| Whites | Coloureds | Asians | Bantu | Total |
|-----------|-----------|---------|-----------|------------|
| 1 827 000 | 835 000 | 233 000 | 7 315 000 | 10 210 000 |

- (b) Public sector as requested is not available However the following figures for September 1976 are furnished

| | Whites | Coloureds | Asians | Bantu | Total |
|----------------------------|---------|-----------|--------|---------|---------|
| Central government | 116 867 | 49 539 | 9 193 | 120 328 | 295 927 |
| Provincial Administrations | 112 995 | 21 042 | 3 325 | 87 342 | 224 704 |
| Bantu Homeland Authorities | — | — | — | 131 115 | 131 115 |
| Local Authorities | 57 900 | 23 100 | 5 300 | 143 100 | 229 400 |
| S A Railways and Harbours | 114 033 | 21 425 | 1 764 | 125 684 | 262 906 |
| Post Office | 42 922 | 6 069 | 961 | 19 447 | 69 399 |

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| Employment | (a) | (b) | (c) | (d) |
|---|---------|---------|---------|--------|
| (i) | | | | |
| March 1976 | 64 316 | 591 430 | 6 991 | 579 |
| June 1976 | 65 652 | 597 530 | 7 473 | 585 |
| Sept. 1976 | 65 993 | 594 471 | 7 725 | 682 |
| Dec. 1976 | 66 561 | 541 155 | 6 795 | 649 |
| (ii) | | | | |
| March 1975 | 60 500 | 319 000 | 55 000 | 6 000 |
| June 1975 | 61 200 | 325 100 | 54 600 | 5 900 |
| Sept. 1975 | 60 700 | 326 600 | 54 500 | 5 700 |
| Dec. 1975 | 60 600 | 326 900 | 53 200 | 5 800 |
| March 1976 | 60 300 | 327 300 | 53 800 | 5 700 |
| June 1976 | 60 500 | 327 700 | 52 900 | 5 800 |
| Sept. 1976 | 59 600 | 323 100 | 52 000 | 5 900 |
| Dec. 1976 | 58 100 | 312 900 | 50 700 | 5 600 |
| (iii) Manufacturing excluding transport equipment | | | | |
| March 1975 | 238 300 | 655 100 | 192 500 | 69 500 |
| June 1975 | 238 300 | 663 000 | 191 500 | 70 000 |
| Sept. 1975 | 239 600 | 664 000 | 193 000 | 70 600 |
| Dec. 1975 | 239 300 | 662 900 | 192 800 | 70 800 |
| March 1976 | 244 600 | 669 000 | 195 800 | 71 600 |
| June 1976 | 243 100 | 670 300 | 192 500 | 71 400 |
| Sept. 1976 | 242 700 | 666 100 | 193 000 | 72 000 |
| Dec. 1976 | 241 600 | 657 000 | 193 400 | 70 700 |
| (iv) Transport equipment manufacturing | | | | |
| March 1975 | 31 500 | 42 000 | 15 300 | 1 800 |
| June 1975 | 32 100 | 42 000 | 15 300 | 1 900 |
| Sept. 1975 | 32 200 | 42 500 | 13 400 | 1 900 |
| Dec. 1975 | 32 000 | 42 400 | 15 100 | 1 800 |
| March 1976 | 32 500 | 42 600 | 14 800 | 1 900 |
| June 1976 | 32 400 | 43 100 | 15 000 | 1 900 |
| Sept. 1976 | 32 100 | 41 100 | 13 700 | 1 800 |
| Dec. 1976 | 31 800 | 39 400 | 13 000 | 1 800 |
| (v) | | | | |
| March 1975 | 132 500 | 155 200 | 44 800 | 18 900 |
| June 1975 | 132 700 | 156 000 | 45 100 | 19 000 |
| Sept. 1975 | 133 100 | 157 100 | 45 400 | 19 100 |
| Dec. 1975 | 133 700 | 158 100 | 45 600 | 19 100 |
| March 1976 | 134 000 | 159 100 | 45 900 | 19 200 |
| June 1976 | 134 200 | 160 200 | 46 100 | 19 300 |
| Sept. 1976 | 134 100 | 160 300 | 46 200 | 19 300 |
| Dec. 1976 | 134 500 | 160 400 | 46 300 | 19 400 |
| Unemployment | | | | |
| March 1975 | 4 507 | | 4 349 | 1 589 |
| June 1975 | 4 294 | | 4 518 | 1 890 |
| Sept. 1975 | 4 092 | not | 4 535 | 1 718 |
| Dec. 1975 | 3 716 | avail- | 3 251 | 1 939 |
| March 1976 | 5 356 | able | 5 098 | 1 956 |

Secondly, Table 1X, tabulates output and the period considered:

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TABLE 1X.
OUTPUT AND PRODUCTIVITY GROWTH RATES

| | (a) | (b) | (c) | (d) |
|--------------|-------|---------------|-------|-------|
| Unemployment | | | | |
| June 1976 | 5 426 | Not available | 5 972 | 2 197 |
| Sept. 1976 | 6 073 | | 6 759 | 2 589 |
| Dec. 1976 | 6 572 | | 7 798 | 3 130 |
| Note | | | | |
| '62 | | | | |
| '63 | | | | |
| '64 | | | | |
| '65 | | | | |
| '66 | | | | |

- (1) Statistics for March 1977 are not yet available
- (2) The employment data shown for mining are averages for relevant months.
- (3) Employment in the motor industry is not available separately from the rest of transport equipment manufacturing.
- (4) Unemployment statistics relate to the number of registered work-seekers and are not available on an industry basis

Output growth (

- 5,4
- 7,7
- 7,1
- 5,9
- 4,5
- 7,1
- 4,0
- 6,6
- 5,3
- 4,1

Persons employed/unemployed in mining/construction/manufacturing/motor industry/retail trade

779 Mr H E. J VAN RENSBURG asked the Minister of Statistics

What was the number of (a) White, (b) African, (c) Coloured and (d) Indian per-

sons employed and unemployed, respectively, as at 31 March, 30 June, 30 September and 31 December of 1975 and 1976, respectively, and as at 31 March 1977 in the work categories (i) mining, (ii) construction, (iii) manufacturing, excluding the motor industry, (iv) the motor industry and (v) retail trade

The MINISTER OF STATISTICS

| Employment | (a) | (b) | (c) | (d) |
|------------|--------|---------|-------|-----|
| March 1975 | 63 757 | 549 217 | 7 236 | 595 |
| June 1975 | 63 249 | 568 100 | 7 484 | 640 |
| Sept 1975 | 62 840 | 561 476 | 7 068 | 510 |
| Dec 1975 | 63 071 | 535 245 | 6 785 | 607 |

Putting the nation to work

Fin. MAIL 27/5/77

SA's growth is too capital intensive. Priorities must be reshaped to build more jobs

From the latest import and export figures it is clear there has been further improvement in SA's trade with the rest of the world. The current account for the first four months can only have been marginally in deficit, if at all. It is equally clear that the balance of capital transactions is still in the red, with whatever minimal inflows we are getting more than cancelled out by outflows. Overall however, our international receipts and payments are moving towards balance, which is a great relief.

While the PM's economic advisers will no doubt feel it is too early to say so publicly, the real message of last Monday's EAC meeting, then, may well be that the foreign reserves crisis is almost over, and that priority should now be given to employment instead of the balance of payments.

Creating jobs is a far greater challenge. If SA could continue to attract foreign capital, the task would be far more manageable. Without foreign capital (and any realistic post-Vienna political analysis must surely lead to the conclusion that foreign funds are going to remain scarce, possibly for years to come) it is well-nigh impossible. Only a drastic reshaping of our consumption and investment patterns will suffice.

The implications for fiscal policy, (some of which we deal with below), for industrial strategy, for the exchange rate and for a whole range of other "facts of life" (matters which we intend returning to at a later date) are extremely far-reaching.

If SA sticks to the old patterns, then simply to absorb each year's rise in the labour supply without re-employing those now jobless, it needs 6% annual growth. But as is apparently recognised in the as yet unpublished Economic Development Programme for 1975-1981, this rate will not be achieved.

Structural problems require structural solutions. Calls from bodies like the EAC, the FCI, and the Handelsinstitut for the utilisation of more labour-intensive technologies are therefore welcome. The implications of such a step are enormous, however. What strategies could be adopted to move the SA economy away from its present course of ever-increasing mechanisation?

First and foremost, a major psychological barrier must be overcome. "Recognition," in Simon Brand's words, "that SA is not a member of the industrialised first world, but part of the less developed third world." Businessmen and bureaucrats will have to recognise that "progress" does not necessitate incorporating the most advanced and most mechanised foreign technologies into new investment in SA.

More importantly, tax concessions intended merely to encourage investment but which serve also to hasten mechanisation need to be modified. Currently, 30% of the cost of plant or machinery is deductible from taxable company profits. This concession is based solely on the cost of capital equipment, so lowering its price relative to labour.

Some investment incentive is appropriate.

of course. But the existing bias towards capital should be eliminated. The deductible amount for capital equipment should be reduced to, say, 15%-20% of its cost, while concessions should be offered for employing additional labour. Some 30%-40%, say, of added labour costs flowing from new investment should be deductible from taxable income for a specified number of years.

Other existing tax concessions lowering capital costs are the initial and depreciation allowances. However, since they compensate for "wear and tear" rather than act as investment incentives, they need not be changed.

These tax concessions for industry do not apply to mining. Instead, gold mines are permitted a capital redemption allowance, in terms of which the entire cost of new equipment is tax deductible. New gold mines get additional concessions.

Certainly these allowances cheapen capital. Nedbank's Merton Dagut, however, argues that the choice of mining techniques is made largely on engineering considerations and would thus not be much affected by changed prices of capital and labour. Moreover, it is also argued that mining mechanisation is necessary to reduce the industry's dependence on foreign migrants.

But it should also be borne in mind that to stop employing foreign migrants would have serious implications for SA's already strained political relations with her neighbours, and do nothing to right the structural imbalances in the interdependent sub-continent. It would simply

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mean exporting black unemployment

At any rate, the number of SA blacks working on the mines has doubled in just two years — no doubt largely because of wage increases — and this trend should continue. So perhaps, like the industrial investment allowances, mining investment concessions could be modified to reduce the value of those based on capital cost, and at the same time introduce new concessions for the employment of additional labour.

Problems of structural unemployment cannot be resolved merely by tinkering with taxes, however. Before any strategy can be effective, the fundamental contradiction between job-oriented policy and the ideology of geographical apartheid must be recognised.

Section 3 of the Environment Planning Act, which restricts the employment of African workers in certain metropolitan areas, is intended to hasten industrial decentralisation. This, along with the carrot of special tax and other concessions geared to inducing industrialists to use labour-intensive technologies in decentralised areas, has seduced some people into dreaming of vast numbers working in such industries in these areas.

But the dream is patently an illusion. Industrialists still prefer to locate in the metropolitan areas. By March 1975 decentralisation had created only 25 000 new industrial jobs within the Bantustans. Apart from the cost to the economy of the direct concessions, the infrastructural costs of these jobs are enormous.

Industry can only substantially help mop up unemployment if it can employ more workers where it chooses to locate. Section 3 must therefore go. And the authorities must recognise that "white" SA simply

cannot be made whiter. Most of our productive economic activity in industry, mining and farming is based in "white" areas. And these sectors will have to provide the bulk of jobs. Bantustans alone simply cannot absorb the entire labour surplus.

Restrictions on labour mobility will also have to go — both pass laws (inhibiting the flow of unskilled labour), and job reservation (preventing Africans performing skilled work). They serve to make labour more costly, thereby hasten-

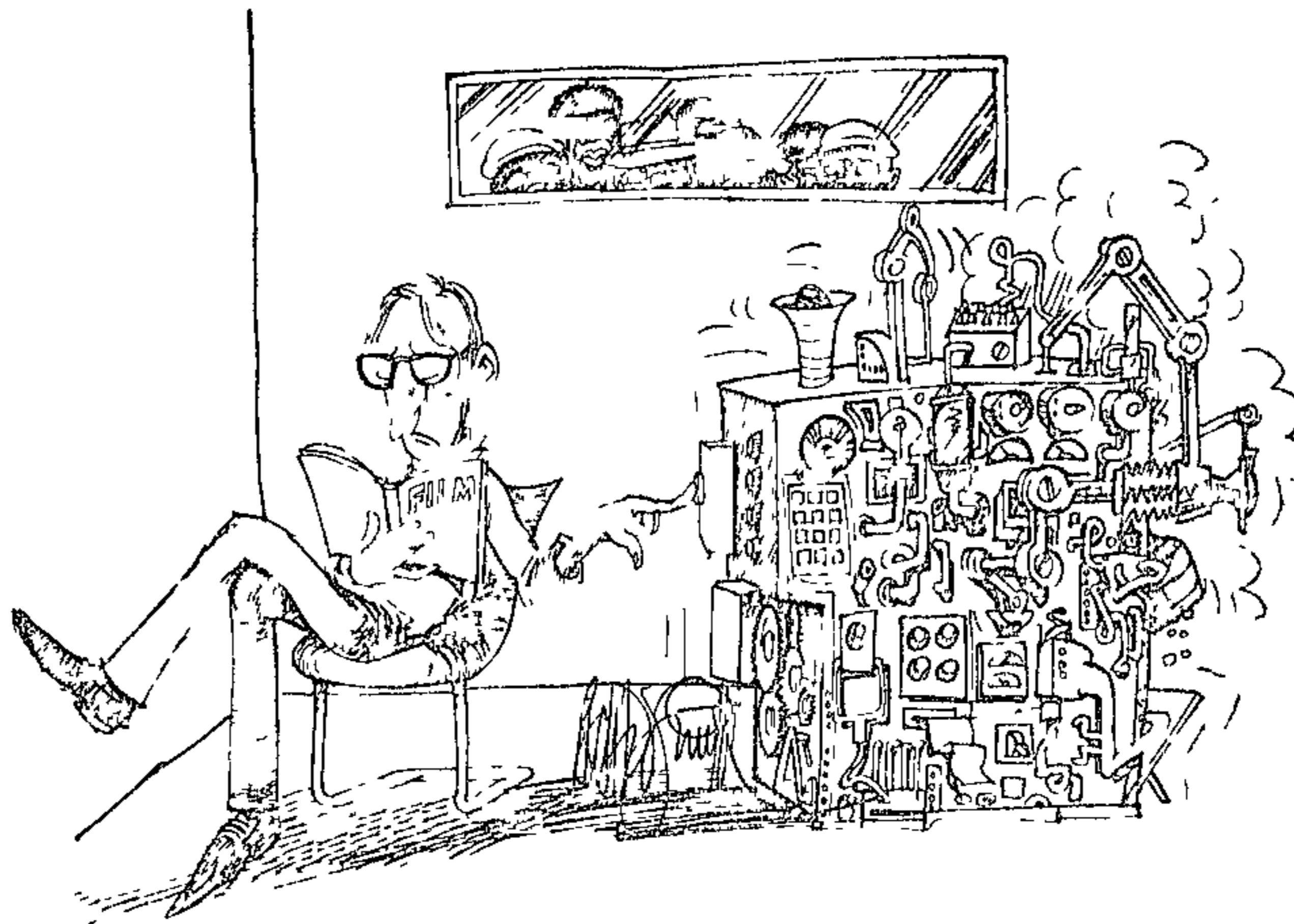
ing mechanisation in industry.

Of course, entrepreneurial decisions in the last few years to raise real black wages have also made labour more expensive, and the result has often been a cutting back on workers rather than meeting additional costs out of profits. Higher wages? Fewer jobs? Lower profits? No one can delight in having to make this unpleasant choice.

Removing subsidies on energy usage would somewhat offset the capital-intensive bias of wage increases. Electricity rates are lower for industry and mining than for the private consumer. Agricultural and industrial users are exempt from tax on diesel fuel. These subsidies lower the cost of capital utilisation, biasing production in a capital-intensive direction. They too could be reconsidered.

A new development strategy must be reflected in new spending priorities as well. Firstly, more resources must be devoted to population planning. A policy aimed at increasing aggregate labour demand will be ineffective in eliminating unemployment as long as the population continues growing at 2.9% annually.

Secondly, substantially more resources (eg subsidies on seed and fertiliser, development of marketing infrastructure)



must be devoted to developing small-scale labour-intensive African farming. The prevailing wisdom is that the attempt has already been made and has failed, though the investment in this sector so far has been minimal.

Brand notes, in fact, that "small-scale farming is often more efficient than large scale." Even the hard-nosed World Bank argues that "with well-designed programmes, third world rural development can be much more rapid than is sometimes believed... provided there is

a strong commitment to rural development at the national level."

Finally, for a labour-intensive strategy to be viable, a relatively efficient, labour-intensive technology must exist. "In principle," Brand suggests, "if resources used to develop mechanised processes were applied to uncover labour-intensive techniques, an efficient technology could be developed."

Research and development (R&D) projects to foster appropriate technologies are vital. But SA R&D is firmly tied to the first world. "Most major innovations resulting from our R&D programmes have been capital-intensive," asserts Niko Stutterheim, scientist and chairman of Noristan. Moreover, he argues that too many resources are devoted to pure research, and too few to development and practical application of the research.

However, Stutterheim is by no means certain that if R&D resources were redirected to accord with SA's needs they would yield an abundant harvest of the desired fruits. "I'm pessimistic. The nature of scientific and technological progress may be such that it cannot but favour a more mechanised growth path," he concludes.

If Stutterheim is wrong the shift to an employment-oriented strategy would be relatively painless and the kind of measures set out above would substantially ease unemployment. In fact, in spreading the national product more widely, employment-oriented development may hasten growth as the now-employed poor buy goods produced in SA — boosting local industry — instead of the rich importing luxuries.

But if he is right the choices facing SA are grim indeed. A strategy to eliminate structural unemployment would then necessitate a deliberate choice of less cost-effective but more labour-intensive technology. The authorities would have to force businessmen not to mechanise, tariff barriers would have to be erected, and growth would fall off.

SA would have to accept a smaller national cake, but one more widely shared. Alternatively, the country could remain on the existing capital-intensive growth path, a path leading to ever-increasing structural unemployment.

A plan in search of a purpose

The 1976-81 Economic Development Programme is of little use to businessmen. But it does pinpoint the acute problems facing economic planners

Plunging living standards, spiralling unemployment and puny foreign capital inflows are some of the grim prospects spelled out in the 1976-81 Economic Development Programme. Yet, judging by some of its assumptions, even the EDP's sombre scenario is optimistic.

The programme's compilers candidly admit "that the SA economy will not be able, within the programming period, to make up the shortfall which has developed in comparison with the growth potential indicated in the previous EDP" and that it is necessary "to think anew about the whole question of SA's growth potential".

Dwindling foreign capital inflows in particular have forced the planners to plump for a potential real GDP growth rate of 5% pa, compared with 6.4% projected in the 1974-79 FDP.

But even 5% is optimistic and indeed government has refused to recognise it as a target. Actual growth over the programming period will be much lower, "probably not more than 3%-4%", according to the PM's Economic Adviser Piet Riekert.

The EDP makes no bones about the tight corner into which the economy has been driven. Domestic capital creation is inadequate, foreign capital is scarce, burgeoning defence spending is here to stay. Meanwhile, increasingly capital-intensive production techniques are contributing to soaring unemployment and excessive imports.

WHAT NEXT?

The EDP contains no planning targets or economic forecasts but merely gives "an indication of the rate of growth which should be possible if all the country's resources are fully utilised".

Not surprisingly, Minister of Economic Affairs Chris Heunis reveals in his preface to the programme that the PM's Economic Advisory Council has proposed "that investigations should be made into a new approach to economic planning in SA".

The idea is that the EDP should also be a *plan*, to be used by government and business as a yardstick for the success of their policies.

The feasibility of a "target" approach and various alternative methods are presently being studied by the Office of the PM's Economic Adviser. It's hoped to submit a report to the August meeting of the Economic Advisory Council and to get the go ahead for a "new look" 1978-83 EDP.



Shovelling sand . . . which way is more profitable, by machine or by hand? It depends on wage, interest and tax rates



The well-worn remedies of export promotion, import substitution, labour training and the setting of spending priorities are clearly not enough to deal with these structural imbalances.

The EDP notes that "both private and government consumption expenditure will have to increase at a lower rate than in the recent past". The price will be high.

For instance, the EDP provides for a mere 1.5% real annual increase in government spending on education (6.9%

in the 1974-79 Programme), a 2.3% rise in community services and a real *fall* of 2.2% in spending on roads. And it could be worse since some of the EDP's basic assumptions could be way out of line.

Take exports. To sustain a 5% growth rate, the annual rise in exports must average 9.3%. Projections of the increase in world trade to 1981 point to a mere 7.2% annual rise in SA's exports, while private sector advisers consider an 8.3% growth rate "a realistic potential".

Then there's the question of encouraging labour-intensive production methods. Greater use of labour is rightly seen as a high priority for economic policy, and the EDP suggests interest rates should be allowed to find their true market levels in order to discourage capital intensive projects.

Worthy as these aims are, is it realistic to expect a pronounced shift to labour intensity over the next four years?

Another dubious assumption is that SA will attract a net 30 000 white immigrants each year. Recent experience shows that the lack of foreign confidence reflected in the fall-off in capital inflows is also manifesting itself in lower immigration and soaring emigration. In March, for the first time in many years, those leaving the country exceeded those coming in.

Turning to the effects of a 5% growth

Demand for black graduates outstrips supply

RDM

14 JULY 77

(173)

By DIAGO SEGOLA

MANY more black graduates are needed to meet the growing demand, the Human Sciences Research Council has found in a survey. It says these are only enough to fill existing jobs in the Transvaal alone.

The survey was restricted to the Transvaal, including the homelands of BophuthaTswana, Lebowa, Venda and Gazankulu. It found that 133 enterprises employ or intend employing black graduates.

The 121 private concerns among them employ 136. They have 84 vacancies and envisage taking on another 295 in the next three years.

Of these 515 job opportunities, 90% are for men, almost 10% for men or women and less than 1% for women only.

Most of the job opportunities are for personnel officers, chemists and training officers. The survey found that demand for computer staff and engineers is limited at present but will increase.

In the central, local and semi-government bodies in white areas, 133 black graduates are employed, with 86 vacancies. Twenty-nine additional posts are envisaged in the next three years.

Most of the job oppor-

tunities here are for social workers and librarians — about half for women.

The survey also found that:

● The homelands provide 504 job opportunities — 241 existing jobs and 263 vacancies. A further 118 posts are envisaged in the next three years.

● The posts and vacancies are mainly for educational planners, lawyers, social workers and doctors. Posts now filled by whites are regarded as vacancies for blacks.

● In white areas and homelands combined, 485 teaching posts are filled by black graduates, with 3 054 vacancies. This means that for every graduate teacher now employed another five are needed.

● In the homelands alone another 1 253 black graduate teachers will be needed in the next three years.

● In all sectors, including education, 995 posts are filled by black graduates while 3 487 are vacant. Another 1 695 jobs will be created in the next three years.

Figures issued yesterday show that South Africa's three black universities — Fort Hare, Turfloop and Ngoye — awarded 506 degrees and 285 diplomas last year, compared with 441 degrees and 244 diplomas in 1975.

ACT

To repeal the Liquor Licences Ordinance, 1922, and the Liquor Licences Amendment Ordinance, 1928, of the province of the Cape of Good Hope; to amend the provisions of the Bantu Trust and Land Act, 1936, relating to the moneys to be paid into the South African Bantu Trust Fund; to amend the provisions of the Bantu (Urban Areas) Consolidation Act, 1945, in order to increase the penalties for certain offences; and to further regulate the appropriation of moneys in the Bantu beer account; to amend the provisions of the Bantu (Abolition of Passes and Co-ordination of Documents) Act, 1952, in order to provide for the issue of identity documents to foreign Bantu; and to enable the Minister of Bantu Administration and Development to make regulations; to amend the provisions of the Bantu Labour Act, 1964, in order to provide for the making of regulations relating to the compulsory provision of goods and services by employers to their Bantu employees; to amend the provisions of the Bantu Authorities' Service Pension Act, 1971, relating to the interest to be added to certain amounts; and to provide for the transfer of certain assets and liabilities of the Authorities' Service Pension Fund and the Authorities' Service Superannuation Fund to certain other provident funds; and to amend the provisions of the Bantu Affairs Administration Act, 1971, relating to pension matters of employees of Bantu Affairs Administration Boards; and to apply the Limitation of Legal Proceedings (Provincial and Local Authorities) Act, 1970, to all Bantu Affairs Administration Boards.

*(Afrikaans text signed by the State President)
(Assented to 11 July 1977)*

BE IT ENACTED by the State President, the Senate and the House of Assembly of the Republic of South Africa, as follows —

Repeal of Ordinances 7 of 1922 and 3 of 1928 of the province of the Cape of Good Hope
Amendment of section 8 of Act 18 of 1936 as amended by section 29 of Act 56 of 1949 section 49 of Act 92 of 1969 and section 27 of Act 20 of 1972

1. The Liquor Licences Ordinance, 1922 (Ordinance No. 7 of 1922), and the Liquor Licences Amendment Ordinance, 1928 (Ordinance No. 3 of 1928), of the province of the Cape of Good Hope, are hereby repealed

2. Section 8 of the Bantu Trust and Land Act, 1936, is hereby amended by the insertion after paragraph (f) of the following paragraph

“(fA) the amount of the value or the amount of the proceeds of the sale by the State—

(1) of land of which the Trust was the registered owner or which vested in the Trust and which became State-owned land in terms of section 2 or 3;

Act No. 119, 1977

BANTU LAWS AMENDMENT ACT, 1977

- (ii) of land which was or could have been expropriated in terms of section 13 (2) unless the Minister of Finance after consultation with the Minister of Agriculture and the Minister determines otherwise."

Amendment of section 10 of Act 25 of 1945, as substituted by section 27 of Act 54 of 1952 and amended by section 5 of Act 16 of 1955, section 30 of Act 36 of 1957 and section 47 of Act 42 of 1964

3. Section 10 of the Bantu (Urban Areas) Consolidation Act 1945, is hereby amended by the substitution for subsection (4) of the following subsection

"(4) Any person who contravenes any provision of this section, or who remains in any area for a purpose other than that for which permission so to remain has been granted to him, shall be guilty of an offence and liable on conviction to a fine not exceeding one hundred rand or in default of payment to imprisonment for a period not exceeding three months or to both such fine and such imprisonment or to such imprisonment without the option of a fine "

Amendment of section 10bis of Act 25 of 1945, as substituted by section 48 of Act 42 of 1964

4. Section 10bis of the Bantu (Urban Areas) Consolidation Act, 1945, is hereby amended by the substitution for subsection (2) of the following subsection

"(2) Any person who contravenes any provision of subsection (1), shall be guilty of an offence and liable on first conviction to a fine not exceeding one hundred rand or in default of payment to imprisonment for a period not exceeding three months and on a second or subsequent conviction for a like offence in the same prescribed area within a period of two years, to a fine of not less than one hundred rand or in default of payment to imprisonment for a period of not less than three months or to both such fine and such imprisonment or to such imprisonment without the option of a fine "

Amendment of section 19 of Act 25 of 1945, as amended by section 1 of Act 43 of 1945 section 34 of Act 54 of 1952, section 10 of Act 64 of 1952, section 8 of Act 16 of 1955, section 35 of Act 36 of 1957, section 11 of Act 53 of 1957, section 11 of Act 79 of 1961, section 20 of Act 63 of 1962, section 55 of Act 42 of 1964, section 8 of Act 19 of 1970 and section 9 of Act 29 of 1972

5. Section 19 of the Bantu (Urban Areas) Consolidation Act, 1945, is hereby amended by the deletion of paragraph (c) of subsection (3)

Amendment of section 43sept of Act 25 of 1945 as inserted by section 73 of Act 42 of 1964

6. Section 43sept of the Bantu (Urban Areas) Consolidation Act, 1945, is hereby amended by the substitution for paragraph (a) of subsection (2) of the following paragraph

"(a) Any person who contravenes any provision of subsection (1), shall be guilty of an offence and liable on conviction to a fine not exceeding five hundred rand or to imprisonment for a period not exceeding six months, and in addition a sum of money equal to the sum of money proved to have been paid to such person in contravention of the said subsection shall be declared by the court convicting such person to be forfeited to the State "

Act No. 119, 1977

BANTU LAWS AMENDMENT ACT, 1977

Amendment of section 3 of Act 67 of 1952, as amended by section 12 of Act 79 of 1957, section 15 of Act 76 of 1963 and section 84 of Act 42 of 1964

7. Section 3 of the Bantu (Abolition of Passes and Co-ordination of Documents) Act, 1952, is hereby amended by the deletion of paragraph (c) of subsection (1)*bis*

Amendment of section 12 of Act 67 of 1952, as amended by section 21 of Act 79 of 1957, section 22 of Act 76 of 1963 and section 86 of Act 42 of 1964

8. (1) Section 12 of the Bantu (Abolition of Passes and Co-ordination of Documents) Act, 1952, is hereby amended by the substitution in subsection (1) for the words preceding paragraph (a) of the following words

“(1) The Minister may make regulations as to—”

(2) Any regulation made before the commencement of this Act under the provisions of section 12 of the Bantu (Abolition of Passes and Co-ordination of Documents) Act, 1952, shall be deemed to have been made under the provisions of the said section 12 as amended by subsection (1)

Amendment of section 28 of Act 67 of 1964, as amended by section 15 of Act 19 of 1970 and section 15 of Act 70 of 1974

9. Section 28 of the Bantu Labour Act, 1964, is hereby amended by the insertion after paragraph (h) of subsection (1) of the following paragraph

“(hA) the compulsory provision of any goods or service by employers to their Bantu employees, and the recovery of the cost of such goods or service by way of deduction from the wages of such employees ”

Amendment of section 3 of Act 6 of 1971, as amended by section 23 of Act 4 of 1976

10. Section 3 of the Bantu Authorities' Service Pension Act, 1971, is hereby amended by the substitution for paragraph (c) of subsection (7) of the following paragraph

“(c) interest at the rate of five and one-half per cent per annum, compounded annually on the thirty-first day of March and calculated from the date on which such person becomes liable to contribute to the pension fund or the superannuation fund, as the case may be, up to the date of payment of such amount, shall be added to an amount payable in terms of paragraph (b) ”

Insertion of section 4A in Act 6 of 1971

11. The following section is hereby inserted in the Bantu Authorities' Service Pension Act, 1971, after section 4

“Transfer of assets and liabilities of pension fund or superannuation fund to certain other pension funds, superannuation funds or provident funds

4A. Notwithstanding anything to the contrary contained in any law the Minister may, in consultation with the Minister of Finance, direct that such portion as he may determine of the assets and liabilities of the pension fund and the superannuation fund be transferred, as from a date fixed by him, to any pension, superannuation or other provident fund—

(a) established in respect of persons in the employ of any authority, and

(b) of which members of the pension fund or superannuation fund are to become members as from a fixed date ”

Amendment of section 10 of Act 45 of 1971, as amended by section 42 of Act 62 of 1973

12. (1) Section 10 of the Bantu Affairs Administration Act, 1971, is hereby amended—

(a) by the substitution in subsection (4) for the words preceding paragraph (a) of the following words

“Notwithstanding anything to the contrary contained in any law or in the rules governing any municipal pension fund, but subject to the provisions of subsection (18)—”

(b) by the substitution for paragraphs (c), (cA) and (d) of subsection (4) of the following paragraphs:

“(c) there shall, in respect of any person so deemed so to have elected, be paid to the pension fund so established, out of the said municipal pension fund,

Act No. 119, 1977

BANTU LAWS AMENDMENT ACT 1977

an amount equal to the interest of the person concerned in the assets of the said municipal pension fund as calculated by the actuary of the said municipal pension fund in consultation with any other actuary designated for the purposes of this paragraph by the Minister of Social Welfare and Pensions or by any officer in the Department of Social Welfare and Pensions designated by the said Minister,

- (cA) if the amount of the interest calculated in terms of paragraph (c) is less than the amount which, in terms of the regulations in force under the said Act, is payable to the pension fund so established in respect of the pensionable service of such person referred to in paragraph (b), the deficit shall be paid to that pension fund out of the State Revenue Fund.
- (cB) there shall be added to any amount payable in terms of paragraph (c) or (cA) interest at the rate of five per cent per annum, compounded annually on 31 March and calculated from the date on which, in accordance with paragraph (a) or in accordance with subsection (8) (a), as the case may be, the person concerned becomes a member of and contributes to the pension fund so established, up to the date on which the said amount is paid to such fund in terms of paragraph (c) or (cA). Provided that if the total amount payable in terms of paragraph (c) is not paid in one sum, the rate at which interest is payable on such portion of the said total amount as may be determined by the Minister of Social Welfare and Pensions or by an officer in the Department of Social Welfare and Pensions designated by the said Minister for such purpose, shall be six per cent per annum.
- (d) there shall, in the case of any person to whom paragraph (b) applies and who is subsequently directly appointed in the service of any local authority, be added to the aggregate of the amounts which may in terms of the regulations under the said Act be paid in respect of such appointment—
- (i) an amount equal to the interest calculated in terms of paragraph (c); and
 - (ii) interest at the rate of five per cent per annum, compounded annually on 31 March, on the amount referred to in subparagraph (i), and calculated in respect of the period from the date on which such person, in accordance with paragraph (a) or in accordance with subsection (8) (a), as the case may be, became a member of and contributed to the pension fund so established, up to the date on which the said amount is paid to the municipal pension fund in question

Provided that such aggregate shall be calculated in respect of the period from the date on which such person so became a member of and contributed to the pension fund so established, up to the date of such direct appointment,"

- (c) by the addition of the following subsection—
- “(18) The provisions of subsection (4) (b), (c), (cA), (cB), (d) and (e) shall not apply in respect of any person appointed under subsection (1) as from any date after 31 December 1977 ”

(2) Subsection (1) shall be deemed to have come into operation on 27 June 1973

Act No 119, 1977

BANTU LAWS AMENDMENT ACT, 1977

Insertion of section 24A in Act 45 of 1971

13. The following section is hereby inserted in the Bantu Affairs Administration Act, 1971, after section 24

"Application of Act 94 of 1970 to boards

24A. For the purposes of the Limitation of Legal Proceedings (Provincial and Local Authorities) Act, 1970 (Act No 94 of 1970), a board shall be deemed to be a 'local authority' as defined in section 1 of the said Act "

Short title

14. This Act shall be called the Bantu Laws Amendment Act, 1977

WHITHER BLACK GRADUATES?

Despite the formidable problems encountered by Africans wanting to go to university, the number of degrees awarded to them has soared by 47% in the last three years. Recent figures from the Institute of Statistical Research of the Human Sciences Research Council (HSRC) show that African graduates totalled 5 019 in June 1976 as against 51 in 1960 and 2 000 in 1970.

The HSRC has just published research findings on job opportunities in the Transvaal and the Bophutha Tswana, Lebowa, Venda and Gazankulu Bantustans.

A spokesman claims that "the demand for black graduates is such that the total number in SA is hardly enough to fill existing job opportunities in the Transvaal alone" (4 482, on the

HSRC's reckoning) Apart from posts for black graduate teachers in "white" areas and Bantustans (in excess of 3 600 now) another 1 695 graduate job opportunities will be created in SA over the next three years in all sectors.

The study shows, however, that there is a great lack of financial incentives for black graduates in the public service. A black man with a bachelor's degree starts on a salary of a meagre R 2 520 while women start on R 2 376.

The 11 private businesses supplying information to the HSRC indicated that salaries for black graduates varied between R3 000 and R5 000.

In the private sector the big demand is for personnel and training officers and chemists. Outside the Department of Bantu Education, job opportunities in the public sector focus on social

workers and librarians. But one educationist points out that even if the present low salaries of black teachers were to improve dramatically, it would be unlikely that graduates would swing to teaching. "Student unrest has made teaching an at-risk profession".

Job opportunities in the four Bantustans (excluding graduate teachers) focus on education planners and inspectors, the legal professions, doctors and social workers. Over the next three years the demand will be for social workers, doctors, dentists and those with legal qualifications. Doctors' starting salaries in these areas are R5 340, while the other professions start around R4 740.

Whether graduates will want to go and work in the Bantustans is entirely another matter, of course.

173
FM 12/8/77

Tinker, tailor, soldier, sailor?

Naturally, the choice of career depends on what you're after. If it's long-term job security, we suggest you plump for engineering

Choosing the right career is a chancy exercise at the best of times. Today, it is fraught with uncertainty. More than ever, imponderables like the political future have a bearing on which jobs will bring satisfaction and rewards and which won't.

Indeed, what is needed today, say some, is a career which allows for flexibility, adaptability and (for those with fundamental doubts about SA's future) international application.

The current building and construction

However, in SA at least, there are guidelines which can help. One is the certain knowledge that the country has, and will continue to have, a chronically shallow pool of technical skills. There is little demand for graduates with general degrees. But opportunities abound for engineers, doctors, dentists, computer scientists, metallurgists, agriculturalists, teachers for the science disciplines, B Coms and MBAs.

Dr Phillip Lloyd, immediate past president of The Federation of the Societies

mining, metallurgical, chemical and agricultural engineering)

The growth of engineering graduates has averaged only 2% annually over the past decade. Yet 15% pa is needed "just to catch up and satisfy present and future needs", he says. The Human Sciences Research Council forecast of 1980 manpower needs (based on an annual 6.4% annual GNP growth) indicates a need for 20 800 metallurgists and engineers, a 25% increase over present figures. An over statement, perhaps, but a pointer.

Wits university reports a 15% hike in student intake in the engineering and metallurgy faculties over the last two years.

There's a particularly strong need for mining engineers and metallurgists to maintain the growth of the minerals industry, which is rapidly expanding.

Prof Bob Plewman, Dean of the Wits Engineering faculty, reports "We're importing two-thirds of the men we need. We need 150 new graduates a year. We're getting only 40".

Medics and dentists

Because of the on-going expansion of medical and dental services, there's a strong demand for medics and dentists. However, a spokesman for the SA Medical Association points out the shortage of doctors is geographical: cities are generally well supplied.

In the computer industry, a glamour career since the Sixties, demand still outstrips supply by 20%, says John Raymond, MD of Computer Personnel, which conducts an annual survey of computer job opportunities. Next is the shortage expected to decrease over the next 10 years.

Says Raymond "ICL reports 25% growth this year, IBM is reported to have reached its 1977 target by the end of June. The industry is growing at a frightening rate".

There's an equally strong demand for chartered accountants. Willem Kruger, executive director of The National Council of Chartered Accountants, reports that the annual 4% trickle into the profession falls far short of what's needed.

"There's at least a 33% shortage. The demand, depending on economic growth, will increase steadily," he claims.

MBAs can be expected to remain in demand too. However, when all aspects surrounding a career choice are considered, the dead cert for anybody starting off now would seem to be engineering, particularly mining engineering.



Graduation . . . salad days are over, now for the grindstone

slump illustrates how changing economic conditions can play havoc with careers. 41% of SA's estimated 1 500 architects have left the profession over the past two years. Wits reports a 10% drop in student intake in the allied faculties of architecture, quantity surveying, building science and town and regional planning.

One life, three careers

In Britain, it's expected that by next spring one third of the country's 22 000 practising architects will have quit the profession.

A National Institute for Personnel Research careers counsellor insists "It's neurotic to expect that the career for which you studied at 18 can be guaranteed for your working life." It's likely, he adds, that a man may have two or three careers during his working life, not necessarily even in the same job category.

of Professional Engineering estimates that SA imports 50% of its engineers in all the subdivisions (civil, mechanical, electrical,

STARTING SALARIES

| White men Educational Qualifications | Average total R/m |
|--------------------------------------|-------------------|
| B A Maths. | 378 |
| B A (Hons) | 412 |
| M A | 489 |
| B Com | 395 |
| B Com (Hons) | 431 |
| M Com | 482 |
| B Sc (Maths/Chem) | 456 |
| B Sc (Hons) | 464 |
| M Sc | 592 |
| B Sc Eng | 553 |
| M Sc Eng | 587 |
| B A /Lib | 463 |
| MBA | 487 |
| C A (SA) | 576 |

January 1977 UCT/Personnel survey for first job starting salaries

173

MANPOWER - General

1-1-80 - 31-12-80

24/3/80

Hansard 8 QUEST Col 439 (173)

8(439) Persons employed (173)
24/3/80
493 Dr. Z J DE BEER asked the Minister
of Statistics.

How many persons in each race group were employed as at 30 June 1979 by (a) the Central Government, (b) the provincial administrations, (c) the governments of Black states in South Africa, (d) the South African Railways and Harbours Administration, (e) the Department of Posts and Telecommunications, (f) local authorities, (g) public statutory corporations, (h) control boards and (i) other statutory bodies?

The MINISTER OF STATISTICS:

| | Whites | Coloureds | Asians | Blacks |
|-----|---------|-----------|--------|---------|
| (a) | 128 813 | 57 933 | 11 106 | 116 717 |
| (b) | 123 193 | 23 716 | 4 024 | 91 138 |
| (c) | — | — | — | 83 100 |
| (d) | 113 441 | 24 600 | 1 836 | 125 659 |
| (e) | 45 366 | 7 639 | 1 189 | 21 519 |
| (f) | 57 200 | 25 800 | 5 600 | 135 100 |
| (g) | 68 500 | 4 200 | 500 | 84 700 |
| (h) | 1 838 | 286 | 34 | 706 |
| (i) | 12 685 | 1 124 | 76 | 9 894 |

Star Bill 180 (22) (183)

Tax inducement to housewife?

Measures to attract more married women back into jobs may be included in the 1980 Budget package to be unwrapped by the Minister of Finance, Senator Horwood, on March 26, according to a leading bank.

Inducements to persuade housewives to return to offices and factories were forecast by Volkskas today in an economic analysis of the options open to Senator Horwood

Volkskas sees the move — likely to be centred on bigger tax-free allowances — as at least a partial

counter to the shortage of skilled workers which is spreading in business

The bank also predicts that more government funds will be allocated for training and re-training of workers as a whole to fill the growing vacuum in skilled jobs as the economy gathers speed

The study says the Budget can be expected to "hold a little bit of everything" for the public because of higher revenues flowing into Government coffers, especially in taxes from the gold mines as profits increase in the gold boom

Among the possible con-

cessions listed by the bank are:

- Lower taxes on individuals.
- Abolition of the loan levy or another early repayment of previous levies like the one made in November
- Higher subsidies on bread
- Higher pensions and salaries for public servants to compensate for inflation
- Export concessions which will encourage offensives in overseas markets to bring in more foreign exchange

But the bank warns the cornucopia will not flow at full flood.

"In view of the serious inflation question and certain labour bottlenecks which are starting," it says, "the Minister can hardly consider more than mild supporting measures for the growth process"

"South Africa cannot afford its unemployment question to be further worsened — and this is just what will stare us in the face if inflation is not properly curbed"

● Page 29 — Business outlook brighter.

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load

country that is densely populated by negroes and covered with villages. All pieces of native gold found in the mines of the empire belong to the sovereign, although he lets the public have the gold dust that everybody knows about: without this precaution, it would become so abundant as practically to lose its value.

Note. The mitqal was a measure of gold weighing between 4.25 and 4.725 grams. The dinar was a gold coin equivalent to one mitqal. Ghiraru possibly lay in the country later known as Bambak between the rivers Senegal and Faleme.

| Venue | Lecture | Time |
|------------------|-----------------------|-----------------|
| Room B. 114 | African Languages | 9 - 9.50 p.m. |
| Beattie Theatre | Religious Studies | 8 - 8.50 p.m. |
| Beattie Theatre | Sociology | 5 - 5.50 p.m. |
| Beattie Theatre | HISTORY KANEM | 4 - 4.50 p.m. |
| B. 106 | Call | 3 - 3.50 p.m. |
| 1. Divi Kingship | Librarianship | 2 - 2.50 p.m. |
| Beattie Theatre | Political Science | 2 - 2.50 p.m. |
| Beattie Theatre | Speech and Drama | 1 - 1.50 p.m. |
| Beattie Theatre | Public Administration | 10 - 10.50 a.m. |
| Beattie Theatre | Social Anthropology | 9 - 9.50 a.m. |

2. Diplomats' Contacts with North Africa (Saturday 17th February)

Then come the people of Kanem, a very large population among whom Islam predominates... Their rule extends over the countries of the desert as far as the Fezzan. Since the founding of the Hafsid dynasty, they have enjoyed friendly relations with it. In the year 655 A.H. (A.D. 1257) the Sultan al-Mustansir received a rich present from one of the kings of the negroes, the sovereign of Kanem. Among the gifts which this negro delegation presented to him was a giraffe, an animal whose external characteristics are most diverse. The inhabitants of Tunis ran in a crowd to see it.

From Ibn Khaldun (1332-1406)
History of the Berbers

Note... Fezzan lies in the Central Sahara, between Tripoli and Lake Chad. The Hafsid dynasty came to power in Tunis in the thirteenth century.

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Please complete and return the enclosed Registration Form

ent the radios are still turned off

demand in the economy and are eagerly looking for staff to fill new positions. Much of Lane senior consultant for P.E. Consulting group says. "Even now is talking about the boom. There is tremendous movement in the employment market with firms seeking staff and as with any boom situation employees are more confident."

Colin Katz Associates, a firm of personnel consultants confirms this view. Says MD Colin Katz. Companies are hard pushed to find the right staff as there is a desperate shortage of qualified and experienced people. It is an employees market. Staff are no longer scared to move as in the past. They are going for the better jobs and salaries. Placement figures for January are 40% up on last year's.

He estimates that demand has pushed up the salaries of skilled personnel by at least a third. "We've seen nothing yet. Salaries will really soar this year as demand is far in excess of supply."

To illustrate the change in conditions in the job market Katz cites the example of a client who is offering R1000 for a position that was worth R700 two years ago. He is, however, less optimistic about filling the position despite the hike in salary.

This increase in job availability is borne out by advertisements related to appointments. The Sunday Times achieved a record number of advertisements in its January 13 edition. It printed 35 full pages of appointments advertising 2,000 positions, an increase of nearly 50% on a 1974 record figure.

The Star reports similar increases in appointment advertising claiming a 50% increase on last year's figures.

Advertisers point out that, while January is usually a good month this time the figures far outstrip previous comparable

PLACEMENTS

Happy hunting

173
1/2/80

After sitting tight for three years, SA's white workers are on the move again - a sure indicator of returning confidence. Firms are expanding to meet increasing

Paul Tingey Associates personnel consultants, claim a 40% increase in placements over last year's figures for the same period. "The increase in demand cannot possibly be met locally," says Tingey. "Training campaigns take time and the only alternative is overseas recruitment. Our overseas recruitment programmes have been very successful and more than 30% of the positions we handle are filled by overseas personnel."

He views Government's recent relaxation on immigration as a recognition of the chronic skilled staff shortage.

remarkable thing about this unemployment is that it is confined to one economic class only. It occurs only among the unskilled workers. What that means is that this is not to be seen as a cyclical unemployment. In a cyclical unemployment one will get unemployment in the skilled and in the unskilled categories in roughly the same proportion in which those workers occur in the economy. This is different. As everybody is aware at the same time that this huge unemployment of unskilled people has been building up, we actually have had shortages of skilled people in many categories. What is this that we are dealing with? I believe that we have allowed a serious and a fundamental imbalance to develop in our society. We have allowed technological advancement in the economy to outstrip the educational development of our people. To oversimplify, we have given ourselves an advanced economy with a backward population. Many authorities have been proclaiming that the time has now come to stimulate the economy to produce an upswing and to combat unemployment. Provided that this is done with the proper caution, I do not disagree, but everyone should realize that even a limited upswing at this stage will immediately run into bottlenecks in the form of a shortage of skilled labour and management. The effect of those bottlenecks would be wasteful and inflationary and as we heard in the State President's opening address the other day, inflation is the other great threat to our prosperity. In the long run we shall only have a healthy balanced economy when we have greatly improved the quality of education and training among the mass of our population. We are at present paying a dreadful price for the Verwoerdian Bantu education policy which was aimed at educating Black people only for unskilled work. Until we have eliminated every trace of that, we shall not prosper. [Interjections.]

In the meantime there is not unnaturally, a demand for importation of skills by means of stepped-up immigration. In a no doubt well-meaning, but extremely ham-handed declaration the hon the Minister of the Interior proclaimed a week or two ago that he was going to make immigration easier and he has earned quite a few well deserved bricks for his statement. In strictly economic terms, I have to say that it is at present necessary for us to try to import skilled people. It is tragic that this should be true for the reasons I have given but it is true. There is no way in which we can train highly skilled artisans overnight, even if we had the cadres and even if the trade unions were willing as some of them are to take on Black apprentices. In the short term, we may have to get some skilled workers from abroad but let nobody underestimate the hurt this is causing among our Black population. I do not know how many hon members saw the *Sunday Post* of 27 January. I do not have enough time now to read through the 11 points that were made about the rights which an immigrant worker enjoys which are denied to a South African worker who comes from the homelands here in South Africa. The right to live where he wants to, the right to move where he wants to, the right to seek work where he wants to, the right to become a citizen, the right to get the vote—all the things that we deny our own Black workers by us. Then we still think that that is conducive to harmony and to good racial relationships. The importance of that approach, is that it brings home to us the fact that our Black people see their economic interests as indivisibly linked with their social status and with their political position. They speak of the system and they regard the system as one and all-embracing. That is the reason why anyone who thinks that he can maintain stability in our country for any length of time by improving the economic lot of the Black people without giving them effective political rights, is deluding himself most dangerously.

There is also not enough time left to me to discuss the question of industrial relations, the Wichahn Report and the Industrial Conciliation Act, but I just want to say that when the hon the Minister of Manpower Utilization brought his legislation to the House last year, we opposed it on two main grounds. Firstly, that it absurdly limited the number of Black workers who could obtain trade-union rights and, secondly, that it maintained the principle of apartheid. It would not allow Black and White workers to belong to the same union except by ministerial exception. In both these aspects the hon the Minister was in conflict with the Wichahn Commission as well as with us. The hon the Minister has substantially altered his position

and the process regarded to the first of those two matters, raising the question of who may belong to a recognized trade-union. He is now going to permit the vast majority of our workers to do this and while I still regret the decision he makes, I want to say that this is a most important improvement and that the matter should be grateful to the hon the Minister for it.

There now remains the second matter, the principle of freedom of association, as the Wichahn Commission correctly calls it. If the hon the Minister and the rest of the Government want to win the confidence of the business community, and of the country at large, they must implement this principle within the context of the labour force without delay. Freedom of association is the right of workers to belong to the unions that they choose. Black and Whites together or otherwise, as they themselves may select. I am going to state just two reasons for this. The first is eloquently dealt with by the Wichahn Commission and is simply that the right of free association for workers is basic to the free enterprise system. Since the NP is now firmly committed to travelling the free enterprise road, they had better get this message and that is that free enterprise means free for the workers as well as the bosses. Free enterprise does not mean that only management decides how to buy and sell its products. Free enterprise also means that the workers decide how to sell or withhold their labour.

My second reason for saying that the hon the Minister must now grant freedom of association is simple, that in our country, with its system of White domination and White privilege, separate unions are a recipe for certain disaster. If the Government wishes—and I do not say it does—to accelerate and aggravate race conflict, one of the surest ways to do so is to create separate racial unions in the same industry. It can only be a matter of time before those separate racial unions will compete, conflict and clash.

In the Western World common man has moved forward during the last two or three centuries. In economics he has moved from serfdom to the dignity of being a free workman free to associate with his fellows and free to bargain with his employers. In politics he has advanced from voiceless submission to the status of a citizen, a voter, a

man whose consent must be obtained by his government. The process is quite inseparable because politics and economics are inseparably linked something that side of the House continually attempts to deny.

So we have now begun to make important progress in the sphere of industrial relations we shall have to do the same in the political sphere otherwise we shall face the certainty that people will use their industrial rights to achieve their political objectives. Since we are seeking a new political dispensation it must be based on mutual agreement. I should like to remind hon members of what such an agreement Nationalist as Mr Willem van Herwaarden wrote recently on 20 January. He said—

Ofs het genoege geleer oor te weet dat ons hulle kan met wetsgewing en ander wyses die indere te probeer opslating, gedoem sit en stukking dat daar op stuk van sake het een basis is waarop gemaenskappe verduzaam kan velleer en oewikkel, en dit is gemaenskap by consent' en dit kan alleen deur word deur 'n beste' wat me deur oewerlement oewerp en aan alle ander oewerding word me, maar wel een wat in oewerlig met mekaar geskepe word.

It is precisely that in oewerlig geskepe with which this debate is concerned. It is that to which my hon leader was referring and I trust I am not quoting him incorrectly when I say that the hon the Minister of Transport said that this is precisely the difference between us and the hon members opposite, i.e. that we want to do these things in consultation.

*The MINISTER OF TRANSPORT AFFAIRS No

*Dr Z J DE BÉER There is sufficient time. In that case will the hon the Minister quickly tell me what he said?

*The MINISTER OF TRANSPORT AFFAIRS I spoke about the methods by which you want it done. You want to do it by means of a national convention, i.e. two Parliaments.

TABLE II

| | WHITE | | ASIAN | | COLOURED | | BLACK | |
|------------------------------------|---------------|---------------|--------------|--------------|--------------|---------------|--------------|--------------|
| | Male | Female | Male | Female | Male | Female | Male | Female |
| Rheumatic Heart Diseases (390-398) | 115 1.2% | 121 1.5% | 28 2.5% | 15 1.9% | 120 3.9% | 139 4.4% | 49 2.1% | 56 2.9% |
| Hypertensive Diseases (400-404) | 212 2.2% | 389 4.9% | 115 10.1% | 127 15.8% | 190 6.1% | 276 8.8% | 273 11.4% | 212 11.0% |
| Ischaemic Heart Diseases (410-414) | 5737 58.8% | 3118 39.3% | 537 47.3% | 246 30.6% | 845 27.1% | 566 18.0% | 148 6.2% | 66 3.4% |
| Cerebrovascular Diseases (430-438) | 1587 16.3% | 2181 27.5% | 273 24.1% | 239 29.7% | 939 30.2% | 1278 40.7% | 772 32.3% | 749 39.0% |
| | 9752 100% | 7926 100% | 1135 100% | 804 100% | 3114 100% | 3140 100% | 2390 100% | 1921 100% |
| | 750 8.0% | 287 42.4% | 122 36.6% | 28 26.9% | 572 26.3% | 161 24.7% | 282 15.1% | 59 18.2% |
| | 185 0.6% | 104 15.4% | 42 12.6% | 13 12.5% | 84 3.9% | 18 2.8% | 76 4.1% | 11 3.4% |
| | 59 0% | 41 6.1% | 41 12.3% | 2 1.9% | 680 31.3% | 167 25.6% | 806 43.1% | 89 27.5% |
| | 73 0% | 677 100% | 333 100% | 104 100% | 2175 100% | 652 100% | 1868 100% | 324 100% |

More jobs - 5 pc growth predicted 173

The demand for qualified staff has risen and the way has been opened for an economic growth rate of five percent or higher, financial experts predicted today.

The pace of the economy has quickened visibly, according to the latest economic review from the Standard Bank, and the Deputy Governor of the Reserve Bank, Dr Gerhard de Kock, said a five-percent economic growth rate was now on the cards.

The volume of manufacturing production soared by 4.8 percent over the previous quarter during October to December, bringing the average rise for last year to seven percent.

And this upsurge hardly took account of the major spurt in the gold price, which did not break through the \$400-an-ounce barrier before October.

A sharp increase in the volume of newspaper advertisements for jobs has reflected the apparent increase in the demand for qualified staff, the Standard Bank says.

And official statistics are beginning to indicate a downward trend in the number of unemployed.

In December 23 888 of these workers were registered as unemployed - nine percent fewer than in December 1978.

But juvenile (under 21) unemployment is rising relatively sharply, especially among coloured and Indian people.

In an interview with Sapa, Dr de Kock said this opportunity for sound growth should not be dissipated by wrong policies.

The Standard Bank warned that "there is less room for fiscal generosity (in the coming Budget) than is commonly thought".

by motor vehicle exhaust gas" is a code used in South (see Revision). See Ref. 13.

In his speech Dr Treurnicht set out the National Party policy and strongly stressed the ethnic aspects and the need to divide South Africa into separate States.

In reply to his speech, the Inkatha leader pointed out that they rejected the policy of dividing the country but at that stage they did not make an issue of it. The next day, however, the Inkatha delegates presented a statement of intent [Interjections].

Mr SPEAKER Order!

Mr G S BARTLETT Hon members, may be afraid to hear this but I am going to say it anyhow. They, i.e. the Inkatha delegation, produced a statement of intent in which they set out their stand on an undivided South Africa as a non-negotiable aspect of their policy. But the report goes further and states—

One Nationalist MP responded strongly warning that if that was the attitude of the then confrontation became unavoidable.

The next statement was the one which caused me much concern—

He used words to the effect that things would then have to be settled through the barrel of a gun.

I want to ask who this National Party MP is. Does he come from Natal where we live with the Zulus? I want to ask him whether he knows what he is saying. The people who are living in Rhodesia like my folks do, understand what is meant by settling issues through the barrel of a gun.

In response to this statement Inkatha members mentioned that in future negotiations, they might also have to invite a leader of the Frontline States to take part in their talks. It was reported that the members of the NP were clearly shocked by the stand taken by Inkatha. I want to have it recorded that I am shocked as a Natal member of Parliament that a National Party member of Parliament should say that they will settle the issue through the barrel of the gun. I wish to appeal to the hon the Prime Minister to grasp the nettle. Unity in South Africa is of more importance today than unity within the

National Party. The hon the Prime Minister has a historic role to play a role to unite South Africa in this critical and crucial time in our history. I believe we can do it but he cannot do it as long as he allows this type of person to remain in his party. It is damaging his image and as long as he is prepared to retain these people I am afraid that my party and I can have no confidence in his Government and that is why we are supporting this motion.

*The MINISTER OF MANPOWER UTILIZATION Mr Speaker, we have come almost to the end of the debate. I do not have a lengthy dispute with the hon the Leader of the Opposition—only one remark. In the past before a no-confidence debate began we were accustomed to reading in the public Press what the Leader of the Opposition concerned would say. Today, however, we have the interesting phenomenon that the midday newspaper tells us what the reply is going to be. This is the first time that this has happened and I should just like to read what is stated in this newspaper with reference to the hon the Leader of the Opposition, it state—

He will have about an hour's speaking time in which to reply to the wide range of issues raised during the stormy five-day debate. The key aspect of his speech was expected to concern Government accusations that the Opposition had given rise to false hopes by misinterpretations of the Prime Minister's policy initiatives.

The newspaper goes on—

He was also expected however to deal with Government allegations concerning spy activities involving Mrs Helen Suzman's mail.

The newspaper continues in this vein.

The PRIME MINISTER Tomorrow's news today.

*The MINISTER The hon Leader has every right of course to discuss it with the newspaper, but for the sake of good order I should just like to say that it seems to me that he is now competing with the newspaper to

see who says it first. However, I shall leave him at that because we now know what he is going to say when he rises to speak. The newspaper has told us.

I do not wish to react at this point to what was said by the hon member who has just resumed his seat, but I see they have more of those little balls. Are those the same little balls which the other hon member had? [Interjections].

Mr B W B PAGE We have all got the same balls in case you are worried about that. [Interjections].

*The MINISTER That is interesting. I just hope that the hon leader of that party will also have a turn to handle the balls. Next time we shall give him too, the opportunity to handle the balls for us. It was an interesting debate because the hon the Leader of the Opposition made his debut as leader and it was also very interesting because the hon the Prime Minister, in a very wide-ranging speech, said many important things which had to be said. I think I speak on behalf of all of us when I tell him that we are all very grateful that he was so open with the House and that he was able to make so many pronouncements about a variety of matters. It is tradition that the hon Leader of the Opposition should introduce a motion of no confidence in this Government. The House, and therefore the country, is supposed to have no confidence in this Government. It is a somewhat ridiculous affair. Must it, then, have confidence in the hon the Leader of the Opposition and his party?

*Mr H E J VAN RENSBURG Certainly.

*The MINISTER And if we are not trusted, who, then, is to be trusted? Undoubtedly there is one party that has been trusted over the years. Election results show that clearly. As far as confidence in a party and a Government is concerned, there can be many reasons for it as far as this Government is concerned. The country has every reason to trust this Government but I wish to state that trusting the Government is due in particular to one very important reason, one outstanding reason, and that is that South Africa can entrust the Government with its security in a

dangerous time. It is very important that a Government should have the confidence of a country because it is entrusted with its security. Indeed, in the world we are living in there are very few Governments of which it can be said: You are trusted as regards the security affairs of your fatherland. In my opinion that makes the governing party a unique party in these times. However, I do not wish to elaborate on that. Against the background of the security situation in South Africa, the Government has launched new initiatives in recent times, initiatives which have also been under the leadership of the hon the Prime Minister, with the specific aim of laying the foundation of our security. We are moving in a situation which makes it imperative that the country should be prepared at all costs and at all times for the future that awaits it. Against the background of the international situation in Southern Africa and the domestic situation in my opinion the country is becoming prepared in this way. Where, at the hon the Prime Minister has spoken in recent months, he has continued, in line with the activities of the Cabinet, to regard the stability of the country as an objective which South Africa must strive for at all costs. The hon the Minister again emphasized the importance of stability when he spoke a few days ago. There are two predominant reasons why stability is necessary. In the first place, it is necessary in order to develop the total resources of the country. In the times we are living in it is essential that the total resources of the country should be developed. In the second place, its security must be ensured in all spheres.

As far as the total resources of the country are concerned, there is one statement by the hon the Leader of the Opposition with which I agree. I refer to his statement that when the big countries tackle a small country like the Republic of South Africa, in those circumstances the small country will have to rely solely on its own resources. There I agree with the hon the Leader of the Opposition. The question is whether South Africa is doing what is expected of it in these times to make it as secure as possible and to actually have at hand the resources which it has the inherent capacity to develop so as to give the country the feeling that it can rely on them in dangerous times. I am sorry that in the

Handwritten notes: Hansard 1 (403-2) 173 Mary...

Handwritten notes: For full text see Hansard

speeches we have had from the other side of the House we have not had an indication that hon. members on that side also wish to discuss the matter with us in that same idiom. Although that has not yet occurred, I hope that it will in fact occur in the future, because it is necessary that we should all be in agreement with regard to the security of the country.

Since I am discussing the total resources of the country, I just wish to make one remark in passing—I shall say in a moment why I do so—with regard to South Africa's resources physical and mental with which to make it prepared in the times we are living in I believe there is no one in this House who would not concede that during this year in particular, but also in former years the Government has really gone out of its way to lay the foundation for a substantial infrastructure on which it can build, for a sound economic situation, which can carry the State's security account for a military preparedness able to give the country the feeling that it is now in safe hands of a state machine which can handle it and of a situation in which the people of our country can co-operate in one great effort to keep the country secure. I think we shall all agree that this has been the primary task of the Government and that in performing this task it has acquitted itself with distinction in recent times.

When we talk about 'total resources' what that means ultimately is the resources of the people living in that country. We have the numbers. We know how many Whites, Coloureds, Blacks, Yellow people and Indians there are who can participate in this great process. We know that at present there are 5.5 million people working in the industries of the country. We know that by the end of the century there will be far more. We know that by that time the continent of Africa will probably have between 80 million and 100 million hungry unemployed people. I do not know whether the West, or anyone else on earth, knows how to deal with such a situation. We know that we in South Africa will ourselves be faced with the situation that there will be millions more people who will have to be accommodated. An enormous task awaits South Africa as regards accommodating those people. That is true. The Government is taking that into account, and the hon.

Prime Minister also referred to the fact that we are creating machinery in regard to that point. In this regard I find it necessary to make a few good remarks before the end of this debate. The first remark relates to the issue which has come up over the past few days as to whether, when such development takes place and South Africa achieves a position in which so many more million people have to be accommodated in the economy, the White worker will be endangered under these circumstances? There are bodies and persons who have in recent times been spreading the story that the position of the White worker is in danger. I wish to say today that no White worker need be afraid that he will be threatened in his work situation. In fact, the Government has created the machinery with which to give that assurance. Apart from that, it will be predominantly the White worker, in the great South Africa of the future, the South Africa which will have to employ so many more people who will have to remain employed, as the trained section of the workers corps in South Africa, and to assist in training others for the future. Secondly, I feel obliged also to say something about a further statement in recent times, namely that it would be wrong to import immigrants at the present time. If we had not imported immigrants in the decades gone by, South Africa would not have been capable of the economic development it has had thus far, because one aspect which people overlook when discussing this matter is the important fact that trained artisans themselves generate employment, but what is more they do so from outside.

This means, in other words, that if one artisan is employed, he draws in other people, as it were, and creates services for others who have to fit into the economy below him. If in the sophisticated world we are living in and in South Africa's position of having to enter new fields we do not import people to be the first workers in a field, people who can help with the training process, we shall not get off the ground. That is why it is imperative that we should do so. I therefore want to state that there need be no threat in this regard. Because the Government regards it as imperative that the total resources of the country be developed, it is essential to take the whole country with us in the great process of training and employment on the road ahead.

Consequently I now wish to announce on behalf of the Government that for this very reason we have decided to invite the private sector to take part in a programme which I want to call 'Manpower 2000' to lay the foundations for the future. Having said that there is another leg which relates to security. When we discuss the security situation, a question mark—I do not want to call it a cloud—hangs over this House. The fact is that South Africa and the Government are deeply aware of the situation developing around us. It is a dangerous situation in which the Marxist powers are gathering on the continent of Africa. It is true that an insecure position has been created in certain parts of the world, which affects us too. Nowadays countries have to reconsider their loyalties and the position of South Africa with regard to their relationships. South Africa has to give consideration on every day to what it will do if certain options are open to it. It is a situation which affects directly the security of the country and it affects in particular the position of Marxism. Hon. members will recall that during the no-confidence debate in 1977 I asked the hon. member for Houghton whether she could tell this House what her attitude was with regard to the political freedom of Marxists. I put the question to her specifically. In the course of my argument with her, I asked her whether her party would permit the Nationalists political freedom if it were to come to power, and she answered in the affirmative, to which I replied 'thank you'. I went on to ask her whether her party would allow Marxists, and she said that her party would allow them too. In the light of the situation prevailing in Southern Africa at present, it is of vital importance to this House to be clear on one aspect.

*The MINISTER OF COMMUNITY DEVELOPMENT She is pretending not to hear

*The MINISTER OF MANPOWER UTILIZATION She is pretending not to hear, but whether she hears or not, I still want to put the question to her so that the whole House can hear what I am asking her. Is her reply in 1980 still exactly the same as her reply to the question I put to her in 1977? That is all I want to know. I ask the hon. member for Houghton whether her answer is still the same. [Interjections.]

Mrs H SUZMAN I am sorry, I was not listening. [Interjections.]

*The MINISTER I ask the hon. member for Houghton whether her reply to my question of 1977 would still be exactly the same if I were to ask her today.

Mrs H SUZMAN I do not know what the question was.

*The MINISTER The hon. member was paying no attention to me. I tried to attract her attention when I was speaking to her but I think she was being wilful. However, I shall have the courtesy to repeat the question in the light of the insecure situation in Southern Africa and the situation in which this country and this House had to adopt a standpoint with regard to Marxists, I asked her if they would allow the Marxists a free hand if they were to come to power, and her reply was 'yes'. All I am asking her now is whether her reply is the same in 1980 as it was in 1977.

Mrs H SUZMAN As long as they are not preaching violence, they will be allowed.

*The MINISTER The hon. member for Houghton is now telling this House that she would allow Marxists, as long as they said that they would not do harm. Do I understand her member correctly?

*Mr H E J VAN RENSBURG But you permit it.

*The MINISTER I put a question to the hon. member in this regard and this House heard her reply. All that I now want to ask the hon. the Leader of the Opposition is whether he agrees with her.

*Dr F VAN Z SLABBERT I shall reply to that. [Interjections.]

*The MINISTER Obviously the hon. the Leader of the Opposition does not want to say in this House he rejects it. I do not think that I need argue about that any further here.

*Dr F VAN Z SLABBERT Mr Speaker, I want to come back at once to the point the hon. the Minister of Manpower Utilization has just made. Had he taken the

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Persons employed in Republic

160 Mr T ARONSON asked the Minister of Statistics

(a) How many persons in each race were employed in the Republic at 31 December 1979 and (b) how many of these were employed in the public sector?

The MINISTER OF STATISTICS

Information as at 31 December 1979 yet available Data as at 30 September 1979 are—

WEDNESDAY, 13 FEBRUARY 1980

66

| | Whites | Coloureds | Asians | Blacks |
|------------------------------------|-----------|-----------|---------|-----------|
| (a) Economically active population | 1 895 000 | 846 000 | 252 000 | 6 614 000 |
| (b) Central Government | 130 074 | 56 705 | 11 646 | 116 124 |
| Provincial Administrations | 121 804 | 23 965 | 4 029 | 92 095 |
| Local Authorities | 57 100 | 26 200 | 5 600 | 134 000 |
| Black states | — | — | — | 83 100 |
| S.A. Railways and Harbours | 112 857 | 24 412 | 1 834 | 126 169 |
| Post and Telecommunications | 45 045 | 7 783 | 1 186 | 22 051 |
| Sundry Statutory Bodies | 12 963 | 1 147 | 75 | 10 108 |
| Public Corporations | 66 500 | 4 100 | 500 | 82 600 |
| Contract Boards | 1 842 | 268 | 33 | 698 |

Govt (173)
RDM
eyes 22/2/58
labour
MAN 2 000

By HELEN ZILLE
Political Correspondent

CAPE TOWN — The Government yesterday took another major step in forging an alliance with the private sector by establishing a joint committee to prepare South Africa for the country's labour requirements by the year 2 000.

The committee is planning another top-level Carlton-style conference in Johannesburg on March 31 to launch the programme called Manpower 2 000.

Black industrialists and trade union representatives were also present at yesterday's meeting in Stellenbosch, indicating the Government's design to draw this sector into planning its labour programme.

Mr Fanie Botha, the Minister of Labour, is chairman of the steering committee, with Mr Francis le Riche, deputy chairman of Sentrachem and chairman of Atlas Aircraft Corporation.

Mr Botha said yesterday Manpower 2 000 would be a promotions project to make the private sector fully aware of the advances required to meet the labour demands of the next century.

The project would include black businessmen and trade unions. Mr Botha said.

The main objectives were

- ⊙ Promoting labour peace in South Africa,
- ⊙ Creating new job opportunities,
- ⊙ Promoting training and in service training,
- ⊙ Increasing productivity

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By HAROLD FRIDJHON

Critical shortage of draughtsmen

THE SHORTAGE of draughtsmen and technicians in South Africa has risen to the point that it is inhibiting growth in vital sectors of the economy.

This is the opinion of a Seifsa-organised conference which was representative of more than 90% of employers of the 10 000 draughtsmen and the 50 000 engineering technicians working in South Africa. These employers included the Chamber of Mines, Eskom, Railways, consulting engineers and all the major employers' organisations.

The conference asked Seifsa to bring the problem to the Government's attention as a matter of urgency.

It also recommended that a national plan be devised to commit all employers groups and organisations and the educational authorities to recruit-

ment and training programmes to overcome the shortage of technical staff and skilled labour by 1984 or earlier.

The findings of the Goode report (the report of the committee of inquiry into the training, use and status of engineering technicians) was supported. The Goode report found that the problem of the recruitment of school leavers for careers in draughtsmanship and technicians/technologists partly had its roots in the unimaginative and sometimes poor quality of the teaching of mathematics and physical science at secondary school level.

Dr E.P. Drummond, director

of Seifsa, said yesterday that two committees had been appointed to examine the crucial areas.

Immigration was not necessarily the answer. In some cases people could be upgraded. With the necessary training tracers could be promoted, and there were other categories where upgrading and training could help to find an answer to the problem.

Survey: Striking changes in black society

By PATRICK LAURENCE

THE rise of a black "petty bourgeoisie" is one of the striking changes in black society in recent years, according to research by two social scientists, Mr Charles Simkins and Mr D C Hindson

Their findings, based on five official manpower surveys and published in the latest issue of Social Dynamics, point to a relative decline of the black working class.

The rise of the "petty bourgeoisie" — professional men, white-collar clerical workers and technical workers — is common to all races, but it is relatively more pronounced in the black community.

But the increase of blacks in the top owner-manager class is minimal. The proportion of blacks belonging to the owner-manager class rose by a bare 0,07%, from 0,39% to 0,46%, between 1969 and 1977.

Over the same period there was a clear increase in the proportion of whites falling into the owner-manager class, from 8,22% to 11,28%.

The relatively rapid rise of the black "petty bourgeoisie" and the correspondingly slower increase in black owner-managers took place before the coming to power of Mr P W Botha, who has said development of a black middle class is one of his key policy priorities.

But Mr Simkins said yesterday the present situation was likely to continue as the pattern for the immediate future.

The increase was due to two developments: the upward movement of blacks into clerical, white-collar and technical positions in the private sector and the emergence of black bureaucrats in the public sector.

Mr Simkins, a researcher at the Southern African Labour and Development Research Unit at the University of Cape Town, was asked about the political implications.

He replied: "They are up for grabs. Their loyalties can go either way. They have to be competed for."

Referring to the relative decline of the black working class, which fell from 90,96% to 86,68% of the total work-

| STUD NO | SURNAME | FIRST NAMES | COURSE | DESCRIPTION | SYMBOL | PAGE |
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| 13010 | HACHELOR OF ARTS | | | | | 1 |
| STUD NO | SURNAME | FIRST NAMES | COURSE | DESCRIPTION | SYMBOL | PAGE |
| 085913J | ABRAHAMS | NASLEY | 404101 | PSYCHOLOGY I | 2 (61) | 1 |
| 152249N | ACKFRMAN | KATHRYN JANE | 115101 | FRENCH I | F (34) | 7 |
| 154508U | ACKERMAN | BARRY JOHN | 904101 908101 | PSYCHOLOGY I GEOGRAPHY I | UP (54) UP (60) | 1 |
| 157349G | ADAMS | ZULEIGA | | | | 1 |
| 155374K | ALLIE | FUAD | | | | 1 |
| 153885R | ARGAS | MARIA JOAO CARDIGA | | | | 1 |
| 162594H | ARCHER | CLIVE ANTHONY | | | | 1 |
| 117046Z | ATKINSON | HENRY NICHOLAS | | | | 1 |
| 157724P | BADINGS | CRAIG KEIN | | | | 1 |
| 162809R | BAILEY | LINDA JEAN | | | | 1 |
| 153940B | BARNARD | CAROLINE ALISON JANE | 106104 | FLUENT IN IS | UP (61) | 1 |
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| 159729U | BAUMANN | SYLVIA MARITA | 115102 116120 | FRENCH INTENSIVE DRAVA I | UP (36) UP (50) | 1 |
| 155052K | BEGLEY | MARK DAVID | 110101 | HISTORY I | UP (51) | 1 |
| 138311N | BELL | LORELLE | 117101 | POLITICAL SCIENCE I | 3 (52) | 1 |
| 161780Y | BEVAN | KIM | 107101 | ENGLISH I (PRE-1980) | 3NX | 1 |
| 157700N | BORGSTROM | MICHAEL CLIFFORD | 106104 110101 | ECONOMICS I HISTORY I | UP (53) UP (44) | 1 |
| 153399N | BOTHA | MARTIN FRANCIS CORNELIUS | 117101 | POLITICAL SCIENCE I | ABS (53) | 1 |
| 162250J | BOUWER | TIMOTHY JOHN | | | | |

ing class between 1969 and 1977, Mr Simkins said there were two reasons

Contrary to the popular view, industrialisation resulted in an overall decrease in the working class, and therefore in black workers, he said

Increased unemployment in the black community had taken its toll on black workers, as well. Mr Simkins has previously put black unemployment at 2 000 000

During the period 1969 to 1977, the proportion of workers of all races fell from 71,46% to 66,96%, with the decline among white workers being more marked than among black workers.

Over the same period there was a noticeable rise of whites in both the white owner-manager and petty bourgeoisie classes.

Mr Simkins said of the changes in the white community: "The relative decline in the white working class explains why the Government has been able to defy Arrie Paulus (secretary of the Mine Workers' Union) and scrap job reservation"

High cost of changing staff

TRANS 18/3/80 (173) (125) (247)

Charlene Beltramo this year about 50 000 manufacturing artisans will change their jobs, a staff turnover that will cost employers about R80-million. This will reflect a turnover of 30 to 35 percent, which is average for blue collar workers, according to labour experts.

Mr Jon Cole, manager of the salary survey unit of P.E. Consulting — management specialists — said that each artisan job

private secretaries (short-hand typists) has led to a situation where some employers were recruiting these women from overseas.

A private secretary with as little as two years' experience, can, at present, command a salary of between R650 and R750.

P.E. Consulting works their replacement employees on five times the person's salary — which they say is a fairly conservative way of evaluating their replacement employees.

Some of the problems of training blacks to become skilled artisans or labourers — primarily the lack of job reservation — P.E. has completed an interesting experiment in SWA/Namibia.

The equivalent qualification of an artisan. A year later the company had four white artisans and 25 black workers.

The company had saved R1,5 million (in the white artisan salaries) and productivity had increased.

SUMMARY OF STAFF TURNOVER — JANUARY TO MARCH 1979

| CATEGORY | Annual staff turnover percentage | Median length of service of leavers in months | Percentage of terminations recorded as | | SIZE OF SAMPLE | |
|------------------------------|----------------------------------|---|--|-------------|---|--|
| | | | Voluntary % | Dismissed % | Average number employees during the quarter | Total number of controllable terminations during the quarter |
| WHITES | | | | | | |
| Male, Artisans | 28.3 | 30.9 | 9.6 | 20.2 | 23.4 | 22 |
| Male, salary up to R600 pm | 17.7 | 19 | 21 | 16 | 18.3 | 142 |
| Male, salary over R600 pm | 46.7 | 6.5 | 5.7 | 5.2 | 6.1 | 90 |
| Male, hourly/weekly paid | 11.7 | 6.2 | 20.2 | 10.1 | 11.7 | 10 |
| Female, salary up to R400 pm | 17.1 | 23.8 | 20.9 | 12.3 | 17.8 | 249 |
| Female salary + R400 pm | 7.8 | 8.9 | 7.6 | 5.9 | 7.6 | 84 |
| ASIANS | | | | | | |
| Male, salaried | 10.3 | 14.2 | 9.1 | 22.8 | 8.2 | 8 |
| Male, hourly/weekly paid | 4.7 | 2.0 | 8 | — | 3.8 | — |
| BLACKS | | | | | | |
| Male, salaried | 10.8 | 14.1 | 14.5 | 8.8 | 12.5 | 75 |
| Male, up to R30 a week | 30.8 | 24.9 | 12.4 | 5.9 | 28.6 | 91 |
| Male, over R30 a week | 16.9 | 12.3 | 12.9 | 20.6 | 13.3 | 142 |
| Female, hourly/weekly paid | 25.9 | 49.4 | 34.2 | 14.7 | 34.7 | 11 |
| COLOURED | | | | | | |
| Male, salaried | 12.3 | 13.4 | 13.5 | 11.1 | 13.6 | 14 |
| Male, hourly/weekly paid | 6.4 | 16.2 | 8.5 | 6.4 | 10.1 | 7 |
| Female, salaried | 9.1 | 11.9 | 11.4 | 9.7 | 10.7 | 13 |
| | | | | | 45646 | 960 |

Figures supplied by P-E Consulting (Pty) Ltd. The graph clearly shows discriminatory wage and salary patterns and how turnover drops as these patterns subside.

An important part of turnover studies, is the actual cost to the company in productivity.

A basic unskilled labourer will cost a company about R150 just to employ the man.

A school leaver joining the mines or similar career will cost the company about R2 000, just to induct him.

These figures include the cost of recruiting and training staff, plus time lost in reduced productivity.

One of the factors that came through strongest in high turnover organisations was the way companies administered pay.

Professor van der Merwe said:

"A company that administers pay in a slipshod way, does not appraise workers or reward merit, will have a high turnover. One of the strongest and most immediate ways to rectify rapid turnover is to pay well."

CONSERVATIVE

To replace a middle management man or woman costs a firm not less than about R10 000.

The major expense is incurred in the "wind down" month after the original employee resigns, when his or her productivity drops.

The next six weeks to 10 months after the new employee starts work, are generally fairly low in productivity as he learns the ropes of the job. Time often expended by another employer showing the newcomer what to do. The employer, particularly if looking for a

field, will, in addition, have to pay an attraction premium of about 20 percent on top of the previous employee's salary.

Mr Cole and Ms Sue Parson of P-E Consulting pointed out that some big companies could get away with paying less than others.

"But if they have a good training function and there are definite career paths, enabling the worker to see his future mapped out in the company, turnover is minimal," Ms Parson said.

Win a magnificent set of 'Holiday' luggage like the ones featured in the Greatermans Luggage advertisement alongside. ENTRY IS FREE.

ACASE WON

GUESS TINA ATT

said

NEGLECTED

Mr Cole and Ms Parson criticised the fact that most companies neglected to conduct termination interviews

"There is a complete lack of company investigation into what is causing the turnover. If there are a lot of dismissals, for example, they must investigate their selective process, something must be wrong with that," Mr Cole said

Ms Parson added that high turnover and dismissals from one department could indicate a boss who demanded more of his staff than they were skilled to do

Professor van der Merwe said turnover rates for salaried white collar workers were approximately 18 percent a year

Professional people have the lowest turnover of all groups at 10 percent a year

Professor van der Merwe said his study had shown that racial differentiation in turnover had become much smaller

"As soon as blacks become salaried workers, they follow the same mobility patterns as their white colleagues," he said

However, P-E found that black hourly-paid women fall into the highest turnover category

"They tend to be dismissed more often and many desert their positions — it's difficult to be loyal to a company paying a low salary (and black women tend to be the lowest paid workers)," Ms Parson said

In an attempt to break

Mr O (173)
warns RDM
on 18/3/80
labour

Financial Editor

MR HARRY Oppenheimer warns that shortages of skilled manpower remain a major cause for concern and could well prove to be the main threat to South African economic growth

He says "The acceptance in principle by the Government of the recommendations of the Wiehahn and Riekert commissions in regard to labour legislation and utilisation respectively, must be seen as a major step forward

"But", Mr Oppenheimer says, in his chairman's review in the AECI annual report, 'the need to implement these recommendations at the earliest possible date cannot be stressed too strongly'

He says AECI is setting aside 1% of profits before tax and interest to education and training

Mr Oppenheimer says South Africa is favourably placed than most western nations in having more than 70% of its total energy requirements met by coal but still remains vulnerable in the area of liquid fuels

It is believed that methanol could have an important role as a fuel, particularly in its 100% form, for use in custom-built spark ignition engines at higher efficiencies than petrol

"Although there are still problems associated with the use of methanol in diesel engines and also its commercial distribution these are by no means insurmountable

"Over the past 10 years the group has increasingly based its new activities upon coal wherever possible

"Thus, it is now operating the largest coal-based ammonia plant in the world at Modderfontein and also the only world scale coal-based PVC complex" (Coaplex)

REGISTRAR (ACADEMIC)

DEAN

UJET

| | | | |
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| EX | STU13-9 | BACHELOR OF ARTS | SURNAME |
| 13030 | 133100Z | VILJOEN | |
| 1131160 | 096146G | WENNENBURG | |
| 096560G | 103278J | WILLIS-SAITH | |
| 114465K | | WYNGAARD | |
| | | ZOELLER | |
| | | TOTAL | |

2 4

30 32 34 36 38 40 42 44 46 48 50 52 54 56 58 60 62 64 66

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

More jobs the top priority

(173)

RDM
20/3/80

— Wassenaar

Financial Reporter

SOUTH Africa's top economic priority must be the creation of more jobs, according to Dr A D Wassenaar, the chairman of Sanlam.

He told the annual meeting in Cape Town yesterday "Unless we have speedy and imaginative action huge socio-political problems could await us."

Dr Wassenaar suggested that investment allowances should be related not only to the amount of money spent but to the number of extra jobs made available. The economy was healthy and the prospects of sound growth were the best in years.

It was important, however, that soaring gold earnings should be seen "purely as a windfall to be utilised for the long-term benefit of South Africa"

This included "meaningful consolidation and development of homelands and further energy projects to make us as independent as possible from imported fuel"

Dr Wassenaar welcomed Government action to make the economy freer and to offer the largest possible scope to private initiative

"This shift of emphasis on growth in the private rather than in the public sector is one of the most significant economic developments in many years.

"In conjunction with this I welcome the great value Government attaches to the extension of opportunities for in-depth and sustained consultations on matters of policy between the authorities and the private sector"

The new economic development programme approach was an important advance. It focused attention on the "most important impediments of our economy"

"The problem of unemployment, particularly among the black population, causes grave concern"

The recommended trends towards a more important role for the private sector, lower direct taxes, better use of manpower and an intensified export effort must be pursued.

"I welcome the implementation of the recommendations of the Wiehahn and Riekert commissions aimed, inter alia, at raising the level of training of employees and to achieve in-

creased mobility of workers between sectors, professions and regions.

"In this way we shall be able better to utilise our manpower as a production factor and, in doing so, promote the competitiveness of labour-intensive as against capital-intensive production methods

"Making available capital at a cost which better reflects the real position of supply of and demand for capital will certainly help to improve the cost ratio of labour in relation to that of capital.

"In view of this the further recommendations of the De Kock Commission are being awaited with great expectations. I hope particularly that they will lead to steps for establishing a broader and active capital market in South Africa"

"The utilisation of labour, too, should be promoted by suitable fiscal measures. In this regard I propose that the tax benefit should depend not merely on the absolute size of the capital investment but should be related also to the number of employment opportunities created

"Further, I believe that by stimulating enterprise a very important contribution can be made towards creating more employment opportunities."

It was imperative that impediments and administrative red tape should be removed and that small enterprise should come to its own

More should also be done towards black family planning and by developing the homelands more rapidly

"It is further vitally important to exploit the agricultural potential of the homelands as the basis of economic growth in these regions. In this way the maximum employment opportunities can be created with the limited capital available," Dr Wassenaar said

Sanlam's total assets have passed R2 000-million. The R1 000-million level was reached in 1976.

Anglo man hits out at shortage of manpower

By RIAAN DE VILLIERS
Labour Correspondent

MR Gavin Rely, deputy chairman of the Anglo American Corporation, yesterday hit out sharply at the lack of manpower planning hampering the present economic recovery.

He also called for black and white workers to be trained in common institutions and subjected to common qualifying tests.

Opening the communal centre at the Chamdor In-Service Training Centre near Krugersdorp, Mr Rely said one of the "most devastating" criticisms which could be levelled at the private sector the Government and trade unions was the lack of foresight and planning to ensure an adequate skilled manpower supply in anticipation of an economic upturn.

In some cases this was due to sheer bloody-mindedness", he said.

We find ourselves in this position for the umpteenth time. Once again we are bewailing the fact that the manpower is not available to take advantage of more favourable

economic conditions.

"It must never happen again that South Africa is kept from progress through this lack of foresight," he added.

Looking at SA's manpower needs for the 1980's it was vital that the extent of industrial training at all levels and for all race groups should be "rapidly and radically" expanded, he said.

A great deal remained to be done in the development of training institutions and one problem stemmed from the "separateness" of black education and training from the mainstream of SA education and training.

"If blacks and whites are going to be competing on merit for the same jobs in industry, it is vital that they should be trained in common institutions and be subjected to common qualifying tests," he said.

Education and training of workers of all races should be administered by one department or more than one if necessary but the basis of the division should not be a racial one, he said.

(173)

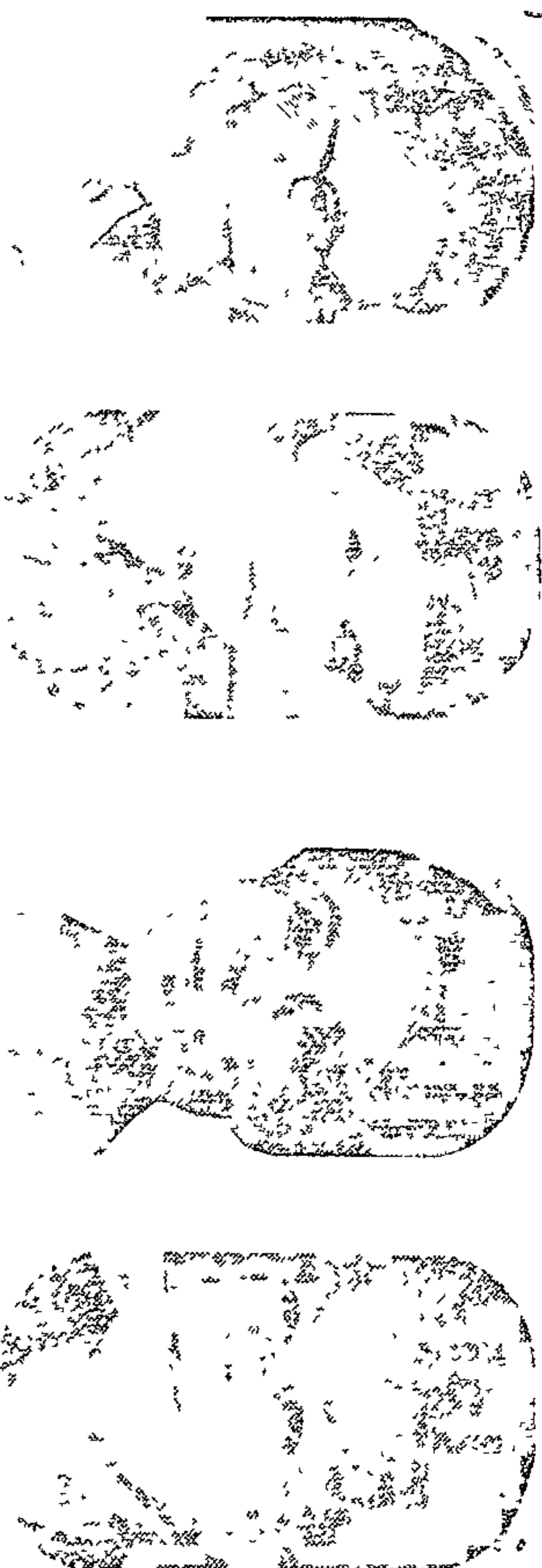
| EXAMINATION RESULTS IN FACULTY ARTS | | YEAR : 1 | |
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| 158955C | CAHO | SALLY-ANN | 1071 |
| 162195Z | CHAIT | CHERYL | 1161 |
| 153965D | CLARKE | PENELOPE JILL | 1021 |
| 157789K | COHEN | DAVID | 1032 |
| 156503M | COLLIER | LINDSEY JEANNE | 1041 |
| 1539990 | COLLINS | BEVERLEY RAYMOND | 1101 |
| 153621C | COUCHER | ROBERT GEORGE RENESON | 9111 |
| 158572X | COURTENAY | COLETTE | 9161 |
| 153796V | DAVIS | CASSANDRA ELAINE | 1161 |
| 140457N | DELAHUNTY | ANNA TERESE | 00410 |
| 162364E | DOMAN | MICHAEL EDWARD | 10710 |
| 1559310 | DUBLESSIS | MARCIA ELIZABETH | 106102 |
| 156919N | DUNCAN | ANDREW SYMON | 107101 |
| 156415R | ERASMUS | ARNO JACQUES ERASMUS | 003101 |
| 162310Z | EVANS | GAVIN MARK READ | 004101 |
| 161480X | FAFAK | GIULIETTA | 101103 |
| 153863I | FARQUHAR | GILLIAN DEBORAH | 107101 |
| 152866J | FARRELL | MICHAEL BRUCE | 115101 |
| 157359T | FINLAY | PAMELA JUAN | 004101 |
| 159744K | FIORAVANTI | LUIGINA | 109104 |

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| 149457W | 1 | 149457W | 38 |
| 162364E | 1 | 162364E | 40 |
| 1559310 | 3 | 1559310 | 42 |
| 156919N | 7 | 156919N | 44 |
| 156415R | 1 | 156415R | 46 |
| 162310Z | 1 | 162310Z | 48 |
| 161480X | 1 | 161480X | 50 |
| 153863I | 1 | 153863I | 52 |
| 152866J | 1 | 152866J | 54 |
| 157359T | 1 | 157359T | 56 |
| 159744K | 1 | 159744K | 58 |
| | | | 60 |
| | | | 62 |
| | | | 64 |
| | | | 66 |

UJET

Women attack the Budget

Women and women's groups have for the most part reacted angrily and with disappointment to the Budget. They are upset the Minister of Finance has still not introduced separate taxation of married working couples. What will the tax reforms mean to women? Will they attract more skilled women back to the work force? Has the Minister made marriage more attractive than "living together" by his 20 percent tax surcharge on single people? Women's Page reporters investigate.



MARGARET LESSING — "Married women will be bitterly disappointed"

DR LEONORE VAN RENSBURG — "We must have action"

CHRISTIANE DIVAL — "What a golden opportunity the Minister missed"

MRS SHEILA MACKENZIE — "It's a superficial budget"

South Africa's married working women have not only been given a bad seat more generally than almost of husbands in the tax law but also in the introduction, they've been left confused as to what their tax position now is.

And great anger is expressed by women's groups and individuals.

Some practical action with groups to the Government others will re-submit recommendations, presented only recently to the Minister and which were largely ignored.

A few more wary women will wait and see what it all really means. But nowhere is there acceptance by the very large section of society which is welcomed with open arms as a labour unit, given verbal doses for being economically vital to the country's future but slumped back into the dust when it

comes to tangible recognition.

The Minister of Finance did not have many hopes in his 1960 Budget. Not least among them all those working women who have refused to marry until separate taxation makes it economically viable.

Those women, mostly in higher professional and business categories, who left the work force because their salaries were eaten away by higher joint taxation, have had hopes dashed for once more joining the labour force.

"I've been waiting for several years to get married," said Diana Stenkamp, a widow and president of the Business and Professional Women's Club. "I'd hoped this might be my chance. But there's no way I will marry until this tax is changed."

The Business and Professional Women's Club has already prepared a strongly worded resolution to be submitted to the Government after the National Congress in May. It will ask for separate

taxation and separate abatements.

Dr Leonore van Rensburg who is on the executive committee of the Women's Medical Association, which has been fighting for separate taxation for three years now, said the next step was to ask all the women of South Africa to sign a petition.

The association has had interviews with the Minister of Finance and the Department of Finance and Revenue to ask for a new tax system.

Mrs Babbette Kabak, general secretary of the Women's Legal Status Committee said "We are going to see a couple of tax experts and work out with them a programme that will benefit everyone and give women tax status. Then we will work out the best way of making our demands known to the Government."

Margaret Lessing, Consumer Expert, Married Women who have been hoping for separate taxation will be bitterly disappointed. And not only because

of resentment at the higher tax bills paid when incomes are added together but because there's been no account taken of the fact that married working women might not wish to reveal their incomes to their husbands.

"On the other hand, there will be some relief with the general tax reductions for families. This kind of won't cost women anything. They'll go because of inflation, not because they expect to get much from it."

Many women said they simply could not understand how the S.W.A./Nambia authorities could introduce a system of separate taxation for salaried married working women and the South African Government could not.

The tax gap has been narrowed between single people and married working couples by introducing a surcharge of 20 percent on single people and instituting one basic tax structure regardless of marital status.

She saw the introduction of one rate of tax for both married and unmarried people as an attempt to simplify the tax system.

"But I will divorced people be regarded as married or single? And what about widows? In the past the latter have scored, paying at the lower married rate, while divorced people have had to apply for an exemption on the grounds they are the ones supporting their children."

According to the Department of Inland Revenue, all unmarried women and widowed people will be taxed as single, providing there are no children. This is a departure from taxing widows as married.

As a gain for widows with children, it signifies nothing, according to Sheila Mackenzie, of Bloemfontein president of the National Council of Women of South Africa. The council still has its

fighting gloves on after making representation to the Government earlier this Budget she said.

With their recommendations largely ignored by the Minister the council will once again press on the most important issue, she said.

It will take up the cause of separate taxation immediately and will "overly, very readily support any action anyone else takes," Mrs Mackenzie said.

She decried those who have been making "grate full noises" for the small mercies granted in a superficial budget. She said "And the added tax exemption for married working women is 'really' ludicrous. What is R1 200 today for a married woman?"

The wife of a professor at the University of the Witwatersrand is waiting to see if married women also lose out on university salaries.

"When it comes to the annual bonus of R250, the married women professors only got 50 percent," she said. "And the university

prides itself on paying equal salaries. Now the bonus has been replaced by this budget with a 14th cheque through the Public Services Department and should be worth R1 000."

It will be interesting to see if a woman professor will get only half of that, which will be R500. If so, add that to the R1 000 housewife subsidy the men get (women don't) and it will mean she loses R1 500."

The Minister of Finance apparently hopes to coax women and their brain power back into the labour force.

But spokesmen for the major women's groups referate separate taxation is the only carrot that can tempt the higher earners into making the contribution to the country's future they've told us so vital.

Watch Donna Wunzel's programme "Woman Today" on Monday night in which she intends to examine the reaction of the country's leading women to the Government's policy on taxation.

TO MARRY OR TO LIVE TOGETHER?

STAR 28/3/80

173
R75
R270



Will it be more advantageous in future to marry ...

The new taxes have made very little difference to the overall pattern of paying tax, according to tax tables drawn up by a tax expert and personnel consultant

It would seem, they say, it is still cheaper to stay single and live with someone but for the married woman, the new taxes could well encourage her to return to work

There is no doubt the gap between married couples and those couples living together has been narrowed. We have been assured by general ones business tax experts themselves were confused by the new rates and difficult to analyse of them.

One Johannesburg lawyer who specialises in tax said that the new tax system would not discour-

age the married woman from working

A Johannesburg personnel consultant, Mr Mike Bolus, managing director of Northline Personnel, worked out the following tables

He feels that married women will be enticed back to the labour market by the new tax savings

"They are a definite incentive for married women to work," he claimed

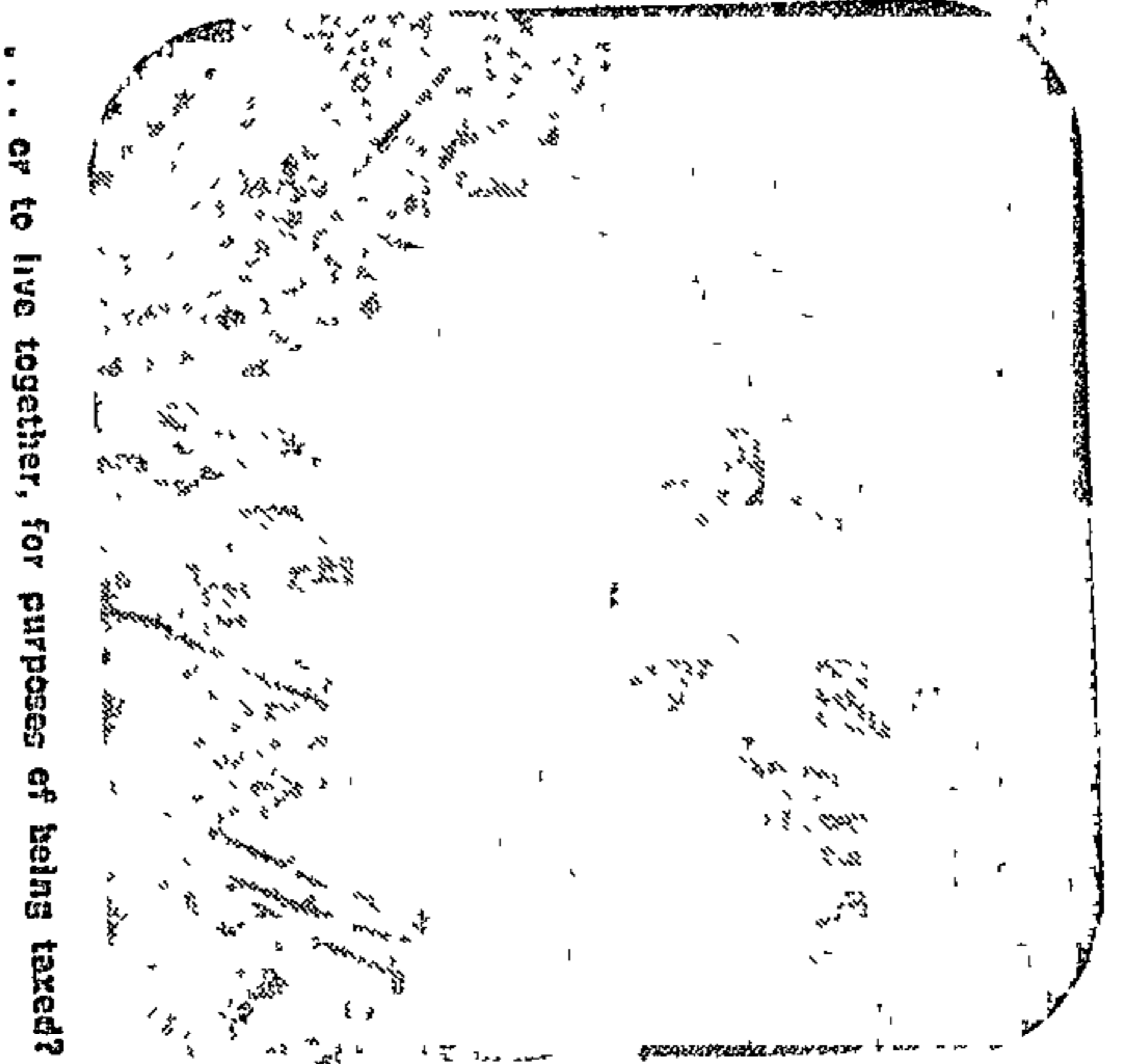
He based his figures on the fact that a woman would earn 35 percent of the income. In the case of the married couple he assumed that they had two children, had the maximum insurance rebates and no deductions for medical expenses

For the 1980 figures he has assumed that the maximum medical and insurance abatements have been taken into account and the loan levy is included

The second set of figures are for an unmarried couple living together who combine their incomes and have no children (see below)

From these tables it seems it is still cheaper to remain unmarried

On a combined income of R20 000 the unmarried couple score over the married couple and make a saving of R1 529; on a combined income of R30 000 they make a saving of R2 195 and on combined income of R40 000 a saving of R3 143



... or to live together, for purposes of being taxed?

| MARRIED WITH TWO CHILDREN | | UNMARRIED (combined income) | |
|-------------------------------|---------|-----------------------------|---------|
| INCOME | 1981 | 1981 | 1980 |
| R20 000 (woman earns R7 000) | R 3 345 | R 1 816 | R 3 278 |
| R30 000 (woman earns R10 500) | R 7 145 | R 4 950 | R 6 790 |
| R40 000 (woman earns R14 000) | R11 825 | R 8 882 | R11 275 |
| | | | Saving |
| | | | R1 462 |
| | | | R1 648 |
| | | | R3 697 |

(173) ~~175~~

Manpower crisis

FINANCE Minister Owen Horwood's passing mention of manpower bottlenecks will not be left to gather dust until the next Budget.

Talks with Manpower Minister Fanie Botha and other interested parties look like ending in a few financial shocks — includ-

ing a payroll levy — for companies disinterested in training

Few realise or care to acknowledge the seriousness of the shortage of a competent labour pool and the threat it represents to the quickening revival in the economy

Apart from a few pace-makers, the general business attitude towards budgeting for education and training is described as 'apathetic'

When it comes to upgrading staff in general — and employing more blacks in particular — the overall in-

dustrial strategy can best be described as negligent

Almost a year after the Wiehahn Commission recommended unprecedented liberalisation of labour practices — and months since the Government rubber-stamped most of the proposals — virtually nothing has changed

Commission member, Dick Sutton, tells me "There is nothing now to prevent any company employing anybody it likes"

Provided the applicant's papers are in order, and he is fit for the job, there is no law that prevents him being hired

Mr Sutton also SA Breweries general manager personnel, says "Before Wiehahn, employers hid behind the Government and said they weren't allowed to take on blacks for some jobs

Hiding

"Now the law has changed, they're hiding behind the unions and saying white workers wouldn't allow it"

Similar dismay at inaction over the chance to change the pattern of industrial relations is also being felt at Government level — mainly in the Department of Manpower Utilisation — where, they are finding

Shocks in store for those who ignore training of skilled staff

der Merwe, says "A few enlightened and forward-looking companies spend money training people while the free-loaders spend nothing and rely on poaching skilled men"

This is where Senator Horwood can strike hardest

His Budget allusion to a central training fund, to ensure that the financing of all training functions is co-ordinated looks like the cue for an education and training levy on all companies, whether or not they want to join in the national plan to upgrade workers

That doesn't just mean contributing to the cosmetics of taking on more blacks for the sake of keeping the peace

tion could be doing their jobs"

Bisa president, Bob Stevenson, says the situation is so critical in the building industry that, while urging repeal of the Black Building Workers Act, employers are also asking for its urgent suspension

Employers, however tardy in recognising and adapting to the country's new labour needs, do have constantly recurring problems over the red tape strangling many attempts to employ more blacks

These mainly concern those categorised as illegal workers who are removed, with the company often paying fines if they are caught on the payroll



DICK SUTTON

FANIE BOTHA

peace
Mr Sutton says. "Look at all the matric girls walking around offices delivering pieces of paper. They should be doing better. People with much less educa-

There is no point in hiring a black, instructing him and relying on his efforts only to find their efforts have been in vain.

There is also a feeling that Government-approved schemes are hobbled by civil servant attitudes that tend to frustrate a company's training efforts and that turning tax incentives into hard cash is a long and debilitating process.

Widespread

A lot of this criticism comes, for sure, from employers who have never sent employees to retraining centres. The feeling, however, is widespread.

Anglo American deputy chairman, Gavin Rely, puts the manpower problem in a nutshell with figures showing that the effort to advance the country on a wide front, just do not match up.

At the last reckoning only R54 was spent annually on each black child's education compared with R551 for a white pupil.

Coloured boys and girls came out at R336 and Asian children at R310. He adds that, in 1976, 93% of graduates were white with only 2,2% black.

Senator Horwood warns that a dearth of skills will be the main damper on increasing growth. Even his annual 5% target is seen as too low to soak up the unemployment pool and 7% is being mentioned as more realistic.

Immigration, with the vast numbers of trained men now needed, is no longer a handy stop-gap.

There will have to be a rapid change in policy and attitude in all sectors if the impetus of the economic lift-off is to be maintained.

Mr Van der Merwe says "A lot of people don't do anything when faced with a shortage except squeal."

Huge hunt on ^{Sta 1/4/80} (173) for black and white SA staff

By Sieg Hannig

The number of companies planning to increase black and white staff is at its highest point in four years, according to an employment survey.

Across the country, every fifth company plans to increase its staff in the three months up to the middle of this year (19,9 percent white staff and 20,1 percent black staff) according to Manpower

For the first time since 1976 black employment prospects are approaching those of whites, says Manpower's Mr Ralph Parrott

The survey was conducted before the Budget which is sure to step up the jobs boom even more.

"Major inroads against unemployment are now in sight — providing training takes off," Mr Parrott said.

"We need training methods in advance of our times. If we do not possess them then we must invent them."

Mr Parrott stressed that the training of the unemployed and low-skilled could no longer be left to the voluntary efforts of a few conscientious indus-

trialists

"Those employers who don't train must be made to pay for it," he said, referring to the possibility of a levy being imposed

Responsible employers were training workers only to have them poached by their competitors, past experience had shown

JOHANNESBURG

The biggest labour demand shown up in the Manpower survey is in the housing sector where 44,7 percent of employers plan to take on white staff in the next three months

Increases of black staff are planned by 39,5 percent of employers in this sector

The construction, civil engineering, electronics and metal industries also show tremendous demand for workers of all races.

Once again Johannesburg is the area which shows the biggest demand of any region in the country with 33,9 percent of employers planning to increase white staff and 31,5 percent planning black staff increases

WOMEN

Women overlooked again

Star 3/4/80

173

Manpower 2000 is a nationwide effort to make a better South Africa. It's for everybody, and affects every member of the community. A National Committee has been formed, drawing people from every sector of the community.

Except women! Launched this week at the Carlton Hotel by State President Mr Marais Viljoen, the Government-sponsored project stresses the millions waiting to be trained and re-trained, the need for employment for ALL peoples, the contribution that EVERY sector of society, humble and high can make. Yet not one woman is

listed on the executive committee, and only a handful it seems were invited to attend the meeting.

Those who were there, were Margaret Lessing business woman and consumer expert, Professor Sandra van der Merwe, Professor of Marketing at the University of the Witwatersrand's Graduate School of Business, Lucy Mvubelo, general secretary of the National Union of Clothing Workers, and Althea Janzen, head of the defunct Coloured Representative Council.

None of these women are on the executive committee and none on the National Committee. Women's Page telephoned the chairman of Manpower 2000, Minister

Manpower 2000, a Government sponsored project to "unfold the country's latent potential for human development" was launched by the State President Mr Marais Viljoen in Johannesburg this week. Women are concerned there is not a single female on either the Executive or National Committees of the project. SUE-GARRETT and MOLLY HARDING report.

Utilisation of Manpower Mr S P Botha, to get the names of those women on the much broader-based National Committee. This committee was formed by Mr Botha, after discussion and recommendation and was, he said, composed of people drawn from EVERY sector of society and all organisations.

"Could you please give us the names of any of the women on the National Committee?" A deathly hush. "Oh! I am ashamed to confess there are no women on the committee. There should be women, I admit. But it was an oversight." Mr Botha was plainly embarrassed and not afraid to say so. "I can tell you this right now, I will change

it I will personally invite women. Thank you very much for letting me know about such an omission."

As far as the women themselves are concerned, they feel it's just one more slight, oversight or not, at a time when Government and private business cannot afford to ignore their increasingly valuable economic contribution.

VALERIE MICKLEBURGH, President of the Chartered Institute of Secretaries: "I get a bit impatient when people say there are no women of sufficient standing to be included on such bodies as the Manpower Commission, and Prime Minister's Economic Advisory Council and now this Manpower 2000. "There are any number

of women running their own businesses and companies, and probably doing so far better than men, or they wouldn't be where they are in this competitive world of ours."

Mrs Mickleburgh mentioned Poppy Smedt and Eve Manckiewicz as examples of outstanding business women.

"Don't forget too, that women bring up our children. They shouldn't underestimate the power of women in helping this country achieve its economic goals in terms of how they bring up their children. Women should therefore be informed and informing." ELISABETH BRADLEY, director of Wesco Manpower, includes them



S P BOTHA — "Ashamed to confess... no women on the committee"

should be involved "It is a hard fact there are not all that many women who could have been invited on to the committee, but there certainly are some, particularly in the small and medium sized businesses

"The latter is a very big section of business that is constantly ignored, and yet they are employers and trainers of people" Mrs Bradley said she felt now a climate had

3/4/80

173

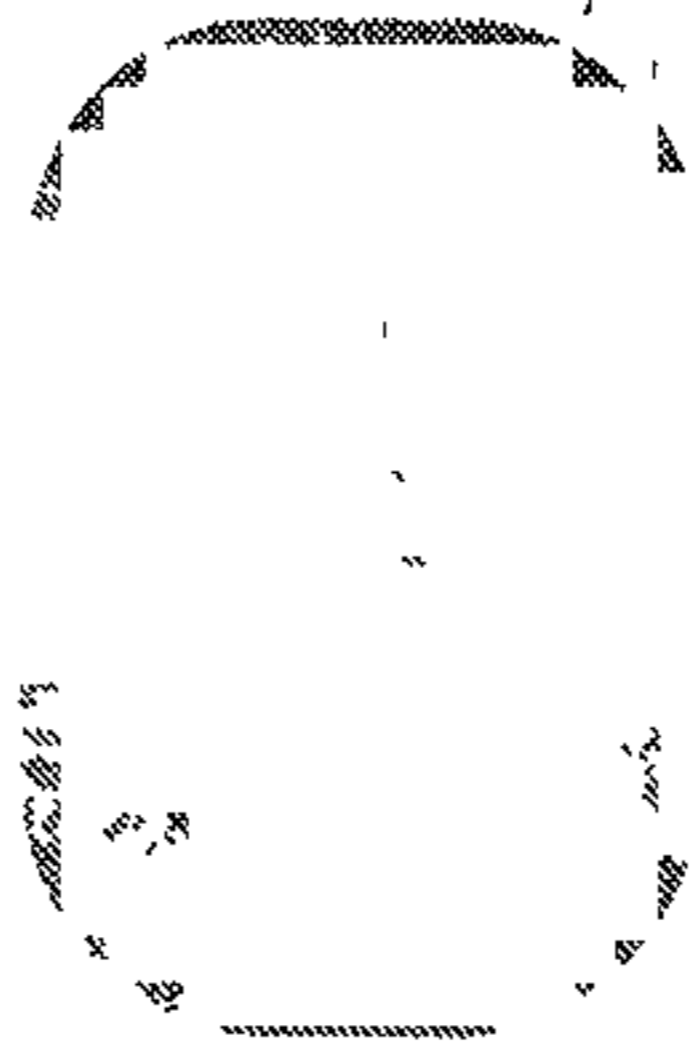


MARGARET LESSING —
“... Men just never think of women.”

been created for free enterprise it was particularly essential for small enterprises to be included, “and women can certainly play a big role here”

MARGARET LESSING, “I don’t think it was their intention to leave us out, but men just never think of women

“This is very shortsighted. By the year 2000 (for which Manpower 2000 is working), nearly half the workforce will be women!



LUCY MVUBELO —
“Women in black society are usually the workers anyway.”

PROFESSOR SANDRA VAN DER MERWE, “It is so obvious to me that yet again they didn’t leave women out on purpose, they just didn’t think of us. That is what I find so frightening, we don’t enter into their considerations”

Professor van der Merwe said she was concerned at the omission of women, “because it would have been a unique oppor-



VAL MICKLEBURGH —
“It’s a fact of life that in SA we don’t have women on committees or commissions . . .”

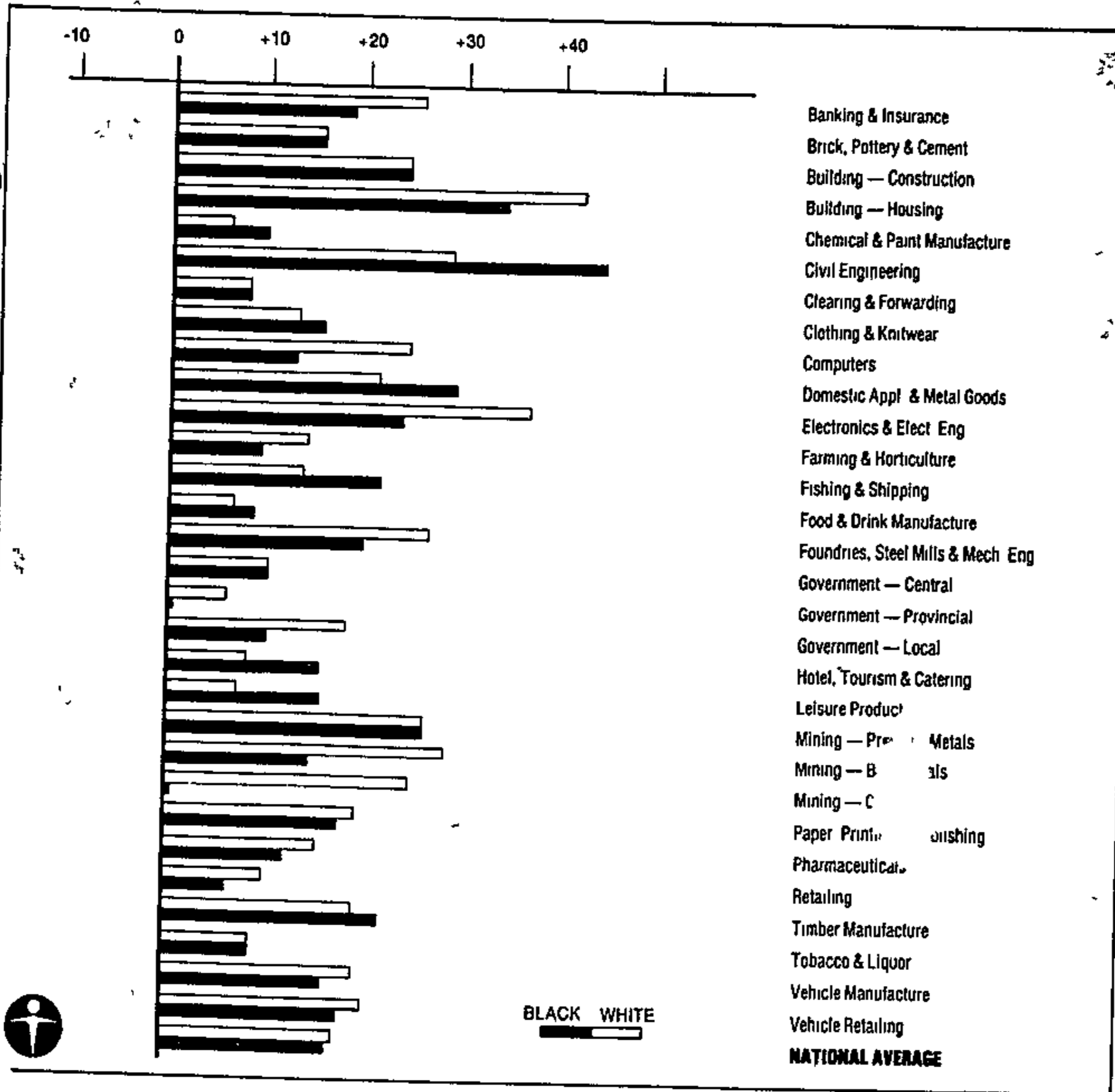
tunity to show women they are being included in the overall manpower plan for the future.

LUCY MVUBELO, “Why are women always overlooked? Women in black society are usually the workers anyway.

“I can think of business women like Sally Motlana and Marina Maponya for a start, who should be on that committee.”

Manpower Predictive Indices for the Second Quarter of 1980

by Commercial or Industrial Sector



Healthy boom in company staff plans

173 6/4/80 Sud Express

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A SURVEY of national employment prospects by Manpower Temporary Services shows that the number of companies now planning to increase staffing is at its highest point for four years.

The survey shows that the national average of companies planning increases is 19,9% for White workers and 20,1% for Blacks.

This is only the second time since the inception of the survey in 1976 that the Black increase factor has surpassed the White.

But, notes Manpower, the national average for the second quarter of the year does not show as large a planned increase in staffing as the previous quarter — with the White sector, in particular, levelling off.

Geographically, most favourable employment prospects for all races remain Johannesburg, the OFS and the Eastern Cape Natal — which limped behind in the beginnings of the economic upturn — now shows an increase in employment prospects for Blacks from 19,7% to 23,6%.

brick, pottery and cement (6,5% down) hotels, tourism and catering (down 3,91% for Whites and 2% for Blacks, and leisure products (2,2% down for Whites)

Manpower notes that in the building (housing) sector, despite the fact that there is a rise in the number of companies planning to increase their White staffs, employment prospects for Blacks are not as favourable.

This emphasises the increasing shortfall of skilled workers in this and many other categories.

Ralph Parrott, Manpower's chairman, bangs the drum for an urgent approach to instant-training.

"We shall have to be realistic in organising our businesses so that available manpower resources can be trained for early utilisation.

"We cannot plan for the long term.

"We have to do it now — grasp the nettle and build our businesses and our investments around our ability to staff them."

Most optimistic employment sectors are civil engineering, electronics, pharmaceuticals and vehicle retailing.

Although fewer sectors are currently planning to decrease their labour forces, those who are still cutting down include

This, says Parrott, will demand training methods "in advance of our times".

"The situation demands an action programme of training on the job, of rationalisation, of organisation and the division of labour, the development of a systematic approach to labour management."

Unemployment can be beaten, says Horwood

By Hugh Leggatt, Political Correspondent
CAPE TOWN — The Minister of Finance, Senator Horwood, expressed faith today that the unemployment bogey could be beaten.

choose that bundle
Question 5.

If a household say, food and gives satisfacti more of one good willing to the the good B. The food

He said the Government was serious about major investment in the education and training of blacks, and that private companies were also hard at work on the challenge of raising skills.

Opening a new chemical plant in Kempton Park, the Minister said "Investment in plants and machinery must be supplemented by investment in education and training, that is to say, human capital."

Higher productivity was the only long-term way of beating the hoodoo of inflation.

The Government was assisting in numerous ways to encourage employers and employees to improve output per man hour.

EMPHASIS

It was disquieting, however, that the average cost of labour per unit was outstripping increases in production per man-hour.

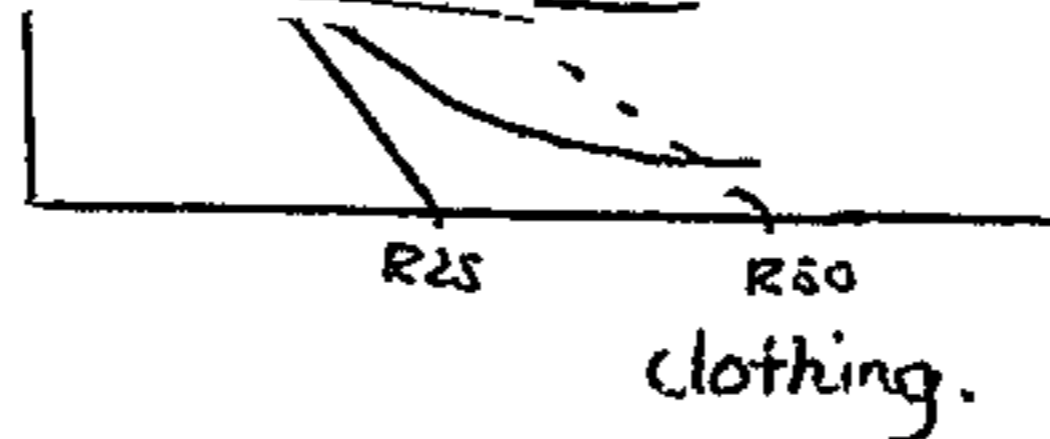
The Department of Education and Training planned to spend more than R240-million this year on training and educational facilities for blacks

Nevertheless, the largest part of industrial training was being provided by individual firms

"I firmly believe that we have the capacity and the will to train our own people to assume increased responsibilities by raising their skills early and significantly," he said

Now let us income of R1 R4 a unit.

get line. Say the household has and costs R2 a unit and clothing costs line will look something like this.



Now let us assume that the price of clothing drops to R2 a unit. The resultant budget line is dotted.

The question now is whether this will necessarily increase the consumption of either commodity A or B. Real income has increased by R25 and the point (b) on the new budget line seems the logical place to jump to. An increase in the buying

can choose a 'bundle' of goods commodity B, say food, it will bring maximum

income Y, is given 2 commodities choose any combination of good that are said to be indifferent. But the old sacrifices for good B, the less unrender one of good A for one of erence curve.

A household may have any number of indifference curves.

Political Staff

HOUSE OF ASSEMBLY -- The National Manpower Commission (NMC) has hinted that it will recommend that the Government scraps the coloured labour preference policy in the Western Cape

In the commission's first report tabled in Parliament yesterday, the chairman, Dr Henrie Reynders, suggests that a separate labour policy for the Western Cape could be regarded as superfluous in terms of the system of controlling the movement of manpower outlined in the report of the Riekerk Commission last year

A key recommendation of the Riekerk Commission, which inquired into manpower legislation, was a revision of the pass laws to make the availability of jobs and accommodation the criteria for controlling the influx of workers to the urban areas

The policy of preferential jobs for coloured and white workers in effect controls the number of blacks legally able to live and work in the Western Cape

Dr Reynders said in the report that representations had been made to the NMC concerning the desirability of the continued existence of the Western Cape as a coloured preference area

He quoted the report of the Theron Commission, which supported the policy, and the Government's reaction, which stated that efforts were constantly being made to apply it strictly in the public and private sectors

However, Dr Reynders says "Since the appearance of the Riekerk Commission report and the Government's White Paper on this commission there have been questions from various sources about the desirability of the existing policy regarding manpower in the Western Cape

"The essential question is whether this policy can be reconciled with certain policy

Surprise

(173) ~~166~~ (206)

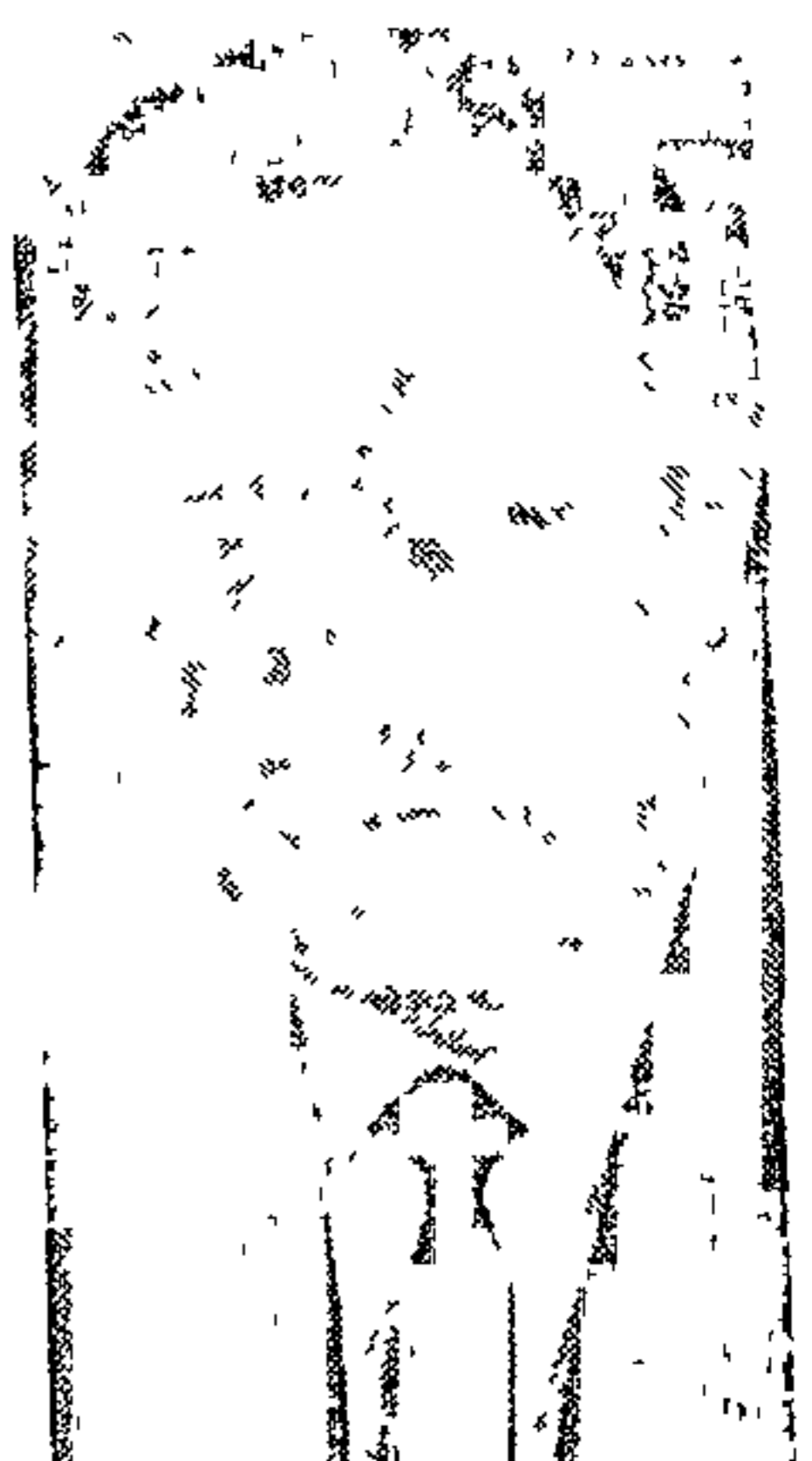
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NDM 24/4/80

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DR H REYNDERS first report

THE MANPOWER VOTE

statements by the Government and whether the system of control over the geographical mobility of manpower as recommended by the Riekerk Commission does not in any case make a separate policy in regard to the Western Cape superfluous

He says the commission decided at its first meeting in November that the matter merited urgent attention, and instructed its executive committee to give it consideration

The Western Cape is the only area in the country where job preference on racial grounds is enforced

The report also said there has been a noticeable decline in the number of registered unemployed since 1979, reported Sapa

The number of registered unemployed in all four population groups increased in the period 1974 to 1978, but this trend was reversed in the beginning of 1979 in the case of whites, coloureds and Asians and later in the year in the case of blacks

The total number of registered unemployed persons was 195 511 in September, 1979, as against 173 159 in December of the same year

Dr Reynders also said that the educational level of the economically active population is improving

This process, says the report, will be accelerated by the great increases in the numbers of lower primary and higher primary pupils -- particularly coloured and blacks -- owing to the work of the Department of

Education and Training since 1976

FOOTNOTE: Temporary legislation would be introduced this session after the second part of the Wiehahn Commission report was tabled in Parliament during the next week or two, the Minister of Manpower Utilisation, Mr Fanie Botha, announced yesterday

Speaking in committee on his vote Mr Botha said he would have liked to introduce more comprehensive legislation. But this would have to wait until the remainder of the commission's reports were handed to him next year

He had already received the second part of the report, but it still had to be translated. The report will be accompanied by a White Paper

NDMF project for developing people

STAK 29/4/80

173
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The National Development and Management Foundation has devised a special project "Advancement at Work" aimed at systematic and more rapid development of people of all races at work.

In Cape Town recently a nation-wide drive was launched to gain the financial and other support needed. A meeting attended by representatives of 20 major financial, industrial and commercial organisations based in the Cape Peninsula was hosted and chaired by Mr Paddy Wilson, chairman of Mobil Oil, a major sponsor of

the project

A number of influential organisations have already pledged themselves to support the project financially and by providing expertise. The aim is to raise a minimum of R500 000 over three years of which about half has already been subscribed to by ten companies.

According to Mr P W Penzhorn, executive director of the NDMF, the Advancement at Work project fits into the "Manpower 2000" concept by placing the accent on practical action within corporations and business organisations.

Argus 24/4/80
Plea on
white (173)
workers (116)

Parliamentary Staff

A PLEA was made to the Minister of Manpower Utilisation, Mr S P Botha, from the Government side in the Assembly yesterday to ensure that no white worker would be forced to accept racial integration.

Mr J G Swiegers (NP Uitenhage) said white workers had serious misgivings about certain aspects of the Wiehahn Commission's recommendations.

The Minister, Mr S P Botha, said every effort would be made to ensure that labour peace was maintained.

APR 24 1980

This policy should have been scrapped long ago

Argus 29/4/80

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A LENGTHY report compiled over a period of two years by Professor S P Cilliers and Professor Simon Bekker calls for the scrapping of the Coloured Labour Preference Policy in the Western Cape (The Argus April 18)

We find it even more encouraging that this research was undertaken because of a request by the Department of Co-operation and Development

We can only urge the Government to heed this advice and that of so

many other organisations and community leaders including Professor E Theron

This coloured labour preference policy has been a basic evil responsible over the last quarter of a century for much extra hardship experienced by Africans in the Western Cape. Because of it new houses were not built for people regarded as 'temporary sojourners', and the recent home-ownership scheme available elsewhere was withheld from Africans here, in spite of the costly im-

provements made at their own expense by many, because of this preferential policy new schools in the area were refused and boarding schools in far off places were ironically the only alternative for people in the lowest of income groups.

This is the policy that over the years has given additional momentum to the ongoing and massive pass arrest campaign and that denied an amnesty for 'illegal' workers here when it was granted in other urban areas last year, and this is the policy that has so substantially added to the frustrations of well-qualified Africans born and bred in the area, in their pursuit of worthwhile employment.

Now there is an in depth report flowing from two years research by two eminent sociologists calling for the repeal of this restrictive and crippling policy. May the Government at last be poised to take this most important step.

D WILSON
Chairman Cape Western
Region,
SA Institute of Race Relations
Mowbray

10/05/80

AREMS

Training facilities

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not used - Reynders

DR H J J REYNDERS, chairman of the National Manpower Commission, this week questioned whether the shortage of skilled labour was as acute as was made out.

He told the annual congress of the Afrikaanse Handelsinstituut in Port Elizabeth that he often wondered about this because of the private sector's grave neglect of the black labour crisis

Topics discussed at the congress seemed to be dominated by concern over the shortage of skilled labour

Yet the private sector had not even made a start in using the extensive training facilities that were available

Dr Reynders said it was this lack of response from the business community that made him wonder whether the shortage of skilled labour was as acute as he was told

1 000 A DAY

Professor J J Human said labour opportunities must be increased by about 1 000 jobs a day to

bring unemployment down to an acceptable level

More employment opportunities should be created immediately as businessmen were showing good profits and prospects were that these would increase even further

Mr Bernie Bredenkamp was one of the delegates who called for increased Government spending on training for specialised industrial skills

ONE MORE

Mr F J H le Riche appealed to businessmen to make better use of the labour force in South Africa and said each business could afford to employ at least one more worker

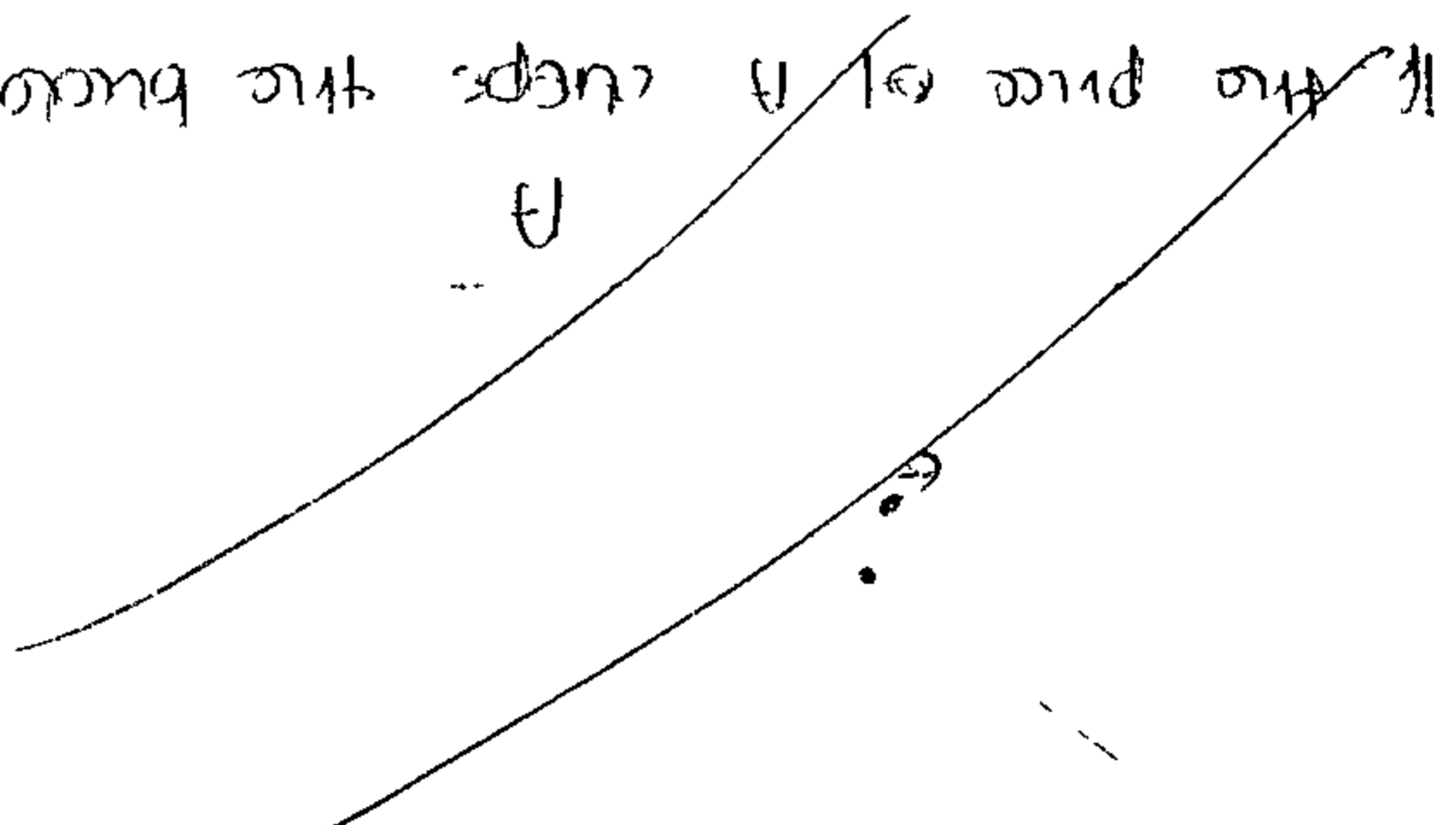
Mr J Knoetze, public relations manager of the Rembrandt group, told the sectoral mining and industrial session that South Africa might have been mistaken in the past to base its economy so firmly on the capital-intensive model of highly developed Western countries

The nations of the East had shown over the past two decades what economic power lay hidden in the proper use of labour in a climate which favoured growth

With its human and raw material resources, South Africa offered unequalled opportunities for entrepreneurs in the 1980s, he said

If the price of a cup is the base

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12/05/80 ARGUS

Shortage of skills

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—Manpower survey

Argus Correspondent

PRETORIA — There were vacancies for more than 114 000 skilled workers and trainees in South Africa in April last year, says the Depart-

ment of Manpower Utilisation.

The results of the department's latest manpower survey, released yesterday, show that at April 27 last year there were vacancies for 60 124 whites, 7041 coloured workers, 1 620 Asiatics and 45 897 blacks.

Mr A van der Mescht, statistician of the department, said there was a 5,42 percent shortage of professional and semi-professional whites and a 4,41 percent shortage of blacks in the same category.

There was a 1,13 percent shortage of whites and a 4,58 percent shortage of blacks for managerial and administrative positions and a 0,9 percent shortage of whites and a 0,59 percent shortage of blacks for sales positions.

There was a 5,23 percent shortage of white artisans and a 3,79 percent shortage of black artisans, a 2,83 percent shortage of white apprentices and a 1,19 percent shortage of black apprentices.

Mr van der Mescht, speaking at a Press conference held to launch the

survey results, said his department was working on an official unemployment figure.

Two years ago the number of unemployed whites, coloured people and Asians who were registered with the department totalled about 14 000 to 15 000.

This total increased to about 34 000 last year.

AT WORK

The manpower survey showed 5 259 046 were employed on April 27 1979 — about 1,6-million white, about 2,9 million black, 600 727 coloured and 206 942 Asian.

These figures reflect a decrease in the number of blacks and Asians employed compared with two years before.

The department's previous survey, reflecting the manpower position as at April 29 1977, recorded a total of 5 289 415 people employed. Of these just over 3 million were blacks (3 006 182) and 228 000 were Asians.

These surveys did not include domestic servants in private service and workers in agriculture and farming.

The latest survey also excluded the Transkei and Bophuthatswana.

**'Worker
rights
part of
overall
change'**

THE drive by black workers for a better economic deal would become part of the wider and far more difficult process of political change, Dr Zac de Beer, executive director of Anglo American Corporation, said yesterday.

Dr De Beer was addressing a conference of the National Development and Management Foundation of South Africa, in Johannesburg.

He said it had been generally accepted that far-reaching change would come about in the Republic and, while there were differences of opinion on what South Africa's future society would be, most people believed that it must and would involve a better deal for the blacks.

"It is generally accepted that, given our problems of growing population and high unemployment, we must go for rapid sustained growth," he said

There were economic problems involved in achieving that aim, but what was important was that "rapid growth means the certainty that black people will be progressively drawn upwards into the economic structure, into more and more skilled and managerial jobs".

Dr De Beer said he believed "this greater involvement and better deal for black people is entirely desirable from every point of view. But our delight at the prospect should not blind us to the problems that will attend it

"First, there will be resistance from whites who feel themselves threatened by black advancement. We should certainly not allow advancement to be held back by this resistance. But we ought to do all we can to reassure these anxious white workers

"There is no reason why any white worker who is doing his job properly should become unemployed as a result of black advancement, and we should give assurances along these lines"

Dr De Beer said he was confident that managers of South African industry could handle the situation, as they were already doing

From the black side there would be impatience, impetuosity and no doubt a good deal of unrest"

"Blacks will be suspicious that racism rather than management considerations is holding them back, and management will have to be approachable, sympathetic, clear-minded fair and firm

"Even more troublesome for management will be the undoubted fact that the drive of black workers for a better economic deal will become part of the wider and far more difficult process of political change.

"As was clearly shown during the recent troubles at Ford in Port Elizabeth, black workers with aspirations on the shop floor go home at nights to become black citizens demanding political rights."

From management's point of view, it was "highly desirable" to keep these aspirations distinct, said Dr De Beer. — Sapa

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CLOTHING PLANT BEATS SHORTAGE OF WORKERS

Argus 31/5/80

~~137~~

175

ELLEN ARTHUR, manufacturer of women's clothing for Woolworths, is overcoming the critical shortage of skilled labour by training its own staff and offering them better facilities.

The firm opened its new R450 000 factory in Enslin Road Ottery, yesterday and has turned its old premises in Wotton into a pleating plant

Mr David Boers, managing director told Business Argus: 'We wanted to update our production methods and offer the staff better facilities

'To get and retain the best workers we have to train our own staff and look after them'

He attributes the success of the firm to the

combined efforts of a motivated management team and workers

Mr Boers, who started work in the clothing industry as a trainee manager after his army service bought Ellen Arthur five years ago when he was 27

Since then the firm has more than doubled its staff from 110 to 250. Turnover has risen from R196 000 to R1.5 million

The firm has begun to export to England under the Saint Geran label

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Urban users of black staff face squeeze

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NDM 26/5/80

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By STEVEN FRIDMAN
Labour Reporter

INDUSTRIALISTS who employ large numbers of black workers in the urban areas may face heavier taxes and new levies in an attempt to discourage them from doing so

The move would be designed to encourage employers to move factories to the black homelands and border areas

At the same time the Government has withdrawn a Bill which would have removed much-criticised controls on the number of black workers industrialists can employ in the "white" areas

The Rand Daily Mail understands that a panel of experts under the chairmanship of the Prime Minister's economic adviser Dr Simon Brand, believes 'indirect disincentives' should be imposed on urban factories which employ

large numbers of workers

This is likely to mean that employers who want to employ workers in large numbers in the cities 'will have to pay more for their labour' according to an informed source

Although the measure would be formally non-racial its effect would be felt chiefly by employers of black labour because blacks form the largest section of the factory workforce

At the same time the panel is examining increasing benefits to companies who decentralise to the black homelands

These proposals are designed to take the place of Section 3 of the Environment Planning Act, which lays down black labour quotas which industrialists in the 'white' areas may not exceed without permission

The Government recently introduced the Physical Plan-

ning Amendment Bill which would have scrapped Section 3, but said the change would not come into force until the Brand Committee had completed a report examining new controls

This legislation has now been withdrawn and Section 3 will remain in force at least until the next parliamentary session. But the Brand Committee is continuing its search for alternative controls

Thus industrialists could be subjected to a higher tax which would rise as their labour force increased. Existing levies on the employment of black labour could also be increased

Section 3 has been widely criticised by industrialists and some trade unionists who argue that it has restricted economic growth and has denied black workers jobs at a time of high unemployment

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Argus
27/5/80

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Black doctor shortage 'critical'

Parliamentary Staff

THE chief Opposition spokesman on health, Mr H E J van Rensburg, yesterday called for Government action to relieve a 'critical' shortage of black doctors in South Africa.

Speaking in the budget debate on the Health Vote, Mr van Rensburg (PFP, Bryanston) said the shortage was partly due to restrictions on the admission of black students to medical faculties.

South Africa The restrictions were applied while more than 70 percent of South Africa's total population consisted of black people.

Another reason for the critical shortage of black doctors was the inferior education which black children received under the present education system, compared with white education.

Reacting to angry interjections from the Government side, Mr van Rensburg said black education was inferior when viewed in terms of qualifications and the lack of amenities at black schools.

Mr van Rensburg urged the Government to take immediate steps to identify promising black children who had the talent and the ability to benefit from education for the professions.

These children should be given opportunities to receive school education equal to that of white children.

This should be done now, because the need for black professional people was so urgent that South Africa could not wait for black education to catch up with white education.

At present, black education was at a 'tremendous disadvantage'.

The Government should also help to open the other medical faculties to black students.

Mr van Rensburg called on the Government to establish a new black hospital with a medical school in Soweto, South Africa's largest black city.

Soweto with its dense population was probably the best place in South Africa for a medical school.

Replying, the Minister of Health, Dr L A P A Munnik, said the training of black doctors had nothing to do with him or his department.

He could therefore not reply to Mr van Rensburg's proposals on this issue but suggested that he should approach the Minister concerned.

Dr Munnik rejected the suggestion for a new hospital and medical facility in Soweto. He said it would take up to 15 years to plan such a hospital. It would be more effective to establish community health centres in Soweto.

About 20 or 30 such centres could be established within a year.

THE

Argus

27/5/80

(125)

(48)

Call for job plan for handicapped

STAR 5/16/80

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By John Murray

A "dynamic" government programme "starting with at least R5-million, that could bring 60 percent of South Africa's unemployed handicapped back on to the job market" has been called for by the National Council for the Care of Cripples

Mr H S C Parker of the Council has said there were many serious gaps in the total rehabilitation programme, some of which needed immediate attention

"The most urgent is a comprehensive plan for

vocational training of adolescents and retraining of adults and the provision of employment facilities for the most severely handicapped," said Mr Parker, who is editor of the Council's journal, Cripple Care News

"R5-million could co-ordinate the necessary programme and convert a large number of those living on charity at the moment into taxpayers"

He said the programme should include a multidisciplinary team of professionals who could assess handicaps

Mr Parker called for the creation of a research centre "unheard of in this country" where job tasks could be scientifically analysed and personnel tested for physical ability.

He said a large proportion of the country's handicapped were merely medically rehabilitated, but were not trained to perform jobs useful to themselves or to the economy of the country

Welfare organisations must "hammer for a rand-for-rand subsidy system"

Govt to go colour blind on labour

SEAR
11/6/80
173

Political Staff

The Assembly

The Government today committed itself to a colour blind development and use of South Africa's labour resources.

A Government White Paper embodying acceptance of most of the recommendations of the second Wiehahn Report reviewing labour legislation says "The Government's general goal in respect of manpower is that the country's labour — regardless of race, colour or sex — must be developed, used and conserved to the optimum extent."

The Government has accepted key proposals of the Wiehahn Commission. They are aimed at better training and sharing of facilities by apprentices of all races.

It also accepted the establishment of a new national training board in the place of the apprenticeship board to oversee and regulate apprenticeship training for all races.

But it suggested the Department of Manpower Utilisation first investigate the matter and consult the bodies concerned before legislation is introduced next year.

The proposals accepted by the Government as set out in the White Paper today include:

- That blacks be allowed training at other institutions in cases where those provided under the black workers' in Service Training Act were insufficient or inconvenient, provided this is arranged to the satisfaction of all parties and in consultation with the State.

- In cases where facilities for theoretical training of certain apprentices are not available, they should be allowed to use

Call-up effect on training reviewed

CAPE TOWN — The White Paper tabled in Parliament today says attention is being given to the effect of military service on the training of apprentices.

The Wiehahn Commission recommended serious consideration should be given to the deferment of compulsory military training for apprentices in key trades.

Deferment was justified in view of the shortage of skilled artisans, the commission found.

It said a precedent existed in the case of university students who were exempted from military service until after their studies.

Deferment would serve as an incentive to draw youths into apprenticeships. And it would affect the intake of military trainees only in the initial years.

STAR
11/6/80

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any institutions for such training — again providing that it is arranged to the satisfaction of all parties and in consultation with the State.

● Training in South Africa and the independent black states should be co-ordinated, but this should be done on a principle of non-interference.

● In deciding whether to defer military training, care should be taken that the needs of the Defence Force were not harmed.

● The National Manpower Commission should consider the possibility of introducing a levy system to finance training schemes.

● A national apprenticeship board should be re-structured into a national training board to coordinate and develop all aspects of industrial training (Legislation to do this would probably be introduced next year).

● The national training board must promote the introduction of training schemes in whatever manner and through whatever channels it deems practicable. It must advise the Department of Manpower Utilisation on the practical application of the Riekert Commission recommendations.

● Together with the board, the National Manpower Commission must give attention to possible changes in the law.

● The National Manpower Commission must give highest priority to the continuous determination of training efforts and needs in the economy.

● While the principle has already been accepted that people of all races should be admitted as apprentices, the apprenticeship board should fulfil its functions in this respect with regard to the changed policy direction.

The Progressive Federal Party spokesman on manpower, Dr Alex Bo-

(173) ~~178~~

Stringent black workers regulations streamlined

STAR 13/6/80 (270)

By Arnold Kirkby
Pretoria Bureau

PRETORIA — Time-consuming regulations and Black Labour Bureau red tape has been curtailed and streamlined in conjunction with the recommendations in the Riekert Commission Report

Black labour matters will be transferred from the Department of Community Development to the Department of Man Power Utilisation, it was announced in today's Government Gazette

This will be done during next year's Parliamentary sitting when the Department of Man Power Utilisation, it was amendments to incorporate the present Black Labour Act of 1964

But the Department of Community Development

will still control the influx regulations

The white paper to be laid before Parliament covers some of the following regulations amendments suggested by the Riekert Commission.

● The decentralisation of labour offices to black residential areas and labour assembly areas on the borders of black states

● Labour bureaux will not only note employment opportunities, but will also check the availability of housing for employees

● Enable employers to obtain registration of workers through writing and not having to queue up at labour offices

● Established employees who fall under

Section 10 (Influx Control Regulations) will only need register once and not every time they change jobs

● Allow established workers to obtain employment in other areas provided they satisfy the Labour Bureau in that area that they have accommodation or are willing to commute back and forth

● Administration boards in the black residential areas will still deal with the administration of the Labour bureaux for the Department of Man Power Utilisation

● Scholars and students who comply with Section 10 and who have a note from their parents and heads of their educational institutions, stating that they have no objection to their employment after school or at

weekends will be able to take jobs

● Registered workers who already have registered employment may now take up part time employment when not on duty, provided the registered employer has no objections

The Riekert Commission also recommended that no employers be held responsible for the repatriation of workers on termination of their contracts

The existing regulations prescribe that certain categories of workers are exempt from Labour Bureau requirements. These categories are extended to include all officials in the State service, provincial and statutory boards

The existing limitations on advances or credits by employees falls away. This means that blacks will be able to get housing loans.

Five jobs per applicant soon—prof

Pretoria Bureau

By December South Africa will have such a shortage of skilled workers that there will be five jobs for every applicant in certain fields, a Pretoria manpower expert predicted last night

There would be industrial chaos, predicted Professor Martin Nasser, of the University of South Africa School of Business Leadership, who was delivering his inaugural lecture

He said the fields with the worst shortages were in computers, engineering and certain artisan trades

Professor Nasser deplored the fact that in spite of the critical skilled manpower shortage, only "peanuts" was being spent on training and development

An average of R79 was spent yearly on training whites and R31 on blacks

He warned companies

not to be satisfied with implementing codes of employment such as the Sullivan and FEC codes, as a form of "window dressing," while the vital issue of training and development was "relegated to the basement"

"This is a very shortsighted approach and at best can only lead to industrial chaos and dimi-

nished returns on investment," he said

Unisa research had shown that the demand for skilled blacks in the Pretoria - Witwatersrand - Vereeniging area would rise from 7,5 percent of the qualified work force at present, to 40 percent by 1984.

There was only a slim

chance that the country could keep pace with the training needed, and he urged companies to conduct black advancement programmes.

Professor Nasser said the second Wiehahn report, published this week, opened further avenues for businesses to integrate blacks in their systems in a meaningful way

Serious implications of

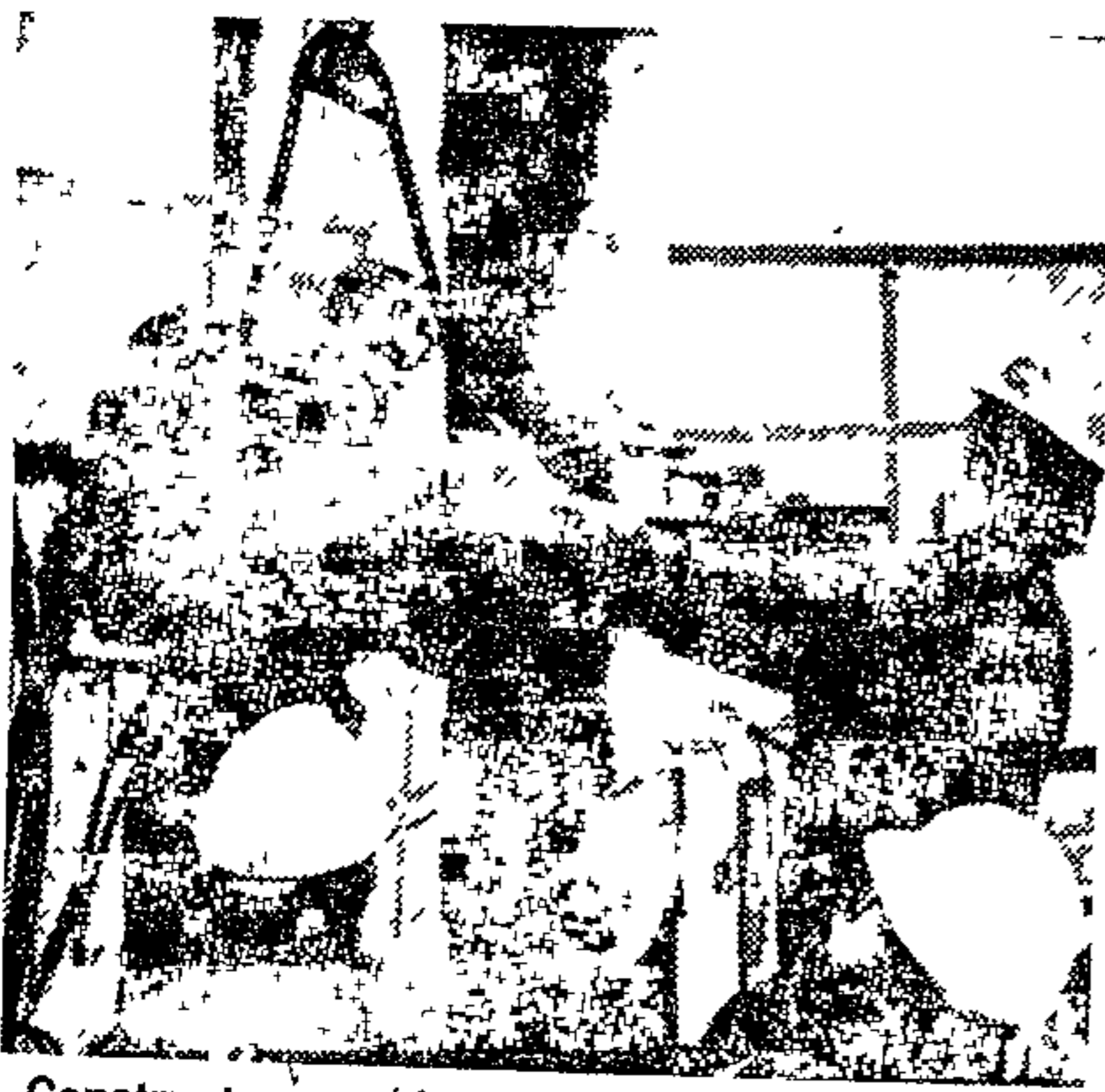
15/6/80 SUN TRIB (FIN)

the salary

explosion

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173



SALARIES for workers in key infrastructure industries exploded during April, with serious implications for corporate profitability and the inflation rate

Finance Reporter

startling In essence, they show that, compared with January, the supply and demand gap for personnel widened during April, salaries leapt an average 10 per cent and staff turnover climbed 17 percent

the name of the game, and frankly, the salary levels being asked and paid, are out of all proportion to the value of the manpower"

Typically, a 30-year-old engineer with 5-8 years experience now receives from R16 000 to R19 000 on the basis of the April salary returns Likewise, a technician is receiving R12 000 to R14 000, and artisans between R11 000 to R16 000 a "conservative" 10 per cent on January figures

The cost of replacing men lost to poachers is now a staggering R33 000, R18 000 and R13 000 respectively, taking into account recruitment costs, orientation and training Moreover, respondents in the survey actually expect increases to be larger in coming months

PEP executive director Paul Langerman, blames the economic upturn for the situation He adds, however, that public sector salary increases have been an additional catalyst, creating a "ripple effect" through the categories surveyed

The major contributing factor, however, is the extent of job hopping now taking place, coupled with the shortage of personnel "Bargaining and bartering for high salaries is

That's the finding of a countrywide salary survey covering 10 000 employees in 200 major national and multinational companies

The survey is the first monthly analysis of key sectors by the Personal and Executives Placements group, (PEP), the Johannesburg based manpower planning consultancy

It covered three main categories, artisans, engineers, and technicians in the construction, mining, engineering and electronics industries

The results are

Production capacity ceilings not far off

By Frank Jeans

SOUTH African manufacturers will soon have shortages of skilled labour and of raw materials, and they will also start to run up against production capacity ceilings

"Indeed," says Barclays National Bank chief economist, Dr Johan Cloete, "the latest figures published by the Department of Statistics for a capacity use in manufacturing had already risen to 87,1 percent, not far short of the figure of 88,8 percent in November 1974, at the peak of the previous business cycle upswing

"And with capacity utilisation having almost certainly increased further since last November, it is clear that manufacturers cannot have too much spare capacity left"

He says it is doubtful if the manufacturing industry will be able to operate at a level of capacity utilisation much above 90 percent without running into shortages of skilled labour and raw materials

15/6/80 SUN TRIB (FIN)

175

R2500-million a year needed to provide jobs for blacks

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3/7/80
173 334

South Africa will need R2 500-million annually to create job opportunities for its growing black population in the next 20 years, Dr J Adendorff, managing director of the Economic Development Corporation, said yesterday

He told a meeting of the Junior Afrikaanse Sakekamer in Johannesburg that the black population growth of 2,9 percent annually will mean that 230 000 job seekers will enter the market this year. In accordance with an estimated population growth of 3 percent annually by 1985, South Africa will have to provide jobs for 360 000 people annually by the end of this century.

With an estimated total of 6,2-million jobs to be created in the next 20 years at the average cost of R8 000 each, about R2 500m annually will be needed in the next 20 years.

DOUBTED

He doubted whether South Africa could provide its own capital to provide the jobs. Not only foreign capital, but also a more positive approach to homeland development was needed from the private sector in South Africa.

An improvement of incentives for investment in the homelands is at the moment under consideration, he said.

Dr Adendorff said

- Investments by the EDC and all the different National Development Corporations at the moment are in excess of R500-million. In total, the corporations helped to create about 99,000 jobs.

- The EDC budget for the current financial year amounts to R165-million.

- The EDC provides services to cover 260-million passenger trips annually. The number of buses has grown from 60 in 1973 to about 2 000 today.

Emphasising the importance of passenger services to the economic development of the homelands, he said that the number of 260 000 people who daily travel to and from work earns about a total of about R220-million annually.

OPPORTUNITIES

- The EDC has helped to create about 35 000 job opportunities in trade and services sectors. Since then, the National Development Corporations, who have taken over this function, have created another 16 000 jobs.

- Since 1969, the EDC has helped to establish 304 industries in the homelands, providing more than 30 000 jobs. Of these industries, the private sector helped to establish 285. Of the total capital expenditure of R279-million, R106-million has been contributed by the private sector.

No joy ⁽¹⁷³⁾ for black labour market

By SHAUN HOLLICK

COLOUREDS and Asians have benefited the most in the labour market as the upswing has gathered momentum, says a Volkskas economist.

But the black labour market, it seems, is still in the doldrums

The economist told Business Mail said that although black employment was increasing, it was not keeping pace with the increase in black population

The upswing was drawing more workers into the economy, but trained manpower was still appallingly scarce.

The attitude of employers to training continues to be disappointing

He believed that by far the greatest job shortages still lay in the professions followed by the artisan and the semi-skilled fields.

The greater the training requirements of an occupation, the greater are the relative shortages, according to the latest statistics of the Department of Manpower Utilisation

Manufacturers claim that training has been intensified

But they add that the time lag between training and the effective utilisation of skilled workers is forcing industry to find immediate solutions.

Importing skilled people was the first resort, but it was not a cheap answer.

One manufacturer estimated the cost of recruiting artisans or professionals from overseas was "well over" R3 000 a head

Another short-term "solution" was for companies to poach from their competitors

This was causing an inflationary wage cost spiral

Salaries were constantly being lifted and perks such as cars housing loans were being thrown in to draw workers from other firms

Annual % change in labour force employed for population groups

Frogs boost exports

NEW DELHI — India earned \$10 900 000 in foreign exchange by exporting nearly four tons of frog legs last year, says the head of India's Frog Culture Research Centre. Many of the frogs were sent to France, West Germany, Netherlands, Belgium, Britain and Italy. Some African nations also imported frogs from India, which competes mainly with China, Japan, Cuba and Mexico

9/7/80

SA advised: Learn to live with strikes

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Argus Correspondent

PRETORIA — The deputy chairman of the National Manpower Commission, Professor Piet van der Merwe, predicted yesterday that industrial unrest would increase during the 1980s.

And he advised South Africans that they should learn to live with strikes.

Addressing the congress of the International Association of Economics and Management Students being held in Pretoria, Professor Van der Merwe said the decade of the '80s had already been marked by substantial labour un-

rest. And it would increase for various reasons.

Professor Van der Merwe said strikes were a normal feature of the free enterprise system. In most countries of the world the incidence of strikes was much larger than in South Africa.

Strikes could be a very good investment in the future stability of a particular industry, he said. They led to better understanding between management and workers.

NOT ANSWER

The avoidance of strikes would mean the arrest and imprisonment of

those workers who instigated them, he said, and this was not the answer.

South Africans should learn to live with strikes 'in an orderly and meaningful way'.

FIND WAYS

Industrial peace would be threatened by the insecurity felt by some groups of workers, by external involvement in internal labour affairs and by the attitude of certain groups of workers.

South Africa would have to find ways of dealing with labour unrest, he said. South Africans had become so used

to industrial peace they had little experience in dealing with unrest.

Professor Van der Merwe said a more objective view should be taken of strikes. He was not in favour of them, he said, but to try to avoid strikes could be more costly than enduring them.

EXAGGERATED

He said the economic costs of strikes tended to be exaggerated. He warned that actions in South Africa which interfered in the resolution of strikes by the parties concerned themselves should be avoided.

9/17/80
Putco
talks (173) (171)
ARGUS

Argus Correspondent

JOHANNESBURG — Two days of negotiations between Putco management and an action committee representing drivers, have resulted in the declaration of a dispute.

Putco's operations' executive Mr. Colin Bailey, said the matter had been referred to the Department of Manpower Utilisation. Representatives of the department would attend a meeting of drivers and management today.

During yesterday's talks, major points at issue were:

- ① Wages
- ② Whether the company would accept in principle a trade union
- ③ Whether employees who had been dismissed during the recent bus strike would be reinstated

Mr. Bailey said the company had agreed to accept a trade union in principle and to reinstate all employees.

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SA manpower
needs under
the spotlight

Own Correspondent

THE system of permits by ministerial consent at universities and technikons has become one of the greatest stumbling blocks to rational development of top-level manpower

Dr Derek Henderson, Vice-Chancellor of Rhodes University said this yesterday at the National Institute for Personnel Research symposium at Rand Afrikaans University

Dr Henderson said that apart from its arbitrariness and huge expense, the system's assault on human dignity and the consequent bitterness and frustration which it engendered made it one of the most expendable and obsolete relics of a bygone and unlamented era

If artificial obstacles were removed universities would be free to make a much larger

contribution to trained manpower needs

Dr Henderson said that the needs of commerce and industry had become so pressing that he foresaw a greatly increased level of bursary and loan support to selected students to alleviate the needs

A much greater difficulty arises as the result of the gross inadequacies of the schooling system for blacks, a factor of which we hardly need reminding in these times of virtually daily boycotts and unrest arising from precisely this cause

Dr Henderson said that to obviate serious failure rates, universities had to consider remedial education to make good some of the deficiencies caused by shortcomings in secondary educational systems

Furthermore, all impediments to blacks entering previously all-white schools willing to accept them should be removed

Dr Henderson said that when business and industry put pressure on universities to produce people who are immediately useful upon entry, they were being very shortsighted. This temptation was likely to be more acute in developing communities

If universities succumbed to this type of pressure, they could not fulfil their task of providing trained and flexible intellects who could see problems in broader perspective and thus provide intelligent and farsighted leadership

"Critical shortages of skilled manpower manifest themselves in practically every field of endeavour, and these shortages can only be relieved by substantial recruitment from the black population groups," Dr Henderson said

pp 26/7/8'0 (173) PA

Drive to register Ciskei job-seekers

KING WILLIAM'S TOWN
— A massive campaign is on to register all work-seekers in the Ciskei

This follows the establishment at Mdantsane of a manpower development centre, which is designed to classify and categorise the labour

force to facilitate its marketing outside the homeland

The Minister of Justice, Chief H Z Njokweni, under whose department the centre operates, said in a statement yesterday "The centre has already undertaken the initial registration of work-

seekers in the Mdantsane District "

He said the next stage would be the registration of work-seekers at magistrates' and tribal offices throughout the Ciskei

He added, though 'It must be pointed out to all work-seekers that the

registration does not automatically guarantee the work seekers a job, but merely places him in line for selection for a job "

He said work seekers were advised to register to ensure they were entered in the manpower register
— DDR



Dr Piet Koornhof . . . Minister of Co-operation and Development.

19/8/60

Help the workers - Dr Piet

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post

PRIVATE enterprise had to make a bigger contribution towards black housing, said Dr Piet Koornhof, Minister of Co-operation and Development, when he opened the Interbou 80 conference in Johannesburg yesterday.

Referring to the conference theme of re-development, remodelling, recycling, he said he was a great believer in these aims.

"It would be irresponsible to assume that one has no further duty than to provide work and the barest facilities. The black man should also benefit by the material and social progress of our country.

"It is clear the Government alone cannot provide all the housing needs of blacks, and for

this reason, the Government decided to involve the employer and the private sector in the provision of such housing.

"I would appeal to the private sector to make a more substantial contribution," Dr Koornhof said.

"Someone said, 'an empty stomach breeds revolution', but then he places the responsibility to provide job opportunities squarely on the shoulders of the Government, forgetting that it takes the combined efforts of Government and private enterprise to create a well-fed and contented population."

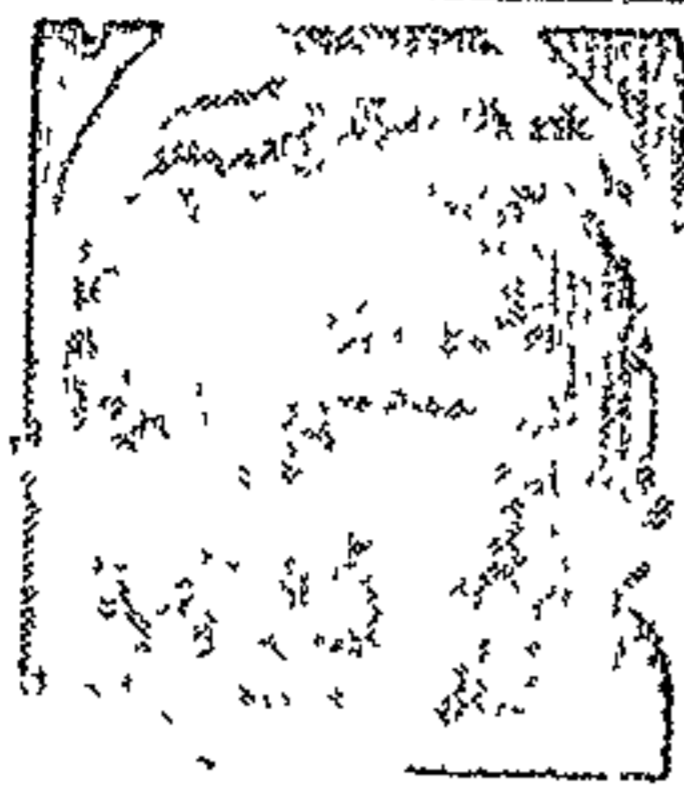
It was important "that whatever we do or plan we ensure the black man is fully involved all along the line."

"You can give the black man every possible material thing in life such as money, a good job or a house to live in, but if you don't give him understanding, respect and honest friendliness, you have given him nothing to improve his quality of life because he prizes the latter most of all."

"Without it, the rest will be considered as merely paying your debts to him and nothing more."

Employers could help workers to take part in the 99-year leasehold and the home ownership.

XXXXXXXXXX



One more time — last chance to escape 'the road to hell'

"Give us six months" **22/8/80** **SUN** **TIME (BUT)**

Former Prime Minister John Vorster addressing an American audience in the early seventies on the scrapping of discrimination in SA

"The greatest challenge in the eighties is to produce tangible results and maintain credibility in labour reform."

Professor P. J. van der Merwe, member of the Witwatersrand Commission and deputy chairman of the Manpower Commission, talking to the SA Institute of International Affairs this week

EVERY South African should read what the professor said. Correctly, he made no bones about the fact that if the economy is going to be crippled by socio-political strife, it will come through mismanagement of labour relations (see Page 23)

He pointed out that Witwatersrand, Richert and even at Cabinet level were well aware not only that drastic measures were necessary to liberalise the labour and industrial relations areas. They realised they also had to tackle the prickly points associated with matters like freedom of association at all levels and the equalisation of living conditions.

He enunciated in impressive detail what was being done by way of new recommendations from the Manpower Commission and others, and how work was progressing on legislative machinery and new enabling legislation

He recognised, above all, the pressing need for haste while patiently articulating the political hurdles and time problems inseparable from the processes of bureaucratic and legislative procedure for reform.

He was brave enough to confront head on the central danger of black trade unions — their politicality

Not least, he was crystal clear about the three major challenges facing "the labour order of the eighties"

These he listed as:
O The provision of sufficient employment opportunities. (Nothing new in that, but it was encouraging to hear that both the PM's Economic Ad-

visory Council and the Special Advisory Council were working hard on new ideas)

O The need to DO something more about training. (Audi, not now like the 1970s, but still a matter of long-term planning)

O In industrial relations generally, the need to ACE instead of merely re-examining, planning and reforming policies on the law

There lies the rub. Whether or not one supports the ruling Party, there is no denying the fact that we have had enough talk, enough policy reform, to go a long way towards doing what must be done to a civilised society

The priority now is not policy — whatever may remain to be done in this area

The problem is not plans — whatever may remain to be done in this field.

The problem is inertia
The problem is antiquated enabling machinery

The problem is the hard-liners to right and left.

The problem is education as opposed to training; business economics and industrial relations should be taught equally in all high schools as well as beyond.

Above all, the problem, as ever, is time

It is in where Pretoria and the private sector need to act. As Professor Van der Merwe courageously confessed, he had no ready answer to the vexing question of the politicisation of trade unions.

What he could presumably not admit was that the answer does not lie in sackings, arrests, detentions and the like

It lies in bulldozing through reforms for faster than the usual crawling pace, done and done by any means necessary.

The Industrial Court, the creation of the 1970s for the time to replace or to be replaced by the National Manpower Commission itself — all remain subject to legislative decree.

The same power of decree must now be applied to determine the introduction of business and labour education in schools, and in adult education

The same power must be used to cope with the restrictions of black unions and the workings of the Industrial Court

The same power must be used to create about closed shops and mixed unions.

As for the private sector, it must be exposed, for the moment, to the impact of strikes, legal or not.

It must not be protected — not in a free market economy. It must be forced by the labour market to realise that its very survival depends on responsive and soundly-based industrial relations.

Naturally the relevant, existing legislation will be imperfect. Not really it will need to be adjusted, reworked and re-constituted as circumstances change

But this will all need to be done faster than possible under the existing machinery.

All practical men realise that the time for more deeds and fewer words has arrived

But the deeds will always come too slowly as long as these are subject to today's procedural and inertial restraints.

Women have failed, says Mrs Lessing

By Molly Harding

It is 10 years since the first womanpower conference was held in South Africa to pinpoint the economic contribution women could make, said Margaret Lessing, consumer consultant and leading business-woman.

"If the foresight of those women had been appreciated, we probably wouldn't be here today," Mrs Lessing was speaking at the morning session today of a day-long seminar entitled Womanpower 2000, at the Carlton Hotel.

Instead, she suggested, women had fiddled around until not women's lib but sheer economic necessity was forcing women into the labour market.

"We have failed in the forward planning those members of the SA Federation of Business and Professional Women tried to stimulate."

Nevertheless, women had increased in numbers in the work force from about 25 percent in the early 1970s to about 33 percent, she said. It would be closer to 50 percent after the 1980 census, she added.

Speaking on Womanpower As Seen By The Employer, Mrs Lessing said there was often a need for an understanding of married women's problems which male employers tend not to show.

"It is my experience that women who employ women tend to seem kinder and more understanding than men."

Quoting from a survey on women in SA business, Mrs Lessing said there were big pay differences on all levels between men and women. Women had less access to management training and development and received

little more than on-the-job training in some companies.

Pension schemes and fringe benefits also differed.

Employers usually required women to have experience before appointing them to managerial positions, but seldom appointed women to non-traditional positions where they could gain such experience, the survey found.

Negative attitudes of employers toward women were shown by such comments as:

○ "We don't view women as career prospect not because we discriminate against them but because on the whole they simply aren't."

○ "There is still psychological resistance to women managers at the lower levels in South Africa because the male vanity syndrome is very strong here."

○ "We have a lot of very competent ladies but they have no desire to be promoted. I can't say we regret this. Once you start promoting women you can't very well stop and the thought of a woman in the board room is rather horrifying."

A study by Di Dina Wessels showed many employers preferred mature married women to young girls because of their greater stability, greater sense of responsibility and their experience and skills.

Single women however tended to be more committed to careers.

"We can't wait for another 10 years to go by," Mrs Lessing said. "It is today that the need is greatest for Womanpower and we should be making immediate provision, using and adapting every skill with employers and employees working together as a team, in this special time in our history."

Botha calls for better use of working women

JOHANNESBURG — The better use of female labour was urgent and essential, the Minister of Manpower Utilization, Mr Fanie Botha, said here yesterday

Speaking at a seminar on women, Mr Botha said traditional misconceptions and prejudices against female labour would have to disappear. Women should be judged on their capabilities and characteristics and not seen as a threat to, or competitor of, the male worker, Mr Botha said

Prejudice against equal pay for female and male workers was still particularly strong, among the black populace. Wage determination in terms of the Wage Act made no discrimination in minimum wages of workers in the advanced job categories, but he had to admit, Mr Botha said, there was still discrimination concerning clerical and unskilled work categories

"The reason for this flows mainly from tradition. Among black workers, who are employed in large numbers in un-

skilled categories of work equal pay for men and women has not yet been finalized, because many male black workers are not yet prepared to accept that their wives or daughters should earn wages equal to theirs as head of the family"

The Wage Board was phasing out the gap between the sexes. But it was not possible to close it with one stroke. This could

lead to the closing down of enterprises employing large numbers of black women, increasing unemployment

The advantage which the male worker enjoyed in labour was still great, but since World War II considerable progress had been made in increased employment of women

The demand for women in

the labour market during the 'boom' period 1965-75 had increased from 29 percent of the total white labour force in 1965 to 32,5 percent in 1975

"It is estimated that this demand will increase to 37 percent in 1981"

There had also been a sharp increase in the number of white women in some of the professional occupations, especially medicine and paramedicine,

and it was estimated that in 1981 just over 73 percent of the clerical jobs would be for women

"Over the same period ie 1965 to 1975, the share of coloured women increased from 30,2 percent to 35,5 percent, six ratios in the Asian labour force changed dramati-

cally, with an increase in nearly all occupation groups, whilst the ratio of black women in most of the occupational groups nearly doubled"

Problems facing women in the labour market included the traditional duties of women as mothers and absence from work during pregnancy

However, it was clear that because of changes in the economy, and especially the shortages in skilled workers, the woman's labour position would inevitably have to be improved, Mr Botha said

Many workers and a large section of society had already realized that the woman was no longer merely an "incidental" factor in the higher work categories but had become a hard reality

The importance of the female as worker is an established fact and there is, in my view, no reason why women could not be employed at managerial level on an increased scale, provided they have the required qualifications and capabilities" — Sapa

Womenpower 2 000 Symposium

Job boom creates training problems

THE employment boom conditions now experienced will continue in the last quarter of this year despite difficulties in obtaining the necessary skilled personnel.

This prediction is made by Manpower in its quarterly survey released this week. The survey of employment prospects is conducted by Manpower Temporary Services and it is being done in many of the 32 countries in which Manpower operates — South Africa included.

In this survey senior executives in over 1200 companies in 30 commercial and industrial groups with over three-quarters of a million employees in 10 geographic areas in South Africa were contacted for their opinions.

They were questioned on whether they expected their labour force — both black and white — to increase, decrease or remain constant during the October, November and December quarter.

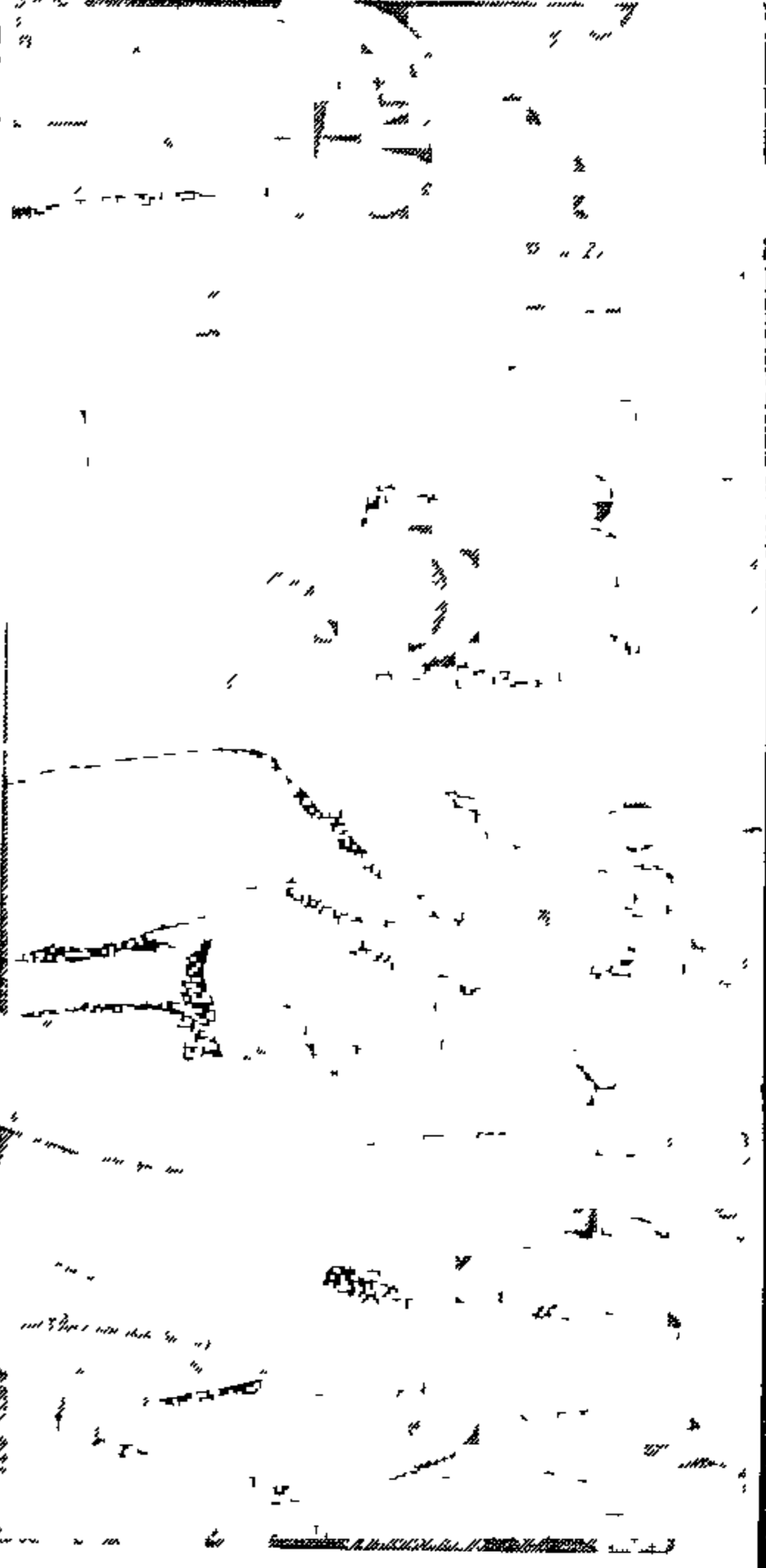
Manpower now predicts an increase in the number of companies planning increases in staffing levels for the last months. But it is also stated that the difficulties in recruiting the required staff to cope with the boom conditions have workers come from schools and training centres they usually only have knowledge. The conversion of that knowledge to skill is our job.

• We are resentful that, once we have done this training, we appear to have fitted the trainee to go off and get a better job and we have to start all over again.

• Companies are tending to poach staff, thinking it easier and cheaper, not accepting their own responsibility in contributing to the labour turnover problem.

• The movement of personnel between commerce and industry make the two indivisible from the training standpoint.

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2/10/80



Blackchain — the giant black company in Diepkloof, Soweto — is soon to open its 17 speciality stores. Last Friday the company threw a little party — a roof-wetting ceremony — to celebrate with construction workers after the men had completed building the giant complex just opposite Baragwanath Hospital.

They were questioned on whether they expected their labour force — both black and white — to increase, decrease or remain constant during the October, November and December quarter.

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• Companies are tending to poach staff, thinking it easier and cheaper, not accepting their own responsibility in contributing to the labour turnover problem.

• The movement of personnel between commerce and industry make the two indivisible from the training standpoint.

Some range data are listed below:

| Energy | α | P | e | Aluminum | Lead |
|--------|----------|--------|------|----------|--------|
| 1 MeV | 0.00356 | 0.0126 | 1.56 | 0.0126 | 0.0106 |
| 10 MeV | 0.0600 | 0.611 | 19.6 | 0.0126 | 0.0106 |

Neutrons interact only with the nuclei in atoms and their interaction is a statistical process. If we place a slab of matter of thickness x at right angles to beam of N_0 neutrons per square centimeter, the number of neutrons that interact is $N_0(1 - e^{-\mu x})$, where μ is the macroscopic cross-section of the material.

Mr. Ralph Parrott, Chairman of Manpower Temporary Services, in the Transvaal and Cape Province, says that in the early days of this survey such predictions were hailed as heralding improved economic conditions generally and a return to prosperity.

Today, they are seen, by many, as signalling further problems for management already caught up in a never-ending inflationary spiral of costs on all fronts and, even worse, lost economic opportunities if they fail to find a solution to their manpower shortages," he says.

As far as training is concerned Mr Parrott says "It is one thing to identify the training needs and nobody is questioning the correctness of so doing. It is necessary, however, to identify the real problems as to why training is still inadequate for the country's needs."

He lists the problems as follows

- We forget that when

By JOHN SPIRA

THE Government's much-vaunted decentralisation policy has proved to be a pup, with only 44 000 jobs having been created during the nearly 20 years that it has been in force

The is the conclusion drawn by Industrial Consulting Engineer and Designers (ICED), the sole surviving decentralisation consultancy among the plethora of such operations that thrived in the late 1960s.

The timing of ICED's analysis of the decentralisation policy is opportune, coming as it does at a time when the whole programme is up for review against the background of continuing high unemployment.

One of the most surprising findings of the analysis is that fact is other than financial incentives dictated industrial location in many areas.

This is revealed by figures for applications approved by the Decentralisation Board, which showed that only 40% were for decentralised areas enjoying the highest concessions. The remaining applications were approved in the lower priority areas.

The failure of the whole programme to achieve its desired objectives was due mainly to the inability to attract major relocations of companies. Taking 1975 as an example, only 25% of decentralisation applications were for complete relocation.

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'Policy on jobs proved a pup'

This dropped to 18% in 1979. The majority of applications were, in fact, for new expansions of already decentralised industries. 45% of all such applications between 1975 and 1979.

Few projects exceeding investments of £3 million were considered for decentralisation areas, due to a lack of confidence among industrialists to decentralise.

The upshot naturally was less job creation and none (or very little) of the national spin-off in terms of satellite industries that could have been expected with the launch of large

scale projects. Then too only 45% of all projects approved by the Decentralisation Board actually came to fruition. ICED calculates that had they all shaped up (between 1963 and 1979) 104 600 job opportunities could have been created.

It would be natural to assume that the majority of applications were made with serious intent.

However, the majority of industrialists are ignorant of the workings of the schedule of concessions in spite of the fact that the full schedule of concessions is readily available

for calculation purposes, says the report.

Even industrialists who have made the move to decentralised areas continue to retain an opt-out right. ICED believes a concession status change with the investment conditions to the satisfaction.

ICED makes no predictions as to what the 1980 will bring.

A special sub-committee of the Corporate Advisory Council has been appointed to oversee a new deal with Ministers. Ward is committee chairman.

He has a good track record with the IFC and could be the right man to breathe life into the flagging programme.

Some of the reforms of concessions are already in progress, with the emphasis in the future likely to be placed on natural growth points rather than artificial ones provided by the Government.

It appears that there will be fewer, more consolidated, growth points, such as the Rushenburgh Brookhams plant, as recently announced.

Training concessions will presumably be parcelled up and real centres will probably become automatic. Also needed is greater follow-through with applicants.

All will apparently be done in the new spirit of private enterprise spelled out by the Prime Minister.

This implies that the "big stick" approach embodied in the Physical Planning Act will not be revived. Indeed, the piece of unpopular legislation is to be drafted by the Government.

BOOM BRINGS SURGE IN NEW JOBS, WAGES

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Financial Editor

THE economic boom has created tens of thousands of new jobs in industry. It has also resulted in a big increase in salaries and wages paid.

Figures issued by the Department of Statistics show that in the 12 months ended June the number of people working in mining, construction, manufacturing, power generation and communications rose by 176 874 — an increase of 6,4 percent — to 2 934 932.

In the same period salaries and wages paid to workers in these sectors increased by 25,7 percent from R801-million to R1 003-million a month.

The number of people employed in mining rose by 19 170 or 2,8 percent to 711 379, while this sector's wage bill increased by 20,1 percent from R152,9-million a month in June last year to R183,7-million in June this year.

MANUFACTURING

In the manufacturing industry the labour force rose by 140 400 or 8,2 percent to 1 411 200, while the monthly salary and wage bill rose 29,1 percent from R404,9-million to R522,6-million.

The construction industry took on 11 300 additional workers increasing its labour force by 2,7 percent to 422 500. Its monthly wage bill rose by 21,9 percent from R100,1-million to R122-million.

There were 45 300 people employed in the electricity generating industry in June this year, 2 700 or 6,3 percent more than a year ago. Salaries and wages paid rose by 25,8 percent from R15,9-million to R20-million a month.

RAILWAYS

The Railways and Harbours increased its labour force by only 867 in this period to 266 403. However, its wage bill rose by R20,5-million or 20,7 percent to R119,6-million.

The Post Office enlarged its work force by 2 028 or 2,7 percent to 78 150, while its wage bill rose R7,1-million or 25,1 percent to R35,4-million a month in June.

The increase in the number of whites employed in all these sectors was 39 055, which brought the total at work to 618 053.

Coloured employment in this period rose by 31 837 to 348 965 and black employment by 87 844 to 1 866 993.

GOVERNMENT

These figures do not include those working for the Government, the retail, wholesale, financial, and other service sectors, and those in agriculture.

Also excluded are those working in the 'informal' sector which is becoming quite extensive in the black townships.

The controversial unemployment survey conducted by the Department of Statistics put the increase in coloured employment in the 11 months ended June at 23 000 and the increase in the number of blacks at 173 000.

The survey results are based on statistical sampling methods used to measure the rate of unemployment in the United States.

Think ^{com} tank on jobs 173 18/19/80

By CHRIS FREIMOND
Southern Africa Bureau

DURBAN — A top-level conference examining the problem of creating jobs for the future opens at University of Natal in Durban today.

Entitled "Work for the Future", the two-day conference will examine employment possibilities and problems in commerce, industry and agriculture.

Among the speakers will be the Chief Minister of KwaZulu, Chief Gatsha Buthelezi, and the Prime Minister's Economic Advisor, Dr Simon Brand, who will officially open the conference tonight.

Those delivering papers at the conference include KwaZulu's Minister of Agriculture, Chief L.G. Dlamini and Professor Gavin Maasdorp, one of the country's top academic economists.

SA pays R100m a year for technology

S-TAK

14/10/80

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By Jean Moon

South Africa is a huge net importer of technology

Last year it paid out about R100m for royalties to foreign countries, while the amount it received was probably less than R10m.

John Stonier, president of Licensing Executives' Society, visited South Africa last week and spoke at a symposium in the South African context.

LES chapters can be found in 17 countries around the world and there are nearly 4 000 members in total. The South African chapter was set up last year and so far has 40 members.

Members have been drawn from all types of organisations who are concerned with licensing and other forms of technology transfer.

The organisation has affiliated national bodies



in the major Western countries and also in Australia, Japan, Korea, India, Mexico and Argentina.

It aims to increase the

R2,5m order for ADS

After nine months of thorough investigations into the cash register market, OK Bazaars has decided to place its next two-year cash register requirements again with ADS Anker Data System

knowledge and awareness of the communities in which it functions of the value of technology transfers as a means of promoting industrial development, and to provide a forum for the exchange of views and information about all aspects of technology transfer

It is an advisor to several international and government bodies and publishes in-depth studies on legal and other topics in its field.

Its international meetings are major attractions to businessmen, lawyers, administrators and teachers with interests in licensing.

The order calls for 3 000 MA 1404 and MA 1408 electronic cash registers plus the totally manufactured power packs and is reported to be worth about R2,5m

sors are unwilling to allow staff to be taken off the job for training

Parrott argues that many school-leavers are "inadequately educated to enable them to be trained by commerce and industry," and that as matters stand over 80% of training is being done by 20% of employers. Furthermore, "at best (immigration) can only provide short-term relief."

The Wiehahn proposals to create a National Training Board, and the imposition of a general levy on employers for training, will create "understandable problems," but cannot be "brushed aside when no other solution has yet been found."

Until such longer-term measures take effect, there remains the social and economic cost of "frighteningly large numbers of unskilled coming on to the job market every day."

EMPLOYMENT FM 17/10/80 **Bottlenecked** (173)

Expansion in 30 main commercial and industrial sectors is being bedevilled by pressures on skilled and semi-skilled labour — and there seems no easy way of overcoming the problem. This emerges from Manpower's quarterly *Survey of Employment Prospects* for October-December 1980.

Of the 1 200 companies surveyed, 20,6% planned to increase their white staffing in the current quarter, and 21,2% their black complement (compared with 19,2% and 19,1% in the last quarter). The major indicated growth sectors were construction (a planned 43,2% increase of white staff, 38,6% black), base metals mining (33,3% white, and black), and electronics

and electronic engineering (32%, and 28%).

As Ralph Parrott, Manpower Transvaal and Cape chairman, notes, greater prospects exist for employment in all geographical regions (except the OFS). But these prospects (in a "burgeoning economy") are subject to continuing pressures on "limited resources of skilled and semi-skilled labour."

So while such predictions have hitherto been hailed as indicating improved economic conditions and a return to prosperity, many employers now see them "as signalling further problems for management already caught up in a never-ending spiral of costs on all fronts and, even worse, lost economic opportunities if they fail to find a solution to their manpower shortages."

The shortages are not of skilled managers (one observer puts this shortfall as low as 4%), but mainly of skilled artisans (20%-30%). Many factors indicate a continuing crunch at this level. Parrott notes the following:

- Ruthless poaching of staff is seen as easier than training,
- Personnel are not only changing employers in search of higher wages (at the same, or lower, level of productivity) but are switching comparatively freely from industry to commerce, and
- The current boom means that supervi-

Labour turnover is now ⁽¹⁷³⁾ alarming, says Minister ¹³²

STAR 17/10/80

By David Breier,
Pretoria Bureau

Labour turnover in South Africa has reached alarming proportions causing unheard of manpower losses, the Minister of Manpower Utilisation, Mr SP Botha, said in Pretoria today.

Mr Botha was addressing a ceremony for black students who qualified for the Personnel Management Diploma of the University of South Africa's School of Business Leadership.

Mr Botha said that

turnover, specially in the lower technical operations specifically among operators, was often about 70 percent.

"What is more, these workers usually change jobs after being partially or fully trained and must then be retrained at tremendous cost when employed by other firms," he said.

Mr Botha added that workers were sometimes "bought" by another firm but he said other factors were working conditions and a lack of genuine

interest in the welfare of employees with poor prospects for job advancement.

Mr Botha asked the new personnel officers to pay special attention to the field of labour relations.

"It is inevitable that members of different population groups will in future increasingly have to do the same work and it is essential that this should occur in an atmosphere of harmony," he said.

He told the new personnel officers they had a duty to help ensure that channels of communication between white and black workers, employers' organisations, trade unions and the State remained open.

"Suspicion and distrust must make room for security, happiness and human dignity for all workers," he said.

Mr Botha also said that special emphasis must be placed on increased productivity and training.

PM gives boost to freeing of jobs

By Sieg Hannig
Labour Editor

Hopes for repeal of the Environment Planning Act's racial restrictions have received a boost from the Prime Minister's office

The opinion that such a repeal "should not be put off any longer" was expressed at the latest meeting of the Prime Minister's Economic Advisory Council.

This was disclosed by the Prime Minister, Mr Botha, in a statement issued in Pretoria yesterday.

Mr Botha said the council was agreed that everything possible should be done to ease or eliminate physical limitations on economic growth.

The call for the repeal of Section 3 of the Environment Planning Act was made "particularly in view of the high utilisation of existing production capacity and the necessity for the private sector to increase production capacity."

"This step (the repeal) could also help to ease the continuing high unemployment figure in the cities," the Prime Minister said.

But he added that the council took note of "certain preconditions which have to be met before the section can be repealed."

On the immigration controversy, the Prime Minister pointed out that immigration could still help to ease bottlenecks resulting from the shortages of trained workers.

The Prime Minister also disclosed that the council singled out areas such as education and training, housing and community development as directions of preference in the event of increased Government expenditure.

The Riekert proposals on influx control — pegging Section 10 rights to the availability of work and housing — could only overcome the ideological constraints of the past if “land will be available and administrative obstruction will be absent for the provision of housing by those who want to provide it at their own expense whether for employees or for themselves”

This gives added significance to experiments in mass low-cost housing (there is a pilot project underway in Natal)

Natgrass spoke on the problem of SA's reliance — in part because of the local operations of multinationals seeking global economies of scale — on imported technology. Any reduction of this reliance would depend on “the deliberate development of a South African oriented technology certain to yield very high returns in the form of an increase in the future rate of job creation” This would require increased grants for research, the creation of research and development institutions which while largely financed from public funds “would be available to investigate the particular problems of the private sector”; and the possible introduction of a tax on imported capital equipment.

Both Natgrass and O'Dowd coupled arguments for decreased or re-emphasised State intervention in the market with calls

for an increased planning role for the private sector. O'Dowd, in fact, added a rider to the effect that small business could do far more than big conglomerates to reduce unemployment, “and it therefore becomes important to search out and remove those institutions which inhibit the development of small business”

Government restrictions on black entrepreneurs should therefore fall away, and it was logical to have “two companies acts, one for companies quoted on the Stock Exchange with all the provisions to protect shareholders and the other containing only the minimum provisions necessary to protect creditors in the presence of limited liability”

As much as O'Dowd was for the deregulation and restructuring of business and labour legislation, Natgrass was for decentralisation and consultation with the private sector. “Public policy decisions taken in consultation with the private sector are more likely to be based on accurate information and less likely to result in negative government action”

skill content and skilled labour requirement than labour intensive operations factors in the economy which are leading to a more capital intensive form of development & an is necessary are also contributing to making the shortage of skilled

labour worse”

A large share of the blame lay with Verwoerd-style apartheid, which if fully implemented would have meant not a situation of between 0,5m-2m unemployed, but between 6m-10m unemployed “depend-

ing on definitions” Government adherence to the myth of the reversal of the black influx to urban areas explained why “it is not by accident that the tax system rewards capital investment and penalises employment”

JOB CREATION FM 24/10/80

Missing priorities

The debate on how best planners can create jobs in the face of an endemic skills shortage, coupled with rising black unemployment, continues. A seminar held at the Institute for International Affairs last week featured two prominent speakers on aspects of the problem — Angus Macdonald O'Dowd, and Professor J.B. Ntshong of Natal University's economics department.

O'Dowd argued that since the Thirties, and until the Seventies, SA's industrial sector has consistently absorbed labour at a faster rate than the rate of growth of the population. From 1950-1970 the annual pit in demand, and it increased only 2.5% while the population increased at 2.5%. The two were the main factors.

Finally, the recession caused by the oil crisis led to two years of near zero economic growth because of constraints on internal expansion and the contraction of the economies of SA's traditional trading partners. Secondly, population growth created a bulge in the 15-24 age group in 1976 the number of blacks in the age group who were people became a major factor, for the first time was growing at an annual rate of over 5.5%. This exceeded the labour absorption capacity of the economy even in its best years.

Future shortage?

Nonetheless, certain projections hold that by 1977 the labour force will be growing at 1% a year against a historical rate of labour absorption of 3,25%. O'Dowd said that, if so, those investors “acting as if they faced a prospect of labour scarcity” were probably right.

To back this, he noted that the rate of labour absorption of coloureds and Asians between 1975-1979 was substantially greater than that for Africans — and “these people had access to training for most skilled jobs and also a better level of education than the average African”

The unemployment problem, therefore, really came down to “education and training bottlenecks” And since “capital intensive operations normally have a higher

Reynders blames Govt for jobless

STAR
25/10/80

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Own Correspondent
Government policy has caused too many workers to be replaced by machines and this trend must be reversed, a labour expert says

The chairman of the National Labour Commission, Dr H J J Reynders, said last night that the alarming growth in unemployment in the past decade and simultaneous overcapitalisation were due largely to government measures that had artificially made labour more expensive and scarce and capital too easy to obtain.

Dr Reynders told the department of management studies at the University of Pretoria that South Africa's economic development in the 70s had failed to reduce unemployment and the present problem would remain at least until the end of this decade.

If nothing were done the problem would worsen. Even with a growth rate of five percent in the real Gross National Product the 10,6 percent unemployment of 1977 would rise to 11,5 percent by 1987. More than 80 percent of those unemployed would be black, Dr Reynders said.

Dr Reynders suggested the following remedies:

- ① Permitting interest, wages and salaries to find their own levels to a greater extent than at present
- ② Further reductions in job reservation
- ③ Adjustment of influx control to the availability of work and housing
- ④ Improved employment bureau services
- ⑤ Support for small businesses, which tend to employ more labour than capital
- ⑥ Non-interference in informal businesses such as street vendors, potters, small crafts and shebeens
- ⑦ Public works
- ⑧ Better education

Outcry over 'insults' to blacks

STAR
28/10/80
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Own Correspondent
WILDERNESS — Tension flared at the USSALEP symposium at the Wilderness last night with Professor J L Sadie of the University of Stellenbosch accused of insulting blacks

Prof Sadie, who addressed the international symposium on the sensitive issue of minimum wage levels, was criticised for attributing certain "characteristics to blacks"

His sources were challenged, his analysis of black culture repudiated and his conclusions dismissed as insulting

"It was not only black

South African delegates to the symposium — organised by the US SA Leader Exchange Programme — who joined in the strong reaction to Professor Sadie's speech

One American delegate, Mr Desaix Myers, dismissed some of Prof Sadie's assertions on "social inertia" and said the problem lay not with blacks but with government policy.

In this he was supported by white South African delegates

At the end of the debate late last night, Prof Sadie was still arguing with Prof A L Vila-

kazi, of the University of Zululand who said Prof Sadie had insulted blacks in his speech

Prof Sadie was the second speaker in the evening session devoted to "mobilising human resources"

South Africa's position as an underdeveloped nation was nowhere better illustrated, argued Prof Sadie, than in composition of its labour force

Only some 2,6 percent could be classed as executives, 13 percent as skilled and highly skilled, 47 percent as less skilled and 37 percent as unskilled, he said

While the growth rate of the unskilled workforce was 3,1 percent, that of the executive class was only 0,9 percent, and South Africa's problem was how to increase this growth rate, he said

Education would help a great deal, but I have been told by many of the chief ministers of black states that they find it impossible to penetrate the veil of the tribal system and overcome the social inertia inherent in the system."

Professor Sadie quoted an unnamed source which alleged that migrant labourers overwhelmingly voted in favour of migrant labour because they said it kept them from their wives.

Mr Wilby Baqwa, industrial relations consultant, said "Some very hurtful things are being said here. You are accusing us of things that are so foreign to our culture, so 'un-black'"

DD 8/11/80 (173)

Fanie Botha to speak in EL on Wednesday

EAST LONDON — The Minister of Manpower Utilisation, Mr S. P. Botha, will visit East London for a few hours on Wednesday. He will arrive in a charter flight at 5 pm on Wednesday evening and return at about 8 pm.

While here, he will attend a cocktail reception and lead a discussion on Manpower 2000 — a project aimed at making leading businessmen and others aware of the manpower situation in South Africa and what the picture will look like in the year 2000.

At the function a regional committee is to be appointed to advance the aims of Manpower 2000 in East London. Similar committees have

already been established in other cities around the country.

Mr Botha is chairman of the Manpower 2000 project. He will be accompanied by the vice-chairman, Mr F. le Riche.

A spokesman for the Manpower 2000 office in Johannesburg said yesterday between 200 and 300 people had been invited to attend the function here. So far, between 50 and 60 had accepted. Representatives from Transkei and Ciskei, East London businessmen and industrialists, city councillors, educationists, government officials, and trade union leaders were on the guest list, the spokesman said. — DDR

Editorial opinion, page 6.

SA imports

know-how:

loth to export?

STAR

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While South Africa pays vast sums every year for overseas technology, it seems disinclined to create two-way traffic in expertise.

As a young, fast-growing country, South Africa has made substantial developments in recent years, which could be licensed in other industrial countries. At the beginning of the year, Merites Africa, the local partner of Nightingale and Associates of the US, offered private and public bodies engaged in research and development, assistance in spotting overseas organisations or individuals interested in licence or joint venture agreement, but the response was negative.

Executive director of Merites, a company specialising in technology identification, evaluation development and transfer, therefore concluded that leading industrial organisations were not interested in entering into

licence agreements overseas

Upon further investigation, Merites found that there was not a central register on patents available for licensing or joint ventures, nor found co-operation from Government bodies or industrial associates.

Merites points out that any institution or company engaged in the development production and marketing of a new product needs to know what other parties in other countries have done in the same area of development and production. Much time and money can be wasted in the development of a process or apparatus which is already in existence.

Merites has access to more than 250 computer data bases which can provide on-line data identifying literature and patents which are then analysed by a team of scientists and engineers to select technologies with potential value in meeting clients' needs.

— Jean Moon

Manpower 2000 in EL



The Minister of Manpower, Mr Fanie Botha, addressing the Manpower 2000 meeting in East East London.

EAST LONDON — Manpower 2000 was launched in East London this week by the Minister of Manpower and chairman of the Manpower 2000 project, Mr Fanie Botha.

Mr Leo Borman, managing director of CDA and immediate past president of the Federated Chamber of Industries, will be the convenor of a Manpower 2000 committee in East London to promote the project in the Ciskei, Transkei and Border

Speaking to a distinguished audience of leading businessmen, industrialists, educationists and others, Mr Botha said it was not necessary to make a long speech to sell a good product, adding, "and the idea I want to sell to you will benefit all the

people of South Africa "

Any country that wanted to progress was dependent on manpower and in just 20 years South Africa could move from being the 16 most important producing country in the world to 10th in the world — if the necessary manpower was trained

"And all the people of South Africa have a role to play," he said

It was most important that the private sector and the government sector joined hands in developing all of South Africa's peoples

"If we can do that we can treble the GDP of our fatherland " he said

At present there were 5,5 million people working in industry in South

Africa That would grow to 11 million by the end of the century and the right manpower training was essential to meet that need

The government was prepared to play its part, but could not do it alone. It needed the help of the private sector

"We need leaders to build a better future for all and when we talk about leaders we are talking about all leaders irrespective of colour

"We have got to work together for a better South Africa

"I would like to place on record that I regard Manpower 2000 as the most important movement in South Africa in my lifetime," Mr Botha said

A short audio-visual presentation outlined four major labour-problem areas — the shortage of skilled labour, high unemployment, the need for education and training; and increase productivity to achieve an annualised five per cent growth rate.

Adult education was key to solving those problems and it would be necessary to rationalise and promote vocational guidance and training

Manpower would have to be developed, utilised and preserved and the ideal was 'For every man a job, for every job a man'

Opening the meeting here, the vice-chairman of Manpower 2000, Mr Francis Le Riche, deputy chairman of Sentrachem, said South Africa was beset by many problems and "if we don't wake up we will never achieve the heights we are capable of achieving "

He also announced Mr Botha is to convene a con

Commerce pledges ^{STAR} 21/11/80 manpower support (173)

Several hundred business leaders gathered in Johannesburg yesterday to pledge their support for a commercial organisation designed to help meet the manpower crisis.

The Manpower Foundation of Southern Africa will succeed the State-financed Manpower 2000 campaign, due to wind up next year.

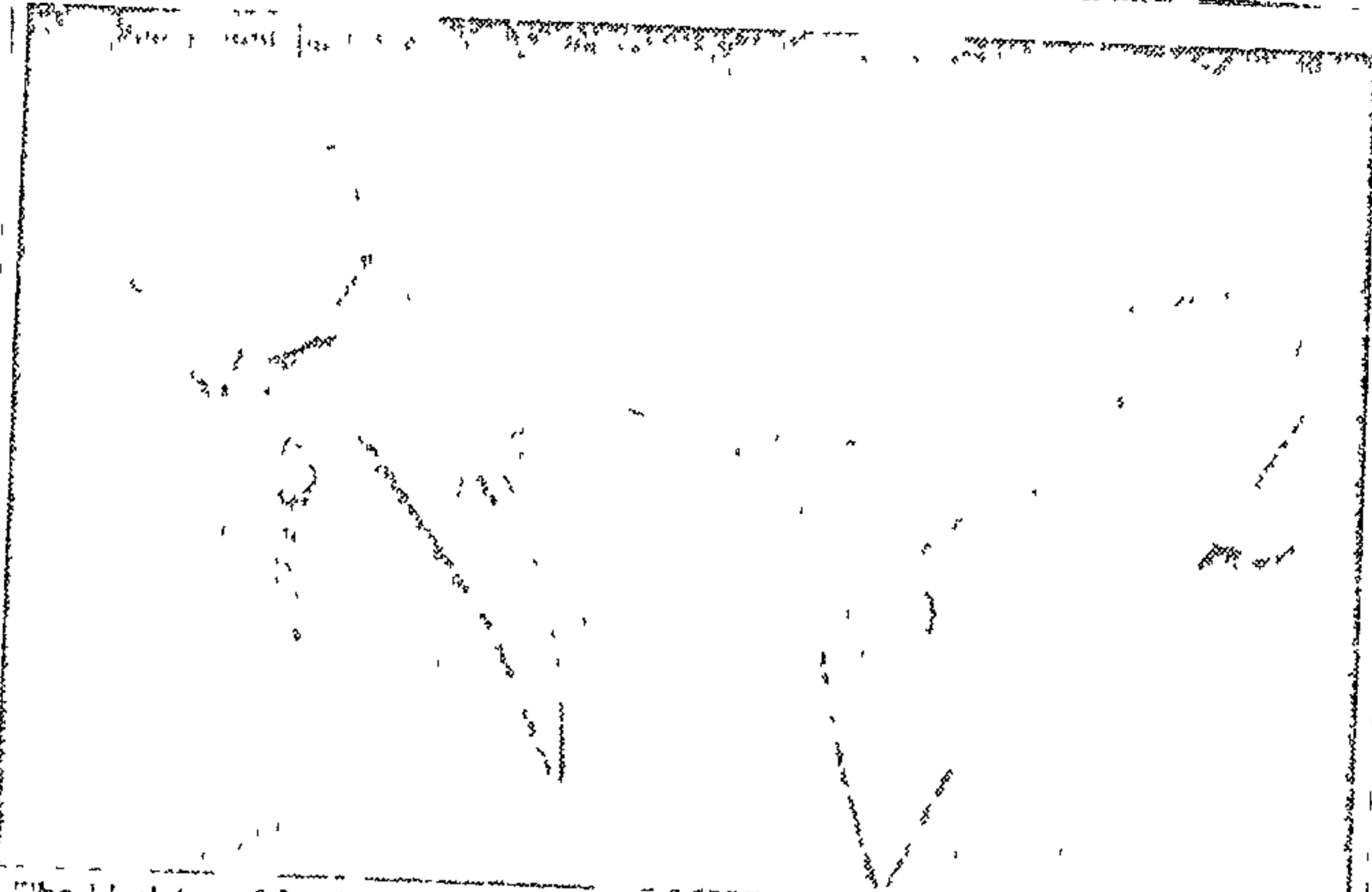
The initiative is being taken in response to a call by the Prime Minister — made at a meeting with business leaders last November — for greater commercial involvement in the State's "total strategy".

Outlining the aims of the foundation, the chairman of the Anglo American Corporation's gold-and-uranium division, Mr Dennis Etheridge, said it would not be another training organisation. Instead, it would be a "data bank" co-ordinating commercial initiatives in the manpower field.

Mr Etheridge has been a prime mover in the foundation, together with deputy chairman of Manpower 2000 Mr Francis le Riche and president of the Institute of Personnel Development Mr Dick Sutton.

The foundation would mobilise commerce to meet its training responsibilities at the lowest cost, and would seek the backing of businessmen of all races, Mr Etheridge said.

The meeting unanimously resolved that a feasibility study — carried out by "a small working party of businessmen and women of all races" — be undertaken.



The Minister of National Education, Dr Gerrit Viljoen (right), at a Rapportryers meeting in East London last night with, from left, Mr H. "Lad" Lategan, chairman, Dr Ceiff and Mr ...

Viljoem: new teaching techniques needed

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Make

EAST LONDON — If South Africa ensured the development of all sections of the community, the manpower needs of the country could be met in the long term, the Minister of National Education, Dr Gerrit Viljoen said here last night.

Dr Viljoen was interviewed after addressing a Rapportryers dinner here.

He referred to a speech made by the Rector of the University of the Western Cape, Dr ... van der Ross, when he called for means to make the teacher teach more pupils.

"This is the ideal but there are problems of training, training of teachers, providing equipment like computers and training programmes in manpower."

For instance in black education it is just not

possible at the present time to train enough teachers to meet the growth in numbers.

"We are far behind in this and we need to provide education techniques to extend the teaching power of teachers," he said.

On the question of making parents pay for education, including books, he said this move was neither new nor original.

It is an advice tendered through my mode especially the National Education Council."

He said the present law which made it compulsory for education to be entirely free should be changed so that education should be completely free and completely paid for by parents, and their

children.

The argument is not to save money but educationally sound for both parents and students.

Asked if this was not intended to ensure that blacks continued paying for education now that there were moves to introduce compulsory education in some black schools, Dr Viljoen said the expenditure on black education was using very fast over a year and would continue to increase.

What he pointed out that the per capita expenditure per black and white children was still very low compared to what had been made to remedy this.

It would take a long time to remedy but a start had been made, Dr Viljoen said.

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| CA | Cash budgets | 4 |
| CB | Capital budgeting | 8 |

10 000 Troopies on job parade this week

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250
STAR
12/12/80

By Arnold Kirkby, Pretoria Bureau

More than 10 000 Troopies will be joining the rank and file of civvy street this week and many will be job seeking following their two years of National Service.

Most of the men are already counting the hours and minutes they will have to spend in uniform, before heading home for a dose of mum's cooking and a holiday.

Then the arduous task of job-hunting begins.

There are several alternatives open to the former soldier. A number of associations and publications has been set up to help him choose the best career course.

Throughout the country there are more than 260 organisations which help returning national servicemen to readapt to civilian life — at the cultural, religious and career level.

PROBLEMS

It has been found that two of the major problems which face demobilised men are readjustment to civilian life and job seeking.

In nearly every town and city throughout the country there are orientation committees. These are run under the wing of the town clerk who, in conjunction with local industry, helps young men find employment.

The chairman of the Johannesburg committee for the Reinstatement of National Servicemen, Mr Henry Hölsteyn, has said there are more job vacancies than men to fill them.

This was because of the present boom in the economy.

The Department of Manpower Utilisation has set up offices throughout the country to give career guidance. The Johannesburg office is manned by Mr Postumus at telephone 28-1171.

From January 5, the offices for the Committee for the Reinstatement of National servicemen will also come into operation. It can be reached at telephone 838-5672.

Education

About 47 percent of national servicemen have a Junior Certificate or a lower standard of education and we are concerned that the situation where jobs are freely available in the lower income groups cannot last.

"All those jobs will ultimately be filled by blacks. It's already happening."

Interviews conducted by a member of his committee with national servicemen revealed that many were interested in furthering their education while undergoing training.

Mr Holsteyn disclosed for the first time that the Defence Force had expressed interest in a proposal initiated by his committee.

"The proposal is for an educational facility sponsored by commerce and industry. They are keen because improved education is in everyone's interest."

Correspondence colleges had indicated that they were prepared to offer courses at reduced rates.

Troopies come marching home on Friday

By RAY SMUTS
Military Correspondent

FRIDAY is D-Day — Demobilisation Day — for thousands of young men as they put behind them two years of spit and polish and head back to civilian life.

Standing by to cater for their every need are about 260 committees throughout South Africa, consisting of representatives drawn from service, cultural, welfare, ex-servicemen's and employers' organisations, and from the churches and the Southern Cross Fund.

Some may face problems adjusting to "civvy street" while others may be experiencing difficulty obtaining a suitable job. These are only two areas where expert guidance will be available.

Publications listing available jobs were distributed to the national servicemen about four months ago and the expectations are that those approaching the Department of Manpower Utilisation for work will be below 15 percent of the number of trainees who began their two-year stint in January 1978.

It is the department's function to find employment suited to their education.

Mr Henry Holsteyn, chairman of the employment committee of the Johannesburg Committee for Reinstatement of Servicemen, said that about 400 jobs were available on the Witwatersrand.

An indication of how many jobs would be required could only be gained once the servicemen had returned to civilian life.

"But jobs are far in excess of the demand, which is light because youngsters and their parents started looking for suitable employment in good time.

"We regard this as a very healthy situation. In the present boom condition chaps are being snapped up.

The tendency among returning servicemen was often to aim for a post higher than qualifications dictated. In the railways, for example, only 13 out of 100 posts for ticket examiners could be filled.

74/12/78

S. TIMES

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Ill-educated whites on way out

Argus 15/12/80

Argus Correspondent

PRETORIA — Major changes in employment patterns leading to unemployment for poorly educated whites, have been forecast

The forecast is made in a survey on job advancement published by the South Africa Foundation. It predicts black advancement in lower-level jobs and says this may force many whites into virtual unemployment, especially during cycles of low growth.

Current trends of 'Africanisation' in certain job categories, including farm and forestry workers, fishermen and hunters, transport, production and labouring showed drops in the percentage of white workers from 1951 to 1970

OTHER SECTORS

The trend is expected to continue into other sectors including building and the lower clerical, sales and service levels

It is believed that whites squeezed out by the growing Africanisation will be adequately compensated by their

employers — but the jobs will be permanently closed to whites

Wages levels are expected to drop when black compete

The survey predicts that true job integration will probably never be achieved

Black unemployment would remain fairly high, and the socio-economic and possibly political ills caused by unemployment would remain for a long time to come

Unemployment was second highest after the homelands and lowest on farms and in the Orange Free State

YOUTHFUL

Far more than half the unemployed were younger than 30

The report said this did not augur well for stability in urban areas.

Coloured and Asian people were steadily climbing in the public sector

Wage gaps were narrowing fastest in central Government and slowest in local government jobs and Railways and Harbours.

Bumper year for wages and bonuses

5 - Times Bus 173

(c)

By Elizabeth Rouse

SOUTH Africa's workers have never had it so good. Not only will they get a record year-end bonus payout totalling around R1,500-million, but on average their skills will command 20% more next year.

South Africa's wage bill is set to climb to R35 000-million next year, up from an estimated R28 000-million-plus this year, which constitutes a rise of 20% on 1979's actual remuneration of R23 472-million.

This means that an additional estimated R500-million a month will be pumped into an already overheated economy from salary and wage bills alone, which appear to be heading for the R3 000-million-a-month level in 1981.

Total disposable income, which includes income from property and other assets, is running at R32 254-million for 1980, up from an actual R28 347-million in 1979. A similar rise



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of 14% can be expected in 1981, if not more, as income from assets is on the uptrend.

Top employment agencies expect that the merry-go-round of job-changing will reach a hectic pace early next year as employees take their bonus cheques and depart for higher salaries and more perks elsewhere.

Some banks paid half-year bonuses to keep staff this year, but failed to do so to a significant extent. (It is whispered that the Reserve Bank has just approved a 20% across-the-board increase for its staff.)

Top executives can name their own price as corporations expand to satisfy the leap in consumer demand amid the most serious labour shortage South Africa has seen.

Middle management executives now take perks such as cars, a 13th cheque and other fringe benefits for granted.

A corporate business manager can command a salary of between R24 000 and R30 000 a year plus benefits. An engineering marketing manager is being offered anything from R30 000 upwards with a car and other fringe benefits, including overseas trips.

A service manager can be lured away for R20 000, a share in profits and a car. A site foreman is being offered R24 000 and, probably, accommodation.

Engineers and other university qualified men are like diamonds in sparse soil. Industry is trying to alleviate the shortage of technologists by recruiting overseas, offering luxury family housing in addition to high salaries in South Africa.

General staff such as secretaries, computer programmers and artisans, whose salaries have been lagging behind the increase in the consumer price index, can expect to catch up next year, say employment consultants.

An executive-type secretary can earn well above R800 a month and skilled artisans are making as much as R2 000

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14.5.4 Costs Associated with Labour

Before filling a vacancy which has a bearing on the organisation for one reason or another, the employer needs very careful consideration. The following are the far-reaching consequences on the economy:

(i) Do we re-employ? The answer is determined by assessing the work load in the 'job area', and by examining the

(ii) Who do we employ? Assuming that the answer is in the affirmative, the second question is who to employ. And of course at this stage, not only at our immediate requirements, but also the person employed to fill the vacancy, need to be given to the level of education and experience.

Assuming then that there is a need for a particular type of person we are looking for (see recruitment and selection), the other costs involved are:

It is very difficult to pinpoint all the costs involved. L.T.O. for they are many, some of which are hidden. However there are a number of costs which can be analysed when calculating the cost of a vacancy. These can be divided into two groups:

- (a) Personnel Costs.
- (b) Production Costs.

Let us now look at these two areas in more detail.

Whites are losing privileged jobs protection

By DOUG KUZMIAK

POORLY educated whites can no longer expect to hold onto their jobs because of the colour of their skin.

Uneducated and unskilled whites and blacks have become similar labour forces as far as employers are concerned

These are the findings of a study on South African job advancement recently compiled by the South Africa Foundation.

The study has found that employers are taking advantage of new attitudes towards black advancement. Africanisation has begun in several job areas and even skilled artisan positions are not being exempt from the process.

"The privileged position of 'white' jobs caused by the denial of competition from other racial groups has caused an adverse effect on white job standards

"The quality of their work has declined through complacency and job turnover has increased to alarming proportions

The study said the pressures

for change had come from both the State and private industrialists. The trend was towards removal of statutory job reservation and the advancement of black workers

Mr Robert Jones, of the University of the Witwatersrand's department of business economics, said in the study that the potential future for Africanisation of jobs was in areas traditionally held by poorly educated whites

"This includes the whole of the production, transport and

labouring work as well as the lower classes of white workers including clerical, sales, or service workers. This involves about 600 000 jobs," Mr Jones said

Jobs which were Africanised during the upswing were rarely de-Africanised later

The argument that whites possessed "natural know-how and skill" which would permanently safeguard their employment was a "complacent, dangerous generalisation."

21/12/80
173
S. Turner

FINANCE

UNDER 30s ^{24/280} WORST HIT BY ¹⁷³ LACK OF JOBS ^{2/3/78}

UNEMPLOYMENT in the non-white population has severely hit workers in the younger age groups. About 58 percent of unemployed coloured people and 62 percent of unemployed blacks are under 30.

A survey compiled by Sanlam's economic research department shows that although employment in the non-agricultural sectors of the economy has increased considerably, there are serious underlying problems in labour.

Department of Statistics figures show that 8,6 percent of economically active blacks were unemployed in August this year, compared with 11,4 percent in November 1977.

A similar decline was evident in the figures for economically active coloured people, with unemployment down from 11,9 percent in July 1978 to 5,6 percent in August this year.

IMBALANCE

In spite of these favourable trends, the structural imbalance in employment of men and women and the 'serious socio-political' implications of the age distribution of the unemployed could lead to deteriorating conditions in the future, the survey says.

Unemployment figures for non-white women more than twice as high as those for men.

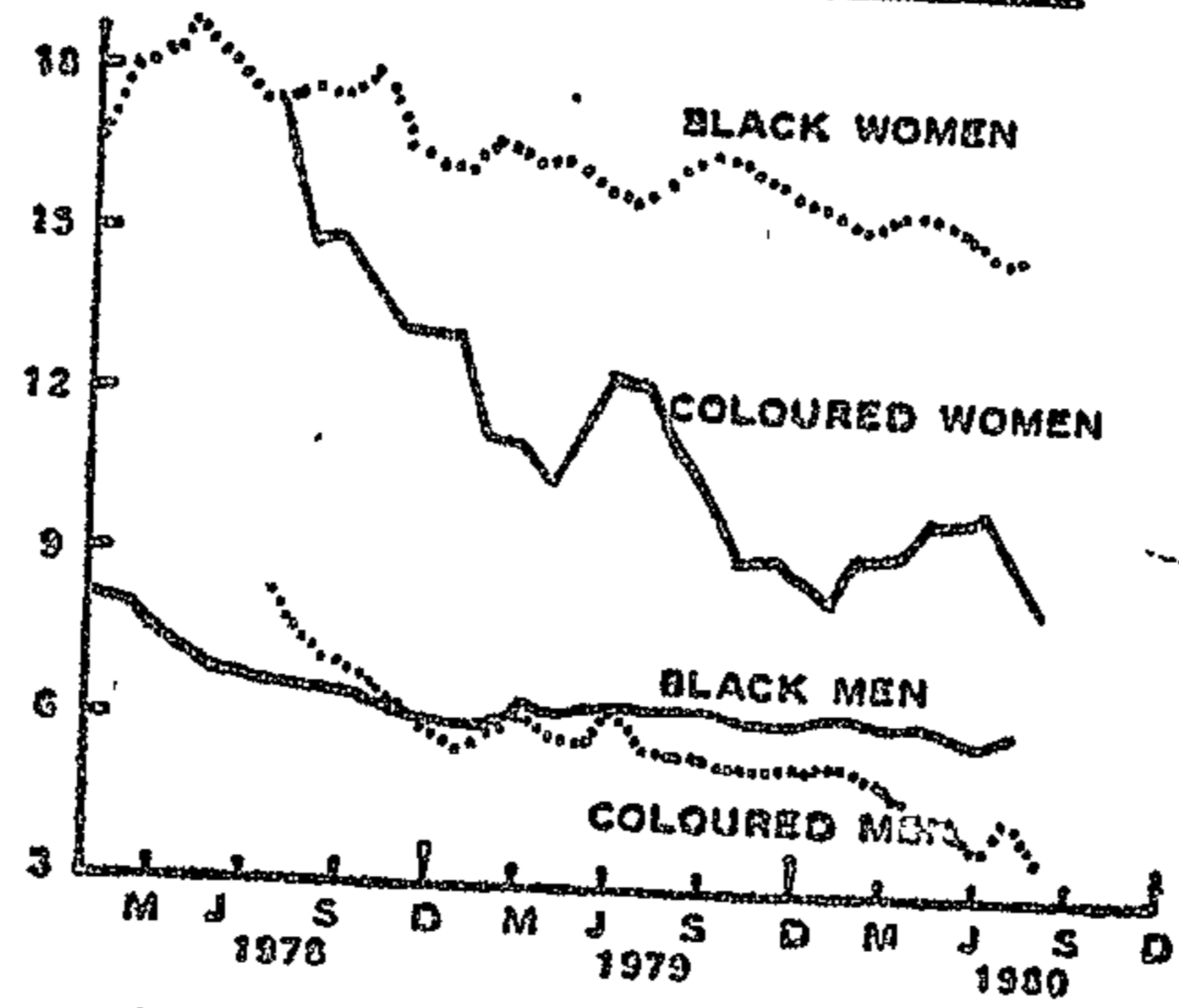
Black unemployment showed regional differences.

The highest percentage of unemployed were in the urban areas of the Cape, where 17,4 percent of the labour force were unemployed.

In Natal's urban areas the figure was 16,3 percent and in the Transvaal it was 10,2 percent.

Total unemployment throughout the country was 8,7 percent.

NON-WHITE UNEMPLOYMENT ACCORDING TO SEX:
 Percentage of economically active population



Source: Department of Statistics

MANPOWER - GENERAL.

5/1/81 - 31/12/81

5/1/87

Good job prospects for blacks in Peninsula

173

Financial Editor

EMPLOYMENT prospects in the Cape Peninsula are brighter for blacks than for whites, a survey conducted by one of the country's biggest private labour bureaux shows.

Manpower Temporary Services reports that while only 14,1 percent of Peninsula firms taking part in the survey planned to hire more white staff, 21,0 percent planned to hire more blacks.

The number of firms in this area planning to take on more whites is far lower than elsewhere in the country.

Of the Natal firms surveyed, 27 percent said they were planning to take on more whites. In the Eastern Cape the number was the same while in Johannesburg it reached 32 percent.

On the other hand only in Johannesburg were more firms — 32 percent — planning to take on blacks than in the Peninsula.

The people who compiled the survey tend to frown on these figures for the Peninsula. They tend to believe the small number of firms looking for additional white staff is an indication that this area is not sharing in the economy boom to the same extent as other areas.

However, these compilers would appear to have overlooked the fact that many skilled coloured people now are employed in jobs in the Peninsula which elsewhere in the country are still exclusively filled by whites.

As a result many employers in the Peninsula employ far fewer whites than is the case elsewhere in the country.

FIELDS

The survey found the greatest number of firms seeking additional white staff were in the fields of banking and insurance (44,1 percent), construction (37,8 percent), civil engineering (34 percent), computers (36,3 percent), electronics (34 percent), the Provinces (31,3 percent), precious metal mining (33,3 percent), base metal mining (50 percent) and vehicle manufacturing (43,6 percent).

Biggest demand for blacks was from companies in the brick pottery and cement field (32,6 percent), construction (40,0 percent), civil engineering (38,6 percent), base metal mining (33,3 percent), and vehicle manufacture (46,2 percent).

W Cape missing out on boom

Industrial Reporter

FEARS that the Western Cape was missing out on the economic boom have so far proved well-founded according to the chairman of an employment agency Mr Ralph Parrott

Writing in the latest Manpower survey of employment prospects for the first quarter, Mr Parrott said "With certain distinguished exceptions (mainly individual companies rather than industry sectors) it has so far actually done so" referring to the "considerable concern" that the region might miss the boom altogether

The survey, however, showed that almost for the first time, the Cape Province was now trying to join in the demand for more and better-trained people throughout South Africa

Mr Parrott did not believe anything that happened last year would make any material difference to the supply of labour this year

Immigration

Voluntary immigration was running at a trickle while recruitment of staff overseas was an expensive, temporary and limited solution

Government dispensations continued to clear the way for the more sensible use of black labour but for the most part this could only be expected to resolve some of the difficulties at the lower levels

With no immediate solution to the skills shortage in sight, it was difficult to see how results for 1981 could fail to plateau in most sectors

30 000 new jobs expected from investment spending

6/17/81 (1973) (1984) STAR

By Michael Chester,
Financial Editor

More than 30 000 new jobs will be opened to work seekers this year in the wake of an investment spending spree to expand and modernise South African steel mills and factories.

The Steel and Engineering Industries Federation revealed today that new capital investment is projected to soar to R7 000-billion by 1985 — bringing the number of new jobs in the pipeline to 165 000.

Dr Errol Drummond, executive director, said the labour force of the companies inside SEIFSA had already been increased by 6,2 percent to 510 000 in the economic boom last year.

But now the industries were poised to boost capital spending as much as one-third to a new record of R859-million in 1981 and still higher peaks over the next four years.

Most engineering sectors were expected to increase production by five percent this year — rising as high as seven to eight percent in factories turning out components for the booming motor industry.

SEIFSA forecast that although the pace of growth in 1981 may not match the eight percent achieved last year at the peak of the boom, consumer demand was expected to remain buoyant and high growth rates were likely to extend well into the 1980s.

Mines and energy-related

sectors would enjoy substantial growth, providing more stimulus for the general and heavy engineering sectors.

Dr Drummond said that even if the upswing levelled off during the year, any downswing towards the end of 1981 would be relatively mild and brief.

A final review estimated that the metal and engineering industries increased their combined production by over 11 percent to around R10 000 last year — the best on record.

“The inbuilt momentum now achieved will continue throughout 1981, but with some easing in the tempo,” said Mr Drummond.

Robot welders prepare for SA assembly lines

RDH
17/26/11/81
173



Mr Klaus Weber

One of the robot welders Fedgas will consider at the Essen welding exhibition.

ROBOTS will probably make their first appearance in South African factories by the end of the year as industry tools up to defeat the skilled manpower shortage

If test runs planned for October are as successful as the robot importers predict, the android artisans will make their assembly-line debuts as welders at the plants of several large firms

Fedgas, the part German-owned metal processor distributor in which Sasol has a 20% stake, is to import robot welders from Germany. The choice of model is to be made at the world's biggest welding exhibition in Essen in September

The company plans to lay on a series of robot welder test runs at its Alberton factory to demonstrate to industrialists what it claims are significant savings in time and manpower through using robots

Mr Klaus Weber, manager of the company's welding division, says he has received many inquiries from South African firms into the performance of robot welders

He would not identify the sources of the interest, but confirmed that they included several large motor manufacturers

"The motor industry has the

assembly-line operations best-suited to robot welding, and is the obvious starting point for robots in South African industry," Mr Weber says.

Does the introduction of robots to the South African shop-floor mean a significant switch to capital-intensive manufacturing, and away from the labour-intensive processes so necessary to absorb the jobless among the unskilled?

Mr Weber does not think so. "Robots have been regarded with fear in Europe because they have tended to replace skilled men, who then have no alternative employment in the same manufacturing process"

But he stresses the radical difference between European labour conditions and those found here

"In South Africa the few

artisans now doing relatively elementary welding jobs need to be released to do more specialised work that is being ignored

"What robots like the welding models we intend to import will do is to take away the skill requirement in a whole range of assembly-line jobs and enable them to be done by the unskilled

"The robots will only reduce the job requirements for artisans, and create additional jobs for the unskilled, which is exactly what this country needs"

The robots which are being considered are not completely automatic. They are fully programmable, but need basic handling and component feeding — jobs which can be done by unskilled operators

Only the most basic welding

operations can safely be left to robots, but these include much of the assembly-line work involved in automobile bodyshell construction

Robot advocates claim their automats hold the edge over humans in all aspects of mass-production welding

They claim robots give a better quality of weld, take up to 55% less time in each welding manoeuvre, give less distortion because of their constant heat input and generate hardly any "spatter" of hot metal

The robot welders Fedgas is looking at cost between R100 000 and R180 000 but, Mr Weber claims, will pay for themselves in higher productivity within days of commissioning

Work-seekers

252 Dr A L BORAINÉ asked the Minister of Co-operation and Development

How many Black males and females respectively were registered as work-seekers in the White areas of the Republic in each month of 1980?

The MINISTER OF CO OPERATION AND DEVELOPMENT

| 1980 | Males | Females |
|-----------|---------|---------|
| January | 109 876 | 58 876 |
| February | 108 898 | 59 472 |
| March | 112 705 | 52 113 |
| April | 102 431 | 57 281 |
| May | 100 039 | 54 913 |
| June | 97 375 | 53 905 |
| July | 91 062 | 53 883 |
| August | 87 976 | 55 339 |
| September | 80 537 | 54 795 |
| October | 82 941 | 51 379 |

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| | | |
|----------|--------|--------|
| November | 76 651 | 48 580 |
| December | 73 144 | 45 998 |

Note The above figures represent the actual number of registered work-seekers at the end of each month and are arrived at by bringing forward the figures for registered work-seekers from previous months plus the total of those registered during the month minus the total of those placed in employment during the month

the poorest people in a form they can easily assimilate.

At Ipoti however advertisement was directed specifically at the very poor and mothers of malnourished children. It happened that poor people then recruited their equally poor neighbours and there was particularly good initial response from an extremely poor area where people from white farms had put up their shacks. Before this new initiative amongst the very poor the previously existing Zenzele group (which had functioned mainly as a chat club) had never actually got the garden ploughed whereas now these old...

JOB PLACEMENT 173 Matchmaking

FM 27/3/81

The search for suitably qualified black staff is perennial. Now the Institute of Race Relations' Education Information Centre (EIC) is offering a unique service to employers.

Marian McNair, manager of the centre, says the EIC scientifically matches skills with available positions in the placement of skilled and semi-skilled workers. The aim is to assist employers in the selection of employees and to undertake assessments of employees' career potentials.

According to Judith Howarden, the centre's employer liaison officer "We administer a battery of psychometric tests, career development tests and detailed assessments for an employer who wishes to advance an employee. After an in-depth interview, results accompanied by a confidential report are sent to clients. Our aim is to bring together the workseeker and the employer and, in so doing, satisfy the needs of both."

Selection procedures are integrated with a counselling service and at least 60% of all applicants have been successfully placed. Projects and placements have been undertaken for firms such as Barlows, Kodak, Mobil and Premier Milling. For example, the mechanical, scientific and perceptual abilities of a group of 30 applicants were tested for an apprenticeship training programme for a large engineering company, 12 were finally selected and training procedures are now under way.

Says McNair "A careful selection process will result in the right person for the right job. At present there is a gap in understanding between the employer and potential black employee. The potential employer does not know how to match skills to jobs and the wrong person is often placed, resulting in the perpetuation of prejudice. If we do a thorough testing and give a full report, the likelihood is that the right person will be placed in the right job."

The centre started as a bursary information centre with a grant from the Urban Foundation and has now expanded to provide career information, counselling, vocational guidance and employment assistance.

The provision of vocational guidance is extremely significant - until this year, it had never been offered in black schools.

Financial Mail March 27 1981

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40 people with fields joined and 19 people without fields joined. Since then only 8 people with fields have joined whereas 26 people without fields have joined.

2.3 The extension officer of Abalimi says that it is people without fields who work the hardest. In Abalimi people have from 1-11 plots depending on how many they can cultivate. There are 4 people who have more than 5 plots, of these 3 have no fields. Of the 10 top people in the garden (in terms of production) 8 have no fields.

... / ...

2.4 In Umhlaba and Ipoti too, a high proportion of the people who have the best plots have no fields although in both these places it is difficult to make generalisations because they are so new.

3. Initially I tried to assess on a comparative scale between gardens in different areas whether there are variations in response according to the conditions in the area. That is, whether more use is made of gardens in areas where the reservoir is partly water,

... subject does not reach the poorer people the development of patterns of response will be skewed. Thus the fact that the extension officer at Abalimi supports the garden, whereas the extension officer at Umthl (who took over just after the original 90 members had joined) was not initially interested, probably goes a long way towards explaining why the one garden has succeeded and the other has not.

4.4 CONCLUSION

Let me note here that in Umhlaba at least, it appears that of all the communal gardens begun, more have failed completely than exist at the moment. It seems that unless advertising is directed specifically at the very poor, richer people get involved first. One can attribute this to the fact that generally all professional and business people are involved in any ... / ...

Finally relaxed as "structured necessity" became the economic force behind permanent migrant labour. 30

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in order to secure for the mines a cheap adequate supply of labour". 33

A few years after the war, in 1905, the South African Native Affairs Commission reported its recommendations for future "native policy" in British South Africa. This report is of great importance as it provided the blue-print for the establishment of a permanent migrant labour system. In particular the commission stated that "certain restrictions upon the purchase of land by natives are necessary", and recommended "that purchase by natives should in future be limited to certain areas to be defined by legislative enactment". 34

Before going on to a detailed discussion of the migrant labour system we will conclude this section on the capitalists' active role in the forging of a proletariat with a description of the wage system developed by the mine owners.

The rapid moves towards monopoly control (so-called "group control") in the gold mining industry enabled the capitalists to form the Witwatersrand Chamber of Mines in 1889, a cartel primarily organised to reduce the cost of labour. 35 In the Chamber's 1889 report it was stated that the result of competition between mine managers for African labour "has been a steady rise of wages all round, which is adding very heavy additional expense to the working of the mines...". 36 By reasoning that higher wages would produce an overall reduction in the supply of "non-market oriented" African workers, the conclusion was reached to fix wage rates with respect to all Africans employed on every gold mine. Yet the facts revealed clearly indicate that African labourers were in fact market oriented (money conscious) and the goal of the Chamber was to remove wage competition between mines in order to lower the wage bill. 37

Between 1900 and 1908 it appears that African labourers were still able to respond to wage reductions by withdrawing from the labour market. In fact the mine owners were obliged to import Chinese indentured labour to meet their needs between 1904 and 1908. However, by 1908 almost 150,000 Africans were again employed on the gold and coal mines of the Transvaal. From then on, though there were annual fluctuations, the numbers rose steadily. 38

One in four changed jobs last year

S. Times

173 12/4/81

ONE in every four South African employees changed jobs in 1980, adding to a staff turnover bill which cost large companies about R500 000 each.

This is revealed in a staff turnover survey included in the P-E Consulting Group's Salary Survey, published this month.

The survey says the total cost of losing staff runs into many millions of rands, but that many companies remain unaware of the vast losses because many of these costs are indirect and sometimes difficult to quantify.

Results calculated from survey partici-

By Jan de Beer

pants' information show that the average staff turnover rate for all sectors in 1980 was nearly 25%.

In other words, one in four employees changed jobs. But in primary production, for example, the turnover rate was higher than 40%, and mining and consumer goods manufacture also showed high turnover rates.

The survey also shows that, contrary to popular belief, blacks do not change jobs more frequently than other race groups. In fact, the majority of participants said their

percentage turnover of white workers was greater than that of blacks.

Johannesburg companies were, as to be expected, faced with the most serious staff-turnover problem. On the Reef, the attitude to staff replacement seems to differ from other areas: employers prefer to recruit rather than meet demands of staff who threaten to leave.

The economically struggling Eastern Province recorded the lowest turnover rate, with Natal second lowest. Here, the Indian working population seems particularly stable, recording a turnover rate of under 10%.

lists in the "Freeing" of the gold (1886) discoveries, South Africa. The Cape and Natal were State and Transvaal were Boer situated in the Transvaal. The Transvaal soon led to a political wish to be ousted politically by miners in number. A rough profile is given in the table below.

| 1854-1892 (in 000's) | |
|----------------------|-----------|
| O.F.S. | Transvaal |
| 15 | 25 |
| 27 | 40 |
| 78 | 119 |

p. 57. "der" political rights was a he mine owners representing the harchical Boer leaders representing y. 31 Quite simply, the mine in order to, among other things, at. In this regard, their role in which aimed to regulate and tructive. 32 unsuccessful attempt by the administration. The Anglo-Boer which was described as follows by and that this war is being waged

management of companies. The great number of pharmaceutical companies would probably mean that each civil servant in this line of duty would have to serve on several boards, preventing a detailed insight into the company from being gained.

Nationalisation does not therefore seem to be a useful way of dealing with the problems in the drug industry.

(9.2) Direct Controls on the Private Market:

The view of the proponents of this form of action is that if price and promotion are key problem areas, then these areas must be controlled directly so as to set parameters within which the industry can operate effectively. Other minor areas would also be given attention. (4)

The issue of price control must first be considered. It is suggested that by setting prices not only will the price to the patient be kept low, but by a process of cost-squeezing, firms will be forced to reduce unnecessary costs, namely those of promotion. (5)

But this is a very simplistic view. To begin with, a firm that is forced to reduce costs will cut back on those costs with the lowest private return. Because the marginal returns on all types of outlay by firms is presently more or less equal, drives to reduce costs will involve the firm in cutting all types of expenditure, both those seen as "necessary" and "unnecessary" from the social point of view. There can be no presumption that only promotion will be reduced. Innovation and research will also be curtailed.

Inflation is also not a major problem as far as drug prices are concerned and therefore attempts to peg the rate of increase of prices are not really needed. The existence of the Voluntary Price Control agreement of 1973 in South Africa has been adhered to because it is not costly for firms to conform to it.

The real problem is to set the price level and in this case just how a single drug should be priced, bearing in mind the

relatively high pre- and post-manufacturing costs, is not able to be dictated by arbitrary action.

The attempt to lower prices will result in decreased innovation and supply in the industry.

The excesses of promotion would, according to the type of proposal under discussion, also be controlled directly. (6)

A combination of voluntary codes and policing by a body such as the Medical

forms of prom

But this system cannot be expected to control the voluntary of sales sacrifice. The intention to disseminate information has not been put into effect and are not available.

In addition to the availability of drug promotion, it is difficult to conduct tests which

But even if disseminate information particularly more informed

doctors are not better informed, particularly about the prices and the qualitative comparability of drugs, the market will not be improved markedly by the proposed system.

The real problem is that "market transparency" is not facilitated by the actual nature of the drug industry. And arbitrary controls which affect firms differently are usually clumsy and cannot define for the market what constitutes a "necessary" expenditure. The use of direct market interference cannot overcome the problems in the market.

Congress to focus on use of manpower

Labour Reporter

A two-day congress on manpower utilisation will be held later this month in Johannesburg.

The congress is to be held at the Carlton Hotel on April 24 and 25 and will be opened by Dr Henrie Revnders, chairman of the National Manpower Commission.

Prominent speakers at the congress will include

Mr Frank Golino, the labour attache at the American consulate in Jo-

hannesburg, on American manpower utilisation.

Dr Cedric Phatudi, Lebowa's Chief Minister, on the inter-dependency of states.

Dr Ben Africa, member of the SWA Namibia Council of Ministers, on manpower utilisation in SWA/Namibia.

Dr J Visser, director of the National Productivity Institute, on productivity trends in South Africa.

The congress is being organised by Anglo-Africa Manpower Utilisation. For further details contact Mr J Giceff at (011) 29-0231.

13/4/81
S. Ink
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25% change jobs every year

NDM 23/4/81
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such judgements explicit.

By SUSAN DALLAS
INCREASED staff turnover rates have cost companies millions of rands during the economic boom - except for construction companies

A survey by a Johannesburg management consultant group shows that a yearly average of 25% of people in all employment sectors change their jobs

But in the construction industry, which traditionally has one of the highest staff turnover rates, the rate is now slightly above 15%

According to Mr Rory Kirk,

additional health care carried out will be far more translation fully justify too are funds are in making

a wage consultant for P E Consulting Group, the booming economy and high wages and salaries have reversed the trend in construction

The survey is based on figures for six months - August 1, 1980, to January 31, 1981 - which have been annualised.

Financial institutions had a 70% turnover of white staff and a 25% turnover of black staff, supporting a general trend of higher turnover rates for white employees.

As most of the one in four people who changed their jobs were in their first year of employment, Mr Kirk claims that companies could save money by more careful selection of job applicants

Primary production was one of the hardest-hit sectors, with 40% of its employees "job-hopping".

Mining, consumer-goods manufacturing, industrial equipment manufacturing, and even non-profit making organisations suffered, with the cost to large companies of staff loss estimated at about R500 000 each

Service industries had the lowest turnover rate at 15%, followed by the textile and construction industries.

Johannesburg employers are said to face the worst staff problems, but apparently prefer to recruit new employees than to meet the demands of staff who threaten to leave for better-paid jobs.

The Eastern Province had the lowest staff turnover, followed by Natal

Asian employees retain a long-standing reputation as the group least likely to change jobs. Their turnover rate is below 10%.

bearing on the relative size of felt that the development of the nation of health programmes in been partly a defensive move by safeguard the size of their by other ministries able to economic' basis.)

Once objectives are expressed in terms of measurable indicators programmes can be ranked according to their impact on these measures and those achieving the largest reductions in mortality/morbidity per rand chosen. Again, since information on the impact of programmes is frequently lacking, the effect of using indicators systematically to assess health programmes would be to direct research more from the purely scientific to epidemiological lines of inquiry, and from collection of data on health status, only, to research into the impact of different dispositions of resources on these indicators.

4.2.4 Cost-Benefit Analysis

The aim of cost-benefit analysis is to compare the total cost of a programme to society with the social benefits, and thus to arrive at a measure of the Net Social Benefits. If Net Benefit is positive the project should be undertaken. If however, there are too many projects for the available funds, one would rank the projects on the basis of their benefit-cost ratios and choose those with the most favourable ratios (16). In either case the procedure gives an answer to the question whether a project should be carried out at

- 16. For a discussion of cost-benefit techniques and their problems see 'Guidelines for Project Evaluation', P. Dasgupta, S. Marglin & A. Sen, UNIDO, New York, 1972.
- 17. A.L. Sorokin, 'Health Economics for Developing Countries', Lexington, New York, 1976.

Companies losing millions through staff turnover

SEXPNS 26/4/81 (173) (778)

EMPLOYERS are paying a high price for the economic boom, with staff turnover running at unprecedented levels and separation and replacement costs a major corporate expense.

This emerges in a survey by the P-E Consulting Group, included in their just-published Mid-Term Salary Survey

It shows that during the past year job-hopping staff cost large companies about R500 000 each

The total cost to business therefore runs into many millions of rands, but many companies remain unaware of the vast losses they suffer because the costs are indirect and difficult to quantify

The average staff turnover rate for all sectors during the past years was nearly 25%, according to calculations based on the survey

In some sectors however, the turnover was significantly higher. In primary production for example, the rate was more than 40%. The mining sector also showed a high turnover rate, with consumer goods manufacture a close third

Other areas where staff turnover was higher than normal were industrial equipment manufacture and supply, distribution, financial, and non-profit making organisations

Service industries had the lowest turnover rate at 15%, with materials manufacture and construction also recording low turnover levels

While the construction industry has traditionally had one of the highest turnover rates, the booming economy coupled with high wages has reversed this trend

The survey results also dispelled the myth that Black employees tend to change jobs more frequently than any other race group. The majority of

YET SOME TOP SECRETARIES EARN R1 200

FINANCE REPORTER

companies reported that their turnover of white employees was greater than that of Blacks

Asiatic employees were again pinpointed by the survey as the group least likely to change jobs

The plight of the financial institutions which granted large increases to staff during the past year was also highlighted. Turnover of White salaried staff was more than 70%, while one in four Black employees in financial institutions changed jobs

Most companies lost their greatest number of employees in the under-R750 income bracket, and the majority of losses invariably involved employees who had been with companies for less than a year

This factor tends to illustrate a disturbing shortfall in most companies' selection processes. Millions of rands a year could be saved if, at the outset, the right man or woman for the job is selected

One major personnel consultancy, Churchill Personnel, says that while the executive placement market is continuing to boom, it is certain to slow down again within the next three months

Announcing the establish-

ment of a new executive recruitment division, Churchill's MD Colin Christie says there are an extraordinary number of senior personnel — above R20 000pa — "on the move"

"Senior executives are becoming much more assertive in their package demands with a fresh insistence on 'real' money remuneration in anticipation of taxation of perks," he said

"Employer companies are forced to meet these demands because of shortages. But we see the reluctance, the new employee doesn't"

"Unfortunately, these employees are the people who will be the first to go when, and if, the economy slows down. We are happier placing individuals who are looking for long-term career benefits and security of tenure"

Churchill's salary guidelines research has spotted mind-boggling increases in super-secretaries' pay

Some senior executive secretaries in the Transvaal are earning R1 200 a month, a salary in line with other female categories such as senior buyers, sales supervisors and even personnel managers

But this elite group earn at least R350-a-month more than their coastal cousins

"Our guideline is based on up-to-date analysis of 6 000 job offers and job specifications," says Christie

"We're not saying what people should or should not earn, we're simply recording the average of what employers are currently offering and what employees are asking for"

The first guideline, covering women personnel in clerical, personnel, administrative, financial, accounting, sales, marketing, secretarial and machine operator categories, was released on April 15

During the remainder of 1981, the company will distribute guidelines on categories relating to male personnel and at the end of the year a resumé of salaries plus a forecast for 1982, which will act as an aid for New Year increment assessments

Christie points out that some companies may find their salary scales vary widely from those of the guideline

"Having established the degree of variance, however, they will be able to keep pace with the market by regular comparison"

The current Churchill Guideline for female personnel shows an average 12% higher salary in the PWV than coastal areas. The survey notes that an important feature of the current recruitment climate is the shortage of job applicants at all levels

"Experience in a particular field is now frequently considered acceptable where previously only those job applicants with formal qualifications would qualify as candidates"

New shredding service for secret documents

A UNIQUE shredding centre for the disposal of confidential or secret documents has been established by Waste Paper Collections, one of the companies in the Nampak Group

The shredding centre is sealed off from the remainder of the Waste Paper Collection's premises and staff are locked

into this area when secret documents are being shredded

Representatives of the companies concerned may observe the shredding process if they wish

The shredder, which was bought from the UK for over R27 000, shreds at the rate of three tons of documents per

hour

In this way, much valuable paper has been obtained for recycling by the mills of the Nampak Group

The service is provided free, including the use of lock-up trucks and the issue of Certificates of Destruction to clients using the service

Proposed Changes

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Question 3 (a)

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MANPOWER REPORT FM 12/6/81
Getting into gear 173

"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 from the white population group

Not only has government endorsed this statement in the National Manpower Commission (NMC) report on high level manpower but it also agrees with the commission that the country's economy will deteriorate if this practice continues

Fine sentiments but does the report bring SA any closer to solving its acute shortage of skilled manpower. The answer from commission members who have analysed the White Paper in which the government responds to their recommendations is a guarded yes. Obviously one would have liked more definite pointers from the government but given the circumstances I think they went as far as they could - says one source

A basic message in the NMC report is that high priority should be given to increasing the number of blacks, coloureds

and Indians in high level jobs. It also agrees that the university subsidy formula must be revised to produce more graduates in fields which are of direct importance to the country's growth

The white paper reflects the government's appreciation of the key role that high-level manpower plays in the economy. However the main questions now are will the government be willing to abolish restrictive measures which have severely retarded the development of such manpower in the past, and will it move swiftly to implement NMC proposals

The private sector has demonstrated its concern about the skilled manpower shortage. The Manpower Foundation an organisation through which the private sector can help develop the country's manpower has been established by business leaders. At a meeting in Johannesburg last Friday a pilot committee was appointed to determine priorities

says one source
 The government did, however, accept a wide range of recommendations aimed at promoting high-level manpower develop



High-level manpower more needed

and Indians in high level jobs. In addition women should be encouraged to enter the high level job market

For this reason there is disappointment that government has not given unqualified approval to some key recommendations. These include proposals that more generous provisions should be made for the training of blacks, Indians and coloureds at white universities and technikons, and that the tax structure which discourages married women from entering the job market should be revised. The government has reiterated its commitment to a policy of separate training facilities for the different race groups but has indicated a willingness to have another look at the existing arrangements. It says the tax question will be considered by the

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Standing Commission of Inquiry into Fiscal Policy
 The main thing is that the government did not simply write these recommenda-

ment through better planning tax concessions cash grants better educational facilities and various measures aimed at making the best use of the skills of mat-

New job prospects are easing says manpower survey

By SUSAN DALLAS

AS COMPANIES curtail expansion programmes, an increasing number are planning to cut back on the number of new staff they will employ in the quarter from July to September this year.

This trend is found by Manpower Employment services' latest quarterly survey of employment prospects

It indicates some downturn in the rate at which new jobs will be created in the forthcoming three months, although the majority of companies surveyed recorded no intended change in staffing levels

On a national average, the number remaining the same was a few percentage points higher than last quarter

However, the slow-down in new jobs where it will occur, is to be greatest where black employees are concerned

The number of companies who will cut down on black staff-intake is up from 3,4% last quarter to 5,5% this quarter

Employment of new white staff will be decreased by 3,7% of companies compared with only 2,6% last quarter

Real levels of employment — which according to a recent Volkskas economic review has at least kept pace with population growth — will continue to increase

Speaking for all population groups, the number of companies planning to increase staff-intake has dropped from over 20% last quarter to 19% this quarter

This is still greater than the number planning to decrease staff-intake although this has risen from between 2% for whites and 3% for blacks, to 3,7% for whites and 5,5% for blacks

Increases in job opportunities are forecast to be highest in the Transvaal, where the number of companies increasing white staff is higher than the national average at 20,2%, and for blacks is 17%

The Cape appears set to remain stable but with a higher rate of increase in black job-opportunities and a lower rate of increase in white job-opportunities

An analysis of job-growth by commercial and industrial sectors shows that the building (housing) industry will have

one of the lowest rates of increase, with 12,5% of companies planning to decrease white-sector employment and 17,5% decreasing black-sector employment

Taking the same trend, foundries, steel mills, and mechanical engineering: 10,6% companies will cut back on whites, 14,9% on blacks, timber — 5,5% on whites and 7,4% on blacks, building (construction) — 4,7% on whites, 9,3% on blacks

In each of these cases, the percentage cut-back is higher than it was last quarter

Only two sectors intend a higher rate of employment than last quarter — the paper and publishing sectors and the pharmaceutical sector

According to the Volkskas survey, levels of unemployment have been lowered in the past decade among Asians, whites and coloureds, but unemployment among blacks has in fact increased further.

This was partly due to a higher rate of population growth among blacks, than in other population groups, and partly due to a lower level of education and training for blacks

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Bell-John Prize

(Continued)

SURVEYING
QUANTITY

Ratio of people in production rising

Star 9/7/81 (173)

By Ann Crotty

The economically active sector will make up an ever-growing part of the total population and during the next 10 years should be at least 40 percent of the total populace, says a recent "Quantiplan Perspective" of Pretoria.

During the 1950s, the population increased at an average rate of 2,6 percent; in the 1970s it went up at a rate of 3,1 percent, the newsletter said.

From 1980 to 2000 the expected growth rate is put at 2,54 percent.

Only the white population group had already reached the phase of "slow or no growth."

GROWTH

An increase in the total population did not necessarily imply an increase in labour, the newsletter said.

In the 1950s the economically active — those in the production sector — grew at about the same rate as the population.

In the 1960s the economically active rose by 3,6 percent, well above the population growth rate.

During this period, the sector as a percentage of population increased from 36,2 percent in 1951 to 37,2 percent in 1970.

The newsletter said the tendency for the economically active sector to increase faster and to grow in terms of population would continue in the long term.

Various Government programmes and directives are expected to stimulate

a better, and more suitably trained, labour force.

Although labour is an important input in the productive process, growth can only be ensured over the long run if labour and capital expand

In order to ensure uninhibited growth and avoid production bottlenecks, both labour and the capacity to accommodate it, should increase.

With a growing total and economically active population the demand for goods and services would not prove deficient.

The newsletter asks, however, if the economy can produce, or find the necessary funds to finance, the investment needed.

A developed economy is often defined in terms of its ability to finance its own savings as the main source of investment funds.

In 1945, gross domestic savings in South Africa was 13 percent of the gross domestic product. It has since increased steadily to 32 percent by 1980.

The major part of gross domestic savings stems from the private business sector but personal savings also contribute.

FLOW

Quantiplan expects an ever-increasing flow of savings from these sources.

Since 1945, net foreign capital inflow has played a minor role in the total financing of domestic investment. In 1975 it reached a peak of 6,8 percent of GDP.

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(Continued)

QUANTITY
SURVEYING

Vote of support for new manpower body

By STEVEN FRIEDMAN

A MEETING of about 70 business leaders, homeland government representatives and academics voted in Johannesburg yesterday to back a new business-initiated Manpower Foundation which will seek to co-ordinate efforts to tackle the country's mounting manpower crisis

The meeting, attended by heads of several major corporations as well as representatives of two trade union bodies, Tucsa and Cusa, heard the new foundation's chairman, Mr Dennis Etheredge of Anglo American Corporation, warn of a growing skilled manpower crisis.

"We have got through the last year only by poaching skilled workers from each other or by importing immigrants. These are costly solutions and can only work in the short-term," he said.

He appealed to businessmen to support the foundation which, he said, had the blessing of the Government and would take over from the Government's Manpower 2 000 project. It would seek to act as a catalyst to prompt a better use of the country's manpower.

Its main task would be to co-ordinate training efforts and to boost them without competing with existing organisations.

Forty-one participants voted to back the foundation, while another 15 said they would have to consult their organisations before making a decision.

However, Mr Peter Searle, head of the giant motor company Volkswagen said he had reservations about the foundation. He had become "disillusioned about co-operation with the Government since the 1979 Carlton conference with the Prime Minister".

"I fear this foundation will skirt the real issues. The real problem is white myopia," he said.

The main drawback facing employers was that "our society is unequal".

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Newspaper

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MANPOWER FM 21/8/81
Aiming for 2000

(173)

The Manpower Foundation, a new, business-initiated body which will attempt to promote and co-ordinate efforts to solve

See FUNCTION

Examples

intervene between each reference to the same function subprogram.

SA's growing manpower crisis, has been launched with the support of business leaders, homeland governments and academics

Anglo American executive director Dennis Etheredge, the foundation's chairman, warned the conference at which the foundation was launched that a looming manpower crunch in SA will be a real constraint on growth. At present, businessmen are meeting their manpower needs through poaching skilled workers from each other and by recruiting immigrants. These are costly solutions which can work only in the short term, he said.

Etheredge emphasised that the foundation will not usurp the role of sectoral or regional bodies. Neither will it involve

itself directly in training and other manpower activities. It will rather help in the co-ordination and extension of present activities, identify gaps and stimulate others to fill those gaps. Objectives for the foundation have been drawn up by a pilot committee. They include

Skills shortage

□ The co-ordination and stimulation of private sector manpower activities with particular reference to the skills shortage.

□ Ensuring that public sector policies and activities meet the needs of the private sector and to this end working to mutual benefit with state departments, the National Manpower Commission and the

proposed National Training Board,

□ Working towards peaceful relationships between management and labour.

□ Ensuring that the process of manpower development is not confined to urban centres, but is spread across southern Africa including rural areas, homelands and independent homelands,

□ Initiating and supporting programmes of job creation, and

□ Supporting the improvement of social conditions which affect worker attitudes and productivity.

Regional committees which have been created in the Manpower 2000 movement will become involved in regional action programmes within the objectives envisaged by the Manpower Foundation.

Rules:

where $name$ is the programmer-written symbolic name of the function
 each a is an actual argument, the list is enclosed in parentheses, and
 the a 's are separated by commas.
 $name(a_1, a_2, \dots, a_n)$
 n has a minimum value of 1

subprogram.

To obtain a single value for use in an expression, by reference to a function

Function:

8.5.2.3. References to Function Subprograms

where DELTA is an additional argument.

| | |
|--------|---------------------------------|
| RETURN | ABS(CBR O T - X) . L T . DELTA) |
|--------|---------------------------------|

Such procedures can be refined by more accurate first estimates, the use of double precision, and different exits from the loop. For example, the precision of the result could be limited to a satisfactory value with the statement

'Failing' education system slated

173

Call to improve labour quality

Mail Reporter
ECONOMIC stagnation in South Africa is unavoidable if the productive capabilities of the black population fails to advance. This warning was given by economist Dr Jan Lombard in Pretoria yesterday in his keynote address to the Institute of Personnel Management conference on "The Second Industrial Revolution"

By GERALD REILLY

THE South African education system is failing to produce the skilled manpower the country needs for the 80s — creating a situation serious for both whites and blacks.

Spelling this out in an address to the Institute of Personnel Management's "Second Industrial Revolution" conference in Pretoria yesterday, the director of the Mabopane Technikon, Mr M J Wijnbeek, warned that the state of education was imposing an unacceptable strain on the economy.

Education for blacks had two functions, he said: to raise them from a Third to a First World culture, and then to bring them to the same educational standard as whites.

The output of the education system had to be career-orientated — which meant vocational education equipping the individual to enter the job market.

He recommended a rapid development of technicians to provide desperately needed skilled technical, managerial, administrative and para-medical manpower.

Education in the traditional academic fields at universities should be reserved for those with true ability.

Integration

Mr Wijnbeek said no more than 20% of all school-going children should go on to universities.

He stressed that he did not favour integrated education at this stage.

However, this did not mean separate education departments. A department was a mere tool, he said. He favoured "relevant education" — relevant for the people it served.

Mr Wijnbeek said periods of rapid cultural change were field days for political activists and ideologists, and various forms of violence were to be expected.

"In a bizarre way one can say that the present phase of political instability and violence is a sure sign that the necessary processes are underway," he said.

Mr Wijnbeek criticised the country's education system for being the product of "the bygone colonial era", characterised by a broad general education for all with, belatedly, the introduction of differentiated fields of study.

Shock

A university education was the final ideal and aim — with an accent on academic values and course content. But there should be special facilities for those who could not make the "university ideal".

The environmental change from a basically pastoral and rural technology to a fairly developed Western culture came as a shock to the black man.

The change towards a more relevant "true life" orientated system had not taken place in South Africa, except for the development of the technicians.

Prof hits out over 'clogged' varsities

Mail Reporter

SOUTH African universities were "clogged" with students who should not be there, Professor W L Rautenbach, of the department of nuclear and applied physics at the University of Stellenbosch, said yesterday.

He was speaking at the "Second Industrial Revolution" conference in Pretoria.

He attacked the country's education system, with its emphasis on academic training, and its aim of rushing pupils through into universities.

It cost R16 000 for a three-year university course — "and when it begins to cost more to train an artisan or technician there is something basically wrong with the system", he said.

"The educational system does not meet the needs of a developing country — and that's what South Africa is."

The country was training about 10 000 apprentices a year, while there was a need for 23 000.

Blacks had the same outdated white system imposed on them. For instance, at the Omega Bushman base in northern South West Africa, Bushmen children had a school curriculum the same as that used in the Cape

Dr Lombard said all evidence pointed overwhelmingly to the need for a revolutionary acceleration in the quality of labour and enterprise among the domestic, mostly black, population.

Economists agreed that in this respect South Africa could become another economic wonder, following the course of West Germany and Japan, he said.

The black population of South Africa was becoming such a major part of its urban and industrial fabric that the rate of socio-economic advance of that population would be the dominant parameter of the overall advance of the system.

This, he said, was the central feature of the "Second Industrial Revolution".

A necessary condition for a successful transition to stable growth was the emergence of certain material expectations.

These presented no threat to economic, social or political stability. However, people's expectations in present day social and economic affairs had become very extensively politicised — "I would say almost despairingly so," he said.

"One thing about this is certain. These Third World urban communities in South Africa can no longer be regarded as inanimate objects of First World public administration, he said."

Black society was increasingly insisting on speaking for itself in the field of economics, as much as in social and political affairs.

Rushing to the cities

Pretoria Bureau

AT LEAST 65% of South Africa's population will be urbanised by the end of the century, a leading economist Dr Jan Lombard said in Pretoria yesterday.

Addressing the Institute of Personnel Management conference, Dr Lombard said the South African population was expected to increase from 28 000 000 in 1980 to at least 45 000 000 in the year 2 000.

The urbanisation trend in the 1970s might have been generated more by the push of rural poverty than the pulling power of urban prosperity, he said.

'Accept the inevitable'



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Government cannot escape the need for a revised policy towards black urbanisation by concentrating on rural development. This warning was issued by Jill Nattrass, Associate Professor of Economics at the University of Natal, when she addressed the Economic Society of SA last week.

Future planning, she said, must be based on the assumption that black urbanisation rates will increase significantly over the remainder of this century, and that the major relocation of this urbanisation will be around the existing economic centres. She pointed out that:

□ While regional development is crucial to the eventual elimination of poverty, it will take time before any significant payoff is obtained from these policies. The major thrust of arguments by Benso economists in studies published last year is that job creation both in the border areas and within the homelands has been expensive and totally inadequate when measured against either the growth of the number of job seekers or improvements in average living standards within the homelands.

"Between 1972 and 1975 the annual increase in the number of job seekers who, through lack of alternatives, were reduced to a choice between working as a migrant or remaining unemployed, averaged 35 000."

□ The contribution in quantity terms that the migrant labour system makes to the labour supply of the modern sector of the economy is significant. Although there are few reliable statistics, it is estimated that the total number of migrant labourers absent from the black rural areas during the 1970 census was between 1 750 000 and 2m people, and that this figure had been growing by about 3% a year.

This estimate placed the number of migrant men at 43% of economically active African men in 1970. A recent study of the legal African workforce in Durban revealed

a similar percentage.

□ It should be expected that the development of freehold property rights in black townships will increase the migrant flow as legal migrants will obtain the long-term security that is at present denied them.

A number of studies have shown that this lack of security has been a major force retarding the urbanisation process, leading blacks to retain their rural ties as a form of social security.

□ Compared with other population groups there has been a relatively low level of urbanisation among blacks in the past for a number of reasons, some economic, some cultural and some legal. Over the period from 1911 to 1970, the percentage of blacks living in towns only rose from 13% to 33%.

Urban attraction

Nattrass points to studies which show the powerful attraction that urban centres have for people living in rural areas. The recent increase in illegal rural-urban migration by SA blacks is mute evidence to the need for policymakers to develop a more realistic approach to urbanisation, she says, and:

□ Policies that are designed to improve blacks' lifestyles will only succeed if they significantly improve their access to the labour market. The need to improve black mobility is not only crucial to the advancement of blacks, but as a result of the growing importance of blacks in the overall labour force is rapidly becoming a prerequisite for continued economic growth in SA.

The concentration of economic activity in certain areas, and policies which have restricted blacks' access to these regions have resulted in significant differences between their living standards and those of the other race groups.

Nattrass says government should accept the increasing levels of black urbanisation

that are building up in and around the existing economic centres as an inevitable concomitant of economic development.

In addition, the government should amend its overall strategy for the development of the black areas to make the urban adjustment process as painless as possible, while at the same time continuing with the development efforts that are being made within the areas supplying the migrants.

She points to research conducted by Charles Simpkins of the SA Labour and Development Research Unit at the University of Cape Town, who argues that the most promising line of attack on black unemployment involves the abolition of labour and residence controls on blacks.

Government accepted the Benso findings and in the past year there have been an increasing number of statements from government spokesmen relating to a change in the direction of government policy away from the economic segregation of the homelands towards one of regional development across national boundaries.

But Nattrass points out that at this stage it is still virtually impossible to assess even the eventual direction the new policy is likely to take.

There is a great deal of merit to Nattrass' arguments in favour of revised policy towards black urbanisation. Indeed, there is a growing body of evidence which suggests that there is much more room for black urbanisation than government presently believes. However, her arguments in favour of curbing white immigration to SA are debatable.

She pointed to the rising number of white immigrants and conceded that it is possible to make out a short-term case for such immigration on the basis of the need to maintain economic growth. However, she said the time has come for government to accept that continued white immigration

mitigates against black advancement. It should take a more long-term view of the process.

She said it would be possible to do this at relatively low economic cost through policies such as granting work permits only in those cases in which employers of immigrants can show evidence of the introduction of programmes designed to train black workers to equivalent levels of competence. She also proposed the imposition of a levy on such employers, the proceeds of which should be used to finance the training of skilled black workers.

No one doubts that there are employers who have relied too heavily on imported skills rather than having invested in the training of their black workers. However, it should also be appreciated that it can take a long time to train unskilled workers. Any policy to limit immigration has to take this time lag into account. In addition, a country like SA does have to import skills which are needed only for specific projects. Once such projects have been completed (for example the building of the Koeberg nuclear power station) there is often not an immediate need for such skills.

The short-term economic cost of a clamp-down on the importation of skills would not be in the interests of all groups participating in SA's economy.

FM 9/10/81
EMPLOYMENT PROSPECTS

Ceilings return (173)

A gradual downturn in the demand for white employment throughout 1981 is reported in the latest survey of employment prospects by Manpower Temporary Services.

It would seem that the frenzy in the employment market which characterized 1980 is beginning to abate and some

balance may be returning," says the survey, which finds that companies are now beginning to question and reassess their recruitment needs. They will have to continue to recruit, they will have to continue to pay high salaries, but the emphasis will be on quality.

The market in which there appeared to be no ceiling for salaries is stabilising. "Where someone has priced himself out of the market, he is now, in many cases, really likely to stay out, at least for some while."

The survey's compilers say that, in theory, the next step for both the public and private sectors should be increased recruitment of black personnel. In practice, however, it is doubtful whether this will happen with any degree of success. "To give access to the black workforce is by no means to stimulate its use because the trained black worker is practically non-existent."

Companies are therefore likely to avoid committing themselves to training for as long as possible if they can find trained white workers, says the survey, which stresses the need for on-the-job training.

NM 1910/81

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The Natal Mercury, Saturday, October 10, 1981

Key changes to Industrial Court in draft Bill

Right of appeal and power to order employers to reinstate sacked workers proposed

Mercury Correspondent

JOHANNESBURG—The Government yesterday released a draft Bill which seeks to introduce key changes to the Industrial Court, a vital element in its new labour dispensation which has been sharply criticised by unionists and lawyers

The draft Labour Relations Amendment Bill proposes a right of appeal to the Supreme Court against Industrial Court decisions and seeks to grant the court the power to order employers to reinstate fired workers. The lack of

these provisions has been sharply criticised by lawyers

It also seeks to alter the 'closed shop', whereby workers are forced to belong to specific trade unions, by giving them a 90-day 'period of grace' before they have to join

Several established unions have negotiated 'closed shop' agreements with employers, whereby black workers are forced to join their unions

This has been sharply criticised by emerging black unions, who see it as an attempt to force workers to join unions which they reject

Employers believe the closed shop can be used to enforce job reservation

The Bill retains the closed shop but allows workers 90 days' 'grace' before they join the union. Officials say this is an attempt to prevent unions from using the closed shop to keep blacks out of skilled jobs because workers would be allowed to take up their job before the closed shop came into effect

But it leaves all other aspects of the closed shop intact

On the Industrial Court, the Bill recommends a right of appeal as

well as other changes which seek to speed up access to the Court and grant it wider powers.

The Court will now have the power to grant orders to workers instructing an employer to reinstate them if they have been fired. It may also order employers or unions to rescind 'unfair labour practices' or to restore the *status quo* if there were a dispute over a change in employment conditions

This power was previously vested in the Minister of Manpower and would be transferred to the Court if the Bill were enacted

The Court would have the power to hear applications for orders from workers or employers who have referred a labour dispute to an official industrial council or conciliation board

The order would last up to six months or until the dispute was resolved

Up to now, workers seeking access to the Court have had to wait until a council or board discussed their case before going to the Court. The Bill suggests they should be allowed to do so at the same time as they approach either body—a move which would speed up access in

these cases

The Bill also proposes a rules board for the Court, which would include two advocates nominated by the Bar Council and two attorneys nominated by the Associated Law Societies, all of whom would be appointed by the minister

The Bill comes in the wake of sharp criticism of the Court by lawyers and unionists. They complain that it has no power to intervene in 'unfair dismissals', that access to it is too cumbersome and that there is lack of appeal to the Supreme Court.

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More jobs the top priority — Horwood

SOUND economic growth remained one of South Africa's highest priorities, the Minister of Finance, Mr Owen Horwood, said in Cape Town yesterday

It was estimated that South Africa's population could total about 45-million over the next two decades, said Mr Horwood, who was opening the SA Championship Wine Show at Goodwood in the Cape

At the same time the present economically active population of about 10-million would probably increase to 18-million

Strategy

"By then our economy must have grown to such an extent that it can provide about 480 000 new job opportunities annually. Another estimate is that our average real economic growth rate must be about 5% a year to meet this requirement," Mr Horwood said

South Africa would have to follow a strategy which recognised the importance of creating job opportunities

Although the wine industry was experiencing a surplus of production, the longer term prospects were more favourable, Mr Horwood said

With improved production, marketing and packaging methods, the improved quality of the wines and the growing market among blacks, surpluses might become a thing of the past — Sapa

Bringing the poor into the cities

Argus 13/10/81

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AN estimated 310 000 job seekers of all races enter the market each year.

In the next 20 years, 7,2-million jobs will have to be created, or 1400 jobs each working day

There is a large and growing backlog in housing, insecurity is rife and crime on the increase

It is against this backdrop that the University of Cape Town Urban Problems Research Units is looking for a viable approach to the country's urban problems, encompassing housing, employment, financial organisation and community life

'This crisis has been aggravated by Government policy and has resulted in untold misery for many of South Africa's people. It will ultimately retard the process of economic growth and development,' says Upru's Mr Paul Andrew

'However, it is no use

beating breasts and crying that the policy has failed. The challenge which will be around in the foreseeable future can be met and once South Africans, both black and white, realise the implications of the situation, they will realise it's a challenge that must be met'

The economic implications are starkly spelled out by Professor David Dewar and Miss Vanessa Watson in a study on unemployment and the informal sector.

It shows that South Africa suffers not only from cyclical unemployment but from structural unemployment which means that unemployment will rise, even in the most favourable economic climate.

Industries are becoming more and more capital intensive partly because firms are dissatisfied with the productivity of their African workers

This is not surprising when it is considered that

more than half the economically active African males had no formal education and a further 36 percent received only primary education.'

The effect of this is an increasing substitution of labour by capital. It also limits the introduction of more advanced techniques which require higher levels of skills for their operation. Thus is economic growth lowered and poverty increased

The cycle of poverty and unemployment has implications for South Africa's performance on the international market.

Technology

To promote economic self-reliance South Africa has embarked on a process of substituting imported goods by locally produced goods. While this has been successful with consumer goods, imports of intermediate and capital goods have been increasing

The imports consist primarily of machines and other forms of technology essential for continued growth.

'The most important reason for this high level of importation is the inability of local firms to reach sufficient economies of scale to reduce unit costs and enable South African goods to compete with the overseas product

'One reason why firms cannot reach the required scale is because of the low level of local demand, which in turn is a function largely of poverty and inequality of income

'This raises questions as to the strength of the South African export market and its ability to generate foreign exchange.'

Inhibited

While local firms' growth is inhibited by a lack of spending power among the unemployed there is a chronic shortage of labour in some sectors of the economy'

This is the result of restrictions in access to jobs and training on the grounds of race. A 1978 forecast by the Stellenbosch University Unit for Futures Research was that by 1990 the gap between supply and demand for skilled workers (Standard 9 education or better) would be 1 330 000

'It is apparent that even if the utmost priority were placed now on education and training, the possibility of meeting the country's demands for skilled manpower is remote at least for the foreseeable future'

The continued existence of poverty hinders the solving of unemployment since the poorest areas have the greatest population growth and there is less money to spend on education and more people to employ.'

The answer, according to Professor Dewar, is to bring more of the poorest people into the cities where they have the best chance of economic survival and all that goes with it, while at the same time pushing comprehensive rural development strategies.

Having reached this conclusion Upru has tackled the attendant difficulties of housing a vast influx of people and coping with problems of basic economic survival.

We are wasting human resources Boraine warns SA

RDM 17-10-87 (173) SA
SOUTH Africa had been wasteful of its human resources and its future would depend on how this "invaluable asset" was developed, Dr Alex Boraine, MP for Pinelands, said yesterday.

Addressing the Institute of Cost and Management Accountants at the Wanderers Club, Johannesburg, he said South Africa had to urgently review the priorities black education and training demanded.

"If we total all South Africa's manpower at 10 800 000, then 30% are to be regarded as having no education at all, 36% have primary schooling only, secondary schooling accounts for 31% and diplomas and degrees for 3%.

"Bearing in mind that nearly all skilled occupations require a minimum of Standard 8 education and that professional and managerial posts usually demand matriculation and often diplomas and degrees, we have

no more than 20% of our manpower educationally qualified for this work, but many will not have had the training to perform such jobs.

"To make a realistic assessment of the need for quality education for blacks in relation to the country's manpower requirements, changes in the structure of the South African population had to be considered.

"In 1951 the white population was 20.6% of the country's total, but in the year 2000 it will only be 11.2%.

"In contrast, blacks who made up 67.9% of the total population in 1951, will be 78.5% by the year 2000.

"Other factors to take into account were the demand for skills by industry, the demand for work, and the growing inability of rural agricultural areas to support the growing population.

Instability

"It follows that the increased demand for education for blacks, and the rising expectations which will accompany this, will lead to socio-political instability unless such education is available and is accompanied by job opportunities."

Dr Boraine said, new initiatives and methods would have to be explored to meet this growing demand by blacks for education.

A far greater percentage of the gross domestic product would have to be allocated to education, especially black education.

There would have to be a movement away from separate facilities for separate race groups, a rationalisation of exclusive white facilities and a new understanding of formal schooling — Sapa

Cape Province hit by coloured labour drain to the Transvaal

CT 28/10/81 (173)

By GORDON KLING

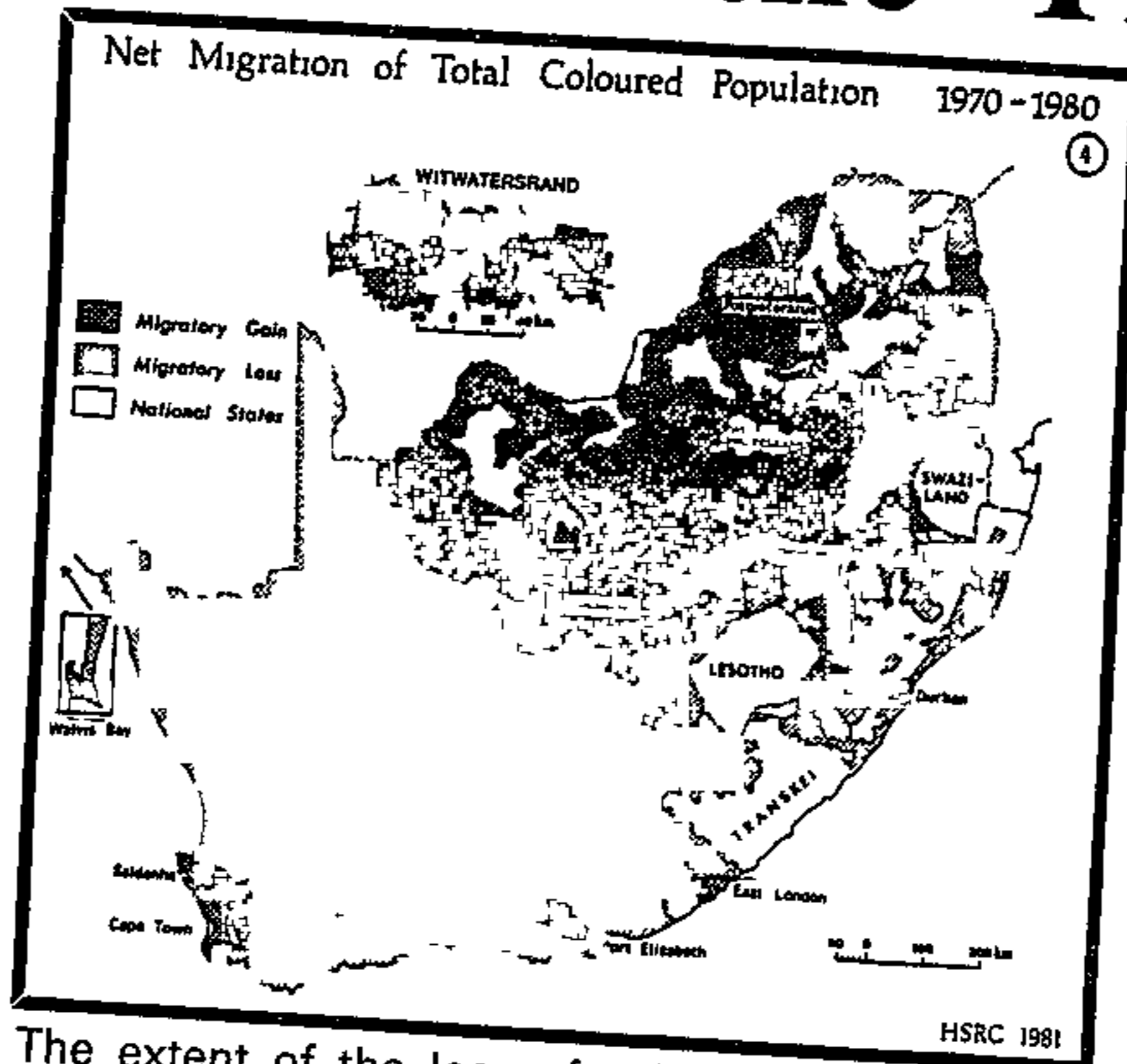
A CONTINUOUS, pronounced drain to the north of one of the Cape Province's most valuable resources - its people, and particularly its coloured people, is quantified in an as yet unpublished sub-committee report of the controversial De Lange investigation into the country's education and manpower needs.

The demography sub-committee report of the Human Sciences Research Council study headed by Professor J P de Lange of the Rand Afrikaans University found the Cape's percentage of South Africa's total population had dropped from 36,7 percent in 1936 to only 23,5 percent last year.

South Africa's migration pattern, according to the sub-committee report, is dominated by two characteristics "Namely a move to the north and north-east and greater concentrations of especially whites in the large metropolitan areas."

The study found that 57 districts out of 128 in the Cape Province had lost population to the north.

"In terms of absolute numbers, the coloured people de-



The extent of the loss of coloured people from the Cape Province to the north of the country in the past decade is depicted in this illustration from the Human Sciences Research Council's as yet unpublished sub-committee report for the De Lange commission on demography, education and manpower.

creased in 40 districts of the Cape Province, especially the Karoo and the north-west Cape. It is noticeable that 68 districts in the Transvaal, 38 in the Orange Free State and 36 in Natal experienced ab-

lute increases of coloureds. "It is clear that the coloured population is very mobile and therefore accurate demographic analyses must be made before facilities are provided, especially

in the rural parts of the Cape Province. The decrease in the birth rate must also be taken into consideration."

The director of the Cape Chamber of Industries, Mr Jack Roos, described the findings as "very sad."

"We appear to be exporting our best resources. I would like to see our human resources become the magnet for development here rather than the material sources in the Transvaal becoming the magnet for drawing them away."

"It is very important that the labour resources we have should be available for our own development. They are generally superior to the rest of the country from an industrial point of view and it would be to our advantage to keep them, but obviously one cannot deny people the freedom to move."

Professor Richard van der Ross, rector of the University of the Western Cape and a member of the De Lange Commission, said the migration could be considered a gradual drift to the north rather than a new great trek.

A spokesman for the HSRC said the sub-committee report was expected to be released towards the end of next month.

Industry plea for black housing and education

By PAT SIDLEY

MORE of South Africa's gross domestic product must be spent on improving the quality of life by "providing better education and training facilities" as well as housing for blacks.

This was said by Dr R A P Fockema in his presidential address at the 71st annual meeting of the Transvaal Chamber of Industries in Johannesburg yesterday

"The total fiscal burden borne in South Africa represented in 1980 about 19,7% of the GDP (1978 it was 20,1%)

"In spite of heavy spending on defence there is still considerable latitude left when comparing this figure with that being paid in the developed Western countries

"This gives the private sector the means to play a much bigger role in financing education and training, etc, and on social benefits thereby limiting the influence and introduction of State-controlled socialism"

Dr Fockema said it was possible that all training facilities

could be co-ordinated through the new National Training Board

Dr Fockema said the work force would increase from 10 500 000 to 17 600 000 of which 81,2% would be black by 2000.

"If we can successfully educate and train particularly our black employees we are going to be in the fortunate position that we will have a steadily growing economy, which will be able to carry the social responsibilities at relatively low cost per capita over the next 20 years."

There would be more black than white matriculants this

year for the first time, he said. "Many more schools and training institutions will have to be built. Not enough is being spent in this country on education and training, and if we are to meet the requirements of industry to attain a growth rate of 5% per annum, the FCI and recently the Human Sciences Research Council rightly advocate a move away from the present academically orientated education structure

"If we want to maintain the standards we have reached in industry, it will be essential to give attention to raising the level of black teachers and adequately

equip black educational institutions"

In 1970 "social benefits" (which included pension contributions, medical aid, housing assistance, training, canteen facilities and educational assistance) cost manufacturing industries 14% of their employees' pay and 8% for blacks

In 1980 it cost manufacturers 31% of both black and white remuneration

In 1970 whites represented about 25% of the labour force and received 70% to 73% of the total paid in "social benefits" from employers In 1980 whites

represented 20% to 22% of the labour force and received 48% to 54% of the total social benefits.

In terms of the gross domestic product the total spent of social benefits had not increased over the years

In 1973 the percentage of the GDP of the budget for education (including national states) was 3% for whites, 0,4% for coloureds, 0,2% for Asians and 0,5% for blacks

In 1979 the budget for white education as a percentage of the GDP was 2,44%, 0,47% for coloureds, 0,24% for Asians and 0,70% for blacks.

PM told: ¹⁷³ More black ^{CAPE TIMES 17/12/81} jobs needed

Own Correspondent

DURBAN — Eight top business leaders have sent a letter to the Prime Minister, Mr P W Botha, emphasizing the need for creation of more job opportunities for blacks

The leaders, who include Mr Chris Saunders, chairman of the giant Tongaat group, and Mr Sam Motsuenyane, president of the National African Chamber of Commerce, have agreed to support the initiative for job creation which resulted from the "Work for the Future" conference held in Durban in September last year

The leaders have also written to the Minister of Manpower Utilization, Mr Fanie Botha, the chairman of the Manpower Commission, Dr Hennie Reynders, and the Minister of Finance, Mr Owen Horwood

Threat

The businessmen say in the letter that the continuing high levels of unemployment and under-employment among the black population groups in South Africa, including the independent black states, pose a serious threat to the fabric of South

African society

The long-term survival of the private-enterprise system is also placed in jeopardy, they maintain, since people who are continuously excluded from enjoying the fruits of the system are likely targets to ideologies that seek to overthrow it

"We believe that every effort should be made to incorporate as many of those presently excluded into the private-enterprise system. While some can enter as entrepreneurs," the businessmen write, "the majority will have to seek higher living standards through the medium of wage labour"

Only route

"Job creation offers the only route to success and it is crucially important that the rate of expansion in the economy is as high as is feasible and is accompanied by the rapid expansion of employment opportunities."

The leaders recommend to the government that it appoint a panel of experts to establish the feasibility and effectiveness of the suggestions put forward at the conference

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3.6 @PREF STATEM

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@ASC,CP
@COPIN,S
@ASM,USM
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@CLOSE,I
@FREE,E
@KQT
DATA
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@PMD
@FIN

SECOND,12345,TRNG
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PROGRAM
CORRECTIONS

TPF\$,TAPB.

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