

MANPOWER - LABOUR
SHORTAGES
1975

Iscor scour Europe for steel technicians

172

Daily Disp

30/4/75

PRETORIA — Iscor is scouring Europe for technical personnel in a bid to solve the chronic and serious shortage of skilled steel workers.

A spokesman at Iscor headquarters in Pretoria said there was a shortage of several thousand technical workers at Iscor's three steel works and seven mines.

The need for skilled workers was continually increasing because of the dynamic expansion programmes throughout the Iscor empire

Earlier this month an advertisement for workers inserted in a national British newspaper drew 3 000 replies. A similar advertisement in a German daily resulted in 1 300 inquiries.

These, the Iscor official said, would be processed at Iscor's permanent London recruiting headquarters.

Iscor's need for technical staff is symptomatic of the acute shortage of skilled white workers throughout the economy, trade union executives commented.

All skilled trades — electricians, plumbers, building trade artisans — were seriously undermanned.

Local recruits from the white section to these trades were totally inadequate to meet the need.

The only solution, they stated, was an acceleration of the training programme for blacks, and in the disappearance of work apartheid and the barriers which held blacks back from advancing to more highly skilled and better paid occupations.

Currently Iscor has 266 students at SA Universities on corporation bursaries, last year 2 808 apprentices were in Iscor training schools; and 495 completed

their courses.

Since the beginning of this year 363 skilled immigrant workers have joined Iscor's technical staff — DDC

MANPOWER -
Labour Shortages

PO pins hopes
on skilled Blacks

Staff Reporter
THE POST OFFICE could not train telecommunications and TV technicians for the entire country and at the same time provide an adequate telecommunications service, the Postmaster General, Mr Louis Rive, said in an interview yesterday.

Mr Rive said as long as the private sector con-

tinued as "parasites", poaching staff from the Post Offices, "we will have to live with a situation where serious service difficulties in some of the major centres, including the Rand, are permanent threats."

Mr Rive said: "We have long realised that there are not enough Whites to go round, and that Blacks will have to play an increasing part in the expansion and maintenance of our telecommunications network."

Some years ago a start was made using Blacks on postal deliveries. With the cooperation of the staff associations this system was being expanded.

We are planning considerable expansion to our Black training facilities. In 1972 we started training schemes for Coloureds and Indians as electricians, and in the same year a training centre for Africans was started at Umtata in the Transkei."

A training centre for

Africans had also been established in Johannesburg.

Last year a start was made with the training of highly skilled Black technicians.

"This big expansion in training facilities for Blacks would not be necessary if the private sector would leave my staff alone. We are training enough Whites to meet the need but they are being filched by industry."

Nearly 3 000 Whites are in training as electricians and technicians. With a reasonable margin of staff loss this number is sufficient for the Post Office's needs.

"Why must we train for the private sector? Why should they be allowed to lure staff away — staff trained at the taxpayers' expense — and jeopardise a basic national service," Mr Rive asked.

It was paradoxical, he said, that the private sector complained loudest about the telecommunications service.

'62 000 too many jobs'

Own Correspondent

DURBAN — A shortage of 62 000 White workers by 1979 is projected in the Government's economic development plan.

Dr F J Meiring, a director of the Prime Minister's economic advisory office, said this today when he addressed the "change-orientated and planning" seminar in Durban.

The shortage of White workers would come about even if an immigration rate of 30 000 a year was maintained, he said. To keep up an economic growth rate it would require more training of Black labour and the use of these workers in jobs originally reserved for Whites.

Dr Meiring said the

economic plan projected a growth rate of 6,4 per cent over six years.

But there would be a shortfall of R1 400-million in savings for capital development if the gold price stayed at 120 dollars an ounce. This would be overcome if the gold price was stationary at 150 dollars.

STAR 12/6/75

Pretoria Bureau

172

The main problem for the Department of Hospital Services has switched from a shortage of medical staff to a shortage of administrative and clerical workers.

The MEC for hospital services, Mr Kalle de Haas, told the provincial council last night that "the position is actually somewhat critical."

The department had had a measure of success in attracting staff from outside the service, but its big problem still lay in the lower ranks, which were responsible for production.

This problem existed everywhere in the civil service.

Mr de Haas said the public sector was in a more competitive position than it had been a few years ago, but it was obvious that the Department of Hospital Services had to temper its planning in the light of the availability of staff.

* * *

Dr Selma Browde (Prog. Houghton) made a plea for breast cancer screening by the Provincial Administration, in co-operation with the National Cancer Association.

Speaking on the hospitals vote, she said a new technique — zero radiography — had been developed.

A screening programme for breast cancer was something the women of South Africa were tremendously anxious to have, she told the council.

If cost was the problem, a pilot programme could be started to at least screen "women at risk" — those with a known family history of breast cancer, for example.

Mr De Haas, said that such preventative medicine was not a function of the Provincial Administration, but of local authorities and the Government's department of health.

* * *

Higher pay for hospital doctors in the Transvaal was foreshadowed by Dr Browde, in an interview outside the council.

The move, which originated at cabinet level, was intended for doctors employed by the central Government, but was now being studied by the Transvaal executive committee for possible application to provincially-employed doctors, she said.

The suggested increases ranged between R4 400 for the lowest category of doctor to R5 664 for the highest.



Better pay for artisans

Pretoria Bureau

A critical stage had been reached in the artisan staffing situation in Transvaal hospitals, the Administrator, Mr Sybrand van Niekerk, told the council last night.

But a new salary structure had been created, allowing the Provincial Works Department to offer rates of pay which were more competitive with those in the private sector, and the department now offered attractive careers to artisans.

Speaking on the Works Vote in the budget debate, Mr van Niekerk said the department had been losing trained artisans and not attracting new ones. Apprentices left as soon as their training was completed.

SERIOUS

In all the province's hospitals, and particularly the Black ones, the shortage of artisans was "very serious," Mr van Niekerk said.

The new pay structure being implemented was a deviation from public service posts, and their conversion into provincial posts.

Mr van Niekerk said the works department hoped to start this year to provide services in Pilgrims Rest (the early Eastern Transvaal gold mining town which the province is buying to restore)

PRETORIA. — The staff crisis has reached such a pitch in the Post Office that a firm of private contractors have been asked to take over the maintenance of key telephone exchanges on the Witwatersrand.

This was disclosed today by the Postmaster General, Mr Louis Rive, following a sharp clash this week between himself and the secretary of the TV Rental Association, Mr Barry Smith, over alleged 'poaching' of Post Office technical staff for the television industry.

Mr Rive said the Post Office was negotiating with a firm of suppliers to take over the maintenance of key exchanges on the Reef 'to stave off a further deterioration in service.'

The Post Office was resorting to this step, he said, because it was 'so desperate on the Rand' and because a previous attempt to ease the problem through the training of married women had been 'all but heartening — in fact, very disheartening.'

Five steps

In an effort to overcome the chronic manpower problem, the Post Office had so far taken five major steps. It had.

- Brought in technicians from overseas;
- Drafted teams of technicians from other regions to the Reef, and was still doing so;
- Started to train Blacks, Coloured people and Indians, especially to relieve the burden in their areas;
- Trained more than 1 000 women technical assistants; and
- Attempted to supplement the service with married women on a part-time basis.

The Post Office was now resorting to a sixth major step in negotiating with suppliers to take over maintenance work.

One firm

Mr Rive said the Post Office was negotiating with only one firm of suppliers because there was only one interested. The others were unable to consider the proposition because they themselves were struggling for staff.

The managing director of one of these firms told me personally that he had

(Continued on Page 2, col 3)

Phone problems

(Continued from Page 1)

lost 38 trained men, who were now installing antennas in Hilbrow,' Mr Rive said.

In these circumstances it was fruitless for Mr Smith of the TV Rental Association to deny that staff were being poached for television, he said.

Mr Rive said he had never alleged the TV Rental Association was poaching staff. He had always said industry and commerce were doing so and that it was obvious this was happening because of the advent of television.

The Postmaster General, in spite of his clash with Mr Smith, made an offer to him today. If Mr Smith's association and other elements of commerce and industry in this field were willing to establish a code of conduct which they would enforce in connection with manpower, 'then they will have my full co-operation.'

Mr Rive said the problem was that there was insufficient manpower in the private and public sectors to cope with the rapid expansion of the electronic industry. It was futile for Mr Smith to start a fight with the Post Office over this. Mr Smith should rather produce figures to show how many technicians his organisation was training, how big was the association's technical staff and where they came from.

PO loses men in spite of 'new deal'

16/7/75

Labour Correspondent
The Postmaster Gen-
eral, Mr. Louis Rive, yes-
terday disclosed that
the Post Office is losing
2000 trained and semi-
trained technicians and
electricians a year to
private enterprise.
He said that if the
private sector persisted in
luring away trained men
from the Post Office, it
would be a disaster for
the country.
Mr. Rive disclosed that
of the 861 trained men the
Post Office recruited over
seas in the last 10 years,
85 had left the service.

He said he was trying to
counter these losses with
large training programmes.
There are 2800 men
training as technicians in-
cluding 880 Blacks, and an
annual recruitment of 400
500 trained technicians and
800-900 electricians.
"I see the loss to private
industry as a national
waste of trained labour
which is not being prop-
erly used," he pleaded with the
private sector to train their
own people. "But we
have been the training
ground," said Mr. Rive.
He said a vacuum had
been created in the de-
mand for trained tech-
nicians and electricians.
"Our problem is to get
over this short-term period."
The Post Office had logi-
cally seen the need to in-
crease the number of techni-
cians in the electronic in-
dustry, which in turn, the
vision, and to the communi-
cations industry, both of
which had developed rapid-
ly in the past two years.
He said the Post Office
had 145 trained Black elec-
tricians and more Blacks
in the training pipeline as
electricians and techni-
cians.
"Training of Blacks start-
ed in 1973. This is a field
of excellence for the
private sector, which is bet-
ter equipped to train
Blacks," he said.

- (1) 268
- (2) 172
- (3) 29
- (4) 189
- (5) 511A

172

● THERE is an increasing demand by the public, industry and commerce for a more efficient and expanding service from the Post Office including more telephones, telex links and now TV. But there is a crisis facing the Post Office — it is losing trained personnel hand-over-foot to the very industries making the demands. CLIVE EMDON, Labour Correspondent, talks to the Postmaster-General, Mr Louis Rive.

THE Post Office has lost 684 of the 861 trained technicians it recruited overseas in the past four years, and is losing more than 1 000 trained and semi-trained men a year, the Postmaster-General Louis Rive disclosed this week.

At a time when the public, industry and commerce, and the new TV industry are demanding new services and greater efficiency, there is a widening gap between expansion and maintenance ability by the Post Office.

Mr Rive put the problem graphically when he described expansion in these terms. "We have increased our cable network by 34 per cent, the automatic exchange capacity by 40 per cent, the trunk network by 47 per cent and overseas channels by 140 per cent — but against this we increased our maintenance ability by only 30 per cent.

"It is this widening gap which will affect the whole service. Maintenance is the key to an efficient service."

He then outlined the acute staff situation: "There are 10 500 trained technicians and electricians in present jobs of whom 145 are Blacks, but the Post Office lost nearly 1 000 telecommunications fields

men last year — 500 of them were fully trained technicians and electricians. By June this year 702 trained and semi-trained men had left.

Against this, there is an annual recruiting intake of 400-500 trainee technicians and 800-900 trainee electricians, with 2 800 in training at the present time — including 390 Blacks.

Mr Rive says it is quite logical that the private sector, the electronics industry, including TV, and the rapidly expanding communications industry is robbing the Post Office of its trained personnel.

He warns that with this continual drain of trained men to industry and commerce, the public and the private sector will have to settle for second best in the quality of service the Post Office can provide.

Mr Rive says "The private sector should have realised its responsibility and planned beforehand. I have pleaded for years that they must start training their own people. But obviously they haven't done enough and so we shall have to pay the price."

"At present there are two basics — training and more training of staff and the future modernisation of our service. We have decided to switch over to a new electronic system which will require less staff, but this will take time."

"So there will be an interim period where things will become very difficult indeed in the telecommunications fields.

Labour crisis ahead for the Post Office

(Daily Mail 17/7/74)

This I must say very frankly. Clearly, the Post Office, like almost every service industry in South Africa, is suffering today from job protection policies maintained by White unions which only in very recent years have allowed any training of Blacks for skilled jobs.

Had there been training of Blacks 10 years ago, the present annual shortage abroad for trained men would not be necessary, and certainly the domestic training situation would have been taken care of.

Mr Rive says it costs R13 000 to train a technician today, considering the capital investment per capita and salaries over the three-year period of training.

"So if industry takes 100 of my technicians I lose over R1-million straight off, and that's without considering the loss in know-how and experience."

"So you see what we are

up against. If a private firm needs perhaps two or three, it can afford to buy them. It can pay them more because it doesn't have to train them. It gets a R13 000 trained man."

He spoke about the total restructuring of job opportunities and salaries for technicians and electricians in the Post Office introduced last year.

"We gave them an entirely new deal," he said, "but we have our limits."

Mr Gerrie Kruger, general secretary of the Telecommunications Association, said morale was low in the Post Office because of the increasing loss of technical staff to industry and commerce.

He said the "new deal" referred to by the Postmaster-General had been a stabilising factor — "but it's the young men who want the immediate benefits of higher starting rates."

He said the technical staff in the Post Office get a better deal in

benefits than they would get in the public sector, and this accounted for many men staying in the service.

His union supports the greater use and training of Black personnel. "We took the decision in 1972 for Blacks to be trained and used primarily in services for their own people initially and then to be used in White areas."

Mr Rive says more and more Blacks are being trained. But this is one field wide open to the private sector and should be developed rapidly.

Mr Chris Gouws, Deputy Postmaster-General (Telecommunications) recently took a knock at the suggestion that private enterprise could take over the functions of the Post Office.

"This is a brave claim that does not bear close scrutiny," he said. "In the postal service alone there was expected to be a loss

1974/7

said. Would a businessman be prepared to take over telephone services on a R30-million party line plant costing more than R2.5-million a year to maintain, knowing that the service runs at an annual loss of R5.8-million?

And would he be prepared to link or extend links in outlying areas with the national network, knowing that he would never make a profit on these investments?

Mr Gouws says being "service" rather than profit-orientated, the State, through the Post Office, not only provides but subsidises communication facilities.

And Mr Rive says at present the GPO has been employing private contractors on a large scale to do installation on automatic exchanges.

"They are doing about 60 per cent of this work to the value of R18-million a year," he said.

Referring to the labour problems experienced by private contractors, he said: "They can't cope either. One contractor told me last month that on the Witwatersrand alone he lost 38 trained key men — all employed at the moment on the installation of TV antennae in Hillbrow. So you can see what problems we are having?"

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Leader sees end to labour shortage

Sun Times
Supplement
20/1/75

THERE IS no shortage of skilled labour in the building industry. It only appears to be suffering from a shortage of skilled labour because it does not use its labour resources properly.

This is the opinion of Mark Lipshitz, managing director of Dougall and Munro in Durban, and the only man yet to have been president of both the Federation of Civil Engineering Contractors (FCEC) and of the Building Industries' Federation (Bifsa).

Part of the reason for not using our resources to full advantage is the restrictions imposed on the industry by legislation.

However, I am happy to be able to say that these problems are being overcome.

Mark Lipshitz said the Minister of Labour had assured the industry that he would not interfere in the training of Blacks to become skilled building workers, provided the industry could settle its domestic problems with its trade unions.

While he was its chairman in 1968, Bifsa made an offer to the trade unions that the industry would guarantee full employment to all White artisans able and willing to work for the rest of their working lives in return for concessions for the greater use of Black labour on work then classed as skilled.

But when we talk about skilled labour, I do believe that we are exaggerating, because I believe that there is no need for a great deal of skilled labour on the average building site, he said.

I believe the design techniques we have at our disposal reduce the need for highly skilled labour, and that it should be the responsibility of the professions to simplify design and ease the labour shortage substantially.

There is already evidence that this is happening on the construction side, where there is an

almost complete disappearance of conventional beam and slab construction.

It is being replaced by sophisticated shuttering techniques, which do not require skilled erection labour, and by flat slab design.

Mr Lipshitz said the Government has made funds available for the training of Africans.

The first centre, in Bloemfontein, is already operating. Other training centres are being set up by the industry in Port Elizabeth, Cape Town, Durban and on the Reef.

Both the civil engineering federation and Bifsa are financing the operation of these centres.

Bifsa co-ordinates all the training at the centres through its recruitment and training fund, which also controls all the funds.

Mr Lipshitz felt that research could simplify building even further, but that the NBRI is still far too remote from the building industry, because many people in the industry still have the wrong picture of it.

Too many still believe that their results are ivory tower stuff, and that their researchers do not have their feet on the ground, he said.

This image is about as wrong as it can be. The fact is that NBRI is a research organisation that has got down to the basics.

However, I feel it can get down still further, and become more a part of the building industry than it is now.

I would like to see provision made for the interchange of staff between NBRI and the industry. This would certainly benefit both the industry and the institute.

It is wrong to believe that all problems can be solved in a laboratory.

Similarly, of course, it is possible to talk about research to some people and it won't make sense to them until they have seen how problems are researched, and how the solutions are tested before they are recommended for application.

Greater use made of black labour

Daily Disp.
29/7/75

173

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 92 000 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 838 395 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

Sun Trib (Fm) 8/6/75

Indian youths ease the labour crisis

By Desmond Healey

DESPITE the statement by the Minister of Labour, Mr Marais Viljoen, that job reservation is here to stay, industry is finding that the solution to its skilled labour problems lies in the recruiting of Indian and Coloured apprentices.

The intake of Indian youths in particular is moving ahead rapidly, according to statistics obtained from the Apprenticeships Register in the Department of Labour in Durban.

And most of them have higher academic qualifications than their White counterparts — a matriculation certificate,

JOB CURBS STAY BUT INDUSTRY FINDS SOLUTION

compared with a Standard 6 or Standard 7

In the first four months of this year 193 Indian youths were registered as apprentices in a cross section of industries, compared with 494 in the whole of last year, a percentage increase of around 18 percent on an annualised basis

The metal and engineering industries in the Durban-Pinetown-New Germany complex obtained 53 Indian apprentices in the first four months of this year, compared with 106 in the whole of last year and

with the new pay scales which applied from Monday Seifsa, in Durban, expects the number of applications from Indian youths to increase.

Indian youths are employed on the same basis as Whites but because so many of them have a better basic education it is expected they will be able to take and pass a trade test after three years to qualify as journeymen, instead of running the five-year apprenticeship period that now applies

The Department of Labour figures show Indian youths are playing a big role in the fight against the skilled manpower shortage in the motor, building, sugar and furniture manufacturing industries

Comparison

From January to the end of April the motor industry indentured 15 Indian apprentices, compared with 40 in the whole of last year, while the building industry obtained 107 compared with 310 in the last 12 months.

The sugar and furniture manufacturing industries each obtained nine Indian apprentices in the first four months, compared with 10 and 28 respectively for the whole of last year.

Coloured youths also are being drawn into industry at a more rapid pace as more skilled jobs are opened up to them.

The metal and engineering industries obtained 32 in the first four months, the motor industry 21, the building industry 55 and the sugar industry three. None went into furniture manufacturing

Last year the metal industries recruited 92 Coloured apprentices, the motor industry 20, the building industry 143, the sugar industry 5 and the furniture industry four

But White youths of below matriculation level still remain the main source of apprentices to industry

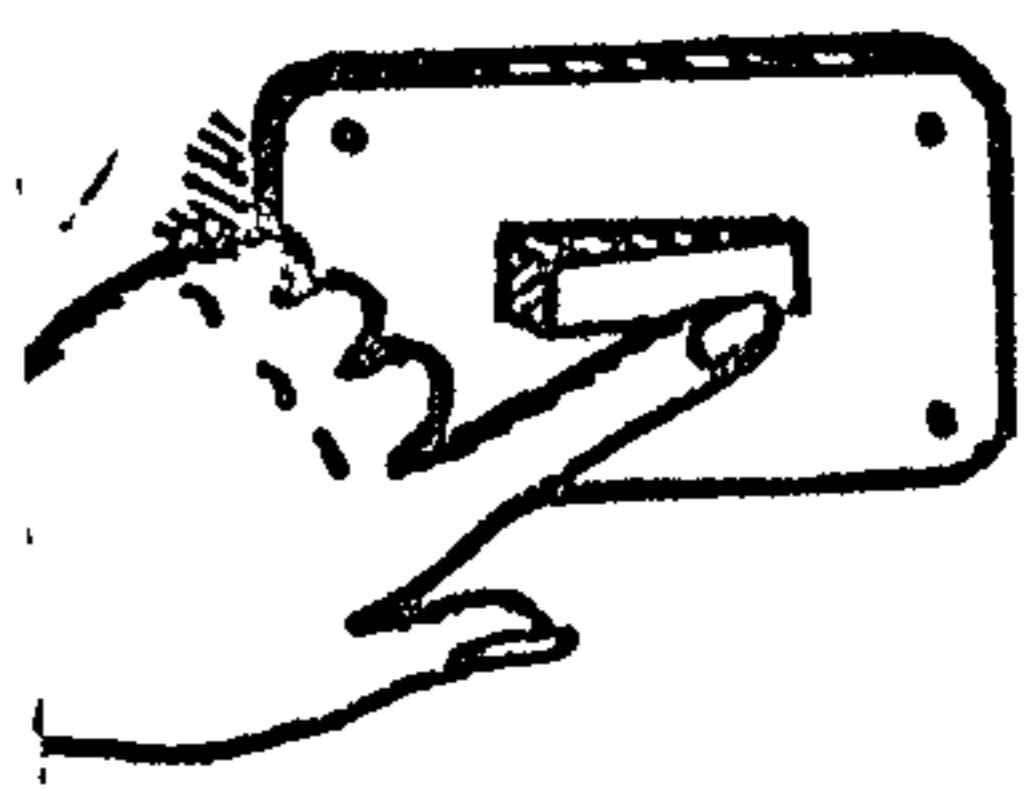
Construction

The four months figure for each sector with the last year total in brackets is. Metal and engineering 269 (621), motor 40 (118), building and construction 13 (62), sugar 17 (27) and furniture manufacturing nil in both years.

Not all White youths, however, complete their apprenticeships and help fill the skilled labour gaps in industry. Many estimates run as high as 50 percent — quit after the first year to take up office jobs or become salesmen.

None of the figures quoted by the Department of Labour includes apprentices recruited by Government or Provincial departments and local authorities and in each the intake is said to be excellent, particularly the intake of Indian youths.

OMG-MISSER



9/9/75 'Keen for a ride'

the filter for the minimum number of hours a day. The average filter pump uses approximately one cent's worth of electricity per hour and if you leave the filter running all the time it can mount up over a month.

● Heating — It is preferable to choose a heater with a thermostat to maintain a comfortable level without waste. The amount of

He contends that APROSA 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 APROSA's code of ethics," Mr Sewitz said.

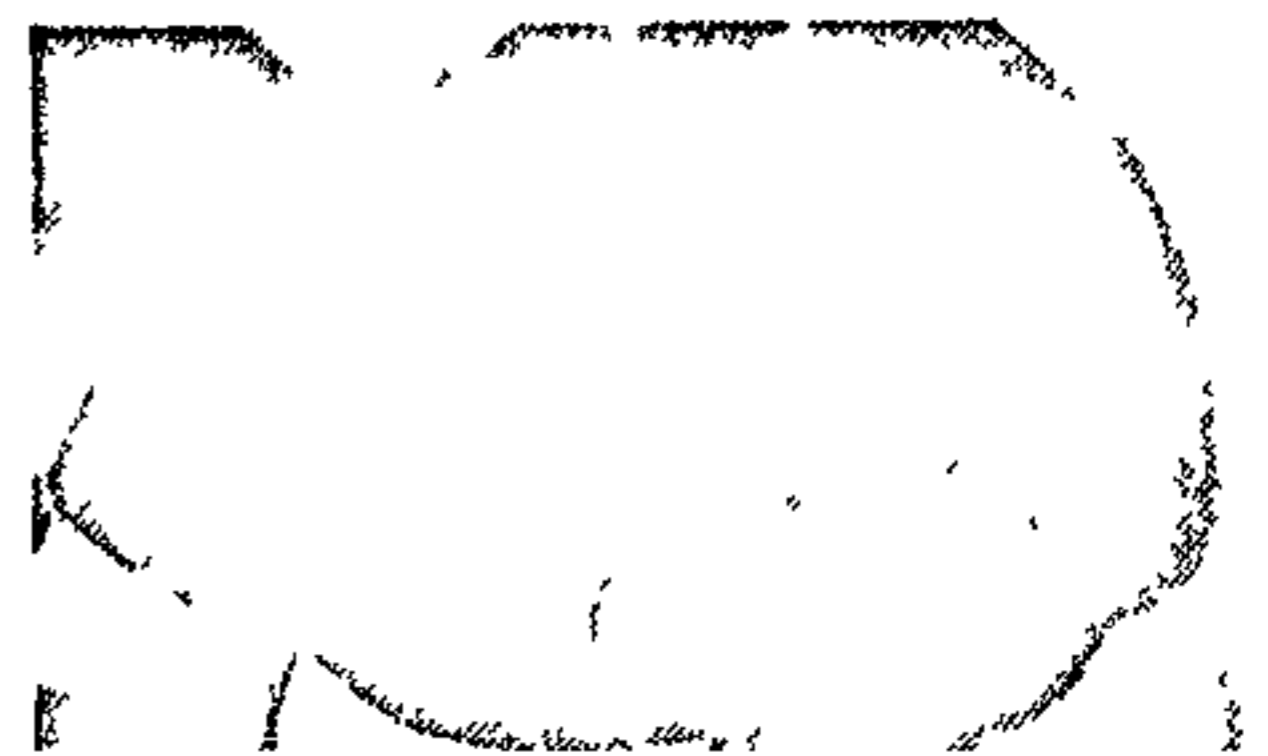
He disagreed with Mr Jackson's view that three distinctive kinds of service are being rendered. There was no basic difference between personnel consultants, selection consultants and placement agencies, Mr Sewitz said. "These designations are used indiscriminately for the same kind of service," he said.

Mr Sewitz admitted that:

● Fees can vary greatly from one agency to another, although the service rendered may be of a similar nature.

● APROSA 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 APROSA's existence, although the association was listed in the Yellow Pages directory in the past. A "regretful"



Dave Jackson know of unethical conduct."

omission kept it out of the last issue, he said. Mr Sewitz made clear that APROSA prepared to consider complaints at any time. The association can be reached by telephone at 23-0006 (Johannesburg)

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

- (1) 284
- (2) 67
- (3) 170
- (4) 177
- (5) 172
- (6) 102

Crisis in hotel industry

Staffing difficulties in the South African hotel industry were reaching crisis proportions, says the director of the Hotel Board, Mr Leon Malan.

Mr Malan, writing in the latest issue of "Hotelier and Caterer," said fairly drastic steps must be taken to train or to assist the industry in training the 30 000 people currently employed plus the 7 500 strong labour pool for future hotel developments.

In a recent investigation carried out by the Hotel Board, it was calculated that about 75 percent of hotel personnel require training.

"In view of the fact that there is already a reasonable number of trained people employed in our industry, a more correct estimate is probably 60 percent or more than 30 000 of present employees in the industry will require training or retraining," said Mr Malan.

ALLIED FIELDS

He added that staffing difficulties were compounded by the fact that training in the hotel industry often equipped people for careers in allied fields, such as restaurants, clubs and industrial catering concerns.

Many would-be hotel employees were attracted to these allied fields because they offered easier working hours, said Mr Malan.

The six existing hotel training centres turned out about 1 000 people a year. Courses offered in hotels by the board's staff trained another 400 a year. This total represented replacements of only 2,6 percent of existing staff.

If the Hotel Board could expand and broaden the scope of existing training centres and develop the expertise and determination of hoteliers to undertake their own training the industry and the board could be assured that the future was being

(172)

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'Blackening' worries Prof.

Mercury 17/10/75

PRETORIA — If the continued growth of the Black community in the White areas could not be reversed by settling at least 10 million Blacks in their homelands by 1985, there could not be any question of the survival of the Whites in South Africa, Prof. C. W. H. Boshoff, chairman of Sabra (South African Bureau for Racial Affairs), said yesterday. Reading a paper on "The Black labour force in the Republic" at a symposium on farm labour organised by the Transvaal Agricultural Union at Silverton near here, Prof. Boshoff said it would cost from R800-

million to R1 000-million a year to win "the struggle for the survival of the Whites in South Africa."

Prof. Boshoff said that if the inflow of Blacks were merely stopped, he foresaw a radical Leftist agitation developing.

Quoting census figures, Prof Boshoff came to the conclusion: "The Blacks who originally came as employees into the White areas developed into a Black community of which less than 50 percent is economically active while only 25 percent is concerned in actual production and

about 12 percent in agriculture."

Referring to the shortage of White labour, Prof. Boshoff said it was due to the fact that Whites were needed to provide amenities, services, education and hospitalisation for an ever-growing Black population.

With the upgrading of Black wages, demands for these amenities also increased, resulting in the total exhaustion of the White labour force.

Blacks were taking over from Whites at the rate of 12 000 jobs a year.

"In this dilemma the Whites will have to think

again on their future," he said.

"They will have to allow themselves to be led by principles, not by what is practical. They will have to stop the process of Blackening of their country and reverse the process.

"Separate development means the settlement of each nation in its own homeland or it means nothing."

He said a change should come about in soil utilisation in homeland farm lands. White farmers should work for periods of up to three months there to teach the Blacks farming. — (Sapa.)

Mulder warns on scramble for staff

(1) 172
(2) 252

R.D.M.
7/11/75

Staff Reporter

THE Minister of the Interior, Dr Connie Mulder, yesterday warned the public sector that the Government would not allow them to buy staff from each other indiscriminately.

Addressing a meeting of departmental heads of the public service, Dr Mulder said he was perturbed by the staff situation in the service.

He said that in the past five years there had been a decrease or outflow of manpower from the public service, in spite of demands made on the service.

In the five-year period to June this year posts in

the service's administrative section had increased by 19,41 per cent, in the professional and technical divisions by 11,82 per cent and 9,79 per cent respectively and in the clerical division by only 1,20 per cent.

In the public service and provincial administrations the White personnel had increased by 2,5 per cent a year since 1969 to a total of 206 000 in 1974.

"This means that an additional 27 000 White workers shall have to be found. And in the meantime we know that the shortage of White workers by 1980 will be about 60 000 even if the immigration target

is reached", said Dr Mulder.

It was understandable that in a growing country such as South Africa employers would fall over each other to secure the limited trained manpower available.

"But on the other hand we cannot allow the different branches of the public sector to compete so over personnel that some bodies are crippled.

"If it appears that the existing voluntary agreements between public bodies do not give the required results the Government will be obliged to consider other measures", he said.

STAR 13/11/78

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'Skilled labour need is chronic'

The chronic shortage of skilled labour is the Achilles heel of the South African economy, the Managing Director of Iscor, Mr J P Coetzee, said last night.

Addressing the Engineers' Association of South Africa, he said all South Africans should now realise that four million Whites cannot carry on indefinitely providing the skills needed for the sustenance of a total population of 25 million, and still maintain the present standard of living.

Some of those skills should be entrusted to the country's Black inhabitants. Intensive training was now needed to enable Blacks to perform skilled work in the homelands and Black townships in White territories.

THE UNIONS

Mr Coetzee said the country could not afford to have stagnant industrial areas, such as the independent Lesotho, the Transkei, the near-independent Bophuthatswana and an integrated homeland like Basotho-Qwaqwa.

The inhabitants of these areas should be trained for semi-skilled and even advanced technical work.

South African workers, particularly the unions, should be informed of the full implications of the situation, to prevent them from regarding trained Black workers as a threat, Mr Coetzee concluded.

1 (172)
2. 774
3 774

Ease job law further — Coetzee

Pretoria Bureau
Job reservation should be relaxed further if the country's standard of living is to be maintained says Mr J P Coetzee, managing director of Iscor.

He told the Pretoria East Afrikaanse Sakekammer last night that the number of workers increased more slowly than the number of jobs.

To obtain skilled workers, Iscor embarked on an intensive overseas and local recruitment campaign. In 1975 it obtained about 900 skilled workers from the United Kingdom and Western European countries, and it was expected that more than 1 000 would arrive this year.

Skilled immigrant workers played a tremendous role in the development of the country, said Mr Coetzee. The Economic Advisory Council calculated that immigration provided more than 30 percent of the annual manpower intake. It was calculated that, to obtain the necessary number of skilled

workers, about 40 000 immigrants should be brought into the country every year, and Iscor was doing its share to obtain them. Hundreds of employees were recruited locally and trained in Iscor's own centres. Iscor, however, had not succeeded in eliminating the shortage, but was confident that activities would not ground to a halt because of a short-term shortage of workers. In the long run, however, there should be further relaxation of job reservation if the country wanted to maintain its standard of living, Mr Coetzee said. At the end of the 1974-75 financial year Iscor employed 24 000 Whites and 25 100 Blacks, he said.

(1) 172
(2) 173
(3) 250

Computer ^{STAR} jobs draw ^{27/1/76} 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 Mrs 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

Tax-free salary ^{1/8/76} criticised _{DD -}

(1,252)
(2,172)

PRETORIA — Economists have described as ludicrous the suggestion that to plug the drain of state workers to the private sector and to give recruitment a job public servants should be paid tax-free salaries

The Minister of Interior, Di Connie Mulder, said earlier this week that "some people" had made the suggestion

The economists claimed in Pretoria yesterday that what was needed most urgently was a smaller, more efficient and better paid public service

The Government's apartheid policy, they said, had led to a mass of duplicated work and functions in a number of state departments

For instance there were four departments of education — National Education as well as Coloured, Indian and Bantu Education departments

They said that if public servants were paid tax-free salaries other taxpayers would be squeezed even harder to compensate

Yesterday the Nationalist-supporting newspaper, Rapport, said the civil service should be investigated by a team of top businessmen with a view to making it more efficient

In an editorial the newspaper echoed dissatisfaction with the inefficiency of the over-large civil service — DDC

Here's an ideal to solve the classroom crisis

Pay more for maths men

7/8/76

ONE HEARS stories of US high school posts for mathematics teachers attracting queues of applicants, many holding doctorates. And we read that 10 000 of those who qualify as teachers in England in mid-1975 will not get jobs.

On the other hand, we know that in many emergent countries just cannot staff their schools. A recent student of mine, now teaching in a secondary school in a neighbouring state tells me that three-quarters of the staff are temporary immigrants.

Yet it just does not have enough teachers of mathematics and physical science. Why is this? Recent statistics show that the White population is one-sixth of the total. Now we know that these Whites, on the whole, provide the managers, lawyers, teachers, engineers, civil servants, members of the armed services, police, politicians, bankers, and other personnel at this level. If it takes about five percent of a country's population to produce such people, then it follows that South Africa must be drawing upon, say, 25 percent of its White population to provide this managerial class.

Perhaps this is asking too much. It may well be that all of the top 25 percent just cannot qualify for this class. If, therefore, you try to dig down to 25 percent, two

THE shortage of teachers in white high schools—especially of science and mathematics—is causing increasing concern throughout the country. In this controversial analysis of the problem, Professor F. J. D. Hayward, Deputy Dean of the Faculty of Education at the University of Natal, calls for special high salaries for mathematics teachers

things may happen. Either you keep your standards high and therefore run short of qualified people, or you reduce standards to get the jobs filled. So the jobs get less well done. Or both.

In short, so long as Whites alone do the jobs of the management and professional classes, there will be a shortage of such people. Then other factors such as hardness of work, unpleasant hours and salaries will determine where the degree of shortage falls. That may be the main reason why we have a shortage of engineers (as in Durban Corporation)

and of teachers throughout the country. But why has Natal a reasonable supply of teachers of English, yet a scarcity of mathematics teachers? Presumably there are many contributory factors. Firstly, there are fewer openings for graduates in English, mathematics and science can go into medicine, engineering, commerce and other posts in the private sector. And we know that the private sector pays higher than the public sector, which can only draw upon the revenue from taxation. This brings us to salaries. A depressing

subject, this, for the Minister of National Education has just been reported as saying that no immediate teacher salary rise is possible. And as I see it the long-range hope is low. The salaries of White teachers have to join the queue with other priorities.

Anyone in his right mind must accept the inevitable need for our country to use a huge percentage of its resources for defence. It seems highly unlikely that large amounts of money are to become available for teachers' salaries. If, indeed, a modest amount does become available, how is it to be used? Spread over all teachers it will not affect the supply of scarce teachers. Therefore logically, it must be used to boost the salaries of the "scarce" teachers only. In other words, mathematics teachers must get more.

This will be unpalatable to the profession as a whole. I am fully aware of that. I have heard it said at meetings and committees and commissions in implementing differential salary scales. But what is the alternative?

Think of the children. A generation of children denied mathematics and physical science is a generation intellectually crippled and unable to reach its potential. Think of the country. A country deprived of mathematics and science is a country completely unable to stand up to

the technological demands of war and even peace.

Look what is happening. One school I know used to give every boy a grounding in physics and chemistry as separate subjects. Later that was reduced to giving every boy physical science, a combination of physics and chemistry. Now some boys can elect to take biology instead. In effect, these boys, at the age of about 15, are making an irreversible decision, that the whole field of physics, chemistry and engineering is not for them.

To my mind that is a case of closing doors too soon, and it may well aggravate the teacher shortage.

This short article does not attempt to set out all the reasons why teachers of mathematics and science are scarce. Anybody who thinks he knows all the answers is probably misinformed. What I do believe, however, is that the matter is so vital to the national interest that it ought to be given special attention. It is not like a cold in the head, it won't just go away. It has to be faced up to.

It has to be dealt with at a higher level than provinces. I believe that some national body, capable of exceptionally swift action, should be set the task of producing an answer. For I suspect that time is running out . . .

TYPE OF FARM EMPLOYEE - REGULAR

RACE - ASIAN

YEAR - 1972/73

AVERAGE MONTHLY CASH WAGE FOR ALL ECONOMIC REGION IS = R101.85

DEVIATIONS FROM AVERAGE MONTHLY CASH WAGE BY ECONOMIC REGION

EC REGION DEVIATION	1	2	3	4	5	6	7	8	9	10	11	12
	.00	.00	.00	331.49 ^(M)	-71.57	.00	.00	.00	.00	113.15	.00	.00
EC REGION DEVIATION	13	14	15	16	17	18	19	20	21	22	23	24
	.00	.00	.00	.00	-95.99	.00	.00	.00	.00	.00	.00	-68.57
EC REGION DEVIATION	25	26	27	28	29	30	31	32	33	34	35	36
	-58.38	-30.00	-30.43	-16.67	-55.39	-17.76	-1.85	-6.64	.00	.00	.00	18.15
EC REGION DEVIATION	37	38	39	40	41	42	43	44	45	46	47	48
	.00	-13.41	.00	50.00	-41.85	.00	78.15	.00	.00	.00	.00	.00
EC REGION DEVIATION	49	50	51	52	53	54	55	56	57	58	59	60
	-31.85	.00	.00	52.00	.00	.00	.00	.00	.00	.00	.00	.00

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TYPE OF FARM EMPLOYEE - REGULAR

AVERAGE MONTHLY RING WAGE FOR ALL

DEVIATIONS FROM AVERAGE MONTHLY

EC REGION DEVIATION	1	2	3	4	5	6	7	8	9	10	11	12
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
EC REGION DEVIATION	13	14	15	16	17	18	19	20	21	22	23	24
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	-37.87
EC REGION DEVIATION	25	26	27	28	29	30	31	32	33	34	35	36
	-41.25	-42.73	-38.51	.00	-38.56	-34.38	4.82	-40.43	.00	.00	.00	-36.85
EC REGION DEVIATION	37	38	39	40	41	42	43	44	45	46	47	48
	.00	-28.52	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
EC REGION DEVIATION	49	50	51	52	53	54	55	56	57	58	59	60
	-33.52	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00

Motor industry Shortage of skilled manpower

*2 Dr A I BORAINF asked the Minister of Labour

Whether there is any shortage of skilled manpower in the motor industry; if so, (a) what is the extent of the shortage and (b) what steps are (i) being taken or (ii) contemplated to overcome it

The MINISTER OF LABOUR

According to information supplied by the Motor Industries' Federation of South Africa there is at present no shortage of skilled manpower in the industry. The records of my Department reveal that 49 skilled workers in the motor industry were registered as unemployed at the end of January 1976

YEAR - 1972/73

175

Shortage of White stewards on certain trains ⁹⁰¹

*3 Mr G W MILLS asked the Minister of Transport

- (1) Whether there is a shortage of White lounge and dining-car stewards on certain trains, if so, which trains are affected,
- (2) whether it is his intention to employ non-Whites in these positions, if not, why not

The MINISTER OF TRANSPORT:

- (1) Yes, Johannesburg—Durban, Johannesburg—Cape Town (Trans Karoo train), Johannesburg—Mafeking, Johannesburg—Port Elizabeth, Johan-

nesburg—East London, Johannesburg—Windhoek Johannesburg—Komati-poort

- (2) No in order to alleviate the shortage of White stewards in lounge and dining cars, 28 Coloureds are already employed as corridor stewards to serve White passengers in their compartments on trains on the following routes

Johannesburg—Durban, Johannesburg—Cape Town (Trans Karoo train), Johannesburg—Mafeking and Johannesburg—Komati-poort

The appointment of more Coloureds as corridor stewards to serve White passengers in their compartments on the other main-line trains, is being considered

Mr G W MILLS Mr Speaker, arising out of the hon the Minister's reply, in view of the tremendous shortage of staff, which he has just referred to, would it not be a proposition to employ Indian barmen or Indian catering staff in the saloons where the shortages seem to occur?

The MINISTER That is something which can be considered at a later stage I cannot reply specifically at this moment

... 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:

Durban power is in jeopardy

Mercury Reporter

DURBAN'S Electricity Department is in jeopardy, it was stated yesterday.

It faces disaster unless drastic steps are taken to employ and train Black artisans, said Prof. D. J. Botha, a member of the Wilson Commission of Inquiry.

He made the statement during the questioning of the City Electrical Engineer, Mr. Dennis Fraser, who told of a critical staff shortage in his department.

Mr. Fraser said nearly half the department's overtime, although avoidable, was made necessary by the shortage.

He said his department had 71 vacancies for electrical artisans and 98 for other technical staff.

Prof Botha said the answer was to employ and train more Indian artisans. "But you (the Corporation) must change your policy.

"We have had evidence from many that Indians are crying out for this sort of work, but there seems to be a resistance towards employing them."

Mr. Fraser said the problem would not be solved merely by the availability of apprentices, because people would be needed to train them.

The yearly overtime bill for Whites in the Electricity Department was R618 000. A saving of about R300 000 (48,3 percent) could be achieved with enough staff.

Mr. Fraser said it was significant to note that overtime because of staff shortages had dropped from 67 percent for April, 1973 to 48,3 percent between last November and February.

This was in keeping with the change in the growth rate, in the demand for electricity and a small improvement of six per cent in the artisan staff position.

Where routine, emergency or unavoidable overtime was concerned, strict control was maintained to ensure that it was not possible for the work to be done in normal working hours.

Strict control was also kept over avoidable overtime.

Mr. Fraser said the shortage of electrical artisans had been critical for several years and was "extremely unsatisfactory for the department, which is required to meet its commitments as the supplier of an essential service with a responsibility to provide for the growth in the demand for electricity."

He said a growth rate of 8 percent on a system such as Durban's was equivalent to the addition of a city of the size of Pietermaritzburg to the Corporation's electricity undertaking every two years.

The growth rate in 1974-75 was 5 percent, and the year before it was 8,3 percent. Mr. Fraser said a further drop in the growth rate was expected this year.

On overtime, Mr. Fraser referred to several Africans being dismissed for deliberately falsifying time cards. Offhand, he could not say how much money was involved, but it was "considerable."

The matter was still in the hands of the police.

As a result of Pro

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(2) 172

Black labour shortage hits gold mines

9/12/76
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By ADAM PAYNE
THE GOLD-mining industry is suffering from a shortage of African mineworkers, which is partly seasonal but has been affected by the introduction of shorter 26-week contracts.

Industry sources say that the Black labour force is on average only 82 per cent of complement, and that tonnages milled and gold output must be hit this quarter. Some mines are working with complements between 70 per cent and 80 per cent.

For the past two Christmas seasons, the industry has not felt the shortage as severely, largely because of the steeply higher wages introduced in those years.

This year wages were not raised as sharply and it is said that many mineworkers set themselves a wages total target and then leave.

In the years before 1974 and 1975, complements sometimes dropped as much as this year because of the Christmas season, but there is now a higher proportion of short-contract South African workers and as the Christmas season is popular for going home, many of these workers end their contracts now and others break their contracts.

Mr Ted Pavitt, chairman of Union Corporation and of St Helena gold mine, comments in his annual report on labour problems.

"Efforts to increase productivity are being hampered by the increasing number of men, particularly from South Africa and Lesotho, who are electing to work shorter periods."

"As about 30 per cent of incoming labour is new to the industry and 65 per cent new to St Helena, the advantages of training in the short 26-week contract are to a certain extent being lost as well as proving more costly."

"Changes in training programmes and procedures to achieve a better balance between training and useful output have been made, with more emphasis being placed on the motivation of the individual by trying to place him in work of his choice and giving him the opportunity for advancement."

"Recently some increments, bonuses and reemployment guarantees have been introduced in an effort to encourage workers to work longer contracts and

employees and particularly for senior Black staff. Colour television is proving popular.

In the year to September 30, courses for the instruction of elected representatives of the Black employees were introduced and are helping in improved communication between management and the Black labour force.

175

Survey shows urgent need for African technicians

By CLIVE EMDON
Labour Correspondent

A HUNDRED firms surveyed in the manufacturing service and construction industries said they would employ nearly 500 highly-trained African technicians tomorrow if they were available.

Top of the list of demands, were 60 men with qualifications in mechanical engineering, 50 men with civil engineering diplomas, 43 chemical technicians, 42 construction supervisors and 35 engineering surveyors.

In a study published by the Southern Africa Labour and Development Research Unit of the University of Cape Town, Mr Nigel Bloch stresses the urgent need for advanced training of African technicians

Among the tables of skills shortages detailed in the paper, is one from the Federation of Societies of Professional Engineers which shows that while 19 632 engineering technicians were employed in 1972, there was a shortage of some 17 239 required immediately. An annual

increase of more than 3 000 trained men was needed.

The 100 firms surveyed by Mr Bloch say they would need more than 1 000 trained African technicians in 1981, a figure based on current needs being satisfied

Mr Bloch shows that in 1974 only 40 students were enrolled at African colleges for advanced education as engineering technicians. In the period 1965-1974 there were only 43 passes in the four year course.

128

Big demands for black technicians

311217 Labour Reporter

About a third of 83 firms employing 148 000 people said in a recent survey that nothing hindered them from employing more African technicians.

"While there is still little scope for African artisans, many Africans could be utilised as technicians, were they given the training," said Mr Nigel Bloch of the Southern Africa Labour and Development Research Unit.

Mr Bloch found that trade union restrictions represented the most important hindrance to the employment of more African technicians.

The scope for such technicians was greatest in industries which were not heavily unionised, such as civil engineering, chemical, electronics and business equipment.

Job reservation was given as the second most important hindrance, but this was either due to a misconception, or it represented an excuse for not employing African technicians, or it related to restrictions imposed through industrial council (trade union) agreements.

FEAR

Fear of reactions of white employees was a "very real" deterrent to the employment of African technicians and was similar to that of trade union restrictions.

The chief complaint of firms which succeeded in striking changes was the shortage of Africans with Standard 10 mathematics who could be trained for these positions, Mr Bloch said.

Inquiries among 104 firms employing 169 000 workers showed an immediate demand for 505 African technicians.

Mr Bloch was fairly sure this represented less than half of the existing demand in the relevant regions and sectors.

He cited figures from the Federation of the Societies of Professional Engineers showing that 19 632 technicians were employed in 1972, while a further 17 239 were required immediately and 3 065 more annually.

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SAR has

6 900

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vacancies

Labour Reporter

The Railways have 6 900 vacancies for whites in essential jobs, mainly for school leavers, amid reports that choice jobs are harder to come by.

White staff shortages have opened some 19 000 jobs for higher skilled workers of other races on the Railways in recent years.

The likelihood of more white applicants is expected to slow down the tempo of employment of blacks in the more skilled grades this year, says Mr D J Snyman, deputy chief superintendent of staff.

BATTLE

"But we'll still battle to fill the 6 900 vacancies for whites in the crucial grades which have dropped only slightly in the past year," he added.

These include positions for station foremen, conductors, shunters and others — many at outlying stations — which are open to lower qualified school leavers because of insufficient applications from matriculants.

The starting salaries are around R220 a month.

WORK-FORCE

Mr Snyman said the Railway's total workforce rose by only about 11 000 to 263 000 last year in spite of an 11 percent rise in traffic.

Of the 10 000 workers of other races in fields previously reserved for whites, more than 12 000 took over some functions of people such as shunters, examiners and repairers.

More than 6 500 were temporary replacements for Whites, such as drivers of vehicles and cranes.

Another 714 replaced whites permanently under the policy to have clerks, bus drivers etc serving their own race groups.

ARGUS 10/1/77

(775)
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Minister calls for probe on doctor exodus

The Argus Political Staff

THE Minister of Health, Dr S. W. van der Merwe, has instructed his department to investigate allegations of a large-scale 'exodus' of doctors from South Africa.

This was confirmed today by a spokesman at the Minister's office

The spokesman said no further information was available as the Minister was away on holiday.

Dr van der Merwe was quoted by the Afrikaans Sunday newspaper Rapport yesterday as saying he regarded the issue of doctors leaving South Africa as having been exaggerated

There were many reasons why people went overseas.

The Minister was quoted as saying that he had confidence in the medical profession and did not believe that doctors were leaving the country because of imagined or real dangers

RELIABLE FIGURES

As no reliable emigration figures for doctors were available, an analysis would be made of

applications for visas to determine how many doctors had left the country.

Various Press reports about an 'exodus' of doctors have been published in recent months. Some individual doctors who said they were leaving have been quoted as saying they were doing so for political reasons

One report, published in a Sunday newspaper in September last year, said more than 100 South African doctors, including specialists, were planning to leave the country.

A SURVEY

On the other hand it has been said that South Africa's medical 'brain gain' was bigger than its 'brain drain.'

A survey showed that between 1970 and 1975 South Africa gained two foreign medical graduates for every one it lost.

A spokesman for the Southern Transvaal branch

of the Medical Association of South Africa has been reported as saying his impression was that an abnormal number of doctors were leaving.

But Dr J. Gilliland, coordinating director of Health Services, has rejected reports of a medical 'brain drain.' He said it was normal procedure for doctors to train and to work overseas to gain experience, and then to return.

Two-year call-up may aid labour

STAR
1/4/77

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If national service is increased to two years the Government could reduce the effect on commerce and industry by abolishing the three-month call-up.

A senior economist and a labour leader both expressed this view today.

Mr E W Verburg, an economist at the Johannesburg Chamber of Commerce, pointed out that most national servicemen had no commercial or industrial experience when they went into uniform.

But those called up for three months' training were often older, involved in industry and commerce, and were heads of families.

Mr Verburg said that, in the economy's present state, extended military service might help relieve white unemployment. Many school-leavers were unable to find work immediately.

But, if the economy improved, an extra year's loss of labour might have a significant impact.

Several countries had similar periods of compulsory military training, or even longer ones, he said. "It would be interesting to study the effect this has on their labour forces."

Mr Wally Grobler, secretary of the Artisan Staff Association, agreed that longer national service would be less disruptive than the three-month call-ups.

"But there are snags from the military point of view," he said. "Even after two years of solid training a man would need refresher courses."

"The present military threat to the country might mean that the needs of commerce and industry will have to come second for the time being."

● SADF needs trainees

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Let blacks train as mechanics

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Pretoria Bureau

union," said Mr Bendix. Should the white trade unions agree to this step, I am sure the Government would be only too pleased to see the impending crisis eliminated."

RONDEBOSCH 7700

Wilson

South Africa's hard-pressed white motor mechanics can only cope with half their work load — and yet blacks are still barred from the trade.

C.T. RONDEBOSCH 7700

Wilson

REPAIR

Young

This is the conclusion drawn from a study done by a senior researcher in the University of South Africa's Institute of Labour Relations, Mr Willy Bendix.

The report states that the roughly 5 000 motor and diesel repair shops in the country were set more than 105-million hours of work in 1975. They managed to complete only half the work. By 1980, states the report, there could be a staggering figure of 144-million hours of work to be done.

"The manpower shortage in the motor repair industry could ironically force employers to push for the establishment of a recognised black trade

"There could be an acute crisis in the industry unless the potentially huge black work force is unfrozen," said Mr Bendix.

4 terms out

The Star Bureau

LONDON — The Department of Education has turned down demands for a four-term school year

Mr Bendix emphasised that his findings and statements were all based on economic principles and had nothing to do with politics

Shortage of black graduates

CAPL

TIMES

18/7/77

175

Own Correspondent

JOHANNESBURG. — The tempo at which black graduates were entering the labour market would have to be increased if the needs of employers for personnel were to be met.

The demand for black graduates had reached such proportions that the total number of black graduates in South Africa was hardly enough to fill the existing jobs in the Transvaal alone.

These are the findings of an investigation into job opportunities for black graduates in the Transvaal conducted by the Pretoria-based Human Sciences Research Council.

The survey — restricted to the Transvaal, including the homelands of Bophuthatswana, Lebowa, Venda and Gazankulu — found that altogether 133 enterprises, of which 121 (91 percent) were private concerns, employed black graduates or intended employing them.

In the 121 private concerns there were 136 posts in which black graduates were employed, 84 vacancies and 295 additional jobs envisaged for the next three years. Of these 515 job opportunities, 462 were for men, 50 for men or women and only three were reserved for women.

Most of the job opportunities were for personnel officers, chemists and training officers. The demand for computer staff and engineers was limited but would increase in the future, the survey found.

In the central, local and semi-government bodies in "white" areas there were 133 posts in which black graduates were employed, 86 vacancies and 29 additional posts envisaged for the next three years.

Most of the job opportunities were for social workers and librarians — about half of which being for

women. The survey did not include positions for black graduate teachers.

The survey also found that

- A total of 684 job opportunities existed in the homelands — 421 existing jobs and 263 vacancies. A further 118 posts were envisaged for the next three years.

- The posts and vacancies were mainly for educational planners, people in legal professions, social workers and doctors. Posts presently filled by white graduates were considered to be vacancies for black graduates.

- In the white areas and the homelands together 485 teaching posts were filled by black graduates and there were 3 054 vacancies. This meant there were at present 6.3 times more graduate teachers required than those employed.

- In the homelands alone there would be 1 253 additional teaching posts for black graduates during the next three years.

- In all the employer sectors (including education) there were at present 995 posts filled by and 3 487 vacancies for black graduates and another 1 695 jobs would be created during the next three years.

"An incredible number of black graduates are annually entering the labour market and students experience problems in obtaining suitable employment.

"The problem is often not so much a lack of job opportunities, but the fact that graduates do not know where to begin looking for employment," say the researchers.

SURVEY OF BLACK UNEMPLOYED SHOWS THAT A STAGGERING PERCENTAGE HAVE BEEN IDLE FOR A LONG TIME

Kevin Steels

Almost one-fifth of the normally economically active African labour force in Johannesburg, Pietermaritzburg and Durban is out of work.

This enormous urban unemployment rate emerged from a scientific survey of unemployment commissioned by The Star and conducted by Market Research Africa.

The survey was commissioned because no official statistics were compiled on black unemployment and there was no way of knowing exactly how bad conditions were.

The survey, conducted on strict market research lines with intense validation checks, showed that a minimum of 18.8 percent of normally economically active Africans were out of work and are seeking work.

The survey also produced indications that the figure could be considerably higher, as the structure of the survey did not probe the precise status of certain groups.

WORSE HIT
Because of this Market Research Africa, as a public service and at its own expense, will carry out a further in-depth survey in October.

The Star's survey showed that some areas were worse hit by unemployment than others.

All the figures given are minimums with a possibility that the actual figure could be higher.

The area with the highest rate of unemployment is the East Rand.

There are 21.6 percent out of work here.

Johannesburg is next with a 19.5 percent unemployment rate.

Pietermaritzburg has a 14.1 percent rate while the West Rand is best-off with an unemployment rate of 11.8 percent.

The figures also show that 51.1 percent of those who are unemployed and actively seeking work have been out of work for more than six months.

Respondents were also asked if they had been unemployed before and, if so, how long it had taken them to find work.

Of those who had previously been unemployed seven out of 19 had, on those occasions, found work within six months.

PERIOD UNEMPLOYED	Last time	This time
1-2 weeks	25.3%	9%
3-4 weeks	13.7%	3%
2-3 months	9%	16.5%
4-6 months	11%	14.4%
over 6 months	19.8%	51.1%

AREA	UNEMPLOYMENT RATE
JOHANNESBURG	19.5%
PRETORIA	14.1%
EAST RAND	21.6%
WEST RAND	11.8%

The table (above) shows the percentage of normally economically active people unemployed in the different urban areas covered by the survey.

Nearly one-fifth jobless

Thus the greatest percentages of those out of work were those with either no education or with only primary education. The percentages for these two groups were 14.9 percent and 22.1 percent.

Those who had completed high school had an unemployment rate of only 8.5 percent.

LESS LIKELY
Older people were also less likely to be unemployed than younger ones.

The problem facing school-leavers was shown by the 22.5 percent unemployment rate among 16 to 24-year-olds and the 20.1 percent rate among those aged between 25 and 34.

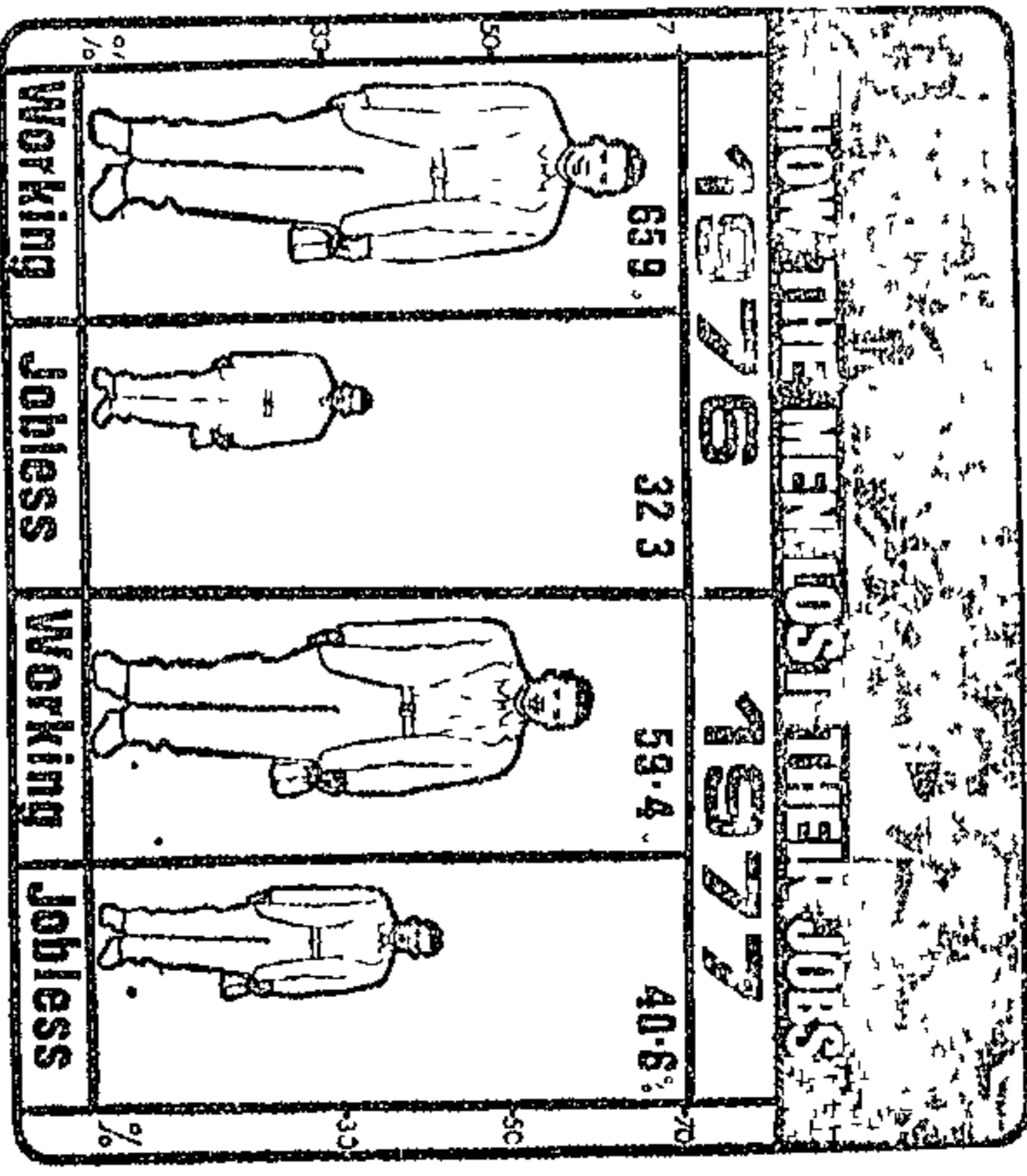
People aged between 35 and 49 had an unemployment rate of 18.1 percent while only 10.4 percent of those over 50 were out of work and looking for a job.

There were slightly more women out of work than men — 19.3 percent to 18.3 percent.

A further 28.1 percent of those who responded to the survey said they were "not working these days" but did not say they were seeking work.

HOUSEWIVES
Included in this percentage are people such as students, pensioners, non-working housewives and people marking time between jobs.

MRA believes, however, that some of these might realistically be regarded as unemployed and it is the situation of these people that will be probed in the October survey.



The illustration shows the proportion of adult men in employment to those not working in the urban areas of Johannesburg, the Reef and Pretoria. The "Jobless" figures include the 18.8 percent unemployed as well as the normal pool of non-working men such as students, and pensioners. The shrinkage of people in employment from 1976 to 1977 is well illustrated.

EXCLUSIVE TO THE STAR

assets. Supply and demand for money equated by slight rise in i. Banks had large excess reserves



RDM 17/10/77
175

Shortage of skills 'a serious problem'

Staff Reporter

ONE of South Africa's greatest problems is its shortage of skilled labour and the inability of universities to meet the demand for it.

This was said by Dr L B Knoll, chairman of the council of the Vaal Triangle College for Advanced Technical Education at Vanderbijlpark in a speech to a group of businessmen, who had donated money to the college for its building project.

In thanking the men, Dr Knoll appealed to them to make further donations because of the rise in building costs.

He said that the Vaal College was started to give a career-orientated education for people entering local industry and commerce. But despite the college's newly completed buildings further development would be necessary.

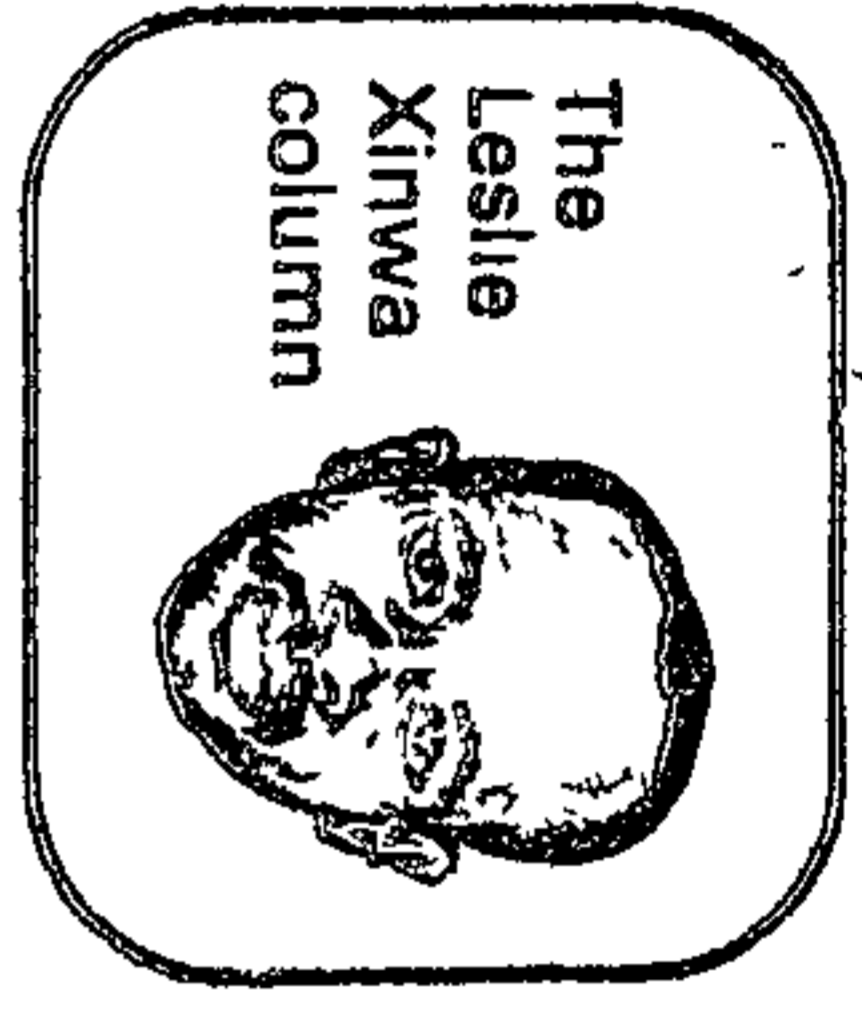
"The shortage of skilled manpower remains one of South Africa's greatest problems and should be one of our highest priorities.

"The universities cannot meet this demand alone, particularly in the scientific and technological fields," Dr Knoll said.

The graduates without work

(175)

DD 11/1/57



The Leslie Xinwa column

senior degree he was thought to be too qualified to employ in a position which would embarrass employers and force them to obey the laws and place him below less qualified whites.

I was chatting to the Mayor of Mdantsane, Mr G. M. Mpepo, this week and in the course of the conversation he mentioned his 25-year-old son, a B.Sc. (Hons) graduate in Chemistry, was unemployed.

Although I found it striking that a man with such good qualifications should be unemployed in a country which had a crying need for men like him a few years ago, it was only after I had left Mr Mpepo that the serious implications of this, began to dawn on me.

Some years ago it was taken for granted that a black man who went to university had to do one of four things as soon as he had got a university degree — study for an education diploma, join a firm of attorneys as an articled clerk, enroll at university for postgraduate work or study medicine.

As I thought over this I remembered Mr Alfred Msezane, who had to leave South Africa in the mid-sixties to work abroad because as a man who had a masters' degree in nuclear physics in a country which had no room for blacks in such technical and strategic jobs, there was no work for him.

A string of other highly qualified blacks who were underemployed where they were came to mind. These included two young men living in Mdantsane. They have been unemployed for some time and every time there are jobs they are willing to take they find they are an embarrassment both to themselves and those who offer the jobs.

But in all my thoughts I could not think of any other man I knew who had qualifications in chemistry. I have always thought it such a utility subject.

men who were to work in the factory laboratory. Needless to say that when my friend left that office he was wondering whether it would be wise to take up the job.

Table with columns AB 1, LAB 2, LAB 2 and empty rows.

He got through the tests with flying colours and he wondered what the fuss was all about after going through the test.

I now wonder if it is not such fears that have kept young Mr Mpepo out of work for four months.

Signature (Lab. attendant).....

Signature (Tech. Manager).....

Daily log sheets to be completed after each session and submitted to TEACHING METHODS UNIT, Room 305, Molecular Biology Building, UCT.

TWU/JSH 11/77

Thank you.

FIN MAIL 30/12/77

SKILLED LABOUR Shortages loom

175

Even though the economy is still in recession, the turning off of the immigrant tap (*FM*, November 25) may already be aggravating SA's skilled labour shortage.

Opinion survey report No 95 of the Stellenbosch Bureau for Economic Research pointed out recently that the number of firms reporting skilled labour bottlenecks had risen from 33% in the first quarter of this year to 41% by September — "and this after a period of three years of comparative economic stagnation."

How severely is the skilled manpower shortage hitting SA industry? The *FM* asked spokesmen from three key industries for comment.

Says SA Motor Industry Employers' Association deputy director Denzyl Vermooten: "Since the industry is rather in the doldrums at present, I don't believe we're feeling much of an impact now. But when the economy does pick up we may find that we have quite a backlog to fill, and we could find ourselves faced with a bit of a problem."

Vermooten nevertheless believes that the problem shouldn't be too severe, since the industry is at present involved in far-reaching training programmes.



Skilled labour . . . soon at a premium?

"Ultimately, a lot depends on the training and utilisation of labour, and to a large extent that depends on the findings of the Riekert and Wiehahn Commissions," he says

Errol Drummond, director of the Steel and Engineering Industries Federation of SA (Seifsa) explains that the skilled labour shortage has mainly been felt in certain key artisan trades — particularly boilermaking, electrical work, and fitting and turning.

"It's a bit patchy at present, since some companies are still working short-time. But bottlenecks are being created. We have lost about 500 skilled immigrants in the last five months — whether due to the recession or the poli-

tical situation, we don't know.

"And in certain highly-skilled sectors we have experienced an annual shortfall of 7% over the past five years. In a big upswing, we could be caught with our pants down."

Master Builders and Allied Trades Association director Basie Pretorius says that despite low levels of activity — and some unemployment — in the building industry, "some of my members are still looking for capable artisans in certain trades."

"We're building a R1,5m training centre in Springs," he tells the *FM*. "Nobody's too keen at the moment, but it's vitally important to develop training programmes."

Until now, says Pretorius, the industry has depended on "quite a number" of immigrants. If immigration doesn't pick up again, the gap will have to be filled with black artisans.

Pretorius stresses that the building industry "must look after and protect" white artisans, but that provision must at the same time be made for the future. "The only alternative open to us is to train and bring in blacks on a controlled basis," he says.

Apart from the problems that skilled labour bottlenecks will create for individual industries when the economy revives, the bureau also makes the point that "any sudden upswing may soon cause serious problems in the skilled manpower market which may give rise to vigorous salary demands and concessions, which will not only cause balance of payments problems but also greater inflationary pressure."

(173) 31/1/78

Survey reveals manpower shortage of 100 000

John Patten
Political Correspondent
There was a manpower shortage of nearly 100 000 people of all races and in all industries and occupa-

tions last April, reports the Department of Labour's 12th manpower survey tabled in Parliament today
The survey also showed

that there were 4.2-million men and 1.1-million women in employment at that time. These figures represent about one-fifth of the overall population.

The survey revealed that there were more than 1.5 million whites in employment compared with 3 million blacks, 540 000 coloured people and 228 000 Asians.

Blacks thus had by far the greatest number of people employed but the greatest manpower shortage was shown to be among whites where a shortage of 49 500 was recorded. Blacks had a manpower shortage of 42 000.

The survey showed that there were more women than men teachers in all Asians. There were 20 366 race groups except among white male teachers compared with 37 308 white women teachers. Among blacks there were 28 607 male teachers compared with 37 633 women teachers.

There was a great predominance of white men in the category of administrative officials and higher posts. In this class, there were 50 844 white men, but only 5 723 white women, 425 coloured men, 17 coloured women, 558 Asian men and 10 Asian women, and 338 black men and four black women.

Of the 57 905 occupied top administrative jobs, therefore, 88 percent were occupied by white men.

Mercury Reporter

A shortage of medical specialists in Durban and Pietermaritzburg means long delays for patients needing treatment.

According to the South African Medical and Dental Council register the shortage is particularly marked in dermatology, ophthalmology, psychiatry and neurology

The breakdown of these specialists in the two centres is:

Durban: Dermatologists 4, ophthalmologists 11, psychiatrists 5, neurologists 1; Pietermaritzburg. Dermatologists nil, ophthalmologists 4, psychiatrists 2, neurologists nil.

A random survey yesterday showed:

Appointments with two dermatologists could be made only after the middle of March and patients must have been referred by their doctors,

The position was worse

4/2/78
175
Shortage of specialists leads to long delays

for those seeking ophthalmic treatment — for eye tests in three cases, appointments could only be made for March, for the end of May, and for the beginning of July, or, for children, in April;

The burden on psychiatrists had eased over the last year because two more

were now practising in Durban, but in one case an appointment could only be made a month after consultation with the patient's doctor; and

The only neurologist in Natal would not be able to see patients, referred by their doctors, until the middle of March.

In all circumstances, emergencies would be given priority by all these specialists.

The president of the Natal Coastal Branch of the Medical Association, Dr. F. C. Clarke, MPC, said yesterday: "Subjects such as general surgery and gynaecology attract medical students at universities, but dermatology, ophthalmology, psychiatry and neurology do not have the same appeal."

24/4/78 Star

Action programme on black labour

Labour Reporter

The course of events over the last year has emphasised that more effort is required to improve the employment conditions of especially black, coloured and Asian workers.

That is the call of the president of the Federated Chamber of Industries, Mr J P Cronje, in a circular to the FCI's members.

In a Press statement, issued at the weekend, he said the circular, entitled "Racial Harmony in the Workplace," was an effort to reach "the desk of each top executive" of member firms.

It is clearly designed to provide guidelines which

will help to implement the South African code of employment practice.

His circular proposes an "action programme" including:

- Employing unemployed black youths and minimising the employment of migrant workers.
- Improving the literacy of all adult black workers by in-service or other courses, and giving financial recognition for successes achieved.
- Negotiating the sharing of facilities and amenities in the workplace in consultation with the Department of Labour.
- Improving conditions of employment, wage rates in accordance with productivity and job evaluation.

1.175
~~2.179~~
~~3.187~~
~~4.197~~

MIGRATION

175

Effect on the workers

FM 20/1/78
SA's people drain could virtually halve the projected increase in the white male labour force, according to Stellenbosch demographer Jan Sadie, writing in the *Journal For Studies in Economics and Econometrics*.

According to Sadie, 26 300 white men should enter the labour market annually if historical trends continue. With zero net immigration, however, only 15 700 will enter each year — a 40% decrease in the rate of increase of new white male workers.

For the next two years, he argues, the number of new white male entrants to the jobs market will be cut by another 5 000 because of the extended military call-up. That means that the white male labour force will expand by only 41% of pre-1977's rate.

White men will, therefore, says Sadie, only be contributing 7% to the supply of the total male labour force — and, as he points out, even when they were contributing much more than that. SA was experiencing a skilled labour bottleneck.

Part of Sadie's projection is based on the decline in the white birth-rate, which he expects to be 1,01% by 1980 compared with almost double that figure as recently as 1975 (1,95%). This has been a trend for some time, but without the 27 000-odd net immigration gain of the 1970-76 period, there are no longer whites around to take up the slack.

The implications for business are obviously immense — Sadie notes that "at the end of the most severe recession since 1933" fully 45% of respondents to Stellenbosch BER's *Opinion Survey* reported difficulties in obtaining skilled labour. How much worse will the problem be in the event of an upturn — and with thousands of youths serving lengthier military training periods?

Sadie sees the answer in a crash

programme to train skilled artisans and hopes that the white labour force will reverse the trend of drifting from shop-floor jobs to white collar alternatives. There's little chance of the latter — so a large proportion of those new artisans are going to have to be black.

Says Sadie "A contrived scarcity of white labour amidst an abundance of human material capable of being trained makes neither economic nor political sense."

FM 24/10/78

174 175

Where have all the boffins gone?

Without lashings of foreign capital, the economy's growth potential looks unappetising, say the economic planners. No doubt they are right.

But what if enough capital were to be generated locally? What would our growth potential be then?

Presumably, it depends on the availability of another key factor of production — skilled labour. The planners have estimated that the economy can belt along at 5%-6% a year, provided more and more blacks are trained for work previously done by whites, and provided white immigration exceeds white emigration by about 30 000 a year.

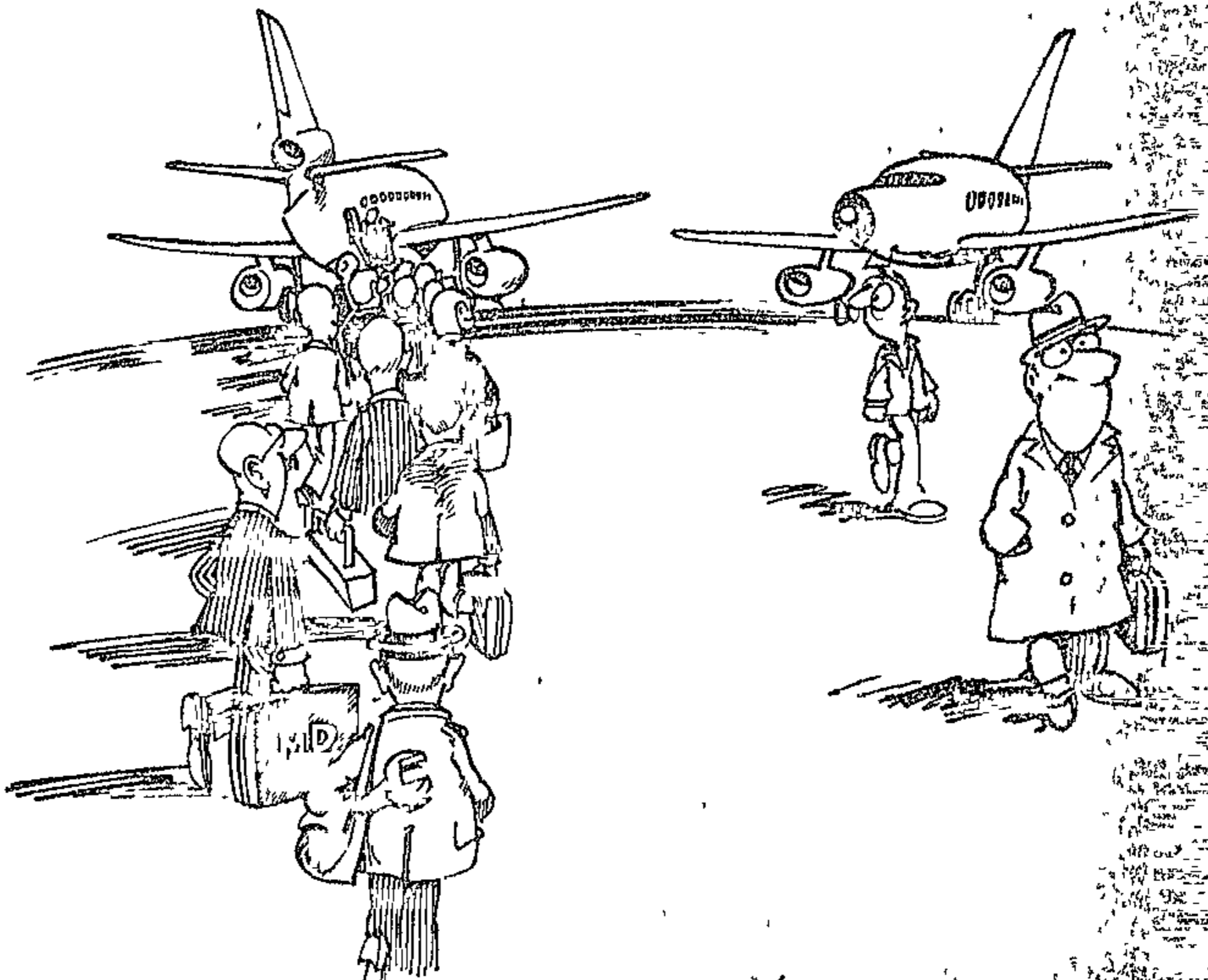
Sadly, prospects on the immigration front are even less rosy than on the foreign capital front. In the seven months to July 1978, far from enjoying a net immigration gain, SA experienced a net emigration loss of nearly 3 000. In July net emigration was 595.

After last year's net loss of 1 178, this means only one thing: come the next proper economic upswing and SA is once again going to be short of skilled labour.

Of course, net immigration has slumped partly because the economy has been stagnant; in other words, because there has been little demand for skilled labour.

Most sectors have scrapped their previously active overseas recruitment campaigns. Errol Drummond, director of Seisa, tells the *FM* that during the 40-month slump in the steel industry, only very specialised technicians and artisans have been imported. In the building industry, says Bifsa's Johan Grotsius, recruitment has completely fizzled out.

Meanwhile, with the economic squeeze has come a tightening up of immigration



The great South African skills exodus

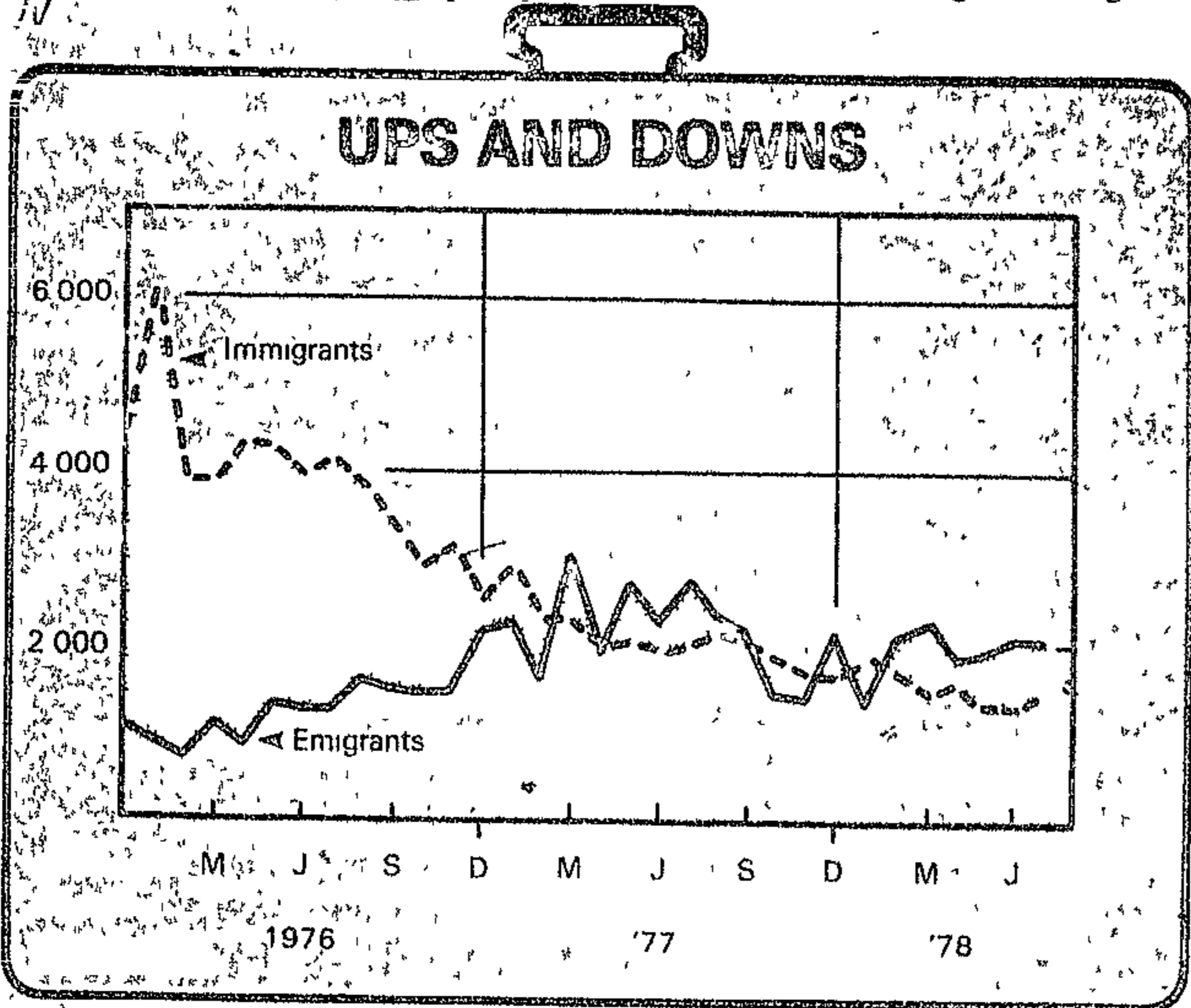
policy. Government gives priority to SA's workers and, accordingly, the Department of Immigration has only been admitting people whose skills are in demand.

Louis le Grange, until recently Deputy Minister for Immigration, told Parliament that about 10 000 of the 25 000 immigrants in 1977 were economically active, and all were placed in employment without difficulty.

But even active recruitment campaigns are encountering dwindling enthusiasm.

A spokesman for Wits University tells the *FM* that, despite attempts to attract foreign academics, the flow of applicants has sharply diminished, especially since June 1976. Also a contributing factor is the decline in the competitiveness of SA academic salaries.

SA residents are also seeking greener pastures abroad. Between 1975 and 1977, emigration increased by 250% and scarcely seems set to decline in 1978. More than 2 000 people left in July alone while only about 1 500 immigrated.



been growing between 1963 and 1969, professional men constituted 19% of all male immigrants; in the 1970-77 period, the figure was 35%.

Stellenbosch professor Jan Sadie argues that a drop in the immigration-over-emigration figure from 27 000 a year (the 1970-77 average) to today's minus quantity will cut the expansion of SA's white male labour force by 40% (see *Current affairs*).

Grotsius believes that a sharp upturn in the building industry would be severely hampered by a lack of skills. "We could only sustain a moderate recovery," he tells the *FM*. Likewise in the steel industry.

But Simon Brand, economic adviser to Prime Minister Pieter Botha, tells the *FM* that, although there would be a serious bottleneck, the barrier is unlikely to be absolute. "Employers faced with a shortage of skills will always improvise," he says.

Of course, the utilisation of black skills is the long term answer. Drummond says the recent removal of job bars in the steel industry has greatly lessened the need to attract immigrants. The building industry is awaiting the results of the Wiehahn Commission.

But SA has been slow in shifting its dependence from foreign white skills to local black potential. It takes four to seven years to train an average artisan or technician, and immigrants are often needed to do the training.

Brand says attempts to train blacks have slowed down appreciably because of the recession. If a real recovery were to materialise in the near future, it is unlikely that there would be enough adequately trained blacks to fill the immigration gap.

"It is a vicious circle," Brand concludes. "Because of the recession we have not built up a stock of skills. But the lack of skills could slow down the recovery."

Emigrants are taking both skills and money with them. The first seven months of this year witnessed a net loss of 825 technical and professional people, as well as 113 administrative and managerial personnel. And while 822 clerks and 1 132 production workers settled, 973 and 1 415 of their colleagues departed.

In 1977, 152 doctors (whose training cost taxpayers R13 000 each) joined the exodus. And 6% of advocates, 1,6% of dentists, and 4% of architects followed suit. The 1977 outflow carried R80m with it.

The crucial question is: will a brighter economic horizon attract enough people back to sustain the recovery? Le Grange insists that the drain is purely due to economic factors. "There is every confidence that people who are emigrating from SA will return as soon as the economy is back to normal," he told Parlia-

ment.

But political fears cannot be ignored. June 1976 marked a definite watershed in immigration figures, with the net gains of 40 200 in 1975 and 30 600 in 1976 diving dramatically to a net loss of 1 178 in 1977.

By April 1977, the monthly tally of ins and outs (which had peaked at plus 5 200 in January 1976) showed a net loss for the first time in 20 years.

If immigrants stay away, and South Africans continue to emigrate, will an economic recovery be impossible? SA's past reliance on immigrants has been substantial — since 1961 they have contributed 38% of all accessions to the white labour force. Without immigrants, SA's population growth of 2,2% among whites would have been only 1,39%.

According to some estimates, our dependence on foreign professionals has

MANPOWER - LABOUR SHORTAGES

28 MARCH 1979 - 29 ~~MARCH~~ APRIL 1980

Artisan shortfall

STAR 28/3/79

expected to ~~0175~~
~~2178~~

grow to 50 000

worth a try.

ne not
e of

Labour Reporter

South Africa can expect an artisan shortfall of at least 50 000 within three years unless there is an increase in the 11 000 apprentices qualifying as artisans annually

One way into some discussion of the Projection is to note that there are 5 minerals which are making heavy impacts on the overall employment projection viz. copper, coal, asbestos and platinum (positive) and Gold (negative). Their contributions to increases (+) or decreases (-) 1970 are projected to be as follows: + 110 458 (coal), + 95 883 (asbestos), + 202 833 (platinum), - 492 619. Asbestos are somewhat worrisome. We have already they have fallen behind schedule in the 1970s - slowly than projected and experiencing unprojected increases. These employment backlogs will be and even if the less ambitious output projections 1990s are met and productivity stabilises there will be a considerable shortfall.

This is revealed by the Chamber of Mines which says urgent steps need to be taken to meet the apprentice training to meet the economy's expected demand for technically skilled labour. According to official statistics there are at present 227 000 artisans employed in South Africa, which represents a shortfall of about 10 000 on the economy's needs. The chamber says in its February report. "It is forecast that this need will increase by about 31 percent to 364 000 artisans in 1981." The chamber reports there was a shortfall of about 251 artisans on gold mines last September. This represented 3 percent of the industry's requirements compared with a 1 percent shortfall a year before. Projections in the gold mining industry lead the chamber to forecast a likely artisan shortfall of 480 fitters, 320 electricians and 480 boilermakers by 1985.

Builders face labour shortage

RDM.
26/4/79
175

Pretoria Bureau

IF THE current upswing in building activity was intensified the industry could be faced with a serious shortage of artisans.

The director of the Building Industries Federation, Mr J H D Grotsius, said yesterday that during the building slump of the past four years the industry lost 25% of its 43 000 skilled workers.

A large number were immigrants who had now returned to their home countries. Others had been taken jobs in other fields and were irretrievably lost to the industry.

He advised those thinking of building a house to do it now because costs would certainly continue to escalate.

The upturn in the industry was illustrated by the latest statistics, which indicated a more than 40% increase in the number of building plans passed during the first two months of the

year compared with the same two months last year.

The total value of buildings represented by the plans passed during January and February 1979 was R187,4-million. For January and February 1978 it was R131,3-million.

The biggest jump was for industrial and commercial buildings — a nearly 100% increase — from R24,6-million in 1978 to R48,6-million this year.

The plans for private dwellings increased by 23% to R74,3-million.

Commenting on the effect of the 6% increase in cement prices, Mr Grotsius said it would account for only a R60 to R70 increase in the price of a R20 000 house.

But he warned that the Stellenbosch Economic Bureau had estimated that overall building costs would rise this year by about 17% because prices of other materials were rising constantly.

Grave concern at lack of engineers

Staff Reporter

THE SHORTAGE of professional engineers in South Africa is causing grave concern and may lead to an increased drive to get women and blacks to study engineering

According to a report on professional engineering manpower supply and demand, released by the Federation of Societies of Professional Engineering, there are about 1 000 engineering vacancies

And even if immigration of professional engineers improves, and assuming all local graduates are employed, the figure is unlikely to change

The report, by Dr P Lloyd, Mr P Scribante and Professor D W de Vos, states that in three years time engineers will have no difficulty in getting jobs in South Africa

Their forecasts show that the average immigrant engineer and South African graduate in civil engineering will have a choice of two or three jobs in 1982, chemical, mechanical, metallurgical and mining engineers will have a choice of two jobs, and agricultural engineers will have a little more than one job open to them

The report states that there

is a low proportion of suitable students — especially Afrikaners — entering the profession in South Africa

According to the report, the basic source of supply of professional engineers is graduates from the local universities and from overseas immigrants

"Plainly, immigration is important in preventing an unreasonable balance between supply and demand from developing," it states

The shortage appears to be most critical in the field of civil engineering, which includes the largest section of the engineering profession, and which controls a significant amount of the country's expenditure

The Institute of Civil Engineers has drawn particular attention to the ongoing shortage of capital for major civil projects

If this were to continue for another five years it would not only mean a shortage of professional staff to undertake the work available, but also that the backlog of projects could not be made good, with a consequent decline in the quality of our infrastructure, the Institute claims

C.T. 14/5/79

Skilled men still short in docks

270

WHILE Cape Town is experiencing a minor boom in ship repair work, it may be well to remember that repair yards are largely dependent on skilled manpower, of which there is a shortage in South Africa at present

Ship repairers in Cape Town share the major problem of those all over the world — that of having to endure peaks and troughs — and whenever local yards have a major repair job in store, advertisements are placed in newspa-

By **TONY JACKMAN,**
Shipping Staff

pers for welders, fitters and other skilled workers

They cannot assure these skilled men of permanent employment, however, because once the job has been done there is no work for them — unless another major repair job has come in in the meantime

Mr Bob Hughes, managing

director of Globe Engineering, told the Cape Times that repair workshops are unable to level off the continuity of work for the men with any degree of rationality

"South Africa's shortage of skilled manpower will continue," he said "We might temporarily have a good welder who finds a permanent job with, say, Sasol, who also need skilled workers and who offer premium rates.

"The result is that we have a loss here, and if we should have a peak once he has moved there, we cannot entice him back anyway

"We are thus in a worse position than most types of companies, for we cannot guarantee continuity of employment. And we will face this situation for quite some time yet," Mr Hughes said.

A more positive aspect of the numbers of tankers repairing at the Cape is that the superintendents who are flown in from all over the world while work is in progress, are full of praise for the high standard of workmanship in South Africa

Lending

Not only do they praise the workmanship, but they are impressed with South Africa itself. They leave us with a new idea of what this country is like," Mr Hughes said

Recently a ship repair company in Bremen began "lending" skilled workers to a company in another industry where business is good, during slack periods. The men are on loan for a year, but can be recalled at any time, provided they give the interim employer one month's notice

This would not be feasible for local yards, however

"That company is operating on a long-term basis, but it would not work here because we cannot give a temporary employee a month's notice. We could not operate on such a basis," Mr Hughes said

175

auxiliaries in all nine frontier wars but after 1835 the Mfengu assumed the dominant role which had previously belonged to the 'Hottentot'. The settlers were however as suspicious of Mfengu military aid as they were of that of the 'Hottentots'. Perhaps because they were unable to appreciate now the Xhosa view of the Mfengu betrayal of 1835, the whites did not realise that there was little chance of the Mfengu changing their political alliance. Before the war of 1846 the Mfengu were denied the use of firearms and even after that armun rationed to them in dangerously low amounts. Gradual became more prepared to acknowledge the value of the as military allies. Quite apart from physical fighting picket duties, gathered intelligence, acted as guides messages. Although the usual attitude of the whites was denigrate the importance of the Mfengu in military aid the Xhosa, some governors, Cathcart, for instance, were their contribution and compared them to the Sepoys in

It is not possible in a paper of this length to at any length on the role of the Mfengu as a human barrier against the Xhosa. This had been the original purpose behind D'Urban's policy in 1835 of settling them in the Peddie district between the Fish and Keiskamma rivers. The Mfengu showed themselves unwilling to remain in such an exposed area; increasingly, over the years they were to show themselves able to manipulate the situation in order to gain land for themselves. In this, they were far more successful than the Hottentots had been. Perhaps this is most poignantly revealed by events at the Kat River settlement for it is here that rivalry became most acute and the results disastrous for the 'Hottentots'. Originally, the settlement was designed exclusively for the 'Hottentots' and in 1834 D'Urban described population at the settlement as being "as dense as could be admitted."⁹ After the 1835 war,

some Mfengu began to move into the Kat river basin, by the early 1840s the Mfengu were at least as numerous as the original inhabitants and their descendants. Although some Mfengu became clients of the 'Hottentots' the majority established themselves independently of the 'Hottentots' with fairly large flocks of sheep, goats and cattle. By 1849 three hundred male adult Mfengu, owning 4,200 cattle and some 300 sheep and 500

Local universities are not filling the gap. Too few students are registering for engineering courses, and of those who do only about half graduate. Only 9% of university students take up engineering (compared with 15% in most Western nations). Very few come from the Afrikaans community, women, and blacks. The report also notes the lack of bursaries available for engineering students.

Between 1972 and 1981 the local output of engineers is expected to grow by only 40% from 650 a year to 900

Main reasons given for the shortfall are falling immigration, rising emigration, and a high student drop-out rate. Before the immigration rate started to drop in 1976, between 25% and 50% of engineers entering the labour market were immigrants but by 1977 the ratio had fallen to 20% and indications by the end of the first half of 1978 show it is down to around 16%. The study points out that if immigration is not restored to pre-1976 levels, the average local graduate in agricultural engineering will have at least one job open to him in 1982, in chemical, mechanical, metallurgical, and mining engineering about two, and in civil engineering two or three jobs. Historically one of every five electrical engineers registered was an immigrant, one of every four civil and chemical engineers, one of every three mechanical engineers, and one of every two mining and metallurgical engineers.

MANPOWER FM 2/1/79
175
Not building bridges

Of about 2 000 vacancies for professional engineers advertised annually, only 1 000 are being taken up, according to a survey for the Federation of Societies of Professional Engineers

need have no worries as the Hottentots were only after cattle and arms belonging to the Fingoes."¹¹

After the unsuccessful rebellion of 1851, the role of the 'Hottentot' as an active collaborator with the government was minimal. Although some 'Hottentots' remained loyal to the government, the government took the opportunity to put to an end the 'Hottentot' settlement which had largely outlived its usefulness and been a constant thorn in the side of the white settlers. The lands of the rebels were confiscated and granted to white settlers who, in the course of time and in a manner familiar all over South Africa, were able to engross all the rest of the land as well.

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Skilled black labour force needed — Botha

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WITBANK — It was an undeniable fact that sufficient numbers of skilled workers could not forever be drawn from the white and coloured population groups, the Minister of Manpower Utilisation, Mr S P Botha, said in Witbank yesterday

Opening the Witbank show, Mr Botha said "If we wish to obtain a reasonably sound growth rate — and everyone knows how essential that is for South Africa — we will be compelled to make use of the large numbers of black workers at our disposal to supplement our skilled labour corps.

"That is why the Government has accepted the recommendation of the Wiehahn

Commission that blacks — under certain conditions — be trained as apprentices in the white areas"

Wage increases in themselves could seriously damage the national economy and even be detrimental to those sections of the population they were intended to benefit unless they were accompanied, or were rapidly followed by, increased productivity

"The Government has on numerous occasions emphasised that it desires rising standards of living for all workers and that it is in the national interest that employees at all levels should enjoy realistic living standards," Mr Botha said — Sapa

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processes is essential; and the division will have to be more fine the more discriminating public decisions can be.

The results of programme budgeting may be valuable in themselves, although the mere procedure does not necessarily ensure that better decisions will be made. Their potential value lies in the way they help to clarify the value of expenditure.

2.2 Programme Evaluation
Methods of evaluation where the conclusion processes which precise methods, most in advance. Some have been analysed below.

Quoting a spokesman for the Department of Education and Training, SABC radio said black teachers were paid the same basic scales as white teachers, and that any change in the basic scales would affect them. The president of the South African Teachers' Association, Mr Brian Gilbert, said yesterday that he was optimistic about the Government's statements on teachers salaries and was prepared to encourage members to wait until the budget, when details of the scales would be announced. "Decisions in principle have been taken, and whether they are implemented tomorrow or the next day is not important. "What is important is that the importance of education has been recognised by the Government. It looks as if our case has been heard and a solution has been found," he said.

2.3 Looking at Expenditure

Basic logic naturally, socially, that a programme may be on the fits of expenditure under each programme to be, a process which cost-benefit analysis seeks to formalise (see below). For example, if it can be shown that expenditure on preventive medicine constitutes approximately 2% of all expenditure on health, it may be felt that the benefits from this kind of provision warrant an increase in the share of the budget allocated to it. Unfortunately, such intuitive processes can pick out only the grossest incongruities which are recognised by all, whatever criteria of 'value' are used. The optimum level of expenditure on a particular objective is, from the point of view of intuitive judgement, highly uncertain, because of the wide variation in benefits attributable to a particular type of spend-

ing. This is partly due to a deficiency in information on the results of the programmes which can be resolved by recourse to appropriate data. Nevertheless, there will also be differences of judgement which cannot be resolved without prior agreement on the relative valuation of different benefits which have to be fed into the analysis; and in the intuitive process, these two factors may not be differentiated.

A very large proportion of decisions are now taken with no further analysis than this. Any further steps involve a way of systematically valuing the benefits of different programmes to render them comparable to one another.

2.4 An Informal Method for Setting Objectives

The following method for guiding the choice of priorities has been described by John Bryant. It has been used by medical and nursing students in Thailand, and one of its advantages is that it can be used where no numerical data is available. It, therefore, lends itself to discussion, to draw on the experience of a group of people.

'Male teacher shortage will get worse'

By GERALD REILLY
Pretoria Bureau

THE CHRONIC shortage of English speaking male teachers will continue and worsen next year according to education authorities. They said it remained to be seen whether the result of the discussions in Pretoria between the Federal Council of Teachers Associations and the Prime Minister Mr P W Botha, would be an aid to recruitment. They stressed the critical shortage could not easily be relieved. It could worsen. Meanwhile the Rector of the Johannesburg College of Education, Professor A N Boyce, said recruitment for next year was as low as it had ever been.

Total applications so far amounted to 480, of which about 50 were from men. As usually happened, he said, between 10% and 15% would not show up when the new year's course started. At the end of the year, of the 272 students who were expected to graduate only 27 were men.

Also a worrying feature was that many of the women who would graduate as senior primary school teachers had not yet been posted. This was because of the large number of married women teachers being employed by the Department. But he was confident that all those who graduated this year would get posts.

Professor Boyce said it was heartening that there had been 92 applicants for the new four year B Primary Degree course at the college. However of the applicants, again only a few were men.

He believes that the higher status a degree would confer on teachers could be an important encouragement for men to join the profession. Sapa reports that about 30 000 black teachers outside the black states would probably also benefit from the new approach towards public service salaries and conditions of service announced yesterday by Mr P W Botha.

Large & poorly spaced families	++++	++++	+++	++	96
Inadequate antenatal & obstetric care	++++	+++	++	++	48
Malnutrition	+++	+++	++	++	36
Need for medical care	++	+++	+++	++	32
Specific diseases:					
V.D.	++	++	++	++	16
Dental problems	++++	+	++	++	16
TB	+++	+++	+	++	54
Common cold*	++++	+	+	-	0
Yaws*	-	-	+++	+++	0

* Added to test scoring method

SKILLED SHORTAGE

Who's to blame?

175
26/10/79

With the economy hesitantly climbing out of the recession, businessmen are once again complaining about an imminent acute labour shortage

Undoubtedly, there is a genuine problem. For, as pointed out by Unisa's Blackie Swart, at the Mercabank Free Market Foundation seminar last week, between 1970 and 1978 the number of artisans grew by a mere 8%, while the gross domestic product climbed by more than 30%. And in the last two years the numbers have, in fact, dropped. But, business is partly to blame for its own predicament.

Argues Charles Meth in the latest SA Labour Bulletin: "Judging by artisan/apprentice ratios, the public sector does far more than its share of training". Moreover, the quality of artisan training by private enterprise lags way behind that of the public sector.

Meth reckons that the reluctance to take on apprentices as inexpensive artisan mates is due mainly to the ready supply of unskilled black labour. The savings for a firm are considerable. For, not only are apprentice wage rates well up on unskilled rates, but the compulsory block release system effectively raises the cost of an apprentice to a firm by as much as 30% a year and an extra allowance for educational attainments must be paid as well. No doubt, some of the job fragmentation, which is going on extensively, is an employer's ploy for using cheap black labour, rather than training artisans.

Moreover, talking from the floor at the Mercabank seminar, Wits University's Prof Art Spandau pointed out that about 50% of artisans leave their firms a year after getting their certificates, pushing up the cost of training even further.

Poaching artisans from those who have bothered to train apprentices is another way of avoiding training costs. The public sector, with its less competitive salaries, has suffered from this practice. For, despite being the best trainer, it still suffers from acute shortages. But this only serves to aggravate the situation.

Government's efforts at persuading business to train workers have met with little success. For instance, black in-service training centres have, in general,

389

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	1,99	2,2	9,81	6,60	55,55	51,04	29,36	27,05
1-4	0,16	0,13	0,76	0,79	8,27	7,48	3,56	3,42
5-24	0,02	0,02	0,07	0,08	0,21	0,21	0,20	0,22
25-44	0,06	0,03	0,17	0,20	1,14	0,78	0,36	0,45
45-64	0,25	0,13	0,75	0,45	3,30	1,37	2,15	1,27
					5,48	2,78	5,45	2,93
					3,33	2,69	1,66	1,61
					3792	3146	3472	2593

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	1,99	2,2	9,81	6,60	55,55	51,04	29,36	27,05
1-4	0,16	0,13	0,76	0,79	8,27	7,48	3,56	3,42
5-24	0,02	0,02	0,07	0,08	0,21	0,21	0,20	0,22
25-44	0,06	0,03	0,17	0,20	1,14	0,78	0,36	0,45
45-64	0,25	0,13	0,75	0,45	3,30	1,37	2,15	1,27

EPIDEMIOLOGIC DISEASES

	C		B	
	M	F	M	F
0,06	0,16	0,04	0,06	
0,07	0,05	0,03	0,04	
0,06	0,04	0,05	0,04	
0,54	0,56	0,34	0,36	
5,10	2,68	2,32	1,91	
12,59	7,51	6,16	4,10	
1,03	0,69	0,58	0,45	
1170	809	3472	715	

been badly supported. The building and motor repair industries are the exception. Even the tax concessions which were extended to white in-service training in the last parliamentary session, have been a strong enough inducement. Whether the preference for training cheaper black labour wages now that concessions have been extended to cover the costs of training white remains to be seen.

The message of the seminar was clear: business must accept its responsibility to train skilled workers. Certainly government can do more, such as integrating the educational systems, removing all restriction on black becoming artisans (see M.G. 10/10) and setting up the necessary training facilities. Nonetheless, SA will never get on top of the problem of skilled labour shortages unless the private sector is encouraged to train more people.

I

INFECTIVE AND PARASITIC DISEASES

MORTALITY RATES FOR THE 17 MAJOR DIVISIONS OF THE ICD (8th REVISION)

(Note: There are no tables for divisions V, XI, XII, XIII because of the small numbers in each of these categories).

TABLE I

Rhodesian blacks ignore SA job offer

11/10/74
ROM

By DON MARSHALL
Pretoria Bureau

A NEW system of recruiting Zimbabwe-Rhodesian blacks for employment in the Transvaal has met with a dismal response during its first month of operation.

Although South Africa had agreed to admit 100 Zimbabwe-Rhodesian blacks every month, not one entered the country under the new scheme during September.

There were 24 applications but these were caught up in a bureaucratic bottleneck somewhere between Johannesburg and Pretoria and they will have to be included in the quota for October, according to Mr James Coetzer, an attaché at the Zimbabwe-Rhodesia diplomatic mission.

The South African agreement to allow the Zimbabwe-Rhodesians to work in the country was announced by the Deputy Minister for Co-operation and Development, Du Toit de V. Morrisson, as a move to meet a demand for black male domestic workers which cannot be met locally.

The concession only applies to areas which fall under the jurisdiction of the West Rand and Eastern Transvaal Administration Boards.

Trade Union leaders were quick to disagree with the Deputy Minister over his reason for the concessions.

There were no job offers made at Pretoria to meet the needs at Johannesburg to

fill what Dr Morrisson called the less attractive domestic jobs, the trade unionists said.

Whatever the Government's motives for the concessions, the move should be seen as a realisation by the authorities that there is a problem with illegal Zimbabwe-Rhodesian blacks in this country. The migration path through Botswana is too firmly established to be stopped by legislation.

It is impossible to obtain an official figure of how many Zimbabwe-Rhodesian blacks are working in South Africa illegally. Estimates range between 20 000 to 70 000.

It had become traditional for the young men of Plumtree and Tloololo to work in South Africa for part of their lives. When they needed money they looked to South Africa for employment.

The problem is similar to the one which Americans experience along their southern border with Mexico, Mr Coetzer said.

Several moves have been made in the past to stem the flow across South Africa's border.

The first was shortly after the Second World War when Rhodesian work seekers were issued with what was known as the 'mental pass' (or Smuts pass).

Because the document contained no photograph of the holder, it was handed from one family member to another or even from friend to friend.

This was succeeded by the dompas in 1953 which bore a picture and fingerprints of the holder and was consequently much more efficient than the mental pass.

In 1959 a pass known as the X card was introduced and this was followed in 1964 by a passport.

The authorities introduced a worker's travel document in 1968 and this marked the start of an official crackdown on illegal foreign workers.

Those who were caught received jail sentences or fines, but it was only with the arrival of an attaché to the Zimbabwe-Rhodesian Ministry of Internal Affairs in Pretoria in 1973 that it became possible for the South African to start deporting the illegal workers who were caught.

Last year the South African Government — in yet another move to control the situation — announced what it termed a final concession to legalise the presence of illegal Zimbabwe-Rhodesian blacks.

They were given until the end of September to register. The Government had been extending the deadline since March 1976, but this time there were to be no further extensions. Those who were caught working in this country illegally were deported.

Officials on both sides had to admit, nevertheless, that the response in spite of all the warnings was disappointing.

Labour worries plastics

The Plastics Federation plans strong measures to counter the strain on further development in the industry because of its manpower shortage.

At the moment there are 23 plants that produce plastic materials, employing roughly 5,000 people. Preparations are underway for the in-plant training or training at in-

dustrial training centres of almost 3,000 people and the training of more than 300 students at technical colleges and laboratories in 1980, according to the annual report released this week.

The production of plastics products last year was 15 percent higher than the year before, and it is

growth rate will be maintained in the short term.

The Federation will keep on working on industrial training as its major priority with the aim of establishing a system to provide training facilities "that have long been overdue," says the outgoing president, Mr H E Storer, in the annual report.

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declaration is made.

425. Application of criminal provisions of the law relating to insolvency.—If any person who is or was a director or officer of a company in respect of which a winding-up order has been granted, whether or not such order has been discharged or confirmed under the provisions of this Act, and which is or was unable to pay its debts, has committed any act or made any omission in relation to any assets, books, records, documents, business or the affairs of such company, which act or omission, if such act had been committed or such omission had been made by a person whose estate was sequestrated on the date upon which the winding-up of such company commenced, in relation to his assets, books, documents, business or affairs, or those of his estate, would have constituted an offence under the law relating to insolvency, such past or present director or officer shall be guilty of such offence and liable on conviction to the penalties provided therefor in the said law relating to insolvency, and all the provisions of the said law relating to insolvency shall *mutatis mutandis* apply in respect of such act or omission, the method of establishing the same, and such past or present director or officer charged with the same.

426. Private prosecution of directors and others.—(1) If it appears in the course of the winding-up of a company that any past or present director, member or officer of the company has been guilty of an offence for which he is criminally liable under this Act or, in relation to the company or the creditors of the company, under the common law, the liquidator shall cause all the facts known to him which appear to constitute the offence, to be laid before the Attorney-General concerned and, if the said Attorney-General certifies that he declines to prosecute, the liquidator may, subject to the provisions of section 386 (3) and (4), institute and conduct a private prosecution in respect of such offence.

(2) The Court may, upon application by the liquidator, order the whole or any portion of the costs and expenses incidental to such private prosecution to be paid out of the assets of the company in priority to all other liabilities.

CHAPTER XV

JUDICIAL MANAGEMENT

427. Circumstances in which company may be placed under judicial management.—

(1) When any company by reason of mismanagement or for any other cause—

- (a) is unable to pay its debts or is probably unable to meet its obligations, and
- (b) has not become or is prevented from becoming a successful concern,

and there is a reasonable probability that, if it is placed under judicial management, it will be enabled to pay its debts or to meet its obligations and become a successful concern, the Court may, if it appears just and equitable, grant a judicial management order in respect of that company.

(2) An application to Court for a judicial management order in respect of any company may be made by any of the persons who are entitled under section 346 to make an application to Court for the winding-up of a company, and the provisions of section 346 (4) (a) as to the application for winding-up shall *mutatis mutandis* apply to an application for a judicial management order.

No relief from shortage of black artisans

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No relief is in sight from the "alarming" shortage of skilled labour although the door to black apprenticeships has been opened theoretically.

Employers can apply to indenture black apprentices through the channels previously reserved for whites, says the Secretary for Manpower Utilisation, Mr E A Cilliers.

Inquiries by The Star indicate these obstacles:

- White trade unions are still blocking the admission of black apprentices.

- The Minister of Manpower Utilisation, Mr Fanie Botha, has yet to exercise his prerogative to overrule minority opposition from trade unionists to the admission of blacks.

- Only a few employers have sought to indenture blacks so far. A trade union source esti-

mated that no more than 12 employers throughout South Africa had applied.

The Star has traced only one application which was approved unanimously by a local apprenticeship committee and recommended for approval by the Registrar of Apprenticeships.

It is understood that this application has been held up since September because a trade union — which failed to attend the committee's meeting — objected to the decision later.

Most informed sources agree that the main obstacle to the indenturing of black apprentices is the argument that blacks would have an advantage over whites because they do not have to undergo military training.

Employers are strongly divided on whether this is a valid reason for barring blacks.

Friday, November 29, 1979

172
173
175

A Need for Skilled Labour

ence, but more Government inducements, the picture was relatively satisfactory, especially compared with the more slowly growing world economy.

But he warned: "The name of the game is nevertheless 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 exceeding 3.5 percent.

That implied that more than 250 000 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 pairs 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.

"It has been shown, for instance, that in the 1950s productivity increases accounted for less than 20 percent of South Africa's 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. Sapa.

Page 20 POST, Thurs

SOUTH Africa's long-term economic prospects very much depended on the sort of policies the Government adopted, the executive director of the Federated 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 interfer-

(2) If the disclosure of any information about the affairs of a company to a provisional curator ad litem or harmful to the interests of that company, if it is satisfied that such relief.

268. Security for cost may, if it appears that the action under section 266 is successful in its opposition of the provisional curator

269. First appointment articles of a company to be written consent by a person may be lodged simultaneously as such by the company.

(2) If no appointment directors of the company shall days after the date of incorporation

(3) The auditor of a until the conclusion of the

(4) If the directors provided in subsection (2),

(5) If the directors as required by subsection

270. Annual appointment meeting appoint an auditor until the conclusion of the

(2) A retiring auditor meeting without any resolution

(a) he is not qualified

(b) a resolution is

(c) he has been

(3) The provision resolution to appoint given under section or disqualification of

271. Where an annual general meeting directors shall, within thirty days as from the date of the meeting, appoint a person or persons to fill the vacancy, and if they fail to do so, the Registrar may at any time do so.

Threat to SAAP as critical shortage of pilots looms

By Kevin Murray,
Air Correspondent
The South African Air Force faces a critical shortage of pilots from next year, top Defence Force and Air Force officials warned today.

They say the Defence Force will be hit hardest by an overall shortage which threatens South African aviation. The officials blame the high price of fuel in South Africa, and the resultant cutback in pilot training.

Individuals find it too expensive to learn to fly these days, and the State is doing little to help, they say.

But in 1980 and 1981 the Air Force pilots who went into civil aviation will be returning, and this will cause a huge gap which will be extremely difficult to fill, he said.

Brigadier Roux said the Air Force executives say that soon South African Airways and General Aviation will be draining pilots from the Defence Force — and this poses a threat to the country's air defences.

Brigadier Roux said "We are aware that we are running short of pilots. We are losing them to our airlines and helicopter operations. You can't stop a pilot from leaving if he wants to and even though we allow for a certain drain in our training programmes, this is not enough."

SAAP's Training Centre in Pretoria, said "We have empty cockpits which we need to fill now."

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Apprentices still signed on

THE SHORTAGE of skilled labour is prompting some employers to sign on black apprentices regardless of continued obstacles to the legal indenturing of blacks.

"It is not illegal to train black apprentices before they are actually registered as apprentices," said an employer.

A spokesman for the Department of Manpower Utilisation said this was correct — provided the apprentices concerned were older than 21 years and provided the training was not in conflict with industrial agreements.

The employer revealed that his company signed on a number of blacks for an integrated training course with white and coloured apprentices soon after the Wiehahn Commission recommended the scrapping of race restrictions.

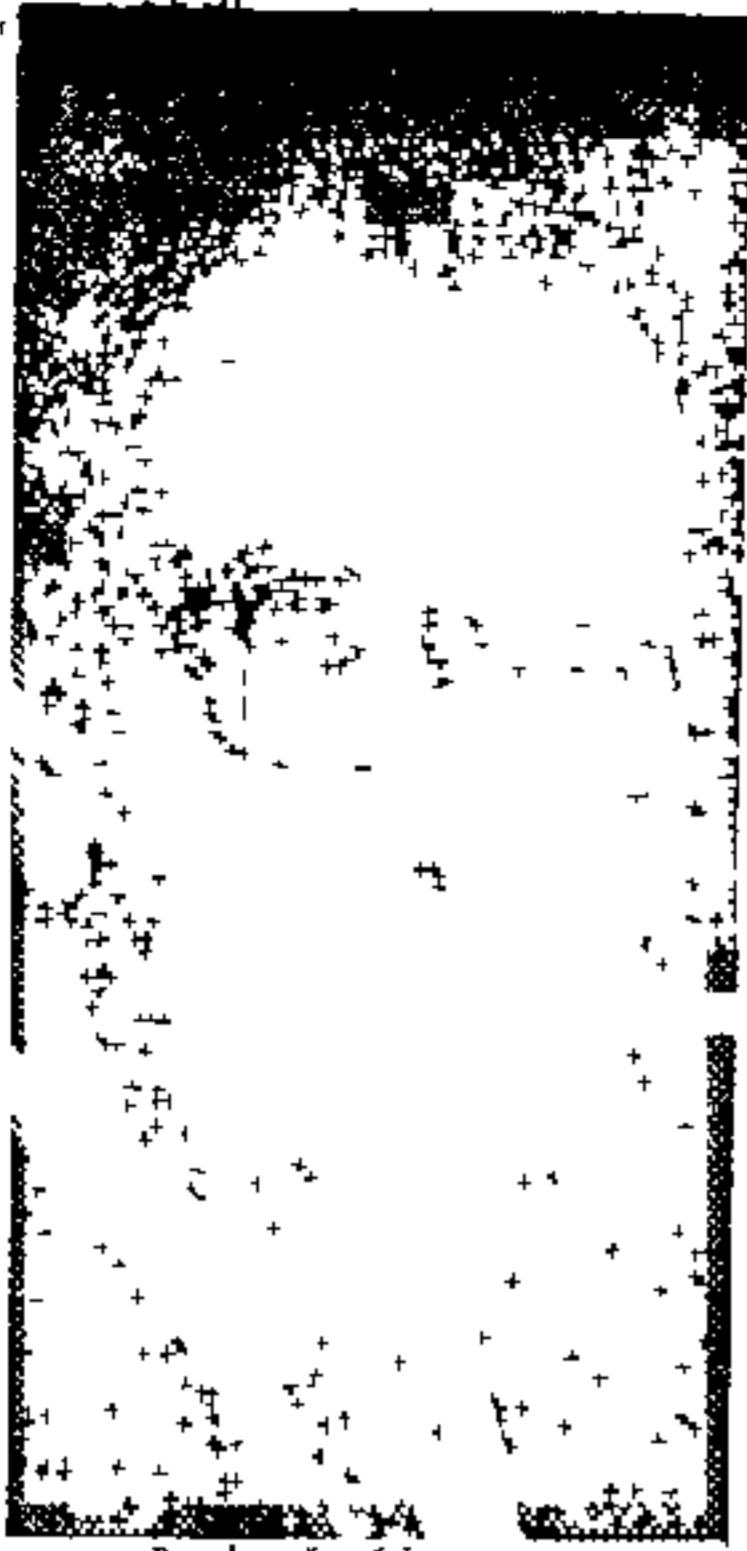
By the time the appren-

tices were ready for their trade tests, he was confident the doors for black artisans would be wide open.

The only snag to the unauthorised training of black apprentices is that the unauthorised part of their training may not be accepted.

The employer would have to apply for a remission from the apprenticeship committee concerned. And this would depend on the training standards and the theoretical qualifications obtained.

"Unless an employer has specialised knowledge of the factors involved, I would not advise him to follow our example," said the pioneering employer.



Dr Hennie Grove . . . the number of hours had to be increased.

Nurses work overtime in staff shortage

Star
19/12/79
175

By Elizabeth Wilson
Staff shortages are forcing nurses to work extra hours in some hospitals, says the Transvaal Director of Hospital Services.

Dr Hennie Grove said nurses worked 40 hours a week on day duty and 40

hours on night duty. But because of the shortage it was "necessary to increase the number of working hours."

Dr Grove said 5340 hours of additional time had been worked by permanent nursing staff at

the Johannesburg hospital between August 16 and September 15.

In the same month 1335 extra hours had been worked at the hospital by external staff.

He said the shortage was felt not only in the hospital services but throughout the professions.

Dr Grove said 1802 nurses were now employed at the Johannesburg hospital.

The Progressive Federal Party will raise the issue of nurses' status and salaries in the next parliamentary session, Mr Brian Goodall, PFP spokesman on medical affairs, said yesterday.

BLACK

The shortage of nurses in the Transvaal could not be ended simply by putting unemployed black nurses into white posts, an executive director of the South African Nursing Association, Miss R J Du Plessis, said today.

She said the suggestion had been made before, and the Nursing Association had put its view, that every population group had the "right to be nursed by its own people."

of the response of C* to increments of income has led to a specification of interesting properties of the individual's utility function. Specifically, an individual is said to have constant relative risk-aversion (RRA) if an increase in income, price ratios held constant, leads to a new risk-bearing optimum C* which involves proportionately more holdings of claims for each and every state (i.e., the new C* lies on a ray from the origin through the original C*). Geometrically, if this held every individual's preference map in Fig. 2 must be homogeneous shown that the condition for constant RRA is:
$$R = \frac{v''(c)}{v'(c)} = \frac{v''(c)}{v'(c)}$$
 (1.5) If R is an increasing function of C, a rise in income leads to a new C* closer to the 45° line than the original C* -- If R is a decreasing function of income (decreasing risk-aversion) it is said to have constant absolute risk-aversion. Rise in income results in a final C* position

BOOM JUST ROUND THE CORNER says bank

STAR 8/1/80

By Sieg Hannig, Labour Reporter

South African employment prospects are at their best since the 1976 riots and the long awaited economic boom is just around the corner, according to reports issued today by Manpower and the Standard Bank.

The Steel and Engineering Industries Federation, repre-

senting the country's largest employment sector, also expects a definite improvement on last year with growth rates ahead of those of the economy as a whole.

"All major areas in the economy are set for growth, with few major constraints," said the Standard Bank review.

It shows that nearly one of every five employers among the 1200 companies questioned plans to take on more staff.

Mr Ralph Parrott of Manpower gives credit to the Prime Minister's recent business and labour reforms for the "sense of anticipation" reflected.

But he warns that unemployment remains an unsolved and "frightening

Windfall gains from previous metal prices could be used to enhance growth in sluggish areas to create more employment for blacks and to counteract inflation, the bank said.

Expansionary forces which had built up for more than two years were still in evidence.

The growing international price of gold had been a factor in the South African economy to an extent not foreseen even months ago.

The rapid advancement of the gold price was a major but not the only factor likely to result in a doubling of the record current account surplus of 1978 to one probably "considerably in excess of R3 000 million in 1979."

Plus factors

The bank listed several other plus factors:

- Business and consumer confidence has increased rapidly since mid-year because of the economy's apparent invulnerability to the new oil crisis.
- There is pent-up consumer and inventory demand prospects for agricultural crops are good and there is the distinct possibility of stimulative tax cuts and other positive fiscal action.
- Industry continued its expansion at an annual rate of about four percent, and faster growth spread to some sluggish sectors. Orders are mounting as a result of export successes.

Industry at large is now faced with shortages of skilled labour and is approaching capacity constraints. Later on this year the need to expand capacity is likely to become urgent and fixed investment should take off," the bank said.

The bank's prediction is echoed by the latest quarterly survey of employment prospects by Manpower.

SA will not have every Tom, Dick and Harry

Own Correspondent

CAPE TOWN — The Government's immigration policy remains selective even though the door has been opened wider to prospective immigrants.

A spokesman for the Minister of the Interior and Immigration, Mr. Schlebusch, said that the relaxation of restrictions on immigration did not mean that every Tom, Dick and Harry would easily be admitted to South Africa.

Training of black artisans remained the priority to overcome the shortage of skills. The open-door policy was primarily to overcome the short-term shortages of trained manpower now that South

Africa stood on the threshold of an economic boom.

The Government had always sought to link recruitment of immigrants to the needs of South Africa and this would continue.

"We will still have selective immigration, out in view of the shortages of manpower in certain areas, the department recognises that immigration needs to be stepped up," he said.

"This does not mean that the doors are wide open to anybody. We hope to increase the number of immigrants we need while training increasing number of black and brown people."

NO SKILLED LABOUR SHORTAGE

SUNDAY POST Special Labour Correspondent
LEADING black and white trade unionists this week strongly denied that there was a shortage of skilled labour in South Africa

They were commenting on the announcement by the Minister of the Interior, Mr Alwyn Schlebusch, that the Government was planning to relax the immigration laws in a drive to attract thousands of skilled white immigrants to this country

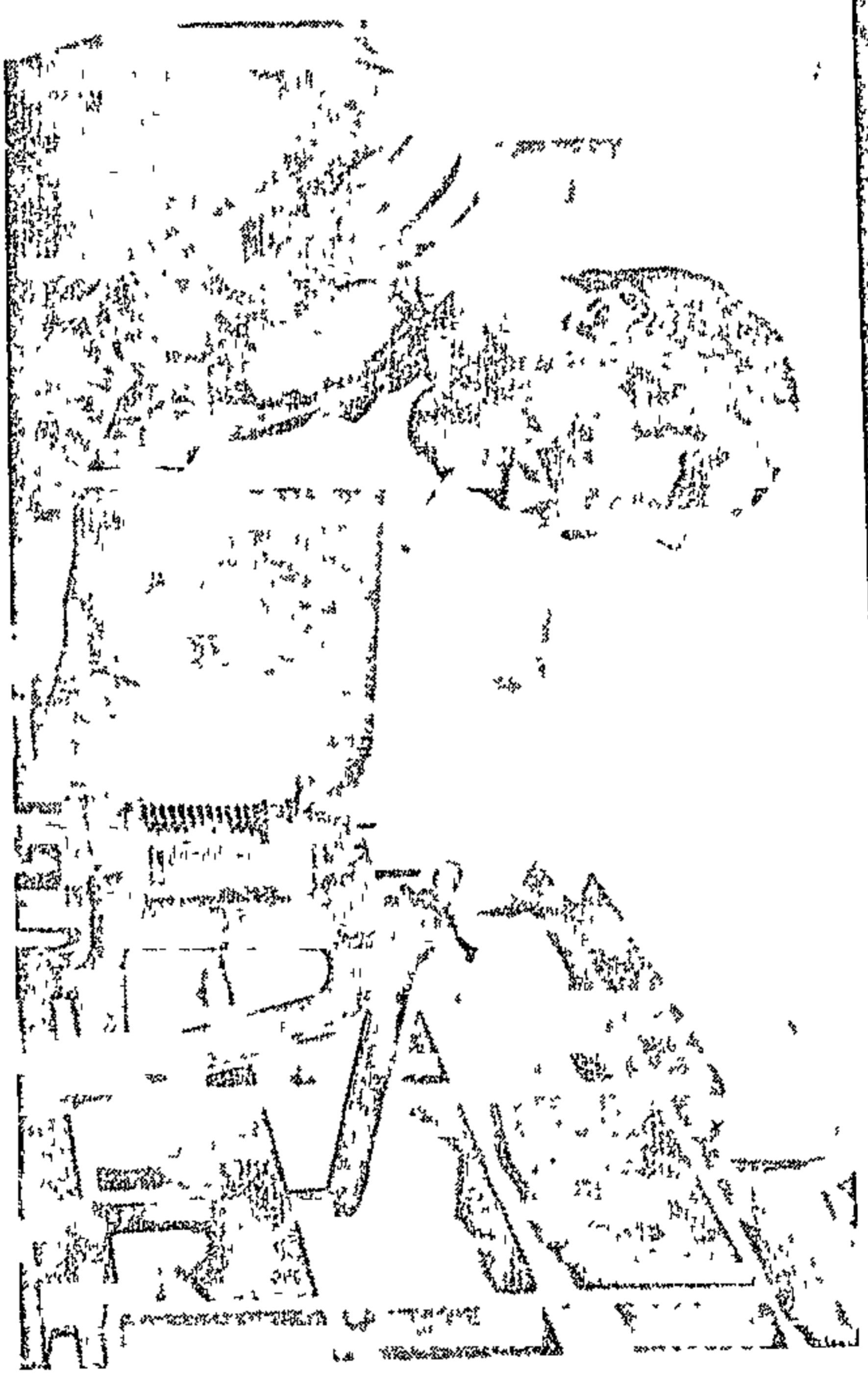
In his statement Mr Schlebusch said this move was designed to cope with South Africa's anticipated economic boom

But trade unionists say that black workers should rather be trained for these skilled jobs, and that restrictions on the training of black apprentices should be lifted and job bars scrapped

"There is no shortage of skills," said Mr Alec Irwin, general secretary of Fosatu, the trade union federation which represents black workers

"There are black workers already trained in artisan work, but they work in jobs classified as unskilled"

"The present grading system prevents the upward mobility of blacks in South Africa. It is part of management's attempts to disguise the deskilling of jobs, and destroy artisan jobs," said Mr Irwin



IMMIGRATION ANGERS UNIONS

Mr Ike van der Walt, general secretary of the largely white and Coloured SA Boilermakers' Society said South Africa had sufficient artisans to cope for the next two years

If we start training workers now, we will be able to cope in the future," he said

But if foreign workers are allowed in we can't train local workers at an increased tempo because there will then be a surplus of trained people

Mr Van der Walt said his union intended to fight the proposed move at the next meeting of the Labour Control Committee of the National Industrial Council

Other unions were more enthusiastic. Mr T J Neethling of the all-white Amalgamated Engineering Unions said he did not oppose the new immigration proposals as long as immigrants had a guaranteed job before they arrived

He felt that training in South Africa was not meeting the country's need for skilled workers, and that foreign workers could help with this training

Many black organisations saw the importation of white workers as a ploy by the Government to increase the number of whites in the country and as an attempt to achieve a return to the pre-June 1978 immigration figures of approximately 6 000 a month

"The laager mentality is being extended," said the senior vice-president of the National Industrial Corporation, Mr M J Naidoo

Ratha Mokgoatheng of the Black Lawyers' Association said "It is scandalous and racist to import skilled white labour when millions of black people are unemployed"

The Black Sash in fact claims that skilled workers from the homelands are not being allowed into the cities, and are being told that there are sufficient skilled workers already

Labour experts say in the past private enterprise has been reluctant to carry out training programmes because of expense.

With the newly announced Government financed and to immigrants it would be cheaper for companies to employ skilled immigrants than to train black workers

The cost of training a skilled black worker in South Africa is about R4 500. The cost of importing a skilled white worker might be as little as R500

Experts say that the new proposals make a farce of the Bikoert and Wiehahn commissions which recommend increased training programmes for black people

SAME SKILLS

See Pages 12 and 13

175

These costs are intended to give a general indication of the relative cost savings by treating a patient at the Day Hospitals. Until such time as hospital cost data improve in quality, a more scientific analysis is not possible. The cost figures given may bear very little relation to the true value of resources used in the care of patients.

(3.3) Indirect objective costs

The indirect objective costs considered in the study are the costs of transport to the hospital and of the waiting time of patients to receive treatment.

(3.3.1) Transport costs

Not only must the transport costs borne by patients be considered but also...

SAME SKILLS, DIFFERENT CHANCES

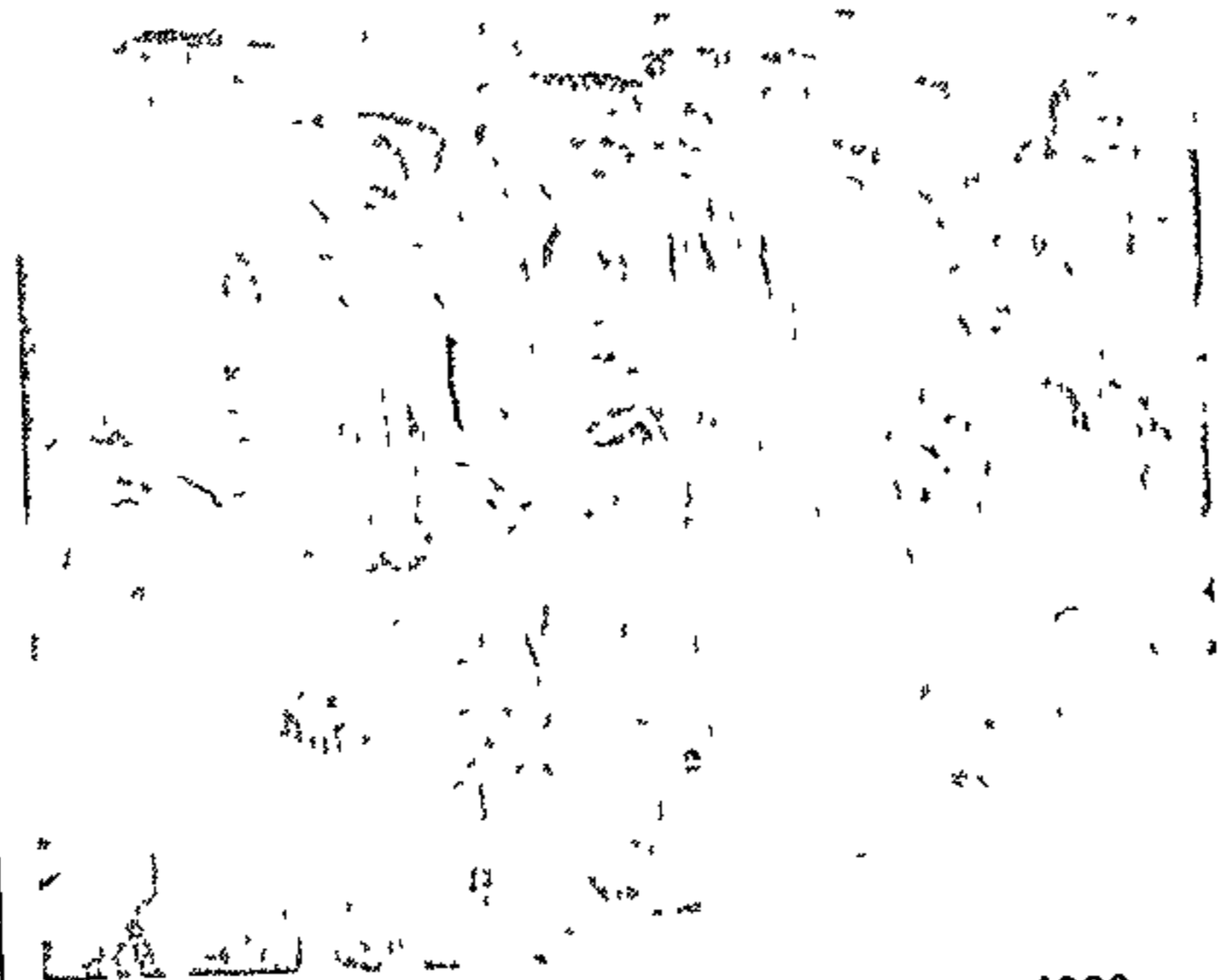
THE Government's plan to encourage wholesale immigration from European countries of skilled workers highlights the differences in opportunities between them and skilled black South Africans.

A SKILLED WORKER FROM BRITAIN

- Can come to South Africa to look for work
- Can leave a job and find another
- May get South African citizenship as soon as two years after arrival
- South African Government pays 80% of the transport costs for each member of an immigrant family
- Has the right to join a trade union
- Full political rights after two years
- Brings family and enjoys full family life
- Can rent or buy a house in any area
- An unemployed immigrant can look for other work
- Can claim unemployment benefits
- Is classified as a skilled worker and earns high wages

A SKILLED MIGRANT WORKER FROM WITHIN SOUTH AFRICA

- Must be recruited by labour bureaux in the rural areas
- Work for one employer on a yearly contract
- Government policy is to deprive all blacks of South African citizenship
- Transport costs for blacks are seldom paid
- Severe restrictions on black trade unions
- No political rights in South Africa
- Must live away from family
- Must live in overcrowded single men's hostels
- An unemployed migrant is immediately endorsed out of the city
- Can only claim an employment benefits in rural areas where the fund is inefficiently administered
- May perform skilled work but are classified as unskilled and get low wages



Unemployment queues will grow in 1980

as at 1st April, 1976.

1. NORMAL OUTPATIENT CHARGES

Gross monthly income (Rands)	Teaching hospital (Rands)	Non-teaching hospital (Rands)
0-50	0,50	0,50
50-100	1,00	1,00
100-200	4,00	3,00
200 +	8,00	6,00

Notes:

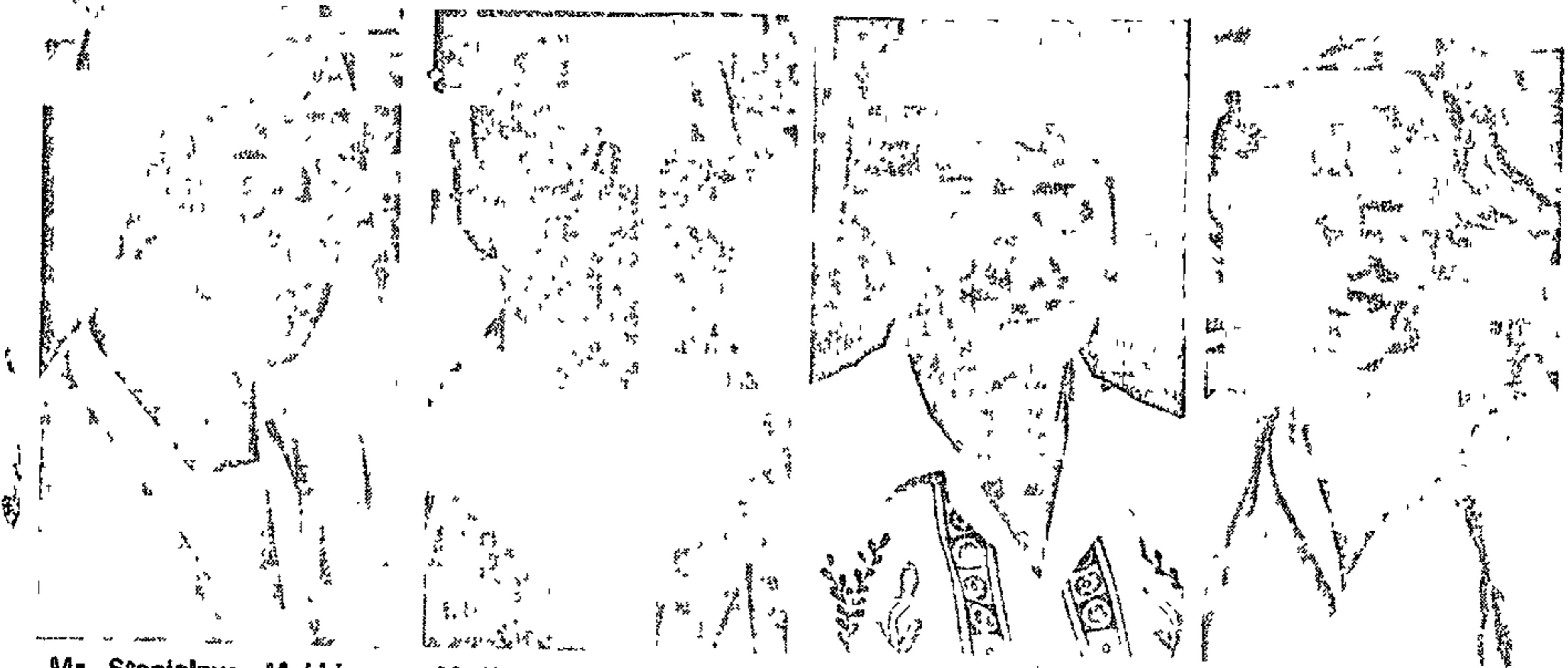
1. Social pensioners are exempt from payment. Social pensioners include: old age pensioners, oudstryder pensioners, those receiving: family allowance; maintenance grants or disability grants.
2. Patients with monthly incomes in excess of R240 are not treated at Provincial Hospitals except in the case of emergency or where treatment required can only be obtained at a Provincial Hospital.
3. Patients on any form of medical insurance are not normally treated at Provincial Hospitals.

Table (3.7)

MODE OF TRANSPORT TO EACH HOSPITAL (% frequency)

Mode	Groote Schuur	Day Hospitals
+ Public	71,7	23,3
Private	25,6	11,8
Hospital	1,6	2,3
Walking	1,1	62,6

(+ Public includes bus and train)



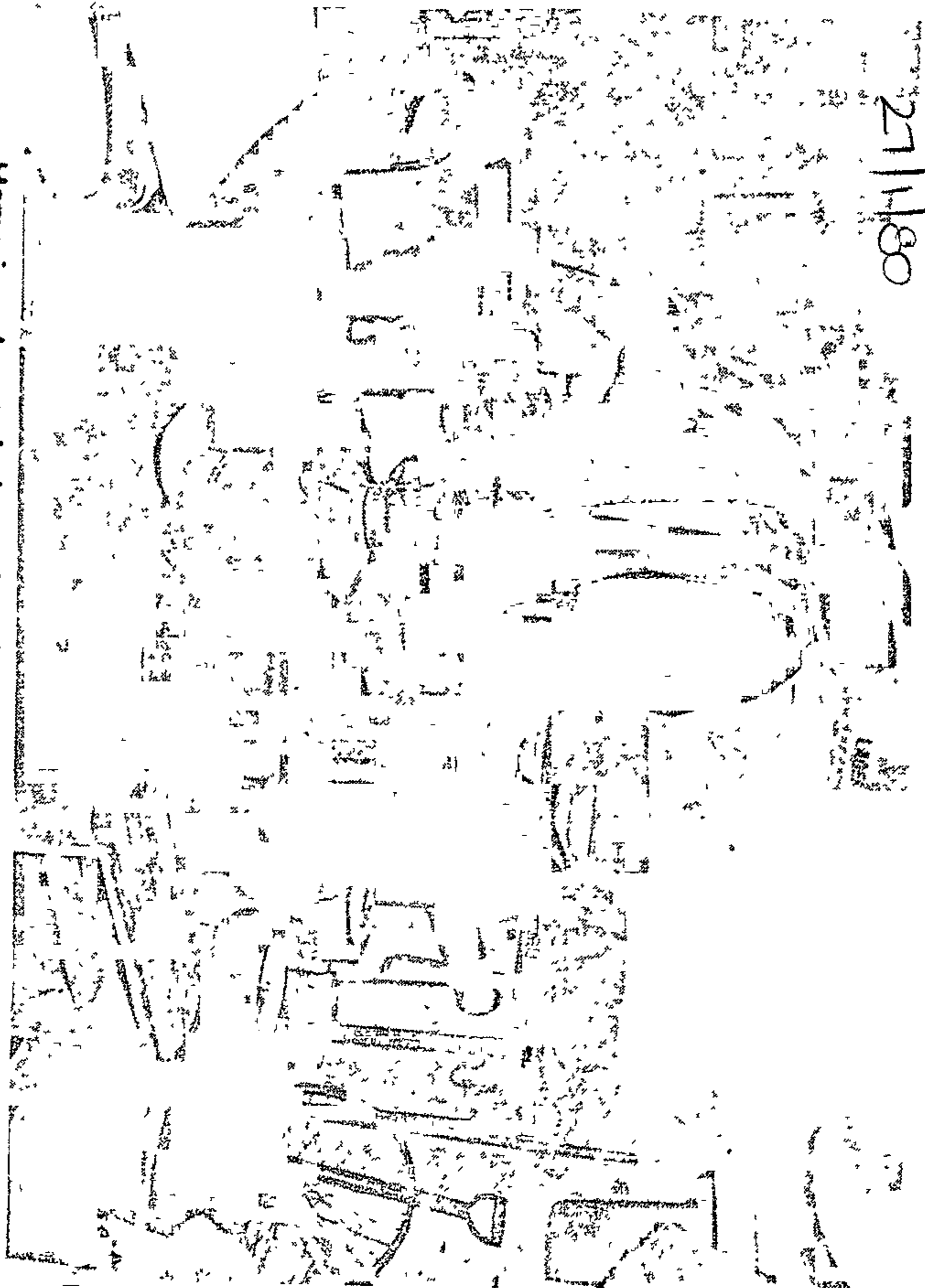
Mr Stanislaus Mokhine:
 "I believe it is unfair. We have had a depression as a result of government policies Blacks should be trained"

Mr Kenneth Makutu: "It's all right Perhaps they know something we don't know yet They can teach us new things."

Mrs L Matziliadis: "We don't have work any-more In 1966 when people came from Europe they went hungry Now they bring more"

Carole Carr: "What about using black labour? Train our own black people. Otherwise the Government's delay will go on forever"

Home is a shared single-sex hostel room for the South African migrant.



27/1/80

A skilled worker belonging to a homeland has to wait in the homeland for a recruiting officer to come and offer suitable employment. Recruiting officers never do this because they claim that there are enough skilled workers in urban areas.

To illustrate the difficulties facing skilled migrant workers, Ms Duncan quoted the case of Mr S M from Isaka, near Wit-zieshoek in QwaQwa.

He has trained as a carpenter but in the three years since he qualified the tribal labour bureau has not offered him any kind of employment.

When he saw houses being built in Wit-zieshoek he tried to get a job on the site. He always got the same answer — no vacancies.

Since last year he has been working illegally in Johannesburg doing piece jobs.

Eventually he found a repair job in Johannesburg and went to Albert Street to register. He was immediately endorsed out and lost his job.

He must now return to a homeland where there is no work and his skills cannot be used.

AN EPIDEMIC OF TLEWOD IMMIGRANTS

Mr Vusi Zwane lives in a hostel room in Soweto with five other men. He sees his family once a year in Gazankulu. He is a carpenter, but his job is to empty dustbins in the white suburbs of Johannesburg.

Mr Peter Smith, his wife and three kids live in their own five-roomed house in Kempton Park. Mr Smith is also a carpenter and has a permanent job with a building contractor.

Smith and Zwane are both skilled workers. The difference is that Smith is a British immigrant and Zwane is a black migrant worker.

The Government's proposed new deal for skilled immigrants accentuates

the inequalities between the Smiths and the Zwanes of South Africa. These inequalities dominate the spheres of life.

Mr Smith applies for immigrant status from Bradford, England.

Because he is a trained carpenter and the building industry is in short supply of such skills, he doesn't need

A SUNDAY POST special Labour investigation

a firm job offer. This is one of the features of the new immigrant deal.

He fills out the necessary papers and waits to be accepted. With the new deal he is not likely to wait more than three months.

Mr Zwane registers at his local labour bureau as a skilled carpenter. He must wait until a recruitment officer offers him a suitable position. Although there is a large building operation in the 'heaven' town, there are no jobs available for job offers

come from Johannesburg as officials say there are enough skilled workers in the city.

Mr Zwane waits for eight months. In desperation he travels to Durban without the necessary papers and finds his own job on a building site.

On registering at Albert Street the next day he is endorsed out. He goes back to Gazankulu registers as an unskilled worker and gets a one-year

contract to empty dustbins.

Travel

Once the Smiths have been accepted as immigrants they will come to South Africa on a Government-assisted passage. At present the Government pays R275 per person but the new deal says this is likely to go up to R500.

Mr Zwane's employer is supposed to pay his travel costs from Gazankulu to Johannesburg, but Mr Zwane never sees the money.

The good life

When the Smiths arrive in South Africa they will be given free board and lodging until they find themselves a home. With the help of the Government or his employer, Smith may raise a housing loan in less than a week.

A month later the Smith children may have settled into a good school to which their mother takes them

daily in her new Golf

Mr Zwane will have to live in the hostel accommodation found for him by his employer. His family will need special permission to come from Gazankulu for a visit.

Citizenship

Mr Smith and his family are happy to be here and want to become SA citizens. The Smiths apply for permanent residence which with the new deal is likely to be given after two years.

Later the Smiths will have the vote and the political power that comes with it.

Mr Zwane would like to live permanently with his family in Soweto. But he is a migrant labourer with only Section 10 (1d) rights.

He cannot even the right to become an urban dweller as he is on a yearly contract. If his homeland becomes independent he will lose his South African citizenship altogether.

Job security

With a work permit, Mr Smith is free to accept or reject jobs as he finds them. If he is retrenched he may seek alternative employment.

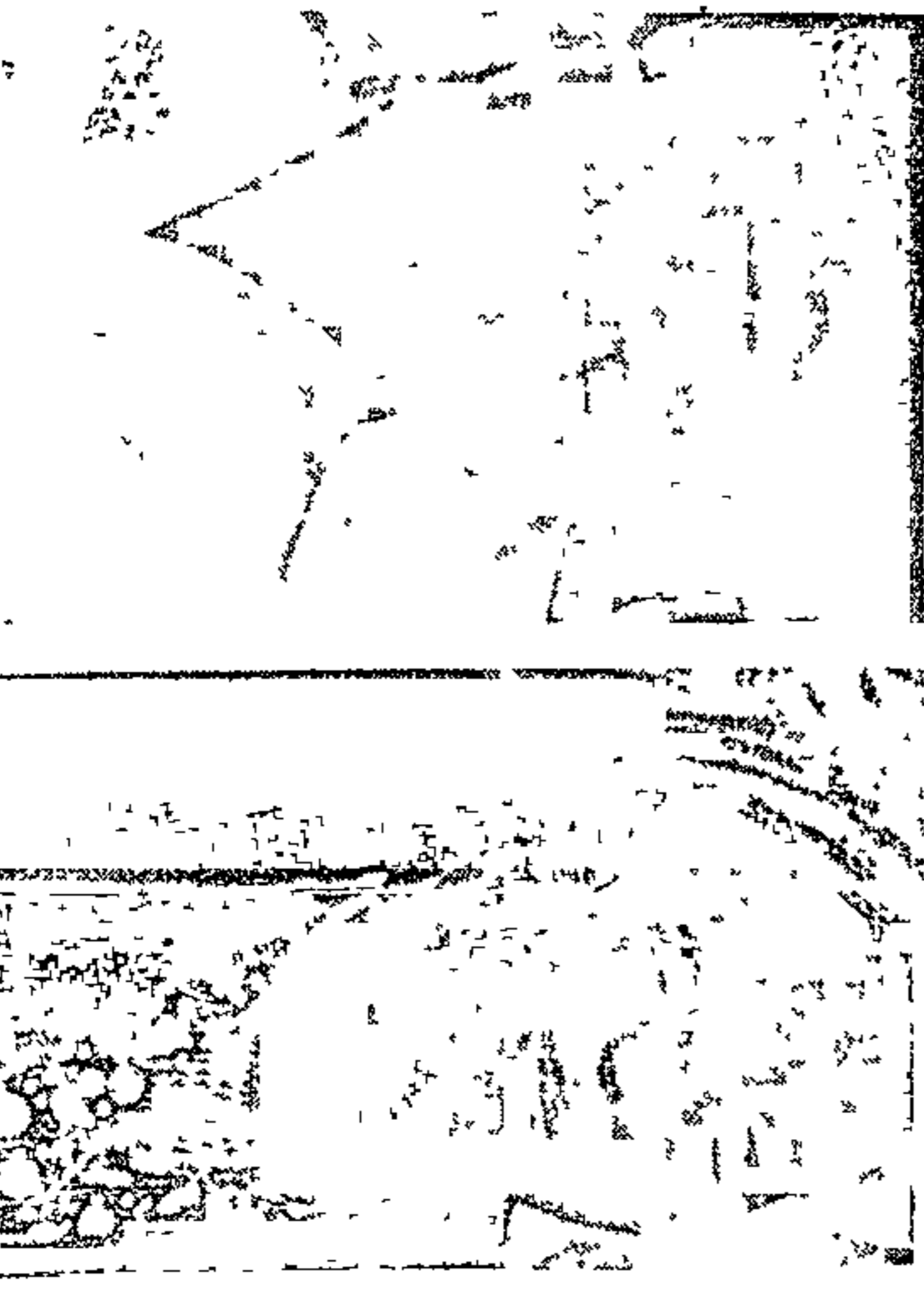
While unemployed, Smith can draw UIF which will be 45% of his previous monthly earnings. If he has been employed for 25 weeks that year.

Mr Zwane's contract lasts one year, and binds him to a particular job. At the end of the year he depends on his employer's decision to renew the contract. Mr Zwane may collect UIF benefits, but only in the homelands, and this may take months.

There are no jobs for these skilled workers

IT is impossible for skilled black workers to get a job in urban areas, says Sheena Duncan, president of the Black Sash.

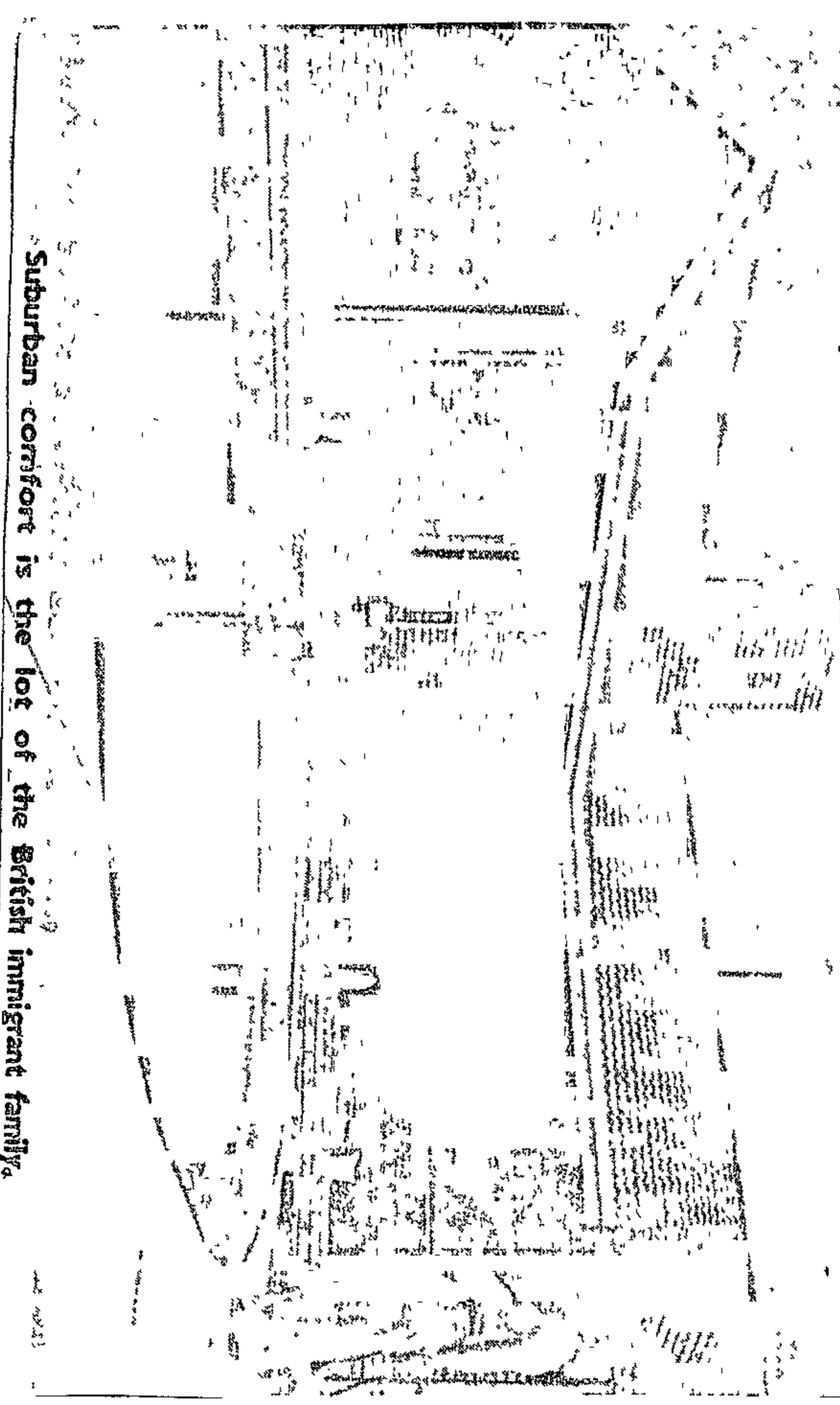
What people want of the foreign workers? "New jobs!"



Mr Kevin Glickman: "What they should do is to train the local black population in skilled jobs and create employment for our own people."

Mrs Gilda Zondo: "The Government should find ways to do the jobs."

Cont



Suburban comfort is the lot of the British immigrant family.

ppm. 29.1.80
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Public service faces brain drain

Pretoria Bureau

SOUTH Africa's public service is heading for an unprecedented staff crisis unless the April pay increases are big enough to withstand the expected staff poaching by the private sector, according to senior public servants.

The president of the Public Servants Association (PSA), Dr C M Cameron, said the association had recently submitted a memorandum to the Public Service Commission stressing the need for realistic salary adjustments in April.

To maintain an efficient public service, he said, it was essential that State departments should be in a position to withstand the efforts of the private sector to lure away skilled and professional staff.

He said for an economy to grow, an efficient back-up by the public sector was vital. This would be impossible if the service was stripped of key workers.

If the public service was to carry out its services efficiently it must be in a position to

compete with the private sector for staff, Dr Cameron said.

At a conference in Pretoria last week, the director of the Department of Agricultural Technical Services, Dr Calwyn Strydom, strongly criticised the failure to pay scientists for the Council for Scientific and Industrial Research and Government research personnel competitive salaries.

South Africa, he warned, would be unable to meet the scientific and research demands of the coming decade if the highly skilled "brain drain" was allowed to continue.

The Public Service Commission expects the shortage of skilled workers to become more serious as the expected economic upsurge gains pace.

This — the enticement of skilled staff into the private sector with the bait of higher salaries — had happened before, and it was inevitable it would happen again.

The Secretary for Justice, Mr J A Coetzee, confirmed that the staff drain from his department had increased during the past two years.

Because Adler believes that the state of industrial health is the result of a process of bargaining over time between employers and workers, he suggests, in order to improve South Africa's 'very sorry industrial health

- because:
- (1) industrial accidents and disease (outside manning, perhaps) do not present a major cost to management, and
 - (11) the enforcement of protective measures is left to statutory bodies, particularly to the Workmen's Compensation Commissioner and the Factories Inspectorate of the Department of Labour.

Finally, she concludes, although data on incidence of silicosis on the gold mines is inadequate, 'the problem of silicosis in gold mining has to a very large extent been solved'. (The Chamber of Mines now spends R70 million a year on ventilation) But a different disease — chronic obstructive lung disease — is now 'of growing concern' to the authorities and to doctors.

The provisions of the Workmen's Compensation Act and other factory legislation are analysed by Adler (Vol.2). The prevention of industrial disease and industrial accidents has a low priority in South Africa, he argues,

A different perspective on industrial accidents is provided by Matthysen (*33), who argues that management cannot afford the waste of productive time, depletion of the labour force and damaged material and equipment which result from industrial accidents.

Every year, he writes, more than 250 000 South Africans are victims of accidents serious enough to keep them from work for at least a day. 110 000 hands, 50 000 feet and 40 000 eyes will be badly injured.

30 000 men and women will be permanently maimed; several hundred will be hurt so badly that they will never return to their jobs. More than 2 000 will be killed'. The costs of these accidents are high. Costs of compensation and rehabilitation — the Workmen's Compensation Commissioner and the Accident Funds approved by him pay out about R43 million a year in compensation, rehabilitation and medical expenses — are only a fraction of total costs. There are further costs related to disruption of production and salary of injured employees not paid by the Accident Fund.

Matthysen points to several factors which, in his opinion, lead to accidents: lack of management control, personal factors (lack of knowledge or skill, 'improper motivation' and 'physical or mental problems'), job factors (such as inadequate work standards, design or purchasing standards, normal wear and tear, abnormal usage). These factors provide the opportunity for unsafe acts (operating without authority, operating at 'improper speed') or unsafe conditions, (such as inadequate guards, defective equipment and congestion) which are the immediate causes of accidents (On the causes of accidents on the mines, see the notes by Kooy, Vol.2).

Matthysen also describes the work of the National Occupational Safety Association, established in 1951 after an investigation by the Minister of Labour into ways of reducing 'manpower waste'. He concludes that progress is being made in accident prevention; evidence of this is the lowering of insurance premiums which employers have to pay to the Workmen's Compensation Commissioner.

Two papers, by Levy (*57) and Cooper (*41) examine methods of health care for workers.

The focus of Levy's paper is the use of a 'medical team approach' to the health of workers. He suggests, like Matthysen, that it is in the interests of management to maintain and improve worker health because this leads to increased productivity and efficiency, the reduction of time lost due to ill-health and treatment and the prevention of 'premature wastage of trained manpower'.

BUILD YOUR FORTUNE ON BRICK-LAYING

THE building industry will employ many more artisans this year with the increase in building activities, especially in black housing in the urban areas.

There is an acute shortage of qualified bricklayers at present, which means that more and more people need to be trained.

The part-time bricklaying courses provided by the Brick Development Association in the Pretoria-Witwatersrand-Vereeniging area can be an important stepping stone to a new job.

Mr Jack Haskins, executive director of the BDA, stressed that people completing the courses would not become qualified artisans.

"However, the successful student can take formal training to become a fully-fledged artisan — if he finds that bricklaying is a job that he likes.

"In addition, people completing the course can make money in their spare time by building for their friends."

Mr Haskins said that homes built of brick have to buy tools. These would be available on loan to everyone taking the courses, which are held on Saturday mornings outside normal working hours.

Mr Haskins said that homes built of brick have many advantages over those built from other materials. "Clay bricks have a wide range of different colours and finishes which can give a most attractive appearance.

"It is not necessary to paint the external walls and, therefore, the maintenance costs over the years are much less. Brick homes are also weatherproof, solid and have a long life."

Anybody entering these courses has a chance to win all the materials and plans needed to build his own house. There are also several consolation prizes.

For details write to Brick Development Association, PO Box 31156, Braamfontein 2017, stating which of the following brick schools you wish to attend: Dobsonville, Orlando, Katlehong, Molapo, Mamelodi, or Sebokeng.

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IMMIGRATION

The need for skills

SA is not short of people, but it is short of skills. The difference between the two seems to have escaped many of those who rushed to condemn the recent announcement by the Minister of the Interior, Alwyn Schlabusch that restrictions on immigration would be eased. In the medium to long term, there is no

question that South African blacks must be trained to take up all the job opportunities offered by the economy. But in the short term we can't afford to allow a shortage of skilled labour to become a bottleneck on growth. There are already signs of this: the Stellenbosch Bureau for Economic Growth's latest opinion survey

shows that skilled labour is adversely affecting 21% of the jobbed

Slowed growth will cost South Africa a lot more jobs than an increase of immigrant will take. The economy does not realise its potential right now, the local firm objectives

Financial Mail F.

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6. Keeping simple records of activities... births, deaths, outbreaks of diseases.
7. Keeping the community informed about visits of mobile regional health teams to the health post.
8. Conducting child welfare clinics, especially weight surveillance.
9. Identifying patients for referral
10. Up line referral of all problems that they cannot deal with themselves." (Lesetedi, 1978:4-5).

The FWE's are full-time employees of the local authority and receive a salary, also slowly they are being provided with bicycles (a generally undervalued potential medical aid). FWEs work under the supervision of trained nurses and are stationed in villages with clinics. They are expected to establish themselves within the community, attend kgotla meetings and to mobilise communities to improve their own level of health. In the Fw programmes, Botswana has moved towards creating a network of primary health care workers, rooted in rural areas, concerned with dealing with health problems common to most members of the society. The efficacy of the FWE has still to be tested, but in this programme, lie the seeds of a health care delivery model oriented to the basic needs of the Botswana population.

3. LESOTHO

In 1975, Lesotho introduced its first Village Health Worker (VHW) programme. The concept of VHW's is not new, it has been developed and implemented in a number of countries in recent years, under a variety of different titles (primary health care workers, paramedical workers, health auxiliaries and so on) and the duties and responsibilities of VHWs vary widely between countries. However, all VHW programmes are aimed at promoting health care at the village level and expanding the availability of health services to remote populations.

In Lesotho, the VHW programme at present has been introduced only in three areas. The three VHW programmes, each operating in different hospital districts, were planned and implemented almost independently of one another. While the programmes are all aimed at promoting village health, they differ significantly from one another in response to the varying needs and resources of the local environments in which they operate. A brief tabular description of the three VHW programmes, highlighting the distinctions between them, is given in Appendix I.

tives become more difficult to attain

An analogy drawn by Ron Marsden, leader of the National Development and Management Foundation's "advancement at work" project, is apt "If you are dying of cancer, you don't want me to start training a doctor to treat you," he says "You want treatment immediately"

Skills are wanted now, as the economy begins to take off, not in five or so years' time, when training programmes may be completed

Economic growth is a vital pre-requisite for job creation In a paper presented to a symposium on employment last year, John Parsons, principal research officer at the Chamber of Mines' human resources laboratory, concluded that unemployment could be reduced if the economy grew at 5% a year between 1975 and 1990

But it would double in that period if the growth was only 4,5% a year, and would increase five-fold at a 3,5% rate The actual rate in the Seventies was 3,6%

Stellenbosch University's Professor Jan Sadie estimated that 274 000 new job-seekers entered the labour market in 1978 By the end of the century, the annual rate is likely to be 440 000, and it is only rapid growth that will enable the economy to absorb these numbers

While economic fluctuations have a bearing, the skilled manpower shortage and the unskilled labour surplus are not merely cyclical they are structural features of the economy For example, the Wiehahn Commission was at pains to point out that in April 1977, when the economy was in a deep recession, there was a shortfall of more than 10 000 artisans and apprentices That was at a time when an estimated 1,5m people were unemployed

A 1978 forecast by Stellenbosch University's Unit for Futures Research was that by 1981 there would be a shortage of 705 000 skilled workers (standard 9 education or better), and by 1990 the gap between supply and demand would have risen to 1 330 000

Expected demand was based on an assumption that the economy would grow at 5% a year If the economic growth rate lags behind that, however, the gap between skilled labour supply and demand is likely to narrow But that's not much consolation SA *must* go for growth

There have been other forecasts One calculation showed that 3,8m skilled and semi-skilled workers would be required this year At best the supply of white skills would amount to only 1,8m, leaving a shortfall of 2m jobs to be filled by non-whites

So a meagre inflow of 10 000 immigrant workers (the assumption on which the present Economic Development Programme is based), or even 30 000, as we have had in the past, will deprive no South Africans of work, and will create a lot more jobs down the line

Meanwhile, training must be stepped

up The ratio between skilled and unskilled manpower in SA is unacceptable In the United States, the ratio of executives to the rest of the work force is a mere 1 6 In Australia it is 1 11, in Japan 1 15 And SA? A dismaying 1 42

If SA is to develop along the lines of the more advanced economies, this ratio will have to be reduced

"As an economy develops and becomes more industrialised, the proportion of the labour force employed in skilled occupations increases markedly," says Parsons

In the US, for example, between 1900 and 1970, the proportion of professional, technical and managerial staff in the workforce rose from 10,1% to 24,7% That of clerical and sales staff rose from 7,5% to 23,6% and that of craftsmen and operatives from 23% to 30,6% But the unskilled sector declined from 59,4% to 21,1% The trend is continuing

In SA in 1970, the ratios were worse than in the US in 1900 5,5% professional, technical and managerial, 10,5% clerical and sales, 17,5% craftsmen and operators, and 66,5% unskilled

Sadie points out that in SA (excluding farmers) there are 22 unskilled or under-employed people, 16 semi-skilled and four technicians or highly skilled for every one executive

Clearly, the capacity of the skilled and executive groups is stretched to the limit Equally clearly, every additional skilled person brought into the economy brings with him the potential to create jobs for a number of other people Every architect in work makes possible the employment of additional bricklayers, carpenters and labourers Every skilled artisan is surrounded by semi-skilled and unskilled assistants

The latest EDP is based on an assumption of far fewer immigrants (10 000 a year) than previous EDPs (30 000 a year). This is not only a question of facing the reality that fewer immigrants are likely to come, says EDP director Dr Frikkie Scheepers, but also a policy decision to reduce the number of immigrants

The danger in opening the gates to immigrants is that some companies may take the easy way out and choose immigration as the solution to their manpower problem, instead of our own people

The answer to this could be a simple one set up a scheme in which an immigrant is brought into the country on contract, a condition of which is that he is paid a bonus to train someone to replace him The idea, which has been proposed by the NDMF, is widely applied in other African states

"This way we might overcome some of the political objections to coming to SA," says Marsden

Another problem is the perennial shortsightedness of private enterprise When the economy is in recession, manpower is not a constraint on growth, so little training is done When the economy picks up again, it's too late to train people in time to catch the boom, so businessmen turn to recruiting abroad once more

Is enough training being done? Nobody seems to know, as there is a dearth of accurate statistics

But Theo Poolman, the Federated Chamber of Industries' legal and labour adviser, says, "nothing leads me to believe there is enough training going on. More companies than before are training workers, but not enough to make much impression on the total problem"

An indicator is the number of in-service



GILL

4,

The type of training system considered for the purpose of the study is...

should be a top priority of Dr Her Revinders at the newly formed National Manpower Commission. Something must be done and it must be done fast.

eight in-service training centres has improved but they fall a long way short. The reluctance of the business community to provide training for its workforce

ALTH STATUS

ing literature on indicators of health, as on other use in policy-making and assessment. The following contributions in this field, concentrating on the available indices.

desired qualities for a health indicator when envisaged. Different measures of 'health' are envisaged. Some of the functions which indicate

changes in public health status over time or between regions; in the above, to estimate the impact of health time and in different areas;

overall measure of health for public discussion measure for the evaluation of specific expenditures the results each is expected to produce.

busily has advantages of convenience for all of indicator could be used. Only for the last health expenditure, is there a fundamental need

ture to indicate relative need for health provision as an important related issue, but measures on other factors -- population, density of services, etc. -- beyond simply health status. The section, 'Indicators of Health Needs'.

able to have indicators relating to at least two : length of life and quality of life, the latter of the impact of health impairment on individuals. this can be measured by:

: but this reflects the age structure of the well as the mortality experience of each age group. : a standard age and sex distribution is used of age-specific mortality rates; the measure choice of standard population.

1.

training schemes registered with the government to qualify for tax incentives -- only about 400. There are some 30,000 firms in the country. Throughput at the

Life expectancy uses the same data and is easier to comprehend. It can be calculated at different ages, e.g. at birth, 30 years, and 60 years. This gives some idea of the distribution of mortality by age group as well as the average expectation of life.

Proportional Mortality Indicator¹ uses less information than life expectancy but has a similar import; it only requires a distinction between deaths which occurred over and under 50 years of age on the grounds that one may be more concerned over death below than above 50. It uses the fact that, as the population becomes healthier, life expectancy increases, and so will the number of deaths over 50.

In its simple form, the PMI is the proportion of deaths under 50 to total deaths. Katsumuma and Koizumi² show how it can be corrected for the age structure of the population to give a truer indication of mortality experience.

The adjusted measure is:

$$\frac{\text{deaths} > 50}{\text{population} > 50} \times \frac{\text{deaths} < 50}{\text{population} < 50} \times \frac{\text{std. pop.} > 50}{\text{std. pop.} < 50}$$

This formula yields a coefficient equal to one if the mortality experience of the test population is the same as that of the standard population; above, if the proportion dying under 50 in relation to the age structure is higher, less if it is lower. It is, therefore, comparable to a percentage.

1 S. Swaroop & K. Uemura (1957), WHO Bulletin 17, 439-481.

2 H. Katsumuma & A. Koizumi, HSMHA Health Reports, April 1971, vol. 86 no. 4, p.986.

Women could ease CBD jobs crisis

175
Star
1/2/68

The near-critical shortage of skilled office staff in central business districts (CBDS) could be alleviated by the employment of more part-time married women, according to Mr Neville Mackay, managing director of the Kelly Group of personnel services.

He points out that while the recent upswing in business activity has created more job opportunities in CBDS, the spiralling cost of living, particularly the petrol price increase has caused many would-be women applicants to seek employment in their local residential areas

"Travelling daily into the city," Mr Mackay says

"is becoming less attractive as costs increase"

But, he adds, working in CBDS on a mornings-only basis still has considerable appeal for married women with families, who need them at home in the afternoons.

"Many highly skilled and experienced women," he says, "would become immediately available for work if employers offered part-time jobs."

"And," he maintains "companies would benefit with fuller staff complements and lower monthly salary bills without significantly impairing efficiency."

"The tempo in many offices," says Mr Mackay, "slows down after lunch

and some afternoon tasks could quite comfortably be deferred until the next morning, when staff are fresh and can work at peak capacity"

But, he adds, half-day jobs in the CBD are still scarce

"The staffing problems experienced by many companies," he says, "could be solved if they would revise their personnel policies to accommodate more part-time women employees

"Most businessmen would be agreeably surprised at the cost-effectiveness of employing skilled female office workers on a part-time basis."

Electricity staff crisis — hunt on overseas

By Lynda Loxton, Municipal Reporter

As its staff shortage rapidly approaches crisis level, the Johannesburg Electricity Department has received the go-ahead to recruit overseas

The management committee this week approved a proposal by the department that it spend R4 800 to place advertisements in the British press for engineers, technicians and artisans

The department has reported that retirements and resignations are fast reducing the department's technical manpower to a crisis level

During the last year, the department has lost 19 engineers — 18 through resignations. During the same time, two former employees re-joined the department and two bursars resigned

No other engineers could be recruited, and the department pointed out that there was a 'steadily worsening shortage of engineers' in the country

The department is also "critically short of electricians, fitters and other engineering artisans"

Shopfloor contractors offer to attract artisans

Private companies are bringing in skilled contract workers as a stop-gap solution to hampering expansion plans.

At the same time, Government reveals that many steel and engineering companies are "crying out for qualified tradesmen" as the economic lift-off becomes reality

Deputy Interior Minister S F Kotze says 1980 should see a turn-around in recent migration patterns with South Africa showing a net gain as the exodus drops and more new settlers enter

P-E Consultancy human resources manager Martin Westcott says several small-to-medium engineering companies

have asked for PE's help in recruiting overseas contract-work tradesmen.

"One needs 22 toolmakers and setters. The others are in similar positions," he adds

Except in rare cases, this sort of artisan recruiting was previously undertaken only by large organisations such as Iscor and Escom

With not enough local journeymen to go around, the UK recruits are generally being offered return family airfares, settling expenses, help with accommodation and R6 an hour plus overtime if they sign up for three years

The importing of well-paid contract workers with perks might upset local artisans, not to mention blacks keen to move

By BILL CAIN

up the skills ladder

Against this must be seen the dearth of capable people needed to keep the growth snowball rolling

The use of contract workers could, however, be a timely holding action during the several years still needed to create an adequate skills pool

Deputy Minister Kotze says "Overseas interest in emigrating to South Africa is seeming-ly on the increase but it is too early to gauge the extent"

He adds that last year's final immigration figure will not pass the low 1978 intake of 18 668 — with 20 688 emigrants for the same period giving the

country a net loss.

But "the position, generally, is regarded as satisfactory and should result in a net gain"

This year the intake should be markedly up, with workers in depressed and still deteriorating industrial European countries being offered a new deal by the Government.

From April 1 approved immigrants will get 80% of their airfares paid by Pretoria as well as the usual basic rail and accommodation costs on arrival.

The present maximum payment of R275 a head will be scrapped as the Interior Minister now considers it unrealistic compared with costs when assistance to settlers was introduced nearly 20 years ago

Minister Alwyn Schabert stresses that relaxation of immigration controls does not mean any lowering of standards in the calibre of foreigners Pretoria will approve for permanency in SA

He urges employers to ensure as far as possible that workers recruited overseas are suitable for settling in South Africa

Deputy Minister Kotze says: "Judging by overseas recruiting requests from numerous firms, it would seem the biggest shortfalls are in the steel and engineering industries. Most firms are crying out for qualified tradesmen but the professional man in engineering construction and mining is also in demand"

... on the section where ne is employed.

A condition of the seasonal contract is that the cutter must cut at least 800 tons in 220 days (i.e., he must average more than 3,6 tons per day).

At present this season Tongaat has 220 seasonal cane cutters.

Artisan shortage at crisis point

By Frank Jeans

The Government must act soon on the question of black artisans in white employment areas, if a crisis in the building industry is to be averted.

There is stalemate in the industry over the chronic skilled worker shortage, a situation aggravated by the recent walk-out of trade union leaders in talks with the Building Industries Federation (Bifsa).

The talks, which had been going on for six months and were aimed at the gradual introduction of black artisans into white dominated unions, broke down when union leaders, Mr Gert Beetge and Mr R Beech, walked out of a meeting in Johannesburg on February 11.

Now, building leaders believe there can be only one solution to the rapidly growing employment problem — the repeal during the current Parliamentary session of the Black Building Workers Act.

Bifsa's president, Mr Bob Stevenson, said after the walk-out that Mr Beetge's action had left the impression that "he was under instructions to adopt an obstructive attitude".

French dressing.
greaseproof paper
juice.

green peas
peeled and diced

Cube the potatoes while still hot. Chop up the bacon, mix with the potatoes, onion and mayonnaise. Season with a little salt and pepper. Use hot or cold.

GERMAN POTATO SALAD
Ethne Beard, Port Elizabeth

boiled potatoes
cooked bacon
mayonnaise

chopped onion
salt and pepper

Cut the centre from the cabbage, leaving the outer leaves to form a bowl. Wash well. Chop onion. Peel and cube the carrots and pineapple. Cube tomatoes. Thinly slice some of the inner leaves of the cabbage leaving the stalks. Place the carrots, pineapple, tomatoes, sliced cabbage and the finely chopped onion in a bowl adding any juice from the tomatoes, pineapple and add salt and black pepper to taste. Toss well, then pile the salad into the cabbage "bowl". Garnish with radish roses and a small bowl of mayonnaise for those who like it. To make the radish roses, cut across the tops in a double cross, then put them in iced water until the radishes open up.

STUFFED CABBAGE SALAD
May Bennett, Ridgeworth

1 fresh green medium size
cabbage
onions
carrots

tomatoes
fresh pineapple
radishes

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.

SPRING GREEN SALAD
May Bennett, Ridgeworth

1 medium size lettuce
2 onions
parsley

1 cucumber
mint (fresh)
scallions

Boil the beans (sliced) with salt and onions till cooked, then pour off the water.

CURRIED GREEN BEAN SALAD
Mrs Fuller, East London

2 lbs sliced green beans
2 chopped onions

1 d salt, level
2 cups 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 TOSS SALAD

1 medium head lettuce, torn in
bite-size pieces (4 cups)

2 cups diced apple

1 11 oz can (1 1/3 cups) mandarin
orange sections, drained

1 6 1/2 or 7 oz can tuna, drained
and broken in large chunks

1/3 cup coarsely chopped walnuts
1/2 cup mayonnaise or salad
dressing

2 t soya sauce
1 t lemon juice

In a large salad bowl, combine lettuce, apple, orange sections, tuna and nuts; toss together. Combine mayonnaise, soya sauce and lemon juice; mix well. To serve, add dressing to salad; toss gently. Makes 4 - 6 servings.

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Removal of race bars would ease driver shortage

Municipal Reporter

One way to beat the present and expected shortage of bus drivers in the Johannesburg Transport Department would be to employ drivers of all races, it was suggested last night.

Johannesburg city council

R50 000 grant to university

Municipal Reporter

Despite protests from the Opposition, the Johannesburg City Council last night agreed to give R50 000 a year for 10 years for a Chair in Municipal Government and Administration at the University of Pretoria.

Mr Sam Moss, MPC, leader of the PFP, said the council's commitment has always been, and must remain, with the University of the Witwatersrand and Rand Afrikaans University.

But Mr J F Oberholzer, MPC, chairman of the management committee, said that because of the predicted growth in the demand for municipal staff, the grant would be in the council's favour.

The grant to Wits had been increased by R10 000 to establish a similar chair, but it had not yet done so. The management committee first thought of reducing Wits' grant by R10 000 to give it to Pretoria, but because of the outcry such a move would cause, had decided against it.

cillors were discussing the employment of part-time drivers in the department at their monthly meeting.

They all welcomed the introduction of part-time drivers, as a permanent feature following the recent cancellation of nearly 100 trips on the Yeoville and Svoentham routes.

But the PFP councillors quickly pointed out that the whole question of the shortage in running staff could be solved if, as Mr Alex Neppe put it, the choice of staff was not dictated by colour.

RESERVATION

Mr Aleck Laffe said the staff situation would not improve as the economy lifted. More and more drivers would leave to work elsewhere. The immediate and long term answer was to remove job reservation, as had been done in the Traffic and Fore Departments.

He said he was aware of the problems this could create with the unions but that this was no reason to backpedal.

Mr Gerrit Bornman, MPC chairman of the transportation committee, said 14 part-time drivers had been recruited already, but that some of these may leave after a few weeks.

He said it had already been agreed with the trade unions that when the remaining coloured services are integrated with the white services, the coloured drivers would be used.

The last thing he wanted to do was confront the unions.

The Relect Group Co Sales New Co Bill Cusk H F G A S

Housing shortage, unless black artisans are introduced

By Frank Jeans

Prospective home buyers face a housing shortage if black apprentices continue to be barred from white-dominated work areas, according to Mr Bob Stevenson, secretary of the Building Industries Federation.

This follows the breakdown in talks between Bifsa and trade union leaders on the introduction of black artisans into the union. Bifsa is now pinning its hopes for alleviating the chronic labour problem on the repeal of the black Building Workers Act

during the current session of Parliament. "Unless this happens says Mr Stevenson, the entire building sector, particularly in home-building, faces a disaster situation. While the industry, try during the recession after the 'deep recession' of the seventies" is on the

way to revival, there are no good conditions yet. But the big backlog of the slump years has built up accumulated demand especially for houses. "The public does not realise how many artisans drifted out of the industry during the recession. They found other em-

ployment with no intention of ever returning to building". Attempts last year to replace the labour shortfall were 'gravely disappointed' and during the whole of 1979 only about 200 white apprentices entered the industry throughout the country.

To meet the industry's requirements for 1980 the intake this year should be in the region of 1 600. All we lack are sufficient apprentices to come forward and undergo training," says Mr Stevenson. "If the white and

coloured communities cannot supply enough recruits, Bifsa will have to indenture blacks as soon as possible. The threat to home-building is all the more disturbing as building societies are flush with funds for homes

1075	Friday, 22 June
1063	Thursday, 21 June
1048	Wednesday, 20 June
1036	Tuesday, 19 June
1033	Monday, 18 June

(Green pages)
Government of House Motion 9963
Introduction of Senate Amendments 9961
Propriation Bill—Third Reading resumed 9765

QUESTIONS AND REPLIES

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Signature: JB

DANGER!

Shortage of engineers could be costing Durban ratepayers R5m a year

175
264
248

Municipal Reporter
A CRIPPLING shortage of civil engineers in the Durban City Engineer's Department could be costing ratepayers R5 000 000 a year.

The situation is seen as so desperate that the city's essential services — such as water, sewerage and waste removal — might be affected unless suitably trained staff can be found.

As a short-term measure the City Engineer, Mr Don Macleod, has suggested a priority rating for future projects. Of a total of 61 established posts for civil engineers, there are 14 vacancies. Other professions in the department are also cause for concern. The council's pay structure is blamed for the fact that junior and middle bracket engineers are leaving the department.

A report by Mr Macleod, intended for the Management Committee's meeting on Thursday, calls on the council to make strong representations to the Administrator for the ceiling on the professional grading structure to be raised sufficiently to enable Durban to build up and retain a strong team of junior and middle management civil engineers.

The only way the department could keep abreast of the city's essential development programme was to employ outside consulting civil engineers. At present, 147 projects worth R21 million are being handled by consultants. The report said while this enabled day to day work to be done, the shortage of established staff did not permit proper forward planning to take place and made it difficult to control and administer the work of the consultants.

It had been previously pointed out that with lack of control and the increasing shortage of middle management men with long experience in civil engineering it became increasingly possible for errors to slip through. Mr Macleod said when a capital works programme of R48 million and more was involved errors of judgment and lack of adequate planning could easily account for a 10 percent wastage — or R5 000 000 a year. Between now and 1986 four out of five assistant city engineers and one of the two deputy city engineers would retire. In the same period two divisional heads and four section heads would also retire. Also of concern was the position in regard to other professions

Mr Macleod said when a capital works programme of R48 million and more was in-

In the land survey branch there is one vacancy for a surveyor. In the past year work done by private firms came to R277 608.

Length of hardened roads — increased by 210km to a present 1 785km. There were now four major waste water treatment works. Only two had been commissioned in 1970.

In the architectural branch, to keep up with the present workload, private architects have been commissioned to handle 29 projects with a total value in excess of R36 million. Similarly more and more use is having to be made of private quantity surveyors.

Not suggested

Mr Macleod said the council was obliged to put more work out to contract while it was not suggested that this form of operation was more costly for the council in the use of consultants in the engineering field particularly was definitely a greater expense.

As an example, if all the civil engineering vacancies and their back-up staff were to be filled the total cost at present-day rates would be less than R550 000 a year — even if all the staff were at the top of the grade.

But, on a most conservative basis consultants' fees would exceed R1 000 000.

Examples

Mr Macleod gave the following examples of growth of work from 1970 to 1979:

- Water consumption — from 322m³/a day to 418m³/a day
- Contract work — from R17 million (present-day value R43 million) to R58 million.
- Building plans submitted — from 8 143 to 10 616, and

Artisan job moves this year will cost R80-m

SUN EXPRESS 2/3/80

175

SUNDAY EXPRESS BUSINESS EXCLUSIVE

BOOM conditions and the accompanying squeeze on skilled labour will cost the country's manufacturing sector an extra R80-million this year, as artisans move from job to job for higher pay

"More than 50 000 artisans will change jobs during the next 12 months," says Jon Cole, of the PE Consulting Group

"Seifsa estimates that there are at least 175 000 artisans in the manufacturing sector and our turnover survey projects that at least 30% of those will change jobs"

Cole contends his projection is a clear indication that the

economy is moving rapidly towards a fullscale boom

"In the 1973/1974 period, turnover of artisans went as high as 39% It dropped to 13% in 1977 when the economy hit the doldrums," he says

"Hourly paid workers are traditionally more mobile than salaried staff and they tend to move for small wage increase"

The staff turnover will cost industry a lot of money

"The cost every time an artisan changes jobs is about R1 500," Cole has estimated "This does not include expenses such as relocation costs and the re-training period

"It's an unfortunate fact of life in the manufacturing industry — and in any industry where skilled labour is in demand — that the employer is constantly losing staff and hiring others, usually at higher

wages, to fill the gaps

"And when the economy begins to take-off the situation becomes worse, leading to a drop in productivity and many wasted man-hours"

Cole reckons that as a result, artisan wages will be upped considerably this year He says a qualified fitter is likely to earn well over R1 000 a month with overtime — his basic wage could exceed R900 a month

Foremen, most of whom are salaried staff, are far less inclined to change jobs Last year's turnover figure was only a quarter of that of the artisan labour and many employers are hoping to beat the turnover by switching their artisan force to monthly payrolls — with benefits such as pension and medical aid schemes as extra inducements to stay around

Chronic shortage of trained staff getting worse

STAR 3/3/80

175

An employment boom on the Witwatersrand has created hundreds of new jobs, but there is a chronic shortage of trained people to fill them.

And it is getting worse.

Personnel experts have expressed concern that school-leavers were not undergoing post-school training, and that qualified secretarial, computer personnel, engineering and management posts were standing empty because of this.

CONSULTANTS

Consultants said the job market had swung over in the past year to a critical situation of oversupply of jobs and undersupply of staff.

Because of the upswing in the economy, businesses were expanding and creating new posts — but there were not enough skilled or trained white staff to fill the posts, consultants said.

They said it was imperative that business realised the need to promote training of school-leavers or train them on the job, as they were now forced to do.

DEMAND

Mr N Mackay, managing director of a national employment agency, said the demand for staff had increased steadily during the past year.

He said he could now place at least 50 secretarial positions a day but he did not have the people to fill the jobs.

He said his consultancy did not recruit black staff, but that blacks would have to be trained as well.

"Our problem is immediate.

"We have hundreds of vacancies which need to be filled — and no qualified people," Mr Mackay said.

He said he found it "intolerable" that many overseas people — highly qualified secretaries and middle and higher management personnel were available to fill positions but were not allowed work permits in South Africa.

He said there had been too few jobs and too many people two years ago, so that the Government had had to cut

down work permits for immigrants.

"But today we have too many jobs, and it is frustrating to know there are some people out there that can do the job but are not allowed to do it."

Mr M Bolus, of Northline Personnel, said he had 300 unfilled jobs on his books.

"At the moment we get in 50 vacancies a week. We fill five — if we are lucky."

He said the staff shortage was across the board, but particularly serious in the skilled and semi-skilled fields.

STAR 5/3/80 (175)

A dearth of scientists

Unless South Africa rapidly increases the number of science graduates from its universities it faces a massive manpower crisis which will affect not only scientific research, but its industries and defence establishments.

This warning is given by Dr S Meiring Naude, former Scientific Adviser to the Prime Minister and now chairman of the Foundation for Education Science Technology.

Dr Naude called for mathematics and science teachers to be paid more than others in an attempt to lure them back into school classrooms.

Dr Naude said "Unless we have good teachers to give children a foundation in science and to inspire them we will not get young people going on to university to do science courses there."

It was essential that the country have South African scientists for defence research. There was at present a reliance on people trained before 1960.

"We have people at present, but the backup is not there," he said. "There are not enough scientists coming out of the universities."

Political

The CSIR had, for the past five years, experienced difficulty getting local scientists as research workers.

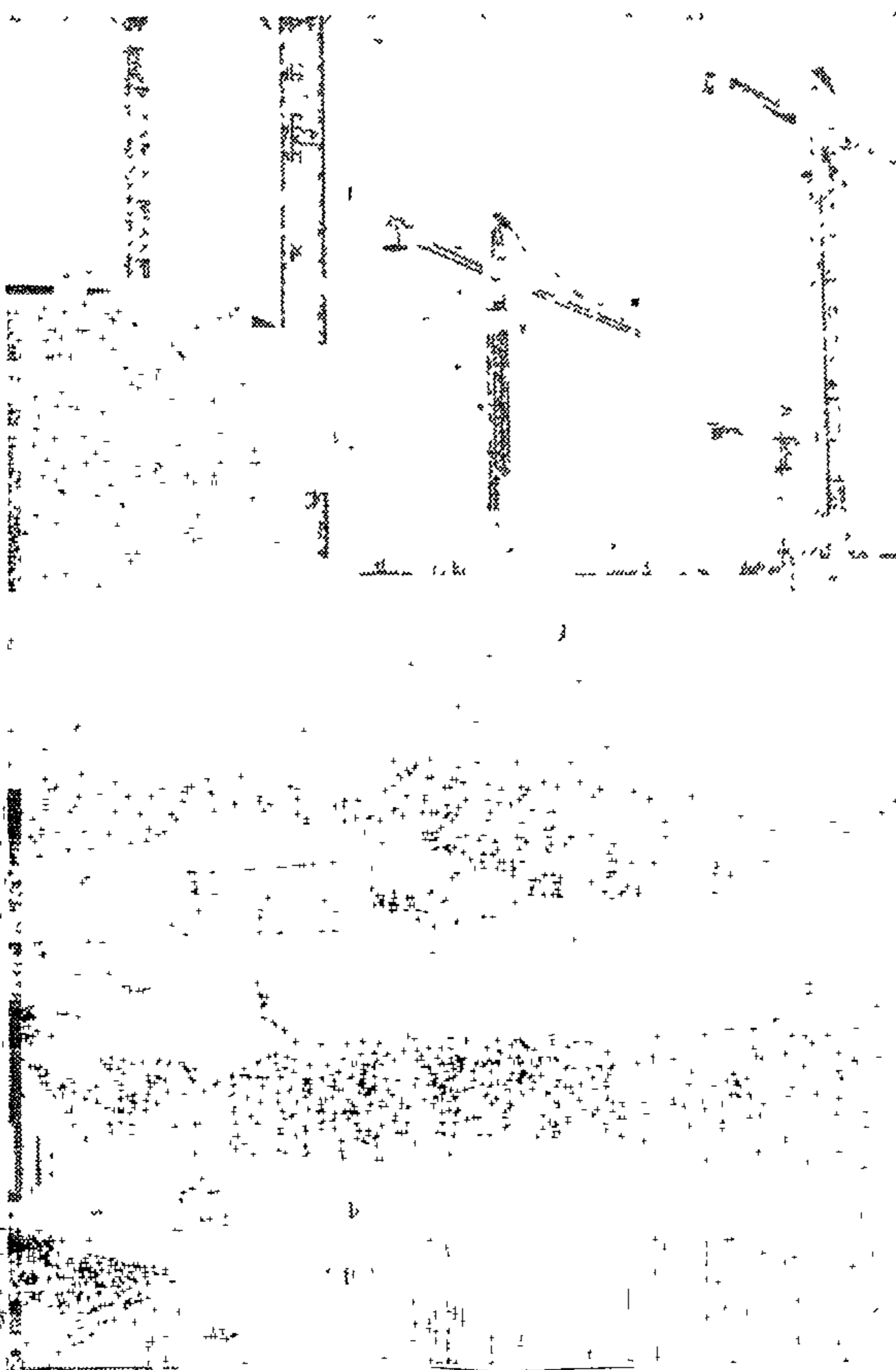
Importing scientists relieved the shortage temporarily, but their availability was dependent on South Africa's political situation.

Dr Naude expressed particular concern at the small number of physics students coming from local universities.

Between 1960 and 1973 the percentage of physics degrees throughout the country was a mere 4.3 percent of the total of first degrees. It dropped to 0.8 percent in 1973 and improved only marginally to 1.1 percent in 1977. This fell far short of the necessary requirements for the country, he said.

In contrast, economics degrees had risen from 9.4 percent of the total in 1970 to 17.1 percent in 1977, according to figures from the office of the

A former Scientific Adviser to the Prime Minister has made an urgent call for more science training, ELIZABETH WILSON reports.



Koeberg nuclear power station under construction. Future projects such as this will be threatened unless South Africa increases its output of scientists.

Scientific Adviser to the Prime Minister.

BSc degrees, which made up 18.2 percent in 1960, dropped to 9.9 percent in 1977.

Dr Naude maintains students are being drawn to economics because of better pay prospects.

The shortage of science students was also related to the shortage of suitably qualified school teachers, he said.

As far back as 1971, only 51.4 percent of all teachers in the republic teaching physical science had a second year, or higher, qualification in the subject they were teaching.

The situation was getting worse.

Universities could not find lecturers for science

faculties and recently the University of Pretoria experienced difficulty in filling a professorship in physics.

Present

The situation had far-reaching implications, said Dr Naude.

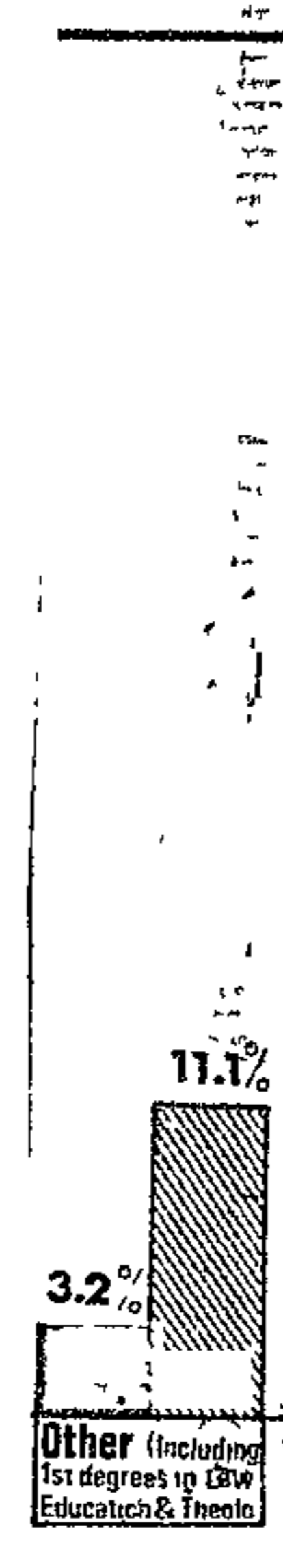
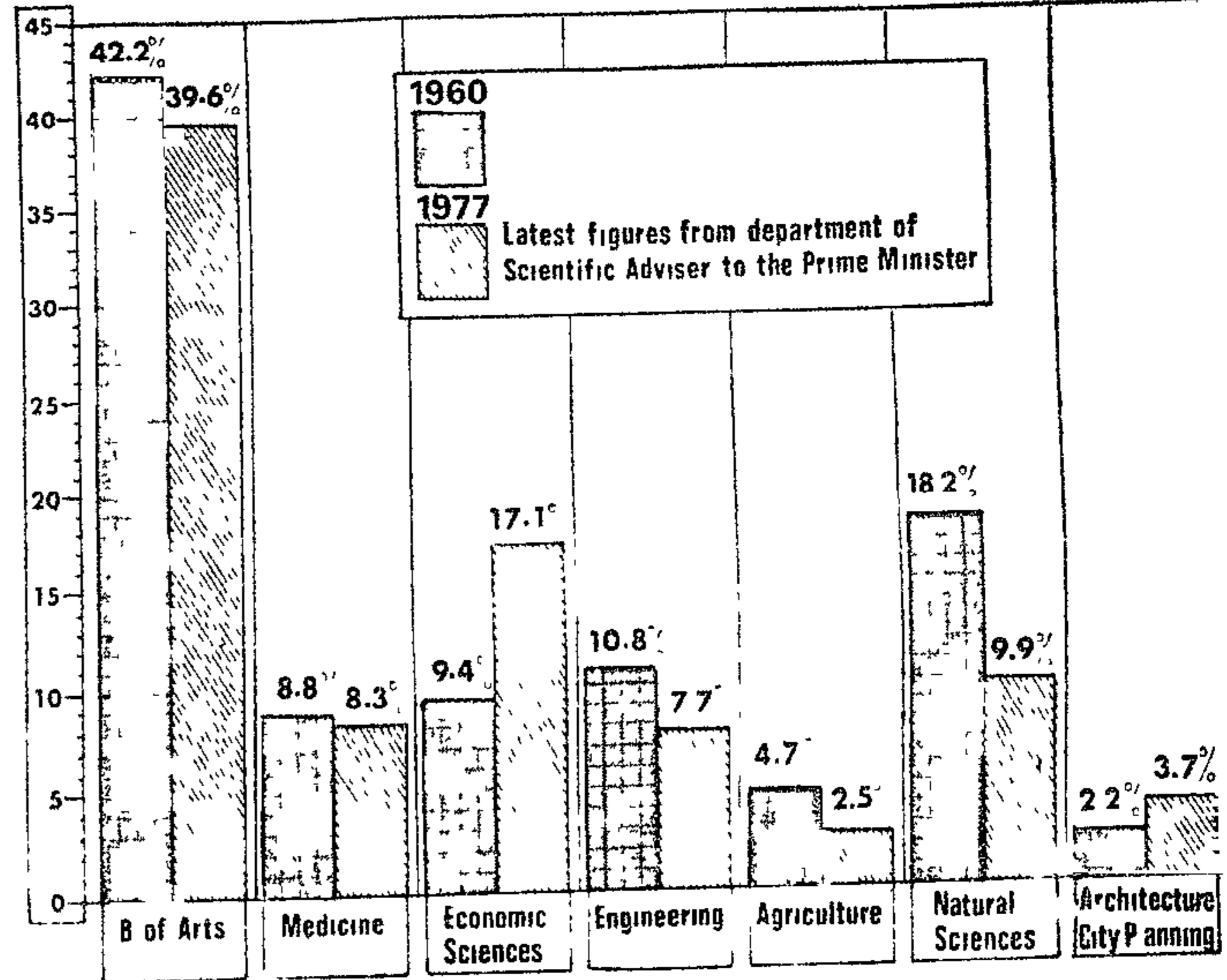
Although he had previously advised former Minister of Education Dr Piet Koornhof that all people with four-year degrees should be paid the same — including engineers, scientists and teachers. He now revised this view. The seriousness of the present situation required urgent steps to be taken to encourage scientists among them the subsidising of teachers in those subjects where

there were shortages.

Dr Naude said that present "the best talent" was being channelled into medicine. If the trend continued the country would get "low calibre" engineers and scientists.

Asked to comment, the present Scientific Adviser to the Prime Minister, Dr A P Burger, said his department had been giving continuous attention to matters in the field of scientific manpower.

"Recommendations have been and are receiving attention," he said. "But, at the moment the Manpower Commission is assuming certain responsibilities for these matters. I therefore cannot make any further comment."



579R 8/3/80
Bus driver
(266) (175)
shortage over

The Johannesburg Transport Department's bus driver shortage is over — after a massive drive to recruit part-time and full-time drivers.

The drive was launched after the cancellation of nearly 100 trips on the Yeoville and Sydenham routes.

The General Manager of the Transport Department, Mr. Les Petley, said the problem was in hand.

"The drive to recruit these drivers was wholly successful and the matter has been dealt with," he said.

Jo'burg secretaries cash in on shortage

STAR 8/3/80 175

A shortage of skilled secretaries in Johannesburg is giving run-of-the-mill secretaries the chance to command salaries of more than R600 before they put their fingers to a keyboard.

Secretarial colleges report full houses and year-long waiting lists.

But even with colleges running at full capacity, the supply does not meet the demand, and pay offers are rocketing.

While a teacher with a BA degree and an educational diploma struggles to earn R500, advertisements are seen offering secretaries without shorthand, R625 a month — plus bonus.

This week's survey of the small advertisements in The Star shows that a copy typist can command

from R350 to R550 a month, a dicta typist anything from R450 to R600, a plain secretary R650 — plus profit sharing bonus, a secretary to a managing director R700 — plus bonus plus transport, and a secretary with shorthand R750.

Office Overload, a personnel supply agency specialising in temporary staff, reports that junior temps are earning anything from R450 to R600, depending on the job and the firm. It is generally recognised that if they were employed on a permanent basis, the remuneration would be higher.

In a salary survey released by the Kelly Group of Personnel Services last year, which covered salaries paid to

women office workers in 17 different categories, secretaries were second on the salary stakes, with Johannesburg secretaries earning an average of R484. They were pipped at the post only by bookkeepers.

Mrs Pam Reeves of Kelly Personnel's Coloured and Asian placement service believes there is a need to give the coloured and Indian students more opportunities for good tuition in the secretarial field, which would then alleviate the secretary shortage crisis.

"The standard of coloured and Indians is improving all the time," she said, "but they haven't the business college facilities and tuition opportunities that whites have."

175 32 pm 14/3/80

Professional labour crunch.

Fears of a professional manpower crunch in the building industry are finally being realised. While demand bumped along the bottom it wasn't serious. Now, with a boom around the corner, concern is rising.

But it's too late. The problem is not so much the loss of old hands through the lean times, but a shortage of new blood coming in. It's the old leads and lags problem again. Because student enrolment drops during recessions, there are insufficient graduates to service the booms.

Take quantity surveyors. The official estimate is that 150 new QSs are needed each year, yet the total enrolment of students for 1980 stands at only 90 — and about a third of those will drop out.

Pretoria University has facilities to turn out 50 QS grads a year. In 1979 there were 10, this year there are 20 new applications which will probably mean no more than 12 or 13 emerging from the pipeline in 1984.

It's very much the same with architects. Institute Director Martin Knoetze doesn't put a figure on the number of newcomers needed each year. But total registration has remained static at around 2 000 since 1976. The number of new students enrolling at the universities is very low, he says, and the shortage will be felt most keenly in about three years. Government's decision last year to reserve further categories of work for architects is going to increase the load. There's also talk of bigger jobs coming up.

The position at Wits tells the story — 11 architects, 12 quantity surveyors and 15 building scientists graduated last year. Now enrolled for final year are 22 architects, 18 quantity surveyors and 18 building scientists.

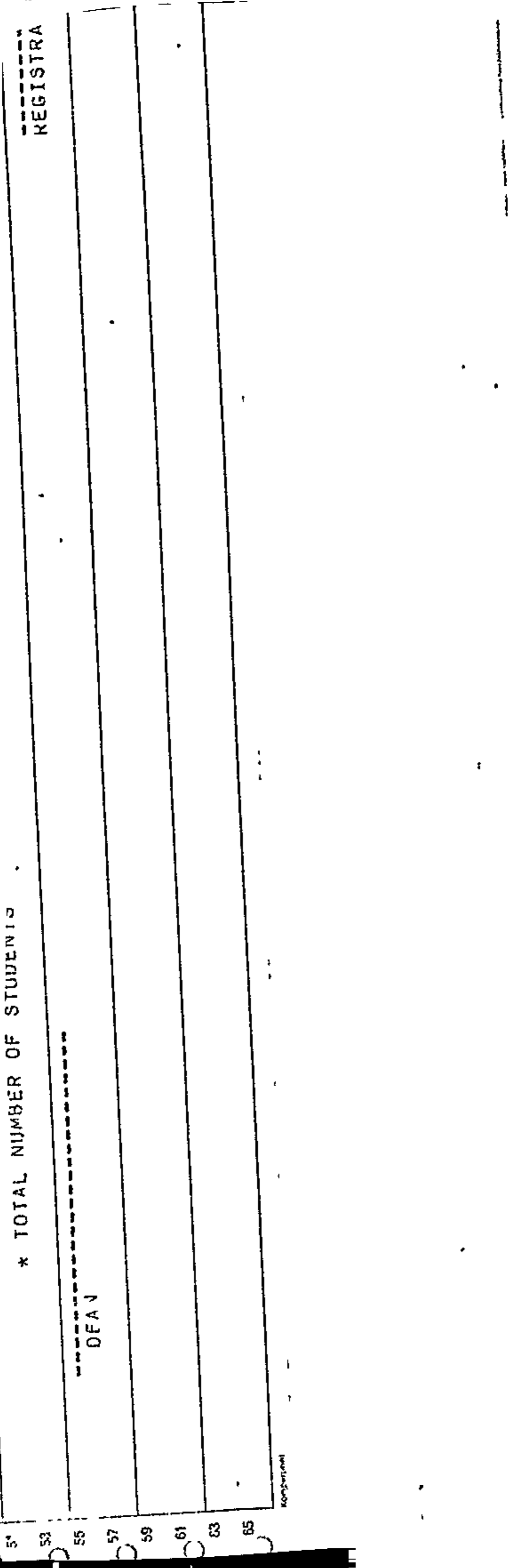
The economic turnabout has helped to bump up first year intake for architecture to 73, quantity surveying to 22 and building science to 21. But again many will fall by the wayside and, unless the building trade slides back into recession, numbers are going to be woefully inadequate.

All disciplines are actively wooing new prospects and official liberalisation of immigration policy could also help. But job demand from overseas professionals hasn't been forthcoming. Perhaps, says the QS Institute's Catrina Hambly, immigrants have been dissuaded by reported lack of opportunities.

Graduates of recognised universities are acceptable in South Africa, she says. All they have to do is sit a competence exam.

But if the lack of interest has been due

to a general overseas view that there's no work here, somebody needs to put the record straight. The way things are going we're going to need all the help we can get.



Technikons lament training vacuum

By JACK BRICKHILL

THE scarcity of top-level management is causing growing concern in the official and private sectors.

It became clear, at a seminar in Durban this week, organised by the Association of Technikons, that existing facilities will not provide enough trained personnel to ensure a high level of economic

growth and job creation.

Hennie Reynolds, chairman of the National Manpower Commission, says full use must be made of existing training facilities and attention should be given to the admission of blacks to white educational and training organisations where facilities are under-utilised.

Other speakers criticised the duplication

between universities and technikons, the lack of close liaison with commerce and industry and the general lack of non-technical courses at technikons for management, banking, accounting and insurance.

There was considerable soul-searching at the meeting. Alan Pittendrigh, director of the Natal Technikon, says "Somehow we (the technikons) have slipped

up in not selling our wares in the non-engineering side."

Assocom representative Gordon Stuart-Reckling admits that commerce has not made sufficient use of technikon facilities with many large stores opting for in-house training schemes.

Trevor Mann, group personnel consultant to Tongaat, says technikons should set up a top-level

working party, including university representatives, to establish the training needs of each industrial sector.

While the educationists and the private sector struggle to find the right formula, the problem becomes more intense.

Reynolds puts it in perspective. The working population will rise from 9.5 million to 14 million by the year

2 000. About 1 000 jobs will be created every working day of this period.

This requires an annual average growth rate for the rest of this century of 5.5 percent.

He says it is necessary to cultivate a healthy climate for growth that is based on merit and not on a white-first and black-second policy.

NAME	POSITION
CAREY SUSAN	13
BERTRAND SYDNEY	11
NANCY	1
JOHN ACHILLES	9
BARRY FREDGE	1
SALLY MARY	1
DAVID LEON	1
ALEXANDER GEORGE	1
DEENA FRILE	
LEONARD STEVEN	
IVOR DANIEL	
TERESA	
DEVON CLARE	
EUGENE FULLNER	
HENRIETTA ANNE	
ER OF STUDENTS	57

MINIATION RESULTS IN FACULTY ARTS
YEAR : 2
FIRST NAMES

High cost of changing staff

5 MAR 18/3/80 (184)

(173)

(175)

(247)

By 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 chargeover costs the company losing the employee R1 500.

The rapid turnover of these people is mainly attributable to the scarcity of skilled artisans — partly due to job reservation — which gives these employees greater bargaining power.

Tool makers have, as an example, jumped in earnings from about R5 an hour to R7,50 an hour in the last six months, Mr Cole said.

A shortage of qualified

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.

In their surveys, P-E analyse reasons for termination. One of the prime factors for people earning less than R400 a month is salary. People earning more than that generally leave to improve career prospects.

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.

field, will, in addition, have to pay an attraction premium of about 20 percent on top of the previous employer's salary.

P-E Consulting works their replacement employee work cost calculations on five times the person's salary — which they say is a fairly conservative way of evaluating this.

Professor Roux van der Merwe of the industrial psychology department at the University of Port Elizabeth has a four-year study into labour turnover.

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 contractable 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	6,7	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
COLOUREDS						
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.

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 two months after the new employee starts work, are generally fairly low in productivity as he learns the ropes of the job. Time is often expended by another employee showing the newcomer what to do. The employer, particularly if looking for someone in a specialised

"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 shipshod way, does not appreciate 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."

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," Ms Parson said.

She also stressed that human relations and communication were vital. "A good salesman doesn't necessarily make a good manager, he may be good at his job, but has no training in how to deal with staff," Ms Parson

down some of the problems of training blacks to become skilled artisans or labourers — primarily because of job reservation — P-E has completed an interesting experiment in SWA/Namibia.

There is a critical shortage of artisans in SWA/Namibia.

A mining company with 15 white artisans and 25 black employees approached Mr Cole asking them to assist overcome their recruitment problem.

Instead, he broke down the technical training for artisans into modules. The labourers study a module at a time until they have

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.

Motivation of the black workers soared, and now while schoolleavers are also following the same multiple course.

"South Africa has such a shortage of skilled people in an incredible large of fields, that training is all important. The people we have, have to be really good in their field," Mr Cole said.

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GUESS TIME

NFGLECTED

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

10 hectares
 prepared for new
 Technikon

Buildings covering more than 10 hectares in Doornfontein are to be fenced off this week and later flattened to make for the multi-million rand Technikon campus

The increasing demand for technicians in industry, and the increase by 10 per cent in the number of students every year, has made the new campus an urgent necessity

In its existing form, the Johannesburg College for Advanced Technical Education, or Technikon, is a strange beast with lecture rooms in 26 different buildings scattered throughout central Johannesburg

The administration of the Technikon is made expensive and cumbersome by its decentralised nature. "Also, there is virtually no campus atmosphere worth mentioning for its 10 000-odd part-time and full-time students," said the director, Mr Corrie Bornman.

TWO PHASES

By the year 2000 this number is expected to have doubled and the new campus is designed with projections to that date in mind.

"I am not even prepared to guess at the cost of the completed campus," said Mr Bornman. "Building costs escalate at such a rate that it would be unrealistic to give a figure now"

Two phases, the first of which will be complete by 1989 or sooner, include an auditorium with stage facilities, student centre, five hostels housing 240 students each and a massive administration block

The campus will house all the Technikon's various departments, including the Hotel School The External Studies section is to break away to form a separate Technikon on April 1

"It is an urgent matter as this year we had to ask several students to apply for enrolment again in July for the second block because we could not accommodate them," said Mr Bornman.

The main building in Eloff Street, built in 1907, might remain part of the Technikon as the school for business management because it is centrally situated

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	AS AT	PAGE
13010	JACHELON OF ARIS					29 02 80	6
1556571	PAUWENZIANI	ELIANA LILOA	105103	GREEN & ROMAN LIT & PHIL	ABS		13010
152302W	RAPMUND	IRMGARD BRIGITTE	115102	FRENCH INTENSIVE	ARS		
152210W	KEID	INGRID MERLE	107101	FRENCH I (PRE-1940)	3MX		
114687K	KHODA	GEORGINA ALEXANDRA	110301	HISTORY III	3		
162650R	KINGRAY	ANTHONY PATRICK	114101	CULTURAL HISTORY OF W.E. I	3		
135749D	ROHINS	STEVEN LANCE	104101	ARCHAEOLOGY I	F		
156722A	ROSEWALTT	GERA LOUISE	105107	ANCIENT HISTORY I	UP		
159211F	SAMPSON	STORHAJ ROISIN	115101	FRENCH I	F		
155354N	SAVUELS	MYMOENA	114101	RELIGIOUS STUDIES I	UP		
153405E	SCHOUKRAAD	KAREN ANNE	110105	ANIMAL VETOLOGY (HALF COURSE)	UP		
156990H	SCHWEITZER	PENELOPE ANN	005101	SOCIOLOGY I	3		
157761E	SCOTT	ELIZABETH ANNE	101103	GENERAL INTENSIVE (XMAS)	UP		
154438T	SHURTT	PATRICK BARRY	005101	SOCIOLOGY I	F		
150755P	SLUMAN	ROBERT JOHN LOVEL	905101	CHEMISTRY IA CH. 102	F		
160163R	SMITH	PAULA ANNE	118101	CULTURAL HISTORY OF W.E. I	UP		
154440B	STAGMAN	SHARYN LEE	102103	AFRIKAANS EN NEDERLANDS I	ABS		
155020E	STANDER	LINDSAY ELLEN	102101	AFRIKAANS	...		
1597139	STANFORD	PAIFLA MURIEL	103202		

175
 178
 178
 19/3/80

RDM 20/3/80. (175)

Anglo man hits out at shortage of manpower

By RIAAN DE VILLIERS
Labour Correspondent

MR Gavin Relly, 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 Relly 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.

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	PAGE
159729U	BAILEY	LINDA JEAN	101103	AFR LANG INTENSIVE (XHOSA) HISTORY OF ART I	ABS	162809R
153940B	BARNARD	CAROLINE ALISON JANE	106104	ECONOMICS IB	UP	153940B
115210D	HARROWS	CLIVE CARL	107101	ENGLISH I (PRE-1980) ROMAN LAW & JURISPRUDENCE I	F	115210D
157724P	BADJUGS	CRAIG REIN	004101	PSYCHOLOGY I	UP	157724P
117046Z	ATKINSON	HENRY NICHOLAS	105202	SOCIAL ANTHROPOLOGY I (PRE-1980)	UP	117046Z
162594H	ARCHER	CLIVE ANTHONY	008101	CULTURAL HISTORY OF W.E. I ABS	3NX	162594H
153885R	ARGAS	MARIA JOAO CAROLINA	107101	ENGLISH I (PRE-1980)	F	153885R
155374K	ALLIE	FUAD	104101	ARCHAEOLOGY I	UP	155374K
154508U	ACKERMAN	BARRY JOHN	911101	MATHEMATICS I M102	F	154508U
085913J	ABRAHAMS	NASLEY	911102	MATHEMATICS IA	UP	085913J
152249N	ACKFRMAN	KATHRYN JANE	004101	PSYCHOLOGY I	UP	152249N
157349G	ADAMS	ZULEIGA	115101	FRENCH I	F	157349G
13010	HACHELOR OF ARTS	YEAR : 1	AS AT 29 02 80	EXAMINATION RESULTS IN FACULTY ARTS		

UJCT

SA faces engineer shortage

By MARILYN ELLIOTT

SOUTH Africa faces a severe shortage of civil engineers and for every civil engineer graduating in 1982, there will be three jobs available, says the President of the SA Institution of Civil Engineers, Mr Ian Braatvedt.

Delivering his presidential address in Johannesburg last night, Mr Braatvedt cited the shortage of civil engineers and other technical people as one of the major problems of the '80s. He said the number of people employed in the civil engineering industry declined from 135 000 to 90 000 in the 18 months to March 1978.

With population expected to rise from 29 million to 50 million in the next two decades, SA needed to create 1 000 new jobs every day if unemployment was not to worsen.

He said whites alone could not handle the technical task and that it was essential to mobilise other population groups in technical fields.

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	AS AT	PAGE
13010	HACHELOI OF ARTS					29 02 80	1
085913J	ABRAHAMS	NASLEY	004101	PSYCHOLOGY I	2 (61)		1
152249N	ACKERMAN	KATHRYN JANE	115101	FRENCH I	F (34)		7
154500U	ACKERMAN	BARRY JOHN	004101	PSYCHOLOGY I	UP (54)		1
157349G	ADAMS	ZULEIGA	908101	GEOGRAPHY I	UP (60)		1
155374K	ALLIE	FUAD	911101	MATHEMATICS I M102	F (44)		1
153885R	ARGAS	MARIA JOAO CAROLINA	104101	ARCHAEOLOGY I	UP (55)		1
162594H	ARCHER	CLIVE ANTHONY	115101	FRENCH I	F (39)		1
117046Z	ATKINSON	HENRY NICHOLAS	107101	ENGLISH I (PRE-1980)	3NX		1
157724P	BAADINGS	CRAIG PEIN	110101	CULTURAL HISTORY OF N.E. I ABS	UP (53)		1
162809R	BAILEY	LINDA JEAN	101103	AFR LANG INTENSIVE (XHOSA) ABS	UP (54)		1
153940B	BARNAIRD	CAROLINE ALISON JANE	502113	HISTORY OF ART I	UP (51)		1
115210D	HARRONS	CLIVE CARL	106104	ECONOMICS IB	UP (61)		1
159729U	BAUMANN	SYLVIA MARITA	107101	ENGLISH I (PRE-1980)	F (37)		7
155052K	BEGLEY	MARK DAVID	115102	FRENCH INTENSIVE	F (36)		1
138311N	BELL	LOHELLE	116120	DRAWING I	UP (50)		1
161780Y	BEVAN	KIM	110101	HISTORY I	UP (51)		1
157700N	BOKGSTROM	MICHAEL CLIFFORD	117101	POLITICAL SCIENCE I	3 (52)		1
153399N	BOTHA	MARTIN FRANCIS CORNELIUS	107101	ENGLISH I (PRE-1980)	F (36)		1
			106104	ECONOMICS IB	UP (53)		1
			117101	HISTORY I	UP (44)		1
			117101	POLITICAL SCIENCE I	3NX		1
			107101	ENGLISH I (PRE-1980)	3NX		1
			106104	ECONOMICS IB	UP (53)		1
			117101	HISTORY I	UP (44)		1
			117101	POLITICAL SCIENCE I	ABS		1
			107101	ENGLISH I (PRE-1980)	3NX		1
			911101	MATHEMATICS I M102	F (42)		1
			911101	MATHEMATICS IA	3 (50)		1
			916103	ANIMAL BIOLOGY (HALF COURSE)	UP (50)		1

UJCT

STUD NO

FIRST NAMES

SURNAME

YEAR : 2

15026

Crisis hits courts as senior staff quit

STAR
22/3/80

288
175

By Rashid Chopdat
Johannesburg Magistrates Courts, the biggest and busiest in the country, face a crisis — many experienced prosecutors are leaving for better pay in the private sector

Certain courts have been closed on some days in the past three months and more resignations take effect at the end of this month

The prosecutors have joined nurses and teachers in demands for better pay.

Senior administrative officials expect more resignations after next week's Budget if salary

increases are not satisfactory.

Prosecutors said there was a crisis in the courts and that juniors — many with little or no experience — were prosecuting in the district and regional courts.

Seven prosecutors are to leave this month — the highest figure for a single month — and three are being transferred. In August 1979 six resigned and four were transferred

The Star has learnt that at least 17 experienced prosecutors have resigned since last December and 11 have been transferred. There are about nine

vacancies in the regional courts at present.

Experienced prosecutors have also been moved into the control offices and other administrative posts.

A prosecutor said there were no complaints about working conditions but "you cannot take working conditions home to feed your children"

Most have left to join the private sector in the legal field. A few have taken up posts in the commercial field. Those who are leaving said the salary and benefits in the private sector were "very attractive."

Mr Andre de Vries, the new senior public prosecutor, denied there was a crisis or serious shortage. He said there were several vacancies for trained men but they would be filled by replacements.

"I cannot comment on whether the spate of resignations is alarming or whether there is any justification on the part of those leaving for a better financial position," he said.

"The vacancies in the regional court are normal. Some people are on leave and others are in the army," Mr de Vries said.

"It is quite normal for people to resign, they do so all the time. Whenever there is an upswing in the economy the private sector attracts trained personnel with better finance."

Mr de Vries would not say how many vacancies there were.

STUD NO	FIRST NAMES	SURNAME	TOTAL NUMBER OF STUDENTS
133011C	ANTONY GIDEON	SCHWEITZER	28
154965B	ROBERT TRAVERS	SMITH	
135195B	PETER R. F. SIFR	SMUTS	
100311J	GRAHAM THEODURE	SMYTH	
132288K	GRAHAM JOHN	SONNENBERG	
138545T	JENIFER SUSANNE	STRAUSS	
133262A	RICHARD JOHN	TEE	
139650U	HELFN CAREN	THOMAS	
101563V	JOHAN MARITZ	WILLERS	

DEAN			

2
4
6
8
10

STU13-9

15026 B.A./LL.B.

They're Xero-ing in on that manpower crisis

175 5 Times 23/3/80

By BILL CAIN

RANK Xerox training director, Jan Kobben, predicts that already critical manpower gaps in the computer industry will soon get worse

"The boom has just started and there is a 40% shortage, about 5 000 people, in data processing," he says

"With a 4.5% annual growth rate there will be 45 000 unfilled technical vacancies in two years"

The international office machinery company is spending 4% of its annual local revenue on education and training in an attempt, as Mr Kobben puts it, simply to survive the manpower crisis

He adds that this usually means going back to childhood fundamentals because of "the appallingly low standard that

has persisted in black primary education"

Rank Xerox is running basic training programmes for all black workers, including graduates, to teach them white attitudes towards competitiveness and cash

"White children are conditioned to compete in class and sport but black children have not been encouraged in this direction," says Mr Kobben

"Those with the natural competitive instinct don't know how to apply it

"Too many blacks have only book knowledge. White children learn to budget with pocket money but few blacks get this vital experience. Whites have Meccano and tool sets, even

electronic outfits, but we often get young blacks turning up for technical jobs who do not know how to handle a screwdriver"

The basic education courses come on top of Rank Xerox's other employee training programmes for all races and its scheme to turn out five well-trained black businessmen every two years

These will not be obliged to remain on Rank Xerox's payroll though the company intends offering jobs that will keep them on the payroll

Mr Kobben believes that the training of blacks, especially in his own industry, would be more successful if a more co-ordinated effort were made by companies at present filling gaps with piecemeal programmes

EXAMINATION RESULTS IN FACULTY ARTS

YEAR : 1

PAGE 3

13010

AS AT 29 02 80

SYMBOL

DESCRIPTION

COURSE

FIRST NAMES

SURNAME

160942M FOLLETT SOCIAL ANTHROPOLOGY I (PRE-13) (51)

157568V FRIEDLANDER ENGLISH I (PRE-1980) XNY

1502460 GARISCH FRENCH

158290E GARNETT CHEMIST MATHEMATICS

154026V GEFFEN HEBREW

154362K GIANNAKAKIS FRENCH

153981W GILL POLITICAL

155173R GILL ENGLISH

159186P GOSS FRENCH

158211U GREEN PSYCHOLOGY

153855J GRUSSE ECONOMICS

162245X HALLIER ECONOMICS

161662V HANCOCK ENGLISH

162109F HARRIS RELIGIOUS STUDIES

155641A HART PSYCHOLOGY

115954M HARVEY MATHEMATICS

159604H HEESE AFRICAN RELIGIOUS STUDIES

161491J HEINECK POLITICAL

152126E HEWSON FRENCH I

155720L HOPPEN FRENCH I

152899J HUBSON ORAMA I

155148P JERVIS PSYCHOLOGY ENGLISH

11

13

15

17

19

21

23

25

27

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63

65

Home-grown sanctions

175

FOR the umpteenth time, as Anglo American's deputy chairman Mr Gavin Rely has put it, South Africa is caught lacking the skilled manpower needed to take advantage of an economic upswing. Berating the private sector, the trade unions and the Government equally for their lack of foresight and planning, Mr Rely called for rapid and radical expansion of industrial training for all races at all levels.

His chairman, Mr Harry Oppenheimer, has warned that the shortage of skilled manpower could prove to be the main threat to South Africa's economic growth. A National Manpower Commission has described manpower as our most precious resource. A top-level conference will shortly launch Manpower 2000.

But we have already missed this boom and all the signs are that we have missed the next one too. The Wiehahn and Riekert reports amount to recommendation-without-implementation. Black unemployment is already 2-million, while the shortage of office, technical, semi-skilled and skilled workers, in 10 years will exceed 2-

million. While one branch of Government plans to bring in skilled immigrants, another endorses out-skilled black workseekers. Private industry indulges racial prejudices instead of advancing black labour and wages as far as the law will allow.

Even the expected building boom is met with union objections to introducing black artisans into white areas. The Government is expected to bow to such "bloody-mindedness", as Mr Rely labels such attitudes, by issuing temporary permits. Of course blacks cannot be trained overnight. That is why a dynamic effort should have been made years ago. But the watchwords have always been protection, restriction, separation.

There is only one way to change them to progress, productivity and competition. Train black and white in the same institutions to the same standard, let them join the same unions and compete for the same jobs in the same industry.

It's the only way to bust the home-grown racist sanctions on a potentially powerful economy.

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			117101	POLITICAL SCIENCE I	UP (52)		1
			114101	RELIGIOUS STUDIES I	UP (57)		1
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UJCT

Legal exodus leading to fewer magistrates

STAR 27/3/80

2118

2117

175

"Where are we going to get our magistrates from?" ask Johannesburg prosecutors concerned about the exodus of experienced men from their own ranks.

"Few of the new prosecutors stay long enough to be promoted to magistrates," they say. "The Government must think of the future or else we will be short of magistrates."

Many prosecutors agree that the Government is guilty of failing to match the attractive salaries and benefits offered by the private sector.

The departure of 17 colleagues in the last few months is indicative of a trend that will continue until prosecutors are given salaries worth staying on for, according to one source.

"What is causing prosecutors to leave is the pay

— it is the greatest of our grievances," said one prosecutor.

The pay problem is highlighted by a man who returned to the Department of Justice to settle his debt for the bursary given to him.

"I will earn more as a lawyer doing half the work I do prosecuting I need only defend eight clients a week at R50 each to earn R400

"Compare this with my salary of about R500 and the five or six trials I prosecute in daily," he said

"If there are any complaints of working conditions I haven't heard of them. But you can't take working conditions home to feed your children"

Another man is leaving because he was not promoted. His pay packet is another worry — after seven years in the courts

he earns R800 a month.

"I am going into private commercial law My salary will be doubled I will get free lunches, tea and a petrol allowance You don't get those here.

"I have a degree which is important when salary is considered The benefits of my new job cannot be matched by the department

"On principle I did not drink tea or coffee at the courts because they cost R2,50 a month I will be getting it free now"

An advocate who left the department a month ago said "I have three degrees, was admitted to the bar two years ago, and my net pay was R490 I also did not like the atmosphere and attitude. It was bureaucratic . . . typical civil service

"I was not treated with

the dignity of a professional person who has the ability to do his job There is more status, professionally and socially, at the Bar

A prosecutor for seven years has joined a leading mineral firm as a departmental secretary He decided there was no future for him in the department

"If I wanted to leave I would have to do it before I was too old My wife is working, otherwise we could not manage — we cannot have children at this stage.

"At my new job I will be getting R6 000 more a year."

But one prosecutor with the rank of magistrate who is earning R800 after 10 years says "I do not intend leaving The work is enjoyable and satisfying"

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7	DRAMA III	2-	(63) .4 133100Z
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1	HISTORY III	F (45)	5 096146G
5	GEOGRAPHY IIB (HALF COURSE)ABS	ABS	4 096560G
1	HISTORY III	F (43)	4 103278J
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To marry or to live together

STAK 2873/60
175

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.

The tax tables we have been given are, general ones because tax experts themselves were confused by the new rates, and diffused in their analysis of them.

One Johannesburg lawyer who specialises in tax said that the new tax system would not discourage the married woman from working.

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 a combined income of R40 000 a saving of R3 143.

... or to live together, for purposes of being taxed?

MARRIED WITH TWO CHILDREN

INCOME	1980	1981	Saving
R20 000 (woman earns R7 000)	R 4 303	R 3 345	R 958
R30 000 (woman earns R10 500)	R 9 979	R 7 145	R2 834
R40 000 (woman earns R14 000)	R16 148	R11 825	R4 323

UNMARRIED (combined income)

INCOME	1980	1981	Saving
R20 000 (woman earns R7 000)	R 3 278	R 1 816	R1 462
R30 000 (woman earns R10 500)	R 6 790	R 4 950	R1 840
R40 000 (woman earns R14 000)	R12 372	R 8 382	R3 990

Will it be more advantageous in future to marry

More Anglo men

criticise Govt (75)

By RIAAN DE VILLIERS
Labour Correspondent

TWO more top executives of the Anglo American Corporation have criticised the lack of training programmes for skilled black workers and have called for the urgent implementation of labour reforms to meet the skill shortages

In his review for 1979, released yesterday, Mr Gerald Langton, chairman of Western Deep Levels, said the upturn in the economy had aggravated the shortage of skilled workers

The Government's action in encouraging immigration, for which there was no alternative, would permanently remove a good number of skilled jobs from the market which could have been satisfied locally had the training of black apprentices started when the industry was pressing for this "some years ago"

"It is absolutely vital that the recommendations of the Wiehahn and Riebel reports are

industrial relations and labour mobility be implemented so that this country should not remain dependent on immigrants to meet its skilled labour requirements in future," he said

In his review for 1979, Mr Dennis Etheredge, chairman of Vaal Reefs, said the average period of schooling of the black workforce in the mining industry was only 3,4 years and the task of formulating training programmes to improve performance and productivity remained "formidable"

However, success in this field was imperative if the predicted skills shortage was to be minimised

Training should only be undertaken within a labour structure which enabled all people to use their skills to maximum potential

Their comments followed a speech by Mr Gavin Relly, deputy chairman of Anglo American, last week in which he hit out sharply at the lack of manpower planning hampering the present economic recovery

EXAMINATION RESULTS IN FACULTY ARTS

STU13-9

14149 H.A./A-90

YEAR : 4

SURNAME

FIRST NAMES

COURSE

DEPT

1025311

ROSEMARY KATHERINE

102101

AFR

* TOTAL NUMBER OF STUDENTS 1

DEAN

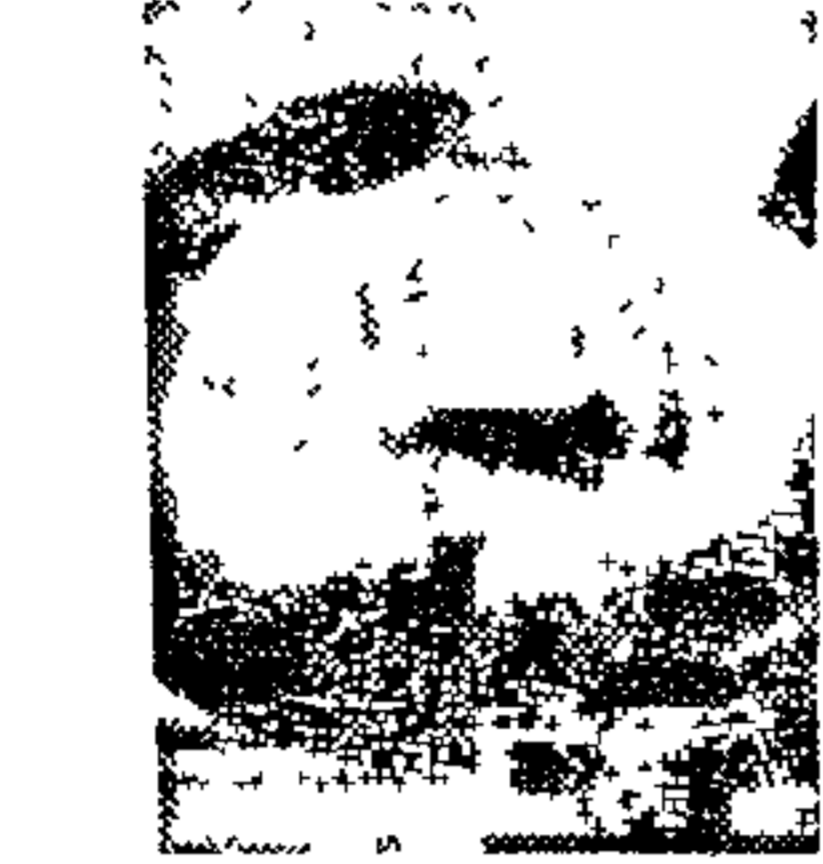
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NOW... THE COUNTRY IS

SHORT OF TOP

SKILLED LABOUR



OK's Meyer Kahn

Senator Horwood

IN TRIB (F-10)

30/3/80

175

Despite the...
priora raised by the
Golden Budget
there are still prob-
lems facing the
economy. J.A.C.K.
BRICKHILL reports
from Johannesburg.

A FEW economic
necities will have to
be sacrificed in the
battle for growth to
reduce unemployment
and associated poli-
tical problems.

Bottlenecks will
develop in the produc-
tion and distribution
processes and inflation
will become more
difficult to control.

It is argued it is bet-
ter to have six percent
growth in the economy
and 16 or 17 percent
inflation than a four
percent growth and
single digit inflation
which leaves millions
unemployed.

The battle cry is for
stepped-up training to
provide the skills which
are in short supply in
many job categories.

Warren Clewlow, a
Barlow Rand director,
says there are definite
signs of a drying up in
the skilled labour pool,
particularly specialised
artisans in the engineer-
ing field

As a last resort his
group may have to look
outside the country for
these people

"We are big on
training but we can
never do enough and we
are constantly increas-
ing our efforts," he says

Adrian Bellamy, ex-
ecutive director of
Edgars, would like to
see the improved cash
flow position from the
removal of the loan levy

used to increase the
group's training effort
by 50 percent

He says enough
money is probably
allocated in the Budget
to training but the pro-
gramme in this critical
area is being delayed by
red tape in the govern-
ment departments

Another area where
problems will arise is
the production capacity
of the factories sup-
plying the goods that
will be in demand in the
shops

Some businessmen
want the allowances on
new plant increased so
they can plan expansion
ahead with more confi-
dence. Fortunately im-
ported plant is now

more readily available
because of poor
economic conditions
overseas

Increased imports of
goods will ease shor-
tages but they still com-
prise a relatively small
part of the total goods
sold.

Dr Piet van Schaik,
economist in the Ned-
bank Group economic
unit, says demand could
be too high for the sup-
pliers to handle

Pressures on suppliers
will grow as inventories,
which have been low
since 1975, are built up
to meet the strong con-
sumer demand. Produc-
tion will be hampered
by a shortage of skilled
staff with wages rising

rapidly despite Senator
Horwood's appeal for
moderation

Industry was operat-
ing at 87.1 percent pro-
duction capacity last No-
vember and is probably
at a higher level now.
At the peak of produc-
tion in the boom year of
1974 capacity was 89.8
percent used. Since then
the total plant in use
may have reduced
because of shutdowns
and the export of equip-
ment

Already in the textile
industry, late deliveries
of fabric have become
chronic.

But not everyone ex-
pects a big rush on
spending. Clewlow says
consumers, with fresh

memories of hard days,
may not be in such a
hurry to part with their
money.

A large rise in
consumer demand will
not have the same effect
on the heavy chemical
and steel industries,
which in some cases will
switch from export to
local sales as demand
picks up.

Ronnie Webb deputy
managing director of
AECI, says large
chemical plants are con-
structed with spare
capacity which is taken
up with exports

Any shortfall which
arises after a period of
growing demand is met
with imported material
until another plant is
built.

A Budget to woo more immigrants

5th TRIB (1710) 30/3/80 (175)

ALL THE signs point to skilled immigrants' Budget. These include dropping the loan levy, cutting the top marginal rate to 50 percent and year's grace on tightening up tax on fringe benefits such as subsidised housing and the use of company cars.

Coupled with this is the quiet confidence of Finance Minister Senator Owen Horwood that he can proceed with stimulating a growth rate from

last year's 3.75 percent to possibly six percent this year, without undue hindrance from bottle necks.

There has been some criticism in the private sector that the Budget allocation for training was insufficient

Horwood pegged his Budget, among other things, to income from gold revenues based on a price of 350 dollars to 400 dollars an ounce. There is already excess liquidity in the

system and the chances are good that there will be more income from gold sources this year than planned in the Budget. The country is also headed for a bumper agricultural year.

All this points to excessive demand on the already scarce supply of skilled personnel and on the productive capacity of industry which is now near its 1974 peak of 89.8 percent

These bottlenecks, widely predicted by the private sector, could give a nasty jolt to inflation and they rob the taxpayers of much of their recent bonanzas.

But Horwood has adopted a low key approach to inflation with measures such as removing the import surcharge claim ping down on monopolies and allowing the commercial rand to rise.

This confidence was echoed by Dr Simon Brand, economic adviser to the Prime Minister, at an Assocom seminar in Johannesburg on Friday.

While not unduly concerned about the problem he says all attention possible must be given to the training and upgrading of labour, particularly blacks the Budget makes adequate allocation of funds for this, he says.

"The innovativeness of the private sector is there for us to get around this problem," he says.

There is only one possible source of skills in the short term and that is immigrants. Fortunately, conditions abroad are no longer particularly attractive as economies contract and in this

will not be long before the Government and private sector make a massive effort to attract skilled immigrants.

The 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-

By BILL CAIN

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 it much easier to change racial laws than racial attitudes.

Manpower Commission deputy chairman, Piet van

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

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-

tion could be doing their jobs"

Bifsa 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

There is no point in hiring a black, instructing him and relying on his efforts only to find their efforts have been in vain

DICK SUTTON

FANIE BOTHA

173
175

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 Relly, 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."

Job prospects sticky-in

JOB PROSPECTS have soared to record expectations and major inroads against unemployment are in the offing — provided more workers are trained.

The number of companies planning to increase their staff — black and white — is at its highest point in four years, according to the latest employment survey of Manpower. And this survey was done before the Budget injected further confidence and cash for job creation into the economy. Across the country, every fifth company plans to increase its staff in the three months up to the middle of this year (13.9 percent white staff and 20.1 percent black staff)

For the first time since 1976, black employment prospects are approaching those of whites, says Manpower's Mr Ralph Parrott

Major inroads against unemployment are now in sight — provided 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."

VOLUNTARY EFFORTS

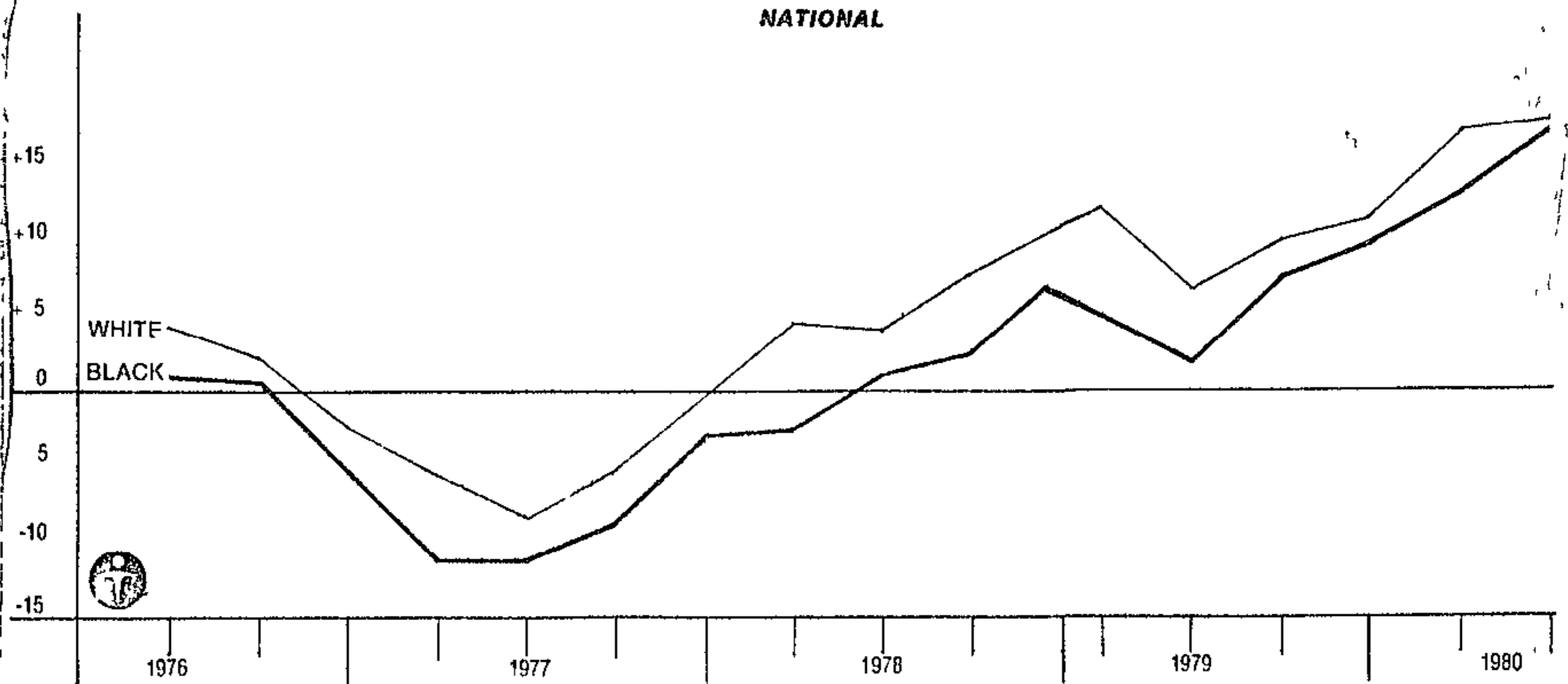
Mr Parrott emphasised that the training of the unemployed and low-skilled no longer could be left to the voluntary efforts of a few conscientious industrialists. "Those employers who don't train must be made to pay for it," he said, referring to the possibility of a levy being imposed on those who don't train

Responsible employers were training workers only to have them poached by their competitors, past experience had shown

The biggest labour demand shown up in the Manpower survey is in the housing sector where 39.5 percent of employers plan to take on black staff in the next three months. Increases of white staff are planned by 44.7 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 31.5 percent of employers planning to increase black staff and 33.9 percent planning white staff increases



The graph shows employment prospects for black and white work-seekers between 1976 and the second quarter of 1980.

Jobs prospects

S. Post

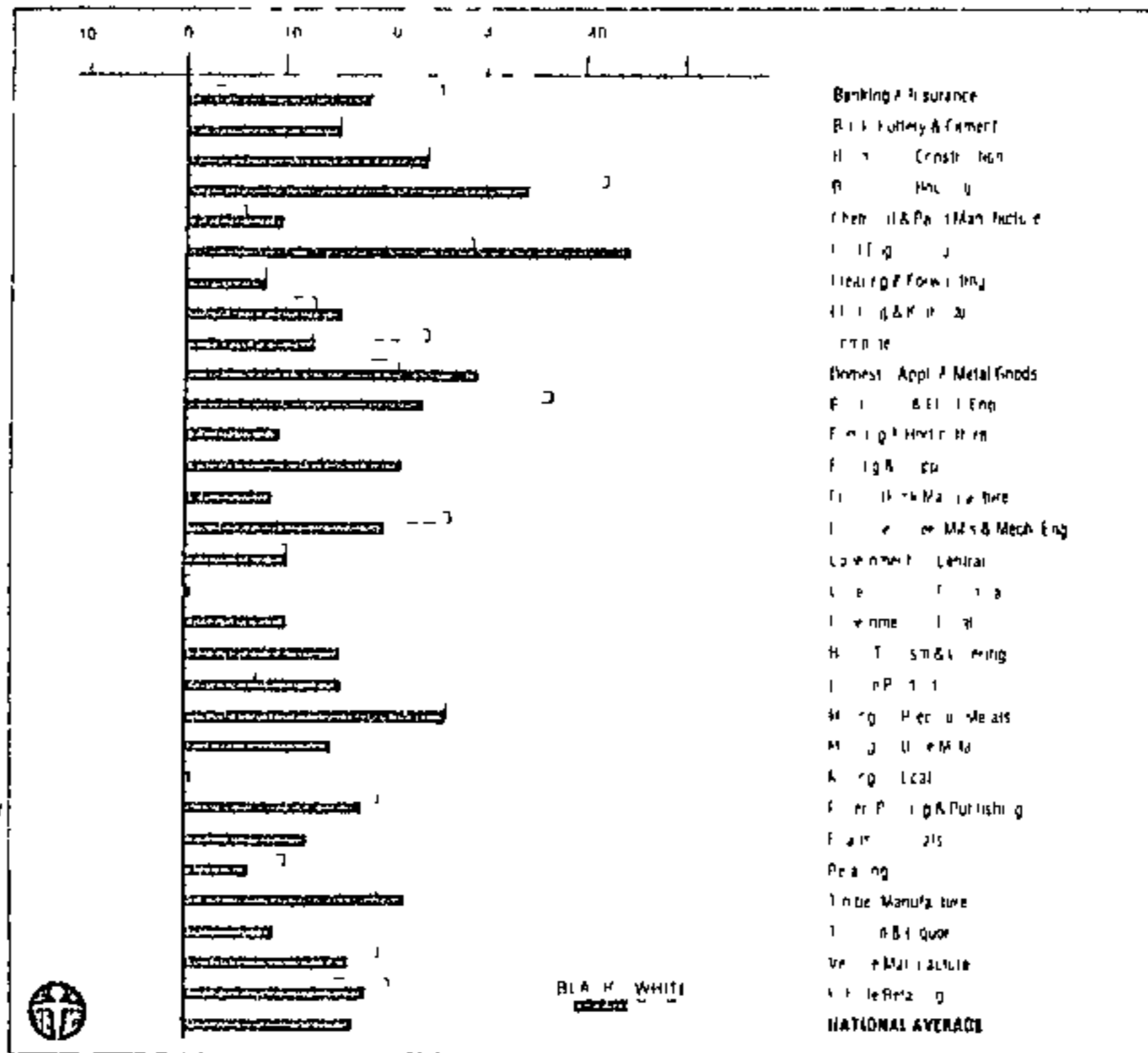
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improve - report

THE latest survey of employment prospects conducted by Manpower Temporary Services shows improved employment prospects for all races for the second quarter of 1980, and considerably improved employment prospects for the black sector. The number of companies planning to increase their staffing levels, whether white or black, is at its highest point in four years, according to a Manpower Press release issued this week.

The survey shows that the national average of companies planning to increase their staffing levels is 19,9 percent for whites and 20,1 percent for blacks. This is only the second time since the inception of this survey in 1976 that the black "increase" sector has surpassed the white increase in staffing levels. The national average, however, does not reflect as large a planned increase in staffing levels for both sectors as the previous quart-



Graph shows expected employment prospects for the second quarter of 1980 by sector

er, with the white sector, particularly, levelling off, says the statement.

The geographic areas which indicate the most favourable employment prospects for both sectors of the population are Johannesburg, the Orange Free State and the Eastern Cape. Natal shows an increase in employment prospects for blacks of

23,6 percent from 19,7 percent.

The commercial and industrial sectors which appear to be most optimistic for both racial groups are civil engineering, electronics, pharmaceuticals and vehicle retailing.

In the building (housing) sector, although there is a rise in the number of companies planning to

increase their white staffing levels, employment prospects for blacks in this sector do not appear to be as favourable, with a rise in the number of companies planning to decrease their black staffing levels. This would indicate, once again, the need for skilled workers, in this category, and in many others.

Mr Ralph Parrott, chairman of Manpower in the Transvaal and Cape Province, said there was an urgent need for skilled and properly trained personnel.

"We shall have to be realistic in organising our businesses so that available manpower resources can be trained for early utilization. We cannot plan this for the long term. We have to do it now, we have to grasp the nettle and build our businesses and our investments around our ability to staff them."

He said that this will demand training methods in advance of our times. "This will demand an action programme of training on the job, of rationalisation of organisation and the division of labour and the development of a systematic approach to management."

Geographic Trends

NATIONALLY, it is apparent that white employment prospects are levelling off, whereas employment prospects for blacks appear to be more favourable than for the first quarter of 1980.

It appears that the majority of companies surveyed have increased their staffing levels in the first quarter of this year, and are now reflecting a more stable situation, whereas the "no change" position for both sectors has risen, as compared to the previous quarter.

The geographic areas which indicate the most favourable employment prospects are: Johannesburg (33,9% from 26,4% for whites and 31,5% from 26,4% for blacks); Orange Free State (23,5% from 19,9% for whites and 21,6% from 16,3% for blacks); and the Eastern Cape (26,8% from 18,6% for whites and 28,3% from 15,6% for blacks). Natal shows an increase in employment prospects for blacks of 23,6% from 19,7%.

The national average, however, does not reflect as large a planned increase for both sectors as the previous quarter, with the white sector, particularly, levelling off.

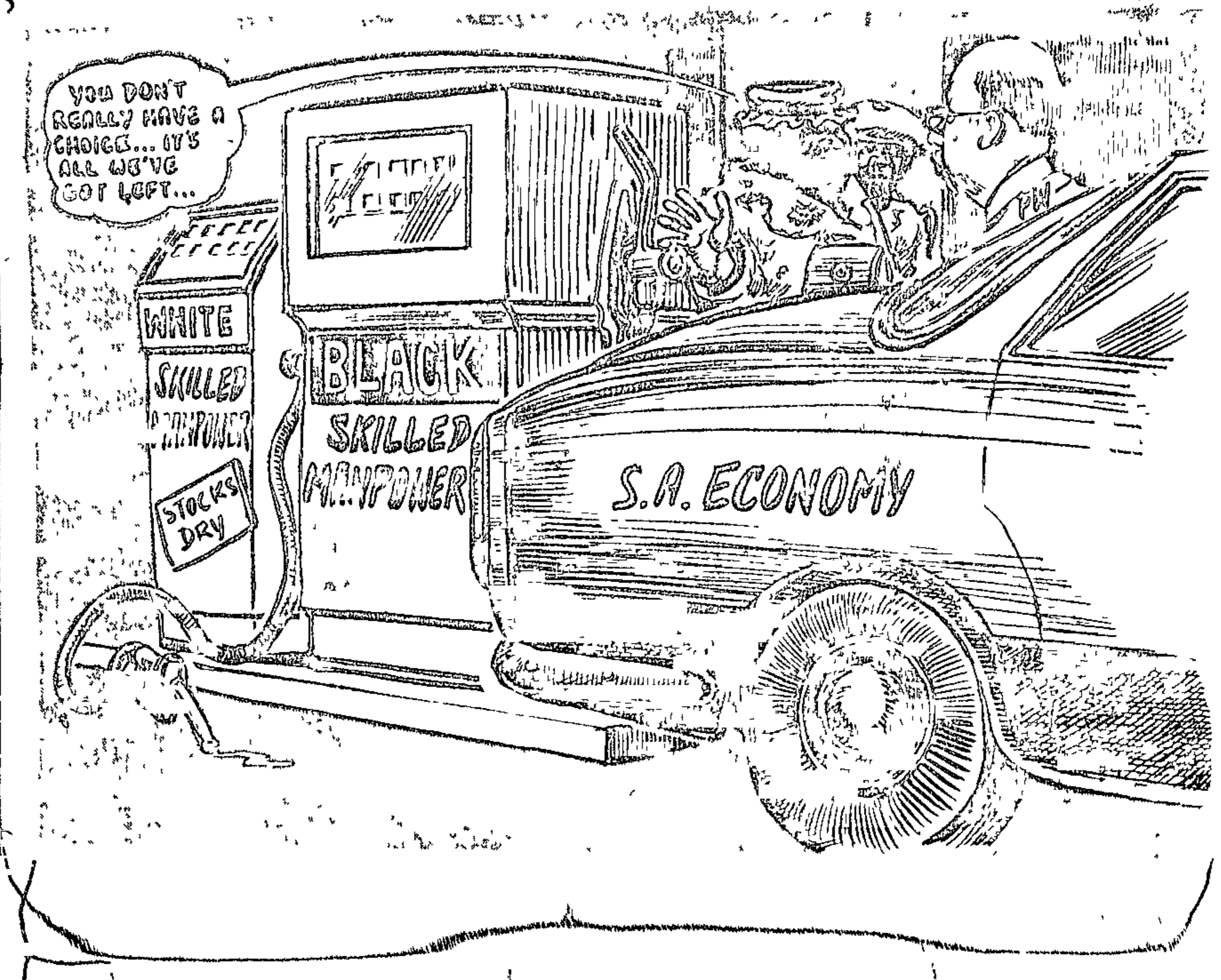
The areas where there is a rise in the number of companies planning decreases are: Northern Transvaal (2,1% from 0% for whites and 5,3% from 3,0% for blacks); Pretoria (1,8% from 0% for whites and 1,8% from 0,9% for blacks); Johannesburg (4,7% from 1,6% for whites); Natal (2,0% from 1,4% for whites); and the Peninsula (7,3% from 6,1% for blacks). The National Average, however, for the white sector remains on 2,5%, whereas the black sector has dropped from 4,9% to 3,2%.

Industry Trends

THE commercial and industrial sectors which appear to be most optimistic for both racial groups are: Civil Engineering (31,6% from 20,6% for whites and 47,4% from 30,8% for blacks); Domestic Appliance Manufacture and Metal Goods (23,7% from 14,3% for whites and 31,6% from 21,5% for blacks); Electronics and Electrical Engineering (39,1% from 27,7% for whites and 26,1% from 19,2% for blacks); Farming and Horticulture (14,0% from 6,6% for whites and 16,3% from 10,9% for blacks); Foundries, Steel Mills & Mechanical Engineering (34,1% from 23,3% for whites and 31,7% from 14,0% for blacks); Pharmaceuticals (15,2% from 9,1% for whites and 12,1% from 3,1% for blacks); and Vehicle Retailing (20,5% from 15,8% for whites and 17,9% from 10,6% for blacks).

It is interesting to note, that, in the Building (Housing) sector, there is a rise in the number of companies planning increases for whites, but there is a drop in the number of companies planning increases for blacks as well as a rise in the number of companies planning decreases for blacks, which would indicate, once again, the need for skilled workers, in this category and in many others.

Although the National Average indicates that fewer sectors are planning to decrease their black labour force, exceptions to this are: Brick, pottery and cement (6,5% from 0% for blacks); Hotels, Tourism and Catering (3,9% from 0% for whites and 2,0% from 0% for blacks); and Leisure Products (2,2% from 0% for whites).



EM 11/4/80
SKILLED LABOUR

260
~~189~~
175

Pulling up short

One can only hope that the repeatedly voiced concern over Iscor's drastic skilled labour shortage, directed at a group of parliamentarians on a tour of Iscor plant and mines last week, will be heeded

So crippling is the artisan shortage that some members of the tour group have gained the distinct impression that sections of Iscor works will soon have to close down. This is dismissed by personnel manager Johan Prinsloo. "It isn't that bad yet." Nevertheless, the situation is serious enough to cloud the optimism with which Iscor, having shown a profit for the first time in seven years (see *Business*),

views the future

Of a total black and white labour force of 68 000, Iscor has a required strength of 6 399 artisans. Present artisan staffing is 5 683, a shortage of 716 or 12.8% throughout the corporation. One of the major problems, says Prinsloo, is poaching by the private sector. "Our skilled labour turnover is 31.7%," he points out.

Iscor has spent R36m on training artisans. Its present training complement is 4 425 (47% of the 9 394 apprentices being trained by the entire Steel and Engineering Industries Federation of SA group), of whom 40.6%, or 1 799, are undergoing compulsory military service.

The shortage is obviously worse in isolated areas. In Sishen, for example, only 80% of artisan berths are filled. There are 510 apprentices in training there, but 162 are in the army. The problem there is that there are no labour resources to draw from, unlike places like Newcastle.

How does Iscor plan to overcome this handicap to assure continued growth? "In the short term, we are sub-contracting firms to handle engineering work," says Prinsloo. Overseas recruiting also plays a part, albeit limited.

But in the long term, the only solution is seen as the full-scale training of black artisans to alleviate the shortage which is prevalent mainly among electricians, fitters and turners. It is here that opposition from white workers' unions comes to the fore. "They don't want to meet us on this score," says Prinsloo. One of the bugbears, abhorrence of racial integration on the shopfloor aside, is that only whites are compelled to undergo military training.

Prinsloo says that, if the barriers to job advancement and training were removed,

"Iscor has the facilities to start training tomorrow." Iscor's policy on training blacks is to consult with whites first. When Indian apprentices were admitted to the Newcastle works, anyone objecting to assisting in their training could transfer to another section.

Arrie Paulus's Mineworkers' Union has also played its part in Iscor's labour problems. It wouldn't allow coloured artisans into Sishen because it didn't see it as a coloured growth area. However, when Sishen officials pointed out to Industries Minister Dr Schalk van der Merwe that it didn't quite know what to do with an area set aside in its residential area for coloured housing, he pointedly asked that it be kept on the drawing board.

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MONDAY 10.20

9

SHORTAGE OF SKILLED LABOUR BECOMING SERIOUS, SAYS EXPERT

5000 EXP 13/11/80

Artisans get big pay increases as economy booms

175
179
255

ARTISANS in virtually all sectors of industry are receiving very large pay rises as the economy booms and demand for skilled personnel heats up

P-E Consulting Group's Mid-Term Salary Survey, published this month, shows that wage increases for some artisans during

the past seven months were as high as R150 a month

Average wages for fitters and turners on the Witwatersrand rose from R720 in July last year to more than R850 by the end of February 1980

P-E's Mid-Term Salary Survey also shows that bricklayers, for instance, received large wage increases during the

same period

Their monthly pay rose from R764 to over R900 during the past seven months

'We have reached a situation in which artisans have recognised the extent to which their market value has escalated in terms of wages and working conditions,' says Martin Westcott, a director of P-E

'Unless the pace of Black advancement into the semi skilled and skilled trades is accelerated, the shortage will become so serious that continuous economic growth will be jeopardised,' says Westcott

In recent years, systems have been evolving to help solve the short term training requirements of industry for skilled labour

The training of semi-skilled personnel to take over some of the functions of the qualified artisans was an attractive solution and one of the most frequently employed

'Some of the gaps are being filled by semi-skilled workers to allow the artisans the time to concentrate on the more sophisticated tasks

'In one recent example a large company was able to overcome its critical skills shortage by training Blacks to take over some of the tasks artisans were handling

'At the same time the programme resulted in a huge cost saving as the number of artisans employed was reduced'

Westcott adds that in some sectors the shortage of artisans has become so severe that companies are recruiting artisans overseas - at inflated wages and benefits

And to retain artisans many companies are offering increasingly attractive benefits

Some have placed their hourly-paid staff on the monthly payroll Others are offering pension and medical aid schemes as incentives

'Artisans are traditionally more mobile than most other categories of workers and this mobility is, of course, heightened during a period of rapid industrial growth

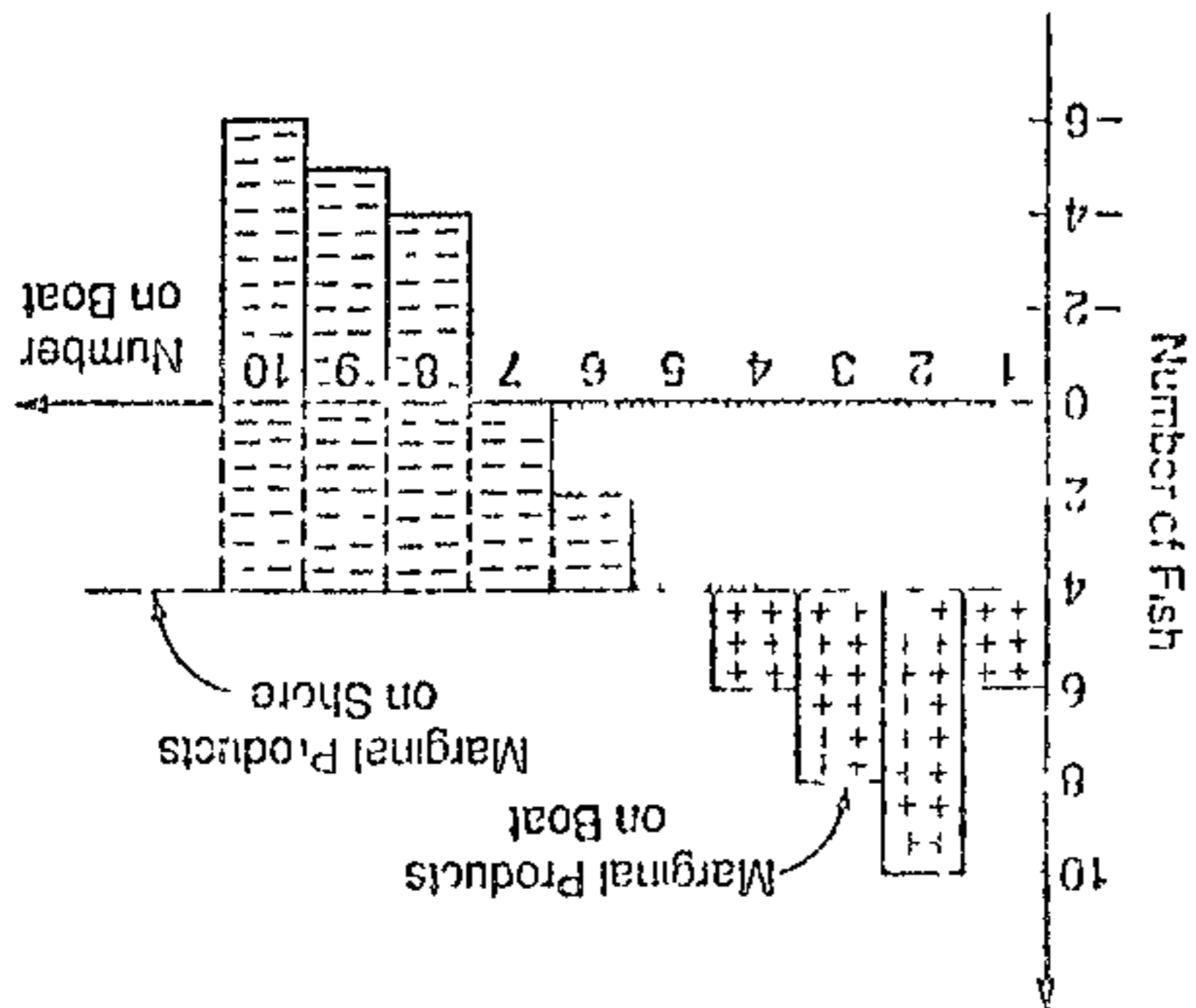
'Wages therefore rise quickly and employers are constantly having to look for replacements'

'This is a clear indication that the building industry is recovering

'The wages of Black construction workers also went up by a staggering 18% during the same period'

Figure 9-1 Marginal Products on Boat

The vertical bars represent the marginal product (in fish) on board the boat. The horizontal line at 4 fish is the marginal product (in units of fish) on the shore. The areas occupied by plus signs denote the gain by having fishermen on board the boat, while the areas marked with minus signs are the losses of having too many people fish on the boat



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...in the preceding
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Audio-visual training booming

SUN EXPRESS 13/4/80

INDUSTRY'S imperative need to provide in-house training for Black workers has disclosed a dismal shortage of qualified trainers — and the result is an unprecedented boom for the services of audio-visual training programmes.

The local industry is mushrooming overnight, and while there are few qualified teachers around entrepreneurs are rapidly learning how to acquire the rudiments of training, sales incentives, and so on.

One entrepreneur in the industry points out that it is literally impossible for a company training officer to have all the skills he would require to train workers in what is proving to be not just a learning exercise, but a need to change attitudes overnight.

Local industrialists have the choice of

three methods when starting an audio-visual training scheme. They can install video equipment and purchase films from overseas, they can install a TV studio and create their own training programmes, or they can call in a member of the local industry to do the job for them

On the whole, the third alternative is proving most successful.

Training programmes now in progress are running to millions of rands each and by the large the industry is producing some very worthwhile results.

"Training programmes should be tailored to fit the unique needs of each company," says Hyman Mankowitz, merchandising director of the Russell Group. "Like everyone else our training problems are uniquely our own and to be of any

lasting value the programme must be individually designed to meet these needs."

Russels are creating training programmes for staff of all the retail outlets in the group and are using audio-visual programmes created by a local branch of a worldwide training company.

It took seven months of research and observation to develop a sales course suitable for the Russel Group.

Local entrepreneurs in the industry have this to say to industrialists embarking on training programmes using audio-visual techniques: Don't under-budget, this results in second-rate training films, using overseas-made films often results in lack of credibility particularly where Black staff are involved, short, but frequent, exposure gets the best results with Black labour.

1. Teamwork, another source of increased output over independent production, requires team organization, supervision, and monitoring

Summary

The constant larger fluctuation in returns to the firm's resources is not some necessary, natural consequence of the world. It reflects voluntary, contractual risk-sharing by the contracting parties—given that future demands and economic conditions are not perfectly and costlessly predictable. For example, a lender of money to a business firm can make a very short-term loan for a fixed interest rate. Normally he will be repaid on time and bears little risk of any interim events that might affect the security of that loan. Others may lend for a 20-year period and expose themselves more to longer-term risks and greater changes in the sale value of that bond in the interim. Others may choose to invest in some firm as an owner rather than as a lender, and expect once a wider range of potential values of his investment depending upon how well the firm does. Similarly, employees—holders of their services to a firm—can make contracts on a shorter- or longer-term basis for a fixed wage or an adjustable wage that depends on business conditions.

Employees who are more steadily valuable to employers over intervals or business fluctuations—for example, administrative, nonproductive, security, and maintenance staffs—are more likely to have job stability. Employees who have acquired special knowledge about this particular firm and whose replacement would involve new costs of familiarization are also more likely to be retained. People who have worked with the firm longer will have more job security (seniority) since they have shown a greater probability of staying with the firm without insisting on transiently higher wages during transiently higher demands. Younger people just entering the market, still searching out career features, are less likely to remain employees of a given firm. An employer's ability to judge their future productivity is less than for "proven" employees, and hence the likelihood of such contracts will be lower.

Pay bill will soar 25 pc as the boom gets under way

STAR 15/4/80

115
~~333~~

By Sieg Hannig

South Africa's pay bill could soar by 25 percent to close to R30 000-million in the booming economy of 1980, according to a Johannesburg salary consultant

Senior staff, concerned about the closing of the senior-junior wage gap as a result of the skills shortage, also wanted redress

Mr Cole said the level of increases granted since July last year was very similar to that of the 1974/75 boom, though the real economic upswing only began this year

Leaders of South Africa's top artisan unions today met employers in the steel and engineering industries at an Industrial Council meeting which is expected to set a date for the annual pay increases due in July

They have demanded an increase of 20 percent in the minimum rate and a guaranteed across-the-board rise of 15 percent on current earnings to offset inflation

Mining unions are also in the process of wage negotiations which are watched with great interest because of the high earnings which the mines recorded in recent months.

Mr Jon Cole was commenting on a survey by the P-E Consultant Group which shows that executive pay in companies which reviewed salaries during the past seven months rose by an average of 15 percent

Artisans in scarce trades can do better than their executives in terms of percentage pay increases in coming months, according to Mr Cole, manager of the consultancy's survey unit

"Artisans will be anything from 13 to 18 percent better off than last year—depending on the scarcity in their particular skill," said Mr Cole

His survey shows that white general staff in companies which reviewed salaries between July and March this year had increases averaging 11,4 percent overall

Black staff did even better with an average of 12,9 percent

BACKLOG

"A large backlog of pay demands has been built up and employers are finding that they can no longer afford to ignore this backlog if they wish to retain key personnel," said Mr Cole with reference to the past years' pay restraints

The increasingly serious shortage of skilled personnel also would serve to inflate salaries

"Key personnel realise the boom means that they can demand salary increases or find more lucrative jobs elsewhere," he said.

R500 000 job training drive launched

STAR 16/4/80 (175) (179)

By Sieg Hannig

A nationwide drive to raise R500 000 for training and job advancement was launched in Cape Town today by the National Development and Management Association.

Half the target of at least R500 000 over three years had been subscribed by 10 leading firms, said Mr Paul Penzhorn, executive director of the NDMF.

He stressed that even

leaders in the field of training and advancement needed help to overcome problems, while the vast majority of smaller firms did little on a concerted basis.

"This usually leads to poaching of staff and is highly inflationary," Mr Penzhorn said.

"We face continued unemployment of unskilled workers unless our (economic) growth rate can be increased well above the 5 percent target.

"This will never be

achieved without massive inflation — unless the Republic has sufficient resources of well-trained and motivated workers."

A similar warning was sounded last night by Dr Simon Brand, the Prime Minister's economic adviser.

An economic growth rate of 5 percent for a good deal of the 1980s was a realistic possibility, but the skilled manpower shortage would have to be overcome to achieve this, he said on television.

A relatively stable business will have less risk in providing such assurance. A firm that makes a larger variety of products with higher probability of offsetting fluctuations in the demand for its various products can give more employment security by transferring employees from one product line to another.

Government and some nonprofit enterprises which respectively derive incomes from taxes or investments rather than from customer sales give greater security of employment for lower wages. Initially government jobs with greater security paid less, as in the post office. But recent legislation requiring pay equal to that of private firms will create an excessive demand for those jobs if the equality of pay is not offset by disadvantages in other features of the more secure job.

Other resources employed by the firm, even the initial capital, are hired on a similar variety of terms, though usually with more explicit contracts. Firms hire (that is, borrow) capital funds for investments in plant and equipment. The stated interest rate on longer-term loans is constant over a long period and the firm continues to employ the funds even during recessions when the rate on new loans is lower. The firm also uses short-term loans, usually bank loans, of a few months' duration at interest rates that are more sensitive to short-term business conditions than are the long-term borrowing rates. These short-term loans are paid off ("laid-off" or "unemployed") when the firm reduces output in transient recessions.

Every resource used in the firm is available under a variety of risk-bearing, insuring arrangements. Labor seems to make risk sharing arrangements with the employer, probably because of the higher costs (less security) for an em-

less of the firm's fortunes. They agree to more assured employment at an assured (but slightly lower than otherwise) return. The employer then bears more of the risks of the future transient fluctuations in the net value of the products, not of the relatively constant assured costs of those inputs. The employer maintains the wages and employment by using fluctuation-smoothing buffer inventories of goods and borrowed funds. When demand for products of the firm fall temporarily (the owner hopes), he retains those employees — at various, probably less-useful tasks. And during transiently high demand, the employees with these arrangements have tacitly agreed on their part not to leave the firm for transiently higher wages that might be available elsewhere.

There is an understanding that despite the usual transient shocks, misfortunes, and events, each would stay with the other, with the employer bearing the risks of those fluctuations and assured employment by steady income to those "tenured" in a relative to those "tenured" higher-security employees over the longer interval. During short recessions, the firm would not so quickly lay off those employees and would maintain their wages. Other unemployed people would, of course, like to get those maintained jobs during that transient recession. But the employer would not hire them, even at lower wages, to displace his "tenured" employees. We therefore observe many employers retaining workers at wages higher than those asked by other people seeking those jobs during transient decreases in demand for the firm's product. He honors his tacit agreement with his "tenured" senior employees. Otherwise, he would increase his long-run costs of getting employees during future normal conditions, because employees would not so willingly work for contract violators.

10DM 16/4/80
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Artisan lack hits growth

By HAROLD FRIDJHON

INCREASED economic growth is being inhibited by the thorny problems relating to the training and use of technical personnel, says Dr Wim de Villiers in his chairman's review of General Mining for the year to December 1979.

He says that while the population of South Africa increased by 22% in 1970-1978, and the gross domestic product rose by 31%, the increase in the number of artisans and apprentices was only 5%.

A further problem lies in the imbalance between the training content of apprenticeships and the job requirements for qualified artisans. This causes dissatisfaction among both employers and employees with the present apprenticeship system.

Apart from the fact that the artisan job content does not meet the demands of the workplace situation, the present system makes little distinction between the more advanced specialised trades and more general artisanship.

Dr De Villiers says that industry requires a system which differentiates between at least three categories of artisans — general artisans, combined trade jobs (such as general

maintenance artisans) and specialist artisans.

If such a system could be put into practice, the demand for artisans would be reduced by as much as 40% while the demand for trained aides and assistants would increase by 18%. And, says Dr De Villiers, this should lead to the better use of the limited number of trained artisans in the economy.

Reviewing the progress of the General Mining group last year, Dr De Villiers says that the turnover of the group amounted to R3 202-million. Group income before tax rose from R152-million to R218-million with earnings a share 56% higher at 235c and with dividends 67% up at 100c a share. Net asset value was 2 428c a share compared with 1 367c in 1978.

Dr De Villiers reports that a satisfactory growth rate has been maintained since 1971. Earnings a share have grown from 39c in 1972 to 235c last year, a compounded growth rate of 29,3% a year.

Dividends are up from 18c to 100c — a growth rate of 27,8% a year — and the net asset value a share rose at a compounded rate of 23,6% a year from 550c to 2 428c.

Escom plans to build R40-m training centre

STAR 17/4/80

260

175

179

By Charlene Beltramo
Escom has announced plans for a R40-million multiracial training centre to be built at Kaalfontein, near Halfway House, in an effort to combat its serious skilled labour shortage

Its staff turnover of 15 percent is costing Escom a minimum of R35 million a year, or the equivalent of six to nine months' salary for each staff leaver, a spokesman said. Staff members at the

commission number 45 000. By 1985 it is estimated it will have a staff of 60 000. This will reflect the commission's plans to double generating capacity within the next eight to nine years.

At present Escom does a good deal of its recruiting overseas, and has seven training centres.

Most of these will be absorbed into the new centre at Kaalfontein.

It is estimated the centre will cost R27-million, but rising building costs will probably push the figure to R40-million.

The centre is expected to be completed by 1985. Escom hopes to train an average of 1 200 people at the centre each year.

The commission has no firm black training programmes at present, other than in English, comprehension, but it hopes to initiate these within the next few years, depending on the outcome of talks with the white unions.

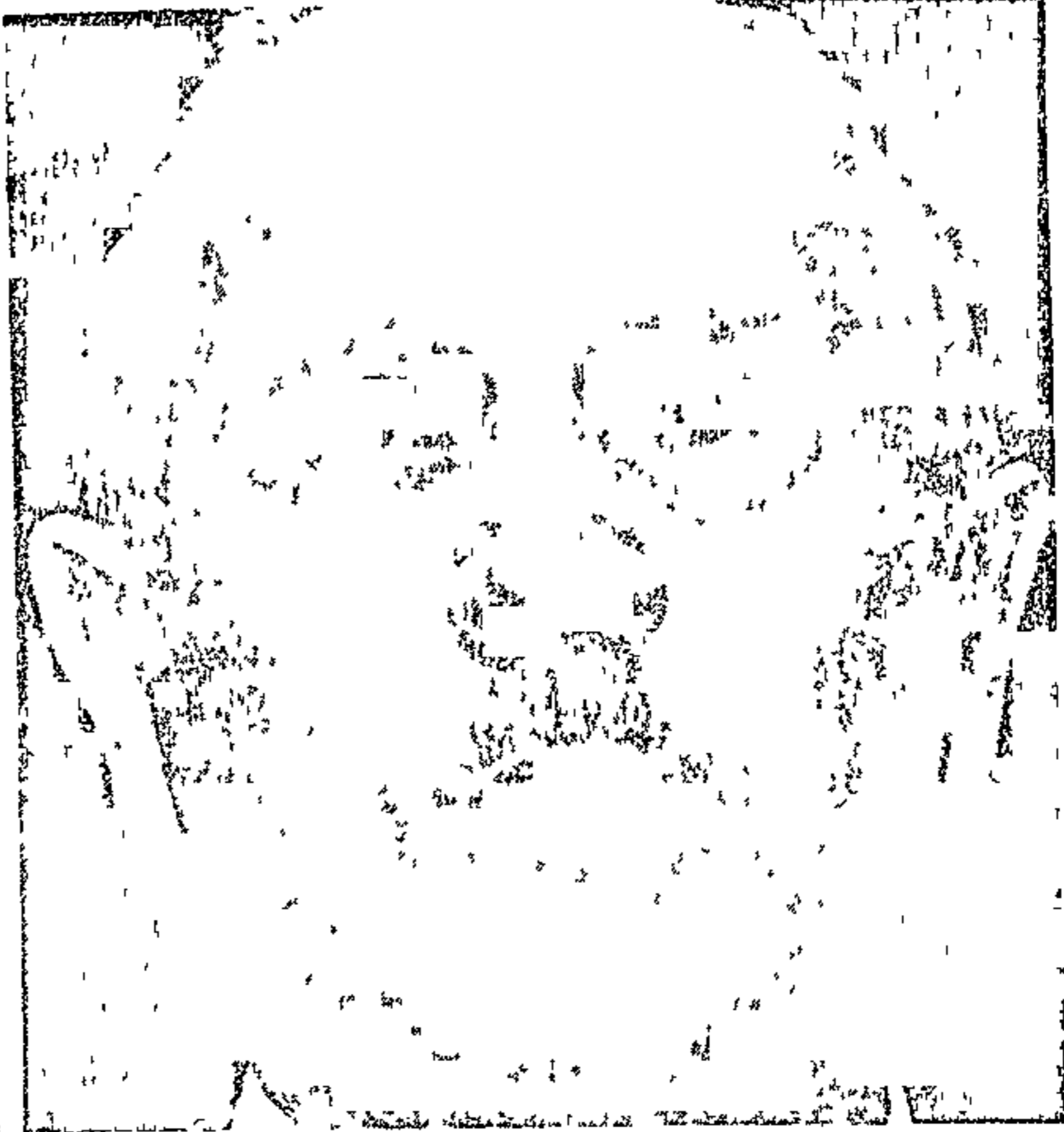
Imperfect Predictability
of Performance:
Risk Bearing
For two reasons the actual productivity of any group cannot be predicted perfectly. First, natural

ways, told to "maximize public welfare and benefit." (The agency may be a nonprofit corporation for hospital colleges, or the post office.) How is "maximize public welfare" interpreted? In our example, maximize the number on board? Or maximize the catch on the boat? Or the social total? Maximizing the catch on board would, as we have seen, result in marginal products on board that are less than on shore, thereby reducing the social total—a social waste.

The ambiguous goal "maximum public benefit and welfare" is sturdy and widespread, because its ambiguity permits the authorities wide latitude of interpretation and hence of measuring performance. It is commonly mandated for government authorities who control access to the television and radio electromagnetic spectrum, air space for airplanes, postal service, highways, national and state parks and beaches, airports, harbors, schools, it is even applied to federal forests, offshore oil, and federal land. Zoning commissions that control the use of land (such as how congested it can be) are similarly instructed to maximize public usefulness. But hardly any government authority is instructed to maximize profits: not the post office, or the water, electricity, gas, or bus company. All are instructed to "serve the public," or "break even"—with consequences that are now more explainable.

boat (which is the same as total rent since we assume the boat is costless to operate). He charges a fee of 28 fish per person for the right to be on board. With an average catch of 68 out of which each pays 28 and keeps four, only five persons will want to be on board. Now the 14-fish rent (social gain) goes to the government and is distributed however the government sees fit. It would appear that the only difference between this and the private-property control system is in who gets the 14-fish gain. The private owners, seeking personal profits, also achieved the maximum social output.

However, if our government agent takes life easier and doesn't charge the right fee, what will he do? The loss is imposed on the public as a whole. But who in the public or government has an incentive as strong as a private owner to detect opportunism or shirking of prescribed duty? In contrast to the private owner, a political authority suffers less loss of potential personal wealth in being less attentive to nonownable gains. And if there is uncertainty about the potential catch on board, he would permit extra people on board if that made him more popular and enhanced his hold on political office. Or to make his personal life easier, the authority might allow too few on board because that permits shorter working hours for him (like closing on holidays and earlier in the afternoons) and not operating the boat as fully as would maximize profits. Soon we shall see how incentives and uncertainty are critical in rating and controlling the agency been supplied usually, or at-



Dr H J J Reynders

Post 18/4/80

175

Call for blacks in skilled jobs

THE CHAIRMAN of the National Manpower Commission, Dr H J J Reynders, yesterday said a major effort will have to be put into getting blacks into skilled jobs because there are few whites, coloured and Indians to fill them

the present 9,5 million work force will have grown to 14 million. The figure includes Bophutha-Tswana, Transkei and Venda.

He said that by 1990 the number of whites entering the labour market will start dropping while the number of blacks will grow.

He said for the next 20

Dr Reynders told a symposium that if South Africa is to develop a socio-political climate for healthy development and growth then promotion to the skilled job — management, professional and technical — will have to be on merit and not on the basis of "white first".

The two-day symposium in Vanderbijlpark is organised by the Vaal River Campus of the Potchefstroom University.

Vaal and Potchefstroom municipalities, administration boards and industry are represented at the symposium — the second in six months on the Wiehahn and Riekert Commissions.

The first dealt with the economic implications of the reports, this one is called "Manpower Utilisation — Demands and Challenges of the 80s".

Dr Reynders predicted that by the year 2000

ARGUS
Whites 22/4/80
(175)
cannot do
all the work
—Schoeman

Argus Correspondent

KIMBERLEY. — It was impossible to expect four-and-a-half million whites to think, plan and work for a population of 28-million when there was not enough skilled white labour in the country. Mr Hendrik Schoeman, Minister of Agriculture said at a National Party meeting in Bothofoff last night.

This was why there was no other choice but to employ other races in certain positions.

LABOUR

He said that in a country with a two-and-a-half percent population growth, South Africa would need a three percent industrial economic growth to bring about new factories and industries to provide the growing population with labour.

With regard to South Africa exporting maize to Zambia, Mr Schoeman said Zambia paid the highest world price for South African maize.

Jo'burg council has technician shortage

266
175
STAR
25/4/80

By Lynda Loxton, Municipal Reporter

The latest headache in the Johannesburg City Council is a shortage of professional and technical design staff

The city engineer's department this week reported to the management committee that if the present trend continued, more and more work will — at great cost to the council — have to be assigned to consulting engineers.

For example, construction work on the second phase of the Fairview Fire Station was nearly delayed when one of the technicians on the design team resigned earlier this year.

Problems also arose when the designs for the mains at the Crosby reservoir and for the outlet mains at the Lenasia reservoir were needed at the same time — and there was not enough staff to cope

In the first case, the design branch is doing the work on a "priority" basis, and in the second, the planning section of the water branch is trying to do the work itself.

Facts on

Argus 25/4/80

321

teacher

175

shortage

Argus Correspondent
JOHANNESBURG. — In an attempt to disclose the seriousness of the crisis in education the Federal Council of Teachers presented a set of facts and figures concerning teacher shortages, resignations and salaries to a Press conference in Pretoria.

The need for a better deal in the teaching profession was so great that the Federal Council had, at certain levels, already considered converting itself to a fully fledged trade union with stronger negotiating powers and control over its membership.

The only reason it had not converted to a trade union was because of the more professional nature of teachers.

VACANT POSTS

Some of the facts that emerged from the conference were

On April 16 this year there were 270 vacant posts in Transvaal high schools alone and that at

some time during each school day 50 000 pupils sat idle because there was no teacher to teach them.

Twenty-four subjects were involved in the vacancies.

NOT QUALIFIED

At the same time there were more than 500 high school teachers in the Transvaal who were teaching subjects for which they were not properly qualified.

This affected at least 100 000 children.

During the past three years enrolment figures in the Faculty of Education at the University of the Witwatersrand had dropped from 1 000 to 400.

During 1978, 1 598 teachers (190 men and 1 408 women) resigned from the Transvaal Education Department. Last year 2 137 teachers (390 men and 1 747 women) resigned.

In the Transvaal alone there was a shortage of more than 200 maths teachers and about 300 English teachers.

Engineers and salesmen score

SOARING SALARIES!

175
55
SUN TRIB(FIN) 27/4/80

EMPLOYERS are scrambling to fill the growing list of vacancies but with diminishing success.

This had lead to a salary explosion for salesmen, engineers, surveyors, draughtsmen, artists, managers and others.

The skills shortages, which threatens to throttle the expected alarming business economic upsurge, is leaders Dr Shlomo Peet, managing director of Anglo American Insurance Holdings, says the shortage of trained people will lead to bottlenecks and push the inflation rate up to about 16 percent.

Response to advertisements in South Africa has dropped and employers are being forced to look overseas to fill vacancies.

PE Consultants, Michael Lane, who has returned recently from an exploratory trip to Australia, says professional men in that country are fed up with trade unionism and are interested in moving to South Africa.

PE Consultants and Executive Search are two companies that are looking increasingly to overseas recruitment. In the public sector Escom expects to meet its large skills requirements from overseas sources until its own training schemes are in full swing in a few years.

Employers are afraid of losing staff and salaries in many fields are soaring. Artisans earning R600-R700 a month only last year are

By JACK BRICKHILL

now taking home more than R1000. Salesmen, too, are in big demand. Ron Seymour of Executive Search says a salesman earning a gross R800 six months ago is now getting R1500.

Civil engineering employers complain that the shortage of engineering surveyors has pushed up salaries 50 percent to more than R1000. Steelworkers, who recently enjoyed increases, are already looking for another 25 percent. Qualified bricklayers and carpenters are earning 70 percent more and

general staff salaries — bookkeepers and clerks — are 11 percent up in the July to February period.

Engineers are a precious breed. A personnel consultant says. These days they conduct the interview to see if the employer matches up to their needs.

One of the problems arising from the shortage is premature promotions or downgrading of jobs.

Salaries in Natal are now on a par with those in the Transvaal including the Witwatersrand. But Natal salaries are still about 10 percent lower than those in the Witwatersrand alone.



This is the life, fat salaries, big commissions and lots of perks

NDMF project for ⁽¹⁷²⁾ developing people ⁽¹⁷⁵⁾ _{57AK 29/4/80} ⁽¹⁷⁰⁾

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 R100,000 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.

175

MANPOWER - Labour Shortages

1-5-80 - 31-12-80

DD 6/5/80

Lack of lawyers called critical

(175)

THE ASSEMBLY — The administration of justice in South Africa may grind to a halt because of the shortage of qualified lawyers working for the government.

This warning was made yesterday by the Secretary for Justice, Mr J. Coetzer, in his department's annual report which was tabled here

Mr Coetzer said the "loss of officers qualified in law as a result of resignations increased drastically over the last three years". In 1977, 83 lawyers resigned. The following year it increased to 119 and last year 150

lawyers quit the department.

He said a "serious situation for the administration of justice may develop in the long term, when there may not be enough replacements for the older officers who will no longer be there"

Experience had shown that "law graduates are anxious to stay with the department provided that the state pays salaries that are reasonably competitive with those paid by the private sector," he said

However, he hoped the new dispensation following the inquiry by the Public Service Commis-

sion as well as the rationalisation programme would curb the ever increasing flow of resignations

Mr Coetzer said heavy demands were being made on his staff by lengthy and complicated prosecutions under the Terrorism Act because it meant that experienced personnel were occupied for considerable periods of time in these trials.

Another factor which made heavy demands on the department were the large number of claims by government departments and claims for higher expropriation amounts against the government.

During 1979, 23 claims were settled out of court, but 149 claims involving an amount of R122 million were pending.

Mr Coetzer also announced that international status was granted to 59 hotels last year

International status was also granted to 11 restaurants, two sports grounds, 72 clubs (25 in the Transvaal, 31 in the Cape Province, 14 in Natal and two in the Free State) and three theatres (the Nico Malan in Cape Town, His Majesty's and the Civic Theatre in Johannesburg). — SAPA-PSA

Shortage of doctors

KING WILLIAM'S TOWN

The Ciskei Government was experiencing difficulty in recruiting sufficient doctors to work at the homeland's hospitals, the Minister of Health said yesterday.

He said the Ciskei had one government doctor and one army doctor at the St Matthew's Hospital, while two government doctors served Nom-pumelelo Hospital at Peddie, with Mount Coke Hospital being served by the medical superintendent, two young Ciskeian doctors who had recently completed their internship and an army doctor.

"I want to take this opportunity to express my appreciation for the services rendered by army doctors."

Dr Maku said his department had placed advertisements in the media for doctors but the response had been disappointing.

"We have recently lost three seconded officials in the laboratories at Cecilia Makiwane Hospital at Mdantsane." He said there was also a shortage of pharmacists, radiographers, physiotherapists and occupational therapists.

"Advertisements have appeared in the national newspapers and in journals and I have also gone on the air in radio broadcasts to try and recruit people into the Ciskei," he said.

The government had also used about R700 on advertisements in overseas media in a bid to

attract candidates for posts in the Ciskei hospitals.

He said the Ciskei had two registered dentists and five therapists at Cecilia Makiwane (3), Mount Coke (1) and St Matthew's (1).

Dr Maku said there were also problems in recruiting sufficient health inspectors to take care of the environmental health services, but two senior health inspectors were recruited in 1979 and one health inspector was appointed to make a total of five health inspectors.

"The environmental services division, consequently, was, for the first time, able to carry out inspections of trading premises in the rural areas," Dr Maku said.

175

Council drive for UK skilled staff pays off

STAR 7/5/80

266

174

175

By Lynda Loxton
Municipal Reporter
The Johannesburg City Council is continuing its drive to recruit staff abroad, and the Electricity Department has had a good response to its British advertising campaign, reports the chairman of the Staff Board
Mr J C De Villiers said 30 engineers and 90 arti-

sans had replied to the advertisements in British newspapers and trade journals
The City Engineer's and City Treasurer's Department, who started advertising for staff on April 25, expect replies after the closing date this week
The former needs civil engineers and technicians, and the latter computer staff
The management com-

mittee will next week decide whether the City Electrical Engineer should send a team of officials to Britain to interview the applicants and how they should be reimbursed and brought out to South Africa
A report before the management committee this week said the City Engineer and City Electrical Engineer wanted to send recruiting teams

overseas as soon as possible, but that the City Treasurer would get a contact in England to screen prospective candidates and draw up a short list.

A senior Treasury official will visit Britain later this year on other matters and make the final selection

Mr De Villiers said that whether or not the City Engineer would send a recruiting team overseas would depend on the response to the advertising campaign and the recommendations of the Scottish management consultant now investigating staffing in the department

STAR 10/5/80

Pay carrots beat staff shortages

155
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~~355~~

Twenty - three - year - old bank clerks earning R850 a month are being lured away by stockbrokers offering R1 500 a month (plus bonuses), computer systems analysts are being offered R20 000 a year (plus a car), and computer managers are being enticed to new jobs for R30 000 a year.

When all this is taken into consideration, the Bureau for Economic Research's forecast of 20 percent pay increases seems small

BUILDING

In the building industry the bill can be expected to be well above this average Russell Jackson, speaking for Merbuild, said he expected an escalation in building to the order of 30 percent in the current year, with labour accounting for 40 percent of the component costs

Private house building is booming But as there is no meaningful influx of whites into the trade, things will become difficult Blacks are becoming skilled, but they do not have the entrepreneurial leanings of sub-contractors

From March 1978 to March 1979, the average pay increase for blacks in the building industry was 7.9 percent and from March 1979 to March 1980 a further 10.07 percent

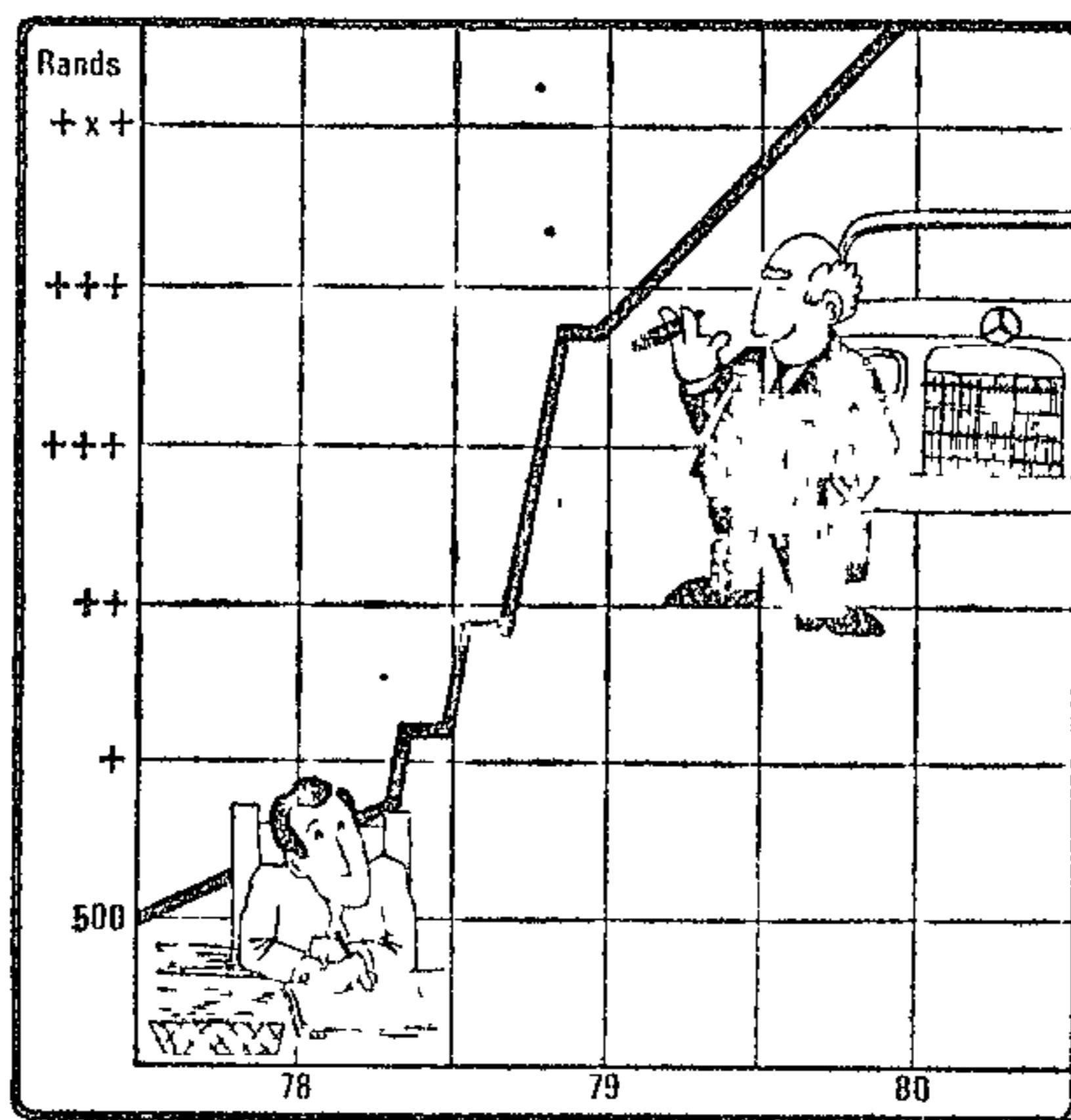
In comparison, white salaries increased 22 percent from March 1978 to March 1979 and 15 percent from March 1979 to March 1980

The average salary for whites in March 1978 was R749 a month, in March 1979, R787 and in March 1980, R781 The wage average reduced in the past year because there were fewer skilled workers in the industry

Assocom thinks the increase in the wage and salary bill will stem mainly from previously unemployed people now finding jobs But it is not just among blacks



Jean Moon looks at job-poaching



White married women who were previously unable to find part-time employment can now take their pick of companies desperately needing help

A large chunk will go to Government employees who have already been granted pay increases

On the Railways alone, there are 113 449 whites employed, 125 690 blacks, 1 836 Asians and 24 600 coloured people

In the Post Office there are 75 000 employees, in the civil service more than 300 000, the Provincial Administration 236 000, and in local authorities more than 200 000 All these people have been granted pay increases up to 13 percent, which goes a long way to accounting for a 21 percent rise overall

The demand for skilled

and semi-skilled workers is outstripping supply, so when he sees attractive salaries offered, the average employee feels underpaid and decides to move on But then the gap left by him must be filled, and the employer is forced to offer an equally attractive salary scale to fill it

A spokesman for the Standard Bank feels that 21 percent is perhaps a little too high, "but it is close" he added

The bank is finding the market more fluid and volatile and agrees that there is much inter-organisational poaching going on

Large banks are more susceptible to poachers because of their well-established training programmes and staff disciplines

The number of bank employees is rising and banks are using a wider range of personnel in clearing capacity with the planned programme for training black and coloured staff in this area being stepped up But so far this growth is only being felt in two or three regions

The dramatic rise in the cost of housing has caused complications with regard to the transfer and mobility of staff

Murray and Roberts has not yet suffered from poaching of skilled workers but as one of the largest employers in the industry, it is a target for other employers looking for staff The pressure is there.

A spokesman for the group feels that an estimated 21 percent rise in the wage bill is a fair assessment All employer bodies with which it deals are faced with substantial wage increases and 13 to 14 percent increases over the year can be expected Certainly, more people are being employed within the industry as a whole at higher wages and salaries

The 21 percent estimate appears high to the Chamber of Mines Last month, miners were granted increases but, taking into consideration natural expansion within the industry and the larger number of employees to be paid the Chambers' estimate is something above 17.5 percent, but not as high as 21 percent

As a growth industry mining is still attracting employees But the biggest problem area is the acute shortage of skilled people Anyone with the necessary qualifications is grabbed, but the critical bottleneck still remains

When Sasol was asked to speak on the subject, "No comment" was the reply "We are reviewing and re-reviewing the situation," said a spokesman

12/05/80 ARGUS

Shortage of skills

175

123

—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.

Vacancies for over 114,000 skilled workers

STAR 12/5/89

Own Correspondent
 There were vacancies for more than 114,000 skilled workers and trainees in South Africa in April last year, says the Department of Manpower Utilisation.

The results of the department's latest in-an-power survey, released today, show that at April 27 last year there were vacancies for 60,124 whites, 7,041 coloureds, 1,620 Asians and 45,897 blacks.

Mr A van der Mescht, statistician of the department, said there was a 5.4 percent shortage of 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 said his department was working on an official unemployment figure. He said that two years ago the number of unemployed whites, coloureds and Asians who were registered with the department totalled 14,000 to 15,000.

This total increased to about 34,000 last year. According to the manpower survey results, a total of more than 5 million people of all races (5,259,046) were employed on April 27, 1979.

Of these, about 1.6 million were white, about 2.9 million were blacks, 600,727 were coloureds and 206,942 were Asians.

These figures reflect a decrease in the number of blacks and Asians employed compared with two years before.

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Search abroad for top men

STAR 13/5/80 175

The search for top executives to fill key positions in commerce and industry has moved to virtually all English-speaking countries abroad as South Africa's economy booms

The country's leading recruitment practices are being asked to find senior executives overseas if they are not available in South Africa and worldwide economic trends are making their tasks relatively easy.

"Most Western countries are either in, or about to enter recessionary phases in terms of their economies and many professional people in these countries are now keen to come here," says Michael Lane, a senior consultant with the P-E Consulting group

INVESTMENT

He says a recent survey of senior executives in Britain revealed that redundant senior men apply to an average of 35 advertisements for jobs. More than 50 percent of them are forced to accept cuts in salary of about 25 percent.

"We need these men in South Africa. Fortunately South Africa's strong economy and booming salaries coupled with the glamour of gold and the country's stranglehold on strategic mineral supply has convinced overseas business leaders that South Africa is a land of opportunity"

Lane, who recently returned from business trips to the United Kingdom and Australia, says

interest in investing in South Africa is also higher than ever before

"Wherever I went I was frequently asked about investment possibilities in South Africa," he says "It appears that not sufficient is being done to inform and encourage potential investors abroad. The private sector should be assisted by Government in encouraging foreign investors

"Apart from their interest in business in this country they were also very keen to find out more about the quality of life. Most were uninformed and totally misguided in their ideas about South Africa," says Lane

"Increased foreign commitment to South Africa can only be good for the country in every way. With the overseas capital will come expertise and skilled personnel," he says

CRISIS POINT

Lane says South Africa's manpower situation has now reached crisis point. South African executives are being poached by top international companies and little is being done to replace them with skilled people from abroad

He adds that traditionally, local companies have been happy to "buy" senior staff to fill key positions within their organisations. Now, however, the shortage of manpower has led to a situation where salaries were being artificially inflated. The time had come to look elsewhere for executive mana-

gers "Recruiting overseas can be an expensive business, but not as expensive in the long term as continually replacing senior men," he says

EMPLOYMENT

14/1/80

Salaries of skilled personnel have risen by as much as 30% in the past year and turnover of executive staff is estimated to be as high as 40% for 1980 says personnel consultants.

Top executives are more mobile both in the local and the international market than they have ever been, says Jon Cole of P.F. Consulting.

Our managers rate with the best anywhere in the world, especially in the retailing field. Local executives are relatively cheap in international terms and foreign poachers are coming to pick up manpower bargains.

The salary premium that foreign operations offer is not likely to be that substantial but there are other advantages: political stability and prestige international operations.

Be that as it may, a large retail operation lost 11 senior staff to an overseas company in one month. The main culprits are the US and Australia.

Top men who are being offered as much as 30% more are turning down the position after counter offers from their present employers.

Besides, it costs anything up to R10,000 (in induction, recruitment and orientation courses) to replace a senior man. This represents a serious drain on the company's resources if the retention rate is low.

The sectors hardest hit are financial,

personnel engineering and computers.

Other employees, while not doing quite as well, are also getting substantial wage hikes. Artisans are getting close to 20% more than they were last year. At 33% a

year, labour turnover is high but still below the 35% of 1976. Traditionally tradesmen have been more mobile than others in the economy.

In contrast, male white collar workers'

turnover has dropped from 33% to 20.7%.

Highly skilled typists are fast joining the ranks of those in short supply. They are experiencing increases of up to R100 for every move.

Legal firms which traditionally claimed that it was too costly to train staff are now doing so. "There are just not enough good secretaries to go round," says Max Cowen of Legal Personnel Services.

"Key personnel know that the shortage means that they can demand salary increases or find better conditions elsewhere," says Colin Katz of Colin Katz Associates.

July 1980.

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Driver shortages blamed for bus complaints

A SHORTAGE of drivers has been blamed for the poor bus service from Mitchell's Plain to Hanover Park and Nyanga Stations.

This was the reason given by the managing director of the bus company, Mr T Brice, who said that the company had recently lost 18 drivers, 'poached' by the building industry.

Mr Brice — of A B Holdings — added that existing staff were forced to work overtime to cope with the demand.

'We sympathise with the people who are suffering under the present situation, Mr Brice said. 'We promise that we will do everything possible to remedy the situation. We have already advertised for 11 recruits to train as drivers. I provided we get the drivers we will be able to wrap up the matter in the next few weeks.'

COMPLAIN

The bus commuters certainly have plenty to complain about — as a Cape Herald team found when they interviewed the Rocklands bus commuters at 6.9 am last Monday.

Queues of up to 400 commuters waited for bus services for 15 minutes.

We asked some of the passengers what they thought of the situation.

'The bus has been horrendously slow in the past two weeks,' said Mr C Jacobs. 'I've had to wait for 15 minutes to get to work each morning.'

Mr J Abrahams: 'The queues are so long that if you don't get to the bus terminus by 6.30 am or earlier then you only arrive at work at 9.0 am.'

Mrs P Swatland: 'I work in Lansdowne and have to be up at least by 5.30 am to be at work by 8.0 am. It's disgusting.'

Mr John Anderson, chairman of the Rocklands Action Committee, said: 'People are fed up with the poor service. When the rail service becomes available I doubt whether the bus company will have any passengers as numerous commuters to them have gone unnoticed. If people don't support them when the trains are in operation then they'll have only themselves to blame.'

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Salaries rocket in key sectors

SUN TIMES 18/5/80 (175)

SALARIES for employees in key industries have "exploded" in the past few months, with serious implications for company profitability and the inflation rate.

This is the message from a new countrywide monthly salary survey, covering 10 000 employees and 200 major national and multinational companies.

The survey is the first in a series of new analyses of key sectors by the Personnel and Executive Placements Group (PEP), based in Johannesburg.

The first survey covered three main categories — artisans, engineers and technicians — in the construction, mining, engineering and electronics industries.

The results are startling. They show that, compared with January, the supply-demand gap for personnel in the sectors concerned widened substantially in April.

In sympathy, wages and salaries leapt an average of 10% in April alone, while staff turnover climbed 17%.

PEP executive director Paul Langerman attributes the new developments to the quickening in the economic upturn.

He adds that public sector increases have been an important catalyst, creating a "ripple" effect. But the major reason for the take-off in pay has been job-hopping, coupled with the basic scarcity of suitable personnel.

By STEPHEN ORPEN

"Bargaining and bartering is creating salary levels which are, frankly, out of all proportion to the value of the manpower."

Typically, a 30-year-old engineer, with between five and eight years experience, can now command R16 000 to R19 000 a year, on the basis of the April salary returns.

Likewise, a technician is receiving up to R14 000 and artisans up to R16 000.

The cost of replacing men lost to poachers is now a staggering R33 000, R18 000 and R13 000 respectively, taking into account recruitment, orientation and training costs.

Moreover, respondents to the survey expect still larger pay rises in coming months.

Fortunately, the pay rises have been accompanied by a significant swing to double and even triple shift work, so that worker output has increased by an average of 24% across the board.

Mr Langerman feels it may not be long, however, before productivity increases are eclipsed by the pay explosion and company profitability will then suffer.

He is also worried by what may happen when demand slackens and companies are left with insufficient throughput to sustain their higher salary structures.

Skilled labour crisis ⁽¹⁷⁵⁾

By ANDREW McNULTY

ACCELERATING pressure of demand in the heavy electrical equipment industry may lead to a difficult supply situation in several months

The most critical factor is skilled labour supply, particularly of qualified engineers, skilled artisans and draughtsmen

^{500-700 (bus.) 18/5/80}
As a result, costs are rising and signs of staff movement in the industry have appeared, says the Standard Bank Review

Physical limitations will also be reached in time

This is likely to occur first in switchgear manufacture, then in cable making and last in transformer production

In the case of transformer manufacture, companies will eventually be limited by such simple factors as available floor space

While overall industry profitability will derive great benefit from the accelerating pace of demand, profitability of individual companies will be affected by two factors in particular — marketing skills (particularly in calculation of tender prices) and technological innovation

Manpower squeeze threatens economy

Sw
Times
18/5/80
175

SOUTH Africa's manpower crisis is far worse than suspected and, at least in certain key areas, is threatening to freeze economic growth.

By BILL CAIN

vulnerable as much as two years ago

The Department's chief economist, Arnold van der Mescht tells me: "There were shortages long before the present boom — in some cases quite severe."

His preliminary findings on white males in an exhaustive survey up to April 1979 show

● The country's one-million skilled and unskilled workforce was already 4.9% short at that stage

● The professional and semi-professional sectors needed 5.6% more men

● The electrical trades had a 7.5% shortfall when the economy was still in the doldrums

● Building — one of the hardest hit sectors during 1975-78 — still had room for 5.9% more artisans

● Furniture factories — also experiencing sluggish conditions — could also have taken on 5.5% more craftsmen

Mr. Van der Mescht's research, covering more than 800

Says one 'Pretoria's comments are valid. The upswing has simply underlined the shortage of skills in the late Seventies. All the signs are that it has become much worse than expected in the past six months.'

Anglo estimates its 197 000 head office and mining workforce is 5% under strength in some areas and short almost across the board

Worst hit are middle management, artisan and other specialist sectors, with electricians, fitters, fabricators, engineers, metallurgists and accountants much in demand

Another Anglo spokesman comments: "What makes things worse is that we are also short of trainers to train the people we need. This makes filling the gaps even more difficult."

Federale Volksbelegings managing director, Cornelis Human, says: "At a rough guess we are short 5% on a 33 000 workforce. It is particularly bad in the technical, skilled and semi-skilled areas but also affects middle to be-



Skills shortage... new deal needed

Many other leading industrial companies are worse off and having to pay unrealistic premiums to get people with the skills needed — if they can find them at all

The problem is shown by the new report to have started well before the current economic lift-off

Department of Manpower Utilisation print-outs being collected this weekend reveal that many sectors were becoming

trial sectors, indicates that, with rare exceptions, an alarming dearth of skills was building up even during the recession

He draws no conclusions, except to note a growing reliance by employees to move to other areas, or even to travel further each day, to take up new jobs

Top level spokesmen for the R8 000-million Anglo American Corporation Group corroborate Mr Van der Mescht's findings

recruitment advertising and head hunting are increasing. AECI personnel director, Mr S A G Anderson, says his company is in a happier position. The lack of skills among the company's 25 000 employees is "inconvenient but not embarrassing" with no noticeable change during the past 12 months

Manpower squeeze

From Page 1

However the manpower shortfall in technical engineering and data processing operations is running at 6%.

Rembrandt public relations director, Mr M J Oosthuizen says "The shortage has become more marked in the past six months and is still deteriorating, with engineers, fitters turners electricians and salesmen all in short supply, despite our very comprehensive training programme."

Premier Milling executive general manager, Willem van der Klif, says "The shortages are causing concern and beginning to be serious in the case of accountants, personnel technical, training and production people."

"Senior management generally is also short. We could add another 5% to the 23 000 workforce and have been advertising heavily for staff for nine months. Pressure on the Reef is especially great."

Final figures from the De-

partment of Manpower Utilisation will break down employment trends by regions.

Meanwhile Premier's difficulties on the Reef seem to be shared by others.

SAB's Mr Sutton says "There is practically no problem in coastal areas but the shortages are highly apparent on the Witwatersrand."

All spokesmen in the sample agree that the virtually static pool of skilled manpower in the current expansionary phase in the economy is putting pressure on paybills.

● Fedvolks says "Heavy increase in wages and salaries are expected before the year end."

● AECI adds "Recent publicity on shortages and increasing salaries have caused more employees to sound out the market."

● Rembrandt says "Pressure on our paybill is mainly in the artisan field where young qualified men are being offered above normal rates by smaller industries with no training facilities."

● Anglo adds "There is persistent pressure because skills in short supply are being induced into other organisations."

Pretoria's print-outs show that even as the skills backlog was emerging the building industry had only 6 811 skilled black workers — including 1 700 bricklayers — with a meagre 2 577 in training.

The survey deals in depth with the role of other races and women in the jobs market but excludes domestic and agricultural workers.

Transkei and BophutaTswana have not been included in the returns which Mr Van der Mescht says cover at least 80% of the economically-active population.

Of the total 5.23-million workers the print-outs show that there was room — even in the bad times — for another 2.2% people of all races in industry and commerce.

With the economic lift-off this percentage has been blown sky high.

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RECORDS CONTROL

There is a rapidly growing demand for qualified black man- power in South Africa — but the country seems unpre- pared to meet the need according to a study conducted by the School of Business Administration at the University of Natal.

The study reveals that for graduate blacks in accounting, forestry, computer science and industrial psychology.

In the technical field the affected areas are marketing and sales, com- merce and management, computer science and personnel management.

There is also a great demand for atters and turners, welders, electri- cians, diesel and motor mechanics and boiler makers, said the SDA statement.

A statement yesterday said that qualified blacks made up 7.5 per cent of the skilled labour force in South Africa. By 1984,

U.S. is expected to shift to nearly 10 percent.

Regarding the U.S., the Department of Commerce and Economic Affairs has said that more than 100,000 U.S. jobs are expected to be created in the next five years. The technical side of the U.S. economy is expected to be the most dynamic in the world for the next 10 years, it added.

In spite of the needs, the private sector seems to be dragging its feet in terms of real training, especially on the technical side of black education, said the statement.

The U.S. State Department said the private sector would continue to rely on the Government for the provision of qualified manpower for the coun- try's industry and busi- nesses.

U.S. blacks themselves have to be prepared more intensively for business and achievement orienta-

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'Scarcity rise' ^{STAR 24/5/80} for some jobs ¹⁷⁵ in municipality

Municipal Reporter

White traffic officers, firemen and ambulancemen in Johannesburg are to get special wage increases averaging about 8,52 percent next month, in a bid by the council to overcome staff shortages.

The increases will be over and above the two-notch or 8,52 percent increases most municipal staff will get in July. Artisans will get a three-notch increase.

The Johannesburg City Council will be asked to approve the special increases — which, in effect, are "scarcity allowances" — at its monthly meeting on Tuesday.

Black traffic officers and ambulancemen will not get the special increases because of the closing of the wage-gap in their posts in May, retrospective to January. They will, however, benefit in the long run from the higher maximum salaries

suggested for the grades.

Black firemen are not considered to have comparable jobs to white firemen and did not have the wage gap closed. They, like all employees, will get the two-notch increase in July.

The special increases for traffic officers will cost R191 427 this year and those for firemen and ambulancemen R207 185.

In a report to the council, the Traffic Department says that the shortage of white traffic officers has now reached 40 of a total establishment of 237 officers. With the general economic upswing, further resignations are expected.

The situation has hampered the department's efforts to control traffic at peak periods, curtailed enforcement activities, resulted in an escalation of traffic violations and hampered bus drivers as busways cannot be kept clear.

Emergency action on manpower

By STEPHEN ORPEN

A REVOLUTION in the development of the country's manpower resources is expected to follow urgent new talks with the Prime Minister by manpower leaders in recent weeks.

The discussions follow frightening studies of the chaos that could ensue if an upgraded and more comprehensive and integrated national manpower programme is not constructed and implemented at once.

The studies provide back-up for the keenly-awaited second report of the Wiehahn Commission into manpower matters, which is now in the hands of the Prime Minister.

Mr P W Botha is also reported to have received the third and fourth reports of the Wiehahn Commission as part of a top priority effort to meet the manpower challenge before time runs out.

Sources close to the Prime Minister suggest that he has given an undertaking that a white paper on Wiehahn's second report, at least, will be tabled during the current session of Parliament — probably in the first week in June.

The white paper will recom-

mend a levy on all companies to finance a much enlarged and integrated training and development programme.

Timing is of the essence as the corporate sector is currently enjoying much improved earnings, which will make the levy easily affordable.

Also, the imposition of a levy across the board will answer serious objections to the current training system from the relatively few companies shown to be already fully com-

□ To Page 3

Action on labour

□ From Page 1

mitted to training on the scale necessary.

These companies are unhappy that the people they train are, in many cases, poached by competitors, who do not train extensively, almost as soon as the trainees become properly productive.

Under the new proposals, companies which do not train will still have to pay the levy and will receive no compensation for training expenses.

This compensation may result in a "profit" for companies that meet the full training and development requirements under the new system.

Manpower leaders quote hair-raising figures to support the case for the immediate forging and implementation of a national "co-operative" training programme.

Their research shows that an average of some 800 new jobs must be created every day in the next 20 years to prevent unemployment becoming unmanageable.

This implies an investment of more than R300-million a day in new factories and employment facilities in industry.

Even allowing that 60% of new employment is created outside the capital-intensive sector, this could mean more than R40 000-million a year in new capital investment, compared with the current annual total for gross domestic investment of all kinds of some R14 000-million.

Such figures are viewed against the grim paradox of today's still massive black unemployment in parallel with an increasingly critical shortage of skills in key industrial areas.

Estimates from other sources suggest this generation of work-seekers, which requires extensive "bridging" education, includes some 1-million out of a total current workforce of all races countrywide of some 5,3-million.

It will require two or three years of bridging and industrial training to equip them for jobs above the lowest levels.

One encouraging factor is that the figure has leapt to some 240 000 in the past five months alone. Also, the eight public sector in-service training centres in urban areas, which were only 60% full in January, are now all running at 100% enrolment.

Some 60% of industrial training is now being handled in-service by the private sector and 20% by public sector departmental training centres.

In 1977, the latest year for which there is a breakdown, there were 75 000 blacks in in-service private sector training and 14 000 in public sector departmental training.

There were 3 000 blacks in artisan training, about 3 500 in border area industrial training schools, 3 500 with the bureau for training, 4 000 in Railways training schemes, about 1 000 being trained by the Building Industries Federation and 400 by the clothing industry.

There were only 100-odd in advanced technical education and some 60% of the entire black workforce was not educated beyond Standard 3.

Companies leading the way in private sector training initiatives include the mining houses, the oil, motor and tyre companies and corporations like Barlows, SA Breweries and Unilever.

Cont ↓

The shortage will grow worse as economic growth accelerates, and will brake this growth, without much impact on unemployment, which will, in turn, mushroom unless the national growth rate can be pushed up to at least 6% a-year and maintained there.

Dick Sutton, a member of the Wiehahn Commission and SA Breweries personnel chief, also stresses the immediate problem of finding work for the current generation of young blacks who have not received a sufficient basic education for induction directly into industrial training programmes.

The business schools at Stellenbosch, University of SA, Wits, Cape Town and Potchefstroom are also developing facilities for blacks.

However, the cost of advanced in-service education is steep. For instance, the Anglo American Group's 'cadet programme for blacks, which covers some 65 trainees, has been estimated at R3-million so far.

To educate top executives in the implications of Wiehahn's second report and related matters the Institute of Personnel Management will stage a conference in Johannesburg on June 9, 10 and 11.

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Job reservation being maintained, says PFP

STAR 28/5/80 266

175

Municipal Reporter

The city council was last night accused of maintaining job reservation and of "taking one step forward and one step back" in closing the wage gap between black employees and white

PFP city councillors sharply criticised the decision to provide special "scarcity" allowances to attract more white traffic officers, firemen and ambulancemen

"We would support

salary increases designed to make council service more competitive and keep staff, but not this attempt to apply grading improvements only to white staff and keep jobs for them," said Mr Winston Herzberg (PFP, Braamfontein)

"Last month we closed the wage gap — this opens it up again. What do your black staff think of you and where is your credibility?"

He said the council must "face up to the fact that soon the traffic de-

partment, for example, will be predominantly black — just as the army will soon be"

Mr Harold Rudolph (PFP, Hospital Hill) said the move smacked of "naked racism" as the men were all doing the same work

He said it was time that race categories were removed from the designation of posts

The chairman of the management committee, Mr J F Oberholzer, MPC, accused the PFP of suffering from "black-itis" and said black employees were "fed up with you speaking for them."

There was such a thing as a scarcity rate and artisans of all races would, for example, be getting higher increases than other council employees because of their scarcity.

He said white traffic officers were predominantly used in white areas "because we recognise the plurality of our country" and threatened not to bring items like this to the council once registered black unions were full members of the council's industrial council

00 THE CITY COUNCIL

FEB 16 1978 PRINTED AT:

1100 THE STAR LOG ...

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Grave shortage of draughtsmen ⁽¹⁷⁵⁾ ~~(171)~~

Financial Reporter 30/5/80

UNLESS there is a marked increase in the number of draughtsmen and technicians in South Africa, the planned growth rate in the economy is unlikely to be realised because the existing workforce will be unable to cope, says the South African Association of Consulting Engineers.

The association conducted a manpower survey among its 210 registered firms. Their present staff members in the draughtsman and technician capacities totalled 2 465. The present shortfall is 546, the expected deficit by March 1983 will be an additional 1 054.

What makes the situation worse is that about 20% of the staff employed are still undergoing training and this percentage will have to rise substantially if the shortfall is to be made up.

The association urges employers and Government agencies to increase in-house training and the financing of training.

Roughly half of the draughtsmen and technicians now being trained are getting some financial assistance with 44% of firms contributing to this training.

With about 35% of the registered firms having fewer than four staff members and unable to give financial assistance, additional help can only come from the 21% of the firms which are not helping.

The association urges these firms to review their training policies, but even this will be insufficient to solve the problem.

UCT

Shortage of draughtsmen ⁽¹⁷⁵⁾ could hamper growth ^{C.T.} 30/5/80

JOHANNESBURG — Unless there was a marked pick-up in the number of draughtsmen and technicians in South Africa, the planned growth in the economy was unlikely to be realized as the existing work force would be unable to cope.

This emerges from a recent manpower survey conducted by the SA Association of Consulting Engineers. The association examined current and expected shortages of draughtsmen and technicians in a survey among its 210 registered firms.

Total present staff of all races in these categories is 2 465. The assessed present shortfall is 546, while the ex-

pected deficit by March, 1983, (the cut-off point in the survey) is an additional 1 054. The forecast is thus for a shortfall of 42 percent of the present staff complement by 1983.

What exacerbates the position is that some 20 percent of the staff currently in employment is still undergoing training and this percentage will have to rise substantially if the shortfall is to be made up.

In a call to employers and government agencies to increase the amount of "in house" training and the financing of training, the association points to the contributions its members are making.

Roughly half of the draughtsmen and technicians at present in training are receiving financial assistance, while 44 percent of firms are contributing financially towards training.

With about 35 percent of the registered firms having less than four staff members and thus unable to give financial assistance, the additional help can only come from the 21 percent of the firms which are currently not helping.

These firms are being urged to review their training policies but this seems unlikely to be sufficient to solve the problem.

— Sapa

Draughtsmen shortage threat to growth plans

Sun TRIB 8/16/80 (32) (33) (175)

UNLESS there is a marked pick-up in the number of draughtsmen and technicians in South Africa, the planned growth in the economy is unlikely to be realised, as the existing workforce will be unable to cope

This is the message from a recent manpower study conducted by the South African Association of Consulting Engineers

The association ex-

By FRANK JEANS

amined current and expected shortages of draughtsmen and technicians among its 210 registered companies.

Present staff of all races in the categories, is 2465. The assessed shortfall is 546, while the expected deficit by March 1983 is an additional 1054.

In a call to employers

and Government agencies to increase the amount of "in house" training and the financing of training, the association points out that the contribution its members are making

About half of the draughtsmen and technicians in training are receiving financial assistance, while 44 per cent of firms are contributing financially towards training.

... but the X industry strides ahead

SUN TRIB
8/6/80
22 23 175

DESPITE the brick and artisan shortage, the building industry is striding into the new decade full of confidence of renewed prosperity and sustained activity. It could scarcely have got better reassurance from the latest figures of the Department of Statistics.

The value of building plans in every sector surged. The most significant advance is in home-building. The January-April figures reveal that new homes are being built at 92,3 percent more than the rate for the corresponding period last year.

For the four-month period the total value of building plans passed hit R661,1 million — a 72,6 percent increase over the R383,9 million for the same time in 1979.

The most significant boost in building activity emerges in the residential property market. This trend will obviously be welcomed by estate agents who are operating in a buoyant but understocked market.

Plans for all forms of residential buildings — the figures represent about 90 percent of total building work in South Africa — have peaked at more than R352 million compared with R183,9 million last time.

And here again, the figures indicate a stronger thrust coming from the flat block developers, who are taking advantage of the opportunity of greater return on capital investment now that rentals are moving upwards.

For the first four months of this year plans for new homes were valued at R286 million as against R160,2 million previously. While much of the increase can be put down to building cost rises and inflation, it is a sizeable increase in home-building which

must augur well for the rest of the year.

“Residential” plans passed for the whole of 1979 totalled R677 million, which means that the comparable figure for 1980, so far is more than double the annual 1979 amount — and there are still eight months of this year to go.

BRICKS SHORTAGE

By COLIN VINEALL
Property Editor

AND ARTISANS SORELY NEEDED

AN in-depth statistical review of the building industry that has just been published puts the total shortage of artisans at a conservative 2 730 and shows that the shortage of bricks is critical.

The review is published in the SA Builder, official organ of the Building Industries Federation of South Africa.

The survey shows that bricklayers and painters are the people most sorely needed. Hennie van Zyl, the Bifsa economist, commented that of particular significance was the shortage of foremen, particularly in view of the foreman's key role on the building site and his pronounced influence on productivity.

Statistics show that the shortage of bricks affects 70 percent of building contracts sufficiently to cause problems. Van Zyl said that in view of the shortage's disruptive effect on building activity, it is bound to push costs up.

He writes "It is significant that although bricks are being imported to the Transvaal from Natal, a graph showing the intensity of brick shortage per area showed that approximately 32 percent of building contractors in the Durban-Pinetown area are experiencing brick supply problems.

"The graph leads one to believe that the present brick shortage is indeed a national problem.

"It is feared that especially the smaller builder in the Transvaal and OFS will have to rely on bricks from Natal."

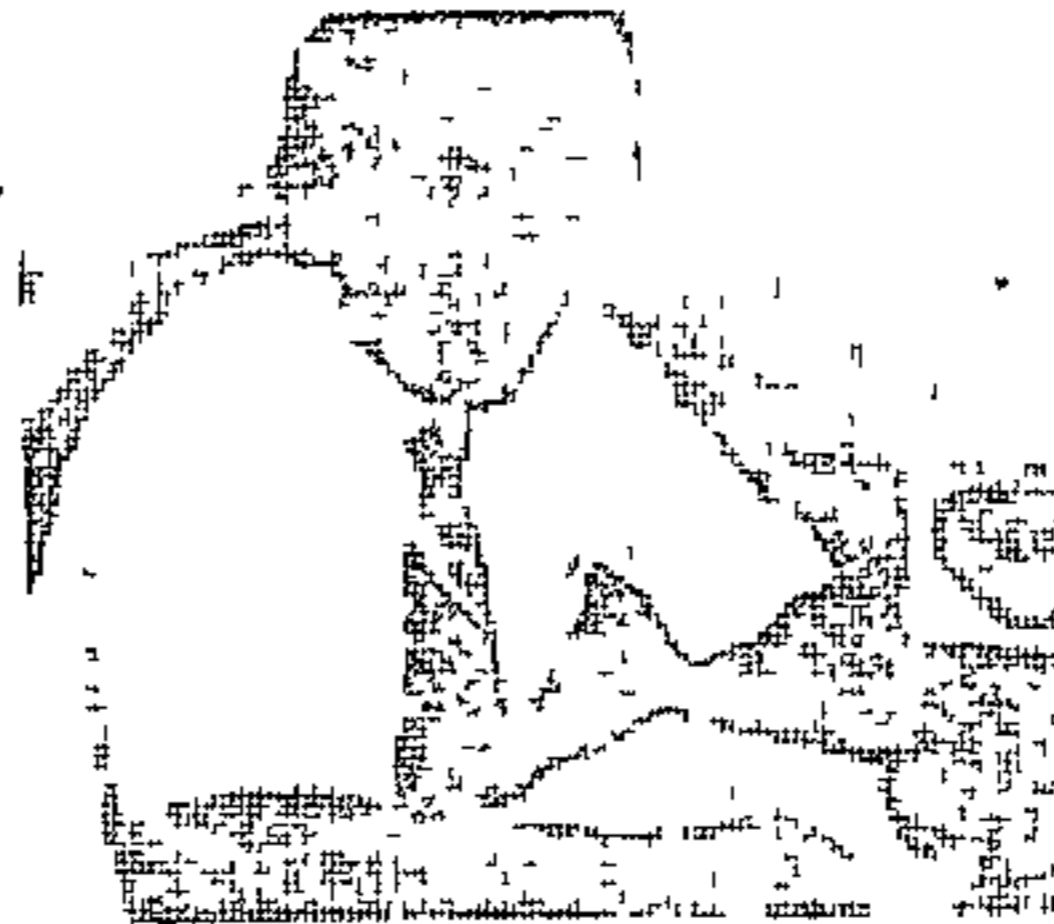
Because of normal SAR transport tariffs, this will have a cost-increasing effect.

"We have reason to believe that the brick industry is fully aware of the gravity of the problem and is taking emergency remedial action.

"A large manufacturer has indicated that they have virtually daily discussions with the major building companies in order to arrive at equitable allocations.

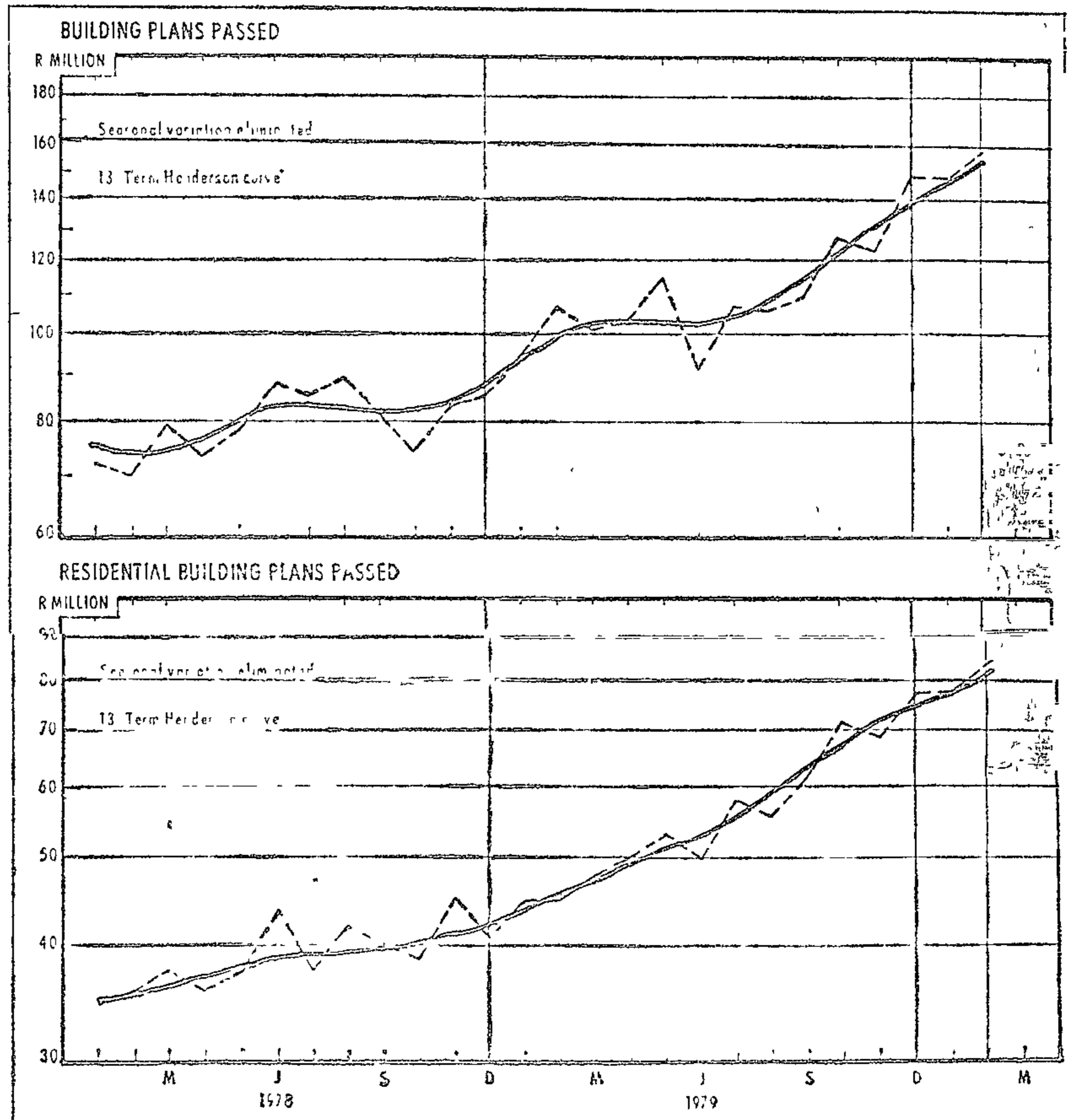
"It would be wrong to ascribe the present serious situation solely to the action of one or a few large manufacturers.

"It is rather due to a substantial under-estimation of the future demand for their product by the brick industry as a whole."



Hennie van Zyl, Bifsa economist

These graphs reflect the value of building plans passed in the private sector. They provide clear indication that building activity is increasing rapidly and will continue to do so for the next 18 months and most probably well beyond this period. The graphs also indicate that the increase is substantial and it is estimated that the year 1980 will witness a real increase of at least 10 percent in building activity. The graphs were compiled by the Department of Statistics.



11/6/80 ARGUS

LABOUR

'COLOUR BLIND' PLAN ON LABOUR

175

Political Staff

THE Government today committed itself to a colour blind development and use of South Africa's labour resources,

A government White Paper giving acceptance of most of the recommendations of the second Wichahn 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

gories of job reservation and the indenturing of blacks as apprentices are two of the areas in which progress are being made in adaptations to the country's labour system, according to the White Paper

petition in the labour field among the various race groups

Only contract workers from states outside South Africa are excluded from the definition of an employee in terms of the Industrial Conciliation Act and application can be made for the registration of trade unions of all population groups

Attention was being given to the effect of military service on the training of apprentices

● See Page 3.

NOTE CAREFULLY

- 1 Enter at the top of each of the block on this question you are answering
- 2 Blue or black ink must be used for answers. The use of a red or green ink for underlining, emphasis which pencil may also
- 3 Names must be printed (e.g. graph paper) when writing in examination book(s)
- 4 Do not write in the left margin

'The development of manpower implies the continuous upgrading to the highest possible level of the abilities of the total workers' corps with proper regard for individual ability and interest and the present and future needs of the economy

Career aid

'The optimum utilisation of manpower implies not only the provision of adequate work opportunities but also effective career guidance and, in general, the raising of productivity by the best use of labour resources available at any given moment

Among the steps taken since the commission's first report are the institution of a National Manpower Commission, a new Industrial Court, registered trade unions for blacks and the revoking of measures against com-

- 3 No part of an answer book is to be torn out
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

Any dishonesty will result

in disqualification and to possible exclusion from the university

The conservation of the country's manpower embraces broadly the maintenance of labour peace, the protection of the spiritual and bodily health and welfare of every worker and the retention of trained workers.

Proper regard has also to be taken of other national goals, the peculiar circumstances in South Africa and influences the authorities might have on developments, the White Paper says.

Last parts

The White Paper says the third and fourth parts of the Wiehahn Commission's report have been given to the Government and the remaining parts will be made available at the end of July.

The Government recognised that South Africa presented a common economic system.

Practices which hampered the effective functioning of such a system without contributing to the attainment of other goals could not be justified.

Trade unions

The Government supported the principles of freedom of association as a basis for trade-union membership, trade union autonomy in respect of membership and officials, joint use of existing facilities for industrial training, as long as measures exist to prevent friction and geographical freedom of movement for workers of all population groups, taking into consideration the availability of housing and work opportunities.

The White Paper notes in this regard that the labour preference area of the Western Cape should also be taken into account, although the Prime Minister had indicated that the application of the policy was under review.

The abolition of three of the remaining five cate

Govt OKs

separate

skills ^{W/M} training ⁽¹⁷⁵⁾ 12/6/88

Labour Staff

THE Government yesterday endorsed a policy of developing manpower "irrespective of race" -- but accepted a key Weichmann Commission recommendation that black apprentices be trained mainly in separate training centres

Earlier in the day the commission had recommended that black apprentices receive both practical and theoretical training at black in-service training centres or "similar institutions"

White apprentices are trained in technical colleges and trade unions representing white artisans insist that blacks also be trained in these colleges

The "Mail" reported earlier this week that the Government would be presented with this recommendation

However, in a White Paper released yesterday, the Government also accepted a recommendation that other facilities could be used for theoretical training of "certain apprentices" -- presumably blacks -- where facilities for them were not readily available

The commission recommended that this be done as an "expedient"

Commenting on the joint use of facilities, the White Paper said this was acceptable "provided that appropriate arrangements are made at such centres in consultation with the State and other parties"

It is unlikely that the joint use of facilities will mean that training classes will be mixed, even if they take place under the same roof

However, the Government accepted a commission recommendation that "approved trade testing facilities" be used for the trade testing of apprentices of all races

The White Paper accepted most of the Commission's recommendations

© See Page 5

Manpower crisis hits SA boom

By Michael Chester,
Financial Editor

The shortage of skilled manpower needed to cope with the economic boom has reached alarming levels, according to a study released by Volkskas today.

The bank found at a recent count that over 114 000 jobs were standing empty because industry and commerce could not find enough trained workers as production and shop sales climbed.

The biggest scramble was to recruit skilled white workers. Counting all occupations, the shortage had soared to 60 124 — and the shortage was all the more critical the higher the job qualifications.

Worst, proportionately, was a shortage of 1475 engineers, equal to 8,5 percent of all the professional engineers needed.

SCoured

Labour markets were also being scoured for technologists, metallurgists, chemists, architects, truck drivers. The metal and engineering sectors were short of 4251 workers.

In total numbers, the demand for clerical staff topped the list with 7799 jobs empty.

And the shortage of medical doctors was over 1000.

Jobs were open for 45897 trained black workers, including 1809 clerical employees.

The shortage of coloured workers was running at 7041 and the hunt was on for 1620 trained Indians.

"It can now be asked," the survey notes, "whether the Government is doing enough to train people, and also whether employers are doing enough in respect of the training and retraining of workers to enable them to develop sufficient capabilities to man higher job categories successfully."

What disturbed the researchers was the pattern of education levels between the various racial groups.

Stringent black workers regulations streamlined

175
STAR 13/6/80

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 Manpower Utilisation, it was announced in today's Government Gazette.

This will be done during next year's Parliamentary sitting when the Department of Manpower Utilisation, it was announced 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 Manpower 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 EEC 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 diminished 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.

Mines face a critical manpower shortage

STAR
24/1/80
175
217

By Sieg Hannig

The mining industry is short of about 1 600 skilled men — nearly enough to run two gold mines employing perhaps 20 000 people, the annual meeting of the Chamber of Mines heard today

Mr Etheredge also welcomed changes being contemplated by a number of mini unions to allow them to include certain classes of workers other than white.

He also stressed the need for "an educational system that will produce the human skills required" to carry out new projects

VITAL ROLE

He welcomed the Prime Minister's concept of a constellation of states as "sensible recognition of the interdependence of the peoples of this region"

The mines had a vital role in developing the immense mineral resources on which such a constellation could base its economic progress, he said

South Africa and its potential partners had to show their bona fides in approaching the concept unselfishly

If the constellation were seen as dependent satellites round some kind of superstar, this could drive the states of southern Africa to consider alternative allegiances
Etheredge said

"The situation is already serious and liable to become critical in the near future," Mr Dennis Etheredge said in his presidential address

"The tragedy is that this situation is found in a country with immense manpower reserves"

He said the skilled staff shortage increased from about 1 000 to about 1 600 between the fourth quarter of last year and the end of the first quarter of this year

"This shortfall is nearly equivalent to the entire complement of skilled personnel required to man two medium-sized gold mines employing perhaps 20 000 people"

Average employment on the Chamber's gold and coal mines increased from 497 000 in 1977 to 527 000 in 1979, and this trend would continue, Mr Etheredge said

TRAINING

Overseas recruitment of skilled labour could be only a stop-gap measure. The solution lay in training South Africans

It was hoped some of the barriers preventing this would be removed soon.

If racially discriminatory provisions were removed from the law, the Chamber would do its utmost to negotiate new dispensations with employee bodies

Critical shortage of skills on mines

175
~~211~~
RDM

25/6/80.



The new president of the Chamber of Mines, Mr R S Lawrence (above), has been appointed chairman of the gold producers committee. The chamber's council appointed Mr M B Forsyth chairman of the collieries committee.

Mr Lawrence, 59, is deputy chairman of Rand Mines.

Mr William Malan, technical director of the Anglovaal group, and Mr Lynne van den Bosch, executive director of Union Corporation, are vice-presidents of the chamber. This will be Mr Lawrence's second term as president of the chamber.

Financial rand

STANDARD BANK quotation 85,50 US cents to 86c.
London discount: 33,5% to 34,5%

Financial Reporter
A CRITICAL shortage of skilled manpower faces the mining industry. This was said yesterday by Mr Dennis Etheridge, the outgoing president of the Chamber of Mines.

He pointed, however, to the tremendous success of the industry, with mining accounting for 73% of South Africa's total exports last year.

Mr Etheridge said: "South Africa's capacity for economic expansion and growth is limited by a major physical constraint, namely the acute shortage of skilled and professional manpower."

"The tragedy is that this situation is found with immense manpower reserves."

Mr Etheridge warned. "The problems of the mining industry cannot be overstated. Between the fourth quarter of last year and the end of the first quarter of this year, the shortage of all categories of skilled personnel among the chamber's member mines increased from about 1 000 to about 1 600."

"This shortfall is nearly equivalent to the entire complement of skilled personnel required to man two medium-sized gold mines employing perhaps 20 000 people."

"These figures demonstrate quite clearly our absolute reliance on skilled manpower to create jobs and generate wealth, and underline the fact that with mining now in a major expansionary phase, the situation is already serious and

liable to become critical in the near future

"Efforts are being made to recruit trained personnel from overseas, but this can only be a stop-gap measure as the proper solution lies in training South Africans to do these jobs

"It is to be hoped that some of the barriers preventing this will be removed in the near future and that the trade unions involved will find solutions to certain problems that they have.

"A number of legal obstacles remain to prevent the advancement of all races on merit in the mining industry

"The industry is awaiting the further reports of the Wiehahn Commission of Inquiry into labour legislation, one of which is expected to deal with the racially discriminatory provisions in the Mines and Works Act.

"I would like to give the assurance that if such discriminatory provisions are removed from the statutes, the chamber will do its utmost to negotiate new dispensations with the employee organisations concerned"

He said the economic boom was based on increased mineral export earnings and a "changed psychological climate resulting from shifts in Government policy aimed at removing discrimination in the workplace and improving the circumstances of urban blacks".

The confidence of the business and industrial sector, both domestic and foreign, had been further encouraged by the Government's recognition of the role of private enterprise as the key to continued economic expansion and its commitment to regional economic cooperation

Mr Etheridge said that "some of the optimism which characterised the period immediately following these developments has regrettably begun to ebb in the face of signs that the resolve needed to implement these new directions in policy may be lacking"

"South Africa has great potential for social and economic progress, and it will be tragic if the momentum briefly gained, which touched all groups, is permitted to founder in disillusionment flowing from a failure to meet what are, at this stage, still essentially modest expectations."

MANPOWER
27/6/80
Coloured exodus

175
157

The exodus of skilled professionals from SA over recent years has caused concern for the authorities as they battle with the country's serious trained manpower shortage

Due basically to segregation, skilled manpower has come chiefly from the white group. Now, however, comes concern at the number of coloureds departing these shores for more hospitable homes overseas

The Coloured Development Corporation (CDC) has expressed concern at the number of "younger, well-educated and highly motivated coloured entrepreneurs leaving SA"

Addressing a seminar of top coloured businessmen recently, CDC general manager Mike Prentz called the flow of some of the best and brightest minds to other countries "one of SA's greatest tragedies"

The shortage of trained manpower and potential entrepreneurs was perhaps the most important problem facing the corporation, said Prentz. Of the 2 000 coloured graduates last year, less than 10% were in the commerce and economics field — a very small base on which to build an entrepreneurial class

According to another source at the CDC, the primary reason for the exodus of coloured intelligentsia is political. The Group Areas Act, for example, is an instance of the strictures government imposes on coloureds. The desire to give their children a better education is another of the most important reasons for more affluent coloureds emigrating

Although figures are hard to come by, the CDC has become increasingly aware of the trend. "It is not so much the numbers, as the quality of those leaving, that is causing concern," explains CDC's Andre van Heerden

He draws attention to a major grievance felt by coloured businessmen — the delay in opening central business districts to them. Community Development Minister Murotsi mentioned the possibility last year, but nothing has so far been done about it

This is odd in view of government's desire to co-opt a black middle class in order to reduce discontent

Suggests van Heerden. A situation must be created where people feel they have a future in this country



their travel times to fall in line with the off-peak period

June 27 1980

Financial Mail

Fm 27/6/80

175 ~~248~~

SKILLED MANPOWER

Where are all the engineers?

It's conventional wisdom that the top echelon of skilled manpower in SA — high-level professional and technical experts, from electrical and mining engineers to computer programmers — is dangerously thin on the ground. But few realise just how serious our plight is.

It's currently estimated that there is a national shortage of 15 000-20 000 professional and technical staff, and that within 10 years this shortfall will rise to more than 100 000. The country also needs some 4 000-5 000 managers more than it has just now.

Outgoing Chamber of Mines president Dennis Etheridge this week noted that the shortfall of skills in the mining industry is equivalent to the entire complement of skilled personnel for two medium-sized gold mines, which would employ a total of 20 000 people.

The Institute of Civil Engineers, meeting in Durban this week (see Business) heard that 650 first-year students registered in civil engineering at SA universities in 1974, but this year it was only 348.

There are severe shortages of accountants, engineers, metallurgists, computer programmers, draughtsmen — you name it. One major industrial group, Barlow Rand, could absorb almost the country's entire annual output of electronics engineers. Manpower has already become a bottleneck on growth, longer term, it could become a permanent constraint.

And growth, as the *FM* constantly points out, is essential in the search for socio-political stability. In stark terms, a failure of the economy to provide jobs for blacks will hasten the revolution.

What's going wrong in the top bracket of our society? The whole basis of our apartheid system, which does not allow capable blacks to exercise their full potential, is, of course, a contributory factor. There are simply not enough people among the 4,5m whites (even when net immigration is running at high levels) to provide the graduate requirements for a population of 25m.

Professional and technical manpower comprised only 4,5% of the country's eco-

nomically active population in 1970, compared with 14,2% in the US. By 1990, it is projected, SA may have achieved 6% (But there are already 13,5% of whites in this category, which suggests the white group is close to "saturation" level).

But this is not the complete explanation. A study by the manpower committee of the Federation of Societies of Professional Engineers cites also the low proportion of suitable students (particularly Afrikaners) studying for the engineering profession as opposed to other disciplines, the lack of

ly to continue at that level until at least 1982, even assuming that immigration builds up to its 1975 level by that year."

Present demand for engineers is estimated at between 2 057 and 2 168, of which 35% can be met by SA graduates and 20% by immigrants.

The proportions of total demand which should be met by 1982, the study says, are 80%-85% in chemical engineering, 75%-80% in agricultural and electrical engineering, 65% in mechanical and mining engineering, 55% in metallurgical engineering and 40% in civil engineering.

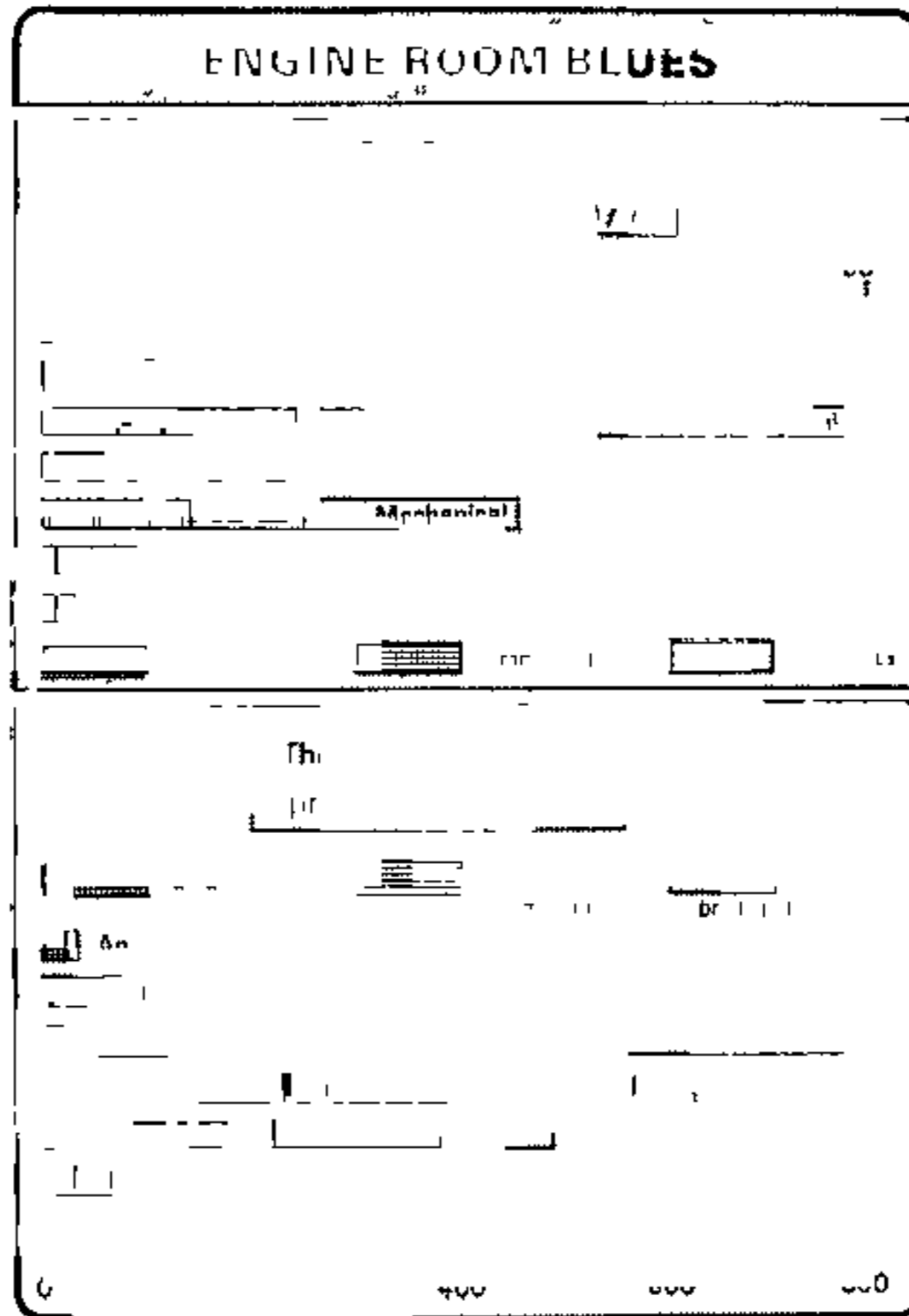
"Plainly, immigration is important in preventing an unreasonable balance between supply and demand from developing," the study comments. But it discards politics as a cause of falling immigration. "Engineers have a tradition of going to places where things are to be built, without concerning themselves unduly with the political environment."

Financial considerations could be important, though. "A European engineer is unlikely to be attracted to SA at a salary about half of that which he currently enjoys, however much lower the cost of living here may be. In addition, the early onset of high incremental tax rates must be a disincentive to the professional immigrant who can be attracted only at salaries at which income tax becomes relatively high." In addition, foreigners on contract should be permitted to remit their earnings back to their home countries.

The Citizenship Amendment Act of 1978, which requires young immigrants to place themselves in a position where they are liable for national service, or else forego the chances of obtaining SA citizenship, may also be a negative factor.

The percentage of white male SA graduates who chose engineering has remained at about 9% for two decades, the study says, which compares adversely with the 15% level in advanced Western nations. Among Afrikaners it is 7% and among English-speakers it is 12%. Clearly, there is potential for an increase.

Another factor has been pinpointed by



bursaries, and the shortage of women engineering students.

Another problem is that, because of the even more severe shortage of engineering technicians, graduate engineers' skills and time are being misused. They are forced to carry out routine tasks which technicians should be doing.

The study reports that the demand for engineers has been about twice the supply from the two main sources — local universities and immigrants — and "seems like-

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Acute shortage of black dentists

21/6/60 foot

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THERE was an acute shortage of dentists to serve the needs of South Africa's blacks, Dr James Gilliland, deputy director general of the Department of Health, Welfare and Pensions, said in Johannesburg this week.

SURVEY

Addressing a dental graduation ceremony at the University of the Witwatersrand, Dr Gilliland said a recent survey conducted by the department showed at least 881 African dental operators (dentists and dental therapists) were required to satisfy the need for basic curative services in the Republic and homelands.

"There are at present only 50 such operators, mainly dental therapists. This is a shortfall of 831 operators or 97 percent. For the coloured population group the shortfall is 180 operators or 89 percent, he said.

Growing need for black scientists

175 RDM 10/7/80

GERALD REILLY

reports

THE new head of the Council for Scientific and Industrial Research, Dr Christof Friedrich Garbers, believes that during the next 20 years black scientists will have to help carry some of the research and development overburden which has piled up and will continue to pile up because of the chronic shortage of scientists

Dr Garbers took over the country's biggest concentration of scientific brainpower last month, following the death of Dr C Van der Merwe Brink

A former professor of organic chemistry at Stellenbosch University, Dr Garbers worked under Nobel Chemistry Prize winner, Dr P Karrar, at the University of Zurich, in 1954, to gain his D Phil in organic chemistry with distinctions

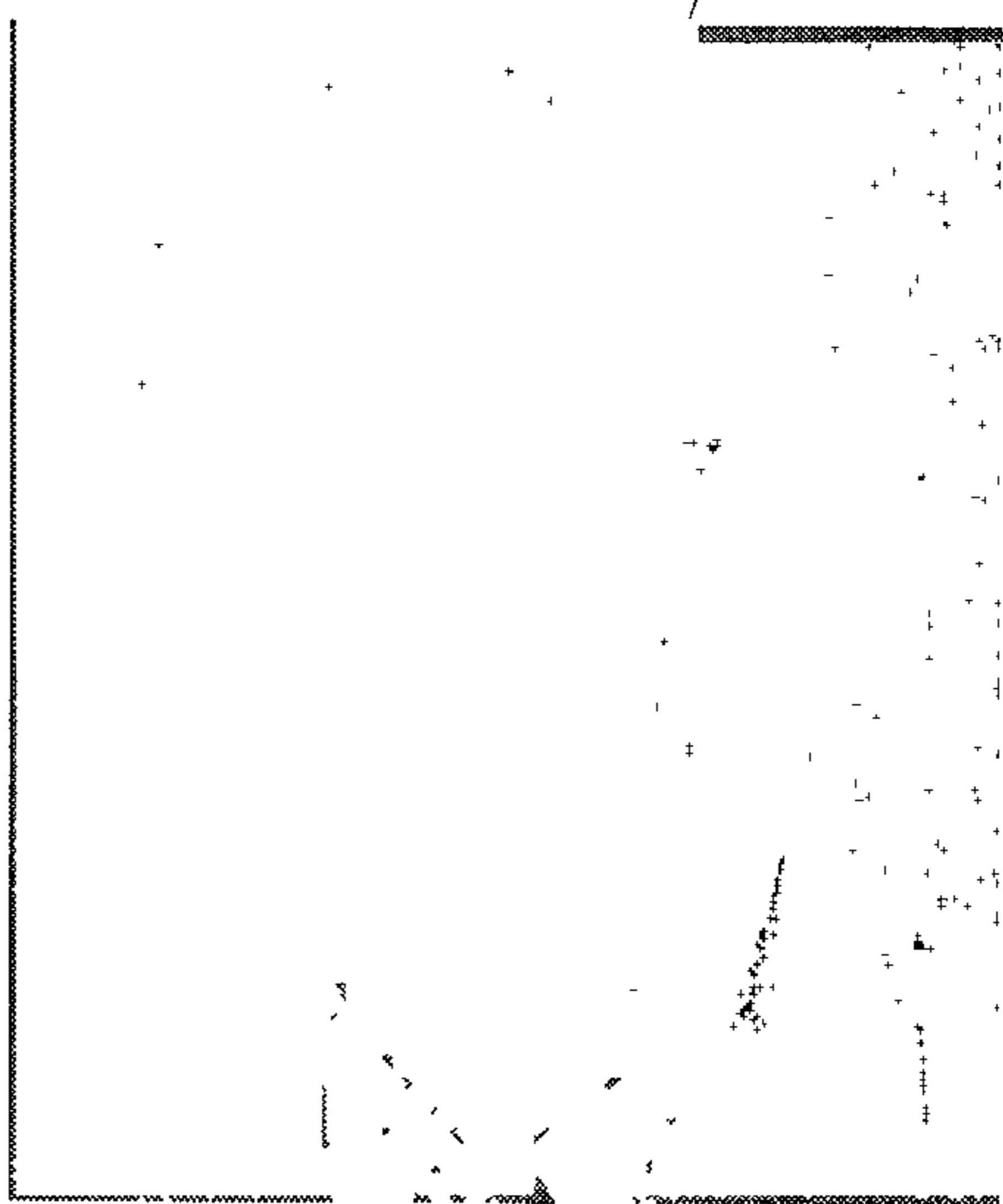
Asked what contribution black, coloured and Indian students were making to science, Dr Garbers said last year the student population at South African universities totalled 152 000, of which 34 000 were either black, coloured or Indian

The numbers of black matriculants was increasing at a fast pace, and it was reasonable to expect a dramatic and continuing increase in black graduates during the next 20 years, and beyond

Dr Garbers pointed out that until now the bulk of black students seemed attracted to the social sciences rather than to technical courses. Hopefully this would change because South Africa desperately needed the contribution which could be made by black scientists to research and development, and the broad contribution they could make to economic growth

"A major contribution will simply have to come out of the black community. White scientists are too thinly spread between research and industry. It is vital, therefore, that our force of scientists be supplemented by black graduates"

Asked if South Africa was spending enough on research and development, Dr Garbers says it should be remembered that this country is categorised between the developed and developing countries. Obviously there was a greater demand,



Dr C F Garbers . . . new head of the CSIR

South Africa's scientists involved in research and development are in the universities and the technicons. The remainder are in government agencies and State departments

Dr Garbers regards the participation of university staff in research work as an essential part of university training

However, exploitation of the research capabilities within university departments, will have to be monitored with great care to ensure that their involvement in research would not have a detrimental effect on the training of pre-graduate students

South Africa is a country with a massive under supply of scientifically trained workers

The result is a continual pull from the private sector, with its often greater rewards, on research and development personnel in the universities, technicons and schools

Dr Garbers feels there are three basic qualifications for a science career — above average intellectual and mental ability, a commitment to hard work, often when others are playing, and a deep and abiding interest in science

ers in South African schools

The shortage meant that promising pupils often drifted into the wrong subjects. When it came to choosing scientific courses at university, they were handicapped or limited in their choice.

Unhappily there is no easy solution to the problem

Recently a Pretoria university professor claimed that science teaching in South Africa had actually collapsed, and that there was a shortage of more than 1 000 science teachers

Dr Garbers stresses that without efficient science teaching the potential and scientific number of students in the vital technical disciplines at universities would be greatly reduced

One part of the solution, he says, is to train women science teachers. They were less likely to be lured away from their jobs by attractive offers from private sector employers than men

Significantly pay is another part of the solution. It should be remembered, however, that if industry needed scientists, it invariably got them by paying salaries in excess of those offered by education departments and universities

cont ↓

and more funds available, for research in a fully developed industrial economy

However, what was being spent was "on the low side"

Highly industrialised countries were spending up to 2,5% of their gross national product on research and development. In South Africa the figure was 0,6%

But it is so that if you have the right project the personnel and money will be found to carry it through

Compared with other countries in a comparable state of development, only Greece, Portugal and Spain spend less on research and development. New Zealand spends about the same, 0,6%

In communist countries, however, the investment in research is far greater. In Russia it is 4,9%, in Czechoslovakia 3,9% and in Hungary 3,3%. In the United States it is 2,7% and in West Germany 2,3%

Dr Garbers says 43,88% of

At one time South Africa's shortage of scientifically trained personnel was significantly relieved by scientists immigrants. However, this source is drying up, and is making only a minimal contribution to relieving the shortage.

The West is moving into a recession, unemployment is climbing, and under these distressing circumstances it is reasonable to expect that more scientifically trained workers would be attracted to South Africa

However, this, unhappily, is not so. A great many who might otherwise be candidates for emigration to South Africa regard southern Africa as an unstable, disturbed area

In spite of this, limited numbers were still coming into South Africa

Dr Garbers agrees that one of the basic contributing factors to the problem is the lack of well-qualified science teach-

The public sector could never win a pay battle with the private sector

This is fact of life. The acute shortage of scientific personnel was highlighted recently when the chemical and metallurgical engineering chairs at six universities were empty

Dr Garbers controls a budget for the current financial year of R70,6-million.

This is made up of a straight grant of R39,9-million from the State, R22,4-million from external sources and contracts, and the balance from capital investment

The staff totals 4 700. Currently there is a shortage of about 400. The bulk of the empty posts are for personnel qualified in science

But more money, and many more scientists are needed if the innovative technology necessary for South Africa to keep abreast of its vast potential for economic growth is to be achieved

11/7/80
90 pc of
ARCUS
factories
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short of
skilled men

NINETY percent of manufacturing companies say they are experiencing a shortage of skilled labour, according to a Barclays Bank survey

Some 37 percent of them say skilled labour is 'in very short supply'

The bank says the survey suggests that new investment in the economy is being largely carried forward by the mining industry and by the public sector.

As in previous upswings new fixed investment generally may once again be undertaken too late to prevent the current upswing from running into the usual capacity ceiling prematurely, if it does not falter sooner in the face of skilled labour bottlenecks

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Hopes that blacks

Will ease manpower crisis are fading

By JOHN SPIRA

BLACK workers have fallen far short of expectations that they would help ease South Africa's critical manpower shortage.

This is one the major findings of the latest manpower survey by Personnel & Executive Placements (PEP). The survey is the third of its kind and covers some 200 national and multi-national companies employing about 25,000 people.

A second conclusion is that South Africa's shortage of clerical staff has reached such proportions that local companies have begun recruiting clerical personnel overseas for the first time.

This exercise is proving highly costly — up to R7,000 per person — but most companies believe the cost is justified.

The shortage of clerical staff is expected to worsen. Current levels are 18% on average, according to the respondents. This is in spite of major efforts to supplement the existing workforce with blacks, married women and older workers who are being enticed out of semi-retirement.

Firms shop abroad for clerical staff

These alternative sources have not proved as successful as hoped.

Black undergraduates and school leavers have been found to have an inadequate knowledge of the official languages and are generally unable to adapt to the modern business environment.

A short-term remedy has been the introduction of literacy courses for blacks, but some comments from the survey's respondents were that it will take a decade before blacks are able to assimilate into modern business.

"The potential of the black worker is simply not coming up to expectations," comments PEP executive director Paul Langerman.

Tapping the married women market has also proved disappointing.

Blame for this is laid at the door of Senator Horwood, who has failed to introduce sufficient tax concessions to make it attractive for married women to work.

The over-45-year-old market for clerical staff has its special problems, the survey finds, notably the financial burden of paying such workers in company pension funds, particularly how that compulsory transferability is on the cards.

Tapping the international market is therefore an easy solution to the clerical personnel problem.

The main source of such workers is the UK, where South Africa has meaningful attractions owing to Britain's economic recession.

Recruiting employers hope that their efforts to obtain clerical staff from abroad will

dampen salary pressures.

Another view expressed was that with the overseas recruits filling posts that would otherwise have gone to blacks, black advancement could be slowed down — a side effect which is thought to be justified by the belief that the exercise is cost-effective in relation to the effort that would be needed to adapt and train blacks to a point of productive contribution.

According to PEP, "The respondents see the overseas recruitment programme as a short-term expedient."

"However, their thinking is dominated by the fear that they will not be able to exploit the business opportunities of the current climate if they do not have the basic clerical manpower available immediately." Other points to emerge from

the survey include

• The wage gap will widen again if the standard of black undergraduates and school leavers does not improve, since it would not be possible to match their pay cheques with those of more productive white workers.

• Racial prejudice is taking a back seat but black workers are having to justify their salaries in open competition with whites.

• Severe shortages exist for carpenters, tool setters, metallurgists and engineers, with electrical engineers particularly hard to find. In the computer industry, systems analysts and programmers are especially scarce.

• Although labour turnover was low in June, this is regarded as temporary because of financial year-end bonuses.

• Altogether, 32 companies with "difficult" categories to fill have increased their salaries by an average of 14%. The categories in question are clerical, engineering, finance, retailing and computer staff.

• Lower echelon staff at coastal areas are still being paid 20% to 30% less than their inland counterparts. But top echelon staff often go to the coast to further their careers.

- No part of an answer book is to be taken away.
- All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

- Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
- Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

Jobs shortage slowing down output rate

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S.M.R.
15/7/80

By Michael Chester,
Financial Editor

Hard evidence has now emerged that the gradual squeezes caused by skilled labour shortages have become so bad that they are acting as a brake on production in the industrial sector.

The Steel and Engineering Industries Federation discloses in a mid-year survey released today that production performance and delivery schedules have been restrained in a number of sectors.

The blame is put squarely on bottlenecks related to shortages of various categories of skilled and semi-skilled labour.

The dilemma comes at a moment when all the indicators point to still faster economic tempo in the second half of the year, fuelled by bigger consumer spending, an increased momentum in the general upgrading of black townships, plus a further pick-up in investment in the mining and energy-related sectors.

Dr E P Drummond, executive director of Seifsa, reports that the majority of sectors in the metal and engineering industries show improved levels of business with fatter order

books from the motor component manufacturers, building industry suppliers and the electric cable sector.

Physical volumes of manufacturing production continued to rise as plant utilisation increased in the basic iron and steel industries.

The boom is being fed from more expansions in the mining industry, still better upturns in the con-

struction business and higher levels of motor vehicle sales.

Output is running faster in the large general engineering sector and finally spare capacity in the heavy engineering industries is being snapped up.

Dr Drummond finds that only the structural steel and reinforced steel-work sectors are not yet fully benefitting from the overall economic upswing.

Oppenheimer warns:

Labour shortage threat to growth

(175)

RDM

16/7/80

By HAROLD FRIDJHON

THE predicted growth rates for the South African economy may well be frustrated and planned developments in the gold-mining industry may be delayed because of skilled labour shortages, says Mr Harry Oppenheimer in his Anglo American chairman's statement

He says the mining industry is suffering from severe shortages of labour in the crucial categories of skilled workers and lower levels of supervision

Because the training process is a long one, changes in policy to enable all races to be trained in institutions that would produce men of equivalent skills could not have any significant effect before 1986

While the gold-mining industry is prepared to finance training facilities, many problems have still to be resolved to achieve the changes in legislation and their implementation

Of equal importance will be negotiations with the mining unions — which have been assured unequivocally of security of employment for whites — to obtain their co-operation in the training of other races in the various jobs and their acceptance in the unions

"There can, of course, be no diminution in the standard of skills required, and the levels of pre-education, technical training and on-the-job training — the area in which union members are vitally involved — must therefore be maintained"

Mr Oppenheimer regards the matter as important and urgent. No effort, he says, should be spared by the Government and the leaders of South African industry to resolve it. Failure would have a serious impact on the number of job opportunities that the mining industry is able to create, both directly and in the economy as a whole, in the next decade

Looking at the economy as a whole, Mr Oppenheimer says that there is inflationary danger in the shortage of skilled

manpower which is threatening to reach crisis proportions and which is generating a high level of cost-push inflation

The shortage of skilled men causes unemployment among the unskilled. According to a recent estimate, well over 100 000 jobs are unfilled because trained workers are not available

"This situation must rapidly worsen as the economic expansion gathers momentum and it is obvious that the great and growing need for trained men cannot possibly be met from the white population alone, nor from the white, coloured and Indian populations together"

Obviously, he says, there is an urgent need for more trained blacks, but the current educational system is heavily weighted in favour of the whites. On average 10 times more a head is spent on educating white students than on blacks and three times that spent on coloured and Indian students

Equally important is the heavy weighting of the whole education system towards academic as distinct from technical education — a bias which applies to all population groups, but which affects the blacks more than the others

To solve the two major problems of the South African economy, inflation and unemployment, both of which are due in large part to a shortage of skilled men, a fundamental remodelling of the education system is urgently required

This is a long-term process and there is nothing which can be said for training blacks for work which, under the present dispensation, they will not be allowed to do

"What is important, and urgent, is to open up opportunities for blacks to work and compete on equal terms with whites and other racial groups in the private enterprise system on which the Government is rightly relying to take the lead in expanding the economy" says Mr Oppenheimer

SA firms go overseas to find clerks

(175) RDM 19/7/80
THE SHORTAGE of clerical staff is so critical that South African companies have begun recruiting such personnel overseas for the first time.

The exercise is proving highly costly at anything up to R10 000 a time, but is reckoned by most companies to be justified.

That is the finding of a manpower survey by Personnel and Executive Placements (PEP). The survey is the third of its kind, and covers 200 national and multinational companies employing about 25 000 people.

The shortage of clerical staff is expected to increase from the current 18% average.

This is in spite of efforts to supplement the workforce with blacks, married women, and older workers who are being attracted out of semi-retirement. These alternative sources of workers have not proved the solution that many people predicted.

Black graduates and school leavers have been found to be inadequately equipped in the use of the official languages, and generally unable to adapt to the business environment.

A short-term remedy has been introduced in literacy courses for blacks, but some comments from the respondents in the survey were that it would take a decade before blacks were able to assimilate into the business environment.

"The potential of the black workers is simply not coming up to expectations," comments PEP executive director, Mr Paul Langerman.

Tapping the married women market has also proved disappointing. Blame for this is laid at the door of Senator Horwood who failed to make it more attractive for wives to work through tax concessions.

The over-45 market for clerical staff has special problems, the survey finds, notably the financial burden of placing such workers in company pension funds, particularly now that compulsory transferability of funds is likely, and the funding structures of pension schemes are having to be readjusted.

Tapping the international market is seen as the easy solution to the clerical personnel problem. Main source of such workers is the UK where the market is good because of the recession there.

There is some hope among the recruiting employers that their exercise will dampen salary pressures.

There is also an opinion that black advancement could be slowed, with the overseas recruits filling posts that would otherwise have gone to blacks.

This is justified, however, by the belief that the exercise is cost-effective in relation to the effort that would be needed to adapt and train blacks to a point of productive contribution to the company.

"The respondents see the overseas recruitment exercise as a short-term expedient. However, their thinking is dominated by the fear that they will not be able to exploit the business opportunities of the current climate if they do not have the basic clerical manpower available immediately," says PEP.

ANTICIPATING a shortage of skilled personnel in South Africa, L'Electron, one of the country's leaders in micro-processors, has launched what amounts to a "do-it-yourself" system for engineers

Now microprocessor automation can be put together on the building block principle — and the pieces can be used to design anything from a simple to a complex scheme — like the R1-million, fully-automatic control system recently completed for a mine.

"Our building block principle works almost like a Meccano set," said Mr John Dunbar, joint managing director of L'Electron.

"Instead of engineers having to design and build all the system, we save them time and effort by supplying them with completed building blocks"

Components include a wide range of sensing devices such as proximity switches, thermometers and flow controllers, as well as basic microprocessor units with surrounding equipment.

To back up their "do-it-yourself" system L'Electron has formed links with several overseas companies to give the local market a more concentrated range of interrelated components.

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Beating the skill crisis

In the past two years L'Electron itself has undergone considerable transformation. Originally small operating groups marketing electronic components, microprocessors, process control equipment, mimic display control room equipment and Martin Rodgers aluminium cabinets, it now offers a more integrated image with emphasis on quality, organisation and engineering ability in the local manufacturing sector.

"Although competition has been intense, especially in the electronic component sector, our improvements have helped company image and profitability," said Mr Dunbar.

"Support from overseas companies together with the recruitment of technically competent personnel means we are better equipped to expand our local manufacturing activities in microprocessor based automation systems."

Black nurses should work in white hospitals, says Dr Clarke

Mercury Reporter
ADDINGTON Hospital in Durban is short of 50 registered nurses — but King Edward VIII Hospital, for blacks, has a list of nurses waiting to be employed that fluctuates up to 60

Mr Frank Martin, MEC in charge of hospitals, said last night there was nothing to stop black nurses working in white hospitals

'But it has always been our policy to give white patients white nurses and vice-versa,' he said

'In an emergency we will use anyone but Addington hasn't reached that sort of crisis yet.'

But Dr Fred Clarke, MPC and spokesman on hospital matters, said 'Addington has reached a

point where it needs to take blacks on.'

He did not know why the hospital had not taken on blacks

'Are we going to turn patients away because we don't have nurses of the right colour?'

Mr Martin said black nurses were paid less than whites

A survey of hospitals in Durban and Pietermaritzburg showed that white hospitals were struggling for staff while black hospitals were oversubscribed.

Clairwood Hospital has just created 140 new posts and had no difficulty in filling them

Dr L S B Delany, medical superintendent of R K Khan Hospital said they had plenty of applicants

Council's bid to keep health inspectors

In the face of "serious shortcomings" in health inspection work, the Johannesburg City Council is to take urgent action to retain its health inspectors.

It cannot offer inspectors higher salaries until next year when the budget is drawn up but the management committee this week agreed to improve the inspectors' chances of promotion.

The committee was told that, despite a restructuring of grades last year, the number of vacancies had grown from 12 to 16 out of a total of 85 posts.

As a result, "abnormal work pressures" had forced existing staff "into a situation where they must either neglect essential inspections or handle them on a cursory and therefore unsatisfactory basis," a report to the committee said.

"Several cases have recently emerged where food-stuffs which are sub-standard from the public-health point of view have found their way into dis-

tributive channels. This has passed undetected owing to inadequate inspection at source."

To meet the problem, action had to be taken to fill the vacancies and retain staff.

The report said the vacancies could be reduced by the year-end supply of newly qualified health inspectors from the Johannesburg Technikon.

The Medical Officer of Health, Dr B R Richard, was concerned, however, that, because Johannesburg was a popular recruiting ground for other municipalities, he might find it difficult to retain not only the new recruits but also existing staff unless the city council took some action to encourage men to stay.

The management committee has agreed to make it easier for inspectors to be promoted beyond the level of senior health inspector. This will increase the number of divisional health inspectors.

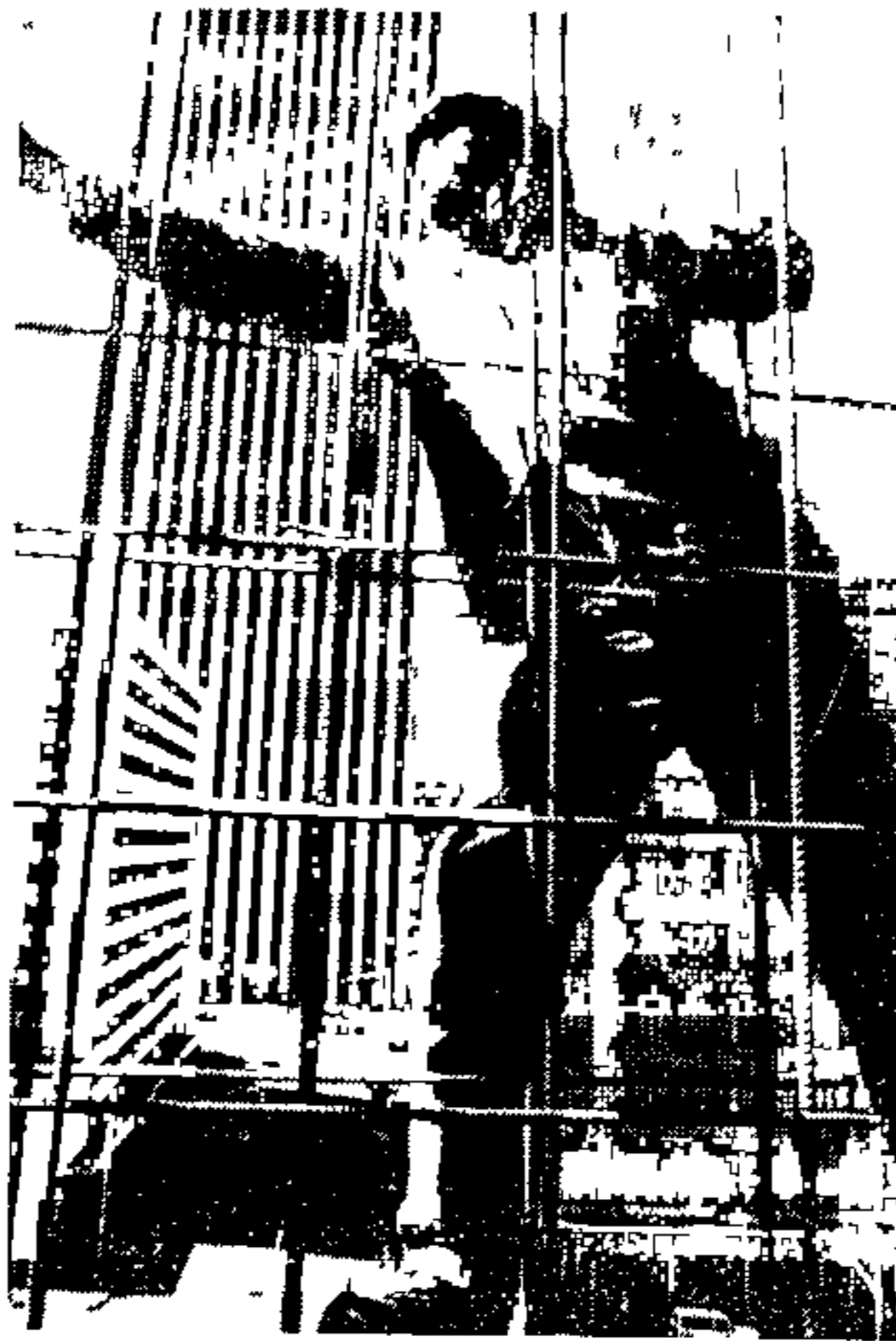
SKILLS SHORTAGE (175) Overseas shopping

FM 8/8/80

"I'm working myself to death trying to recruit people from overseas," says Anglovaal's Terence Springer, when asked about SA's escalating skills shortage

Springer, head of the personnel recruitment division, describes the situation as "critical" He echoes the feelings of all the other major industrialists in SA who are stepping up recruitment campaigns abroad

Training has been intensified and, in the past decade, the Steel and Engineering



SA worker . . . in training to fill the skills gap

Industries Federation (Seifsa) and the Building Industries Federation (Bifsa) have, together, spent close on R60m on training programmes

But the time-lag between training and effective utilisation of skilled workers is forcing industry to find immediate solutions Importing skilled people is the first resort, but costs of this are enormous

Anglovaal last month appointed a con-

sultant in the UK to advertise appointments for its industries in this country This week, recruitment personnel are in Britain to appoint up to 40 people

"It's costing a lot of money," says Springer, who is reluctant to divulge the total sum they are spending He concedes that recruiting each person from abroad costs well over R3 000 — the approximate cost of recruiting artisans or professionals in SA

Anglovaal MD Basil Hersov says his company's intense recruitment campaign overseas is "not through lack of training internally" The solution is a short-term one, he says

"It costs R40 000 just for starters," says an Anglo American spokesman in the coal division, who says his division is currently short of about 60 technical artisans — mainly mechanical fitters, electricians and boilermakers — and is recruiting from abroad, as is the gold division

"About two years ago, Anglo canned recruitment from overseas because we believed we should be making our own arrangements in SA," he admits

Ceilings on salaries are being constantly lifted to meet inflation and rising costs of living Apart from this, artisans and professionals have realised their skills are highly marketable The result is an escalation of "industry piracy" where companies use the carrot-on-a-stick method of

tempting skills — management, professional and artisan — across the competitive border

General Motors MD Louis Wilking says motor manufacturers are coming to Port Elizabeth and making very attractive offers to skilled people employed in industry there

"Companies are offering between 15% and 25% salary increases and housing loans at 6,5% Wilking says, adding that it is not only the motor industry which is suffering the effects of poaching

* GM is currently 'shopping around the country' for people to fill its skilled positions "Our plant is at present short of 47 technical artisans," Wilking estimates But they are not recruiting from overseas

Nursing shortage

IF THE rapidly deteriorating staff position at Durban's Addington Hospital is a microcosm of what is happening elsewhere in the country South Africa is well on the way to a health crisis of incalculable dimensions

Barely two years ago all nurses' posts in the country were occupied for the first time in history, yet today there is a shortage of about 52 registered nurses and 80 student nurses and Natal's biggest white hospital is in the deplorable position of having to cancel some operations and postpone others. An overloaded intensive care unit has been compelled to draw staff from other units, and to crown it all the coronary care unit has been forced to close.

Several factors have contributed to this unhappy state of affairs. Not least of these is the poor financial reward nurses receive for their humanitarian services. Their dedication to duty has elicited scant recognition from the Minister of Health, whose comments in Parliament when the question of salaries was last raised about three months ago showed him to be singularly unsympathetic.

NUM 14/5/60 (25)
We warned at the time that the situation in hospitals was serious enough to warrant urgent State action, but Pretoria has done nothing about it. The new hospital at Umlazi is still far from completed. The Government has shown no sense of urgency about it in spite of the deplorably crowded conditions at King Edward VIII in Durban.

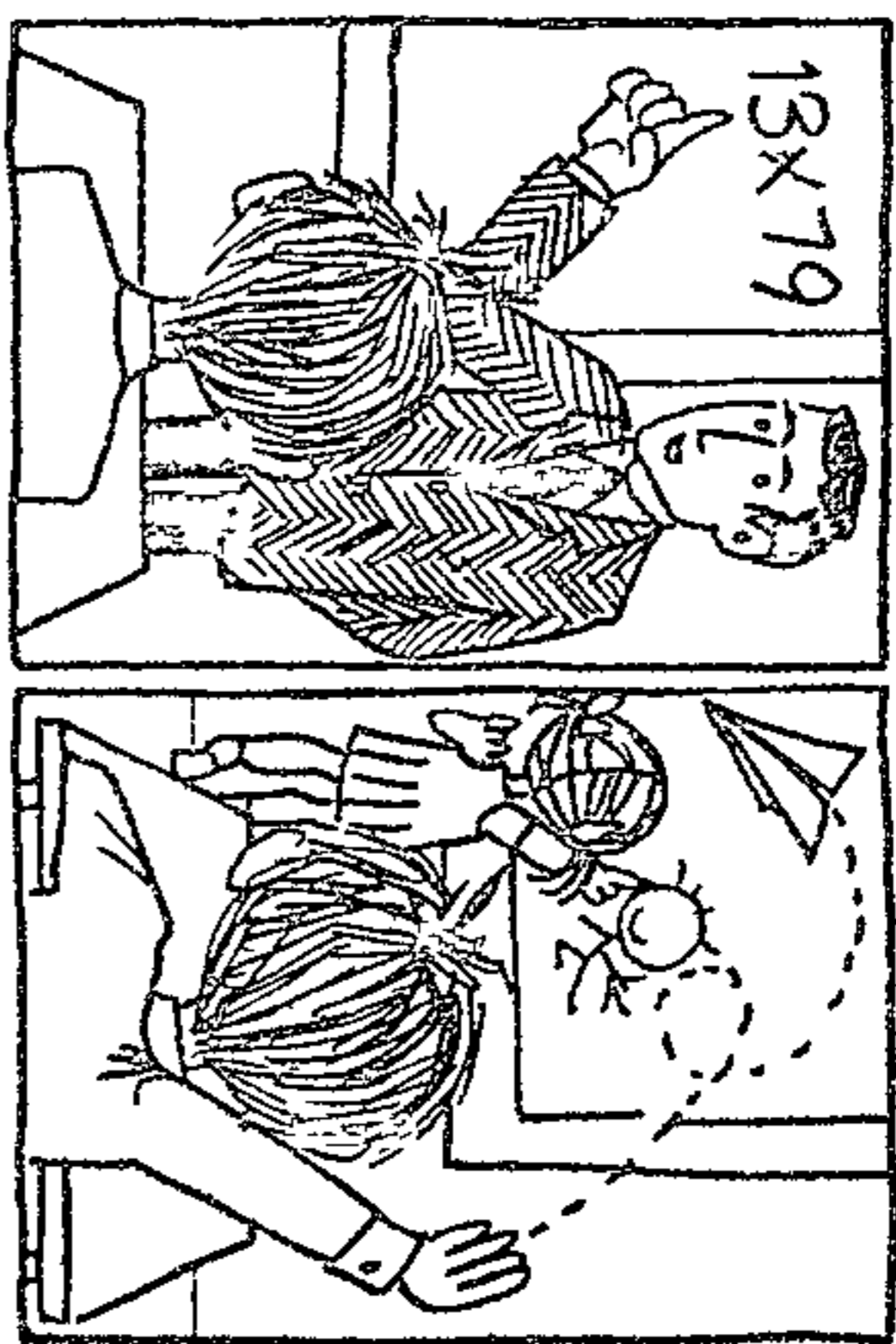
Provincial Councillor Dr Fred Clarke revealed this week that Natal spent R21 million on non-resident blacks last year but received a mere R4 000 000 from the Government. What sort of a deal is that? With the breakdown of hospital services in the neighbouring territories patients have been pouring into our hospitals. These people are the Government's responsibility, and Natal deserves more than the pittance ladled out so reluctantly.

The immediate problem is the shortage of nurses. If they are to be enticed into and stay in the profession their salaries will have to be increased considerably. We believe a 50 percent rise would be realistic. The taxpayer will simply have to foot the bill or risk an unthinkable breakdown in this vital service.

60 000 Transvaal pupils are missing lessons daily

STAF 15/1/80

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By Drew Forrest and John Allen

Six thousand schoolchildren are missing at least one lesson every day as the Transvaal teaching crisis intensifies.

A teachers' spokesman said today there were at least 500 vacant posts in English medium schools on the Witwatersrand.

Some provincial schools began their third term last week, principals have been caught up in a desperate scramble for staff.

Education spokesmen said the shortage of teachers was abnormally high for this time of year and that the crisis was deepening.

The president of the Transvaal Teachers' Association (TTA), Mr Peter Mundell, said that in three key subjects — English, maths and physical science — there were 40 percent fewer teachers being trained than were needed.

Mr Mundell estimated that the 500 vacancies

represented five percent of the total English-language teaching force on the Reef and that many other posts were filled by inadequately qualified teachers.

SITTING IDLE

"We've reached a stage where we can hardly select one Johannesburg primary school principal, let alone one person. We're spending hours and hours of our valuable time trying to

scratch around for staff." Mr A South Rand school children are being assembled in a hall to be taught en masse.

The principal of another South Rand school, who is the only matric science teacher on the school week taking classes himself.

Children are sitting idle on the grass outside their classrooms when they are meant to be doing Afrikaans lessons.

A high school in Johannesburg's northern suburbs has appealed to parents to help recruit teachers of geography, Latin, art, English and the subject "guidance."

PROTEST OFF

Despite the crisis, the go-slow proposed by TTA for later this month appears to be off.

Yesterday a meeting of the principals of English-medium schools in the Johannesburg area decided that the planned protest — in which

teachers would have withdrawn from extra-mural activities for a week — would be "ineffectual".

They resolved to await the outcome of the Human Sciences Research Council investigation into the position of teachers.

Mr Mundell said a final decision on the go-slow would be taken tomorrow at a meeting of the TTA executive. But he agreed no action could be taken without headmaster and parent support.

The intervention of the

Prime Minister, Mr P W Botha, in ordering the HSRC probe had "created a new climate," said Mr Mundell.

Many teachers had been impressed by the sincerity of the initiative and were heartened by the commission's resolve to scrutinise teachers' salaries.

But Mr Mundell said if the investigation turned out to be "unproductive or obstructive" the TTA would find it very difficult to resist pressure for stronger action.

Pupils plead to keep their maths mistress

"Our maths teacher has come from the University of London. She was there for three years, but the people in Pretoria say she isn't good enough. As it is, we haven't got a library or Afrikaans teacher. If we lose our maths teacher, we will fail at the end of the year."

This letter, one of 60 sent to The Star by pupils of a Johannesburg junior school, highlights the crisis facing schools struggling to keep teachers.

Mrs Donna Ransley, a teacher at the Observatory East junior school, has taught primary maths for six years in Britain and South Africa. She was trained at Goldsmith's College — a branch of London University and one of Britain's top teacher training institutions.

When she joined the staff in May, she was offered a scale C post by the headmaster, she says.

The post would have carried a salary of R550 a month.

But the Transvaal Education Department decided otherwise.

NOT RECOGNISED

After consideration the Committee of Heads of Education informed Mrs Ransley that her qualifications could not be recognised for purposes of employment.

She was placed on the lowest scales at R320 a month, she says, and cannot be promoted to a higher scale until she has completed courses in history and English at university level.

Mrs Ransley has resigned her post. "I cannot accept that my experience and qualifications are worth so little," she says.

Without her, 160 children — already idle during Afrikaans periods because of a staff shortage — will receive no maths tuition.

Shortage of skilled

175

workers

STARK

snowballs

15/8/80

South Africa's shortage of skilled workers is now estimated at more than 100 000 and, as a result, another 400 000 unskilled workers are without jobs, according to a new industrial estimate

Nine out of 10 respondents to a recent Barclays Bank survey on the labour shortage said that they could not get enough skilled workers, while 53 percent said such labour was in "very short supply"

Speaking at the opening of the Waitloo (Pretoria) Adult Education Centre launched by Sigma and Noristan, Sigma's managing director, Mr Fred Butler, said that economic growth was likely to increase the shortage of skilled workers, which a new estimate put at over 100 000.

Another reason for the worsening situation was that the current education system was heavily weighted towards academic rather than technical education.

The answer was, said Mr Butler, for companies to contribute towards the upliftment of their workers by improving their educational level.

PIRATING

Mr Butler said today the skilled manpower shortage was worse when it was taken into account that every skilled worker carried about four unskilled workers

The worst skilled labour problem is in the fitting, turning, plating, boiler making, electrical trades, tool, die and jigmaking field, according to Dr Errol Drummond of the Steel and Engineering Federation of South Africa.

Speaking from Durban, Dr Drummond said: "Pirating of labour, instead of training, has become a widespread practice, and we are especially concerned about the disruptive practice of labour brokers who lure staff."

SUGAR INDUSTRY TO GET ITS FIRST BLACK UNION

17/8/80 ^{SUN} By JACK BRICKHILL (FIM) (175)

SUGAR makers are in for a bumpy ride with Natal's first registered black trade union.

The final nod from the Registrar of Trade Unions is expected next week, but Selvy Nsibandé, secretary general of the National Union of Sugar Manufacturing and

Refining Employees, is wasting no time throwing down the gauntlet to the employers.

His main concern is the continuation of discriminatory practices in a white-dominated industry. They say jobs are evaluated without regard to race but show the black mill manager, foreman (most or latter Blacks are only advanced as maintenance workers," he says.

The country is facing a manpower shortage but efforts to train black are ineffective. Even when workers have been to training centres little use is made by white manager to develop the

Other bones of contention include wages, housing and leave conditions. The free housing and food perks have limited appeal to workers who need money to send back home to the families. Nsibandé is looking for substantial pay increases in the industrial agreement which will be re-negotiated soon.

Another grievance is the use of coal stoves which make living conditions unbearable in summer, especially for late shift workers who have to sleep in the morning. Bonuses for blacks are pegged at 75 percent from December, while whites receive 10 per-

cent. Leave for blacks is only two or three weeks while higher grades, occupied by whites, receive four weeks.

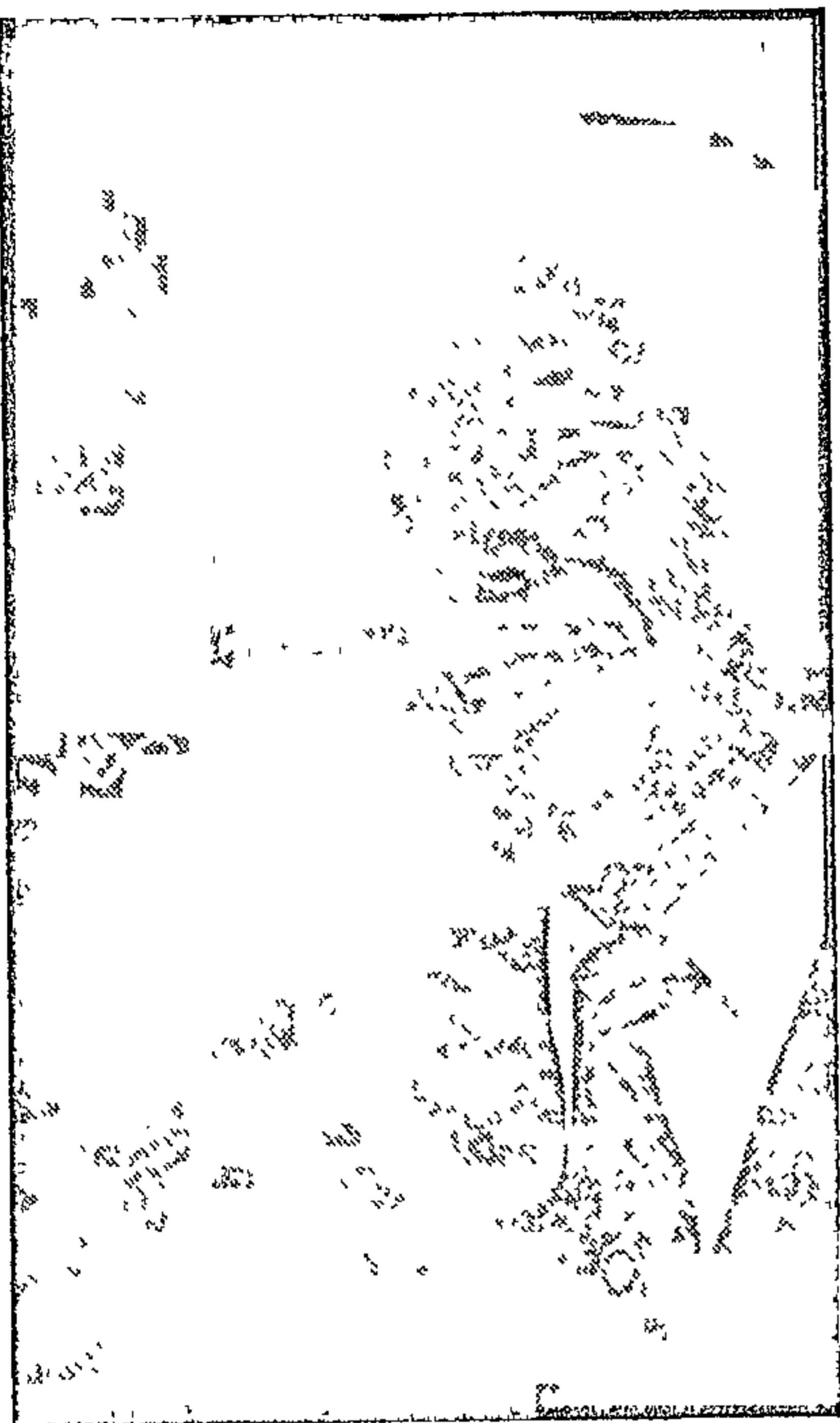
"We are now well organised to face this abominable discrimination in the industry," says Nsibandé, who has 4200 members or about half the mill workers.

Glyn Taylor, chairman of the Sugar Manufacturing and Refining Employers' Association, says Nsibandé as leader of a delegation from the industry's works and liaison committees has been a willing partner to the existing conditions laid down in the last two industrial agreements.

"Negotiations in the Industrial Council expected to start soon are

the time and place for Mr Nsibandé to put forward his views and contentions," he says.

The official registration of the union will change the industrial arrangement from a gentlemen's agreement to a legally-binding agreement and could well lead to a hardening of workers' demands.

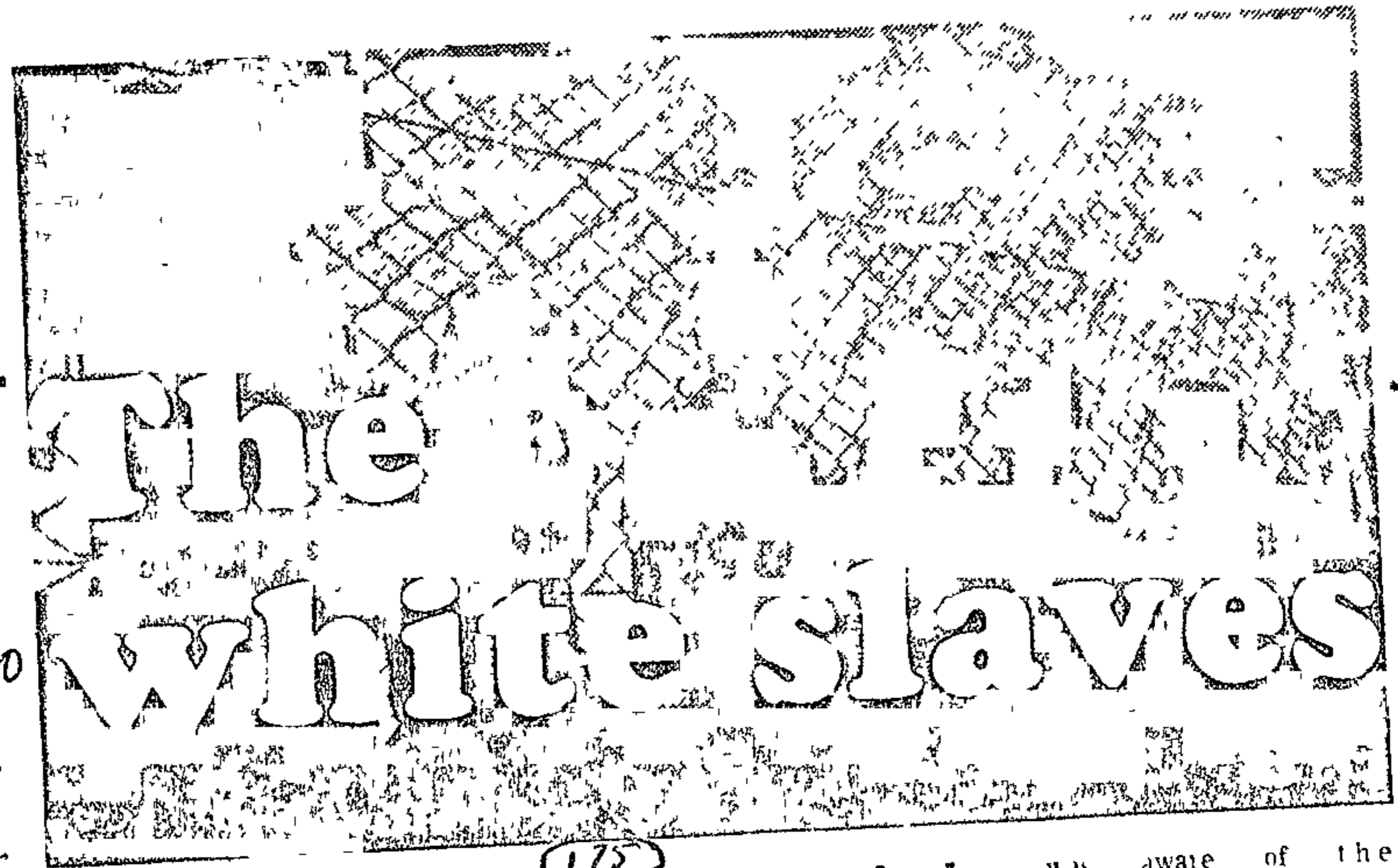


Selvy Nsibandé, who leads the first registered black union in Natal, is throwing down the gauntlet to the employers. His prime concern is the elimination of discriminatory practices in the sugar mills. His union is likely to be the forerunner of many other similarly organised unions in Natal

are also known to be interested in organising themselves along similar lines. A sugar industry source says much of the dissatisfaction over black advancement is attributable to job reservation. But a combination of enhanced trade union rights and relaxation of labour laws should bring significant changes.

Only six weeks ago the first five blacks were appointed in the sugar industry and the process is bound to accelerate. Previously blacks could only be appointed in the homelands. So far eight black unions have registered with the Department of Manpower Utilisation and another 10 are in the pipeline.

17/8/80
TRAB
SUN



The White Slaves

THE Department of Manpower Utilisation is exploiting disabled and retarded workers in factories throughout the country and using them to manufacture cheap furniture for Government departments.

This week, a Sunday Tribune investigation discovered the workers, many of them qualified artisans and married with families, are earning wages well below the Minimum Living Level determined by the Bureau for Market Research at the University of South Africa.

The MLL for an average Indian family in Durban — there are no figures for whites — is R175 a month. That minimum is well above the maximum salary the workers in the Government-run factories can earn.

The factories, run under the name Service Products, are operated as sheltered employment for workers the Department of Manpower Utilisation claims are "unemployable".

Workers at the Service Products factories start on R23 a week and rise to a maximum of R40 a week depending on length of service.

Professor P. A. Nel, head of the Bureau for Market Research, said these wages were "far, far below the minimum even for a black family".

Prof Nel said there was no figure for whites but claimed if there was it would be much higher than the R175 a month for Indian families in Durban.

The Tribune investigation found many of the

Dissatisfied Service Products workers, who asked not to be identified, stand at the fence of the Jacobs factory during their half-hour lunch break. DARYL BALFOUR reports

Service Products workers disgruntled with their wages and working conditions. They are upset because, as they are in sheltered employment for disabled and "backward" people, the Government tries to take advantage of us as cheap labour.

Some men, who claimed to be qualified in trades such as welding, cabinet making and carpentry, earned as little as R28 a week after working for Service Products for 10 years.

"Of that I pay R10 a week for rent and pay another R4 a week for bus fare," one man who asked not to be identified, claimed.

The workers also complain that while they are working for a Government-run factory, they do not qualify to become members of the Civil Servant's Association, do not have a pension scheme or a proper medical aid scheme.

They also say they receive only 21 days' leave each year as opposed to 30 days for other civil servants and 21 days' sick leave on full pay while other civil servants get 40 days.

The Service Products workers must also work on certain public holidays, such as Settlers' Day and Van Riebeeck Day, one worker claimed.

I was told a man at the factory in Durban had been employed there for 28 years as a cabinet maker, yet earned only R39 a week after deductions.

"The man who sweeps at my flats in town earns R43 a week. I'd be too embarrassed to tell him what I earned," one man said.

"Some of us white slaves here are married men with children. We are qualified tradesmen who do a good job of work. Yet I earn R23 a week and pay R12.50 a week in rent. Out of the rest I'm supposed to buy food and clothes and live decently. It's impossible."

Others claimed that when they started work for Service Products they were receiving R97 a month disability grant. But after a while this was stopped as they were "employed" and earning a salary.

The manager of Service Products in Durban, Mr John du Plessis, said he

was aware of the dissatisfaction but said the "Government is responsible for the amount of money these people are paid."

"But at the moment the Treasury is working on a revised salary scale so we should see some improvement soon."

Mr du Plessis said the Service Products factories "don't work on a profit, we work on a loss. These are State subsidised places where we try to help these disabled people."

A spokesman for the Department of Manpower Utilisation in Pretoria, Mr Andries van Wyk, confirmed that new salary scales were being worked out by the Treasury.

The poor wages are only a temporary situation that will be resolved within the next few days or weeks," he said.

"But one thing these people should realise is that they are not public servants. We are giving them work to try to rehabilitate them and keep them off the streets."

Dr Alex Boraine, PFP spokesman on Manpower Utilisation, said he was aware of the situation and had made representations to the Minister of Manpower Utilisation, Mr Fanie Botha, on several occasions.

Dr Boraine felt the present situation needed urgent review.

The final plea came from one of the workers. "Please do something for us soon. I have a wife and a child and I earn R28 a week. On that I barely manage to exist. Please help us."

19/11/81 5:18 PM
175

'Shortage of skilled labour limits boom'

By Sieg Hannig

Further warnings of the inroads which the skilled labour shortage is making into South Africa's economic boom were sounded by labour experts in Johannesburg today

The shortage was reaching crisis proportions, said Professor Gideon Jacobs, director of the Graduate School of Business Administration at Witwatersrand University

It was limiting the benefit derived from the economic boom, generating high inflation and aggravating unemployment, he told a symposium of the Golden City Jaycees

in association with Manpower 2000

Mr Ronnie Webb, vice-president of the Trade Union Council of South Africa told the same meeting that the country lacked the skilled workers to maintain the momentum of the economic upsurge.

The Government would have to "urgently review training statutes and ancillary programmes," he said.

Professor Jacobs described the lack of skills as the most serious problem now facing industry. More than 100 000 jobs were estimated unfilled.

In addition to existing Government moves to improve education and training, he called for the recognition of "a crisis situation demanding priority rating in the list of urgent activities of Government and the private sector"

Education and training had to be free of discrimination

"We must set out to train people, irrespective of race, to fill jobs,"

"We must allow all existing training facilities to be filled to the full extent of their capacity with students on the basis of merit, not race"

2018180
SIR
175

Skills shortage could be bottleneck

By Frank Jeans

The shortage of skills in the South African society as well as the "regrettably poor quality of education for our working people" could well prove to be the bottleneck in which the current economic boom could be throttled.

Emphasising that the removal of these twin problems could be the key to attracting increased investment in employment-creating activities, Dr Zach de Beer, executive

director of Anglo American Corporation, said at a South African-German Chamber of Trade and Industry lunch:

"One is increasingly disturbed by the social and political implications of a process by which one brings in foreigners at high wages while masses of South Africans go hungry.

"It seems to be that in our special South African circumstances we may have to compromise our free enterprise principles to some extent and indulge in a good deal of subsidisation and special relief"

C. J. Jones
20/5/80

Skilled workers needed

175

JOHANNESBURG — Warnings about inroads which the skilled labour shortage is making into South Africa's economic boom were sounded by labour experts in Johannesburg yesterday.

Mr Ronnie Webb, vice-president of the Trade Union Council of South Africa told a symposium of the Golden City Jaycees in association with Manpower 2000 that the country lacked the skilled workers to maintain the momentum of the economic upsurge.

Professor Gideon Jacobs, director of the Witwatersrand University Graduate School of Business Administration, told the same meeting the shortage was limiting the benefit from the economic boom, generating high inflation and aggravating unemployment.

He said the lack of skills resulted in about 100 000 jobs being unfilled and was the most serious problem facing industry. Education and training had to be free of discrimination, he said.

'Crash programmes'

"Crash programmes for adult education must be extended as far as possible, and the private sector be further encouraged to embark on staff training schemes.

The professor pointed out that "bantu education" had left a legacy which would take many years to overcome.

Education of an equal standard for children of all races would increase expenditure from the present four percent to 13 percent of the gross national product.

"At present, less than 20 percent of urban blacks reach standard six or higher. Only about 1 000 black students graduate from university every year.

"In 1977, 17 percent of all artisans were brown and only two percent were black," Professor Jacobs said. Sapa.

STAR 27/8/80

City hospitals suffer most severe staff shortages

92W 175

Two leading hospitals — the Johannesburg Hospital and the General Hospital — are short of nurses and paramedics

More than 100 black patients have been transferred to the reconditioned General Hospital which will eventually have beds for 724 black and 245 Indian patients

Medical posts for more than 250 doctors and about 1000 nurses have been created and appointments are being made daily says the acting superintendent, Dr L Kalmyn

She said "There is an urgent need for nurses, radiographers, occupational therapists and physiotherapists of all races. We hope married nurses who have decided to stay at home or others who have accepted other jobs will return to nursing"

The call for nurses and paramedics has the support of the Director of Hospital Services in the Transvaal, Dr H Grove

At the Johannesburg Hospital the nursing shortage continues

The chief superintendent, Dr Neville Howes, disclosed there were also vacancies for radiographers and physiotherapists. The hospital had sufficient occupational therapists

The superintendent added "Our trained nursing staff position is better but we still need trainee nurses" He appealed to students who would soon be writing their matriculation examinations to give serious consideration to careers offered at the hospital

"Tremendous job opportunities are available. Many students are not aware of the range of jobs offered," he said. "Nurses who qualify at this hospital find their qualifications are accepted worldwide"

The Star's West Rand Bureau reports that there is no nursing shortage at the Ontdekkers Hospital in Roodepoort and the Paardekraal Hospital in Krugersdorp

The nursing staff com-

plement at Leratong Hospital is normal, says a spokesman

Baragwanath Hospital, one of South Africa's busiest, has enough nurses but they are working at full pressure. The chief superintendent, Dr Chris van den Heever, said yesterday there was still overcrowding and the average bed occupancy was 60 to 90 in a 40 bed ward

The Sasolburg hospital has no staff shortages at the moment. Vacancies are filled as soon as they arrive

At the Vanderbijlpark hospital a few weeks ago there was a shortage of nursing staff but the situation has returned to normal

According to the superintendent they need one or two more nurses on the staff

The Vereeniging hospital superintendent said they could always do with more white nurses. There were no shortages of doctors and black nursing staff

Staff shortage cripples health enforcement

23/8/80
STAR

131
165
175

By Craig Charney

Severe shortages of trained manpower have crippled government efforts to enforce industrial health rules — and industry's efforts to meet them.

Personnel in short supply include factory inspectors and industrial hygienists as well as doctors and nurses with training in occupational medicine.

The shortage of factory inspectors has virtually paralysed the efforts of the Department of Manpower Utilisation to enforce industrial health regulations for years.

Its Industrial Safety Division has roughly 30 factory inspectors, charged with policing South Africa's 30 000 factories.

"Give me sufficient staff, and I could cut industrial diseases by 10 percent in the first year," says one expert.

FRUSTRATION

"Without it, the Division can do damn-all.

"We have all the power we need — but too few people to wield it," complained Mr Manie Mulder, the division's deputy chief.

So hopeless is the position that two senior men have quit the division in frustration in the past six years.

To make best use of his few men, Mr Mulder tries to get them to high-risk factories at least once a year, though they don't

A CARE INVESTIGATION

always make it. In consequence, other factories are seen even less often, even though their hazards, while less acute, may be no less real.

When inspectors do visit, they are men in a hurry. One of Mr Mulder's predecessors told the Erasmus Commission on Occupational Health that the inspectors were unable to do anything about toxic gases in factories, and usually had little time for monitoring or analysis of the plant atmosphere.

The situation is so bad in the Pretoria office — previously with a complement of three factory inspectors — that two men have departed, leaving their lone colleague and a temporary replacement to cover Pretoria's more than 3 000 factories as well as those of the Northern Transvaal.

Experts all agree a drastic increase in the number of inspectors is urgently needed. Their estimates of the number required range from 80 — or almost three times the present number — to 250, over eight times more.

By comparison, the UK has 4 000 factory inspectors.

The trained experts who run industrial health programmes, industrial hygienists, are in even shorter supply than factory inspectors.

The Erasmus Commission found there were only five in the whole country when it reported four years ago.

"I don't think there has been any increase in the number of qualified industrial hygienists since the Erasmus Report," said Professor Ian Webster, director of the National Centre for Occupational Health.

SCARCE

Doctors with specialist training in occupational medicine are also terribly scarce.

"Most general practitioners are not competent to diagnose industrial diseases," says one insider, "and industry employs very few qualified doctors."

Wits, Stellenbosch and Pretoria Medical Schools are beginning to teach the subject to undergraduates, but it appears there are no specialists in occupational medicine at South Africa's three other medical schools.

To narrow the gap,

Wits, Stellenbosch and Pretoria Universities are also offering post-graduate courses in industrial medicine to perhaps forty doctors annually.

Matters are still "very inadequate," however, according to Professor Webster.

Perhaps the largest problem of all is the shortage of qualified nurses.

"The nurses are the bottleneck," said Professor A M Coetzee of Pretoria Medical School.

"The biggest number of factories employing nurses have nurses who know relatively little about occupational health. You can't expect them to do the job."

RECOMMENDATION

In addition, many companies which need nurses don't have them. On the recommendation of the Erasmus Commission at least 3 000 industrial health nurses should be employed.

Sister Stella Coetzee, president of the newly established SA Occupational Health Nurses Association, says her best guess is that there are about 1 000 nurses in occupational service.

Authorities warn that the manpower shortage should not become an excuse for inaction on industrial health.

"Manpower develops if there is demand for it," Professor Coetzee said.

Bus driver shortage;

apartheid ditched

(169) (203) (175) (212)
EAST LONDON. The City Council has approved the appointment of bus drivers conductors from all race groups to overcome the shortage of suitable white drivers

The Action Committee authorised the employment of men from all groups earlier this month, as a matter of urgency, with Cllr C S A Lutzke dissenting

In another issue affecting municipal staff, the council agreed to in-

crease the pay of apprentice motor mechanics, panel beaters and spray painters and plumbers to between R49,45 weekly (first year) and R123,64 (fourth year)

The increases follow a directive from the secretary of the Apprenticeship Committees, Department of Manpower Utilisation in connection with apprentices in the metal industry

The total cost for the remainder of the year will be R4 260 — DDR

Jo'burg shortage of prosecutors closes courts

Pretoria Bureau

Johannesburg is the only major centre in the country which has had to close courts due to a shortage of public prosecutors, a spokesman for the Department of Justice said this week.

Cape Town had no vacancies for prosecutors while Durban had some vacancies, but no courts had to be closed as a result, he said.

Johannesburg has 35 vacancies out of a staff complement of 106 prosecutors, and 13 courts have been closed.

The spokesman said the closure of 13 courts did not mean that any cases could not be heard.

The cases from those 13 courts were placed on the rolls of other courts.

He said priority was given to cases in which accused were in custody, but the courts' work took longer.

In addition Johannesburg used partially-trained administrative staff to carry out prosecutors' duties in less-demanding courts such as traffic and remand courts.

The spokesman said the commission for Administration was considering the possibility of a special allowance for prosecutors in Johannesburg to help them cope with the high cost-of-living.

He said this was one of the factors behind the shortage in the city.

The other factor was the economic upsurge which created more jobs for legally-trained people. Johannesburg had more such jobs in the private sector than other centres.

26/9/67

S. T. M.

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W. K.

Jo'burg courts losing staff

By JEREMY BROOKS

THE total number of magistrate's courts which have had to be closed following an exodus of public prosecutors from the Johannesburg area is now 15, according to the Department of Justice

The number of vacant posts has risen to 35, and according to sources in the Johannesburg Magistrate's Court, another four prosecutors are expected to leave at the end of the month

The Secretary of Justice Mr J Coetzer, said this week that his department was "faced with a problem which cannot be solved overnight" Factors like the economic upswing and a manpower shortage made it increasingly difficult to maintain the services of academically qualified and experienced personnel, he said

Yesterday the department's Director of Administration, Mr S Marais, said the present shortage was confined to the Johannesburg and Soweto areas

Mr Marais said nine district courts at Soweto and Orlando, and six regional courts in Johannesburg had been closed Urgent cases were being transferred to other courts

Each court handles, on average, about 20 cases a day The closure of the 15 courts means an estimated 300 cases are being affected daily

The department has already made representations to the Commission for Administration for a "special living allowance" for public prosecutors to compensate for poor salaries and high costs in the Johannesburg area

175
Krom
2/15/50

Severe shortages of engineers, engineering lecturers and students are inhibiting economic growth in South Africa, say professors of engineering.

Lack of engineers curtails growth

STP.R
24/8/82

145

Inadequate pay is causing some departments in the six full faculties of engineering at South African universities to be in danger of collapsing, according to a statement issued by the deans of the faculties.

The deans, from the universities of Cape Town, Natal, and Witwatersrand

Stellenbosch, Durban, Westville, and Pretoria, said staff shortages were caused by inadequate pay for university engineering staff "which is out of step by about 50 percent when compared with industry."

They called for an immediate and substantial increase in salaries paid to university lecturers and supporting staff.

The deans expressed their "extreme concern" about the capability of the universities to maintain educational standards in the engineering courses and warned that an engineering graduate with two or three years' experience could earn more than his university professor.

Thus lecturers were attracted to industry and this resulted in a fall in the standard of engineering education and research.

Professor W J Schoeman of Pretoria, commented "We have vacancies in almost every department in our faculty. You get no response from the private sector. We have to use part-time lecturers and temporary staff, including graduate students."

He said Pretoria University had a 10 percent increase in the number of engineering enrolments this year but last year there was a decrease in enrolments.

The worsening engineering crisis is confirmed by other professors. They say that only about half the engineering posts in the country have been filled.

Shortages are getting worse. Engineering faculty enrolments at some universities are rising by 2 percent a year while the demand for engineers is rising at a 3 1/2 percent rate.

Professor Hanrahan of Witwatersrand University said there was a big demand for electrical and mechanical engineers.

"The intake of civil engineering students went down after the last building crash but demand has picked up again."

A leading academic said the shortage of engineers was so serious that several large companies were recruiting heavily overseas.

Mr I. J. Bratvedt, president of the SA Institute of Civil Engineers, says that a severe shortage of civil engineers was fast approaching.

"With this shortage of engineers and technical staff my main concern is that there are insufficient teachers of maths and science subjects to feed the technical colleges, technikons, and universities with suitable scholars," he said.

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29/1/18

Fannie is their darling

By Molly Harding
Speakers at the day-long seminar on Womanpower held at the Carlton Hotel this week said women are getting somewhere at long last in their fight for recognition, and they hinge their feeling on the fact that "a Cabinet Minister has finally stuck out his neck on behalf of women."

The comment was made by Truida Prekel, senior lecturer at Unisa's School of Business Leadership, who returned from a year's sabbatical in the US to speak at the seminar.

She was referring to the "very strong, firm speech made by Minister of Manpower Utilization, Mr S P Botha," who asked women to petition him directly for change.

It would appear to be a final "making amends" for over-

looking women when he established the Manpower 2000 Committee earlier this year, she said.

The Star's Women's Page revealed at the time that in appointing committee members from all sectors, Mr Botha had forgotten women. He promised The Star he would correct the situation and since then has appointed women to the executive, national and regional committees.

This week, a Womanpower committee was also set up, under the umbrella of Manpower 2000 and is headed by executive businesswoman Vela Kirkpatrick.

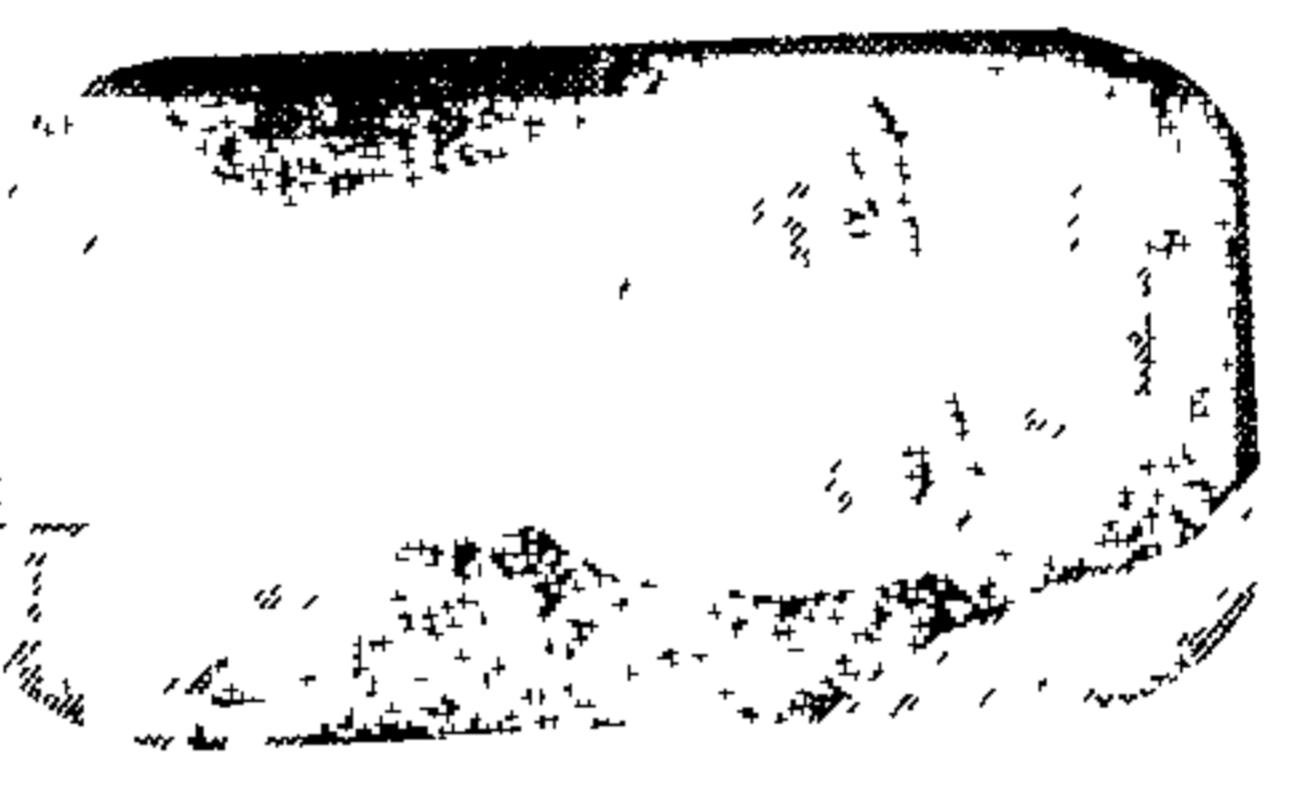
Mr Botha was however one of only a handful of men who attended the seminar

— a great disappointment to organisers and to many of the women who attended

Mrs Prekel said when the seminar was first discussed, it was intended to be a forum where women could present their problems to those who were most directly involved — men.

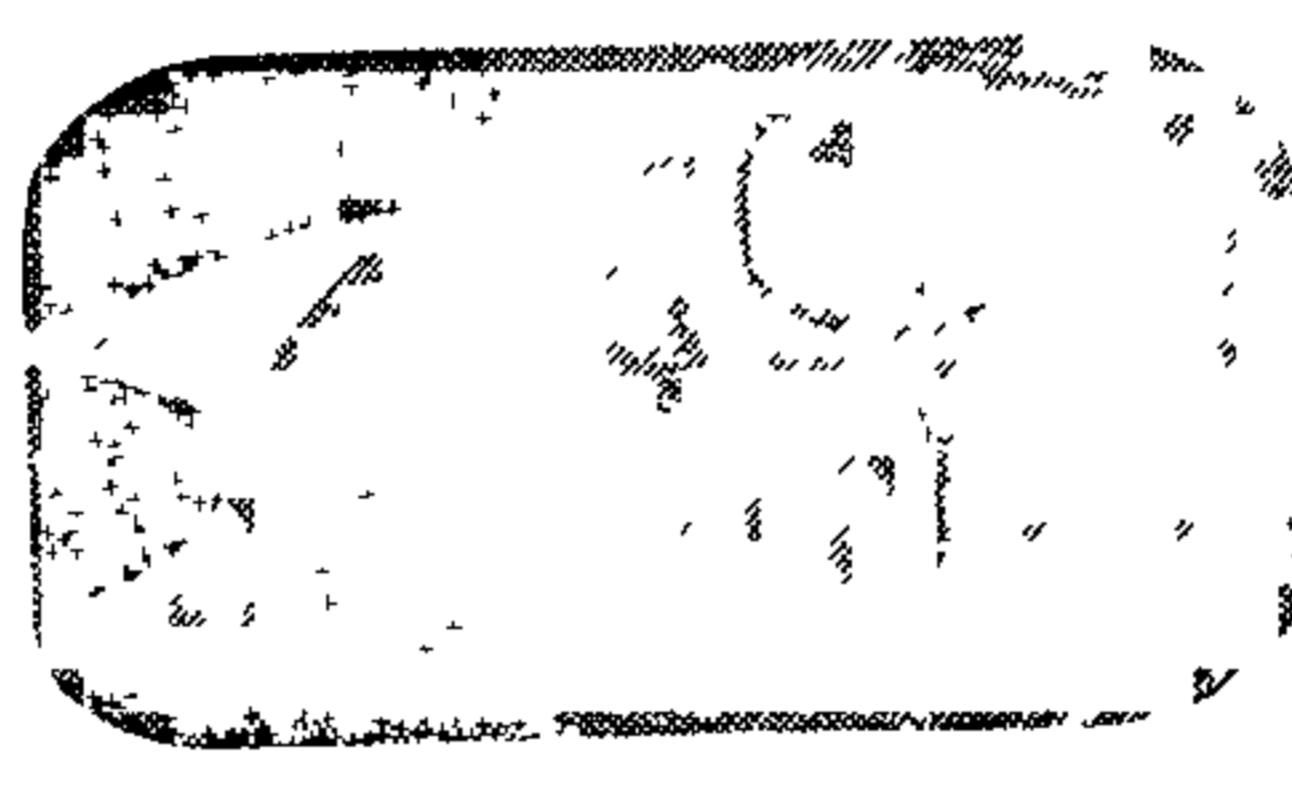
"We felt very strongly that members of the Manpower Commission, Manpower 2000 and top business executives should be there," she said. "We didn't want another conference where women talked to women about women's problems."

But in essence that's what they got. For, as another woman pointed out later in the day, "it's amazing how the men had quietly



TRUIDA PREKEL — didn't want a conference when women talked to women about women's problems.

disappeared by lunch time." About 120 people attended the seminar, in-



FANIE BOTHA — "A Cabinet Minister who has finally stuck his neck out."

cluding some black women. They came from Johannesburg, Cape



DR DINA WESSELES — promises action once the Wiehahn Commission's report on women is out

Town and from Bophuthatwana. And they differed widely on the day's events.

Some of the young black businesswomen felt they had learned how to organise their thoughts, how to work together for a common cause and how to approach the problems they encountered as women.

One group of direct marketing women said the seminar was an eye-opener "We didn't even know there was discrimination like we've heard here today." We've never met it."

A third group of women, who campaign for women's rights and recognition felt it was a looking back and not a looking forward really just the same old things, said all over again. "What's more to the point is that we've just had a reshuffle of the whole

Cabinet and there's still no woman in it, nor even in the lower echelons. That's what should have been brought up here today.

"As for the men here, the Government probably thought it would throw us a bone by sending a few. But they've all vanished now, so who are we supposed to be talking to about our problems?"

In the morning session, a top executive man was heard to comment that it was "not top management who were making it difficult for women to enter management, but the personnel men at middle management level. These are the ones who are reluctant to break away from traditional beliefs," he said. Dr Dina Wesseles,

from Unisa's psychology department said she felt the minister's attendance was especially promising. "But we're waiting for the Wiehahn Commission report. As soon as that comes out we'll act."

During a short discussion after the sessions, Dr Jan Grobler, MP for Brits, said he was as committed to separate taxation for married women, as women were and he urged those there also to consider asking for equal pensions for men and women and for the same retirement age.

Insurance consultant Annette Reincke of Cape Town's suggestion that a telegram be sent to Senator Horwood requesting separate taxation, was accepted.

Blacks

to help

fill law's

court

gaps?

SUNDAY POST

Reporter

BLACK public prosecutors may be introduced into Soweto to off-set the shortage of prosecutors in the Johannesburg magistrates' courts

This week, the chief magistrate of Johannesburg, Mr J W van Dam, revealed that he had submitted a memorandum to the Department of Justice urging the creation of posts for black prosecutors

The general shortage of prosecutors has resulted in the closing of several courts in Soweto and Johannesburg. In some instances, prosecutors from other magisterial districts have had to be brought in

If the Department of Justice accepts Mr Van Dam's recommendation suitably qualified people, probably attorneys, would be approached to fill the posts.

Denial

Mr Van Dam denied the shortage was a result of mass resignations because of poor salaries.

He was aware of only three resignations of prosecutors this month

"However they did not resign in protest. They just got better offers elsewhere," he said

There was a continuous shortage, he said, and estimated it at between 30 to 40 prosecutors. The shortage had not resulted in any adverse backlog

"We sometimes have to get prosecutors from Germiston, Randburg and Pretoria to help with cases"

Last week nine courts were closed, three in Soweto and six in Johannesburg. Six regional courts were not operating

"The memorandum I have sent to the department is based on the broad principle of allowing blacks to work as prosecutors in Soweto. I must say, though, I do not expect a reply soon

"I believe that courts in Soweto should be totally staffed by blacks," he said

Prosecute

When asked whether he foresaw blacks ultimately advancing to a stage where they would prosecute in white cases, he responded "I do not see that happening in the immediate future"

Referring to the employment of blacks as prosecutors, he said "I have never received any application from a black person to work as a prosecutor but I know that there are suitably qualified people in places like Soweto

"The memorandum to the department may not be much but I think it is a good start. Having blacks would be a great help," he said

The Department of Justice could not be contacted for a comment on the memorandum

'FRUSTRATED MASSES TO THE NORTH'

Minister warns of skills needed by the year 2000

2/9/80 ARMS

Argus Correspondent

~~9/11~~ (175)

BLOEMFONTEIN — At the present rate people are being trained in South Africa it would take 60 years to train the five or six million people who will need jobs by the end of the century, Mr Fanie Botha, Minister of Manpower Utilisation, said in Bloemfontein.

He was speaking at the launching of a regional committee for the Manpower 2000 National Committee in the Free State

During the last year 96 000 people were trained and had their skills improved, but at the present rate it would take 60 years to train all those unskilled people wishing to enter the labour market, Mr Botha said

By the year 2000 Africa would have 80-million unemployed and unless South Africa trained the five or six-million people entering her labour market, then they could identify with the 'frustrated masses to the north'

Appeal

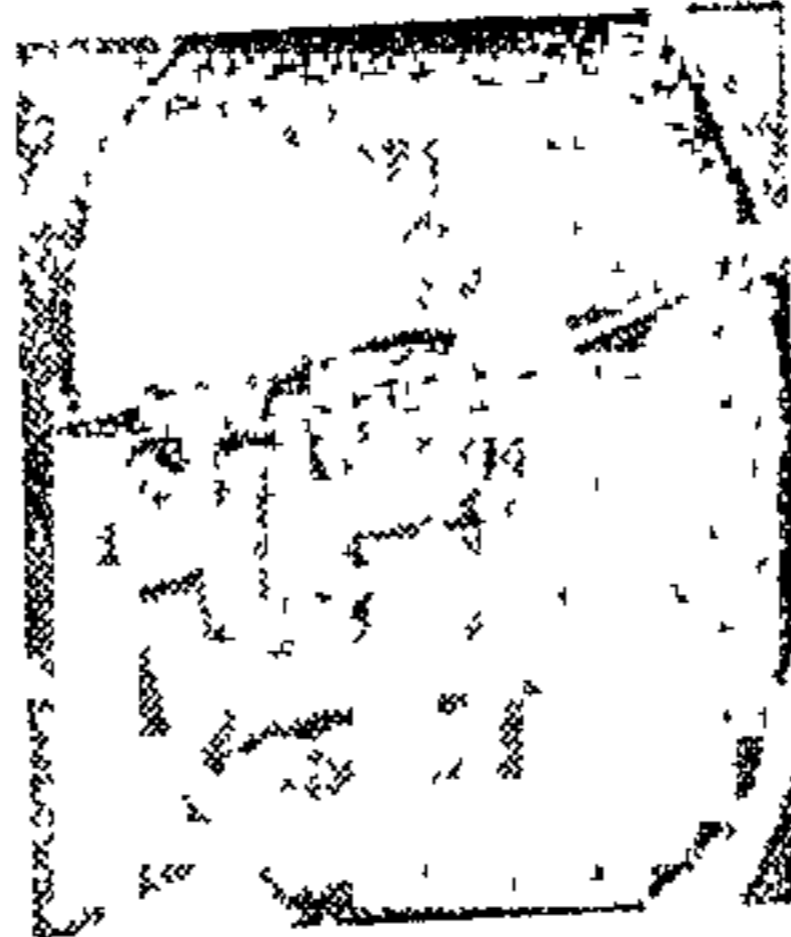
The Minister said that in 20 years these people had to be trained and had to be given job opportunities

He appealed to those leaders in commerce, industry and other skilled fields to help to make the country's economy strong enough to generate and accommodate the work opportunities needed

'These two factors are to be considered in the mobilisation of people and to balance the needs of the country in various occupations,' Mr Botha said

'Unaware'

This would involve total planning by his department through the National Manpower Commission, but the task had to include the help of all the people of South Africa



MR FANIE BOTHA ..
tells of 20 years from
now

Often the private sector seemed to be disorganised and unaware of how many black, brown and white matriculants there were each year.

'The private sector and Government seem at times to be moving past each other,' Mr Botha added

The only way South Africa could become one of the 10 most powerful countries in the world by the end of the century was by improving the skills of her inhabitants and improving the ratio of leadership to worker beyond the present one to 42

Artisan, brick shortage hits East London

EAST LONDON — The nation-wide building boom has resulted in a serious shortage of bricks here which is threatening to push up building costs

There is also a shortage of artisans, especially carpenters, joiners and painters, following a move by many of these tradesmen to the Reef during the recent slack period in East London

The waiting list for bricks from the fields in King William's Town and Grahamstown is now over nine months

The secretary of the East London Master Builders' Association, Mr Jock Allison, said the situation had gradually worsened during recent months

"Transvaal's boom started last year and bricks from the Grahamstown and Border areas were snapped up by them. Now that East London's building boom has started, we find that there are not

enough bricks to meet the demand," Mr Allison said

While the shortage of face bricks was critical, the common bricks were also more and more difficult to obtain.

Bricks were being imported from Zimbabwe and England to the Transvaal. These imported bricks are surely much more expensive and could push building costs up," Mr Allison said

"Local brickfields can just not cope with the demand. The big problem is they do not allow builders to stockpile. They only deliver a certain amount to try and satisfy everybody's needs. This will result in it taking longer to complete a building"

He said one possible solution to the problem might be for the architects to specify a minimum number of face bricks. "They could concentrate on using more cement or concrete bricks" — DDR

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problem in MAN.

interest on an

suggested. This stream is the tax shield arising to that of Term 3 thus the same discount factor is Re: Term 5: The riskiness of this flow is likely to be equal

ment and initial allowances. more depreciation in this context includes the investment by the receiver of revenue should be used. Further- leasing the most rapid method of depreciation allowed suggested. To facilitate a fair comparison with

that of Term 3 thus the same discount factor is Re: Term 4: The riskiness of this flow is likely to be equal to

to get the cash flow. because the lessee requires to have a taxable income This stream is riskier than the stream in Term 2 a comparable loan should be used for this term.

to (or slightly higher than) the interest rate on Re: Term 3: Here it is suggested that a discount factor equal

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Extra lessons take place of teachers

By Cheryl Waine
Education Reporter

Cram colleges and institutions like Star Schools are fast becoming substitutes for normal education channels, says Mr. William Smith, head of Star Schools.

Teacher shortages, especially in subjects like maths, sciences and accounting were forcing parents to send their children for extra lessons or to colleges offering intensive education, he said.

"In the early days Star Schools supplemented the education of youngsters who needed tuition in subjects with which they were having difficulty. Now Star Schools is in many cases a substitute for a lack of education or the absence of teachers in normal school channels," said Mr. Smith.

MATRIC PASSES

He said pupils wishing to obtain matric passes in science but who did not have teachers for the subject, were often referred to Star Schools. At present there were about 4,000 Johannesburg high-school pupils enrolled for science instruction.

Two cram colleges in the Johannesburg area reported that their full day classes and extra lesson sessions had been full since the beginning of the year.

APPLICANTS

"Although we have not been flooded with applicants, the quality of our pupils in recent years has improved," said a spokesman for one of the colleges.

This indicated that even the brighter school pupil was feeling the need to opt out of the accepted schooling process to ensure good matric results, he said.

Both colleges partly attributed their high enrolment figures to the teacher crisis.

Dire shortage of science, maths tutors

By MARIKAS FLORES

SOUTH Africa was facing a dearth of doctors, nurses and mathematicians in 1970 if something was not done about the shortage of maths and science teachers, leading educationists have warned.

The chronic shortage of maths and science teachers was creating a vicious circle which was difficult to break. This was harmful to pupils' future careers. Prof Eric Friedland, of the Department of Physics at Potchefstroom University, said this week.

'Students are not interested in becoming science and maths teachers anymore. This is due to the shortage of qualified teachers in these subjects.'

'Teachers who are not qualified in these subjects find it difficult to motivate pupils to take these courses,' Prof Friedland said.

Pupils who did not do these subjects up to matric levels would not be eligible to study medicine, engineering or science at university.

Mr Jack Ballard, secretary of the Transvaal Teachers' Association, said that another problem created by the shortage of maths and science teachers was that pupils regarded these subjects as difficult and preferred not to take them.

This is detrimental to their careers because to proceed on a scientific course at university will be open to them, he said.

Mr Ballard said that

measures would have to be taken to ensure that pupils did not suffer in the future.

'It is not possible to take as long as six years to qualify men as science teachers. Four years of study would be a vast improvement on the present six years of national service.'

'We can't wait that long,' Mr Ballard said.

He suggested that science graduates could be given a crash course in teaching to get them into classes sooner.

Mr Ballard and Prof Friedland agreed that it was essential that the TED made working conditions and salary structures competitive with the open labour world to attract young men back into the teaching profession.

Teachers should be encouraged to take science and maths courses at school.

There was still a traditional bias steering girls towards arts-oriented careers, though this was changing slowly, Prof Friedland said.

There are many girls taking art courses who could do just as well in science, he said.

Competition on parents' fears that the overall teacher shortage would mean poor marks for results because teachers would be overworked when marking papers. Mr Ballard said he hoped this would not happen.

'I would rather see matric results come out late rather than the standard drop because teachers have to mark in a hurry,' he said.

Railways short of 29 000 white workers - Heunis

By Sieg Hannig
Labour Editor

The Railways is 29 000 men short of its authorised white labour force of 144 000 in spite of "every possible effort" to fill vacancies, the Minister of Transport Affairs Mr Chris Heunis, revealed last night.

As the economic pace accelerated the problem would become more acute, he said in his opening address to the three-yearly congress of the Running and Operating Staff Association in Johannesburg.

Mr Heunis pleaded for the utilisation of South Africa's total labour force not only for the sake of the employment of all people but also for the sake of South Africa's internal stability.

If the whites did not share the welfare of the country they would sacrifice their own welfare, he said.

He stressed that better labour utilisation would not be at the cost of one group.

The divisional manager of the Railways for the Western Transvaal, Mr Hannes Joubert, asked the meeting if the time had not come to use conductors other than white on Soweto trains and on other trains catering for other races.

The general secretary of the association, Mr Johan Benade, said there was no objection to this provided the entire trains were black.

But he called for acknowledgement that whites became more expensive as they became scarcer. The Railways could not expect to get white conductors at the present starting salaries.

The time was not far off when whites would be outnumbered by blacks in the staff group he represented.

20/11/60

125

Volkskas warns on labour productivity

13/9/80
125
Argus
Weekend Argus
Correspondent

PRETORIA. — The level of labour productivity in South Africa will have to improve if the country is to compete successfully on international markets.

This warning comes from Volkskas

In its latest 'Economic Spotlight,' the bank examines productivity growth in five countries. The United States, West Germany, Britain, Japan and South Africa

It finds that the average labour productivity growth over the past nine years was lowest in South Africa.

'There are those who take the view that it is a disguised blessing that South Africa's productivity growth is so low, because this helps to solve the pressing unemployment problem,' it says

SHORT-SIGHTED

This is a short-sighted view, Volkskas says, unless a low increase in labour productivity is accompanied by a low increase in labour remuneration

But, in practice, it says, labour remuneration is not related to productivity performance.

As a result, South Africa has found, and will increasingly find, difficulty competing with foreign-produced goods and services

NEGATIVE

'The negative impact of this on economic growth and thus employment, via a lower rate of growth in

exports and a higher rate of growth in imports, is obvious'

Volkskas says statistics show that a rise in labour productivity brings about a more than proportional decrease in labour costs per unit

It concludes that the extent to which sustained, healthy economic growth and a high level of employment can be accomplished in South Africa over the long term will be determined by the success achieved in increasing productivity and keeping unit labour costs in check

THE D ADMITTS OF TEACHERS' DEPT CRISIS

1941 30

By GERALD REILLY
Pretoria Bureau

THE depth of the education crisis in the Transvaal was officially admitted last night.

A statement conceding the acute shortage of teachers, the use of poorly-qualified teachers and the "alarming" number of men teachers resigning was issued by the MEC in charge of education, Mr D S van der Merwe Brink

And the president of the Transvaal Teachers' Association, Mr Peter Mundell, said last night the Province and the Government were "at last" facing the reality of the "disastrous situation"

Mr Brink said the shortage of teachers was at the point where the Department of Education could no longer fill all vacancies there were 371 vacant posts for which no teachers could be found by September 16

In addition the department was forced to appoint a large number of professionally unqualified teachers

These appointments did not include the number of inadequately-qualified personnel, such as teachers of mathematics who had completed only one year of further study in mathematics, or had no further academic training in mathematics

Mr Brink said the specialist shortages occurred mainly in science and in technical subjects, in commercial subjects, mathematics and English

"It is disappointing that an increasing number of teachers are leaving the profession and that the loss of male teachers is so great," he said.

From the beginning of the year to the end of August, 2 750 teachers resigned. The number of resignations for the same period last year was 1 463.

The figures included "routine" resignations, but Mr Brink said the "seriously alarming" factor was the large number of men quitting.

From the complement in January, 11.6% of the department's entire male teaching staff had resigned by September 16.

It appeared that the greatest number of resignations came from men with seven to nine years' experience.

Their main reasons for leaving were inadequate salaries and the overloading of teachers with additional assignments because of the shortage of staff at schools.

"It is inevitable that the standard of teaching will suffer because of the unavailability of a teacher. Therefore all possible measures are being taken to meet the situation," Mr Brink said.

These included extra classes held after regular school hours, making use of the services of teachers from other schools, holiday schools for pupils, and additional classes during school hours.

Mr Mundell said last night that the TTA had repeatedly warned of the impending crisis.

However, senior members of the Provincial Council, including Mr Brink, had chosen to ignore these warnings, and "it is astonishing that at this late stage there should be an official acknowledgment of it."

Experience had shown that the teachers with six or seven years' service were the most vulnerable, facing escalating living costs from marriage, children, housing bonds and other responsibilities.

This meant totally inadequate salary scales were at the root of the problem.

Mr Mundell urged that all barriers to "importing" teachers be swept away.

"We are in a crisis and drastic measures are needed to relieve it."

Mines voice need for skilled blacks

ROM 24/10/68
175
L79

By STEVEN FRIEDMAN
Labour Reporter

DEMANDS by the mining industry for the right to train blacks for skilled positions are increasing

Yesterday another mining company added its voice to the industry's increasing demand for concessions on the use of skilled labour

The chairman of the Harmony gold mine, Mr D T Watt, called yesterday for the publication of the Wiehahn Commission's report on the mining industry and said that "urgent attention to the problem of training greatly increased numbers of artisans is required"

His call was contained in his annual report as chairman of the mine, which is a member of the Rand Mines Group

The Wiehahn report on the mines is due to be published soon

Employers in the industry expect it to recommend changes in legislation which

bars blacks from certain skilled jobs on the mines. It is also expected that the report will make important recommendations on labour relations on the mines

Mine employers have increasingly been demanding concessions from the mining trade unions on the use of blacks in skilled jobs. Negotiations on this issue are taking place with unions representing mine artisans

Last week, the managing director of Anglo American's gold and uranium division, Mr Gerald Langton, called on mine unions and officials' associations to recognise the need to train blacks for skilled positions. Several mine employers have also called for concessions from the unions on this issue

Employers argue that the mines are critically short of skilled manpower and that changes must be made soon

While the Mine Workers' Union still opposes any change

in this direction, other unions and officials' associations have said that they are prepared to agree to changes as long as the position of their members is safeguarded

In his chairman's address yesterday, Mr Watt said that the Wiehahn report and the Government's reaction to it was "eagerly awaited"

He added "It is hoped that publication of this report will not be delayed much further because it is of great importance to the industry, and indeed the country as a whole, that certain major issues in the industrial relations field be resolved in the immediate future"

Greatly increased numbers of artisans were needed and the number of artisan vacancies at Harmony was "already a source of concern"

The position would "undoubtedly" deteriorate as competition for skilled labour increased

COMPUTER PERSONNEL (175)

Solving a crisis

FM 26/9/80

The Computer Society of SA has taken the first step to solve the manpower crisis in the industry with its decision to appoint a full-time director for its new Computer Users' Council

His task will be to implement the decisions of last week's two-day conference on data processing education and training standards. These include the task of establishing an independent examining body for the industry.

There are not many professions in SA where the shortage of skilled manpower is more acute than in data processing. Last year's survey by Computer Personnel, of Johannesburg, found vacancies for systems analysts and analyst programmers countrywide amounted to 28% of existing staff, and 21% for programmers.

Yet there is no recognised national qualification except at advanced (national diploma or degree) level. If you're looking for a programmer, it is not always easy to evaluate the quality of an applicant's proficiency certificate. There are some excellent training organisations and you can also rely on the training standards of multinational computer companies.

But the situation is wide open to abuse. It's too easy for charlatans to make a fast buck, charging gullible young people for a two-week training course which fits them for nothing so well as putting old printouts through the shredder.

"The computer industry is one of the few where you can't tell what you are getting when you employ someone," says conference convener Rex van Olst. "There are no established standards for 85% of the jobs in the industry."

"At the moment we are particularly looking at the entrance level — programmers, operators, customer engineers. It is

crucial that employers accept the standards, which is why we made sure that users were well represented at the conference."

Equally important is that the initiative now taken does not slow down. Though most of the delegates were enthusiastic about the outcome of the conference, there were those with a feeling of *deja vu*.

"We did all this in 1973," said one. "And what was the result? Precisely nothing."

But, responds Van Olst, that was merely a survey conference. "This time we have a 12-point action plan to ensure that the decisions are implemented. We aim to establish programming entry level standards by February 1981."

Labour shortages management's future 'headache,' warns Manpower

NM 1/10/80 Finance Reporter

LABOUR shortages, not inflation, will be managements' biggest headache in the last quarter of this year, warns Manpower Temporary Services.

While companies already faced inflation on all fronts, even worse were 'lost economic opportunities if they fail to find a solution to their manpower shortages'.

So says Mr Ralph Parrott, chairman of Manpower, in his company's latest quarterly survey of employment prospects for October to December.

Describing immigration as short-term relief at best, Mr Parrott says. 'The real need is a national effort to train available labour and no more time can be lost in talking about it.'

In spite of Government changes, employers were not allowing many blacks to be trained in work 'for which they are obviously suitable'.

Incentives

Few had used Government incentives to encourage training and probably 80 percent of training was done by 20 percent of companies.

While few foresaw or planned for the boom, management had to identify its training problems, such as 'totally inadequate' facilities, for the untrained and attitudes towards the need for training.

In its analysis, Manpower found a national average of 20,6 percent of companies would increase their white labour this quarter to 19,2 percent last quarter. The figures for blacks were 21,2 and 19,1.

Only 1,4 percent would cut white staff now, while 2,9 percent did last quarter, and 3,9 percent would drop black staff numbers, from 4,2 percent.

Natal increase

Natal's average white staff increase was above the national average and the Cape, Vaal Triangle and OFS. Its average black staff in-

crease was also above the national average and all other areas except Johannesburg. It was on a par with the Witwatersrand.

The full list of companies planning increased labour requirements for the last quarter is (from left, percentage increase whites this quarter, last quarter, percentage increase blacks this quarter, last quarter).

Banking and insurance 27,1, 33,9, 22, 23,7; brick, pottery and cement 17, 13,5, 31,9, 21,2, building construction 43,2, 35,9, 38,6, 35,9, building housing 20,4, 26,9, 28,6, 36,6, chemical and paint manufacture 14,8, 9,8, 22,2, 9,8.

Civil engineering 32, 24,4, 32, 36,6; clearing and forwarding 12,7, 19,2, 16,4, 19,2; clothing and knitwear 6,3, 6,1, 16,7, 16,3, computers 26,7, 22,5, 13,3, 7,5, domestic appliances and metal goods 25, 20,9, 20,8, 13,9, electronics and electrical engineering 32, 25,5, 28, 21,3.

Farming

Farming and horticulture 8,7, 10,6, 13, 17, fishing and shipping 20,5, 21,1, 15,4, 18,4, food and drink manufacture 8, 0, 16, 1,8, foundries, steel mills and mechanical engineering 22,4, 20,9, 18,4, 20,9; central government 19,3, 8, 11,5, 4.

Provincial government 21,8, 24,3, 18,8, 18,2, local government 22,7, 31,6, 18,2, 26,4, hotels, tourism and catering 17,9, 16, 19,6, 12, leisure products 19,1, 23,8, 14,9, 14,3.

Mining precious metals 8,3, 15,4, 8,3, 15,4, base metals 33,2, 14,3, 33,3, 0, coal 8,3, 0, 8,3, 9,1.

Paper, printing and publishing 10,3, 12,7, 13,8, 18,2; pharmaceuticals 16,7, 25,7, 13,9, 22,9, retailing 28,8, 29,2, 25, 29,2, timber manufacture 13,5, 17,4, 23,1, 21,7, tobacco and liquor 24, 8,3, 22, 12,5.

Vehicle manufacture 26,3, 28,6, 36,8, 31,4, vehicle retailing 29,4, 24,4, 25,5, 24,4.

Natal short

of social
NM 2/10/30
workers

25 says 175

expert

Mercury Reporter

THERE is a countrywide shortage of qualified social workers, the chairman of the Society of Social Workers in Durban said yesterday

Mrs Simone Baverey told the Mercury the shortage was particularly prominent in Natal, especially among coloured and Indian societies

The number of qualified Indian social workers in Natal was increasing annually, she said, because more students were enrolling for the social work degree offered at the University of Westville

In a survey conducted by the Social Welfare and Pensions Department in Natal recently, it was discovered that the coloured communities were suffering the most because not many qualified coloured social workers were prepared to leave the Cape Province where they were offered better service conditions

Although there was no sex discrimination among social workers regarding salary scales, there was a vast racial discrimination

European social workers were paid much higher salaries than Indians, blacks and coloureds

Mrs Baverey added that the reasons for the shortage of social workers in South Africa were very clear

To qualify they had to study a four-year degree at university at enormous cost, and received low salaries considering the amount and type of work they undertook

Although salaries were increased by 10 percent this year, social work remains a low-paid profession with few service conditions provided

Labour turnover is now alarms, says Minister

STAR 17/10/50

175

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.

Builders focus ^{STAC} 21/10/80 on skilled labour shortage ⁷⁵ threat ¹⁷⁵

As the building industry gears up for one of the most vital congresses in its history, which opens in Durban next week, three areas of major concern will come into focus — productivity, skilled labour shortage and price control.

THRUST

But it is on the labour front that South Africa's building leaders will be directing the main thrust, for the irrefutable fact is that the much talked about massive housing programmes of the future can only become a reality if a strong and stable workforce is there to carry them out.

And looking at the statistics, the industry faces a formidable task in creating the new breed of builders.

According to the annual report of the Building Industries Federation (Bifsa), the immediate factor

affecting the present inflation rate of 22 percent in the building sector is the acute shortage of skilled labour.

It is estimated that at present the industry has a shortage of more than 3 000 skilled artisans.

Discounting this shortfall, it is estimated that in order to attain 5 percent growth, Bifsa will require about 1 500 artisans a year up to 1984, thereafter increasing to an annualised requirement of 2 500 by the end of this decade and an ultimate demand by the year 2 000 of some 4 500 skilled men a year.

DISTRESSING

And perhaps the most distressing trend — and certainly one which underlines the labour problems facing the industry — is in apprentice intake, which is in the region of about 473 a year.

Certainly, the industry's leaders are only too well aware of the problem, and according to the report have allocated R50m through its recruitment

and training fund for training over a five year plan.

The industry will be looking, too, for some hefty support from congress for recent efforts to get productivity up to more realistic levels.

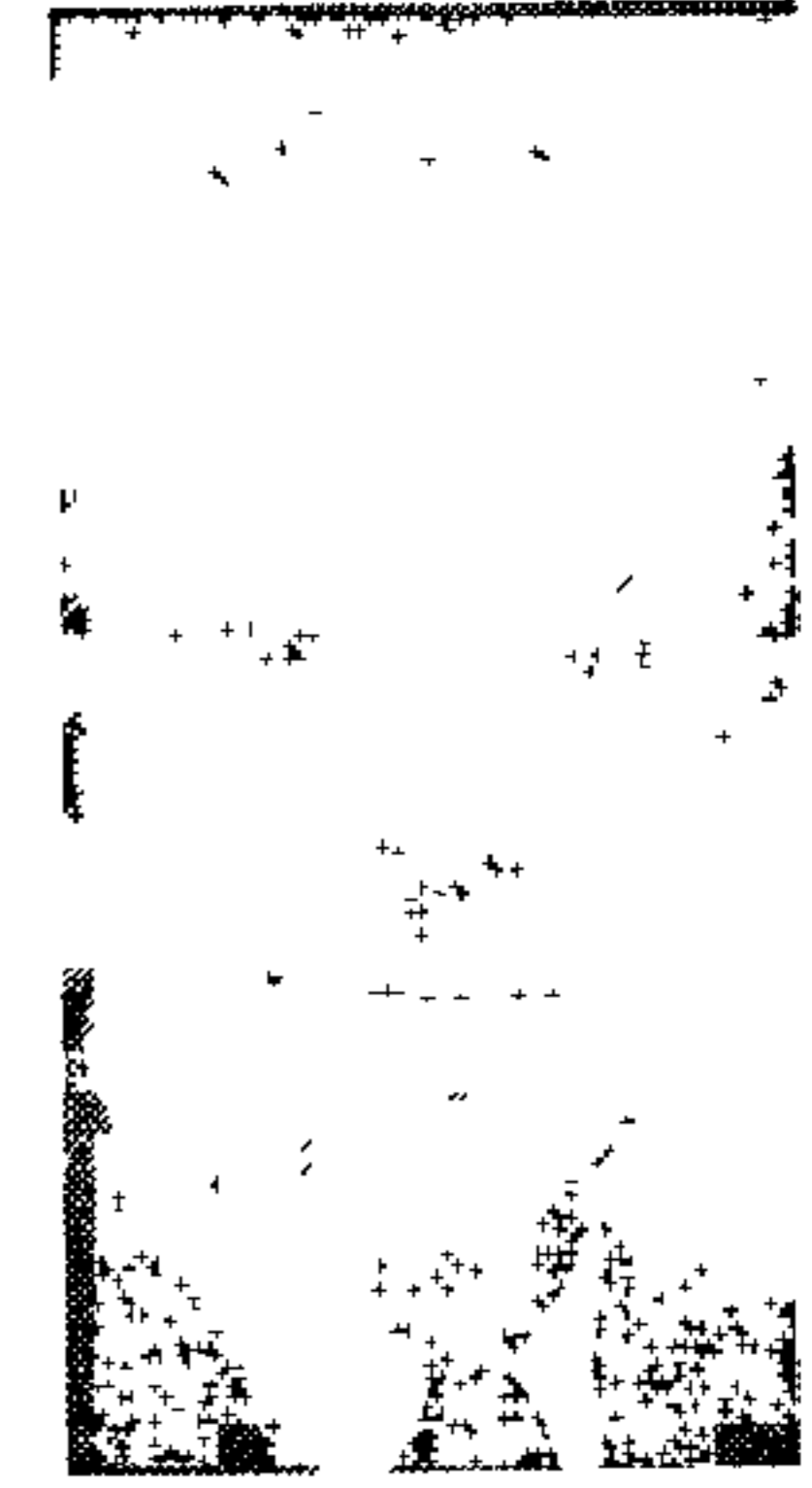
The "profound regret" of Bifsa is the fact that output levels are only at present around the 10 percent efficiency level.

SUMMIT

Big strides were made on the productivity issue recently when Bifsa's president, Mr Bob Stevenson, got business leaders in both the private and public sectors around the table for a summit which has led to plans being laid for a sustained "output operation".

The builders, too, might well get some welcome news on the question of price control on building materials.

According to the report efforts to have control phased out, except where effective competition is lacking, are continuing.



Mr Lou Davis, executive director of Bifsa, gives this message on the eve of the industry's congress in Durban next week: "The building industry has reached a watershed of achievement in providing a service to the economic development of our national heritage. From now until the year 2000, the growing South African population will require houses, houses and more houses. How John Citizen be he white, Asian, coloured or black — is going to achieve this in the context of the rampant inflation demands of society, depends on the expertise and integrity of our industry."

COMPUTER PERSONNEL

Merry-go-round

FM 24/10/80

Computer Personnel Ltd's annual survey of the staff situation in the data processing industry presents, as usual, a gloomy picture

The countrywide shortage of systems analysts (as a percentage of existing staff) has risen from 28% last year to 34,6% as at August 1 this year, and the position is much worse on the Reef than at the coast

Thankfully, however, there have been only small rises in the shortages of ana-

lyst programmers (from 28% to 29%) and programmers (from 21,3% to 22,5%). This may reflect an improvement in the numbers being trained which has not yet worked through to the systems analyst level

"The expectation is still prevalent that systems analysts come from the ranks of the programmer," says CPL's Norman Adams "We should be looking at people in other disciplines to fill the gap and train in the necessary computer skills "

The shortage results in rapid staff turnover and big salary increases At least 30% of staff in any category is moving on to new pastures each year, and in one case (programmers at the coast) turnover rose from 33% last year to 58%

Salaries have risen by 20% and more Programmers with 1-2 years' experience who earned R544 a month in 1979 were earning R609 this year — an increase of 32% Unfortunately for the industry, findings like these have been used by data processing staff as arguments for similar salary increases, thus creating an inflationary psychosis.

"Salary increases of 25% are obviously an unhealthy situation as the industry is outstripping the cost of living index," says Adams "The industry needs to be responsible towards its users and to national productivity

"Employers must not try to pay everybody an above-average salary, because not everybody is above average

"Staff turnover is costly and unproductive It takes months for a new hire to settle in The DP industry needs to tackle seriously the problem, which is creating a merry-go-round image among users and does not inspire confidence

"The staff shortage has resulted in a number of people unsuitable to the industry being able to change jobs regularly without being productive (nearly 20% of operations staff who changed jobs were dismissed) and so aggravating the image "

The survey covers 6 500 people in the industry

175

of development of the productive forces and the social relations of production, this correspondence is neither absolute nor permanent. A double incongruity between them can be produced. Given the 100s of production can become a great hindrance to the further growth of the productive forces; that is the clearest sign that a given social form is condemned to disappear. On the other hand, new relations of production which revolution can be in advance of forces already reached in that of bourgeois revolution in the Netherlands victorious socialist revolution

On the basis of the study of the modes of production have been identified, slave societies, feudalism, capitalism, transition from one epoch to another any social formation. This shows that at all that every social formation in order to analyse a social formation to get to understand the general For the rest, each mode of production detailed study of the history of modes of production is one where One can do no better in an intricate individuals should try to come to the complexity of the different arguments

Economic Base and Superstructure

Up to this point we seem to have clearly, if one analyses societal cultural or ideological aspects said that the 'economic base' (politico-legal and ideological) modulated fashion of using this arc the real situation if we think aspects as constituting three different conceptions it is impossible to making the whole inconceivable.

Robin Law summarises in a simple dimensions as follows:

The central point...is that determined by its 'economic goods are produced...The role of the legal and political gives formal expression to existing economic system, who dominate the process needed to ensure that the example, slavery or serfdom guarantees the rights of the power can be employed to the disprivileged. The economic determine the character of ultimately they can only be

TWENTY-THREE new clothing factories opened in Cape Town in the past 12 months, six of them in the past month. And many of the other 307 have expanded to

By Tom Hood

cope with bulging order books.
This has provided jobs for more than 6000 workers to bring the industry's work force to a record 54 900, which is 13

percent higher than a year ago, according to the latest industrial council figures. And there are still jobs galore as factories work hard to keep pace with the boom. If we could find 500

machinists we could place every one in a job immediately', claims the Garment Workers Union
TAKE ON 500
The big factories can keep their labour forces up to strength only by running expensive training schemes. Some plan to take on as many as 500 school-leavers in January and train them in their own methods, making up the regular

turnover in women workers.
A new 10 percent pay rise due on December 15 will put an extra R600 000 a week into the pockets of Cape clothing workers
This means minimum wage rates have jumped by 45,6 percent over 24 months
The industry's wage bill will approach R80-million next year, up from R65-million two years ago.

6000 NEW JOBS IN GARPE PLANTS

26/10/80

175

PRICANS

and it is/...

3 500 skilled men needed right away

STAR 28/10/80 (E) (175) (UK) (A)

Own Correspondent

DURBAN — A shortage of 3 500 skilled artisans is hampering growth in the building industry, says Mr Bob Stevenson, president of Bifsa

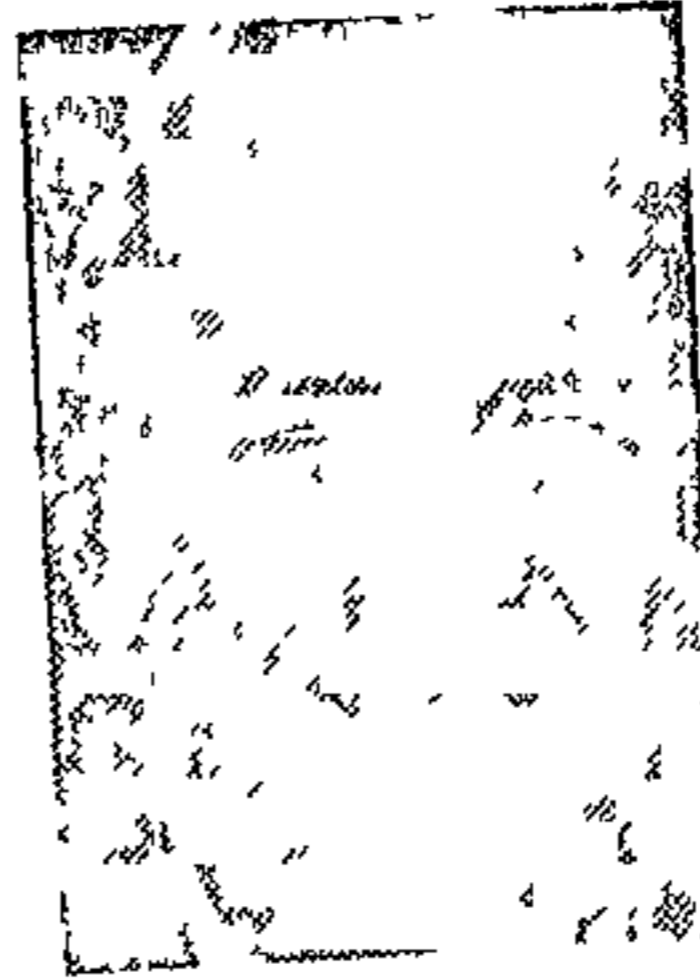
Mr Stevenson said yesterday "In order to keep pace, we will require an average additional 2 500 artisans annually up to the end of this century. In fact, the building industry will then have the ability to absorb 4 500 artisans a year"

Despite the current upsurge, building activity was still 10 to 20 percent below levels of the early 1970s. It would take about two years to regain these levels

"I am confident that this high level of activity will be maintained, virtually throughout the 1980s," he said

It was estimated that since the building slump bottomed in 1978, activity so far had increased by 30 to 40 percent

"This range is also borne out by the volume increase in the sale of such commodities as bricks, cement



MR BOB STEVENSON

and timber."

Although building industry growth in the next 10 years was set at 4,7 percent in the latest economic development programme, Mr Stevenson said it was disconcerting that the industry's share in the South African economy had gradually decreased despite the pressing housing needs.

Mr Stevenson said it was with pride that Bifsa could record having spent R17-million on training since 1971 and planned to spend another R50-million over the next five years.

cases were reported last year.

Dr Piet Koornhof will arrive by helicopter.

Alex into Sandton

Co-Operation and ment, and his dem- istry, Mr G de son, will hold a meeting with rep- ves of the Liaison ee, the Save Alex- oloured Party and 's Management the It is hoped nister of Commu- velopment, Mr S F H also attend.

the issues to be at a closed at the Sandton entre are the poli- us of Alex, its, and land for ex- township has been full autonomy status of a muni- , but has no rates ne Liaison Commit- just over a 50, and led by the Buti, has drawn multi-million rand for the redevelop- of the township. committee believes to its success will acquisition of land pansion At present 75 000 people live area of about 80 es.

fate of the 5 000 ed people in Alex ce removal will also ssed About 100 es have agreed to to a site 30 km from but the majority said they want to

av's talks will in- Sandton's MP, Mr Dalling, senior off- of the West Rand tration Board, re- tives of the Wyn- Indian Association, bers of two Sand- Ratepayers Associa- whose areas adjoin

talks have been ar- by the Mayor of , Mr Perry Ooertel, ng an invitation to Koornhof from Mr in Parliament in this year Oertel said the ng is intended to bridges between the of Sandton and

Prof is slated for 'insulting' blacks

POST 29/10/82
173

TENSION flared at the Ussalep symposium in Cape Town on Monday night with Prof J L Sadie of the University of Stellenbosch being accused of insulting black South Africans.

Prof Sadie, who addressed the international symposium on the sensitive issue of minimum wage levels, came in for some stinging criticism for attributing certain "characteristics" to blacks.

In the process, 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 USSA leader exchange programme who joined in the strong reaction to Prof Sadie's speech.

One of the American delegates, Mr Desaux Myers also dismissed some of Prof Sadie's assertions regarding "social inertia" and said the problem lay not with blacks but with Government policy.

In this he was supported by white South African delegates

Through it all, Prof Sadie remained unrepentant and after the controversial debate ended, he was still arguing with Prof A L Vilakazi of the University of Zululand who repeated that Prof Sadie had insulted blacks in his speech.

Prof Sadie was the

second speaker in the evening session devoted to "mobilising human resources"

Ironically when he rose to speak — without any prepared text, Prof Sadie warned the 70-plus delegates that he practised a "dismal science" and could promise only blood, sweat and tears.

"And at the end I cannot even promise victory"

South Africa's position as an under developed 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 and 47 percent as less skilled and 37 percent as unskilled.

This must give an indication of the difficulty of creating new jobs in this country

"By implication I accord a very important function to the people in the first class They represent the supply of enterprise that must put the factors of production together.

But while the growth rate in the unskilled work force was 3,1 percent, that in the executive class was only 0,9 percent warned Prof Sadie and South Africa's problem was how to increase this growth rate.

"Education," he said, "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."

Prof Sadie then quoted from an unnamed source which alleged support for the policy of migrant labour from labourers themselves who allegedly overwhelmingly voted in favour of migrant labour because they said it kept them away from their wives.

Though he waited for Prof Sadie to finish, black delegate Mr Wilby Baqwa, industrial relations consultant for Barlow Rand, was soon on his feet after Prof Sadie had finished his address.

"Some very hurtful things are being said here. You are accusing us of things that are so foreign to our culture, so 'unblack'."

"We are supposed to be the domestically backward community, but now our overseas visitors are going to return with this inaccurate impression of our people."

An unrepentant Prof Sadie replied that he was "sorry that people who had answered the question on migrant labour had done so in the manner they chose. But I can't be blamed for that."

Prof Sadie's comments on social inertia attracted sharp retorts from Mrs Elize Moody, of the Rand Afrikaans University, and US delegate Mr Desaux Myers, Deputy director of the "Investor Responsibility Research Centre," in Washington. Both said the prob-

lem of black farming techniques and productivity of black workers lay not so much with the "nature" of blacks as with the restraints on black advancement.

Following persistent questioning by Mr Oscar Dhomo, Minister of Education for KwaZulu, Prof Sadie admitted that he subscribed to the policy that politically and economically South Africa could, and should be fragmented.

"Our only solution lies on the balkanisation of this country. Into perhaps 12 or 20 regions of cantons where each group would dominate and ultimately we would do away with a strong central government"

Prof Sadie said balkanisation would take place "in such a way that you would get the maximum of homogeneity in each canton"

Prof A L Vilakazi then took the floor and bluntly told Prof Sadie that his remarks had been upsetting bordered on insults. Prof Vilakazi went on to say that Prof Sadie's criticism of unproductive black farmers was unfair.

"The fact is this: rather like knocking a man down and then asking him what he is doing down there."

Economics colleague Prof Jull Natrass commended Prof Sadie that he should not forget that land allocation in South Africa was unequal and that the ratio between man and the peasant farming areas was not

DTA telegram hits out at UN 'bias'

WINDHOEK — The Democratic Turnhalle Alliance (DTA) has sent a telegram to the United Nations Secretary General, Dr Kurt Waldheim, warning that the organisation's "stubborn bias" towards Swapo seriously jeopardised attempts for a peaceful Namibian settlement.

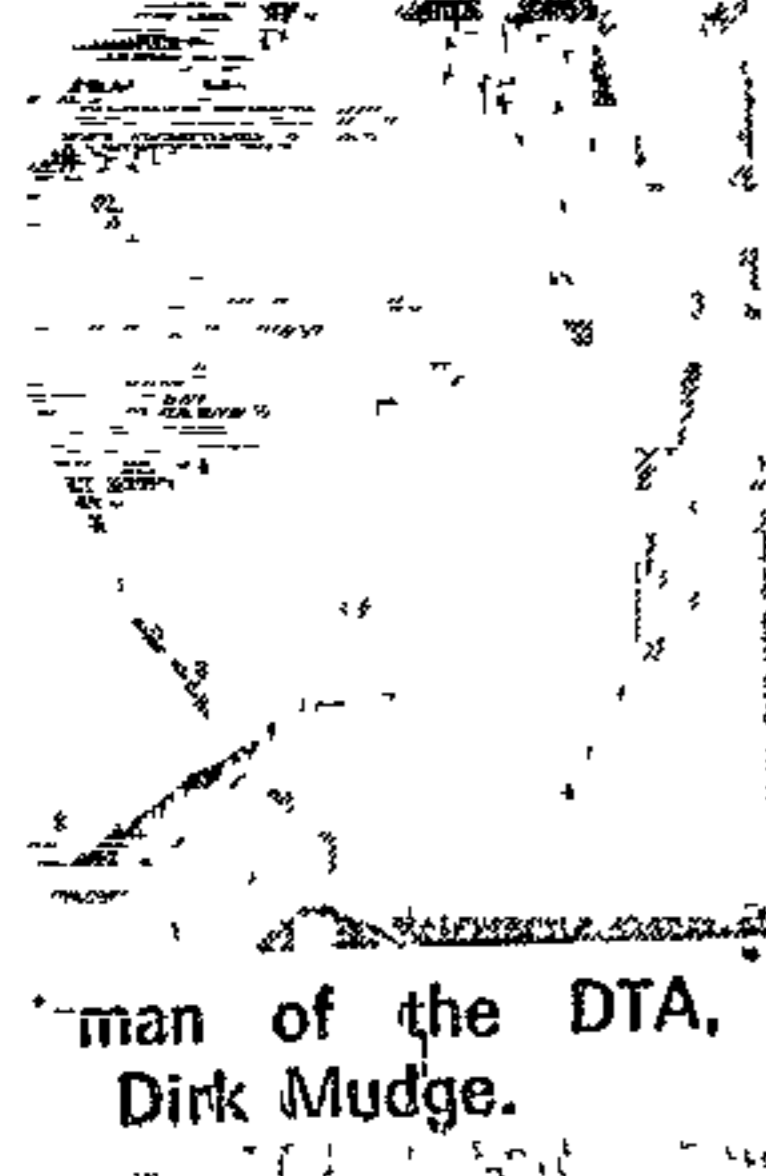
The message, sent by the DTA Executive this week was in reaction to the UN Council for Namibia's meeting on Monday to commemorate "A week of solidarity with the people of Namibia and their liberation movement, Swapo."

The DTA said it had come to its attention that

senior members of the UN, including the President of the Security Council addressed the meeting.

The New York meeting was a further example of the UN bias in favour of Swapo, "and it proves that the suspicions of the DTA concerning the incapacity of the UN to act as an honest broker and impartial arbitrator are not unfounded"

The telegram said that the DTA noted with disappointment that senior UN office bearers associated themselves with Swapo by addressing the meeting. — AANS.



man of the DTA, Dirk Mudge.

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Warning of huge skilled worker shortage

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EAM
6/11/80

Staff Reporter

THERE already exists a serious shortage of managerial, technical and skilled labour — but by 1990 there will be a shortage of nearly one million skilled and semi-skilled workers, the managing director of Caltex, Mr Denis Fletcher, said yesterday.

Mr Fletcher was speaking at the official opening of the Caltex accomodation wing at the Chamdor In-Service Training Centre near Krugersdorp.

At the training centre 145 black trainees follow more than 20 training courses. These courses are designed to improve the skill and knowledge level of black in-service employees and thereby increase productivity in all spheres of the economy.

The training centre comprises seven workshops, seven classrooms, a library, communal hall, cafeteria and recreation rooms. The residential complex consists of seven housing units, each catering for 22 trainees.

The housing units were designed in consultation with black social workers at the Department of Social Sciences at the University of the Witwatersrand and the various units have been donated by major South African companies, including IBM South Africa, the Motor Industries Federation of South Africa, Otis Elevator Company, and now Caltex.

Mr Fletcher said his company had foreseen the need to develop and train people as early as 1960, although this was initially confined to the development of their own staff.

He said the economically active population of the country would be about eight million people in 1981 and only 12% of this economically active population held managerial, technical or skilled jobs.

A massive 56% of the population fell into the unskilled labour category.

The labour situation would be worse by 1990 when, it had been estimated, there would be a shortage of 750 000 skilled and semi-skilled workers, and of nearly 200 000 technical and professional staff, Mr Fletcher said.

He felt the in-service training centres played a vital role in remedying these figures.

3, Holland. He has worked for that company ries around the world. ent of systems for production optimisation.

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● Trainee draughtsmen Edwin Mokgotho, left, and Isaac Mnguni

Black draughtsmen chosen

THE crippling shortage of qualified draughtsmen has prompted a company of consulting engineers to launch its own training scheme for Black draughtsmen technicians — with a surprising response.

Johannesburg-based Henny and Aalbersberg Incorporated recently took on trainees selected from a list of many applicants after exhaustive tests.

"Our only alternative," said Peter Stamm, director of Henny and Aalbersberg in charge of the training scheme, "would have been to import qualified draughtsmen technicians from overseas, but we decided to train locally.

"We were surprised at the large number of matriculated Blacks with good mathematics and science marks who made application," said

Stamm, "and we feel that with this vast reservoir to draw from, such local training is the only real solution to the shortage of skilled staff in this field."

South Africa also suffers a shortage of engineers and, with the back-up of well-trained draughtsmen technicians, an engineer will be more able to concentrate on pure engineering aspects such as improved design and quality control, says Stamm.

At present, Henny and Aalbersberg's trainees are occupied with the in-house programme which covers the basics of engineering drawing. There after, they will take on a civil-engineering technician course.

Outstanding trainees will ultimately be sponsored in a degree course in engineering.

Wits 'runs out' of computer science staff

STAR
11/11/80

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175

By Sheryl Raine,
Education Reporter

Computer science students at the University of the Witwatersrand have been warned that they may have to continue their studies elsewhere because of a shortage of suitably qualified lecturers.

Wits is one of many education institutions hit by a general shortage of teachers, particularly in the science field. The shortage of lecturers has worsened since the start of the economic boom.

Professor Michael Seers, head of the Applied Maths and Computer Science Department, confirmed he had recently told first-year computer science students they may be forced to go to other

universities to pursue their studies.

"I felt it was only fair to the students to inform them of the difficulty we were having in getting suitably qualified lecturers. Since I last spoke to the students, I am happy to say the situation looks hopeful.

"We now have adequate staff for third year and honours students for computer science for next year. The second year course is still a problem.

"We are hoping to borrow lecturers and supervisors from the Rand Afrikaans University, the University of South Africa and the commercial sector."

Professor Seers would inform students of the

latest developments within 10 days. He was optimistic that the problems would be solved.

Parents whose children were affected by the shortage feared that the students would have to go to the University of Cape Town which offers a comparable course. This would mean additional costs for travelling and residence.

Professor Seers attributed the shortage of experienced and qualified lecturers not only to the general shortage of scientists in all fields in South Africa, and poor tuition of science at schools, but to the economic boom which was drawing academics into commerce.

"Academics and graduates in computer science are in such demand that they can enter the commercial sector at double the salaries they would earn at a university.

"There is a world-wide shortage of computer personnel and many South Africans go overseas to work."

The number of students enrolling for the computer science course had also escalated during the past two years. "In 1979 we had about 200 first years. This year we had 280. In our third year course last year there were 22 students. This year that figure had doubled."

Pay boost for nurses

15/11/80

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Political Reporter
NATAL'S provincial nurses, forced to work long hours because of staff shortages at some hospitals, would soon be paid overtime, Mr Frank Martin, MEC in charge of hospitals, said yesterday.

Investigations were under way to bring about improvements in the working conditions of nursing staff.

Natal's Executive Committee had already approved the payment of overtime for nurses, which would bring Natal into line with other provinces

Replying to a suggestion that coloured nurses would be suitable to fill vacant nursing posts at Addington Hospital in Durban — currently running with 25 percent of nursing posts unfilled — Mr Martin said 'One of the difficulties is that nurses of different races are not paid the same. The Province is reluctant to open itself

accusations of blatant exploitation

'It is NRP policy that, wherever possible, the patient should be nursed by his own race group but our first commitment is to the patient. If nurses of the same race are not available, we employ nurses of any race group so that the patient is not affected.

'And we are implementing this now.'

He pointed out that there was a worldwide shortage of nursing staff even in countries where there was no 'colour bar

Some hospitals in the United States were running with a staff complement of 50 percent.

Mr Martin said he was trying to implement as quickly as possible improvements which would cut the long hours worked by nursing staff

The single most important reason for the staff shortage was not salaries but the lack of social contact with people of their own ages because of odd working hours

He could not understand why nurses were paid less than their counterparts in other provincial divisions who did not have to study for three years and did not work overtime or public holidays.

'This is something which should have been put right years ago,' said Mr Martin.

On the question of uniforms, he said the position was under review and nursing staff would probably be given an allowance to buy their own uniforms

He said it would not be possible to transport nursing staff during normal working hours, but the provision of transport after hours was part of provincial policy

Mr Martin said he did not believe married former nurses would return to the profession if offered free creche space.

But he said the possibility of converting the old kitchen at Addington Hospital into a crèche would be investigated

Vraag na arbeid styg skerp

SUID-AFRIKA sal teen 1987 altesame 7 005 000 opgeleide ingenieurs, natuurwetenskaplikes, ingenieurstechnici, ambagsmanne en vakleerlinge nodig hê, teenoor die 5 341 000 wat in 1977 nodig was. Die groei koers van die vraag na arbeid sal vir die tydperk 1977 tot 1987 gemiddeld 2,7 persent per jaar wees.

Die feite het aan die lig gekom ná 'n ondersoek wat die Raad vir Geesteswetenskappe gedoen het. Die waarnemende direkteur van die SA Instituut vir Mannekragnavorsing, mnr S S Terblanche, het op 'n konferensie by die

Universiteit van Pretoria gesê dat die groei van 2,7 persent per jaar gehandhaaf sal moet word as die ekonomie 'n jaarlikse groei van 4,5 persent wil behaal.

Volgens die Raad se ondersoek was die vraag na manlike ingenieurs in 1977 altesame 16 000, wat in 1987 tot 21 900 sal groei — 'n toename van 36 persent oor 'n tydperk van elf jaar.

In die geval van vroulike ingenieurs was daar in 1977 slegs vir sestig plek. Teen 1987 sal dié syfer tot 110 gestyg het, wat 'n jaarlikse styging van 5,7

persent sal verteenwoordig.

In 1977 was die vraag na manlike ingenieurstechnici 41 000. Teen 1987 sal die syfer op 60 000 te staan kom, wat 'n jaarlikse toename van 3,9 persent is. Oor die tydperk van elf jaar sal die groei in dié vraag 46,3 persent wees, wat baie hoër is as die toename in die vraag na ingenieurs.

Wat vroue betref, sal die vraag nog skerp styg, want hier sal daar teen 1987 altesame 2 150 vroue nodig wees. Dit verteenwoordig 'n jaarlikse toename van 5,2 persent en toename van 66,6 persent

oor die elf jaar.

Die vraag na ambagsmanne en vakleerlinge sal persentasiegewys 'n kleiner jaarlikse styging toon wat mans betref, maar hier is groot getalle betrokke, heelwat hoër as by ingenieurs.

Teen 1987 sal die vraag na ambagsmanne en vakleerlinge 358 000 wees, teenoor die 287 200 wat in 1977 nodig was. Dit verteenwoordig 'n jaarlikse groei van 2,2 persent.

Altesame 12 300 vroue sal in 1987 as ambagslui nodig wees, teenoor die 8 900 in 1977. Dit verteenwoordig 'n jaarlikse toename van 3,3 persent.

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Warning of shortage of SA judges

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Staff Reporter

THE staff crisis in the Department of Justice could affect the future supply of judges, the Progressive Federal Party's spokesman on justice said yesterday.

Mr Justice Kowje Marais was reacting to the Rand Daily Mail's disclosure yesterday that low salaries in the department were the main cause of a crippling staff crisis which threatens to seriously affect the administration of justice.

Judge Marais said "I find it an alarming state of affairs, and some special arrangements will simply have to be made if the department wants to retain, let alone recruit, staff."

"If the administration of justice starts limping, what about the rest of society? It is an essential part of the stability in a community."

"This staff shortage is all the more disconcerting in the long run because it will ultimately affect the Bench as well."

"The Bench draws from

practising advocates in State service, so if the lower levels are in trouble the whole system is in jeopardy.

"The main difficulty is in the Witwatersrand area, and to alleviate this the department will have to step up the special allowances paid to staff in this area."

"Then, in the longer term, they will have to sit down and see about improving salary scales to attract the necessary talent and improve this terrible situation."

"It seems even more urgent than the teachers' situation."

The Director-General for Justice, Mr J P J Coetzer, said in a prepared statement yesterday "I have taken notice of the report. State departments do not fix the salaries of their officials."

"That is a matter with which the Commission for Administration is concerned."

"The commission has been informed of the staff position in my department."

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State's 'indifference cause of staff crisis'

By GERALD REILLY
Pretoria Bureau

THE shortage of police, nurses, teachers and key personnel in the Department of Justice amounted to "something approaching a national emergency", Opposition politicians said yesterday

They said the basic reason for the crisis was the Government's indifference to the problems associated with the high number of resignations, low recruitment, grave dissatisfaction among staff, and a too inflexible bureaucracy.

And they said the crisis would continue to worsen until personnel in key areas received salaries more nearly competitive with those in the private sector

The acting leader of the Progressive Federal Party, Dr Alex Boraine, said that instead

of being bound by the Commission for Administration, the Government should show greater flexibility

He said the commission had little discretion to vary pay rises for the public sector. As a result, it was unable to take fully into account circumstances demanding special treatment.

"If there is an emergency — and certainly the acute shortage of teachers, nurses, policemen and professional men in the Department of Justice seems to amount to an emergency — then the Government should intervene to create conditions calculated to stop resignations and to attract recruits," said Dr Boraine.

The Federal Council of Teachers Associations is striving for an updated system for negotiating salaries and service

conditions, which would break traditional control exercised by the Commission for Administration

The PFP's spokesman on hospital affairs in the Transvaal Provincial Council Mr Sam Moss, agreed with Dr Boraine that the commission's control of salaries in the public sector should be "loosened"

He said it was no exaggeration to claim that unless conditions were improved in the police, teaching and nursing, "a vital part of the country's total infrastructure is in danger of collapse".

And a senior Johannesburg public prosecutor claims that the administration of justice could become chaotic unless salaries for prosecutors are improved drastically

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CCI CHIEF WARNS OF CRISIS IN TRAINING

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SOUTH AFRICA faces a major manpower crisis and needs the kind of training effort that Britain achieved in 1940, says the president of the Cape Chamber of Industries, Mr A G Bramwell.

'What is now critical is that there must be minimum delay in implementing the recommendations of the Wiehahn commission,' he said in his presidential address at the annual meeting last night.

Winston Churchill had pointed out that in November 1939 only one-tenth of British industry was geared for or capable of meeting the needs of the armed forces.

A year later that figure had increased to more than 60 percent.

JOB CREATION

'This remarkable turn-round could not have been achieved without adequate training and job creation. It is just that sort of turnround that we need right now in South Africa.

'We are facing a major manpower crisis which impinges on our need to create employment for the thousands of school leavers that are coming on to the labour market at the end of this year and also the need to provide sufficient trained personnel to enable us to sustain the growth rates currently being achieved.'

In spite of these needs, a large percentage of the population was unable to obtain the levels of training necessary to equip them for better jobs.

CANCELLED
'Mr Bramwell, said he had heard of lecture courses being cancelled because of lack of enough students or lecturers of a particular race group.
'We have South Africans of all races working alongside each other on the shop floor, we have recognition of mixed unions and yet we still persist in dividing our technicians and other training establishments thus spreading the number of teachers and lecturers available to run courses

SA heads for a public sector 'disaster'

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20/1/80
175

By GERALD REILLY
Pretoria Bureau

SOUTH AFRICA will enter the new year with an acute shortage of personnel in three critical areas — nursing, teaching and the police

And if the new round of public sector pay rises in April fall short of what is needed to attract recruits and retain staff, a chaotic situation could develop in the three areas, authorities claimed

Opposition politicians have emphasised that if the shortages be allowed to continue and worsen — and statistics show they are worsening — something near to a national emergency will have to be faced

Sources said the basic causes have been known for the past few years — mainly non-competitive pay rates — but the effort made to remove them had been too limited

The PFP's acting leader, Dr Alex Boraine said nurses, teachers and police had been tied to the Commission for Administration which, until now, had been unable to vary pay increases in the public sector to the necessary extent

Like other opposition politicians, Dr Boraine warned that the country could not risk a further deterioration in the staff positions in schools, hospitals and police stations

The SA Nursing Association has repeatedly emphasised a desperate need for substantial improvement in nurses' pay and service conditions

Writing in a recent issue of the SA Medical Journal, the principal officer of the Johannesburg Hospital's casualty section, Dr Peter Heberden, warned hospitals of the "disaster which is now upon them"

He called for higher pay for nurses. Starting salaries should be raised to R500 a month for trained nurses, with extra pay for night work, weekends and public holidays.

The chief physician at the hospital, Prof John Barlow writing in the same journal

said the atmosphere in the Johannesburg Hospital reflected the stress under which most nurses worked

"Fatigue, stress, despondency of a further deterioration in the situation prevails"

Prof Barlow said the inadequate nursing services in the Johannesburg Hospital would not solve itself — "unless we find a solution soon a crisis situation will develop", he said

A spokesman in the office of the Minister of Police confirmed the shortage of police exceeded 3 000, or nearly 10% of the entire force

Here again, it is known that a disturbingly high resignation rate is due mainly to non-competitive salaries. Opposition politicians have repeatedly warned that a country with so unstable a labour and social structure could not afford to allow its police force to run down because of resignations and lack of recruits

The teaching crisis, particularly in the Transvaal, has been emphasised by the Federal Council of Teachers' Associations and its affiliates this year

The crisis is reflected in the small numbers applying for admission to the colleges of education next year, and the expectation that nearly 3 500 teachers will have resigned this year by December in the Transvaal alone

The Transvaal Teachers' Association said it was difficult to assess accurately the teacher shortage in the province. There was a large hidden shortage — for instance primary school teachers being drafted to teach in high schools on subjects they were not qualified to teach

Taking this into account the TTA estimated the shortage at well over a 1 000

Educationists pointed out it could take five years and more after acceptable salary and other conditions were introduced, before the damage done in the past five years could be repaired

Decision to tackle manpower crisis

A GATHERING of several hundred businessmen yesterday unanimously passed a resolution that a major effort by the private sector was needed to meet the manpower crisis of the 1980s.

A small party of up to a dozen people is to prepare a feasibility study to determine whether a "Southern African Manpower Foundation" should be launched in 1981.

The party, comprising businessmen and women of all races, is to submit a report by 31 March 1981.

The feasibility study is to suggest what form the manpower foundation should take.

The objectives and programmes of organisations in the manpower field in the private sector will be reviewed to ensure that overlapping is minimised and that the goodwill and enthusiasm of the private sector is mobilised in the most effective way at the lowest cost.

The gathering was hosted at the Carlton Hotel by three prominent businessmen, Mr Dennis Etheridge, Mr Francis le Riche and Mr Dick Sutton.

All three stressed the urgency and size of the problem looming ahead with shortages in some sectors of labour and unemployment among blacks.

The foundation would, in effect, take over from Manpower 2000, which was formed last March to create a general awareness of manpower problems — Sapa.

R30 000 drive for municipal staff overseas

STAR 22/11/80 (276)

(175)

By Lynda Loxton
Municipal Reporter

In the face of growing staff shortages, the Johannesburg City Council is to expand its overseas recruitment drive.

Particularly hard hit have been the city engineer's, city electrical engineer's and fire and engineer's and fire departments.

On Tuesday the full council will be asked to spend R30 000 on an extensive overseas recruit-

ment campaign.

The city engineer's department has lost 55 professional and technical staff since the beginning of the year. Worst hit have been the town planning, forward planning, architectural, quantity surveying and civil engineering branches.

Advertisements for professional, technical and artisan staff have drawn almost no response.

The city electrical engineer's department lost

14 engineers and technicians during the first 10 months of this year and could recruit none locally.

This year the department conducted a very successful overseas recruiting campaign for artisan staff and five of the 32 engaged have already arrived in the country.

It now wants to continue this campaign because of the large number of vacant engineering and artisan posts in the department.

The fire and emergency services department's staff problems are complicated by the fact that it can only employ white fire personnel as staff have to live in quarters provided at the various fire stations.

All attempts to fill the 13 vacancies for firemen and six for ambulance attendants have proved unsuccessful.

The council will be asked to allow the three departments to undertake overseas recruiting campaigns and report back on the results to the management committee.

● Because of the acute shortage of engineers, the council will also be asked to provide greater incentives to technicians to stay on in the electricity department once they have obtained their Government Certificate of Competency. This will be done by creating five posts of area engineer at higher salaries

Extra bloom for Jo'burg streets

By Lynda Loxton
Municipal Reporter

The Johannesburg City Council is to provide 13 extra stands for Indian flowersellers but will not drop the contentious tender system of allocating the stands.

Flowersellers have had a running battle with the council for years about the ways in which the stands are allocated and, when the tender system was introduced, voiced strongest opposition.

Council officials could find no other way, however, by which stands could be fairly allocated and plans to continue the tender system.

It will, however, be modi-

fied from next year so that the sellers can trade for five years instead of one year before resubmitting tenders.

Councillors will be asked next Tuesday to approve the creation of one more stand for white flowersellers, and 13 for Indian flowersellers.

In addition, the council will ask the Administrator for permission to allow vendors in six stands in Cradock Avenue, Rosebank, to man the stands for one year because they will have to move when the link is being built between the Rosebank Mall and OK Bazaars.

Opposition to recruiting overseas

STAR 26/11/80

256

175

Municipal Reporter

The Progressive Federal Party leader in the city council yesterday strongly attacked a council plan to recruit white firemen abroad.

An angry Mr Sam Moss MPC said South Africa had to turn its back on the prejudices of the past and start developing its vast reserves of unskilled labour.

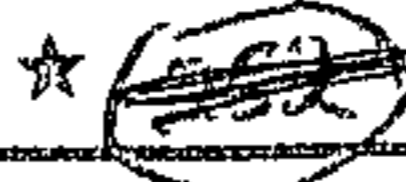
The PFP tried unsuccessfully to stop the council giving the fire and emergency services department the go-ahead to recruit firemen and ambulance attendants abroad.

The council agreed to spend R30 000 to recruit staff abroad for the city engineer's, city electrical engineer's and fire and emergency services departments.

Mr Moss said he could not understand the logic of a situation where, despite the vast unemployment problem facing the country and the short time it took to train firemen and ambulance attendants, the council had to recruit abroad.

He said it appeared as if the sole motivation was the Group Areas Act — the fact that black firemen could not, according to the council, live in staff quarters at the fire stations.

But, he pointed out, irrespective of colour, policemen of all races were housed at police stations and there were no problems.



Ex-A-G: Staff shortage critical

Staff Reporter

THE "critical staff shortage in the Department of Justice would mean difficulty in getting qualified personnel to preside in the proposed intermediary courts, a former Attorney-General of the Cape told the Hoexter Commission yesterday

Mr E O K Harwood, who retired as the Attorney-General of the Cape of Good Hope in 1977 told the four-member inquiry that about 75 new magisterial posts would have to be created in Cape Town and the Reef area alone when the new courts were introduced

While he was in favour of intermediary courts, he was concerned about the qualifications of those to be appointed

They should have the qualities as those looked for in the appointment of judges, he added

Mr Harwood said he was perturbed over the many junior members of the Bar who had drifted away from work in criminal matters because of the financial lure of civil work

Judges, who had to deal mostly with criminal cases were being appointed with virtually no criminal work experience

Judges in Cape reject new courts

Staff Reporter

JUDGES in the Cape are unanimously opposed to the idea of intermediary courts between Magistrate's and Supreme courts and between provincial courts and the Appellate Division, the Hoexter Commission heard in Cape Town yesterday

Speaking on behalf of the Bench of the Cape Provincial Division of the Supreme Court Mr Justice Friedman said yesterday that Cape judges felt there was no need to interfere with the existing structure of courts by introducing a new tier, but that the internal structures of courts should be improved

He said these improvements could come about by improving the working conditions of judges and others employed in Supreme Courts by cutting down the number of civil cases heard by the Supreme Court and by introducing procedures to cut down the time spent by judges and judicial officers on cases they are called upon to hear

'Inefficient bureaucracy'

Mr Justice Friedman criticized the "inefficient bureaucracy" in the Department of Justice. He said there was a lack of understanding among "inferior clerks" of the functioning of a Supreme Court

There was a need to establish a secretariat to deal specifically with administrative matters in the Supreme Court. As an urgent step, he recommended the appointment of a high-ranking official with full powers to handle the administration of the Supreme Court

He cited several examples where red-tape had made the work of judges both frustrating and time-consuming including a case where a judge had to wait six months for tapes to dictate judgments. When the tapes arrived they did not fit the tape recorder

He said there was a need to look at the working conditions of judges, clerks who were paid lowly civil servant salaries but expected to perform the functions of high-powered secretaries

"In Cape Town we have an excellent staff of clerks who work with equipment that is entirely unsatisfactory. There is not a single electric typewriter in the entire Supreme Court"

He said clerks were working on typewriters which in some cases were over 20 years old and when requisitions were made for more, the Registrar of the Supreme Court had great difficulty securing new typewriters

Mr Justice Friedman said it was absurd that judges had to motivate an official in the Public Works Department for furniture

Another method of streamlining the structure of Supreme courts was to cut down the number of cases heard, Mr Justice Friedman said

Legal aid partly responsible

About 20 to 24 percent of all civil cases heard in the Supreme Court arise out of the Motor Vehicle Insurance Act. Mr Justice Friedman said that legal aid, while performing a useful function, was probably partly responsible for increasing the number of cases being heard, as litigants were less likely to settle cases out of court and cases went on for longer than normal

He suggested that a system of no-fault insurance would drastically cut down the time spent by judges dealing with motor vehicle insurance cases

He recommended that the civil jurisdiction of Magistrate's Courts be increased provided magistrates were given the necessary civil training to handle the cases

Speaking on the question of intermediary courts, Mr Justice Friedman said that such a move would be impractical because of the manpower shortage

"It's difficult enough to fill vacancies on the Bench and to create another series of courts will require more top ranking appointments. We feel more time should be given to improving the existing structure of the Appellate Court

I personally feel one has to face up to the fact that some limit should be placed on the customary right of appeal when it comes to civil cases. The permission of the judge should be sought before an appeal is granted and if he fails to give permission, the appellant may then approach the Judge President," he said

He said if these steps were taken, there would be no need to create another tier of courts

FM 28/11/80
MANPOWER CONFERENCE

Facing hurdles 175

Feelings of urgency dominated speeches at the Manpower 2000 Conference at Unisa this week. Leading educationists and members of the private sector addressed the conference, called one year after the Carlton summit.

After hours of statistics and theorising, one message became clear — SA's labour requirements at a reasonable rate of economic growth are formidable and something urgently needs to be done by the private sector.

The reality is this: overall unemployment for blacks in SA has grown from 41% of the workforce in 1970 to 131% in 1977. The total labour force is expected to increase by 711 200 by the end of the century, and while whites comprise 18.4% of the labour force this year, they will form only 8.1% of the increment between now and the year 2000. Blacks, on the other hand, whose average share in 1980 came to 69.3%, will have an incremental share of 81.2%.

Professor Johannes Sadie of Stellenbosch University's Bureau of Economic Research pointed out the impossibility of generating the required manpower needs by 2000. He said that an average increase of 2.6% in the employed labour force was needed but "a growth rate of this nature would produce deficits in the supplies of the components growing at a lesser rate (whites 1.31%, Asians 2.26%, coloured 2.36% per annum) and surpluses of the components increasing at a faster rate (blacks 2.1%)". So a 2.6% employment rate could never be achieved.

Trevor Mann, group personnel consultant for Tongaat, said managements had in the past relied on other sources for their trained manpower, which in part accounted for the present shortage. "It is now up to employers to resolve this situation. Furthermore, that if they do not do so their enterprises will not survive and neither will the free-enterprise system in SA."

He warned employers that their attempts to avoid the situation by recruiting trained manpower from overseas to 'fill jobs which the unemployed, underprivileged people of this country have not been trained to undertake' would lead to 'undesirable consequences' — both political and economically.

Speakers did not devote their time to theorising only — many outlined detailed training, educational and policy programmes. Whether these will be implemented by the bulk of employers remains to be seen, but the alternative is daunting.

AMERICAN

SATURDAY, NOVEMBER 29, 1953

SOME FASHION

WE don't know whether to laugh or weep over the comment of Mr Neels Vosloo, the MPC for Eshowe, who has dismissed the idea of employing black nurses to fill the critical white nursing shortage at Empangeni hospital because it is 'not the fashion in South Africa' Some fashion if it means that the sick and injured must suffer rather than let a black hand help to ease the pain

Mr Vosloo is one good reason why we pray that the National Party never gains control of the Natal Provincial Council With most provincial hospitals facing an alarming shortage of trained white nurses — a recent survey revealed that Addington alone was short of about 50 — the time has come for the authorities to think very deeply about employing blacks to fill the shortfalls For among other things we seriously question whether most sick people are the least bit concerned about the colour of the hand that ministers to their needs

Mr Frank Martin, Natal's MEC in charge of hospitals, has indicated that black nurses might have to be recruited for Empangeni hospital in order to keep it open It is reported that lack of nursing staff has caused the hospital to cancel all but emergency operations and to close the day ward from December 14 But why must there be a state of crisis before this action is taken?

In fairness it must be said that the Province is not unsympathetic to the idea of employing black nurses in white establishments In fact its stated policy is that if nurses of the same race group are not available, then nurses of any race may be em-

ployed so that the patient is not affected But invariably this means that a hospital's white nursing complement must be in dire straits before the step is taken

Moreover the Province maintains that because of the wage gap between nurses of different race groups the employment of black nurses in white hospitals is tantamount to exploitation of the black staff And it can do nothing about closing the pay gap because nurses salaries are determined by a Government-appointed three-man Public Service Commission

Eventually it must pose a grave threat to the public wellbeing if constructive steps are not taken to reduce the countrywide shortage of white nurses, and that can only be achieved through the medium of pay and general working conditions Meanwhile it seems sheer lunacy not to tap the reservoir of unemployed black nurses In Empangeni, for instance it is reported that a recent advertisement drew replies from 70 qualified black applicants

The lead of course, must come from the Government If it can close the pay gap in other areas it can do the same in the vital field of nursing, and pave the way for provincial administrations to employ integrated staff in their white hospitals. Quite rightly the Prime Minister has deprecated those who are content to have blacks fighting on the country's borders but decline to play sport with them At some stage he might turn his attention to the Mr Vosloos of this world whose attitude even causes them to shrink from a black Florence Nightingale.

'SA needs more skilled blacks'

175
3/12/80

By ALEC HOGG

SOUTH Africa will need to experience a real economic growth rate of 5% over the next twenty years if the growth in economically active population is to be accommodated, according to a report by the University of Pretoria's Bureau for Economic Policy and Analysis.

It says in the latest "Focus on Key Economic Issues" by the bureau that if this growth rate is to be achieved, a yearly increase of about 3,2% in the skilled work force is needed — and more than half of this increase will have to be drawn from the ranks of the blacks.

The number of skilled whites can only increase by 1,3% a year, and while some of the gap can be narrowed by encouraging more immigrants, it

is clear that if the socio-political consequences of unemployment are to be avoided, a big increase in the number of skilled blacks is a priority.

The present education system, the bureau argues, does not equip blacks, coloureds and Indians — particularly blacks — to enter the skilled labour market.

Manpower inputs from the ranks of whites, coloureds and Indians — adjusted for the quality of manpower which closely correlates with the educational qualifications of their workers — were responsible for 24% of the high growth rates in the 60s, the bureau maintains.

Education, it adds, was responsible for 14,5 percentage points out of this 24%. If the

large numbers of black — unskilled — workers could obtain an equivalent general educational background, the growth rate could be increased by a third.

One of the priorities in uplifting black education, it seems, is closing the broad gap between Government expenditure on white compared with black school children.

Expenditure on a black pupil expressed as a percentage of the average expenditure on a white pupil declined from about 11% in 1970, to 7% in 1978.

Although this ratio improved to 13% in 1978, the absolute difference in the expenditure on whites and blacks has increased from about R240 a pupil to R460, in the same period.

The Bureau notes that if ex-

penditure parity between blacks and whites had been sought in 1978, the total estimated current expenditure by Government in that year would have had to be R3 000-million — nearly three times the actual amount spent.

Also the black pupil/teacher ratio is still too high, while the majority of black teachers are also inadequately qualified.

The average number of black pupils to a teacher was 48 in 1979, while the comparative figure for whites is 20, for Coloureds 29, and Asians 26.

In 1978, eight of every 10 black teachers had only a junior certificate, and only 2,4% of black teachers had graduated. Against this, 28% of white teachers were graduates.

Mercury Reporter

THE chief surgeon of Empangeni Hospital yesterday demanded that black nurses be employed to overcome the staff shortage crisis at the hospital

Dr R S Henderson called on the Provincial Council to give him a straight answer on whether the Council was prepared to employ black nurses in white hospitals

'If they do, we need them at this hospital now,' he said

The staff situation had not been alleviated and, according to Dr Henderson, there didn't appear to be any sign that it would be

The hospital will close its day ward and cancel all but emergency operations from December 14. Beds in the general ward may also have to be removed

'The matron cannot tell me when the day ward will be opened again. They may patch up the shortage by juggling nurses and getting a few extra but we have been coping with that sort of unsatisfactory arrangement for far too long

'Black sisters are good enough to be used in emergency cases and in the theatres but not in the rest of the hospital

'Mr Frank Martin talks about not wanting to exploit black nurses because they are paid a lower salary, but what we are doing now is exploitation of the lowest order

'I know of many black nurses here who cannot find posts and who would willingly take over vacant white posts,' he said

The Director of Hospital Services in Natal, Dr V A van der Hoven, yesterday told the Mercury he was not prepared to enter into what he called 'a Press dialogue with the medical profession'

He said that on October 25, 95.7 percent of white nursing posts had been filled — 'and generally speaking that would not suggest there is a shortage'

However, the Mercury was told by another member of the hospital services department on Monday that the number of white trained nursing posts filled was 84.72 percent. White student nursing posts were 83.63 percent filled

Dr van der Hoven said the Press appeared to be concentrating on only two areas in which there were nursing shortages — Addington and Empangeni

When figures were given from a spot survey conducted by the Mercury at five provincial hospitals — a shortage of 12 sisters at Ladysmith, four sisters and three nursing assistants at Dundee and two sisters at Port Shepstone — he replied 'I don't know where you get those figures. Those people are not supposed to divulge information to the Press'

Survey

Asked for a breakdown of vacant posts at Natal's 22 provincial hospitals, Dr van der Hoven said 'I am going to do a complete survey of Natal and the figures will go to the Executive Committee. Anyway I would not release such a list because it would confuse the issue. People don't understand such lists,' he said

He hoped the survey would be completed before the end of the year

'Give us
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black
NW
nurses
to beat
hospital
shortage'

175

Mr Ray Swart, Natal leader of the Progressive Federal Party, said yesterday it was a public disgrace that black nurses should be forced to accept posts beneath their level of training while there was a critical shortage of nurses in white hospitals

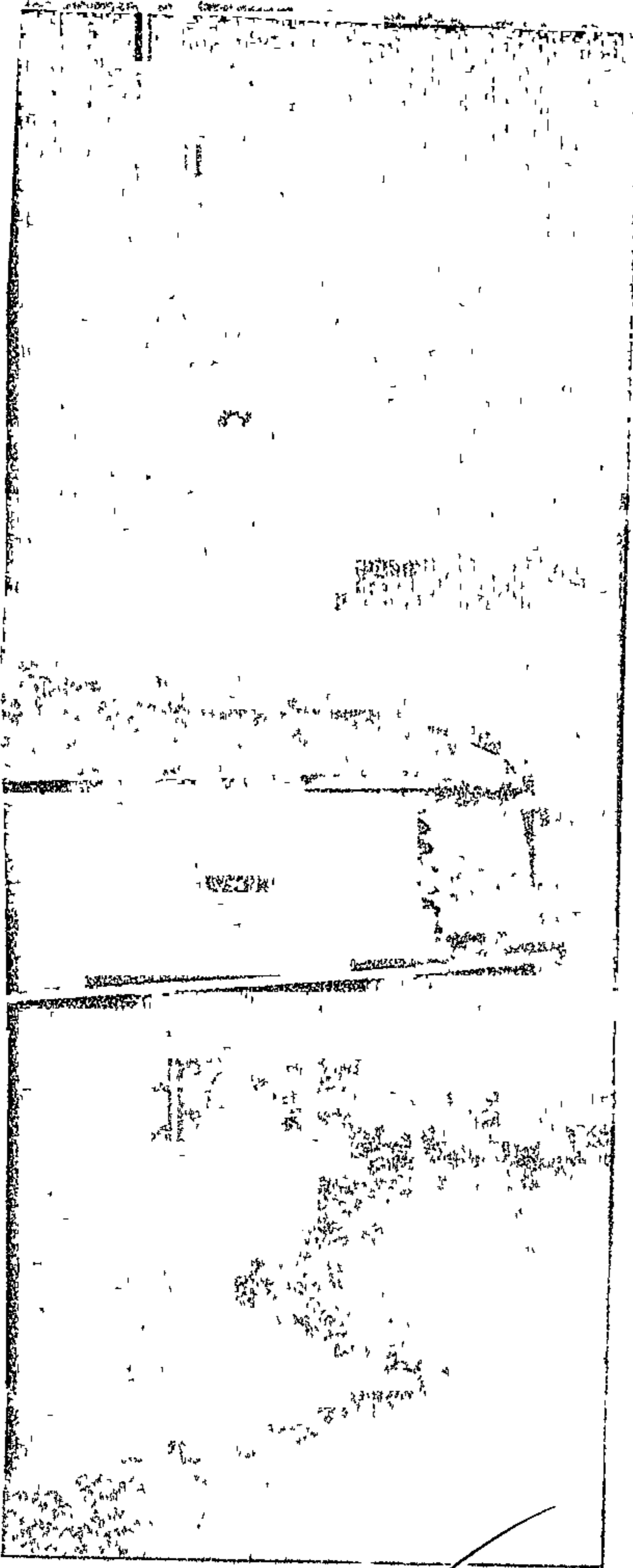
Mr Swart said 'The closing of wards at Addington Hospital highlights the serious situation which exists in relation to the nursing profession and our hospital services

Shortage

'It seems clear that there is much more behind this situation than the mere seasonal closing of certain wards in Natal's major hospital

It is common knowledge that there is a critical shortage of white nurses and there is no doubt that the reason for this shortage is to be found in the pitiful salaries paid to nurses, and their service conditions generally

This is an issue which requires urgent attention at national level because the future of this key profession is at stake and society cannot sit back and allow these dedicated people to receive financial rewards which are far short of those received in most walks of life'



SPECIAL

new styling

Add this to the big car space, the generous comfort of the cloth-covered seats, the

Crisis over science students

Science Correspondent

SOUTH Africa is being forced into an acute crisis by the growing shortage of scientists.

This was said yesterday by Prof Malcolm Scourfield of the Department of Experimental Physics at the University of Natal.

The crisis takes two forms, he said.

First there was now a serious shortage of properly qualified people to man the positions created by the high technological age into which the country had moved. The other aspect was the lack of enough fully qualified science teachers in secondary schools.

The long-term solution is to ensure that the schools are properly provided with science teachers, but in the interim we are aiming to motivate pupils towards careers in science a field in which there is a wide variety of opportunities.

This is the reason for the programme we have organised for Wednesday called Physics is Fun. It consists of conducted tours of the physics department at 9 a.m., 10 a.m. and noon, in which films will be shown and visits made to the various research groups. There will be a lecture at 11 a.m., he said.

Anyone is welcome to attend this programme in the science lecture complex at the southern end of the Durban campus but the organisers have aimed it particularly at high school pupils from Standard 8 upwards.

Motorcycle

sales 39 922

up to July

PRETORIA—Sales of new motorcycles more than doubled in the first half of the

Many quit, so courts in trouble

West Rand Bureau

Magistrates' courts on the West Rand are facing a severe staff shortage in the New Year because of a spate of resignations by prosecutors and officials

Krugersdorp Magistrate's Court has been hit the hardest, senior officials said yesterday. One criminal court at Krugersdorp has had to close down for indefinite periods and was out of operation for a month recently.

The situation had since improved and the court was now operating on a regular basis, a spokesman said.

"However, it would not be incorrect to describe the overall situation as critical," he said.

Senior prosecutors at other West Rand courts have had to act as magistrates because of the staff shortage, which also extends to administrative staff.

The situation is expected to worsen in the New Year, when resignations come into effect.

One court official said low salaries were forcing experienced prosecutors to join legal firms, where they were able to earn up to twice as much as in the Department of Justice.

"Teachers are always complaining about their profession and it seems the child who complains gets the sweets. Compare their pay increases with ours," the official said.

Hospital staff crisis worsens as radiographers resign

175
 1978
 1978

By Iain Macdonald
 Radiographers at the Johannesburg Hospital are resigning and say it seems likely the X-ray night service will be closed by February.

A senior radiographer in the hospital's radiography department warned that by March it was possible there would be no radiographers left to X-ray patients.

"The hospital can't get staff because of the poor rates of pay from the provincial administration, and most of the girls who qualify go into private practice."

"The radiography department has placed advertisements for radiographers and has received queries, none of which has had results."

"We are in fact offering less than half the salary a trained radiographer gets in the UK."

"We had a meeting amongst ourselves and decided to resign by the end of April."

"There are 23 of us here — less than half of what our complement should be."

at the hospital forcing personnel to work at full tilt, the move by radiographers is bound to place extra stress on the entire medical care system.

The spokesman for the radiographers warned the public grimly "not to have an accident during February, as there may not be radiographers available to X-ray patients."

"Over the years the Radiographers' Board has been unsuccessful in tackling Province on the issue of higher salaries."

"A radiographer gets R385 a month after training for three years."

"The hospital is offering a refresher course for radiographers who are now housewives but this will not really alleviate the problem."

"We are not threatening anyone but we want to make members of the public aware that they — especially child-

The medical superintendent of the Johannesburg Hospital, Dr Neville Howes, said today he had "no comment to make at this stage."

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'Acute' shortage of black engineers

C.T.
175

Chief Reporter

STATISTICS reflecting the "pitifully small" proportion of black and coloured civil engineers in South Africa have been highlighted by a Cape Town member of the SA Institution of Civil Engineers, Mr Kevin Wall who has called for the removal of all barriers to training in the engineering and allied fields

The Minister of Manpower Utilization, Mr S P Botha, this week drew attention to the acute shortage of engineers generally and particularly to the shortage of black and coloured engineers

Mr Wall, who is chief engineer (planning) in the Cape Town City Engineer's Department says in a paper published in the official journal of the SAICE

Reverse discrimination required

"Increased trained participation by coloured persons — and Asian and black persons for that matter — in technical aspects of national development is essential to the long-term prosperity and stability of the national economy

"An increased number of coloured graduates in engineering and other construction related disciplines in particular is required

"There are many statistical indicators of the lack of trained coloureds. For example, over the past 10 years only 0,7 percent of civil engineering graduates of Southern African universities were coloured "

Mr Wall says the removal of negative legislative restrictions, where they exist, is not enough to rectify the situation

"Positive forms of support to the extent of reverse discrimination, are required. These should take the following forms

- Financial support by employers and other interested bodies.
- Removal of the barriers inherent in the educational system.
- Measures to increase the knowledge among coloured people of an engineering career and to increase the incentive to them to choose this career

Motivate the authorities

"The recommendations include the need to motivate all the enabling authorities, particularly the central government. The professional institutions are well placed to initiate these moves "

Mr Wall points out in his paper that six South African universities offer complete courses in civil engineering. Two of these — Pretoria and Stellenbosch — do not admit students who are not white

Statistics taken over the past 11 years for the other four universities — Cape Town, Durban-Westville, Natal and Witwatersrand — show, he says, that the relative proportions of the races among students who graduated in civil engineering were

White, 98,5 percent, coloured 0,7 percent, Asian 0,7 percent and black 0,1 percent

"The planning profession provides similar statistics. Of 96 recipients of the master's degree in planning from the University of Cape Town between 1968 and 1978, only one — a coloured — was not white "

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Teacher shortage is 'critical'

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By Carolyn Dempster
Education Reporter

South Africa would have to employ unorthodox measures to solve the critical lack of teachers in subjects such as science and maths, Professor F. Nabarro said in his graduation address at the University of the Witwatersrand this morning.

These measures included the use of television as a teaching medium, the use of video tapes in addition to instruction, and computer-assisted lectures.

Professor Nabarro, vice chancellor of Wits also called upon those qualified in mathematics and physical science to play a part in education in addition to whatever jobs they were doing.

"In South Africa only 45 out of every 100 000 of the population have been educated beyond the secondary level — the corresponding figure in Japan is 370.

"Basically this is because we have not used the potential skills of the black majority," he said.

Fewer than 20 percent of urban blacks reached Standard 6 and only 1 000 blacks graduated each year. Those that qualified in the sciences did not go into teaching — much the same as their white counterparts.

Although the Government was taking vigorous steps to improve the qualifications and salaries of black teachers, it would take about 14 years before parity in teaching posts in black and white schools was achieved, said the professor.

The demand for black skilled workers by 1985 would have rocketed from 7.5 percent to more than 40 percent — and almost all would be required in fields in which a mathematics qualification was essential, he said.

To remedy the situation, Professor Nabarro estimated that it would require an output of 472 teachers a year — and that only for English-medium black and white schools.

An increase in salaries would definitely attract some people back to teaching from industry, said the Professor, but industry itself was desperately short of scientists.

Local graduates filled 35 percent of the need for engineers, immigrants 20 percent and the other 45 percent remained unfilled, he said.

Acting now was the only solution, the professor argued — even going as far as to say that, "It could well be said that the teacher in the classroom is doing more to combat terrorism than the sentry on the border."

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SASOL

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SKILL

By DAVID JACKSON.
 SOUTH AFRICA is halfway to self-sufficiency in fuel — thanks to its oil-from-coal technology.
 But now there's a snag. There just isn't the skilled manpower to run a fourth Sasol plant.
 In common with other key industries, Sasol is being hit by the dearth of top technical personnel.
 Strategists believe that the looming prospect of oil sanctions against South Africa and soaring crude-oil prices may force the Government to go ahead with a Sasol 4 project. But the manpower shortage is a critical factor.
 While big South African firms such as Sasol have had some success in recruiting qualified staff from overseas on short-term contracts, skilled manpower remains a pressing priority.
 High on the wanted list are technical boffins such as chemical and electrical engineers.
 A Sasol spokesman said this week: "We do need these qualified people desperately. There are no plans for a Sasol 4. We are fully committed as far as manpower and finance is concerned."
 Sasol 2 is expected to be in full production by the end of 1981. Sasol 3, now under construction, is expected to come "on stream" by 1982/83.
 Sasol's spokesman told the Sunday Times this week: "South Africa's shortage of skilled manpower has been aggravated by the recent upturn in the economy."

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Manpower challenge

"Sasol faces a major challenge in finding and training the necessary skilled manpower to complete the construction of Sasol 3

"An even more formidable task is the recruitment and training of personnel required at all levels for the operation of Sasol 3"

Overseas recruitment of technical staff has partly solved the problem — but not nearly enough to meet the demand

And some foreign contract workers find difficulty in adapting to South African conditions.

Sasol said this week it had been fairly successful in overseas recruitment, mainly in Britain and in Israel.

More than 100 people had started work at Sasol, while a "few hundred more" had accepted offers and were on their way.

While admitting to the manpower problems, Sasol says it is confident of meeting all its target dates in the ambitious R6 000-million programme.

Said the Sasol spokesman. "We achieved considerable success in the manpower field on the Sasol 2 project

Training programmes

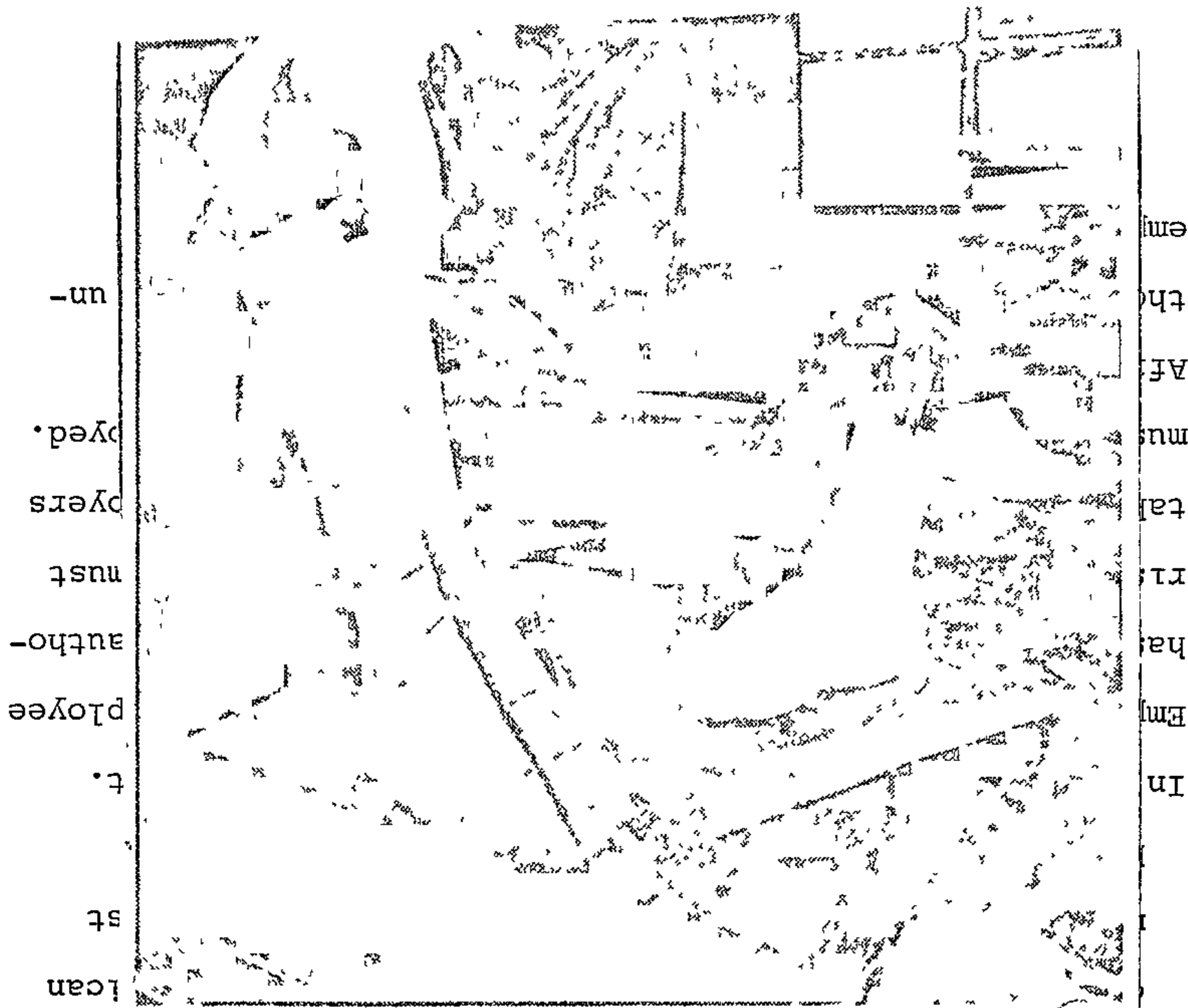
"In the process of its construction we trained nearly 10 000 previously unskilled labourers as fully skilled workers and many thousands more as semi-skilled workers

"Many of these people were absorbed into the economy after completing their jobs at Secunda"

The total cost of training programmes for Sasol 2 and 3 (construction and operations) up to 1983 had been estimated at R63-million.

Training programmes had also been speeded up, and extended

At the Sasol 1 works, on-the-job and classroom training programmes has been considerably extended "so that the shortfall of fully qualified personnel will be eliminated in the shortest possible time," the spokesman said



LEARNER surgical bootmaker Mr Segarn Govender uses a piece of wire screening to smooth a positive mould around which a boot will be built

Shortage of bootmakers

Nm 175
15/12/80

Mercury Reporter

NATAL has only two qualified surgical bootmakers, both of whom are due to retire within a few years, and no posts exist for students because a national syllabus has yet to be finalised

South Africa has a critical shortage of surgical bootmakers, a specialised skill which is required in hand-making functional shoes and boots for people with deformed feet

A syllabus is currently being drawn up by the Orthotists and Prosthetists Professional Board, which will have to be approved by the Medical and Dental Council before being submitted to the Government. It is thought the syllabus may be ready by next year, in which case new posts for learners could be created in Natal in 1982.

Until then, the biggest and most modern surgical boot workshop in Natal — at Went-

worth Hospital in Durban — will continue to function with two qualified bootmakers out of a staff of 11 men. The three sections of the orthopaedic workshop — the prosthetic, orthotic and surgical footwear sections — will have handled 9000 cases in a year by the end of this month.

Mr Norman Whitaker, who is in charge of the surgical boot section, retires in mid 1983 while the foreman Mr Mannie Lagerwall goes on pension in 1985.

A patient being fitted with surgical boots has a profile of his feet traced on paper. Various measurements are noted on the profile sheet. A negative plaster of Paris cast is made of his feet, from which a positive cast — a copy of his feet — is thrown.

The boots are moulded from this cast. Further measurements are added to the profile card and allowances are made for perturbances such as bunions. The cast is

then cradled in cork to work out heel and toe complexities. The boot patterns are designed and the job of making the boot uppers and the bottoms — consisting of the welt, sole and heel — can begin. The entire job takes many hours of careful labour, with most of the work being done by hand.

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Act on hospital radiographers, pleads city doctor

Medical Correspondent

The serious shortage of radiographers at the Johannesburg Hospital, is putting patients at risk and something should be done urgently to correct the situation, says a city doctor

The doctor was reacting to a report that radiographers at the hospital were resigning and that it seemed likely that the X-ray night service would be closed by February

In a letter to The Star, a Johannesburg doctor said "There are many instances where the failure to carry out certain radiographic examinations could prove fatal for the patients involved

"For example a cervical spine injury, if not diagnosed correctly using X-ray examination, can lead to total paralysis or death

"Injuries causing intracranial bleeding can also be fatal if not correctly diagnosed using X-ray techniques"

He said these were only two examples of many which had to be attended to and could not be left over to the next morning

"The possibility that a 24 hour X-ray service may not be available in one of the biggest, best

equipped and most expensive hospitals in the country is ludicrous"

Almost every qualified radiographer had resigned from the hospital because working conditions had become intolerable and a radiographer's salary was "a joke"

If all the radiographers resigned it would mean that the School of Radiography would also have to close

"Radiographers form a vital part of the hospital service and something has to be done urgently to correct the situation," the doctor said

"I hope one day we will all be proud of an efficient Johannesburg Hospital with contented and relaxed staff."

A spokesman for the hospital said "Our services may be hindered by staff shortages but we will keep them going I can never see a situation where we cannot deal with acute emergencies."

The director of hospital services in the Transvaal, Dr H Grové, said the salary structure of public servants, including radiographers, had been dealt with by the Minister of Finance and salary increases for next year had been announced

Anglo chairmen see hope of labour solution

(175) RDM 19/12/80

By ALECHOGG

ALTHOUGH South Africa's shortage of skilled labour is grave, the chances of solving the problem are better now than ever before

This view is expressed by the chairmen of Anglo American's gold producers in the Erfdeel/Dankbaarheid area. Mr Gerald Langton, chairman of Western Holdings and Welkom Gold Mining Company, and Mr Dennis Etheredge, chairman of Free State Saaplaas, in the companies' reports for the year to September 30

Their optimism is based on the "new attitudes" of employers, employees and the Government in the wake of the first general report of the Wiehahn Commission

The Wiehahn report on industrial relations in the mining industry has not been published, but Mr Langton and Mr Etheredge believe it will be another step toward improving the skilled labour situation

"The hesitant approach to labour reform will undoubtedly be felt in the form of less efficient operations in future," they say

Immigration can alleviate the skilled labour shortage, but in the long term the "only acceptable solution" is proper training and use of domestic labour resources

They argue that a modular approach to training whereby prospective artisans can acquire the basic skills in the shortest time possible will have to be adopted

Black wages will have to be increased further, and a unified wage scale brought in to close the black-white wage gap

Although this policy means a further increase in the wage bill, while productivity might

not rise, they say there is "little justification for wages in the (gold mining) industry being lower than those paid in heavy industry"

Equal pay for work of equal value remains the ideal and the only satisfactory method of protecting the minority's interests

The chairmen say suitable housing for employees on Anglo's Free State mines is still a severe problem

A "particularly successful" home ownership scheme for whites was carried out in the year, and a further 201 houses are under construction in the township of Thabong. This will increase the number of housing units available to black married workers in the township to 508

The chairmen say some progress is being made to overcoming legal barriers to black and coloured home ownership and they hope that with the new attitudes prevailing, this goal will be reached soon

In his review of Western Holdings, Mr Langton says the grade should fall to 8.0 g/t (1980 8.83 g/t), and 3 280 000 (3 297 000) tons of ore are ex-

pected to be milled in the current year

Capital expenditure of R15-million is forecast (1980 9 146 000), with the major project again being housing and hostel modernisation for which R5 072 000 (R3 127 000) has been budgeted

The twin streaming of the reduction plant is estimated to cost R2 387 000. This will enable the high-grade uranium residue to be stockpiled for future treatment

In terms of the agreements for the establishment of Eastern Gold Holdings mine in the Erfdeel/Dankbaarheid area, Western Holdings will take over as going concerns the entire undertaking of Free State Saaplaas and Welkom Gold Mining

In return it will issue 3 653 000 Western Holdings shares to FS Saaplaas and 3 195 000 shares to Welkom

Mr Langton says the grade at Welkom is expected to drop from 1980's 4.88 g/t to 4.6 g/t, but the tonnage milled should increase slightly from 2 278 000 to 2 380 000

Capital expenditure is estimated at R13-million compared

with the R8 625 000 in 1980

The rehabilitation of the gold plant at a cost of R4 714 000 (1980 R1 795 000) is the largest capital project planned. Housing will cost R3 300 000 (R2 014 000)

The other major capital expenditure project is prospect development and the diamond milling project, which will absorb R1 228 000

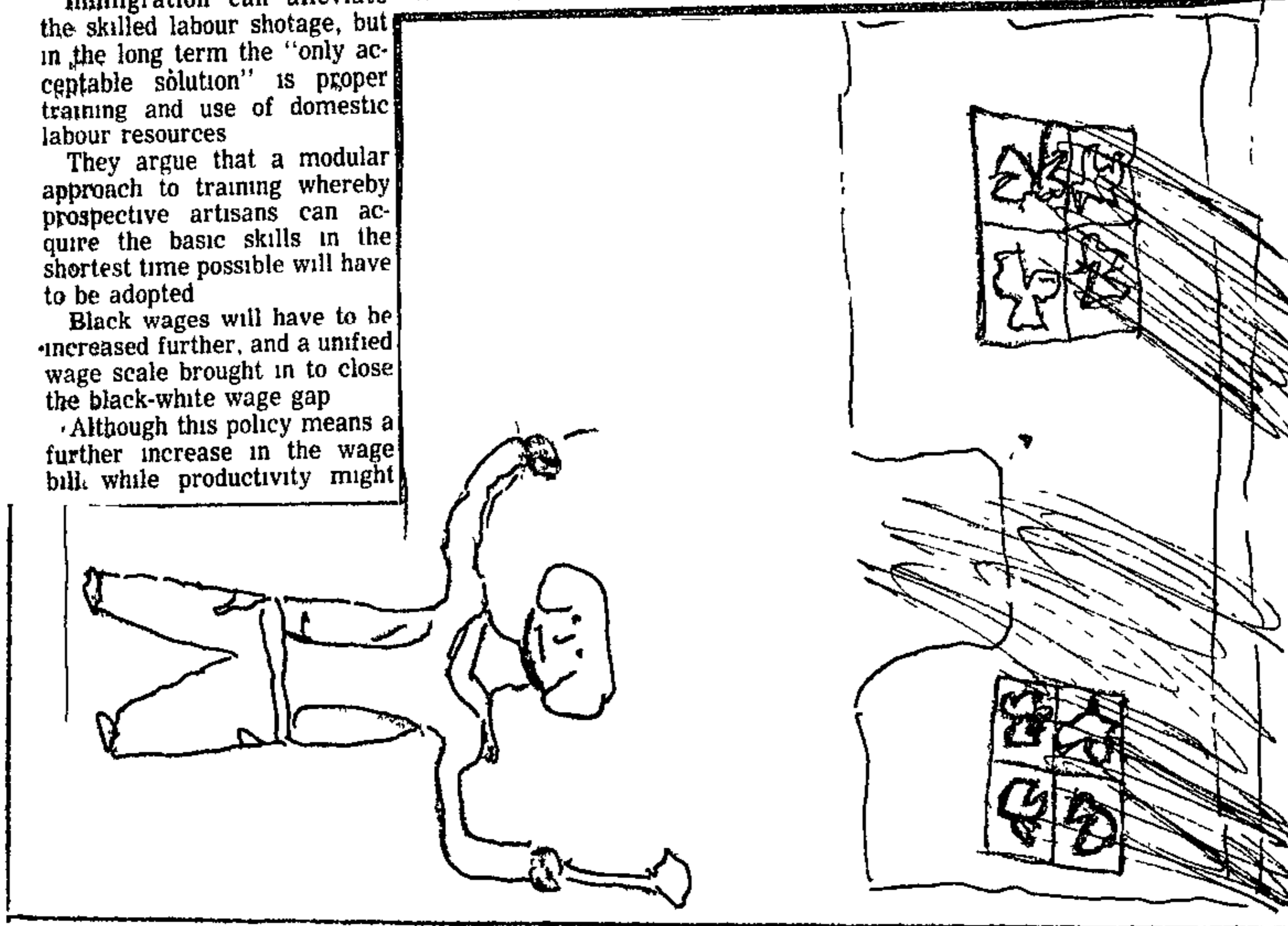
In the year under review, there was an increase in the tempo of development on all reefs at the mine, resulting in a 40% increase in total reserves to 7 413 000 tons

The surface borehole KN 10, north of the lease area, was completed in the year

Mr Etheredge expects the grade at FS Saaplaas to increase from 1980's 2.81 g/t to 3.1 g/t, and 2 075 000 (1 661 000) tons will be milled

Capital expenditure will fall from 1980's R49 019 000 to R37-million, most which will be spent on the No 3 shaft, and including R7 216 000 on housing and R4 884 000 on engineering equipment and services

Ore reserves calculated at a pay limit of R12 000 a kg reflect an increase of 51%



Dowson hit by labour shortage

argus (175)
23/12/60 (249) (58)

A SHORTAGE of skilled manpower has severely hit the profits of Dowson and Dobson, says Mr Beau Sutherland, chairman of the holding company, Afrox, in his annual report.

'Despite strenuous efforts to train local labour of all races, the shortage of skilled manpower has seriously affected the trading results of Dowson and Dobson,' he said.

The shortage of labour has forced the launching of a recruiting campaign in Britain. However, this was merely a temporary measure to bridge the time required to train local labour.

'Due to the inadequate educational standard of blacks in particular, it is necessary to introduce a

major basic educational component in training schemes with the resulting additional cost in time and effort.

PRIORITY

'We believe education, training and development is a national priority to assist industry and commerce to sustain the national growth goals.'

Industry and commerce had been slow in accepting their responsibility for training labour although many companies had mounted intensive training and educational programmes.

'It is essential, however, that the level of education of all the races be raised dramatically and as quickly as possible.'

ALARMING

Dealing with his company's contribution, Mr Sutherland said training was provided for all levels.

'Difficulties with the sudden increase in turnover and activity would have been more serious had there not been training programmes already in use.'

Although there was a boom in the economy, the shortage of skilled staff could lead to a decrease in the growth rate.

'The demand for trained staff has also led to large and alarming increases in salaries and wages, which have been accentuated by a rise in the inflation rate. Increasing costs are having a unfavourable effect on the economy as there is little improvement in productivity.'

Shannon Sherry 49

South Africa has a long-standing shortage of civil engineers. In their Decade Ahead programme this year, the Institution of Civil Engineers has tried to enlighten the public about professional engineers. In this article for CARE, Wits professor of hydraulics, David Stephenson, reviews the situation.

173. STAN 21/2/80 Serious engineering gap in S. Africa

South Africa's economy needs an injection of about 750 engineers a year. Our universities produce about 250. Another 250 arrive as immigrants. Thus we have a gap of about 250. In a developing country of advanced technology, this gap is serious.

Part of the problem is the long, roundabout road facing black matriculants wishing to become engineers. Usually a black person has to take a BSc degree at a black university and only afterwards may he enter an engineering faculty at a white university.

Another important reason for the shortfall is the popular misconceptions about what kinds of work engineers do.

The civil engineer is usually portrayed as a structural designer or construction supervisor, but there are more facets to his profession. They include transportation planning, hydraulic structures and environmental planning.

The layman is unaware of the extent to which computers are used in civil engineering. Computers are used not only for the analysis of complex structures such as highrise buildings and suspension bridges, but also for the planning of

works and the analysis of the environment.

Data on droughts and floods needed by the planner to size reservoirs and to plan for flood protection is part of the engineer's role.

The civil engineer as a planner is able to optimise the design of a river system and the layout of dams and water supply routes. Computer systems-analysis methods are again invaluable. Economic data and physical constraints on the system can be fed into the computers in the form of mathematical equations.

Constraints in the system in the form of labour movements, quality of water for certain uses and the extent to which the river system may be harnessed without affecting the ecosystem must all be considered. Large programmes have been developed to deal with the extensive data.

Computer programmes are also available for simulating the quality of water in streams. Modelling exercises have been done, for example, on the biological pollution of the Klip River, south of Johannesburg.

Another concern of modern civil engineers is the effect of urbanisation on stormwater run-off. As

housing and factories cover more and more ground, the flood run-off increases as there is less earth to absorb the rain. Engineers use computer simulation models to determine the run-off's effects on river pollution and groundwater resources.

The modern civil engineer is more concerned with town planning than the old-fashioned civil engineer. There are as many civil engineers involved in urban planning as there are on structural design and construction.

Unfortunately there are too few highly trained engineers.

The lack of people entering the profession is alarming the country's developers. Not only will there be inadequate brain-power to plan the infrastructure and environment of the future but there will be a shortage of engineers to cope with all the construction and management which is envisaged.

Where are all the civil engineers to come from? It may be necessary to import engineers from overseas countries such as England and the United States where development has slowed down to some extent.

the fifth most important mineral including metals. At sales valued at R137,8 million in 1977, this represented 2,4% of all mineral sales. Over 95% of these sales were abroad. Asbestos is, therefore, an important earner of foreign exchange.

A 2 MANUFACTURED ASBESTOS PRODUCTS

There is a high degree of vertical integration in the asbestos industry. The owners of the important manufacturing companies are the same as those of the mining companies. In South Africa Cape Industries (UK) which is 69,6% owned by Charter Consolidated operated asbestos mines until 1979, and continues to operate a subsidiary manufacturing asbestos goods. The worldwide Eternit group of companies to which Everite (SA) belongs mines blue asbestos and is the major asbestos-cement producer in South Africa. Turner Brothers (UK), which is a world giant in asbestos also has manufacturing interests in South Africa. The big international companies dominate the manufacturing scene

More than 3 000 products contain asbestos in some form or other. The more common manufactured products in:

1. Asbestos-cement products, which account for more than 70% of world consumption of raw asbestos. These products are used as building materials like asbestos-cement roofing, cladding, tiles, boards, gutters and ventilation ducting and contains about 12% asbestos. Sewerage and other heavy duty pipes are also made from a 20% mixture of asbestos and cement. Asbestos-cement, with an even higher asbestos content, is used as an insulation material. All types of asbestos are used here.
2. Paper, felts, yarn, which are used to insulate roofs, cover pipes and in electrical systems. Generally only chrysotile is used here
3. Friction materials made of chrysotile for clutch facings and brake linings.
4. Packings and jointings, especially those required to be acid-resistant. All three varieties are used

X-ray service faces threat of closedown

135
215/174
30/12/80

By Bob Kennarick,
Medical Correspondent

Johannesburg Hospital is still seriously short of radiographers and there has been no improvement in the situation, it was learned yesterday.

The Stat was told that there was a 50 percent shortage of radiographers and that some staff members were at full stretch and were working several hours' overtime

There are fears that the

X-ray night service could be closed by February

"The situation is unchanged. Radiographers are waiting to see how big their increases will be in April next year. If the increases are not satisfactory and conditions in the department do not improve then there could be more resignations," said a Johannesburg doctor

Radiographers fear that if the X-ray night service is closed the staff will have to work more often

over weekends

They say that salaries should have been increased years ago when there were no staff shortages.

The Minister of Finance, Senator Horwood announced in the budget earlier this year that radiographers would be given increases in April next year

There are rumours that rises will range between six and 10 percent. Radiographers say they will not be happy with this

A spokesman for the hospital repeated that services might be hindered by staff shortages — but we will keep them going

Authorities could never see a situation where they could not deal with acute emergencies

In a letter to The Star earlier this month a Johannesburg doctor said: "There are many instances where the failure to carry out certain radiographic tests could prove fatal for the patients involved"

D.3 COMPENSATION

What happens once the State in various parts of South Africa.

The Mines

D.3.1 On the mines of the mine. In the past have a 100% risk rating of compensation.

1973 act are asbestos miners. For whites and in the first degree function of the lung disease is either first degree or more than 40% damage in different categories. category for compensation alone. The following different categories

MONETARY AWARDS BY

TABLE XIV

Wh	
First degree compensable disease	12
Second degree compensable disease	18
TB	5

Source: 1973 Act

In the case of whites in a lump sum on a person entitled to

In the case of blacks for CD entitled to the full amount.

Hospital staff shortage getting worse

3/12/80
STAR

(175)

By Bob Kennaugh,
Medical Representative

The nursing and radiography crisis at the multimillion-rand Johannesburg hospital has worsened with less than half of the new year's nursing students posts having been filled.

The shortages are so critical that the possibility of closing wards is being considered. The Star was told today.

But the deputy superintendent of the hospital, Dr L Kalvyn, declined to comment on this.

Another spokesman for the hospital disclosed that only 31 percent of the nursing degree student posts and 49 percent of posts for diploma students had been filled.

It has been learnt the hospital is still seriously short of radiographers and there has been no improvement in the situation.

There is said to be a 50 percent shortage of radiographers who are working at full stretch to cope with the crisis.

Radiographers fear the X-ray night service could be closed by February.

A Johannesburg doctor said 'A stalemate has

been reached. Radiographers are waiting until April to see whether salary increases are satisfactory. They will not be happy with rises of between six and 10 percent. If this happens there could be further resignations.'

The Johannesburg hospital is operating with 50.4 percent of its nursing complement and has a serious shortage of junior sisters and student nurses.

More than 70 percent of matrons' posts and 78 percent of sisters' posts have been filled. The hospital is not short of senior sisters.

Half the 1981 nursing student posts at H F Verwoerd Hospital in Pretoria have been filled. Applications from 149 students have been approved — but there are still 150 vacant posts. All 40 posts for nursing degree students have been filled.

Dr S S Wevers, chief superintendent of J G Strijdom Hospital in Johannesburg, said almost all of the hospital's 110 student nursing posts had been filled.

The hospital had 70 percent of its complement of nursing staff. Part-time sisters made up the shortage.