

# MANPOWER - RESERVATION OF WORK

1991

# Rural women organise

By PEARL MAJOLA

SEX discrimination is still very much a reality for women in the rural areas.

And this prompted the formation of the Rural Women's Movement by Transvaal women last year.

The movement was formed with the help of the Transvaal Rural Action Committee (Trac), a subsidiary organisation of the Black Sash concerned with helping rural people faced with forced removals.

RWM aims to unite rural women and give them a platform to share their problems and work on solutions together, while assisting them to develop skills such as sewing and trench gardens

Fighting the problem alongside these women is Lydia Kompe of Trac.

Born and bred in the rural areas herself, the issues and problems facing



LYDIA KOMPE

them are well known to Kompe.

"My concern for rural women grew when I started working for Trac.

"I found out that it is them who are first hit with notices of removals before the men, who usually work far from home," explained Kompe.

"Yet when decisions have to be made, women are not given a chance to contribute to those decisions.

"The men come home and the Kgotla, the decision-making body,

meets to discuss what needs to be done.

"Women are excluded from the Kgotla and are only called in to explain what the authorities said

"The RWM was then formed to address this particular issue and then get women together to discuss other problems they face like why they have to be excluded even from issues that affect them directly," she said.

They have succeeded in getting women into the Kgotla in some villages such as Braklaagte, Mogopa and Driefontein, but Kompe maintains there is still a lot of work to be done.

"It has been a struggle because men still feel dominant and feel they will be breaking tradition if they allow women into the Kgotla.

"The RWM has the support of unmarried men who are also not allowed into the Kgotla because it is assumed they do not

understand the problems facing married men.

"But they are saying that as adults they need to be involved when decisions that are going to affect their lives, are made," she said.

"Another issue we want to tackle is the gap between rural and urban women.

"Urbanisation has divided black women and urban women have access to facilities which are not available for rural women.

"This creates a feeling of inferiority among rural women. We have tried in the past to bring the two groups of women together on occasions like National Women's Day, but it has never worked.

"Often the medium of communication on these occasions is English which leaves rural women out because translation is seen as a waste of time by urban women," Kompe said.

## HOUSE OF ASSEMBLY

## QUESTIONS

†Indicates translated version

*For written reply**General Affairs***Mr Charles Sebe: report of death**

26 Mr A E DE WET asked the Minister of Foreign Affairs

- (1) Whether he or any member of his Department requested a briefing or report from the Ciskei Government on the death of Mr Charles Sebe following an abortive coup on 27 January 1991, if not, why not, if so, (a) when and (b) with what result,
- (2) whether he or his Department registered any protest with the Ciskei Government following the death of Mr Sebe, if not, why not, if so, (a) when, (b) what was the nature of the protest and (c) with what result,
- (3) whether he or his Department has been in contact with any foreign governments or their representatives with regard to the abortive coup in Ciskei, if so, (a) with which governments, (b) when, (c) what specified issues related to the coup attempt were covered and (d) what was the outcome in each case?

B82E

**The MINISTER OF FOREIGN AFFAIRS**

- (1) No In cases of this nature the South African Ambassador reports fully to me and the Department about the facts and circumstances. Naturally, reports of this nature are confidential.
- (2) No The incident occurred on Ciskei territory and the late Mr Charles Sebe was a citizen of Ciskei. In so far as South Africa's interests are affected by an event of this nature, the South African Government's point of view is of course conveyed. Such conversations are likewise of a confidential nature.

- (3) No Except in general to provide background on enquiry during meetings with representatives of other countries I issued a statement in which I called upon leaders to commit themselves to a peaceful solution of disputes

**Public Service: recruitment of other race groups**

72 Mr R M BURROWS asked the Minister for Administration and Economic Co-ordination

- (1) Whether the Commission for Administration has considered or is considering a specific policy for the recruitment of qualified personnel of any South African race group other than White to the senior ranks of the Public Service, if not, why not, if so, what is this policy,
- (2) whether Public Service bursaries and/or loans are made available in general proportion to the racial composition of the South African population, if not, why not, if so, what was the distribution of such bursaries and/or loans amongst the four race groups as at the latest specified date for which figures are available,
- (3) whether he will make a statement on the matter?

177 B200E  
 HANSARD 25/2/91  
 The MINISTER FOR ADMINISTRATION  
 AND ECONOMIC CO-ORDINATION

- (1) No The existing policy for the recruitment of qualified personnel is applicable to all South African population groups. The policy for the filling of vacant senior posts is embodied in Section 10 of the Public Service Act, 1984. It stipulates, inter alia, that in the filling of a post—
  - no person who qualifies for a post shall be favoured or prejudiced, and
  - only the qualifications, level of training, relative merit, efficiency and suitability of the persons who qualify for the appointment, transfer or promotion concerned shall be taken into account.
 Factors such as candidates' linguistic proficiency, liaison capability, experience as well as background are inevitably taken

into account and measured against the requirements set for a certain post when their suitability for such a post is being considered (177)

(2) No Public Service bursaries are awarded with academic merits as the main criterion to determine the relative merit of each case irrespective of race or colour,

(3) No

#### Own Affairs

10 Mr M J ELLIS asked the Minister of Health Services

What was the average bed occupancy rate in 1990 in each specified hospital falling under the control of his Department in (a) Natal, (b) the Orange Free State, (c) the Cape Province and (d) the Transvaal?

B103E

#### The MINISTER OF HEALTH SERVICES

(a) Natal

Grey's Hospital — 61,5%  
Hillcrest Hospital — 93,75%  
Greytown Hospital — 29,67%

(b) Orange Free State

Voortrekker Hospital — 59,9%  
Bethlehem Hospital — 55,15%  
Sasolburg Hospital — 51,0%  
Jagersfontein Hospital — 43,58%  
Zastron Hospital — 21,52%

(c) Cape Province

PE Hospital — 59,46%  
Volks Hospital — 39,30%

#### HOUSE OF ASSEMBLY

#### INTERPELLATIONS

The sign \* indicates a translation. The sign †, used subsequently in the same interpellation, indicates the original language.

#### General Affairs

#### Aids, campaign

\*1 Dr W J SNYMAN asked the Minister of National Health

Whether she envisages or is implementing an extensive plan of action in the campaign against the spread of Aids, if so, what are the relevant details?

B341E INT

\*The MINISTER OF NATIONAL HEALTH Mr Speaker, I welcome the opportunity to furnish details of the Government's strategy on the Aids Program

Since the first two cases of Aids were reported in South Africa in 1982, Aids has been regarded as a high priority. Since then an on-going campaign has been conducted to combat its spread.

I want to point out, however, that the spread of the virus is a behavioural problem and not so much a medical problem. The Department of National Health and Population Development recently intensified its campaign. This includes *inter alia* the establishment of a subdirectoriate for the combating of Aids, which was completed in 1990. The Aids strategy was recompleted and accepted by the health family.

The most important element in this strategy is the following. The establishment of an interdepartmental committee on which 167 Government departments are represented to coordinate the actions of the public sector. The committee has already met. Arising out of the interdepartmental committee meeting, a workshop was arranged for 4 March 1991.

As hon members know, the emphasis in 1990 fell on the woman and Aids. In 1991 the theme for combating this problem is the youth. At the workshop emphasis will be placed on educating

the youth. Educational authorities and institutions, as well as parent and teachers' associations will be represented. The purpose is to devise an educational programme for use by schools.

Two educational videos for use in schools are also being produced this year. Aids information and training centres have already been established in 10 larger local authorities. Here people can receive applicable information, guidance and counselling. The project will be developed further during the course of the year.

Since 1985 blood and blood products have been safeguarded. South Africa was the first country in Africa to safeguard blood. South Africa even anticipated the initiatives of the World Health Organisation. The success of this programme is irrefutably demonstrated by the fact that since 1985 not a single case of Aids in South Africa has been the result of the infusion of contaminated blood.

At the end of 1990 a countrywide survey was made among pre-natal clinics as part of the on-going process of disease surveillance. The result will soon be available and will definitely be published.

The role of the private sector in the combating of Aids is realised. Later this year a forum for business leaders is being planned. [Time expired.]

\*Dr W J SNYMAN Mr Speaker, the sum total of what the hon the Minister said was that the issues were behavioural problems and information that had to be conveyed to the general public. Now that is precisely the problem I have with the hon the Minister's department.

The latest information pamphlet I saw was this one published by the Department of National Health. Below the caption is a colour photograph of babies varying from light green to dark green in the new South Africa, who could all possibly be Afrikaners in the words of the Nationalists [Interjections.]

\*An HON MEMBER Like the hon member for Rissik on TV this morning

\*Dr W J SNYMAN The point is this. I maintain that this information pamphlet of the Government is not only incomplete but in reality it is

# Whites worked out of jobs, claims union manager

*Sowetan*  
28/2/91  
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WHITE workers have been systematically and purposely "worked out" of the labour market by replacing them with blacks, according to Mr Nic Celliers, the general man-

ager of the South African Iron, Steel and Allied Industries Union.

Celliers was reacting to reports that the Department of Posts and Telecommunications had eliminated dis-

crimination in its personnel policy.

"In 1985 already the then South African Public Service and Provincial Employees' Association disintegrated because whites with jobs like gardeners and office cleaners were dismissed in large numbers, sometimes for trivial reasons, and to be replaced to a large extent by blacks.

## Merit

"Even in the private sector it became accepted practice to fill white posts exclusively with non-whites - in many instances without any merit at all," Celliers said.

He said "decadence" has invaded the labour scene since the 1980s and black production figures for labour and capital have dropped appreciably. -  
*Sowetan Correspondent*

# Railways workers meet at Nasrec

(177)

(177)

From Mono Badela

Johannesburg *South* 28/2-6/3/91

DISCRIMINATION and the eradication of apartheid at workplaces were high on the agenda when nearly 300 delegates representing more than 50 000 members of the SA Railways and Harbour Workers' Union (Sarhwu) held their bi-annual congress at Nasrec this week.

The embattled union also discussed restructuring. A union spokesperson, Mr Vanguard Mkhosana, told SOUTH that the union is gradually recovering from the effects of the 1987 and 1989-90 railway workers' strikes in which at least 30 of its members were killed and thousands dismissed.

The union also discussed the prospect of amalgamating transport workers represented by the Transport and General Workers Union (T&GWU) and Sarhwu

Other issues on the agenda included black education, the "Sarhwu Four" now on death row, the anti-privatisation campaign, decentralisation of funds, and right-wing and vigilante violence.



# NUM deadline unlikely to be met

NEGOTIATIONS to resolve the dispute between the Chamber of Mines and the National Union of Mineworkers (NUM) over racial discrimination in the industry appear set to drag on beyond an NUM deadline agreed to by the parties.

NUM spokesman Jerry Majatladi said recently the chamber and the union had committed themselves to drafting a joint "anti-racism manifesto" by January 25, to be implemented at all the chamber's member mines. *Day 24/1/79*

However, a chamber spokesman said yesterday the document was not yet ready.

The spokesman said a series of discussions had taken place between the chamber and the union since the NUM submitted a memorandum in June last year, outlining 24 areas of alleged discrimination.

The union's concern about racism in the workplace had triggered the declaration of a dispute.

VERA VON LIERES

The spokesman said talks had led to a conciliation board meeting, where the parties agreed a working party should be established to produce the manifesto.

The chamber was responding to each item of the NUM memorandum and identifying areas of racial discrimination, he said.

In its memorandum, NUM general secretary Cyril Ramaphosa said racial discrimination was endemic in the industry and defiance campaigns organised by the NUM had proved to be futile.

The NUM listed 24 general areas of racial discrimination, including control measures such as the finger-printing of black workers, separate change houses and medical schemes, training and living conditions.

## Public service needs blacks to satisfy manpower needs

B 10am  
28/1/91

GERALD REILLY

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PRETORIA — The only way SA's public service will be able to satisfy its future manpower needs is by employing and training more blacks, says Commission for Administration chairman Piet van der Merwe.

While most of the country's high-level manpower traditionally had been white, this was changing because whites were increasingly unable to supply all the economy's skilled labour needs, he said.

As the public service was subject to severe budget constraints, and personnel standstill measures were in force to curb its growth, the recruitment of black workers was limited. Of the total public sector's personnel corps, 38% were black. Excluding labourers, 25,8% of state workers were black.

Significant numbers of blacks were employed as department heads in self-governing states, Van der Merwe said. Senior public service posts were occupied by blacks.

Asked whether paternalism played any part in black appointments to senior posts, Van der Merwe said appointment principles were enshrined in the Public Service Act. "It is vital these be accepted by all and be preserved by an independent judiciary in the interests of efficient public services." As long as merit was the only test there would be no resentment among white officials at the advancement of blacks to senior posts.



# Bid to end apartheid on mines

By Derek Tommey

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The gold mining industry has declared war on apartheid.

The National Union of Mine-workers (NUM) and the Chamber of Mines are setting up a working committee to investigate all forms of discrimination in the industry, says Rand Mines chairman Dammy Watt.

The group and worker representatives have already taken steps to identify and eliminate any discriminatory practices still in existence.

Labour relations on the gold mines were a major preoccupation for Mr Watt in the financial year to September, his statement to shareholders shows.

Encouragingly, he reports that workers who previously had been excluded from promotion and advancement because of discriminatory legislation are being offered intensive training.

A total of 144 black workers now hold blasting certificates and are employed in positions previously reserved for "scheduled persons".

However, there has been intense and disturbing inter-racial tensions on some mines, notably in the Free State.

This has led to a series of meetings to determine practical steps to alleviate the problem, and good progress has been made. But neither employers nor the NUM can afford to lose sight of the anxieties of a large segment of the industry's white employees, Mr Watt says.

"It will be a major task for management and the unions to allay the fears of these employees and their families in order to ensure that their special skills and expertise are not lost to the industry."

# A first for 'Killer' at Eskom

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Sowetan

By ALI MPHAKI

TIME was when Eskom used to be one of the major havens for illiterate whites

That time - if not already gone - is slowly but purposefully becoming a thing of the past.

Proof is the appointment of Mr James "Killer" Nkosi as the equal opportunities manager, a position hitherto solely held by whites.

"But I am uncomfortable where I am I am lonely," says Nkosi.

He says it does not augur well to be "the only black in this position".

06/12/1990  
Sowetan

"We need more blacks who are powerful, confident and competent in managerial levels"

Nkosi's solitude is understandable as he is the only "specimen with a black skin" occupying such a high position within Eskom

The corporation has about 51 000, of which 32 000 are black. Of the black staffers, Nkosi says they have identified that about 12 000 are illiterate

He says they have also identified about 150 dis-

## JAMES NKOSI

criminatory tendencies within the company which, as a matter of urgency, need to be addressed

In his position as equal opportunities manager, he is aware of the king-size problems facing him.

But his strategy is simple: "We need to do unequal things to equal everybody. We put more advantages on those who have by law been at a disadvantage. Priority would be on housing, on-the-job-training and the employees' home environment."

Nkosi's qualifications are apt for his position. He holds a BA Honours degree psychology and a

Masters degree in industrial organisational psychology

His university days at the University of Zululand were typical of any "conscious" young black South African of 1976

He was a member of the South African Students Organisation, a position which saw him being refused admission in 1978 after he was arrested for 352 days

But perseverance saw him rise above his problems and he was finally re-admitted and went on to complete his degree and an honours.

He started work as a personnel trainee in Ferralors, an Anglo Vaal subsidiary in the eastern Transvaal town of Machadodorp.

He was promoted to industrial relations officer, a position he occupied until 1986 when he left to join Eskom.

At Eskom he started as a facilitator for quality management, where his task was to identify staff problems and solve them

At the time, he says, he identified one of the major problems facing unskilled blacks as not being able to have a say in their work environment

He was promoted to assistant equal opportunities manager in July this year and one month later rose to the position of manager.

"I know whoever made that decision took a big risk. But I am confident that with time, it will demean the stereotype view held by most whites that blacks cannot do things

"It is amazing the level of ignorance you find among whites about black people," he says.

But Nkosi is worried about the lack of technically skilled blacks, a problem he calls academic bias.

"Our people need to know that a BA degree is no different from a technical one. The lack of technically skilled blacks is going to leave us with a situation where a lot of people who are degreed are walking the streets with no jobs.

He attributes his appointment to a change in focus by Eskom, which he says, was determined by the South African reality

But he adds: "We must not sit back and say look what apartheid has done. We need to exert ourselves to the fullest."

Nkosi lives in Daveyton and has two children. His hobby is reading.

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Biday 1/11/90

## Women will be allowed underground

177 Political Staff

CAPE TOWN — Sex and race discrimination are being removed from mining.

For the first time, women are to be allowed to work underground and, as apartheid crumbles, people of colour will be allowed to acquire prospecting and mining rights.

In terms of the Mines and Works Amendment Bill which has been published in Cape Town, women will be able to go down a mine as long as they do not do "manual work".

However, they will have to hold management positions or be employed in health or welfare services.

Women will also be allowed underground if they are required by their studies to spend a period underground for training or research.

The Mining Rights Amendment Bill deletes all references to and definitions of race.

## Business warned about a 'new SA'

SOCIO-economic pressures are going to challenge the established economic institutions in SA, which has one of the highest measured income inequalities in the world, as never before, says chairman of the Independent Development Trust Jan Steyn

Addressing a KwaZulu Finance and Investment Corporation function last night, Steyn said the real transition was yet to come, and it was the economic and socio-economic policies that a new government would pursue that were the real issue.

"These socio-economic policies cannot all be defined and circumscribed by the constitutional process. They will be defined by needs, pressures and expectations."

The issue facing SA was therefore only partly the political or constitutional resolution.

Steyn said he had some confidence that the country's future constitution would reflect reasonable compromises.

"It should be abundantly clear to all of us that the process of political negotiation is only part of a much wider resolution that has to take place in South Africa."

As it was known that the poor were going to become voters, it was clear that in their economic policies the ANC, the PAC or Azapo would have no option but to put the needs of the disadvantaged South Africans at the top of their agendas.

"In a sense, therefore, these policies are a response to the pressures emanating from their constituencies"

Steyn warned that SA had at the most two to three years to demonstrate the efficacy of policies shaped by accumulated wisdom and experience.

If not, the country would be plunged into an era of hopeful, idealistic but destructive economic experimentation which could repeat all the mistakes of social planners, Marxist intellectuals and imperious bureaucrats the world had come to know — Sapa.

Biday 1/11/90

## Now, women join the hard hats in

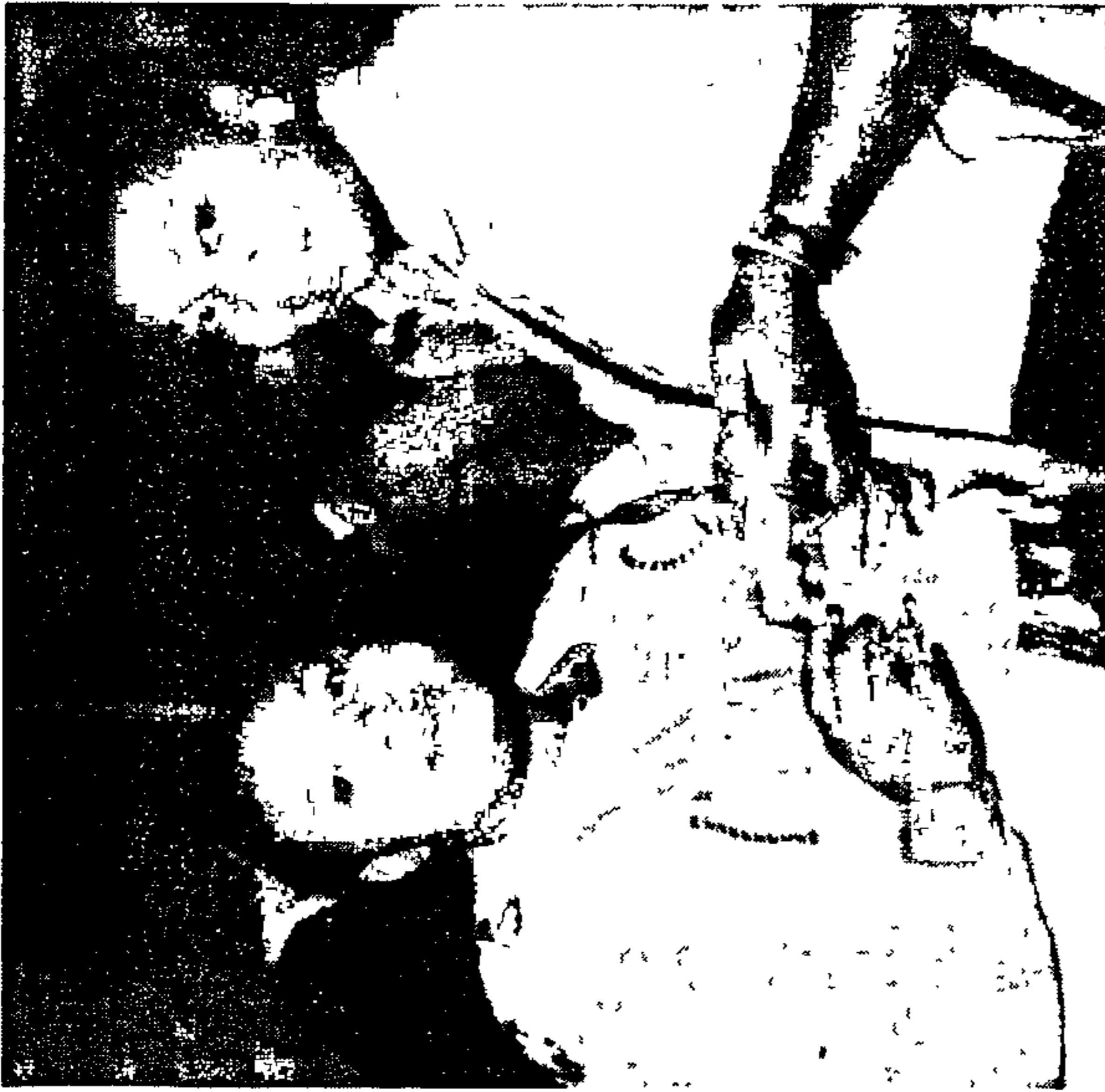
## the underground

*w/Man 2/11 - 8/11/90*  
TRADITIONALISTS in South Africa's most male-dominated industry may quail at the thought — but hard-hatted women may soon be working as drill-operators, blasters and lashers on the mines.

In terms of the Mines and Works Amendment Bill, published this week in Cape Town, women will be allowed to work underground for the first time.

Women will also be allowed to work at night at mines and works in terms of the proposed legislation. The Bill also makes it an offence to endanger the health or safety of anyone at a mine or works. A second Bill, the Mining Rights Amendment Bill, will remove race discrimination in the acquisition of prospecting and mining rights.

Both Bills appear to be interim measures while the controversial Minerals Bill remains on ice.



Enjoying themselves during the Southern Sun 21st Collection Fashion Show in Johannesburg are businesswomen and sisters from Soweto, Busi and Thandi Lukhele. Picture by PAT SEBOKO

# Plea for equal rights, status

Sowetan 5/11/90

**WOMEN must have equal rights and status in all spheres of public and private life without inequalities and discrimination between sexes.**

This is one of the recommendations sent to the chairman of the Law Commission, Judge HJO van Heerden, by Kontak, a non-racial women's organisation formed in 1976.

"The drafting of a new constitution for South Africa is now inevitable. With this in mind, the national executive council feels it is important to make these recommendations," the organisation explained in a statement released last week.

"The addition of this clause to the Bill of Rights will give status to women in the community, which they do not enjoy presently.

"The national executive council feels that a separate government department for the affairs of women, as several women's organisations have requested, will be unnecessary as an independent judiciary will give women recourse in cases of inequalities and discrimination.

"The unheard crimes against children and the disintegration of family life, carry the seeds of an increasingly unstable nation and these issues need urgent attention," the statement continued.

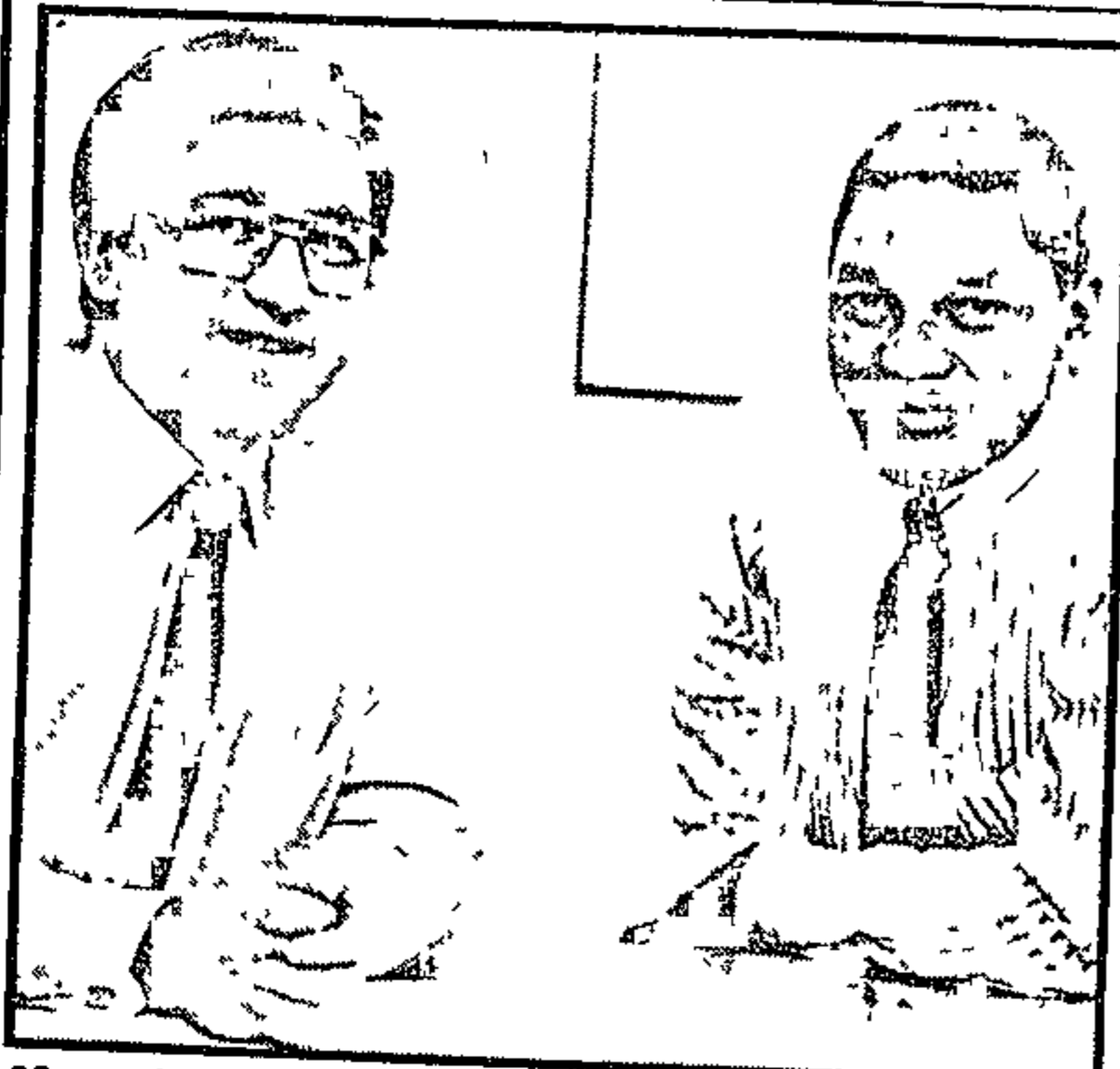
The organisation then proposed that a Department of Community Development which would concentrate on children's and family issues and take preventative and curative actions against people who commit such offences be established.

By PEARL MAJOLA

"We are of the opinion that rights entail responsibilities. An individual or group cannot demand rights without a commitment to uphold the rights of other individuals or groups or the state.

"Because it appears that individuals and groups do not always adhere to this, we asked the Law Commission to add such a clause in the Bill of Rights," the statement concluded.

The aims of Kontak are to promote better understanding and respect between people of different races, to strive for and promote justice, to acknowledge freedom of faith, and to promote economic responsibility and stewardship.



Managing partner at Wiehan Meyernel Izak de Villiers and new partner JJ Njeke Picture TOM EDLEY

# Njeke is chartering unknown waters

ST Times 14/10/90

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CHARTERED accountant JJ Njeke has made auditing history by becoming the first black partner at a mainly Afrikaans accounting firm's Johannesburg head office

One of only 29 black accountants in SA, 32-year-old Mr Njeke moved into Wiehan Meyernel's plush 23rd floor offices in the heart of the financial district on October 1

His new title has not made Mr Njeke forget that the road ahead could be rocky — racial prejudice is not yet dead in the new SA, he says

Managing partner Izak de Villiers — Wiehan Meyernel has 23 partners in Johannesburg and 90 countrywide — said he could not exclude the possibility that some clients

By CHARMAIN NAIDOO

would refuse to have a black auditor look at their books

"We took a conscious decision several years ago at Wiehan Meyernel to ensure the inclusion of blacks — all the way up to partner level"

The auditing firm prides itself on being progressive

"We're not your normal run-of-the-mill accounting firm," says Mr De Villiers

The bright green boardroom table, surrounded by purple-dominating paisley chairs, and the black partner sitting round it, bears this out

"We're very pleased to have JJ. It is up to him, and the 28 other black accountants, to encourage black people to enter this field"

He says that most of the major firms in Johannesburg recently agreed that 10% of their intake would be black

"That in itself will not help. Additional education and training is often necessary and then there is the fact that you can't send your black accountants to all firms — in SA at this time, they are still not accepted by some"

"But we have to do it. We hope that JJ will be able to help recruits qualify and adjust to this specialised field by isolating the particular problems they have and find ways to counter them"

## Training

Mr De Villiers says that teaching confidence is as important as added training and education

"Black people have been oppressed for so long that they have to learn to believe in themselves," he says

For young, confident, eloquent Mr Njeke his new appointment has come after nine and a half years with the firm

Educated in Port St Johns in Transkei, he graduated with a B Com degree from Fort Hare University in Ciskei and went on to do his post-graduate degree at Unisa

That there are only 29 black accountants in SA is appalling, says Mr Njeke

"When you consider that there is a shortage of CAs, it is apparent that people in the profession will have to work hard to do something about this"

Did he believe that the high academic requirements and professional standards expected of chartered accountants should be lowered?

"Absolutely not. The standards have to be maintained. Better education at the bottom end of the scale is what we need"

Mr Njeke became a partner at Wiehan Meyernel's Umtata branch 18 months ago

"I'm pleased to be here — it's where everything happens"

# Rajak scores third round win

By DAVID CARTE

YORKCOR subsidiary Agent Timber has lost the third round of its court battle against a former managing director, Herbert Rajak

Legal costs to be picked up by Agent are believed to have run to several times last year's taxed profit of listed Yorkcor

Yorkcor, controlled by Solly Tucker and famous for its lavish annual reports, last year earned only R137 000

Mr Rajak told Business Times his costs plus those of Protea International and Protea International Timbers — to be carried by Agent — had come to R250 000

He thought those of Agent could be even higher, suggesting a bill of R400 000-plus for Agent. But Mr Tucker is on record as estimating Agent's expenses at R100 000 to R200 000

When Mr Rajak and several other staff members moved from Agent Timber to Malbak's Protea International Timbers, Agent Timber sought to restrain him from divulging information confidential to Agent and from contracting or soliciting business from its customers



SOLLY TUCKER ... disagrees

setting up the said appointments he falsely represented that he was acting and continuing to act for and on behalf of and for the benefit of first applicant"

The judge continues "That was an astounding allegation to make if one has regard to the faxes and letterheads of the first applicant. He was, in fact, representing first applicant, not falsely representing

"Applicant also misquoted certain telex messages by changing the order of phrases contained therein. In this manner the phrases quoted better served the connotation applicant sought to place on them, whereas if regard is had to the correct order of the phrases in the original a different connotation is apparent

"I have carefully read the voluminous affidavits and annexures before the court and I am satisfied that Rajak has refuted the inferences of impropriety sought to be drawn by the applicants"

The court found that the information obtained by Mr Rajak in the course of his employment at Agent was not of such a degree of confidentiality peculiar to Agent's business that its use by Mr Rajak would constitute a misappropriation to the prejudice of the applicants

It found that contracts were concluded on an ad hoc basis. Agent argued that Mr Rajak's knowledge of how it did business would give him an unfair advantage — but no evidence to this effect was put forward

## Exclusive

The judge said that if Agent wished to keep its customers exclusive a specific contractual restraint was called for

"Lacking such a contractual restraint, Rajak cannot be prohibited from utilising business methods which he had probably brought into applicant's business by virtue of his prior expertise in the export timber trade, nor can he be prohibited from using business contacts known to him from former times, or even new contacts made while in the employ of applicants"

"This is part and parcel of his inherent knowledge of the export trade and not confidential to the applicants alone"

"Such a restraint would not be in the public interest as it would stifle healthy competition in the export timber trade and inhibit his undoubted right to trade and exercise his skills as a trader"

# Unitrans in big scoop

Business Times Reporter

UNITRANS Natal has won a R6-million a year contract from AECI Chlor-Alkali and Plastics to carry chemicals and plastics from Umbogintwini to customers

It is the first time AECI Umbo-

gintwini has used a public carrier in its 80-year history and it is Unitrans' biggest contract from the group

The haulier will spend more than R6-million on new vehicles to replace AECI's truck tractor fleet, which will be sold

## Urgent

In September, the Rand Supreme Court granted Agent an interim interdict after an urgent application

But in October Mr Justice Van der Walt ruled against Agent. The judge refused Agent leave to appeal but the Yorkcor timber exporting company appealed to the Chief Justice. The Chief Justice this week upheld the earlier judgment

In his judgment, Judge Van der Walt commented on "the alarming and disconcerting picture of an employee using his position to the prejudice of the applicants, created by the founding affidavit"

"This impression was brought about partly by the use of highly emotive language — the use of the words 'highly developed', 'improper intention', 'completely wrongful intention', 'sued and pursuing apparently sine negotiations'"

Other emotive language singled out the judge "Ostensibly conducting himself in a manner entirely consistent with his responsibilities"

And "He nevertheless engaged in inactive and surreptitious activity. In

Vertical text on the right edge of the page, possibly a page number or reference.

# Women must act to end discrimination

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Sowetan 26/10/90

By SIZAKELE KOOMA

**AFFIRMATIVE** action and consciousness raising is the answer to lifting women to the status of men in industry, Miss Lorato Matlhare of Nedperm believes.

Matlhare was speaking on "The role of women in the economic struggle" at the *Sowetan* Woman of the Year luncheon held in Soweto on Wednesday.

She said even though women were slowly moving away from the traditional careers like nursing, social work and teaching into business and industry, years of discrimination would not be removed overnight.

## Problems

"There are problems external to the control of women, like employers who treat female employees as temporary workers and expectations put on them by their families, that still need to be addressed," Matlhare said.

She said women were still expected to be perfect housewives and do just as well as professionals.

## Offers

Some of them, she said, even turned down good job offers because they felt they would not be able to cope with the demands of the job and their responsibilities at home at the same time.

"Subservient rela-

tionships, which were brought about by women's economic dependence on men, are still intact in some families.

"Women could overcome the oppression by not allowing decisions to be made for them by their partners. The tendency by married women to lose control of their lives when they marry should also stop.

## Goals

"Women need to believe in themselves, set themselves realistic goals and be committed to achieving them. They should also not be afraid to ask for help when they need it," she said.

Legislation that favours women should also be considered.

## Action

Affirmative action programmes, according to Matlhare, would have to be taken up. Since women make up 50 percent of the population, the same percentage of jobs and vacancies in training institutions would have to be reserved for them.

She said merit would remain an integral part of the programme.

"Companies would have to consciously give women recognition, make

a commitment to changing the traditions that favour men and provide day care centres and maternity leave schemes that are fair to their female employees," she said.

Men, Matlhare said, would have to play a supportive role and en-

courage their women to achieve their goals. They would also have to share household responsibilities

and allow their wives space to engage in other activities outside their homes.



SOWETAN Friday  
October 26 1990

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LORATO MATLHARE

# Union angry over foreign workers

By Brendan Templeton

Mossgas was importing cheap labour from East European and Asian countries while thousands of equally skilled workers were available in South Africa, the National Union of Metalworkers (Numsa) said yesterday.

The union's claims followed a return to work by about 9 000 strikers at the multimillion-rand construction yesterday after they downed tools over the recruitment of foreign labour and accommodation problems.

Negotiations between Numsa and Mossgas on the issues are due to start soon.

Mossgas and Gencor public affairs manager Mr Harry Hill refused to comment on the union's claims, saying he did not wish to negotiate through the media.

Between 1 000 and 2 000 foreign workers from Taiwan, Yugoslavia, Poland, Turkey and

the Philippines were being brought into South Africa to do jobs which many unemployed South Africans could do, although it would cost more to employ them, Numsa spokesman Dr Bernie Fanaroff said.

"It is our experience that these workers require retraining when they reach South Africa," he said.

## Cheaper

Workers who received training at the Mossgas-backed South African Fabrication and Construction Training Trust Fund (FCTTF) had to wait in line while foreign workers were employed at cheaper rates, he said.

One of the supposed justifications for the cost of Mossgas was that it would create thousands of jobs locally.

The FCTTF collapsed recently after Mossgas cut off funding. Executive Director of the

FCTTF Rene Schmetz said there was a lack of support from some major companies who seemed to prefer to import foreign labour — a costly short-term solution.

The importation of Portuguese artisans by Mossgas contractor Dorbyl sparked off a strike by local workers at its Durban plant in June.

Dr Fanaroff said Gencor — a 30 percent shareholder in Mossgas — and the Departments of Manpower and Internal Affairs needed to explain why workers who did not have better skills than South Africans were being allowed into the country.

Energy Affairs Minister Dawie de Villiers admitted earlier this year the initial decision to go ahead with the Mossgas project was not necessarily a good one.

"But to stop now would be highly detrimental to the State," he said.



# Skills polarity creates new class struggle

●From PAGE 1

trade unions. Measuring the degree of erosion are University of Durban-Westville academic Doug Hindson and Owen Crankshaw, a researcher for the Human Sciences Research Council.

On the one hand, they point to an absolute fall in unskilled jobs, with a corresponding rise in jobless blacks unlikely ever to find work.

On the other, there is a rapid expansion of the black middle classes and the semi-skilled work force.

Hindson and Crankshaw take as a "minimum figure" manpower department estimates that there were close to 600 000 middle-class blacks in 1987 — a threefold increase since the mid-Sixties.

Although only 19 percent of all black wage-earners, blacks made up 28 percent of the total middle class. If people classified coloured and Indian are defined as "black", the figure rises to a startling 43 percent.

Almost half of all middle-class Africans fall into the "routine white-collar" category — non-manual, non-supervisory work associated with matric qualifications. At one end of the spectrum are clerks and salesmen — who make up half the group — and at the other, employees such as office machine operators, messengers, usherers and nursing assistants.

Other middle-class groups are in junior jobs in the police, Defence Force and security firms (20 percent) or are teachers (19 percent), nurses (four percent) and supervisors (five percent).

Also emerging from the analysis is a remarkably strong showing of Afri-

can women in some middle-class occupations. They make up no less than a third of all female semi-professionals and technicians.

In fact African, coloured and Indian women make up 48 percent of all female employment in the semi-professional group and 42 percent of female routine white-collar workers.

The researchers throw a harsh light, however, on the continuing white stranglehold on managerial and professional posts. Of 220 000 managers in 1987, 92 percent were white and 2,3 percent African.

Among South Africa's 90 000 professionals, the breakdown was similar: 91 percent white and 3,8 percent African.

Changes in the structure of the black working classes have been no less dramatic, Hindson and Crankshaw demonstrate.

Over the past two decades, the unskilled proportion of the black work force has fallen from 48 percent to 40 percent, with the result that white, coloured and Indian workers have increased their share in the job market.

Half a million jobs were shed in agriculture between 1960 and 1985, at a stage when total employment rose by two million. Another stronghold of the unskilled, mining, also showed a relative fall, from 12 percent to 10 percent of total employment.

In manufacturing, the changes have been nothing short of revolutionary.

A doubling of the work force to two million strong, coupled with an explosion of semi-skilled jobs — machine operators and drivers — has eroded both skilled and unskilled categories.

Over 20 years, the unskilled contingent dropped by a third to below 200 000, while the number of semi-skilled manufacturing workers doubled to 800 000. Of these, 73 percent are black, as against 40 percent in 1965.

"In 1965 most African workers were unskilled. In 1987 most — in the formal sectors — were semi-skilled," Hindson and Crankshaw write in a recent *SA Labour Bulletin*.

An examination of the giant metal industries shows, however, that these massive shifts have not broken down, and may have hardened, the racial division of labour.

As blacks have flooded into semi-skilled jobs, white operatives have declined. At the same time, increasing numbers of whites have moved into middle management, professional, semi-professional and supervisory work.

Another trend highlighted by the researchers is an accelerating influx of women of all races into the economy. Their rate of growth over the past two decades has exceeded that of men, with the sharpest increase registered among African women.

The researchers stress that this was from a very low base. In 1985 about 60 000 African women worked in formal jobs outside agriculture.

In the 1950s and 1960s, Hindson and Crankshaw say, black workers were largely divided on residential lines, between migrants and locals.

"This has been replaced with a stretching out and multiplying of the lines of differentiation, as African workers have been drawn into increasingly skilled work and given

credit for it," they write. What are the implications for black unions?

Rising skill levels have moved training further up the list of union priorities — significantly, Cosatu's giant metal union tabled extensive training demands in industry-wide wage talks. In 1987, only 7,8 percent of black workers were artisans, and there remains enormous scope for black participation at this level.

And the influx of women, particularly into the commercial sector, has brought a growing union emphasis on maternity and child-care rights.

But with opportunities come dangers. Against a backdrop of continuing economic crisis, employers have reacted to the growth of the black unions by retrenching, while upgrading and paying higher wages to a smaller but more skilled work force.

Unwittingly, the new unions have spurred restructuring and have deepened the rift between "relatively privileged employed workers and the impoverished unemployed".

A major challenge for the unions will be to defend and advance the gains of members, while promoting job opportunities for the workless.

Hindson and Crankshaw add: "The unions and their members are flanked by two great groups of the non-unionised: the rising middle classes and the increasing unemployed and impoverished."

"Grave dangers lie ahead for the union movement, and indeed for all democratic forces in South Africa, if attention is focused on one of these large social strata at the expense of the other."



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# SKILLS POLARITY CREATES A NEW CLASS STRUGGLE

w/ E Mail 1718 - 23/8/90

~~177~~

177

By DREW FORREST

**T**HE workless and desperate shanty-dweller — and the relatively comfortable bank clerk, sales rep or skilled factory operative — they represent two magnetic poles, dragging the black labour movement in opposite directions

Seismic changes in the nature of the black work force in the last two decades have been thrown into stark relief by new research. New and deepening divisions are seen as “the major problem facing the democratic union movement and a future government in South Africa”

The old race/class gulf of the 1960s — between unskilled and semi-skilled blacks, and skilled and white-collar whites — has been eroded by economic crisis and the rise of the black

to PAGE 3

P.T.O.

WOMAN

# Men biased, says survey



DISCRIMINATION against women in the legal and advertising professions in South Africa is greater than in others, a research in the Cape has revealed.

A micro-survey conducted for the University of Cape Town Graduate School of Business found that twice as many attorneys as advertising executives would prefer to employ a male and that males in the legal profession were less positive in their attitudes towards women compared with males in advertising.

A higher percentage of lawyers also had stereotyped views on areas to which women were especially suited.

The survey found that, in spite of these attitudes, a higher ratio of women

By WOMAN'S REPORTER

were partners or shared in the profits in the legal profession than in advertising. Of the sample surveyed, 35 percent of women lawyers were directors or partners while only five percent of female advertising executives had similar status.

## Conservative

There was a stronger correlation of pay with length of service in law than in advertising.

Although it would appear that lawyers are more conservative, and it is harder for a woman to enter law, once they are in the profession they receive fairer treatment in terms of salaries.

The results also suggest that there is a difference between espoused and practiced policies for employment and advancement of women in both professions.

More than 90 percent of males professed to agree that women should be given equal opportunity to attend training programmes, that they have the necessary skills to be successful, that society should regard work done by women as being as valuable as that done by men; that business should accept women in key managerial positions, and that it is acceptable for women to compete with men for top jobs.

Discrimination appears to be manifested in the number of women employed, their salary status and evidence to suggest that male domination is

sustained, by stereotyping women and by relegating them to jobs for which they are considered most suitable.

Although 99 percent of lawyers agree with the concept of equal opportunity, only 79 percent felt women were assertive, ambitious and self-confident enough in legal situations that demand these characteristics, the survey found.

The equivalent percentages for advertising executives were 96 percent and 83 percent.

Only 37 percent of males believe that women do not allow their emotions to affect their professional behaviours more than men do.

\* Article taken from University of Cape Town weekly publication, Monday Paper.

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effect that that is not permissible I want to ask you to take into account the fact that the name of the late Mr Lubowski has a certain connotation in the same way that in certain cases the name "quising" had a certain connotation. Reference has been made to "quising" and it was accepted that remark was made in the same spirit, and for that reason I want to ask you to rule that it is not unparliamentary to use that expression.

Mr H H SCHWARZ: Mr Chairman, on a further point of order. This makes it worse now because if it is permissible to refer to an hon member in this manner, it is indeed a tragedy! First of all the issue of whether Mr Lubowski was or was not a traitor or quising, is again tasteless, bearing in mind the trial that is pending. What is significant?

Mr J H VAN DER MERWE: You are talking a bunch of nonsense!

The CHAIRMAN OF COMMITTEES: Order!

Mr H H SCHWARZ: It is better to be talking a bunch of nonsense than to be one of a bunch of coonuts! [Interjections] I want to submit that if in fact now—and this makes it so much worse in view of the argument of the hon Chief Whip of the CP—it is parliamentary to refer to an hon member of this House as . . . [Interjections]

\*Mr S P BARNARD: Are we still wearing skins, Harry? Are we still wearing skins?

\*Mr H H SCHWARZ: I think there is something wrong with your skin!

The CHAIRMAN OF COMMITTEES: Order!

Mr S P BARNARD: You were the one who . . . [Interjections]

\*The CHAIRMAN OF COMMITTEES: Order! The hon member for Hercules must now contain himself! [Interjections]

†Order! Will the hon member for Yeoville please resume his seat?

Mr H H SCHWARZ: Mr Chairman, may I continue, Sir? I want to . . .

The CHAIRMAN OF COMMITTEES: Order! I want to address the hon the member for Hercules.

\*The hon member for Hercules! A point of order has been raised and the hon member for Yeoville must be given the opportunity to state his case.

†The hon the member for Yeoville may continue.

Mr H H SCHWARZ: Mr Chairman, what is now being inferred, is that these two hon members are, in the words of the Chief Whip of the CP, quislings! Quislings are people who are alleged to be traitors to their own people. Now whether or not that applies to Mr Lubowski is another story, and I do not think it does! The reality, however, is that to apply that label to an hon member of this House, is unparliamentary! [Interjections]

\*The CHAIRMAN OF COMMITTEES: Order! At this stage I want to ascertain which hon members made the allegation. They were the hon members for Hercules, Wonderboom and Heilbron [Interjections] Does the hon member for Losberg wish to address me on this point of order again?

\*Mr S C JACOBS: Mr Chairman, on another point of order?

\*The CHAIRMAN OF COMMITTEES: Order! No, the hon member can request an opportunity for that later.

\*Mr J H VAN DER MERWE: Mr Chairman, on this point of order. Lubowski was not found guilty of anything. A number of allegations have been made with regard to him. I would therefore like to suggest, with all due respect, that at this stage you cannot draw any conclusion with regard to the meaning of the name "Lubowski". We do not know whether he was a spy or a murderer. We do not know what he was. It is merely a name to which you cannot attach any connotation [Interjections]

\*The CHAIRMAN OF COMMITTEES: Order! I have been addressed by various hon members on this point. Based on the fact that hon members may only be addressed as hon members, I could ask the hon members to withdraw the remark, but I would like to scrutinise all the arguments and will then give my ruling in this regard at the earliest opportunity.

Order! The hon member for Loskop wanted to raise a further point of order. [Interjections] I beg your pardon! The hon member for Losberg [Interjections]

\*Mr S C JACOBS: Mr Chairman, on a point of order. While the hon the Chief Whip of the Official Opposition was addressing you on a

point of order, two hon members on the other side of the House told the hon the Chief Whip to sit down. I want to allege that that is not in order as it does not show respect for the hon the Chief Whip. *Hansard 24/4/90*

\*The CHAIRMAN OF COMMITTEES: Order! That is not a point of order. Debate concluded.

### QUESTIONS

†Indicates translated version

For oral reply

General Affairs

Questions standing over from Tuesday, 17 April 1990

Johannesburg City Council: information to SAP

\*10 Mr P G SOAL asked the Minister of Law and Order *Hansard 24/4/90*

Whether the South African Police received from any official or individual at the Johannesburg City Council any information on the activities of individuals or organisations, if so, (a) what is the name of the official or individual who supplied the information, (b) what are the names of the (i) individuals and (ii) organisations on whose activities information was supplied and (c) what information was supplied in each case? *Hansard 24/4/90*

The MINISTER OF LAW AND ORDER

In view of the appointment and assignment of the Hiemstra Commission of Inquiry, I do not consider it advisable at this stage to furnish information which may anticipate or possibly prejudice the inquiry or the findings of the Commission.

Mr P G SOAL: Mr Chairman, arising from the reply of the hon the Minister may I ask why he did not give us that answer last week and also whether he has received information of a similar nature from other town and city councils throughout South Africa?

The MINISTER: Mr Chairman, I have not received any information I was investigating and compiling information in this regard and this is

the reply which I think is the best under the circumstances. *Hansard 24/4/90*

Commission for Administration: personnel

\*20 Mr R M BURROWS asked the Minister for Administration and Economic Co-ordination

(1) Whether the Commission for Administration has a specific policy for the recruitment of qualified personnel of any South African race group to the senior ranks of the public service, if not, why not, if so, what is this policy. *Hansard 24/4/90*

(2) Whether public service bursaries/loans are made available in general proportion to the racial composition of the South African population, if not, why not, if so, what was the distribution of such bursaries/loans amongst the four race groups as at the latest specified date for which figures are available,

(3) whether he will make a statement on the matter? *Hansard 24/4/90*

The MINISTER FOR ADMINISTRATION AND ECONOMIC CO-ORDINATION

(1) Yes. The policy for the filling of vacant posts is embodied in Section 10 of the Public Service Act, 1984. It stipulates, inter alia, that in filling a post

— no person who qualifies for a post shall be favoured or prejudiced, and

— only the qualifications, level of training, relative merit, efficiency and suitability of the persons who qualify for the appointment, transfer or promotion concerned shall be taken into account.

All vacant posts in the Management Echelon, i.e. posts in the rank of director and higher, are therefore advertised at least in the Public Service in order to ensure that the posts are filled by the most suitable persons. The filling of other posts is the responsibility of the Minister/Administrator who must effect this in terms of the provisions of the Act.

(2) No

Public service bursaries are awarded on academic merits where symbols already obtained

Handwritten: ~~1009~~ Tuesday, 24 April 1990

Handwritten: ~~1010~~ Tuesday, 24 April 1990

determine the relative merit of each applicant irrespective of race or colour

(3) No

New questions

ANC/SACP supporters in SADF

\*1 Adv S C JACOBS asked the Minister of Defence ... Whether persons who support the principles and policy of the ANC and the South African Communist Party may join the South African Defence Force, if so, (a) how many such persons have already joined and (b) in respect of what date is this information furnished?

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†The DEPUTY MINISTER OF DEFENCE

No (a) and (b) fall away

†Mr J H VAN DER MERWE Mr Chairman, arising out of the reply of the hon the Deputy Minister, if this then means that members of the ANC and the SA Communist Party may not join the Defence Force, on what grounds are they prevented from becoming members, as they now belong to a legal grouping in South Africa? On what grounds are they thus now prevented from becoming members?

†The DEPUTY MINISTER Mr Chairman, I believe that Mr Mandela will be very pleasantly surprised about the assistance he is receiving from the CP here today in order to have ANC members taken up in the SA Defence Force, as is clear from this as well as the following question [Interjections] The hon member is his party's chief spokesman on defence He knows that when any person applies to join the SA Defence Force, the application goes through a selection board and security procedures In this procedure an applicant's bona fides are naturally investigated, and because the SA Defence Force is an instrument of the government of the day, such persons' political feelings [Interjections] I don't really mean political feelings They must support the underlying principles of policy and the Constitution of the Government of this country, otherwise it is self-evident that they cannot become members of the SA Defence Force [Interjections]

†Adv C D DE JAGER Mr Chairman, further arising out of the reply of the hon the Deputy Minister, on what grounds does he then take

over the function of the selection board by deciding himself who can be admitted and who not?

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†The DEPUTY MINISTER Mr Chairman, it is really futile to reply to the hon member's question as a result of his complete lack of any ability to understand [Interjections.]

I have just said that a procedure exists in the SA Defence Force through which prospective members must go to be selected for the Defence Force We know the hon member finds it difficult to understand something I leave it at that [Interjections]

†Dr W J SNYMAN Mr Chairman, further arising out of the reply of the hon the Deputy Minister, is it not correct that exactly a week ago in an interpellation debate, as reported in Hansard, he admitted that members who support and are favourably disposed towards the ANC and the SA Communist Party may become voluntary members of the Commandos or the Permanent Force? [Interjections]

Is it also not further true that in that session for replies he said that members of the ANC and the SA Communist Party should also do compulsory military service? I ask the hon the Deputy Minister this directly

†The DEPUTY MINISTER Mr Chairman, to a certain extent the hon member for Pietersburg is twisting my replies of last week completely [Interjections] He is twisting it intentionally! [Interjections] It is subject to

†Mr F J LE ROUX Mr Chairman, on a point of order Is it permissible to say that the hon member for Pietersburg intentionally twisted the hon the Minister's words? [Interjections]

†The DEPUTY MINISTER I withdraw it, Mr Chairman

†The CHAIRMAN OF COMMITTEES Order! The hon the Deputy Minister has withdrawn it

†The DEPUTY MINISTER The hon members have no argument, then they come with this kind of rubbish [Interjections] Naturally, further to my replies during the interpellation, those applications must all go through this procedure which I just spelled out to hon members Hon members should know that

according to the Defence Act there is a different dispensation for national servicemen That Act says that everyone who is a member of the White group must do national service Thus CPs and all kinds of strange characters have done their national service in the past and we have accepted them as such

Mr P G SOAL Mr Chairman, arising out of the hon the Deputy Minister's reply, does this mean that if David Bruce and Charles Bester had said that they supported the aims and principles of the ANC, they would not have been sent to jail for six years each? [Interjections]

The DEPUTY MINISTER Mr Chairman, that has no relevancy to this debate [Interjections] They were national servicemen who failed or refused to do service in terms of the Defence Act

†Adv S C JACOBS Mr Chairman, further arising out of the hon the Deputy Minister's reply, I should like to know from him whether in view of the fact that the ANC is a legal organisation, he discriminates between members of the ANC—for example the family members of Mandela—who want to join the SA Defence Force, and Blacks who are not members of the ANC and who want to join the SA Defence Force?

†The DEPUTY MINISTER Mr Chairman, it is clear that the hon member has understood nothing of what I tried to tell him I say again we take note that the CP is advocating the case for the ANC today in the House of Assembly to become members of the SA Defence Force [Interjections]

†The CHAIRMAN OF COMMITTEES Order! I have allowed five supplementary questions on this question I am not going to allow any more supplementary questions

Umkhonto we Sizwe members in SADF Defence † Adv S C JACOBS asked the Minister of Defence †

- (1) Whether he intends including members of Umkhonto we Sizwe in the South African Defence Force as a part of the so-called new South Africa, if so, 24/4/90
(2) whether he will hold discussions or enter into negotiations on this matter with Umkhonto we Sizwe or its members,

(3) whether he will make a statement on the matter? B688E

†The DEPUTY MINISTER OF DEFENCE

- (1) No
(2) and (3) Fall away

†Mr Chairman, it is for the same reasons which I have just given to hon members, and it will serve no purpose to reply to further supplementary questions in this connection [Interjections]

†The CHAIRMAN OF COMMITTEES Order! The hon the Deputy Minister has given notice that he will not allow any further supplementary questions

†Mr J H VAN DER MERWE Mr Chairman, on a point of order He cannot do that! [Interjections]

†The CHAIRMAN OF COMMITTEES Order! The hon the Deputy Minister has indicated that he will not reply to supplementary questions [Interjections] Order! I shall hear the hon member as to whether he may do so or not

†Mr J H VAN DER MERWE Mr Chairman, I am of the opinion that questions form part of the proceedings of this Parliament and that it is the duty of an hon Minister to reply in Parliament to questions on a matter of public interest I suggest that the hon the Deputy Minister has no right to evade his responsibilities as he is doing now and in the way in which he is running away from the challenge which he has put to the hon member for Bethal He is compelled to reply to the questions

†The CHAIRMAN OF COMMITTEES Order! My ruling is that, just as the hon the Deputy Minister may refuse afterwards to reply to a supplementary question, he may refuse beforehand to do so

†Mr J H VAN DER MERWE He is a "papbroek"

†The CHAIRMAN OF COMMITTEES Order! The hon member for Overvaal must withdraw the word "papbroek"

†Mr J H VAN DER MERWE I withdraw the word "papbroek" and say that he is a coward

†The CHAIRMAN OF COMMITTEES Order! The hon member must withdraw his remark

177 (17)

# Selected black miners to go to university

ALAN FINE and MATTHEW CURTIN

THE NUM has initiated a major educational scheme for the university training overseas of at least 100 black miners in such disciplines as mining engineering, geology and metallurgy

And it is to demand that industry employers substantially increase their commitment to the process of skills acquisition.

General secretary Cyril Ramaphosa told a media conference yesterday the scheme was financed by fraternal mining unions in such countries as Sweden, Canada, the UK, Germany and Australia

The prospective students would be placed in a number of universities and mining colleges around the world, he said. Their studies would begin later this year, and it was planned their number would increase in future.

The NUM was conducting the selection process which had already begun, he said. It was selecting from working and retrenched miners who already had a matric education

Ramaphosa said the scheme would include, where necessary, an initial upgrading of candidates' educational abilities to qualify them for study in these disciplines.

He was unable say how much the scheme would cost annually. A Business Day estimate suggests an initial amount of R1,5m to R2m.

Ramaphosa said the NUM believed the creation of a skilled work force was the key to prosperity in a post-apartheid SA which mineworkers believed was within reach

It had noted many black mineworkers were denied opportunities to acquire education and skills largely because they were black - hence the decision to initiate a scheme aimed at enabling them to acquire skills in the various technical and managerial disciplines in the mining industry.

"Our union will be demanding that the mining industry also play a part in this skills acquisition programme . . . by sending 250 miners and students to SA universities each year," he said.

D/Dev 24/9/90

**MANY men have succeeded in jobs commonly perceived as feminine.**

And, while men have always moaned about the infringement of women in their "cherished domain", women have seldom raised any objections to men encroaching into their "territory". Their attitude has, to the contrary, been indifferent to men who have chosen to pursue careers in so-called women's fields.

Men have had free reign in supposedly women's jobs such as fashion design, hairdressing and cooking.

They have been immensely successful in these jobs - in effect dominating the field. They overshadow their female counterparts to the extent that, when one talks about designers, chefs or hairstylists, men come to mind.

A number of men have also been moving gradually into other professions that were predominantly female, like nursing. In the past few years South Africa has even seen male midwives.

Designer Bongani Zulu has been in the field for six years and credits women for his success. His designs have been worn by top musicians and other local celebrities. He has travelled all over the country, including Swaziland and Namibia, on assignments

**Coward**

Accounting for his success he says: "It is through my mother, who is a dressmaker, and other women designers who have been my consultants, that I am where I am today.

"While most men dismissed me as a coward and poked fun at me about my work, women were very supportive. They also comprise a larger percentage of my clientele, although I design for both sexes."

Themba Khumalo, a hair technician, is well-known in the hair-care industry. He has won several hairstylist awards, including the South African championship in 1987. His mother and sister, he said, were also a force behind his success.

Khumalo started off assisting his sister in her plating business and experimenting with styles on her mother's head.

"They both did not regard my keen interest in hair as strange, and they did not discourage it," Khumalo said.

**Talent**

"A slight objection came when I decided to take up hairdressing as a career. This was mainly because they had wanted me to pursue my other dream, medicine. But they accepted my choice when they saw that I was serious about it."

Khumalo is blind to the stereotypes people attach to professions. He believes that everything should depend on a person's love and talent for whatever job he chooses.

"Most people associate men who do what is supposed to be women's work with homosexuality. A man does not have to be gay to be a hairdresser. I know of

By SIZAKELE KOOMA

many hairdressers who are not homosexuals. Everything depends on a person's creativity," said Khumalo.

"When I started working I had to put up with a lot of criticism. People, especially men, could not accept the line of work I had chosen. I was encouraged by my tutor, who was also a man. It does not matter what they say about me anymore. I feel sorry for anybody who does not appreciate my profession. My ladder is getting shorter every time I am almost at the top," he said.

The obsession with categories and fierce objection to the "intrusion" of the other sex into their domain is strongest among men, beauty therapy student Samuel Makgoba admits.

**Rough**

He has been made fun of and been called "all sorts of things" by men. Seldom have women passed nasty remarks at him.

He agrees that stereotypes cannot be totally disregarded by men who choose professions in so-called women's fields. Things can be rough, especially for those who are still trying to establish themselves.

"We spark a variety of reactions from colleagues, clients and society in general. Some are good and some are destructive. You have to be strong to come through the test. I don't see my job as a strain or an embarrassment. I see it as a challenge," said Mokgoba, who recently won a student of the year award.

He said he aimed to prove to society that a male beautician could be just as good, or better, at the job than a female.

"I am fighting for acceptance into the fold. To prove my worth I have to excel in my job. Most clients at the salon still feel hesitant about accepting ad-

vice from me because I am a man and am presumed to know nothing about beauty. My comments and contributions in class are often met with objections from some of my colleagues.

**Excel**

"I cannot dismiss all this as unimportant. I always try to explain to them that my being a man has nothing to do with my job. It is the knowledge of one's work that counts. I can only demonstrate this by being good at my work," he said.

The 21-year-old from Pietersburg believes that men often excel when they do women's jobs because

they take their work seriously. Women, he said, take their work for granted because they often assume they were, by nature, cut out to do it.

They never put in that extra effort because they feel that any way they do it is the right way.

"I don't foresee any problems in building and maintaining clientele when I leave here.

"Credibility and a good relationship with clients and staff count a lot for a person in my job. My work will prove my credibility and there will not be conflicts between me and my staff or clients since they

will be people of the opposite sex. The work relationship of people of different sexes is often better than that of people of the same sex," Makgoba said.

Most of the men in women's jobs did not get there by accident. They are proud of what they do and are eager to achieve greater heights. The competitive spirit is perhaps most stark among male chefs.

**Chef**

Elias Ndlovu works at the Carlton, one of the prestigious hotels in Johannesburg. He started there 15 years ago as a dishwasher and now is a chef in one of



Samuel Mokgoba at work on a client.



Hair technician Themba Khumalo.

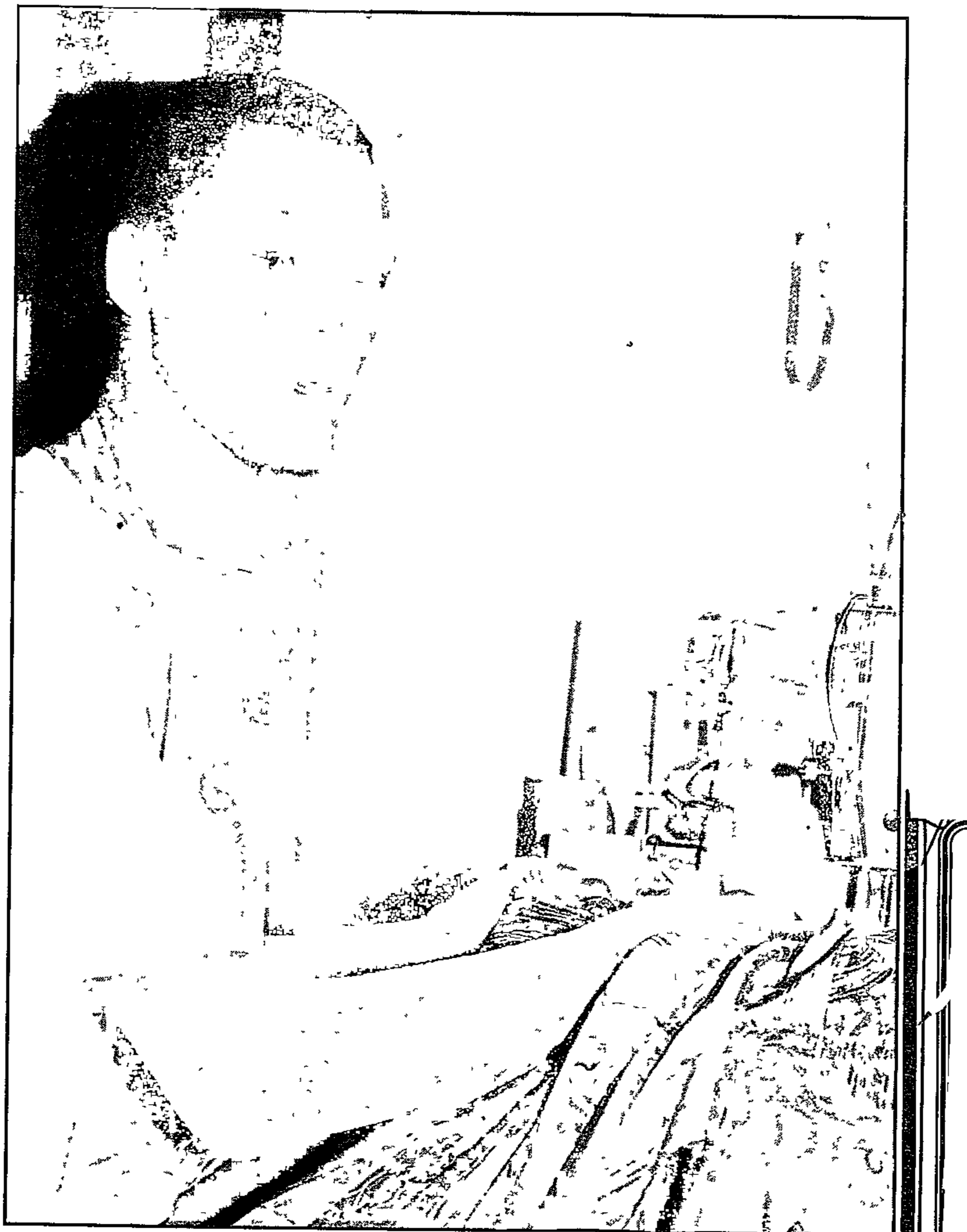
**Men who excel  
where others  
fear to tread**

their kitchens. He never thought of the job as woman's work, he thought of it as a job that could earn him and his family a living, he said.

"I find my job very fulfilling. I am not ashamed of it because it is not as tough

as working in a mine. I believe I work as hard as any man does in his job," Ndlovu said.

His eyes are set on the Three Ships, which he says is the hotel's biggest kitchen.



Bongani Zulu is better than some of his female counterparts behind a sewing machine.



# Sowetan Business

# Board to train estate agents

By JOSHUA RABOROKO

BLACK estate agents and builders are daily losing contracts worth thousands of rands in black townships to white competitors.

This was revealed in a study of the black housing market conducted for the Estate Agents Board by Dr A Oosthuizen of Market Research Africa.

The study was to establish to what extent a secondary black housing market already existed and how fast this market would grow as a result of efforts by Government, the private sector and others to stimulate home ownership in the townships.

The study cited the lack of formal business training as one of the main reasons why blacks lost out to whites, was that they had not received formal training in business practices in the area they operate in. This was

a disadvantage particularly when they had to fight for contracts by tendering to organisations. Because of this report the Estate Agents Board has committed itself to train black estate agents.

## Training

Following the completion of the study, the board had formed a steering committee under the chairmanship of board member and housing expert Mr Boet van Staden, to identify issues, initiate a national educational and training programme for black estate agents and to persuade Government to introduce an educational programme for black consumers.

The committee consists of representatives of the Development Bank, the Urban Foundation, the National Association of Home Builders, the South African Housing Trust and financial institutions. A spokesman for the

board confirmed the plan and said they would consult with black builders and estate agents about implementing the massive programme.

The president of African Builders Association, Mr Joas Mogale, said that as blacks were still new in business at a contractual level, they were being exploited. He said: "We have to change this by fighting for what is ours and also ensure that we upgrade ourselves."

## Left out

According to Mogale black builders are the key to change and development. They could improve themselves by initiating, directing and coordinating development programmes.

However, Mogale said, when the survey was conducted blacks were not consulted and as a result it would be difficult for them to participate in the programme.

He was supported by the secretary of the United Builders Association, Mr Kenneth Cele, who said they felt left out when major decisions were taken on the critical housing shortage.

"There is a need to come up with new strategies to meet the housing situation that involves blacks - not just as consumers, but also as builders, contractors, developers," Cele said.

Mogale said that blacks had a key role to play in solving the housing crisis and they should not be "mere actors" while the white contractors enjoyed the greater slice of the cake.

African Builders Association president Joas Mogale.



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54373

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Sowetan Business

Sowetan 22/3/90

# Bursaries for accountants

THE Association of Black Accountants of South Africa (Abasa), an organisation facilitating the entry of blacks into accounting professions, has announced the launch of two bursary schemes.

They are the Female Accountants Bursary Scheme (Fabs) and the Accounting Technicians Bursary Programme (ATBP). Fabs will offer R1,5 million for four years, while ATBP will offer R100 000 a year.

In announcing the projects Abasa's executive director Mr Mashudu Ramano said accountants operated at the nerve of the economy, yet there were only 349 African, Indian and Asian accountants out of a total of approximately 13 500 in South Africa.

He said 25 out of those were Africans and that if blacks were to play a

By JOSHUA RABOROKO

meaningful role in the economy of a new South Africa, that ratio needed to be dramatically increased.

Abasa hopes to see 8 000 black accountants by the year 2000. It will contribute to that through its bursary and other programmes.

The ATBP, which is funded by the Canadian Embassy, will provide 30 black high school graduates with three-year bursaries to study an accounting technician's course at a technikon. They will also, in their second and third years, receive training in accounting firms.

The Fabs, funded by the United States Agency for International Development, will provide 20 bursaries to women who have a Bachelors of Commerce or Accounting de-



**MASHUDU RAMANO**

grees or are in their final year.

They will study at an accredited university for a CTA or Graduate Diploma in Accounting, after which they will serve articles and write the Public Accountants and Auditors' Board examination to become chartered accountants.

Fabs hopes to overcome the hurdles of racial and sexual discrimination for black females wishing to become accountants. To date, only one African

and three Indian women have made the grade.

Ramano said black schoolgirls were unofficially encouraged to study "soft" subjects. "This deprives them of stepping stones to see them into financial or accounting careers. African women entering accounting therefore need all the support they can get," he said.

So far, there have been nine successful candidates applying for Fabs and 15 for ATBP. Abasa's student programme will offer back-up for these bursars.

Ramano said "The student support programme provides black accounting students with a grounding in business and social awareness, leadership and professional development."

For more information please telephone Mone Schlapelo.

IT is tragic that despite all the talk of black advancement we have made so little progress in breaking down the racial division of labour that we have to reproduce apartheid by importing skilled East Europeans.

Why has so little progress been made?

Some of the most common problems identified by management to account for the slow rate of black advancement within companies include the education backlog, school boycotts, lack of experience, cultural upbringing that leads to a low need for achievement, racial discriminatory laws and, above all, the unequal Bantu Education system

Most of these external factors are genuine obstacles. We are well aware of the criminal damage done by Bantu Education to generations of students. But a neglected aspect of the problem is the employment process itself.

As University of Natal industrial psychologist Blade Nzimande has argued, a cursory examination of black advancement programmes reveals that is predominantly white managers who plan and implement these. Many of these programmes suffer credibility problems because of the way they reproduce paternalistic attitudes and practices.

### Recruitment

Furthermore subtle and informal barriers remain even after formal apartheid has been removed. Research in the United States shows how recruitment and promotion remain racially restricted even after formal racial barriers have been removed.

Companies recruit, for example, from certain schools and universities only. Each firm, it is argued, has an inner core, defined by the organisational culture, from which recruitment is drawn. As a result a process of informal networking takes place where, for example, senior management meet at certain exclusive clubs.

A third, often unexplored, reason for the exclusion of blacks from promotion is the genuine fear among white managers that blacks with the same skills will eventually take over their jobs. White resistance, psychologist Peter Franks argues, is one of the major obstacles to black advancement.

Thus we need to examine the practices of the corporations themselves to find some of the ob-

# The skills shortage should be solved at home

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Sowetan 30/11/90

Today EDDIE WEBSTER, Professor of Sociology at the University of the Witwatersrand, looks at the slow process of removing racial discrimination in the workplace. He argues that affirmative action is needed within corporations themselves to promote black advancement.

stacles to black advancement. As a form of positive action I would like to suggest the following

### Black press

\* Involve blacks in the design and implementation of any programmes to remove discrimination

\* Develop alternative social networks and labour markets by, for example, advertising in the black press and establishing links with black universities

\* Management needs to set specific targets to achieve a

certain percentage of blacks in certain jobs by a set time

\* Management needs to seek out representative black leaders and work actively with them as equal partners to monitor the extent to which they are achieving their publicly declared goals

### State resources

\* Finally, but crucially, we need to recognise the structural insecurity of whites who fear the future. A precondition for serious black advancement is a massive re-education of whites away from racism. A first step would be the integration of 'white' schools, a

process that must lead to a single non-racial education system

Clearly any attempt to resolve the skills shortage will require a massive redirection of state resources to the majority of the population. It has been estimated that the DET needs to build about 100 large schools and train 3 500 teachers each year at the country's 39 training colleges to adequately accommodate the annual growth of 250 000 in the black pupil population.

But in the meantime, there is much that management can do to promote black advancement in the workplace. Besides, it may prove a better long-term investment than importing East Europeans.

# Alienation key to slow development

ALAN FINE

A KEY factor in the slow pace of black management development and in under-performance of black managers is the marginal position of these managers in the company and the society they live in

This is one of the main findings of a survey of black management development programmes commissioned by the SA Foundation (SAF) from Prof Lawrence Schlemmer of Wits University's Centre for Policy Studies. *B/W/m 24/11/90*

In a summary of the survey, which is to be published soon, SAF Johannesburg director Gavin Evans said that among reasons for the black managers' marginal position was that they had to reconcile the segregationist society in which they live with a corporate environment in which they were supposed to compete as equals with whites

The experience of discrimination was aggravated by several factors: lack of exposure to white informal networks, experience of tokenism in appointments, of unequal remuneration in the past, and of resistance from shopfloor and some white colleagues

There was also a conflict between demands in the workplace for performance and demands of the black community for solidarity

These factors, according to the survey, result in high levels of stress and insecurity, lack of self-confidence, and, often, alienation from the corporate structures and the wider society

Schlemmer emphasised it was not black "non-modern" cultural values which were the obstacle

The survey found there were certain key ingredients to making black management development programmes successful

These included a publicly-expressed commitment from top management, and following through "by selecting targets for black management development, including line management and not just personnel (and) incorporating training programmes as part of a broader strategic advancement strategy"

# Experts sceptical at govt figures for jobless blacks

**ECONOMIC** experts yesterday voiced scepticism at government's latest figures for black unemployment and said the number of jobless blacks would continue to increase.

The CSS December bulletin puts the rate of black unemployment for September 1989 at 13,0%, down from 13,1% in August. Its figures show a steady decline in the number of black jobless from almost 1,2-million in July 1986 to 744 000 for September 1989.

Sanlam's chief economist Johan Louw said yesterday he could only "be sceptical of these figures".

"It would be wrong to interpret them as showing that unemployment is becoming less of a problem among the black population.

"With an economic growth rate of about 2% and population growth of 2,7%, black unemployment, much of which is hidden, can only be on the up."

SA Institute for Race Relations director John Kane-Berman said: "The

**MATTHEW CURTIN**

outlook for employment in SA is very bleak indeed.

"As monitoring unemployment is so difficult and the CSS figures exclude the homelands where unemployment is certainly greater, the government's statistics are far from reliable.

"We need the formal economic sector to create 1 000 jobs a day to cater for new arrivals on the job market, while it is producing just one-tenth of that number.

"The situation is especially grave because, as those in favour of sanctions fail to appreciate, the meagre social security here for which only 10% of blacks register does not compare with the welfare safety net in Western Europe."

SA Chamber of Business labour director Vincent Brett said "Even if the economy takes off and there is real political change in the coming months, the unemployment situation for the whole country will continue to

worsen over the next year.

"I have little doubt that both increased urbanisation and capital intensity in industry, and the slackening of the economy all contribute to greater unemployment."

However, National Manpower Commission director Kobus van Zyl said. "I don't believe the downward unemployment trend will continue and I expect a gradual increase through the year.

"But there have been important structural changes in the economy with the boom in the informal economy, a sector which is only now gaining credibility. It is this growth which goes a long way to explain the drop in the numbers out of work."

A Small Business Development Corporation spokesman in Johannesburg said he was disturbed by government sources attributing the decline to the growth of the informal sector, when "the CSS has quoted the informal sector as contributing just 3% to GDP last year." He dismissed the CSS figures as inaccurate.

## Surge in unemployment expected in next two years

**PRETORIA** — Between half a million and three-quarters of a million new workers would look in vain for jobs in the formal sector during the next two years, Econometrix director Azar Jammine said yesterday.

The economy was unlikely to expand fast enough to absorb any significant percentage of new job seekers. Continued expansion of the

**GERALD REILLY**

informal sector was therefore of critical importance, he said.

This year's employment level was likely to drop 0,5%, followed by another 0,5% drop next year.

The economic slowdown would have a delayed impact on employment. Unemployment was a lagging

rather than a leading indicator of the state of the economy.

Unemployment among non-black workers could increase 2% this year and again more sharply in 1991. Unemployment in this category was estimated at 49 600 at the end of last year. The total at the end of 1991 could rise to 66 000.

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## Black miners licensed to blast

CAPE TIMES 3/12/80

JOHANNESBURG. — A milestone in South African mining labour relations has been achieved with the granting of blasting certificates to blacks

Three miners at Blyvooruitzicht gold mine, part of the Rand Mines group, received blasting certificates, while one black miner of the Anglo American group is being trained

The Chamber of Mines chief labour relations adviser, Mr Johan Liebenberg, said yesterday that the step would help to address the shortage of skilled manpower in the mining industry.

The granting of these certificates comes in the wake of strong resistance from the white mineworkers' union — Sapa

— UPI

*CAF - Trip 5/288*  
**White miners  
slam blacks'  
licence to blast**

*177*  
**Own Correspondent**

**JOHANNESBURG —**  
The white Mine Workers' Union (MWU) did not accept the granting of blasting certificates to four black miners last week and would be seriously considering retaliatory action during meetings this week, MWU general secretary Mr Peet Ungerer said at the weekend.

He said his union suspected that the Chamber of Mines had created an artificial skills shortage to advance blacks into these positions

## Mines to act soon on black advancement

ALAN EINE

13/7/88

MAJOR mining houses said yesterday they planned to proceed as soon as possible with putting forward black candidates for certificates of competency for four key mining occupations.

However, they said it was premature to estimate how rapidly black advancement to the jobs would occur. "Delicate" talks were under way with interested parties, including the all-white Mineworkers' Union, and there was uncertainty as to the effect of the proposed advisory committees on this process.

A Rand Mines spokesman said he expected the first black miner to qualify within a few months.

A Gencor spokesman said this would occur within whatever time it would take for a suitably qualified person to pass certification.

He said the aim was to fill vacancies with the best candidates, but it was guesswork to talk of numbers until the effect of new "pre-qualifications" had been established.

Anglo American gold and uranium division spokesman Michael Spicer said implementation would be as soon as possible, apparently after the advisory committees had been appointed.

Anglovaal had already begun identifying candidates, a spokesman said.



SA companies overlooking a valuable resource

# Working Women get raw deal

Star 12/17/85

(177)

By Sally Sealey



Women as a high-level resource is a relatively new concept in South Africa

In a paper entitled "Going beyond the foundations of female advancement — Indications for South African organisations", Professor Ronel Erwee of Pretoria University said South Africa had a long way to go in catching the rest of the world as far as recognising women as a high-level resource

Many companies provided rudimentary policies on black advancement but no incentives or course for the advancement of women

"The number of women involved in high-level jobs according to the National Manpower Commission (NMC) has risen from 31 percent in 1971 to 37 percent in 1985."

The report found that white men were the highest single source of top management followed by white women and then blacks

The NMC found the female contribution per occupational group in South Africa from 1971 to 1985 were

Accountants/Auditors 1971 — 5,9 percent, 1985 — 18,5 percent  
Administration 1971 — 9,9 percent, 1985 — 13,3 percent

Lawyers 1971 — 3,0 percent, 1985 — 11,5 percent

Scientists 1971 — 6,7 percent, 1985 — 19,4 percent

Professor Erwee said at her own university the number of women feeding into the university system had increased from 32 percent in 1977 to 39 percent in 1987.

Professor Erwee outlined three phases of female advancement

- The pre-legislative phase — prior to 1983
- The Transition phase — 1983- 1987.
- The Equalising Opportunities phase — 1988 —

She said the first phase was still prevalent in many companies and several surveys had shown that a number of leading companies in the Johannesburg-Pretoria area offered very little career advancement.

At least 140 business and professional women in senior positions were asked to give their perceptions and their company's attitude to their advancement.

Fifty two percent said their companies offered no career development plans, while 34 percent

said their company offered a career development plan to all staff  
However, 14 percent said they offered them only to a specialised group.

The women were also asked whether they were paid equal pay for equal work — 54 percent said they were

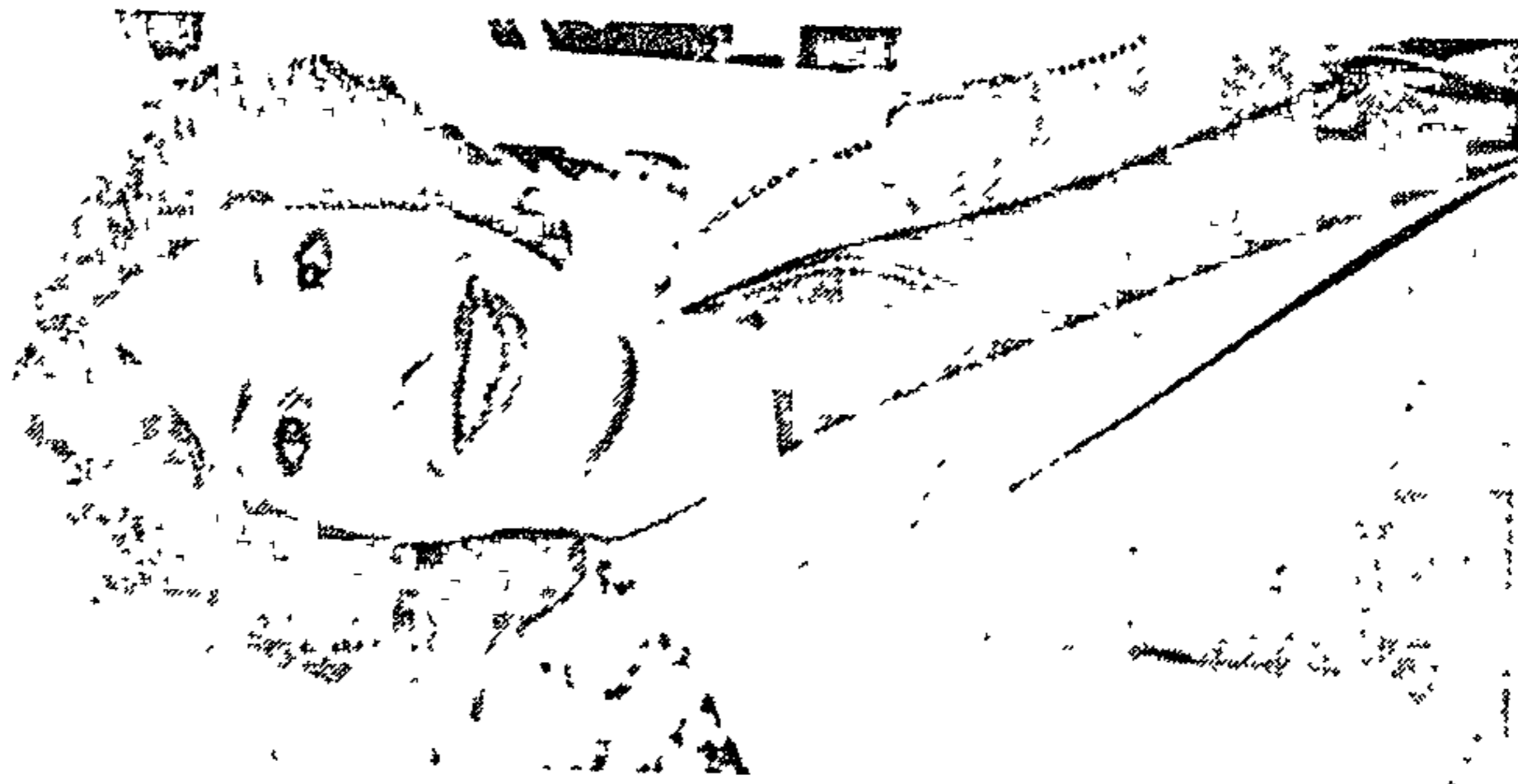
About 54 percent of the women also said they were not promoted as quickly as the men

Professor Erwee said the 1983 legislation was important in terms of removing discriminatory clauses and making it illegal to discriminate against women and people of colour.

The third phase, the equalising opportunities phase, which included a departure from tradition and organisational culture, was usually initiated by individuals

Professor Erwee suggested a number of areas where companies could change their attitudes promotion practices, advertising posts internally, granting access to training opportunities, access to advancement programmes, maternity leave should not be seen as a career break.

There should not be black or women advancement but total human resource advancement"



Ronel Erwee . . . outlining phases of female advancement.

CAPE TOWN 12/7/82

# Mines have little to cheer over new job regulations

Own Correspondent

JOHANNESBURG — Representatives of black and white labour, and of employers, have expressed reservations about the new regulations to the Mines and Works Act which formally mark the end of job reservation on the mines.

The regulations were published on Friday.

A Chamber of Mines spokesman said the chamber could not support the provision that the Government Mining Engineer should take into account the views of advisory committees on the "proven labour needs" of the mines before admitting a candidate for certificates of competency.

He said this infringed on proper management prerogative and might be seen as securing indirectly the retention of racial discrimination. Further, it could be beyond the minister's powers to impose these measures.

But it was the industry's intention to make the regulations achieve their desired result in practice, he said.

There was an estimated shortfall

of 600 blasting certificate holders

National Union of Mineworkers' assistant general secretary Mr Marcel Golding said his union would comment in detail later. However he believed previous NUM objections still stood.

The union objected to provisions in the draft, published last year, which made proficiency in one of the official languages, and a formal educational qualification, a prerequisite for eligibility for acquiring certificates of competency. It saw these as a hidden form of racial discrimination.

The former remains, while the regulations give to the four advisory committees the power to make recommendations on the specifics of the latter.

The government has dropped the ban on non-SA and TBVC citizens acquiring certificates of competency.

A spokesman for the whites-only Mineworkers' Union (MWU) — which has vigorously resisted the removal of job reservation — said it was "disgusted" at the regulations.

A detailed response would be made later this week.

177 26/2/88

## HIGH-LEVEL MANPOWER

### Not tapping blacks

White managers are not doing all they could to advance blacks into top positions in the economy. The charge — ironic though it may be coming from a National Party government department — is highlighted by National Manpower Commission (NMC) chairman Hennie Reynders.

In the NMC's recently released report on high-level and middle-level manpower (HLM and MLM) in SA, Reynders says "Many reasons are being offered for the lack of notable progress in the advancement of blacks, coloureds and Asians in management and other professional positions — among others, a lack of education and experience. However, one factor that should not be disregarded is the attitude of white management personnel. Notwithstanding the fact that their attitudes are almost always positive and that many statements are made to this effect, an unwillingness or inability to put these views into practice still appears to prevail in too many instances."

"This situation requires urgent attention, the more so since it influences the acceptability of the free enterprise system" (among blacks, presumably).

The NMC says the "disturbingly low" attention companies give to training managers is a factor in poor productivity. Many skilled workers perform tasks which should be done by MLM, and so on down the line.

The report finds there has been reasonable progress with the advancement of blacks, coloureds and Indians into middle-level positions. However, their progress to high-level posts "appears to be somewhat less than satisfactory."

Reynders therefore reiterates "the most important message" of the 1980 report on the subject "SA will not be able to realise its development potential and offer all its people an acceptable standard of living if the country persists in trying to recruit its HLM mainly from the white population group."

The study regards HLM as those with at least two years of education and training after matric, MLM is where at least a few weeks or months of training, with a minimum of Standard 7 or 8, are necessary.

In 1985, all HLM made up about 11% of the economically active population, and MLM about 25%. There has been a gradual increase in this percentage. "Taking into account the shortcomings in statistics, it appears that there was a particularly big increase between 1965 and 1985 in respect of engineers, technicians and technologists, certain paramedical workers, educationists, administrative workers, 'other' professionals, and managers. Among MLM, there were sharp increases in sales workers, supervisors and service workers."

The department's manpower surveys indicate that the percentage of blacks, coloureds

and Asians among HLM is also gradually increasing. In 1965, 25% of all HLM were from these groups, in 1985 the figure was 32%. The entry of women from these groups into HLM (teachers and nurses mainly) was especially responsible for the increase.

The sharp rise in the number of black groups into MLM indicates a structural change over two decades, from 20% in 1965 to 40% in 1985. And according to the 1985 census, blacks, coloureds and Indians represent as much as 52% of all MLM workers. Here the increase was especially marked in the categories of clerical and sales staff, artisans and apprentices.

The NMC states that most of the statutory measures that hampered the mobility of blacks in the past have been lifted in recent years, and this should assist their

advancement into HLM and MLM occupations. Notable exceptions are "aspects of the Group Areas Act which are, however, receiving attention." Yet, it adds, there are still environmental factors such as housing, overcrowding, and relations in the work environment which have a restrictive influence on upward mobility.



Reynders

(17) SIT 2/2/88 (C)

## Manpower Mirror by JULIE WALKER

THE National Manpower Commission has recommended that it be prohibited for personnel and placement agencies to charge job-seekers.

The acceptable method is for the employer to pay a fee to a personnel agency for the supplying staff

Colin Katz of Colin Katz Associates says it is already not permitted by law to charge the job-seeker

A spokesman for the Association of Personnel Services (APSO) says a maximum of R1 registration fee plus 7,5% of the first month's salary or part thereof may be charged APSO recommended to the commission that the system of charging the work-seeker be scrapped to avoid the exploitation of unemployed blacks

### Voluntary

APSO membership is voluntary, and Mr Katz believes there are many fly-by-night agencies who charge a registration fee of R50 or more with the promise that they will find work for the unemployed

They operate for a short time in the black market, make a lot of money and disappear

Promises are tempting to the black work-seeker Mr Katz says that as many as half of the companies looking for staff specify "whites only" He says that many companies, from small to large, not only South African but also some multinationals, pay lip service to the concept of equal opportunity for all, but continue to turn away blacks.

# Fly-by-nights rip off black job-seekers

By Julie Walker

Jessie Clossie, general manager of Anglo Personnel Services, says that her firm is able to place black graduates, but often encounters resistance from the employer

"We believe that if a man is qualified to do the job his colour should not matter We try to educate those employers who insist on whites"

It is inevitable that SA will draw increasingly on the pool of skilled blacks entering the job market

Mr Katz says his company has more blacks on its books than in the past, but it will be a slow process before total acceptability of all colours in the work place can be achieved

### Criterion

Mrs Clossie says that business has never been so healthy.

"We had a phenomenal 1987 We have a balance of job-seekers and employment opportunities."

She says married women with children are also being tempted back to work.

Christo Constantaras of The Personnel Concept says that in the three professional

fields in which his company operates, employers do not specify race.

"Skills, not colour, are the criterion

"The Personnel Concept concentrates on the engineering, accountancy and computer professions"

Mr Constantaras says, however, that although employers may accept all races in principle, some of them pay blacks less than whites

Women may also be subjected to pay discrimination, although the practice is not rife

### Education

Mr Constantaras says that a well-qualified black work-seeker can be fussy and difficult to place even though job offers are made

Another problem faces those who have been educated at black universities Although the standard of education may be as high as that given by other universities, commerce and industry are slow to accept the fact

It is not the black job-seeker's fault that his degree does not have the same credibility as from a white university, and he understandably believes he is the victim of continued discrimination.

B/day 15/2/88

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All races must be given a fair go or ...

# SA will not realise potential — report

CAPE TOWN — SA would not be able to realise its development potential and offer all its people an acceptable standard of living if it persisted in trying to satisfy its high-level manpower needs mainly from the white population, the National Manpower Commission (NMC) has found.

In a report — the result of an investigation into the utilisation and availability of high- and middle-level skilled manpower — tabled in Parliament, the NMC said if that pattern continued SA could face a relative deterioration in standards.

## Importance

NMC chairman Hennie Reynders said it was, therefore, of the greatest importance that all population groups — in line with the accepted philosophy of the free-market mechanism — should have full and equal opportunity to take part in the development processes.

He noted that one of the main reasons why there had been a lack of progress in the advancement of blacks, coloureds and Asians in management was the attitude of white management personnel

Although they professed to be

CHRIS CAIRNCROSS

positively disposed to helping with the upliftment of those groups, there was a notable unwillingness or inability to put those views into practice

Reynders said that situation should be urgently addressed, particularly as it influenced the acceptability of the free-enterprise system.

The NMC report loosely defined high-level manpower (HLM) as being those people with at least two years of education and training after Std 10; and medium-level manpower (MLM) as those with a minimum qualification of Std 7 or 8, followed by a few weeks' training

HLM made up about 11% of the economically active population in 1985 and MLM about 25%.

White men constituted the largest single source of HLM, although it was observed the percentage of the other three population groups among HLM had been increasing.

With most of the statutory measures which hampered the mobility of blacks in the past now mainly lifted, the NMC expected the advancement of that population group into HLM and MLM occupa-

tions should increase

As regards manpower shortages, 22% and 38% of all vacancies in the country were for HLM and MLM respectively. The absolute number of vacancies in the case of HLM was generally higher among technicians and technologists, as well as nurses

Some NMC recommendations to cater for the demand for skilled manpower include

□ In order to promote manpower planning, the National Training Board should compile a guide on the methodology of manpower planning at micro level;

□ The NMC should, in co-operation with the Department of Manpower, develop a procedure whereby the demand and supply situation in individual occupations could be determined relatively quickly with a view to, among other objectives, supplying bodies like the Immigration Selection Board and public-placement services with information,

□ The Department of Home Affairs should investigate the possibility of applying the existing state assistance for immigrants on a differentiated basis, so that immigrants in occupations where there were continual serious shortages, would benefit more than others

# Nervous whites

Star 12/3/91

## moot super-union

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**T**HE erosion of job reservation and other protections which white workers have enjoyed since 1948 and have come to see as their right, have evoked angry responses by white unions.

In the last issue of Die Mynwerker, the Mine Workers Union (MWU) lashed out at the National Party for betraying their loyal constituency. White workers, had after all, got the NP in power in the first place.

A spokesman for the MWU, Flip Buys, said:

"Employers are bending over backwards to meet the demands of black unions and pander to their whims, at the expense of white workers. They integrate facilities without consulting us or considering our feelings."

Another major issue disturbing the white unions, apart from the government's decision to unban political organisations and negotiate with the ANC, is the acceptance of the Saccola/Nactu/Cosatu accord.

The white unions' exclusion from the deliberations on labour amendments has given impetus to their unity drive.

But the prospects of the formation and existence of a super white union with the strength and capacity of black unions seem fraught with problems.

Although the major unions involved in the unity drive are part of one umbrella organisation, the South African Confed-

Faced with growing black unions and changes in National Party politics, white trade unions are concerned about their status and are working towards the possibility of an all-white "super-union." SHAREEN SINGH reports.

eration of Labour (Sacol), divisions exist on the form the new union should take.

While MWU is arguing for a confederation along the lines of a general union, Yster and Staal supports the idea of a federation, similar to Cosatu, with a merger of industrial unions.

Mr Buys says a federation would not work for white workers because of their smaller numbers. It would divide workers into small, less powerful units.

But Nic Cilliers, general secretary of Yster and Staal argues that a federation is a more tightly knit structure, and is the best option, as proved by Cosatu.

A super-union would be virtually impossible to effect under current labour legislation because of technicalities relating to the trade unions' scope of registration.

# Unpacking the baggage of prejudice

By GAYE DAVIS Cape Town

IT'S become almost trite to say that white discriminatory legislation can be repealed with the stroke of a pen, racist attitudes will take generations to change.

So what does the South African company manager do when the attitudes of his middle management staff make it difficult, if not impossible, for him to start bringing black people into positions that count?

He employs the services of someone like Margaret Legum, a London-based specialist in racism and gender training who, during a recent visit to South Africa, ran courses on understanding racism and developing good habits at Cape Town's Centre for Intergroup Studies.

People who attend her courses often arrive "chippy, angry", says Legum

"They're asking themselves, 'why the hell have I been sent on this course?' They resent the implication that they're racist

"Actually, there is no such thing as a racist or a non-racist. What you do get are racist societies — most of the world is one — where there is a hierarchy which says the whiter the better.

"It's a way of seeing people as different, inferior or somehow needy in a way that justifies whatever you do to them"

Legum's method is very different to conventional cross-cultural training, the traditional approach to building bridges between different groups.

It's a model which evolved during the years she spent as a manager in the training department of Voluntary Service Overseas, preparing people to work in unfamiliar milieus among people with different cultures and customs

"Conventional cross-cultural training consists of a list of dos and don'ts: what not to do to avoid offending the natives

"This sort of training leads to stereotyping people even more. It stresses the differences between people and increases strangeness — anthropologising instead of personalising relationships"

According to Legum, other cul-de-sacs in training of this type occur in the finger-wagging approach "By telling people they're racist you simply entrench it", and the sociological approach "relating the history of racism is an intellectual exercise which doesn't change anybody's emotional attitudes"

What Legum and her colleagues did was to turn things around so that "instead of saying, OK, you're off to Sri Lanka where the people are like this or that, we'd say who are you, going to Sri Lanka — through what spectacles do you see the world?"

It is only by unpacking one's own personal prejudice, examining and understanding it that one can effectively change attitudes, says Legum

"Basically, I believe that nothing changes until you go through a proper process of transition. People must internalise what's going on around them and understand it. If they don't, people will be dragged kicking and screaming into the new South Africa and black people are going to be very, very frustrated.

"In the course, we try and strike a medium

between wagging a finger saying, 'you're a racist', in which case participants are likely to say, 'stuff this, I'm off', and saying that racism is OK

"We aim at getting participants to the point where they acknowledge that racism is an issue, an important concern, but that they are not personally responsible for it — although they may have benefitted or suffered enormously because of it. Most importantly, we try to get across that they can do something about it."

An economist by training, Legum was born in South Africa. While studying at the London School of Economics she met and married journalist Colin Legum, with whom she published, in the 1960s, a book on sanctions against South Africa

Thus, she surmises — the South African government never gave its reasons — was why she was denied permission to return home for 20 years

Participants in the courses she has run in Cape Town in conjunction with the Centre for Intergroup Studies at the University of Cape Town have included community workers and employees of government institutions and para-statal.

For Beverley Thaver, who trains community organisers in the Western Cape, Legum's course opened her eyes to the fact that, "we're all products of a racist society — and

as much as we say that whites are racist, blacks are racist too, although in different ways"

One of the techniques Legum employs is to get participants to think back to the moment when they first became aware there were other races

Her own experience was "realising that black people were poor, pathetic and sad" — and that whites (she was brought up in a liberal home) were "powerful and all-giving".

For other people, she explains, it might involve the perception of black people as dirty or incompetent and white people as clean and efficient

Both black and white people "have internalised the notion that whites are superior," she says "Black people have been ground down by discrimination — but the damage to white psyches has been as severe"

Attitudes towards people who are different to us are shaped by the culture which surrounds us, stresses Legum "We're all conditioned. None of us is a blank sheet. All our impressions fall on previous experience"

A way out lies in realising that no one is personally responsible for this state of affairs and that blame, therefore, is irrelevant. With guilt and hatred-bogeys sidelined, the possibility of changing attitudes and actions in such a way as to combat racism emerges.

## HOUSE OF ASSEMBLY

## QUESTIONS

† Indicates translated version

For written reply Hansard 25/3/91

General Affairs

## Farm Wimbledon No 454

139 Mr R R HULLEY asked the Minister of Public Works and Land Affairs

Whether any of the following portions of the farm Wimbledon No 454, situated on or near Wimbledon Road in Blackheath, have been sold either jointly or separately, viz (a) Erf 454/56, (b) Erf 454/93, (c) Erf 454/96, (d) Erf 454/55, (e) Erf 454/59 and (f) Erf 454/95, if so, (i) (aa) for what price, (bb) by what method, and (cc) when, in each case and (ii) what is the surface area of each portion?

B392E

## The MINISTER OF PUBLIC WORKS AND LAND AFFAIRS

(a) and (b) Yes, jointly

(i) (aa) R3 100 000,00

(bb) Public auction

(cc) 23 January 1991

(ii) 454/56—11,4123 hectares

454/93—6,0939 hectares

(c) No—private land

(d) Yes, jointly with 454/57

(i) (aa) R4,86

(bb) Out of hand (Divisional Council for road purposes)

(cc) 1 May 1956

(ii) 6957 square metres

(e) Yes, jointly with 454/58

(i) (aa) R0,69

(bb) Out of hand (Divisional Council for road purposes)

(cc) 13 March 1958

(ii) 987 square metres

(f) No—private land

## Black work-seekers

188 Mr P H P GASTROW asked the Minister of Manpower Hansard 25/3/91.

How many Black males and females, respectively, were registered as work-seekers in the Republic in each month of 1990?

(177)

B517E

The MINISTER OF MANPOWER.

Month	Male	Female
January	58 355	16 888
February	69 297	23 608
March	66 229	19 442
April	67 672	19 337
May	69 338	19 452
June	67 647	19 070
July	*	*
August	*	*
September	110 132	28 227
October	108 906	27 611
November	109 220	25 650
December	113 698	25 554

\*Not available

## Labour bureaux: registered work-seekers

189 Mr P H P GASTROW asked the Minister of Manpower Hansard 25/3/91.

How many males and females, respectively, were registered at labour bureaux as work-seekers in terms of the Guidance and Placement Act, No 62 of 1981, as at the end of each month in 1990?

B518E

The MINISTER OF MANPOWER

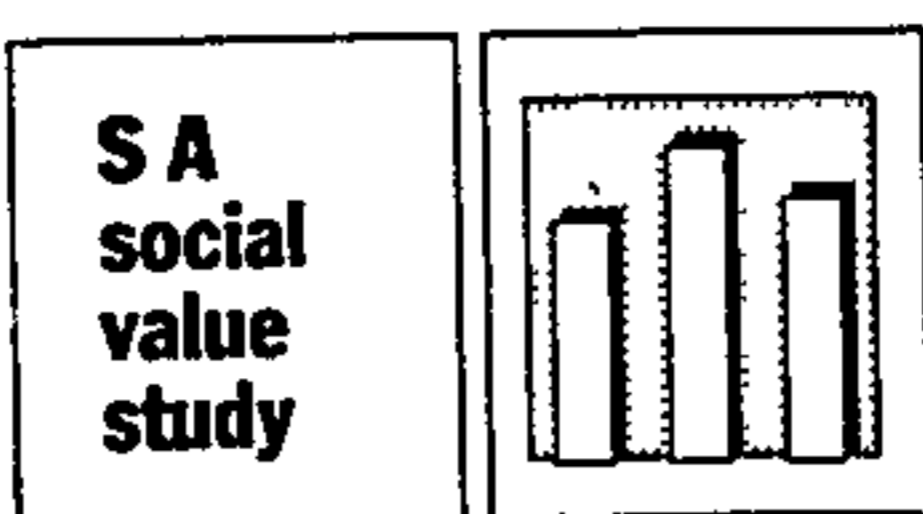
Month	Male	Female
January	82 391	36 567
February	100 395	49 209
March	97 513	44 073
April	99 946	44 586



# Dreaming of a non-sexist society

Staw 11/4/91

The World Social Value Study, initiated by the Institute for Social Research at the University of Michigan, spans some 42 countries. The South African component was conducted by Markinor, using a questionnaire adapted for local



conditions. The sample comprised: 1 236 whites

(rural and urban); 200 coloured residents of Cape Town; 200 Asian residents of Durban and 600 black people in urban centres. In black, coloured and Asian areas the sample was stratified by city and township. The white sample

was randomly drawn using the national panel of Nasionale Tydskrif. Limited information based on a rural sample of 500 from homelands is included.

● Further details: contact Marketing and Media Research.

By JO-ANNE COLLINGE

IN THE women's movement there is from time to time feminist debate on whether white and black women — coming respectively from worlds of privilege and poverty — can build a common struggle across this divide

Because the racial inequities are so striking, secondary discrimination between women and men often takes a very devalued back seat. Does this mean the much-vaunted "non-sexist South Africa" of the future is merely a pipe dream? And are we colluding in maintaining this unreality?

The questions are teasing and the evidence upon which to base answers are flimsy, although the recent Markinor World Social Value Study provides some interesting data on how men see women and how women see themselves

The only consistent patterns which span sexual, political and economic questions — are women who seek a greater degree of independence for themselves outnumber the men who are prepared to grant that freedom, though sometimes the margin between liberationist women and their male supporters is slim

There is a substantial group of men and women who oppose equality across the gender divide and measures which would secure women more individual freedom. Frequently, supporters of women's rights are in the minority

Responses to the question of the right to work illustrate this. The proposition was put to respondents that, when jobs were scarce, men should have the first option on jobs

Among urban blacks, 53 percent of men agreed with this proposition while only 27 percent disagreed. In addition, 44 percent of women were pre-

## Opinions on sex roles

Men have more rights to jobs than women:		Urban Black		White	
		MALE	FEMALE	MALE	FEMALE
		YES	53	44	30
	NO	27	41	26	30
	Don't know	21	16	44	46

Women should run homes and leave govt to men:		Urban Black		White	
		MALE	FEMALE	MALE	FEMALE
		YES	40	32	22
	NO	38	44	64	74
	Don't know	23	24	14	10

Women need children for fulfilment:		Urban Black		White	
		MALE	FEMALE	MALE	FEMALE
		YES	65	63	51
	NO	32	30	36	40
	Don't know	4	7	13	9

Single motherhood is OK:		Urban Black		White	
		MALE	FEMALE	MALE	FEMALE
		YES	27	29	8
	NO	46	46	67	68
	Don't know	27	25	24	24

Abortion is OK for single women:		Urban Black		White	
		MALE	FEMALE	MALE	FEMALE
		YES	9	13	17
	NO	85	83	70	70
	Don't know	6	4	13	17

pared to let men have preference in relation to employment — but the proportion of women who rejected the notion (41 percent) was much higher than the ratio of male opponents

The results should be seen in

the light of the fact that one in five black women surveyed was the head of her household

Among whites, where there is less competition for jobs and where 26 percent of female respondents were housewives,

there was less certainty about whether men should be privileged in relation to jobs.

The majority of white men (67 percent) believed wives should not work or should have jobs less demanding than those of their husbands so that they could do most of the housework. A significantly lower proportion of white women — 54 percent — shared this view

Black women seemed well ahead of whites in aspiring to equal jobs to their husbands and the sharing of household work — 54 percent as against 36 percent. About half of black male respondents said they supported this view, and half wanted their wives' efforts to be more domestically oriented

While about 50 to 60 percent of respondents felt that women needed children to be fulfilled, few would look favourably on women who chose to fulfil themselves outside of wedlock

In the white community such a woman would have to contend with nine out of 10 men and women looking on her with disfavour. To compound matters, only a minority of men and women would accord a single woman the right to abortion

It comes as something of a surprise to find 43 percent of black men and 70 percent of black women professed "strong support" for women's-rights groups. Only 27 percent of white men and 46 percent of women made the same assertion

Answers to more specific questions did not bear out this generalised support for women's rights

What they do suggest — and only suggest — is that there is a minority of women of various colours in South Africa who are like-minded on questions of sexual discrimination

This does not yet add up to a national women's movement or a non-sexist society □

Dr Louw said the DET was  
pres

# Delene bids farewell to domination by males

177

Star 16/4/91  
Pretoria Correspondent

The domination males have enjoyed for so long in Pretoria's auctioneering profession is going, going gone

There is a new force to be reckoned with in the quick-thinking, tongue-twisting, hammer-wielding game of auctioneering

Mrs Delene de Beer, made history last week by becoming the first woman auctioneer in Pretoria. The chance she had been waiting for came when her husband, Peet, was too sick to host a regular auction

"The show had to go on," she said "I had been practising for three years for this eventuality. You can't get someone else to do an auction for you, because they will sell your goods for nothing"

"I used to practise in my car and at every opportunity I got. People must have thought I was

crazy. When I suggested that I do the auction, my husband was very sceptical. But he didn't know I had been preparing myself for my big break"

And so, on the night, the 150 bidders looked on incredulously as Mrs de Beer took to the stand, hammer in hand, and started the bidding

"There was a stunned silence. So I said 'Are we going to stand here all night or are we going to do some business?' That got everyone going. I was very nervous but it got better and better"

"Everyone seemed very pleased with my performance. Even my husband said I was pretty good. I really enjoyed myself. I've always enjoyed working with people and this is the perfect opportunity"

Now she will be doing the auction every Thursday night and is already working on becoming a qualified valuer



# Madala makes

By SANDILE MEMELA

IT will be no ordinary day when top advertising executive Madala Mphahlele takes up his new office at the SABC

Mphahlele has made history by his recent appointment as head of TV2, 3 and 4

Mphahlele is hardly the "government propagandist" the black community perceives anyone who works for the SABC to be

Mphahlele, 54, who is married with a daughter and son and lives in Diepkloof Extension, believes his appointment is "part of a SABC restructuring programme to meet the aspirations of all the nation's people."

"Quite simply, the offer was one I could not refuse," he told City Press this week

His new brief at the SABC is to improve the content of programmes to meet the expectations of the 'new South Africa' market

"My job is essentially to devise a programme strategy to diminish the separation of the nation's various peoples

"In the past the South African television audience has been segmented along racial, ethnic and language lines, and the task that lies ahead is to create a product that appeals across the spectrum," he said

Mphahlele is "fully aware of the negative perception that prevails in the minds of most blacks who watch SABC"

"I do not deny that the corporation does not enjoy a positive im-

Executive

posting a first for

local TV

age in the minds of the majority of the people in our country

"But the key word is 'change' One sad thing that has stunted our progress as a nation has been the upholding of traditional views

"If we are serious about implementing a new society we have to utilise structures such as the SABC to achieve this

"We have now reached a point where we have to pull together and thoroughly debate our South Africanness and television is a powerful medium which we can effectively use to promote this notion.

"What is important for us today is not to waste time talking about where we come from The priority should be on talking about where we are going as a nation"

Mphahlele reckons that South Africans should "play down defining themselves in terms of colour"

"The SABC's target market will in future not be defined in terms of language, colour or ethnicity"

But Mphahlele has a word of caution for people who "expect

too much".

"There will be no dramatic changes overnight. People will have to bear in mind that change is a slow process, and should exercise patience"

Mphahlele acknowledges the SABC "cannot afford to repeat the mistake of propagating the views and ideologies of one political party"

"In adapting to the realities of the changing South Africa the manipulation of any channel by the government or any other authority in the future will not be allowed

"We shall endeavour to give equal exposure to all points of view, from the extreme right wing to the left of the political spectrum

"Censorship of any kind will just have to give way to the expression of views that are popular"

"It is an honour for this position to be bestowed upon me and I am fortunate there are people who believe that I can do the job

"All my life I have held steadfast to the vision of a non-racial, united, democratic and prosperous South Africa - that is the main reason why I have accepted the appointment

"It is the right offer at the right time and if I do not succeed with the task I know I will feel a strong sense of personal failure"

Indeed, a great responsibility rests on the shoulders of Mphahlele as he takes over one of the hottest seats at the SABC

# SABC history

Madala Mphahlele is the first black to head SABC's TV2, 3 and 4 channels. Pic: MIKEMZILENI

# Pay parity for women teachers welcomed

Star 23/4/91

R21138548  
(177)

By Phil Molefe  
Education Reporter

The last vestiges of sexism in education may soon fade away following last week's announcement by National Education Minister Louis Pienaar that women teachers will move closer to parity with their male counterparts when salary increases are implemented on July 1 this year.

Discrimination on the basis of sex characterised outdated practices in education, showing its ugly head in the form of salaries, appointments, promotion, and fringe benefits such as housing schemes and unpaid maternity leave.

In a statement issued in Cape Town, Mr Pienaar said money voted for service benefit improvements for the public sector had been divided between educators and other civil servants for the first time this year and his department was able to

formulate its own improvement package within the limits of the amount allocated.

The salary increase will range from 14,6 percent at the lower post levels to 12,1 percent up to level seven.

Educationalists countrywide welcomed the decision of the Minister to finally introduce parity between female and male teachers.

The campaign for equal pay between men and women educators, who had the same qualification, had been waged vigorously over the years by various institutions and teachers' organisations.

Parity among educators of various racial groups was achieved a few years ago as the Government started selling its policy of "improving" the quality of education and ending racial discrimination in education.

The chairman of the Teachers' Federal Council, Professor Henne Maree, said although the details of the general salary adjustments were not yet known, the council was convinced, con-

sidering the present financial situation of the country, that the adjustment would be fair and acceptable.

He said parity in salaries, and the additional amount on maternity benefit, would place women educators in a position equal to those in the rest of the public sector.

A Department of National Education spokesman said parity had been achieved in all senior teaching posts, ranging from heads of department and principals to school inspectors.

He said post level one, which covers classroom teachers, was the only area where parity had still to be achieved.

Post level one is divided in accordance to teachers' qualifications into A, B, C and D categories. Category A is for teachers with one year post matric teacher training and B, C and D for those with two, three and four years post matric training.

On average a female teacher in category A earned R18 230 a year, while her male counterpart received R20 000.

In category B women earn

R20 000, men R21 170, category C females earned R21 170 males R23 540, females in D earned R23 540, while men got R25 540.

He said the disparity between male and female teachers was only one notch, an average of about R1 170 a year.

Mr Pienaar said "The increase for women teachers would be the second last stage of working towards parity."

Teachers' benefits include

- The consolidation of the 10 percent non-pensionable allowance

- A differentiated salary adjustment for educators in which the highest increases are to go to the lower levels

- The introduction of an additional promotion notch at the level of director

Mr Pienaar said the bulk of the increases would concentrate on the lower levels of teaching, particularly post level one, in a move to improve the standard and well-being of educators.

# Estate agents accused of applying disguised apartheid

By Frank Jeans

SUN CITY — The Estate Agents Board was accused yesterday of practising disguised apartheid by barring blacks from the property industry

At the convention of real estate network Multi Listing Services (MLS), Leon Louw, executive director of the Free Market Foundation, said "The board should be abolished

"It has restricted entry into the profession and it will prevent blacks from benefiting from opportunities in black property markets because many with a poor education would have difficulty in passing the board's examination"

Emphasising that the entry of blacks into the property industry would generate a lot of new business, Mr Louw said the Estate Agents Board had created a barrier which prevented blacks from becoming agents

"A government of the future might consider sweeping away the board, along with the Estate Agents Act," he said

He said deeds registration should be replaced by a simple computer system

"Land surveying is another myth. It can cost R3 000 to survey a piece of land that is worth R1 000, and it provides no greater certainty of boundaries"

Hitting back, Eskel Jawitz, chairman of the Estate Agents Board, said he was surprised that a man of Mr Louw's intellect could make "such wild, inaccurate and misleading statements"

"Any insinuation that the board has followed a policy of restricting blacks, or anyone else, must be rejected with contempt," he said

The board must expect changes and was well aware that the black consumer would play a more active role in the housing market, he said

It is understood the board is reviewing its requirements to make the examination more practical.

# 'Non-sexist' award

By LULAMA LUTI

CP Press  
19/5/91

THE search for non-sexist companies is once again under way

The South African Federation of Business and Professional Women (SAFBPW) has invited nominees for its annual Gold Award.

The aim of the 10-year-old award is to promote awareness of the importance of women in the workplace

The organisation said in a statement this week that there was "continued discrimination against women by employers and that

their contribution was being ignored"

It further warned that if the situation "continued unchecked, commerce and industry in South Africa would be faced with a 'crisis'".

"A mere handful of companies have recognised the vital role of women in business. Most ignore the fact that women provide a wealth of skills," said the SAFBPW

Winning companies are those that have been recognised for their "women friendly" policies.

177 355A  
Through the award the organisation hopes to achieve a "fair play" policy in industry and commerce.

In order to qualify, companies must have a minimum of 50 employees

The closing date for nominations is May 31 and these should be accompanied by a "short supporting motivation".

Questionnaires will be sent to nominees and must be returned by July 31.

Winners will be announced in October at a gala evening in Johannesburg



LOT NDLOVU: "Ban import of skilled labour."

# BMF slates 'racist' bosses

By KAMAL SINGH

RACIST attitudes in the workplace resulted in the absence of blacks in top positions in large companies, Black Management Forum executive director Mr Lot Ndlovu said at the weekend

Speaking at a graduation ceremony of the Institute of Black Quality Management, Ndlovu said although job reservation was scrapped 11 years ago, racist attitude in the commercial world prevented blacks from assuming senior positions

"Although blacks comprise about 80 percent of the country's population, only about four percent are in decision-making positions. *Sowetan 20/5/91.*

## Job reservation

"The scrapping of job reservation in 1979 was virtually a non-event because job reservation is still being practised

"There needs to be a change in attitudes among people that matter (chief executive officers). Racism is embedded in the structures, policies and conduct of people. Discrimination, which needs to be acknowledged, is a tradition in this country," he said.

Ndlovu also called for company training schemes for the development of blacks

A future government should ban the import of skilled labour because this action delayed the development of skills of the local people



## SAA moves away from racial past

By JACQUELYN SWARTZ  
Staff Reporter

ARGUS 24/5/91  
(177)

South African Airways is considering applications from two former African National Congress exiles for cockpit crew positions

Public relations officer Miss Jamie van Vuuren said the men had applied two weeks ago. She was unable to provide additional information because job applications were confidential.

It has been reported, however, that one is a pilot with Lesotho Airways and the other a flight engineer with Ethiopian Airlines.

If they are accepted they will join SAA's only other black pilot, Indian Mr Naseem Mahomed, who has been with the airline for two years.

The airline has come a long way since a decade ago when policy was to employ only white crew.

This year the airline appointed two black, one coloured and an Indian steward to join a group of 58 multi-hued air hostesses.

SAA employs 38 coloured, 10 Indian and 10 black women cabin attendants, 13 of whom work on international flights.

They make up only 3,8 percent of the airline's 1 500 cabin crew members.

This was because SAA had not taken on any new employees for 30 months prior to January as a result of sanctions, said Miss van Vuuren.

Applications for positions as cabin attendants from people who were not white had begun to increase only towards the end of last year.

She said SAA was an equal-opportunity company which provided excellent training and promotion opportunities regardless of sex or colour.



Picture BRENTON GEACH, The Argus

**HIGH-FLIERS:** Among 58 black, coloured and Indian stewardesses employed by South African Airways are, back, from left, Miss Glynis Erasmus, Miss Irma Adriaans and Miss Cathy Levendal and, front left, Miss Glenda Prince and Mrs Hendrina Skriker.

## SA to support whaling to 'improve trade relations?'

By ESANN van RENSBURG  
Environment Reporter

THE Dolphin Action and Protection Group believes that the Norwegian

Norway's position regarding whaling and the question of scientific whaling

Hardly any discussion had taken





# Making up for discrimination

I HEAR a lot of talk about affirmative action programmes and question being asked about what is meant by the term?

An affirmative action programme is one in which a company tries to

*sdwef an 30/5/91*  
increase the number of black, coloured, or Indian workers in its operation to make up for discrimination against these groups in the past.

There are many ways of achieving this objective. The main way is for the company to set goals of the number of people from these disadvantaged groups it hopes to hire by the end of a given period

At the end of that, period, if it has not achieved these goals, the company has to carefully analyse why this failure has taken place and take steps to improve the situation during the next interval.

These are goals, not quotas To prevent an affirmative action programme from deteriorat-

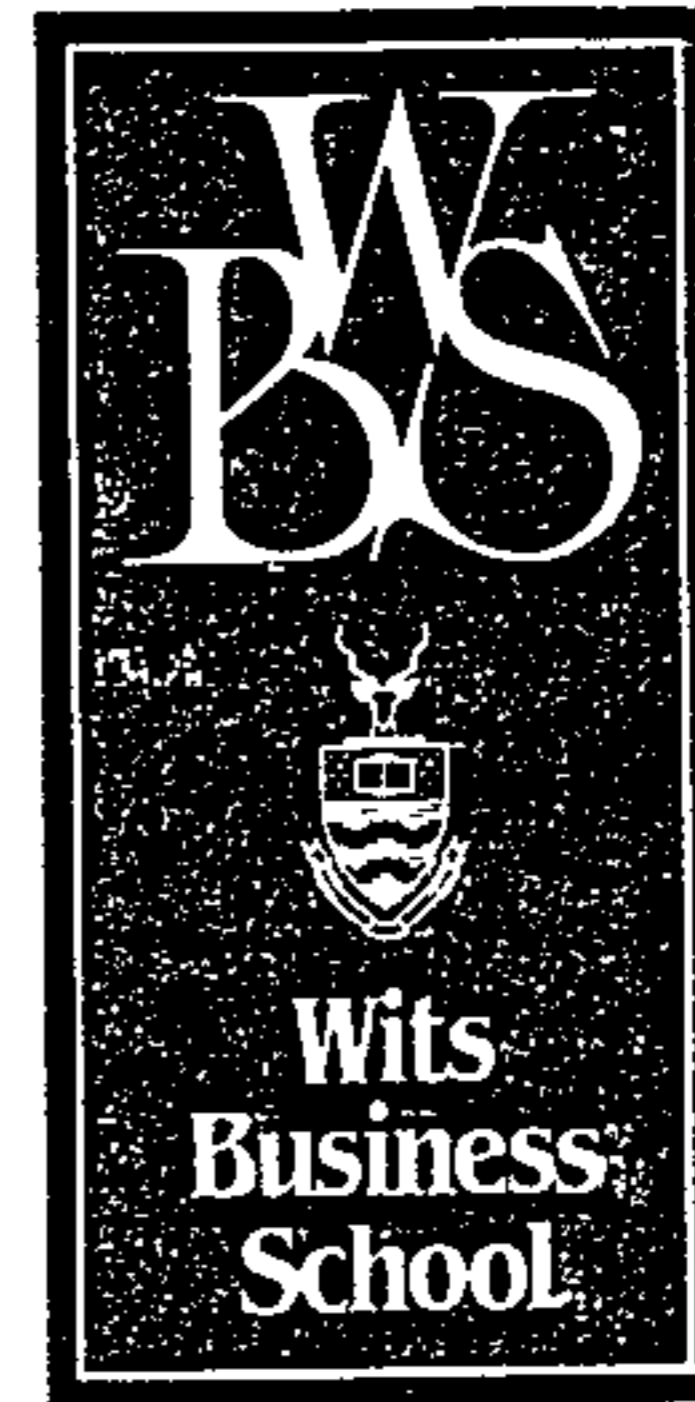
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ing to either being a system of tokenism (or just hiring a few from the disadvantaged group so as to look good) or from hiring too many unqualified people which will result in a firm's productivity declining, society and companies have to take steps supportive of the goals of affirmative action (like having training programmes)

Moreover, the managing director of the firm has to support strongly any such programme, not only in words but also in behaviour

For example, he has to be ready to penalise, even dismiss, a manager who, after being duly warned, clearly does not try to meet the goals of the af-

firmative action programme.

\* Prepared by Professor Albert Blum, who is attached to the Wits Graduate School of Business Administration.



# Taking a step forward

By PEARL MAJOLA

South African rural and urban women will soon be trained in self-reliance, leadership skills and business management.

This important move follows a week-long Needs Assessment workshop conducted in Johannesburg by two women development-orientated organisations to determine the training requirements of women here.

The workshop, attended by 30 delegates from self-help organisations and rural women's groups, was conducted by the director of Tototo Home Industries of Kenya, Mrs Elvina Mutua and the director of the Southern Africa Programme of World Education, Gill Garb.

It was co-sponsored by the Maggie Magaba Trust and the Fund for a Free South Africa (FreeSA).

World Education is a private voluntary organisation based in Boston, United States, which specialises in non-formal adult education. Tototo Home Industries of Kenya is also a non-governmental organisation aimed at uplifting the standard of living of low income Kenyan women.

The two organisations have worked together for 12 years successfully training women in Kenya, Swaziland, Malawi and Mali.

"Our aim is to strengthen local institutions by providing them with train-

ing in the skills they need," explained Garb.

"We started our relationship with South Africa because we felt that the time was now right to come and train the women here. So last year we conducted a brief survey to assess the training needs of grassroots women's organisations.

"The leadership and business skills came out as the most urgent, which led to this workshop," she said.

## Self-exiled

Garb is a self-exiled South African living in the United States. She left the country 20 years ago and settled in Britain where she started working in community development programmes and continued in America.

"It took months to get women together for this workshop because we put the programme together from far away, so it was not easy to get every women's organisation that exists here into it.

"But now that we have started we hope to get as broad a mixture of women to participate as we can. We hope that with the help of their help we hope that we will develop a successful programme for women here as we have done in other countries," she said.

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# Discriminating firms face 'skills shortage'

Maggie Rowley

Deputy Business Editor

UNLESS companies acted now to make their employment policies more attractive to female staff they would face a major skills shortage in the near future, an international expert on labour market issues has warned.

In an interview this week, Heather Carmody, executive director of the Australian Council for Equal Opportunity in Employment, said that in the past decade women had contributed the greatest growth in the labour market.

"Unless companies wake up and revamp their employment policies and their corporate cultures to remove artificial barriers and to accommodate these changing demographics in the work force they will find themselves with an ever decreasing pool from which to draw skilled labour."

Ms Carmody warned that in addressing racial discrimina-

tion in a new South Africa, it was imperative that gender discrimination was also tackled.

Since the 1960s there had been a dramatic increase in the number of girls not only completing their schooling but furthering their education at a tertiary level.

"And as a result of higher education levels women are generally deferring their child rearing years to their late 20s to make use of their education and to gain experience in the market place.

"Not only has this meant that women have had a taste of earning money and being independent but they have also experienced job satisfaction.

"This in turn has led to a dramatic increase in the number of women returning to the market place after having children. In fact the most recent research in Australia shows that 68 percent of women return to work within 12 months."

Ms Carmody, who is in South Africa to hold seminars for the business community at the invitation of the Women's Bureau, said most companies were still clinging to the outdated philosophical split of the individual and the family and were failing to realise this approach was leading to high levels of absenteeism.

"Recent research in Australia has shown that 60 percent of short term absenteeism has nothing to do with work but is related to either child care or household responsibilities.

"Either companies can ignore this fact or they can acknowledge the high cost of absenteeism and take steps to reduce it with more flexible leave policies.

"The key to a company increasing its competitiveness both locally and internationally is to improve productivity. And one can't begin to talk about increasing productivity without addressing the causes for high absenteeism," she said.

Other ways in which companies could attract and maintain skilled female employees included

- Changing relocation policies which require people to move to new centres before being considered for promotion

- Introducing a flexible range of contracts for employees at all levels within the company. These should include not only part-time and flexible options but also job splits and job sharing on either a permanent or temporary basis depending on employees' changing needs

"Generally the option for these alternative contracts, is limited to lower level jobs but there is no reason why this cannot be introduced at all levels of employment within a company."

- Improving access to training for women

"Training of women employees is often limited to honing

their skills whereas men are more often than not trained for what they can potentially do"

- By providing attractive maternity benefits

She said one of the most recent developments to emerge in the United Kingdom were "career break schemes" where companies permitted employees to take between two and five years break for child rearing.

"They enter into a contractual agreement with these employees whereby they must work a certain period for the company each year so as to keep abreast of changing technological and managerial practices

"This means when they return to the company after the stipulated period, they are not completely out of touch. This has worked particularly well in those sectors of the market, such as the hotel and leisure industry and retailers, which have seasonal troughs and

peaks as they can bring back employees for their yearly stint during busy periods"

She said South Africa could benefit from the lessons learned elsewhere.

"Companies cannot just sit back and expect women to rise up like cream on the coffee. They will have to take trouble in recruiting target groups and devise special strategies to do so."

Companies would also have to take a good look at their corporate cultures which were excluding women from executive positions

She said that in Australia women were five times more successful in running small businesses than men.

"The reason for this is that many of the women who start their own businesses do so because they are frustrated by the lack of career opportunities for women in large companies due to outdated corporate cultures."

# Women *Sowetan* bosses *4/6/91* are slow to get *177* there

FEMALE bosses have accounted for only five percent of the total number of entries to the Best Boss Award nominations.

Could this be because men are better bosses than women?

Or is the South African economy still hesitant to appoint women to top positions?

The managing director of Edilcom, Mrs Connie Paluzzi, believes that the five percent is a fair reflection of the number of women presently occupying managerial positions

She does not believe that women bosses cannot be just as good as men

## Progress

"Judging by the placements my company handles in the top managerial level, women bosses are still by far in the minority

"But it is comforting to note that the situation is showing progress

"We are thrilled with the standard of bosses, male and female, nominated for this year's award and foresee the judging panel having an extremely difficult task in determining the winner," she said

A total of 31 nominations were received when the entries closed in May and the winner will be announced at a luncheon in Johannesburg on October 16, the National Day of the Boss



**GETTING DOWN TO IT:** Mrs Janet Williams, a British immigrant, is one of nine women working for an all white domestic workers agency.

ARGUS 5/6/91  
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# White women to work as chars

From PAT CANDIDO  
The Argus Bureau

PORT ELIZABETH — Unemployment and rising prices are forcing white women here to sign up as chars

They are offering to scrub floors and wash dishes for R32 a day to make ends meet

Nine have already signed up with an agency offering an all white charring service to homes in the city, including those in black areas if workers are willing

The agency is the first all-white domestic service in the city

It was started last week and women have not been slow to sign up. There has even been an application from a man, according to the brains behind the scheme, estate agent Mr Johan Hattingh

He said it all started when a young woman with two children begged him for a job, saying her husband could no longer support them adequately. She was prepared to do any kind of work

In his team is a 48-year-old English woman who is no stranger to cleaning

Immigrant Mrs Janet Williams said she had been in the country for more than a year and could not find a job. She was delighted when she saw Mr Hattingh's advertisement as she did not see anything menial in the work

"I love housework and the money isn't bad either"

She said she had often done char work in England when her children were young.

# New SAA action programme

Own Correspondent

JOHANNESBURG — SAA has initiated a wide-ranging affirmative action programme to forestall such actions which might be imposed by a future government

An airline spokesman confirmed at the weekend that more than 1 300 employees had been put through literacy development courses in recent months

The spokesman said SAA's earlier attempt to follow its "own" affirma-

A SPECIAL 20% discount will be available on selected SAA domestic flights from Wednesday, the airline announced yesterday.

SAA said the offer would only be available for a limited period with a limited number of seats per flight. (177) (179)

tive action programme had been hindered by the severance of international air links between

SA and the US and Australia ~~ET 24/6/91~~

The airline has also begun recruiting and training cabin attendants and technical apprentices of all races

SAA is currently in the process of restructuring prior to privatisation. This involves making the airline a commercially viable and profit-oriented company free from government subsidies

In the long term SAA, as a private company, will probably apply for a JSE listing.

**T**HE failure of affirmative action in the US, and the acknowledged need to introduce some kind of upliftment programme to enable SA to redress historic imbalances and apartheid-imposed disadvantage, poses a cruel dilemma.

Do we use the argument that SA is different and go the American way of minimum thresholds, quotas, and racially based employment and educative policies?

Or do we junk the whole theory of affirmative action as fundamentally racist and counter-productive, and say that SA blacks must pull themselves up by their bootstraps?

Former executive director of the Association of Black Accountants of SA, Mashudu Romano, tends towards the former view because of the sheer magnitude of SA's skills backlog.

In the US, he says, blacks are a minority. Whether they are encouraged to advance or not makes little difference to the overall economy. Whites will always be able to provide the skills. But in SA, without a major affirmative action programme to increase black skills, economic development will be severely stunted.

**T**he ANC information department's Gill Marcus strongly favours affirmative action and makes clear it must be part of a more radical approach for overall upliftment of blacks — and women. "Quotas are not adequate," she says. She argues SA needs a major national upliftment programme.

While accepting the argument in favour of merit as the criterion for advancement, Marcus appears to subordinate it to the longer term goal of affirmative action enlarging the skills pool in SA. "Merit seems to be a device for certain people to preserve the status quo," she argues. But she does not necessarily want to see affirmative action enshrined in government legislation and says it needs to be debated.

This is the one point of agreement between her and Wits University business economics lecturer Henry Kenney, who opposes government interference. He says "If companies

want to pursue affirmative action policies of whatever form they should be free to do so. The market will exact a premium for any inefficiencies and underperformance that may result.

It is when one starts legislating with quotas and race that the problems start, he says. Legislated affirmative action equates economic justice with some "fixed ideal end state" — for example, 31.22% of all engineers must be black.

Yet economic development by its dynamic nature, constantly changes this. "What then?" asks Kenney. "Will government recalculate the latest 'fair' quota?"

Kenney disputes the notion that government-sponsored affirmative action helped the Afrikaners and that a future majority government should therefore do the same for blacks. He says whatever jobs NP supporters got in this way were always underpinned by economic growth in the private sector.

"What this tells us is that affirmative action can benefit certain groups at the expense of others — when growth allows it. But it is a misallocation of resources that hinders true development."

Kenney's view ties in with the observation by an American journalist that apartheid-style affirmative ac-

# Black advancement need not depend on racial job quotas

ROBERT GENTLE

Bladem  
24/6/91

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tion actually retarded Afrikaners, large numbers of whom are employed in the unproductive public service. Take away government, he says and it all crumbles. "They don't have any survivable industrial or entrepreneurial skills like the English or the Indians."

Those working in commerce and industry — as opposed to theoreticians and political advocates — are now developing a practical approach towards resolving the dilemma.

**G**entle cannot argue with the aim of affirmative action but like any form of social engineering, it could be damaging when taken to extremes," says Pat Stone of industrial relations consultants Andrew Levy & Associates. "While affirmative action may not impact too heavily on the economic fabric of a country in boom times, it can have a major impact in a major unemployment environment like ours."

SA companies will have to compete aggressively in world markets to survive, he says. The productivity and efficiency losses that would occur when people were put in jobs for reasons other than merit would harm companies. Qualified whites, who should not be expected to exten-

guish their career aspirations, may quit if they were sidelined in promotions.

Companies faced with such problems might well decide to capitalise — become more automated — rather than put up with these problems, says Stone. "When labour is made more inefficient — whether through huge wage increases, restrictive practices or affirmative action — employers tend to divest from human capital and capitalise even further."

A recent World Bank report suggests SA might already be over-capitalised given the structure of our work force.

Management consultant Ernest Mchunu is against affirmative action that uses race as the criterion for advancement. "People differ according to their brain power. If affirmative action recognises this, it will work."

Race-based programmes cause reverse discrimination, lower standards and remove whatever incentive whites may have had for performing, says Mchunu, who worked as an executive at Coca Cola for 13 years. "The races must mix in development programmes — or how will they learn to interact and manage one another?"

His SA Management Programme,

conceived in 1988 for future managers, has all SA race groups represented. The first batch of candidates, who follow courses both in the US and SA, graduate on July 12.

Mchunu sends out a challenge to blacks themselves. "They have to be assertive, aggressive. Nothing is going to be given to them on a plate."

He laments what he calls token positions à la the Sullivan Programme where blacks were given meaningless jobs just so that the US companies could score brownie points back home.

"Management must spread the merit message loud and clear. Whites must know that competent blacks will advance. Blacks must know their colour will not afford them any special privileges."

Mchunu sees a use for quotas only insofar as they enable management to work towards a goal — a bit like a sales forecast.

First National Bank (FNB) set itself just such a goal about eight years ago when it aimed for a 40% black workforce. Senior GM Jimmy McKenzie says it succeeded beyond expectations. Yet in-house development programmes are not race-based and draw on all population groups from branches around the country. "We're an equal opportunity employer, not an affirmative action employer."

**T**he most important conclusion that can be drawn is that upliftment programmes that use race as the deciding factor may not be the panacea that some hold them out to be. This has been the experience in America, where the new cry is for upliftment programmes to be aimed at uplifting poor people — not blacks, Hispanics, whites or whoever.

After all, one poor race group is no more or less worthy of upliftment than another.

SA can easily implement such colour blind policies. Inevitably, given the legacy of apartheid, most poor people are black.

The ultimate aim should be equality of opportunity. Once everyone is free to choose in a fair society, no one need lose any sleep over the racial make-up of the economy.



Taking the challenge . conveyancer Selemeng Mokose-  
says her job is rewarding Picture Herbert Mabuza

## First black woman <sup>(177)</sup> conveyancer admitted

By Zingisa Mkhuma *Star 25/10/91* for her Notarial Practice exams

Selemeng Mokose, the first black woman to be admitted as a conveyancer in South Africa, said present land reforms introduced by the Government were a challenge that would bring more responsibilities to her career

Ms Mokose was told only last week that she had passed her exams

Describing herself as a lazy student, Ms Mokose (28) said some of her high school teachers never thought she would make it beyond matric

She was born in Lesotho and schooled in Swaziland. She obtained a Bachelor of Arts in law from Lesotho University. She then completed an LLB degree at Wits University

She did her articles with a Johannesburg law firm, Edward, Nathan and Friedland Incorporated, where she is also employed and is now preparing

She is the second black to be admitted as a conveyancer. The first, Victor Ntlhoro (29), was admitted early this year

Ms Mokose deals with township developers and said people who put their life's savings into her hands were grateful after she had secured them a home.

"I am glad blacks are beginning to make a breakthrough in this profession. All that is required is hard work, and with the current land reforms practising as a conveyancer is becoming a great challenge

"I tried various departments within this firm before I discovered that registering property title deeds was exciting and rewarding

"There are few jobs in which people send you letters thanking you for what you've done for them. The people I deal with are very appreciative and this makes my job very fulfilling," she said



# 'Glass ceiling' shuts out women

**D**O YOU have a nagging suspicion that the real reason you've been passed over for promotion is that you're a woman?

A recent research project by the University of the Witwatersrand business school of the *Financial Mail's* Top 100 companies shows there's a good chance your instincts are right. The invisible "glass ceiling" that is supposed to shut most women out of management does exist.

Fifty three companies out of 100 responded to the survey, with at least 15 percent of the replies coming straight from the chief executives of the companies concerned.

The survey, sponsored by the Executive Women's Club Bursary Fund and its key bursary sponsor Liberty Life, also indicate some prejudice against women, even where women were seen as being competent, women's role in business was seen as being complicated by a conflict between work and family, and the "culture trap" of having organisations dominated by male values and behaviour.

Of the respondents, more than 50 percent appear to be uneasy about promoting women, either for these reasons or because of a belief that women don't match up to men as managers.

However, to put the survey into perspective there was quite a high degree of willingness to redress the managerial imbalance between women and men. But first, look at the bald facts of the actual number of women employed and their level in the companies, on average.

The survey found 35.6 percent of the workforce in the respondent companies was female, of management, only 13.1 percent was female.

Women's representation on company boards is less than one percent on average.

Head of the research project and Wits Business School lecturer Mike Bendixen notes: "The under-representation of women in management is substan-

Recent research shows that women need affirmative action to crack the glass ceiling that keeps them in the typing pool.  
**REG RUMNEY reports**

Assuming that women are both willing and able to adopt management roles, there should be approximately three times more women in management than measured.

How do other countries compare? The *Financial Times* reported recently only one in four British managers were women, and only one or two out of every 100 senior managers were women.

The Wits survey also looked at attitudes, and here the research becomes more subtle, because it not only asked what issues faced women in management, but what affirmative action could support women in senior management. Around 46 percent of the companies considered imbalance in management acceptable, while 43 percent stated that management was taking steps to remedy the situation, with the remainder neutral.

There seems to be wide support for the granting of paternity and maternity leave.

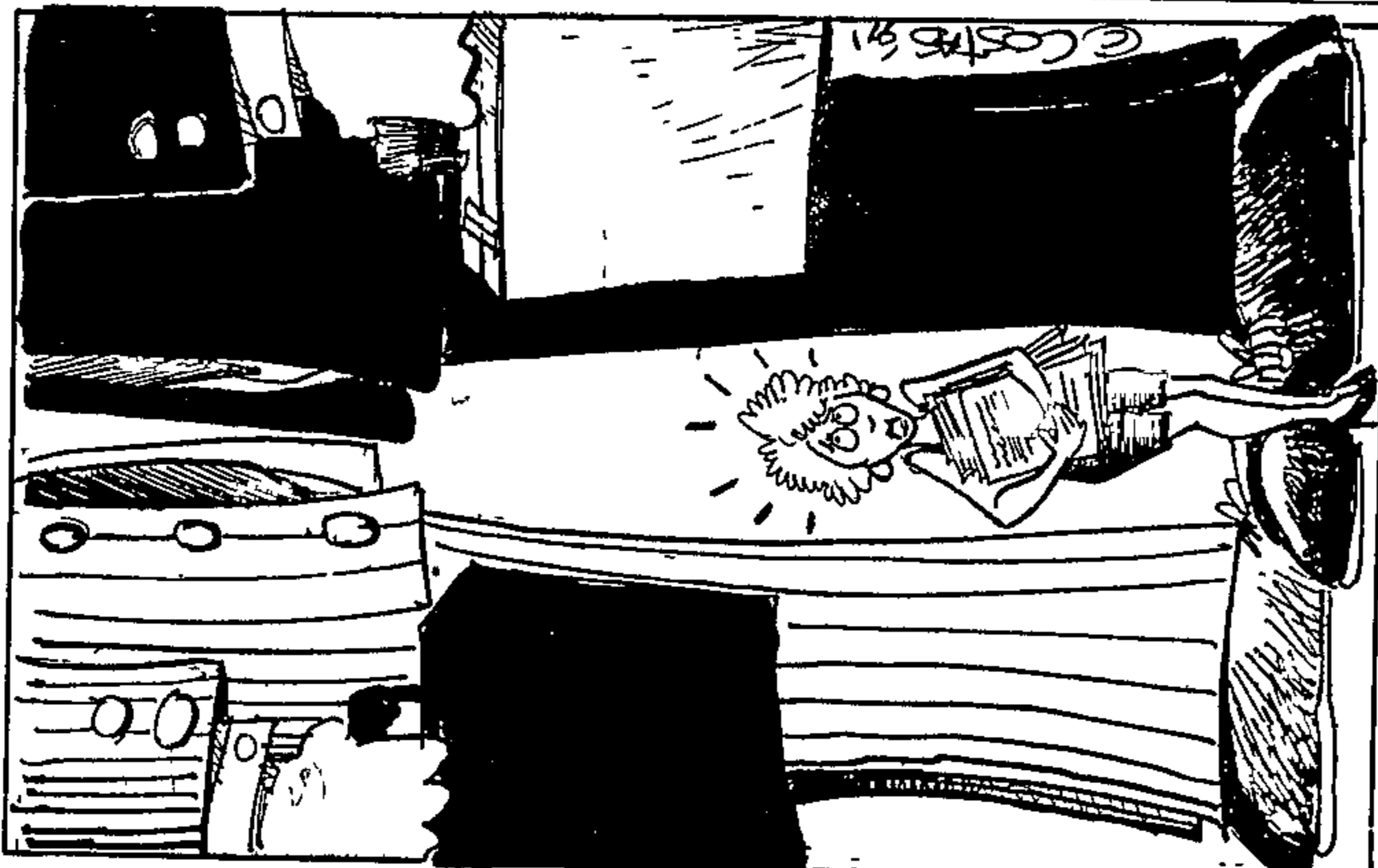
Thus seems a logical solution to the problem of women's conflict between working and raising a family.

Secondly, counselling appears to represent a favoured affirmative action. It should be broadly based and include career planning, self-development, and changing corporate cultures.

Bendixen remarks a significant degree of contradiction in the responses, indicates fear of giving true answers. This shows a prejudice which the respondents cannot explain away, he says.

He adds there were no discernible patterns into which organisation could be slotted according to the attitudes to women in business.

This shows, he says, that the views held by organisations are not shaped so much by industries as by individual



For those women who do make it, there is some relief. P-E Remuneration Service manager Naomi Brehm says that at senior level managers salary disparities between women and men disappear. "Our research shows that at the upper levels women are not discriminated against."

## Affirmative action gains ground in boardrooms

**By MOUNDI MAKHANYA**  
THE concept of affirmative action seems to be gaining acceptance in corporate boardrooms. While merely a year ago many businesses scoffed at the idea of actively encouraging the advancement of blacks to management positions, the attitude now seems to have changed. Major businesses have begun training programmes and some have set themselves target quotas.

The realisation is that a future black government may — in accordance with economic restructuring — possibly institute legislation compelling companies to have a certain number of blacks in responsible senior positions. Besides political considerations, also uppermost in businessmen's minds are the demographic realities of South Africa. The white population has a negative growth rate and unless black human resources are used there will soon be a shortage of skilled manpower.

Among the companies that are implementing affirmative action programmes are major conglomerates such as Anglo American, Anglovaal and South African Breweries.

SAB began its advancement campaign four years ago when it set itself a target that by the end of 1981 blacks should comprise 50 percent of its monthly paid employees — white collar workers.

Group public relations officer Adrian Botha says this figure is now "somewhere in the 40s". Botha admits that the company still has a long way to go but contends that "not many companies have succeeded in this".



# Pre-employment Aids tests unfair, claims prof

By Shareen Singh

117/91 Star  
Pre-employment testing for the Aids virus is discriminatory and not effective in either stopping the spread of Aids or protecting existing employees, says human rights lawyer Professor Edwin Cameron of the University of the Witwatersrand

Speaking at a seminar organised by the Institute of Personnel Management last week, Mr Cameron said many large employers used pre-employment Aids testing to prevent the employment of HIV-positive applicants

The only way an employer could be prevented from treating job seekers unfairly or discriminating against them was if their case were taken up by a union

"If a union can show that the discrimination against

certain job applicants 'unfairly infringes or impairs' labour relations or jeopardises existing employees' work security or detrimentally affects the relationship between employer and employee, the employer could be ordered to cease its discriminatory practices"

The arguments in such a case would depend on considerations of fairness and rationality, which were recognised in the unfair labour practice clause of the Labour Relations Act

These arguments were

● Pre-employment testing could not in any way guarantee an Aids-free workforce  
Firstly, the applicant could be HIV-positive, but in the period before the antibodies showed up on the test  
Secondly, the applicant could become HIV-positive after getting the job

● Discriminatory testing encouraged stigmatism and ostracism. It enhanced "us" versus "them" perceptions

● HIV-positive applicants might have years of constructive, healthy service ahead of them  
Not to employ them lacked a rational foundation and was unfair

● Testing was cumbersome and an expensive procedure  
The money spent on it could be used on Aids education and information

● HIV-positive employees were unlikely to infect fellow employees in the work place, unless unsafe sexual intercourse or blood transfusion took place

It was for reasons such as these that the European Community and the World Health Organisation had adopted a policy against pre-employment testing, Professor Cameron said

# Gender top issue at teachers' talks

By HANS-PETER BAKKER  
Education Reporter

GENDER will be on the agenda of a national woman's conference in Durban to be attended by 34 Western Cape teachers this weekend

The conference, organised by the South African Democratic Teachers' Union (Sadtu), will address womans' issues in educa-

tion and will feature speakers from Ghana and Zimbabwe

Ms Lynette Faragher, secretary of Sadtu in the Western Cape, said the conference was called after the union's launching congress — held in September last year — failed to satisfy "a number of hotly debated womens' issues"

(321) (177)  
"The gender issue is fundamental to teachers and it was absolutely vital to call such a conference"

The 500 delegates to the conference will also be addressed by Ms Sabina Zarira of the Zimbabwe Teachers' Association, and by Ms Georgina Baiden, president of the Ghana National Association of Teachers

# Gender issues highlighted

New Nation (becoming Nation)  
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A conference on the empowerment of women in education starts this afternoon at the University of Natal in Durban.

Organised by the SA Democratic Teachers Union (Sadtu), the event will focus on the status of women in education, according to Sadtu's spokesperson, Salome Francis

Francis said the conference would deliberate on gender inequalities in the country's education system

## State

Since its formation last year Sadtu has challenged the state to abolish inequalities

based on gender in the teaching profession. These include full parity in salaries between male and female teachers and maternity benefits

Francis said the event will be attended by over 500 delegates from the organisation's branches throughout the country

Workshops to focus on gender issues will be held in the following areas; textbooks, language and teaching methodology, pre-primary, junior and senior primary education, people's education, career guidance and counselling, non-formal education, literacy and worker education

## Education

Delegates will discuss the strategies for the empowerment of women educators and will consider the implementation of affirmative action programmes, said Francis

The event will be opened by Sadtu president, Shepherd Mdladlana.

Phumzile Ngcuka of the World University Services based in the Western Cape is one of the guest speakers.

Other speakers include Sabina Zarira of the Zimbabwe Teachers Association. Zarira will evaluate the position of women in the Southern African region

Another foreign speaker is Georgina Baiden, a member of the International Federation of Free Teachers Unions and president of the Ghana National Association of Teachers

The opening and the closing sessions will be open to the public. The conference will open today at 7pm and will run until Sunday

## Racism rules employment

Racism is still regarded as the first priority for employing people.

On July 3 I went on a job-hunting mission, starting at the Standard Bank in Simmonds Street. I approached a young white recruiting officer. I asked for an employment application form. She told me that they were looking for experienced people. I asked her where experience emanated from: she could not answer me.

Within seconds, two Coloured males came in and asked for employment forms. They were supplied with forms without being asked about their knowhow.

My second destination was Liberty Life in Braamfontein. Again I was asked if I had a Std 10 certificate I said yes. Then I was asked if I had maths as a subject. I said no. She told me they were looking for people with mathematics.

I asked her what was the importance of mathematics concerning insurance. She told me that it was a company directive. Star 12/1/91

Next to me was a young white girl asking for Tippex to erase a mistake in her employment application form. I had a quick glance and found she was a Std 4 student applying for a position in 1992.

The Government is repealing draconian laws, but white-controlled companies are clinging to the apartheid laws by judging a person by the colour of the skin.

Sifiso Ka-Ngubane  
Alexandra

## Business culture 'has to change'

VERA VON LIERES

THE implementation of black empowerment in the workplace would necessitate a fundamental change in the culture of SA corporations, industrial relations researcher Duncan Innes says

However, he said in the latest edition of the Innes Labour Brief that most SA companies were not yet ready or willing to make such major adjustments

"There is simply no way that a future black government, standing in some sort of alliance with a powerful black trade union movement, will allow the present white-dominated hierarchical control structures within companies to remain unaltered"

Innes said the challenge was to find new structures which would enable blacks to participate to a greater degree in the ownership and running of companies while promoting the efficiency of the organisation and — if possible — productivity

Although black economic empowerment had the same aim as nationalisation, the means of achieving that aim were different, he said

Innes said empowerment of workers should happen through a number of areas. These included eliminating all forms of racial discrimination, promoting economic democratisation at different levels within corporations, looking at black advancement programmes based on affirmative action and improving education and training opportunities for black employees

# Only 2,2% of top managers are black

VERA VON LIERES

ALTHOUGH many SA companies preach equal opportunities, little progress is being made in integrating management, says Business Challenge CE Phil Khumalo.

In an interview at the weekend, he said only 2,2% of managers in SA's top 100 companies were black, indicating that black employees were — on a practical level — facing obstacles in moving upwards

A study of 21 top companies conducted by Unisa's School of Business Leadership earlier this year found that only 2,2% of managers were black, 3,3% were Indian and 2,6% coloured

The petroleum industry had the highest percentage of black managers (3,4%), followed by wholesale and retail industries (2,7%).

The study found that poor economic growth and low labour turnover among managers had been detrimental to rapid black advancement and companies did not see the need for black managers.

Khumalo, who will be addressing a joint Transnet and Career and Research Development Strategies conference next month, said many companies did not yet have the confidence to promote blacks to executive level.

Those who were appointed managers often failed to get the necessary support from the corporate team

Khumalo said SA companies had been late in identifying blacks with the necessary skills and resources to move into management positions.

Increasingly, companies needed to set short-term goals with a view to integrating management hierarchies and pushing rapid black advancement

But it was wrong for black employees to expect to be pushed into management positions without the necessary skills and effort.

Instead, merit had to be the deciding factor in deciding promotion, he said.

## Former Iscor chief Fleming dies, aged 93

MARITZBURG — A former Iscor chairman and prominent businessman Ian Fleming, 93, has died in Maritzburg, it was announced at the weekend

Fleming held directorships of Dunlop Tyres, Eskom, Metal Box, Raleigh Cycles, SA Phillips, Samancor, Vecor, B K Savings Bank and other companies

He was on the board of the SA Reserve

Bank and led the first SA trade mission to the Far East and Australasia in 1961

Fleming was president of the SA Federated Chamber of Industries, national chairman of the SA National Tuberculosis Association, and a chairman of the Border Motor Traders Association. He farmed Brahman cattle — Sapa.

# 'Hut squads' to crack down on illegal squatter camps

CAPE TOWN — In a major crackdown on illegal squatting, government has announced the immediate formation of a countrywide network of "hut squads" and a 24-hour hotline to assist rapid response units to nip squatter settlements in the bud.

Government yesterday also urged people to look out for emerging settlements and "to report any obviously illegal structures immediately to ensure that new squatting can be prevented in time".

The latest get-tough approach on the squatting problem will be aimed at squatters and landowners alike

Announcing the Cape leg of the national initiative, MEC for urbanisation and squatters Koos Theron said: "These uncontrolled illegal activities will no longer be permitted."

"Steps will be taken in future to prevent illegal actions in terms of the Prevention of Illegal Squatting Act."

The moves were immediately condemned by the ANC, which predicted they would "give further impetus to right-wing thuggery and encourage a national campaign of snooping by racists on the homeless".

Political Staff

ANC spokesman Carl Niehaus said "We totally reject this kind of action which will have the effect of criminalising citizens who are homeless largely because of the government's apartheid policies and economic mismanagement"

Theron said in his statement yesterday that the rights of landowners had increasingly been violated by squatters

But he added that "some" landowners, who were responsible for preventing illegal building structures on their land and "obviously or otherwise allowing squatting on their properties."

In order to prevent and counter such trends, government had decided to institute immediately "squatting support units" at all provincial regional offices.

These units would provide "advice, support and guidance" to local authorities, land-owners and "anyone else" to counter illegal squatting.

The staff at the units would be vested with the power to enter private land and institute legal proceedings.

## DP calls for affirmative action for women

THE DP would adopt a programme of "affirmative action" or positive discrimination for women if it came into power, according to a discussion paper released yesterday

The paper, compiled by a group of largely women DP members, calls for a future government to embrace the UN Convention on the Elimination of Discrimination against women.

The convention advocates affirmative action "as a temporary measure"

to correct discrimination against women.

The paper calls either for a women's ministry or a women's desk to be set up in each government department. Women would also have to be protected from marital rape.

DP spokesman James Selfe said yesterday the paper would be discussed further before being presented to the party's national conference.

He said some of the proposals could change "quite a lot" before the conference, but that most of them were in line with thinking among rank-and-file party members.

The paper says that white, coloured and Indian women suffer less of a disadvantage than black women in SA, but that all women suffer from a societal imbalance that can be corrected by temporary affirmative action.

# Sex-for-jobs claim against council

Sowetan 18/7/91

(177) (35/20)

By IKE MOTSAPI

SOWETAN has uncovered a sex-for-jobs scandal within the Diepmeadow Council involving some black officials who demote women employees who turn down their sexual advances.

Some women have even been transferred to the council's cleansing department, where they were forced to take up the posts of street sweepers despite their educational qualifications

The council's secretary, Mr David Mabelane, said he was not aware of the incident although he conceded that "these things do happen and one cannot monitor them".

He said he was aware of a woman who worked as a labourer despite her high qualifications.

## Investigate

Mabelane promised to investigate the allegations

Mr Richard Masote, assistant public relations officer for the council, said Penelope Pooe (22), who has a matric certificate and a secretarial diploma, and the other women worked under him doing special projects in October last year.

He said that when "funds ran out" he recommended that Pooe and the others be taken onto the permanent staff.

"I want to voice my disappointment at the way their cases were handled I was snubbed and never informed about

the developments although I was told that Pooe would get a better job," he said

Three council employees claimed that some of their colleagues had to bribe their way to top positions

They spoke of one of their colleagues who had a Standard 6 certificate but was promoted to the position of administrative clerk

Other allegations were that

\* To get a top position in the council women employees either had to have sexual intercourse with senior officials or bribe their way to the top, and that

\* Those refusing to "do favours" were victimised.

Pooe said she was hired by the council early this year to temporarily replace a typist who had gone on maternity leave.

She was told she would be placed in a similar post later.

"I never got that position," she said

"My problem started when I declined a lunch invitation from a black senior official

"On July 1 when the person I temporarily replaced returned to her job I was told to report to the cleansing department

"I got the shock of my life when I learned that I was to start working as a street sweeper at a basic salary of R609 a month"



MATRICULATED: Penelope Pooe at work in Zone 6 Meadowlands, Soweto, yesterday.





# Spoornet moves 'to end racism'

South 18/7-24/7/91

(177)

By Thoraya Pandey

TWO Spoornet workers were suspended this week when they refused to work with white workers because of what they claimed were "racist practices" of the company

The two, Mr Phillip van Rooy and Mr Aaron Plaatjies, are shunters in Bellville

"White workers have the same qualifications as we, but get at least R120 more a month," Van Rooy said

"They also do much less work and refuse to assist us when needed. We, however, are forced to assist them whenever they need help. Should we refuse, the disciplinary code of the company is used against us"

The two men were reinstated on Wednesday after workers approached the US embassy. An embassy spokesperson confirmed that they had agreed to assist the workers but stressed that the dispute was between

the workers and their employers.

Spoornet requested a meeting this week with worker representatives to discuss a new work roster.

Workers allege that the present roster allows white workers to perform less strenuous work without rotating tasks between all races.

Spoornet spokesperson Mr Manie Engelbrecht said the organisation was serious about eradicating racist practices and the meeting this week was "long overdue"

As part of a national agreement reached between Spoornet and the South African Railway and Harbour Workers Union (Sarhwu) last year, the organisation had agreed to wipe out discrepancies between black and white workers.

"Racial prejudice is rife in the railways and disciplinary codes are constantly used to victimise workers," said Sarhwu regional organiser, Mr Ndanele Tilela.

"The main problem lies with line managers who are unable to deal with



Aaron Plaatjies, left, and Phillip van Rooy PIC YUNUS MOHAMED

grievances of workers and then resort to abusing the disciplinary code of the company to silence workers

## Miners' compensation 'still racist'

COMPENSATION paid to mine workers who contract occupational diseases is still racially based, says National Union of Mineworkers president James Motlatsi.

In a speech prepared for delivery at an Inter-American Miners conference in Bogota, Columbia, Motlatsi rejected the view that apartheid was dead and SA was democratic.

He said compensation paid to black miners was far below that of their white colleagues. White workers would receive about R49 000 and black workers about R3 400.

"In all areas of life black miners still remain oppressed and exploit-

ted," Motlatsi said.

Black miners were among the lowest paid in the country and the majority were migrants who lived in tightly guarded hostels and saw their families only once a year.

Asked to comment, the Chamber of Mines said legislation governed compensation, with the Occupational Diseases Commissioner the responsible official.

Chamber spokesman John Imrie admitted the legislation which fell under the Mines and Works Act had a racial element. He said the chamber had repeatedly asked government to have this changed. — Sapa

# Threats for black stationmaster

By THEMBA KHUMALO

WHITE rightwing extremists have threatened the life of a black man working for Spoornet if he takes up the post of senior clerk at Waterpoort Station near Louis Trichardt

Tshibalo Siobo, 59, a father of four, took up his job as senior clerk this week. He will effectively be in charge of the station and will have whites working under him

## Promotion

Siobo was shocked when he became the target of racial hatred on a talk show on Radio 702 this week. Several whites phoned the radio station to vent their anger at his promotion and threatened to kill him if he took up the post.

"I'm obviously shocked by the threats," said Siobo, who did not even hear the show as he does not have a radio at his house near the station where he works.

A staunch member of the Lutheran Church, Siobo said he had not been aware that his life was in danger.

White colleagues at his workplace were friendly to him and showed no

hard feelings, Siobo said.

"They are nice guys and they have never shown any hostility to me."

Spoornet PRO, Ephraim Mogale, told City Press there were 22 black stationmasters throughout the country. Seven of them were in the Western Cape, two in the Eastern Cape, four in the Southern Transvaal, eight in Natal and one in Atteridgeville near Pretoria.

"We do not know why Siobo has been singled out by rightwingers because we have other black senior clerks in conservative areas like Pietersburg."

## Merit

Spoornet was an equal opportunity company which did not consider race when making its appointments and Siobo had been appointed because he was the best person for the job, Mogale said.

"We've got a value system for making these appointments and one of them is honesty."

"We give jobs according to merit. Siobo joined Spoornet in 1963 and left in 1982. He rejoined us in 1988 as a booking clerk until his promotion," Mogale said.

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# 'Blood in streets' threat by union

21  
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A DELEGATION of the rightwing Mineworkers' Union (MWU) on Friday gave Eskom several petitions rejecting the desegregation of the corporation's residential areas.

The petitions were accepted by two Eskom officials on the way to a meeting with 12 MWU men at the company's head office at Megawatt Park in Sandton.

About 250 people, including representatives of the Afrikaner Weerstandsbeweging, the Boere Kommando, Conservative Party MPs, the Transvaal Agricultural Union and the CP-controlled towns, gathered on the Eskom sportsfields in support of the MWU.

"The people who take our land from us will lick blood from the streets," said MWU official KP Cronje.

"This is a matter which affects everyone, not just Eskom."

The 12-man MWU delegation was led by general secretary Peet Ungerer and organising secretary Flip Buys.

Ungerer said the petition marked the beginning of the "Action Own Residential Areas" campaign.


"We are not planning to share our neighbourhoods with any other race group. The MWU rejects this," he said.

Eskom's personnel manager, Dame du Plessis said: "Our main aim is not to react to the petition, but to look at the relationship between the union and our own personnel" - Sapa

# SOWETAN BUSINESS

## Mary carves niche in a man's world

*Sowetan 25/7/91*



**FORMER** nursing sister at Baragwanath Hospital Mrs Mary-Goretti Dzwimbo (42) does not fear any competition after she carved herself a niche in the male-dominated building industry.

Dzwimbo started the MG Dzwimbo and Daughters Building and Construction Company, which is probably the only company that carries a "Ms and Daughters" tag, thus breaking away from the "Mr and Sons" tradition.

Indeed, she realised that black women suffered from sexual discrimination and suffered under apartheid in South Africa and wanted to set herself to get out of it

"Surely an enlightened society has no need to indulge in professional or employment gender discrimination," she says with a wry smile.

The success behind her achievements is clearly indicated by the number of homes she has built on the Witwatersrand and in Palm Springs - a new black elite suburb near Evaton in the Vaal Triangle.

Lesotho-born Mary is

**By JOSHUA RABOROKO**

doing a tough job, which is also rough and dirty. You need to see her on duty as she digs furrows, lays foundations, puts one brick on top of the other, climbs on the roof and plasters the building - all a marvel to watch

After obtain her Junior Certificate she followed the nursing profession at Baragwanath, where she worked for almost 15 years

### Lessons

During her spare time she attended lessons in Krugersdorp where she learnt bricklaying, plastering, roofing and all the tasks involved in the building trade

She soon left the nursing profession because she was bored with the job

"I wanted to venture into business and be my own boss," she says

The turning point in her life came when she was apprenticed to a black building contractor who, she says, was often rude to her

"I mean, this guy used to order me to climb the rafters of big houses to lay tiles and do renova-

tions. When I became reluctant, sometimes he would tell me 'You had better do the job - or else ...'"

However, she says. "I was never frustrated because I had a dream that one day I will own my business."

### Daughter

There was light at the end of the tunnel when she started her business in 1989 after she was sub-contracted to the South African Housing Trust

Her business is growing rapidly and today she employs more than 30 people - the majority of them men - whom she also teaches the job

Others are on a sub-contract basis - one of them is her daughter, Monica, who is also a bricklayer

She competes with several big companies in the industry in Palm Springs, but she does not fear anybody, she says. Her husband Desmond is a taxi driver and usually motivates her when the chips are down

She has three other children and her future plans are to provide equal opportunities programmes which will increase the number of women in the



**MARY-GORETTI DZWIMBO ... building a dream**

building industry  
(This article will qualify Mary for the

Sowetan/Sanlam Entrepreneurs of the Year competition)

# SA gets first black judge

South Africa has a black judge - and that's official.

Mr Ismail Mohammed takes up his new position on the Transvaal Provincial Division of the Supreme Court today, the Ministry of Justice confirmed at the weekend.

His appointment signals a massive shift in Justice Department thinking.

While Mohammed has been ignored by the South Africa Government for decades, his services have been valued by the judiciary of neighbouring states, where he has held senior positions.

Besides having served on the Swazi Appeal Court for 12 years, Mohammed sits on the Supreme Court Bench of Lesotho, and the Supreme Court of Namibia.

The promotion of Mohammed to the

By ISMAIL LAGARDIEN  
Political Correspondent

Supreme Court Bench

was long overdue, a Pretoria advocate, the deputy president of the PAC, Mr Dikgang Mosenke, has said.

He was admitted as an advocate in 1957 and reached a milestone when he became the first black advocate to be appointed senior counsel.

Mohammed has appeared in a number of prominent political cases involving political activists charged with anti-apartheid activities.

Among his clients were Mr Bram Fischer, the Biko family, Mr Govan Mbeki of the ANC and Professor Fatima Meer.

He also argued several landmark challenges to the mid-eighties State of Emergency, during which he urged that that presio

ing judges should exercise their discretion in

favour of human rights

weekend, Mr George Bizos said in a "just

society". Mohammed "graced the Bench for would have already years".

# Winners

## CONGRATULATIONS TO THE WINNER OF THE FIRST TWO-ROOM ZOZO!

S S Ndaba Q 970 Umlazi Township P. O  
Umlazi Natal 4031. And congratulations to the 200 winners of King Korn Dingaan Thobela T-Shirts drawn this week!

T-shirts PLUS, the BIG draw for 5 ZOZO shops, 10 two-room ZOZO's and 1 500 T-shirts



So keep those entries coming in!

Remember, there are still 4 more weekly draws for a two-room Zozo and 200

**KING KORN**  
THE HEART AND SOUL OF AFRICA.

# Macho roles rule for working girls

Star 12/8/91

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The Gold Award, which recognises South African companies that offer women the fairest deal in the corporate world, turns 10 this year.

**S**OUTH Africa lacks trained managers and skilled professionals, and could be short of about 400 000 managers by the year 2000. One way of solving the problem is for companies to change their priorities and management styles with regard to women.

So says management consultant Tony Manning, who says that too few companies have realised that by promoting women they greatly enhance their productivity.

"Benefits such as maternity leave, child care and counselling might seem like unnecessary expenses, but in two or three years no firm will be competitive unless it provides these support systems," he says.

## Advancing

There are some companies that are already advancing and providing support for working women, and this does not go unnoticed.

The Gold Award, given annually for the past nine years by the SA Federation of Business and Professional Women (SAFBPW) to the company which best encourages women's equal opportunity and advancement in business, is instrumental in promoting recognition of this trend, says Mr Manning.

SAFBPW president Sharon Lain says the first Gold Award, in 1981, came at a time when

there was a great deal of negativity among working women and endless problems with discrimination, heavy taxation and harassment.

"There were, however, many companies which had positive policies. So we decided to try to recognise and promote the image of firms that were doing something, instead of attacking those which were not."

Ms Lain says the award does not go to "women's companies". Equal opportunity policies for women in the workplace have been adopted by many companies which have not traditionally employed women over the years.

"Last year's winner, Anglo-Alpha, is certainly not female-dominated," she points out.

Other previous winners are Nestle (twice), Gilbey's Distillers and Vintners, The Carlton Hotel, Arthur Anderson and Company, Thomas Cook Renies Travel, Murray and Roberts Properties (Tvl and OFS), and Pick 'n Pay.

Ms Lain says "The award tells able, serious-minded career women that if they go into such companies they are least likely to be discriminated against."

Things have improved dramatically over the last 10 years, says Ms Lain.

"Now, for the first time, women are not only increasingly accepted in the corporate world but they are also moving into traditionally male lines,

such as building supplies, steel manufacturing and the oil industry.

"This is a big breakthrough. Of course we would still like to see more women sitting on company boards of directors — that is final, total recognition of what a woman can offer in the corporate world."

"We haven't reached that stage yet, but there is certainly evidence it is happening more and more all over the world," she says.

The Gold Award is made by an independent panel of judges after detailed consideration of a nominated company's response to a SAFBPW questionnaire.

Only companies with more than 50 employees qualify for nomination.

## Choosing

Ms Lain says the questionnaire is particularly concerned with percentages of women in the four broad company strata: standard employee, senior, management and executive.

"We also ask about levels of pay, fringe benefits and opportunities for training and development."

From that the judges choose six finalists and one winner, she says.

The Gold Award will be presented at a gala evening at the Carlton Hotel, Johannesburg, in October.

ADAM GORDON



SOUTHERN African industry is having to radically review its operations and management philosophy to bring it into line with post-colonial and post-apartheid demands

The scale of the problem faced by industry in terms of the racial imbalance within senior management was discussed by representatives of industrial, government and international agencies at a recent Industrial Society conference in London on development management skills in southern Africa

Zimbabwe's mining sector provides nearly 45% of export earnings and about 40% of the raw materials used by the manufacturing sector

But as permanent secretary of Zimbabwe's ministry of mines, David Murangari, told the conference, at the time of independence in 1980 "there were 3% blacks in the engineering category, 20% in the artisans and skilled workers category and none in the middle to higher management category in the whole mining industry"

The training programmes set up by the mining industry in response to the demands of the new government were slow to redress the balance

# Tackling racial imbalances

By Paul Jackson

By 1984, there were only three black Zimbabweans in higher management in the mining industry compared with 106 whites. As Murangari stressed "There was still a lack of any concrete attempt by the industry to formulate schemes to train potential managers." Murangari gave his support, however, to a scheme which has proved an exception to the rule

An elite group of blacks has been appointed to management positions in the mining sector after taking part in a programme organised by the Zimbabwe Technical Management Training Trust. The trust, created in 1982, is funded by the international mining group, RTZ Corporation. Of the 54 trainees over the past nine years, 25 are now in senior positions

The trainees have come from the leading mining companies in southern Africa including, most recently, SA. All have been technical graduates, usually with about four years of experience in the industry. They spend 20 months in Europe

## WILLIAM KEELING in London

on three work attachments. When not working, they attend London's City University on a dedicated MSC course involving elements from the university's business school

But experience has shown that training in general may have to confront different challenges in future. The scheme has highlighted the deficiencies of in-house training programmes, and the approach to management selection by companies within and outside the mining sector may need to be reviewed

Comments by two members of the conference panel reflect what is arguably a flawed premise for the creation of training schemes

□ Murangari "Soon after independence (in Zimbabwe), the country experienced an exodus of skilled white people. It therefore became imperative that the new government

had to embark on a massive educational programme not only to redress the imbalances of the past but also to fill the gaps being created by those who were leaving the country"

□ RTZ chairman Sir Derek Burkin "In the southern African context, it has been clear for many years now that the shortage of local black technical management in industry would inevitably cause future problems as expatriate sources diminished"

Both statements, in varying degrees, take as a starting point the need to train blacks only as a result of a shortfall in white or expatriate managers. This raises the question of whether blacks are given the opportunity to compete equally for management positions where potential white managers still exist, despite the progress being made by those on the training programmes. According to a black delegate they are not. While the training schemes qualify blacks for management, their white colleagues in many companies are

still given preference

The problem of racism within management was aired. Trust director Jonathan Lawley told delegates "Residual attitudes towards the role of racial groups in society go very deep in the regional psyche. Black leadership, particularly leadership in the technical sphere, was until recently unthinkable to many"

But delegates were hardly convinced of the need for programmes to enable some white employees to confront their "superiority complex". One delegate believed entrenched racism would crumble of its own accord as black employees climbed the managerial ladder. Others considered it unlikely, however, that racist values would self-destruct in this manner. The need to educate from the top-down, as well as from the bottom-up, was stressed

Privately, one conference speaker told the story of the appointment of a black branch manager in an SA bank which was staffed primarily by whites. Not only did the new branch manager receive extensive training for his position, but the white staff also had to undertake a programme to prepare them for having a black as boss — Financial Times

## LETTERS



scheme  
Under the programme the trust will effectively give private firms up to

ownership of the site, whereas many people would still prefer to rent a site, she said

## Imbeleko train women in men's skills

South 22/8-28/2/91  
FREE pap-smear tests, a centre for homeless children and courses for township women in carpentry, welding and bricklaying are among the projects run nationally by the Azapo Women's League (Imbeleko)

This little-known organisation, which currently claims 20 000 members, was established in 1987

Imbeleko's national president, Mrs Rose Ngwenya, says women should "break the shackles of domestic service", which result from their being

socialised into a domestic role from childhood

The term Imbeleko refers to the skin of a goat which, according to custom, is slaughtered to welcome a newborn baby. The dried and tenderised skin is later used to tie the baby to its mother's back.

Ngwenya says that since 1988 Imbeleko has operated mobile pap-smear clinics in seven Transvaal townships with the help of a group of Azapo-aligned doctors

# WORKING FOR A BLACK BOSS!

C/Phen 25/1/91

~~2004~~ (1111)

Special Correspondent

BRUCE Ivy has no problems working for a black boss

What's more, the 33-year-old white manager of Thembisa millionaire businessman Charlie Molo's two farms in the Delmas district reckons his rightwing farmer neighbours have also come to accept the new ownership status quo

Some have already come over to welcome Bruce, who grew up on a Pietersburg farm, to the area

This week when reporters visited Witklipbank, a 120 ha grazing farm with 100 cattle and 45 sheep that Molo bought for R360 000 from rightwinger Bill Ruthven, Bruce was at first too busy to talk

He was putting out a fire in the small camp behind the farmhouse which had apparently started when a worker accidentally dropped a cigarette in the hay

"One of the ewes has just lambed," he announced excitedly after this chore, showing off the unsteady lamb among two goats, a few calves and some tame guinea fowl in the camp

Bruce is presently living in the farmhouse on Witklipbank, but also keeps an eye over the nearby 670 ha Rietvallei maize farm that Molo recently bought from another farmer, Andries van der Walt

The plan is to also start growing vegetables on this latest acquisition to Molo's growing farming empire

It is pure coincidence that Bruce is now working for Molo. He saw a



**FARMING EMPIRE ... Tycoon Charlie Molo.**

photograph of Molo in a newspaper, and about a month ago he ran into and recognised the tycoon.

They started chatting and Molo asked Bruce if he would like to become his farm manager

"I told Molo I would like that. We said goodbye, but I thought he would forget all about it," Bruce said

A few days later the two ran into each other again and Molo invited Bruce to accompany him to a farm auction at Delmas

"He introduced me to the other white farmers and, out of the blue asked me when I could start as his farm manager on Witklipbank," he said

Three weeks ago the bachelor manager moved into the huge farmhouse with his double bed, fridge and television set. His white BMW and red off-road motorbike is parked next to the house



**OUT OF THE BLUE ... Former Pietersburg farm boy Bruce Ivy now manages Thembisa tycoon Charlie Molo's two farms near Delmas.**

**DEMAND your right-ful place in the job market but retain your femininity, is the message that ran through the two-day working women's national convention held at the Carlton Hotel this week.**

# Insist on your rights

## WOMAN

*Sowetan*  
Guest speakers and panelists advised the 500-odd women executives to be professional and "play the game" to a certain ex-

30/8/91  
By SIZAKELE KOOMA

tent but not to lose their identity

American management consultant Deanne Rosenberg, who addressed the convention on the differences between men and women in management, said there was nothing wrong in dressing for power, saying the right things and not down-playing one's achievements

She discouraged women, though, from adopting some of men's management styles and warned them to keep in touch with what was going on in their companies

"Men sometimes make important decisions in the

absence of women to make them look incompetent

"If you recognise what is going on you won't get caught in this situation," Rosenberg said

She said men looked at women as adversaries in terms of promotion. They nevertheless were able to work well with other men and it was important for women to learn to work well together too

The panel, made up of writer Nomavenda Mathane, Simba Group financial director Trix Coetzer, Eskom human resources manager Martie Hattingh and Dani Michel, executive director of the Institute of Personnel Managers, stressed the importance of profes-

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sionalism. People, said Trix Coetzer, will not take you seriously if you do not take yourself seriously.

"Assert yourself. Make sure and assure your colleagues that you are much more of a colleague than a woman," Coetzer said.

Martie Hattingh added that women should do things that make people succeed.

They should also not be apprehensive about succeeding.

You will not succeed by saying women are discriminated against. Confidence is one of the important attributes for success, she said

The panel agreed that there was a certain degree of complacency among South African women and an unwillingness to take up opportunities when they arise

It urged them to be proactive and "start rolling the ball"

"In South Africa

women are not given the opportunities. They should therefore go out and grab them," Mathane said

Commenting on the cautiousness of women in corporate companies Coetzer said, "The unwillingness among women to take risks at work could be blamed on upbringing. We have to change this influence, especially if in our positions we have to make decisions."



DEANNE ROSENBERG

# How to score in the power game

S/Times 11/9/91

**T**HE stats are not looking good South African women make up 40 percent of the workforce — and a much less impressive five percent of senior management. A feeble 18 percent have made it into management at all

But let's not beat ourselves up here Now's the perfect time for a change A brand new constitution lurks. We've just selected our 1991 Businesswoman of the Year, Dr Jocelyne Kane-Berman. The Working Women's National Convention has completed its second successful tour of 400 top female minds And the bottom line, as they say in the trade, is that once women have decided they really want to compete, they're going to need a game plan

First off, it's essential to know why men in the workplace are so different from women We know men still hold the reins What do we need to know to get them back?

Deanne Rosenberg, an American import and management consultant, told Working Women's Convention delegates "Men think differently to women They use the same words in the same language — but they mean different things"

Here's a sample list In the interests of womankind, it's a list that should be committed to memory.

- If a man offers to help a woman, he is not doing it out of the goodness of his heart He's doing it so he can tell party guests "She's coming along nicely, though of course, she still needs my help"

- Women are happy to share power Men need to know exactly who has what power Men see women's apparent lack of ambition as a reason not to promote them

- Women need support and consensus Men are moved by ego, status and the desire for independent leadership

- Women appear to be feebly seeking approval when they ask, with genuine interest, "What do you think?" Men take this to mean not, "Let's discuss this," but rather, "I can't make up my mind, so would you mind doing it for me?"

- Women see problems as people-based issues Men see them as business decisions So when women seek opinions before making final choices, men interpret their actions as personal inadequacy

- Women play by the rules — expecting them to apply equally

*DO you lust after power, money and fast cars? If you do, be aware of the drawbacks. You're playing in an arena long controlled by an alien species — men. LINDA SHAW investigates*

Men play *with* the rules, seeing their manipulation as perks of leadership

- When women talk about their private lives within earshot of men, this is taken to mean home life is more important than work — and a good reason not to promote.

- Women are not conditioned to ask prospective bosses about "packages" They ask for salaries — and they get them

- Women are task oriented — men power driven. A man wanting to manoeuvre a woman out of the way will pile her with paperwork. She'll need courage to delegate and concentrate on decision-making instead.

- Men will never admit to intuitive feelings without backup data Women should take a lesson from this They look dilly and scattered doing things because they "feel right"

And so it goes on Recipe after recipe for disaster Yet, in spite of the obvious drawbacks, there are women who've made it. And who will continue to do so

**D**EANNE Rosenberg feels now is the time to make moves "The country is changing fast. There are not enough white males to maintain management dominance. Left to themselves, they'll choose black males rather than white females to continue current trends"

Margaret Lessing of the Women's Bureau has asked the State President for a Minister of Female Affairs in the new dispensation — and has (of course) been turned down Mr FW de Klerk responded, however, by saying there'll be no discrimination — in either sex or colour — in the new constitution

Big deal There's none in America either, yet discrimination continues We're left to ask those women who've made it how it's done

Newly-elected Businesswoman of

the Year, Dr Jocelyne Kane-Berman — well-known for her many human rights campaigns in her capacity as chief medical superintendent of Groote Schuur hospital — thinks women have yet to understand the meaning of power

"I haven't met a power-hungry woman And women who have power tend to use it for the benefit of the organisation rather than their own egos I have not found this to be the case with men"

But Dr Kane-Berman isn't letting women off the hook either "They still haven't learnt how to relate to men in the workplace Their attitudes range from little girl to vamp to handmaiden, or, for the hardened feminists, blatant antagonism Thankfully, the new generation is learning to assert without aggression"

**C**AROL Scott, MD of Imperial Car Rental and winner of 1988's Businesswoman of the Year Award, says women have to make the kind of sacrifices men do

"Men have it easier because they don't have to forgo families to achieve success They just neglect them But for women, until our social infrastructure changes, we're going to have to make a choice. I couldn't do what I do if I had a husband and family"

Meanwhile, as we pontificate, men continue to rule Even in Norway, the new example of female domination, it seems men have snuck up behind us and pulled a move Today, Norway's being called the "Mummy state" — a place where women are in charge of "womanly" things like education and health — in fact virtually all "political" arenas But no one has yet figured out a satisfactorily, gentle, caring business formula to get to the top of the economic pile The key area of business is still handled by the boys

It's kind of difficult to suggest where to go from here Successful women are saying aggression is out while assertion is in Successful men are unable to tell the difference And, as with most things, no one is willing to give up what they've long-sufferingly acquired Perhaps, in the end, it really is just a question of having been born on the wrong planet

ROLE MODEL: award-winning

# Racial mistrust a bar to change

Sowetan 2/9/91

By ISAAC MOLEDI

MISTRUST between black and white workers has been singled out as the most significant obstacle in the way of meaningful change in South Africa

Speaking at a seminar on Equal Opportunities in Johannesburg, the managing director of Labour Link, Mr Ian Fuhr, said for meaningful change to be introduced there was a need that organisations create a culture of trust between their black and white employees.

"Whites tend to believe that blacks cannot be trusted because they are too violent, too stupid, more inclined to criminal behaviour, too socialistic, inca-

pable of holding positions of authority and generally of a lower cultural and moral fibre," Fuhr said

Equally, he said, blacks tended to believe that whites could not be trusted because they were too violent, too racist, too capitalist, bent on maintaining power, wealth and control

Blacks also believed whites were concerned with "keeping them in their place and too determined to impose upon them their western ideologies"

Speaking on the importance of introducing affirmative action by a future

democratic government, Gilbeys industrial relations manager Mr Letsatsi Mosala said the "net effect" of the policy of white supremacy had created not only a racial problem but also a problem of impoverishing those it intended to discriminate against

Mosala called for a coercive legislation to force perpetrators of white supremacy and practice to abandon these activities

He said he doubted whether those who "managed capital" in the country had the will to move ahead without coercive legislation to force them to do so



Beezy Bally - he has charged the Johannesburg Gallery with racism.

# White artist cries racism

Sowetan 6/9/91

A WHITE Cape Town artist has accused the National Gallery in Johannesburg of racism.

Mr Beezy Bailey drew this conclusion after three of his paintings, submitted to a triannual exhibition under the pseudonym of Ms Joyce Entobe, were bought by the gallery for a total of R300

The gallery has not purchased a single work by Bailey under his own name, although he is a resident artist at the same gallery

Director of National Gallery Marilyn Martin has dismissed Bailey's allegations

"We have to assume that artists are honest when they offer their works for sale

"We look at art works on their merit. Colour does not come into the picture Bailey's accusations are therefore unfounded and are no more than a silly prank. We bought the work by Joyce Entobe We are happy with the work and we will keep it," said Martin.

## True identity

Said Bailey "I entered three of my own works by the pseudonym of Joyce Entobe for the triannual. I tackled the project with the challenge of working as a black woman artist with full respect for the oppressed, banal life of a domestic worker supporting a family in Khayelitsha," said Bailey

The three works were titled *Go Home, Cook Supper* and *Go To Sleep* and depicted a woman supposed to be the artist waiting for a taxi in the city, a child strapped to the woman's back and the woman and her family in a single bed in a tiny shack.

"These pictures were rejected by the triannual and purchased by the National Gallery, who contacted my girlfriend who acted as Joyce Entobe's employer.

"A cheque for R300 made out to N Douglas was sent to my girlfriend with no further questions. The works were then reproduced and exhibited at the National Gallery under the title *Shelters*," said Bailey.

About five months after buying the prints, the National Gallery telephoned, making inquiries about Joyce Entobe, wishing to get her signature for copyright of her work. It was then that Beezy Bailey alias Joyce Entobe decided to inform the Press of the artist's true identity

"As the second artist in residence at the National

By VICTOR METSOAMERE

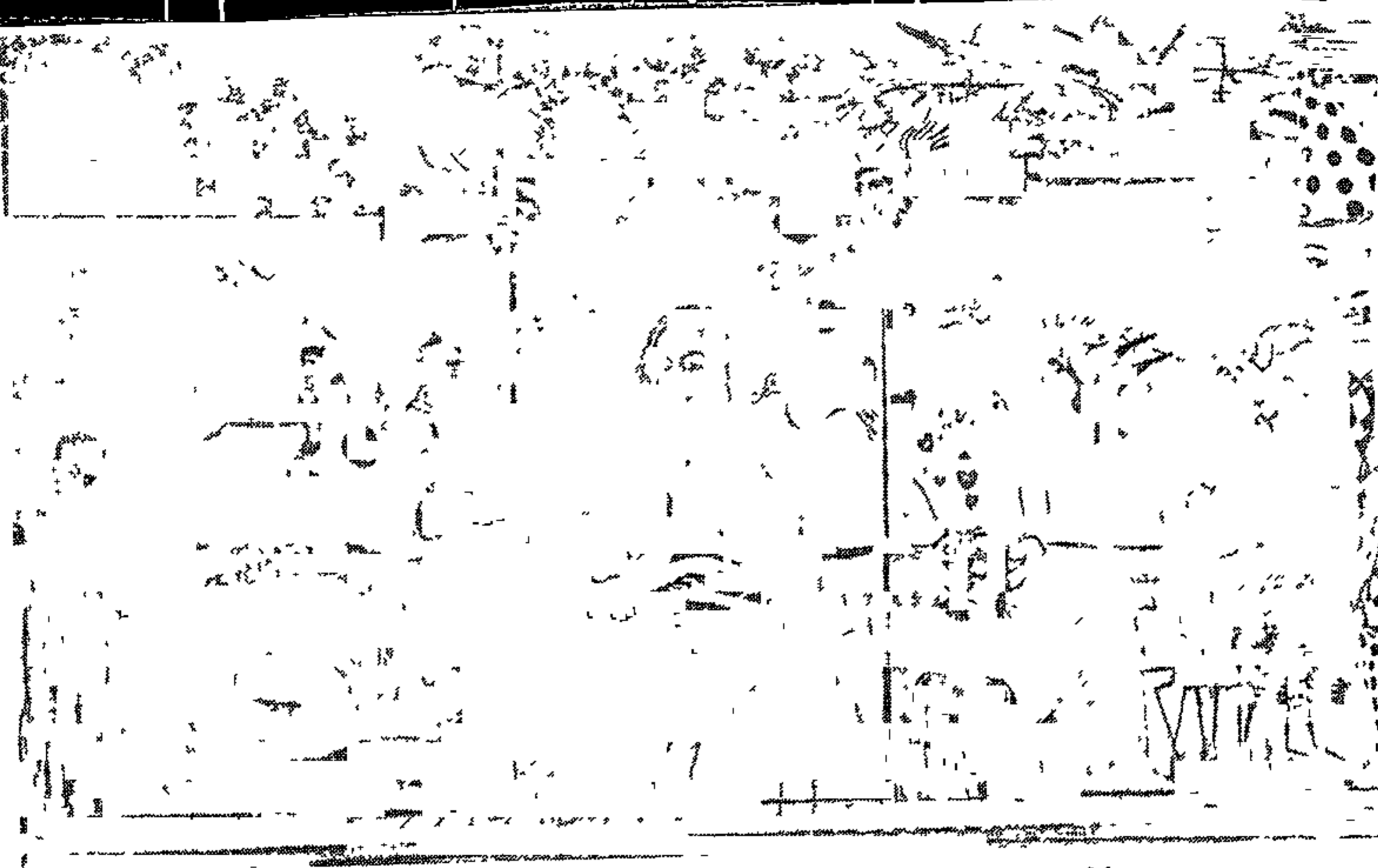
Gallery, as a fulltime international artist with 15 one-man shows and countless group shows on my curriculum vitae, the National Gallery has not purchased one of my works

"Yet a domestic worker with no record, no CV and no training, producing simple, illustrative works, is purchased by the National Gallery to represent to the public what contemporary South African art is."

## Apartheid policies

He said he was continuing with the Joyce Entobe project "I wish to exhibit my works under my real name and under Joyce Entobe The proceeds will go to children's foundations in Cape Town," he said

Bailey said it was sad to note that the National Gallery was practising racism when institutions of its calibre had to begin undoing 40 years of racism that was based on apartheid policies



Beezy Baily - he has charged the Johannesburg Gallery with racism.

# White artist cries racism

Sowetan 6/9/91

A WHITE Cape Town artist has accused the National Gallery in Johannesburg of racism.

Mr Beezy Bailey drew this conclusion after three of his paintings, submitted to a triannual exhibition under the pseudonym of Ms Joyce Entobe, were bought by the gallery for a total of R300

The gallery has not purchased a single work by Bailey under his own name, although he is a resident artist at the same gallery

Director of National Gallery Marilyn Martin has dismissed Bailey's allegations

"We have to assume that artists are honest when they offer their works for sale.

"We look at art works on their merit. Colour does not come into the picture. Bailey's accusations are therefore unfounded and are no more than a silly prank. We bought the work by Joyce Entobe. We are happy with the work and we will keep it," said Martin.

## True identity

Said Bailey "I entered three of my own works by the pseudonym of Joyce Entobe for the triannual. I tackled the project with the challenge of working as a black woman artist with full respect for the oppressed, banal life of a domestic worker supporting a family in Khayelitsha," said Bailey.

The three works were titled *Go Home, Cook Supper* and *Go To Sleep* and depicted a woman supposed to be the artist waiting for a taxi in the city, a child strapped to the woman's back and the woman and her family in a single bed in a tiny shack

"These pictures were rejected by the triannual and purchased by the National Gallery, who contacted my girlfriend who acted as Joyce Entobe's employer.

"A cheque for R300 made out to N Douglas was sent to my girlfriend with no further questions. The works were then reproduced and exhibited at the National Gallery under the title *Shelters*," said Bailey

About five months after buying the prints, the National Gallery telephoned, making inquiries about Joyce Entobe, wishing to get her signature for copyright of her work. It was then that Beezy Bailey alias Joyce Entobe decided to inform the Press of the artist's true identity.

"As the second artist in residence at the National

By VICTOR METSOAMERE

Gallery, as a fulltime international artist with 15 one-man shows and countless group shows on my curriculum vitae, the National Gallery has not purchased one of my works.

"Yet a domestic worker with no record, no CV and no training, producing simple, illustrative works, is purchased by the National Gallery to represent to the public what contemporary South African art is."

## Apartheid policies

He said he was continuing with the Joyce Entobe project. "I wish to exhibit my works under my real name and under Joyce Entobe. The proceeds will go to children's foundations in Cape Town," he said

Bailey said it was sad to note that the National Gallery was practising racism when institutions of its calibre had to begin undoing 40 years of racism that was based on apartheid policies

THE equal opportunity programmes of many companies are under serious threat because of the spate of retrenchments.

This is the view of Ivan Lätti, who heads IPM's equal employment opportunity (EEO) division

"Cost cutting too often affects development programmes for promising blacks who should be tomorrow's key managers. The extra position is saved, and likewise some of the training money, in the interests of general frugality as a short-term survival tactic

## Happy

"Concentrating on experienced older whites as part of a skeleton staff while sales are low may perpetuate a bare-bones type of operation when the good times come and young blacks remember which companies persisted with development programmes in the bad times and which did not"

IPM's EEO division, launched four years ago, is keen to find a black chairman

# Recession puts brake on black upliftment

SI Times (Burs) 8/9/91

By way of an apology, present incumbent and co-founder, Fedfood human resource manager Mr Lätti says "Every suitable candidate is so burdened with directorships I don't even dare ask"

But Mr Lätti is happy about having been given the opportunity to spearhead this IPM role

Mr Lätti says "Compensating for past ills is good for the soul"

Only recently did Fedfood invite an ANC speaker to address employees and Mr Lätti counts it as a milestone in the drive for broader communication

Measuring the committee's efficacy in terms of numbers of EEO programmes implemented by its 500 corporate members is not possible

Mr Lätti says the poor re-



IVAN LÄTTI Survival tactic

sponse to questionnaires in previous years has nipped this exercise in the bud. But he is convinced that the EEO is "trendy" and that most organisations with a human resources function have initiated practical programmes

Under the auspices of the division, which has a representative from the Black Management Forum, numerous consciousness-raising and advice publications, pamphlets and seminars have been offered to industry

Mr Lätti mentions three ways of equalising opportunity in organisations promot-

ing people from the lower grades as they acquire skills, bringing better qualified black people in from outside at grades where they have never been, and introducing high-powered blacks at board and management level.

The problem with the third method is that management tends to give black executives soft task lists rather than high-risk ones. The result is that the manager becomes alienated and fails to pull up other blacks in the organisation because of his personal example.

## Behaviour

Mr Lätti seems to favour the first and second methods, although he admits neither produces quick results. The onus on companies is to develop their training and development skills, their performance management abilities, as well as ability to recognise aptitude for management training.

EEO policies are easier to effect by setting up cross-cultural teams of workers within line management to select candidates for further training, with typical emphasis at a lower level on skills and at a higher level, on behaviour. "Talking to them instead of about them" is the general thrust.

Thanks to Mr Lätti, Fedfood has many such cells operating among its staff of

13 000 odd. The results have been mixed.

Mr Lätti says "It will take time. The recession has caused havoc with EEO programmes and black progress. The crucial element is that with reduced sales experience employees are favoured before promise and talent. Thus white males tend to remain in the smaller teams and the fast-track blacks are retrenched.

"The assumption on which EOPs were started, that sufficient numbers of white males would not be available, does not hold in the recession. Only the ethics of behaving in a fair and equal manner drive the programmes now."



# 'Friend of Buthelezi ordered killing'

A Pietermaritzburg Special Branch policeman who told five men to kill Chief Mhlabunzima Maphumulo in February this year was known as a "great friend" of kwaZulu's Chief Mangosutho Buthelezi.

The Pietermaritzburg Supreme Court was told this on Friday by Siphon Madlala, a key witness in the inquest into Chief Maphumulo's death.

Appearing before Judge Page and two assessors, he told the court of his role in the assassination of the chief at his Havelock Road home.

Madlala said a security policeman, Warrant Officer Wolfgang Warber, who ordered the assassination because the chief was "a danger to the government", had supplied people in Imbali with firearms with which to kill "comrades". He had been doing this since 1986, Madlala said.

Warber had supplied certain leaders in the Inkatha movement with firearms.

Earlier, Madlala said Warber had instructed him and four others to kill the chief.

The hearing continues - Sapa



TERRENCE SETHOGA ... was left for dead.

# Teacher tells of assault

By ELIAS MALULEKE 8/19/91

A TEACHER at Marble Hall, in the north-eastern Transvaal, says he was brutally assaulted and tortured by two farmers and a policeman and left for dead last Wednesday.

The allegation was made by Terrence Shimaki Sethoga, 55, father of four and a teacher at Onverwacht Farm School, who says the incident happened at a farm in Roedtan, about 50 km from Marble Hall.

He named his assailants as Schalkie Pretorius, a businessman who owns a butchery and a farm known as Eland's Kurk in Roedtan, his brother, Abie Pretorius, and an unnamed policeman.

Sethoga says he was mercilessly punched and kicked, had his private parts squeezed, was dragged from behind a bakkie and had shots fired close to his head in an ordeal that lasted more than three hours.

He has laid charges with the Marble Hall police and engaged lawyers to press charges.

Eastern Transvaal police spokesman Maj W Pienaar confirmed charges were laid on August 8.

Sethoga's ordeal started when his car stalled on the Marble Hall-Roedtan road due to a snapped clutch cable.

He went to a farm for help and the farmer, Schalkie Pretorius, arrived home with his son, aged about four.

Sethoga told Pretorius he was a teacher.

The farmer "grabbed at me and said teachers were members of the ANC. He started to strangle me and said I was in AWB territory," Sethoga said.

He alleged that Pretorius then dropped him to the ground, punching and kicking him and demanding to know what Sethoga had done with his cows.

"The farmer threatened a rope around my ankles, tied the other end to the bakkie and dragged me," Sethoga said.

He lost consciousness and when he came to, Abie Pretorius was at the scene and the two again punched and kicked him.

Abie called for a knife to cut a "die kaffer", but was not given one. "He then grabbed my private parts and squeezed until I fainted."

Sethoga showed City Press the marks and scars all over his body.

He was dragged and beaten again before a uniformed policeman arrived. The policeman punched and kicked him before he was dragged around again. The policeman also fired three shots near his head and then put the barrel to his forehead.

After all this Sethoga was dumped on the road and left for dead.

# Boy: I mean Mr Postmaster

Special Correspondent

DEWETSDORP, a sleepy little Free State town, is all abuzz about the new postmaster - because he is black.

NM Ramatlapang takes up his new job on November 1.

And to crown it all, the postmaster's official residence is next-door to Abrie Oosthuizen, Conservative Party MP for Smithfield.

Oosthuizen has taken

up Ramatlapang's appointment with the Postmaster-General.

But Joe de Jager, a senior manager of the Department of Posts and Telecommunications in the Free State and northern Cape, has bad news for Oosthuizen. He said Ramatlapang was promoted to his new job on merit.

"We promote people according to a merit system," he said.

"It is unfair to expect from a platteland community to welcome a black postmaster in their midst."

# Readers pick City Press

FOR the second year in a row, City Press has come out on top as the nation's favourite Sunday newspaper among black readers.

AMPS research for 1991 has recorded a total of 1 122 000 black readers for City Press. This is the highest black readership for any weekly newspaper in the country - with 19 000 more black readers than the Sunday Times.

This total is less than

the 1 160 000 readers measured in the 1990 AMPS survey, but there have been some significant changes in our readership profile.

The number of male readers has increased by 17 000 (2 percent) to 846 000, while female readership has declined to 276 000.

Changes in our readership profile, which will be of great value to advertisers, include increases in the number of readers in the upper income brackets, in the economically important age group of 35 to 40 years and in the Sunday Lifestyle groups.

City Press reaches 75 percent of black people with a monthly household income of more than R2 000.

It is clear that City Press remains "The People's Paper".

# Open college, Ntsanwisi told

**CP Correspondent** (19/9) known for its alarming degree of cruelty to blacks, particularly Africans, and we do not expect the same type of cruelty from Ntsanwisi, who is our brother," said Mandela. He added that he had much respect for the Gankulu homeland leader.

Mandela told 20 000 people at Giyani stadium last Sunday he was committed to working with the homeland's leader, Prof Hudson Ntsanwisi, but the Gazankulu chief Minister should first re-open the college and "stop the harassment" of ANC members working for his government.

Mandela said the closure was robbing the youth of the chance to equip themselves with the knowledge needed to run the country.

"The National Party is

# Black graduates lose out

**By LULAMA LUTI** (17/9) **CP Press** (19/9) Echoing his sentiments, ANC head of economic affairs Tito Mboweni blamed "company apartheid" for the non-employment of black graduates.

Speaking at Sasif's inaugural function in Johannesburg this week, Mboweni said this type of discrimination should be done away with, together with the broader eradication of apartheid policies.

"On the other hand, the private sector also needs to take cognisance of the abundance of skills in the black community," he said.

Pledging their companies' support for Sasif, Southern Life deputy general manager Arthur Case and Barlow Rand deputy chairman Derek Cooper said it was important for business to adapt to the changes taking place in the country.

The idea of Sasif was mooted in August 1989, when a group of black men - backed by a number of major companies - decided to find a strategy to redress the situation.

Sasif's main aim includes finding jobs or internships for US-qualified graduates.

Sasif achieves this by keeping in close contact with several professional organisations.

Since Sasif opened its doors to graduates about 19 months ago, 50 have been placed in permanent employment, five are in internships and a further 62 are awaiting placement.

Says Khoza "The cardinal objective of this

CP Press (19/9)

## New ground

"We are trying to break new ground and break down barriers. It is now time for companies to wake up to the untapped resources lying untouched inside and outside the country."

"We are appealing to human resource practitioners to come forward and avail themselves of the opportunities, because there is a lot we could achieve by joining hands," he said.



# Graduates are getting a raw deal - ANC

*Sowetan 9/9/91*

By Don Seokane

A LARGE number of qualified black graduates have been barred from being employed in the country by companies practising apartheid policies, according to Mr Tito Mboweni of the ANC's economic unit

Mboweni was addressing the formal launching of South African Students Internship Foundation which was formed with the aim of providing returning graduates with job placements in the

country.

He said the private sector needed to take full advantage of skilled black graduates who were unemployed

"The country has to move in a direction of national interest while getting rid of sectional interests, and Sasif's role is of vital importance in moving towards that direction," said Mboweni.



# Cleaners guards in city demo

By Stan Hlophe

11/19/91  
1777

Anglo American Property Services security and cleaning staff downed their whistles, brushes and brooms and took part in a three-hour picket outside the company's Diagonal Street premises in Johannesburg yesterday.

The action by about 200 employees was in protest against the dismissal of four colleagues and alleged racial discrimination by a security chief, Sam de Wet.

Other demands include the dismissal of Mr de Wet and an end to alleged harassment and abuse of staff.

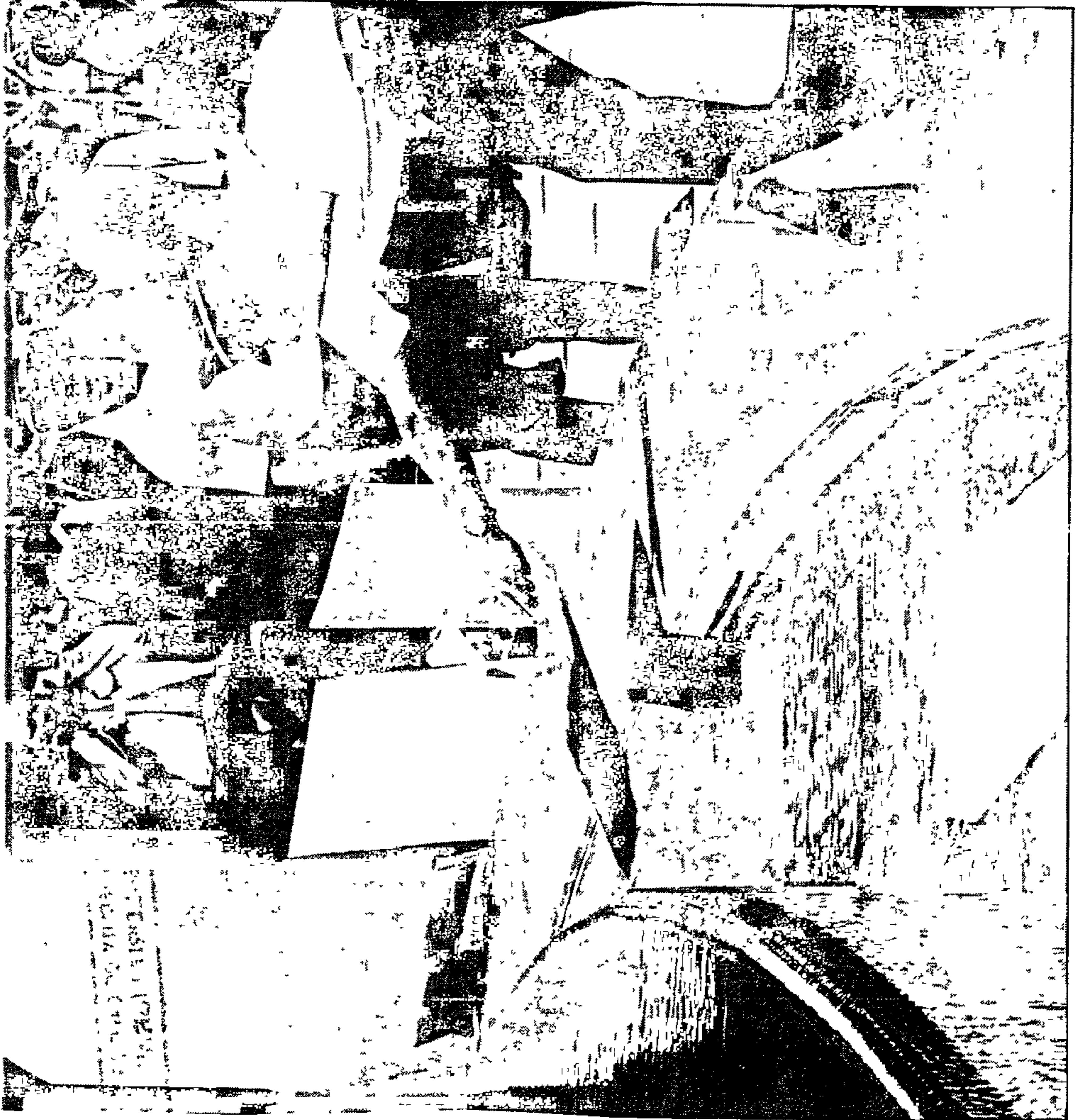
The main entrance to the company building was partially blocked by the picketers, who held aloft placards some of which read "Away with De Wet", "Stop oppressing the security", "De Wet, go back to John Vorster Square and SAP" and "Reinstate our colleagues".

Later, the workers were addressed by the regional organiser of the National Union of Mineworkers, Daniel Makhubu, and human resource manager P R Farina, who gave an assurance that their grievances would be attended to.

However, Mr Farina warned the workers not to embark on a strike before submitting their grievances to management.

He added that management understood that the staff had genuine grievances, but these should be addressed through proper channels.

Mr Makhubu then asked staff to suspend their protest action pending the outcome of talks between the union and management which began yesterday afternoon.



Damp end to demo security guards place placards in a fountain outside the Anglo American Property Services headquarters during a protest by security and cleaning staff.  
Picture: Ken Oosterbroek

# Buthlezi dubious about success of peace accord

**INKATHA** leader Mangosuthu Buthelezi doubts whether a peace accord brokered by the church and business will work.

Buthelezi said in a BBC radio interview on Wednesday, days before the scheduled signing of the accord this weekend, that he did not see why the pact should work when the agreement Inkatha reached with the ANC in January had failed.

He did "not think it would filter down to grassroots level where they are fighting, where they are killing each other".

He also doubted whether the accord would work while two major players — the PAC and Azapo — said they would not sign

The issue of violence and the pending peace accord were also addressed by Inkatha Freedom Party national chairman Frank Mdlalose and ANC deputy secretary-general Jacob Zuma at a debate at the SA Institute of Race Relations in Johannesburg last night.

Mdlalose told the institute violence in SA was beyond immediate political control.

But Zuma remained optimistic, and hoped the draft accord would achieve its aims.

Mdlalose told the institute "We must in all humility say severally and jointly that political violence in SA presents vexed problems and stems from circumstances and factors which are beyond immediate politi-

cal control". He said leadership in communities shattered by violence lacked legitimacy, and stressed social reconstruction would go far to bring peace to the townships.

The ANC and Inkatha signed an accord in January, but continuing mayhem rendered it irrelevant.

Zuma told the institute that if all parties put everything into the accord, "I wouldn't have cause to feel it will not work".

He said "The violence sweeping through our country has reached such devastating proportions that there is now unanimity on the part of all major political parties that everything possible must be done to terminate this carnage" — Sapa

# Dawie de Villiers denies job bias against whites

**PRETORIA** — Discrimination in any form was unacceptable to government, Public Enterprises Minister Dawie de Villiers said yesterday.

He was reacting to charges, based on leaked Transnet documents, that white Transnet employees were being discriminated against in terms of an "affirmative action" programme.

The CP has requested an interview with De Villiers on Monday to discuss the issue.

De Villiers said state enterprises' personnel policy was aimed at eliminating disparities favouring or detracting from any category of employee. Training programmes had been established to make equal opportunities possible for all state corporation employees.

"Promotions are based on merit and take into account the prevailing personnel requirements of the organisation insofar as it is possible, preference will be given in the filling of posts to employees already in the service of the undertaking and whose appointment is enhanced by further in-service training."

De Villiers said he had discussed the matter with Transnet chairman Marius de Waal, and had been assured that all suitable candidates were considered on merit — Sapa

# Cape Town considers unity


CAPE TOWN — Far-reaching recommendations regarding standards, financing, community liaison and affirmative action on staff appointments are contained in a report on Cape Town's transition towards an integrated democratic city.

The report, which has been adopted by the council, was drawn up by a committee of councillors under the chairmanship of Arthur Wienburg and released yesterday.

The report is based on the recognition of the need to create economically viable, non-racial, democratic and redistributive local government.

It proposes two levels of city government — metropolitan and local — and recommends that the metropolitan area includes the magisterial districts of Cape Town, Goodwood, Bellville, Kuilsriver, Wynberg, Simon's Town, Eersterivier, Kleinvlei, Macassar-Firgrove, Somerset West, Strand, Gordon's Bay and Stellenbosch. The inclusion of Atlantis, Paarl and Wellington is still to be investigated.

A constitutional committee is

  
LINDA ENSOR

taking the investigation further and is looking at issues such as a municipal franchise. Wienburg says the next stage would be to get other municipalities involved to work out a broad consensus with which to approach government.

One drawback, however, is that the civic associations in the Western Cape Union of Civic Associations did not participate in the deliberations of the committee.

## State

The report emphasises the city of Cape Town will not be able to accept the financial liability associated with an enlarged single city without additional funding from government in the form of a guaranteed tax base.

The state will have to accept responsibility for housing, health, education and major transportation schemes.

The report says the issue of standards will be one of the most crucial facing Capetonians, but the council will not be party to proposals which under the guise of assur-

ing or improving standards serve to protect existing privilege or foster discrimination.

One of the major issues of standards relates to problems of overcrowding, and the committee feels that existing legislation may be inadequate. A review of this legislation is proposed and resources to meet the need for housing are necessary.

The effectiveness of current enforcement procedures regarding bylaws on standards needs urgent review as present processes are too lengthy and the council is "toothless". The establishment of a municipal court to hear municipal cases is recommended.

The report says council employees need urgent training to respond to complaints.

Affirmative action is necessary to redress the racial imbalance in the workforce, especially at higher levels. The council has commissioned an investigation into affirmative action programmes.

The committee says the framework of the future form of local government should be high on the agenda for national negotiations as a prelude to local decisions.

# Brits no longer find SA wine unpalatable

LONDON — SA is the flavour of the month, according to the UK wine industry, and major food chains are rushing to fill their shelves. *B/D cy 17/9/91*

A report in the Sunday Times says supermarket giant Sainsbury's is introducing a SA wine to its extensive range and Tesco, which recently launched its first four, is topping up with another two next month.

Marks and Spencer's first two SA wines will be available this week, while Asda recently put

*Own Correspondent*

three on its shelves. *(182)*

"Recession-hit retailers seem terrified of missing out on what might just end up as the next great wine trend," says the report.

And it comes as no surprise. SA wine makers, who produce a massive surplus each year, are keen to sell and the weak rand makes prices attractive.

Added to the impressive list of retail outlets are the bottle stores. One chain, Victoria Wine, de-

scribes SA as "one of our major areas for development".

Of the stores which have been quietly selling through the sanctions years, are Waitrose — which has added two to its range — and the Thresher and Wine Rack chains which are looking at market possibilities for next year.

Timing is at its best now. Sanctions have gone, and added to this is the disastrous frost-bitten 1991 vintage from Europe — and price hikes over the past 18 months which show little sign of abating.

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# Demand for temps will show the recession is ending

PRIES  
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TEL

Look to the placement of temporary workers and car-rentals for the first indications that the recession is ending, says John Dawkins.

"When business starts increasing, companies first employ temporaries to handle the rising load, just as they begin to travel."

19/9/94  
And the tendency can be meaningful for black work-seekers

"Cultural resistance is lower in the case of a temporary worker and once a firm has become accustomed to having a black person around in a previously 'white' occupation that can be a great help"

Apso's temporary staff section chairman, Lorraine Bell, national operations director of Kelly Girl Services, feels the trend to temps has a business, technological and sociological base

"It's cost-effective to make staff salaries and benefits variable instead of fixed

177  
At the same time, there's a critical shortage of people who can get the best out of the technological advance there's been in the working environment. Many tasks, approached correctly, can be completed quickly as one-offs — without the need to train permanent staff"

# At a crucial interface

The advance of black people into South Africa's "first world" economy means employment agencies stand at a crucial interface *Star*

Apso is well aware of this fact 19/9/91

"More and more the industry is going to have to be a cultural bridge between white employers and black employees," says the organisation's general secretary and administrator, Patience Lorimer

Immediate past president Litsa Roussos, chief executive of Emmanuels Personnel, says most agencies are trying to employ more black peo-

ple themselves. 177

"And here, straight away, we ourselves experience a kernel of the problem Blacks simply don't respond to recruiting advertisements for personnel consultants

"The job is not one that falls within their personal experience.

"If people come to focus on real careers, these tend to be medicine or teaching"

She says the problem is a worldwide one. At the many conferences of the International Personnel Service Association she has attended, mostly in the US, she has been amazed at the low num-

ber of black members

Apso president John Dawkins, MD of Kelly Girl and Kelly Personnel, says the cultural gap is very real even at the level of typists

"Homes without modern amenities and toys — let alone typewriters — somehow don't encourage the motor skills which help women to good typing speeds

"When an employer has to choose between typing speed of 40 wpm and shorthand of 60 wpm, and 60 or 80 wpm typing and 120 wpm shorthand, which candidate does he choose?"



## Making her way as a pioneer in the field

Star 19/9/91 (171)  
When it's acknowledged that, world-wide, black people have hardly entered the personnel consultancy field, Johannesburg has a pioneer in quietly spoken Vionne Tshivase

She established Insearch Personnel in 1989 and it now has more than 100 clients. Apso's only other black-owned consultancy is in Durban. Insearch concentrates

on middle-management and professional placements, and in one case even brought an engineer from New Zealand.

"You make a better living out of such placements than from many more lower down the ladder."

Mrs Tshivase was born in Soweto to a Malawian father and after primary schooling in Lilongwe completed her schooling

at Meadowlands High

She started her career as a secretary in Johannesburg, studied for an IPM diploma and gained some experience of recruitment.

Then she managed a branch for a large consultancy and, by monthly tripling of targets, won an incentive contribution to a trip to Brazil.

Then it was out on her own with Insearch.

~~1992~~  
**Your wage  
packet is  
not as fat  
as it looks**

SEP 21 9/91  
**ROY COKAYNE** (177)

THE real earnings of most employees in South Africa have been steadily eroded over the past six years, according to a new annual salary survey

Hay Management Consultants' latest survey also found there was still a difference in salaries along racial lines among lower-level employees in spite of the fact that most organisations had a common pay policy for all employees

According to the survey, the gross earnings of a clerk increased by 198,4 percent between 1985 and 1991. The consumer price index (CPI), which measures inflation, rose by 235,3 percent in the same period.

By contrast, the gross earnings of managers increased by 217,3 percent and of senior management and executives 230 percent

A comparison of the net take-home pay, after tax and deductions, of a married man with two dependents showed reduced earnings for clerical staff and managers. Executive net earnings grew by 250 percent — exceeding the CPI increase

Hay South Africa managing director Ib Ravensborg predicted a continuation of this trend. But, he said, the better-skilled section of the workforce seemed to weather the storm better, particularly professional staff and senior managers

Mr Ravensborg said the financial position of the average South African could be improved through better individual skills, a reduction in the tax burden and a high economic growth rate over a number of years

"The first option is, without doubt, the avenue providing increased security and better compensation possibilities," he said

### **Salary outlook**

According to the survey, overall salaries increased by 12,9 percent in the past year. But the prospect of salary increases next year matching or being above the inflation rate is bleak

Hay Management Consultants survey manager Maureen Hovy said the predicted salary increases for next year were between 12 and 14 percent for unionised staff, 10 and 12 percent for general staff, 12 and 14 percent for management staff, and 13 and 14 percent for top executives

There had been a trend away from a basic salary and two-thirds of top executives now obtained a package based more on benefits

Car entitlements for employees had not changed significantly between 1985 and 1991 but the cost to a company of providing the benefit had changed sharply. The provision of a car benefit had also moved downwards in the organisational ranks

More than a third of companies had retrenched people, at all levels, over the past few months.

However, the labour turnover figure was significantly down, dropping to 14,9 percent this year from 17 percent last year.

# Whither

CAPE TOWN — The priority given to eliminating the racism rife in SA society is likely to see the emergence of affirmative action programmes, educational enrichment programmes and advancement on merit programmes.

And so it should, too. But silently in the background the women of our society will in all probability continue labouring away without recognition, as they have done for centuries past.

Progress for them might just mean that they will have male bosses in a range of colours rather than only one. On the other hand it is possible — if they insist on it — that women will benefit from society's move towards equality.

Whether it be the result of deliberate discrimination or a culture which wags its finger at female success in any sphere other than motherhood or titillation; the fact is that finding a woman among the country's business leadership is like looking for an oasis in a desert.

The qualities of toughness, aggression, decisiveness and authority required to get to the top conflict with notions of gentle, soft, servicing femininity, and so it is no wonder that women choose careers in the professions like teaching and nursing which entail as little role and conflict as possible. Otherwise, it feels, says Cape Town businesswoman Pam Herr, like you have a split personality.

The University of Cape Town's Graduate School of Business reports that in

## LINDA ENSOR

the five years to 1990, 38 women out of the total student complement of 431 graduated with an MBA. Of the 113 students currently on the MBA course, 13 are women.

Surveys of the place of women across the spectrum of industry, finance and commerce, identify middle management as the limit of their climb up the career ladder, and even there they are few and far between.

This is confirmed by looking at SA's large life insurers, Sanlam and Old Mutual, which together must employ more than 20 000 people countrywide. Women dominate the lower levels of office staff but disappear from the scene altogether the higher one goes up the hierarchy.

At Old Mutual, 55% of all office staff are women. At Sanlam the figure is 70% of the total of 8 000 office staff. Of Old Mutual's middle management, which includes supervisors, department heads and specialists, 33% are women.

At Sanlam, there are more women department heads with responsibility for clerical workers than men, but at middle management, only 44 of the 480 managers are women. Four of the 130 senior managers are women.

Women represent 14,7% of Sanlam's marketing staff, and only 2,3% of the sales management at branch level. But there has been progress of sorts in that

# in the new SA?

whereas today there are 530 women-marketers, in 1980 there were only 40

Old Mutual has two women divisional managers. Neither Old Mutual nor Sanlam has a woman GM and neither has women at executive level.

Both life insurers would insist that promotion is on merit, that the rate for the job is paid and that there is no discrimination between men and women. But the fact is that the female half of society is being left behind.

Sanlam's personnel manager, remuneration, Flip Gouws says Sanlam's performance compares favourably with the market generally.

"Typically the highest level for women is middle management. This is also typical of Sanlam, but we are starting to move them up. Women are becoming more and more career-oriented and no longer take off long periods to have children. In the past they used to lose years and years of experience in this way and fall behind their men counterparts."

Life insurer Southern Life has a conscious policy of ending discrimination towards women and has made some progress in advancing them. It has three women in executive positions, 20% of management are women and 54,3% of its total workforce of 2 817 are women.

One of Sanlam's four top women is Frieda Botma, senior manager, product promotion, who is remarkably open about the obstacles and difficulties she has had to overcome in her long haul to the middle. In the early '80s, she was one of Sanlam's most successful marketers and recalls, for instance, the difficulties women had in those days in earning more money than their husbands.

"With male employees it was always assumed that they would work a long time with Sanlam, would earn more and be promoted automatically. For women, there is no such thing as automatically. No attention was paid to identifying their career possibilities."

Before her recent appointment to senior management Botma was manager of Sanlam's women's market and co-ordinator of all women marketers. She says it took some time to convince branch and regional managers of the ability of women to give financial advice. Now women marketers are well established in the organisation and receive no special attention.

There are still traditional bosses in Sanlam but there is a new tendency in the organisation to be more open and to promote respect for the individual.

Botma is the first and only woman to be appointed to the management of Cape Town's very male and very traditional businessmen's club, the Here Sewentien Club which she regards as a breakthrough, though she feels she is treated as a token figure.

Old Mutual divisional manager Rose Keanly is another example of a woman who has risen through the ranks. For the past 18 months she has acted as a project manager for the installation of a new R21m insurance administration computer system for group schemes following the society's merger with Colonial Mutual in 1987.

"I have never felt that from a company culture point of view there is anything preventing women from getting to the top. However, women who do get to the top are put under the spotlight, are very visible and are watched, and that creates a fair amount of pressure."

"I don't think that there are many women in SA who choose to go up the management ladder and who have the qualifications and experience to allow a company like Old Mutual to appoint them to senior positions. I don't think it is discrimination — the opportunities are there for men and women and it is up to women to take advantage of them."

Graduate School of Business's Linda Human disagrees. She has undertaken research into the attitudes of white male managers and found they have a fairly negative view of women advancement and of women's abilities.

These attitudes, she adds, limit the opportunities and performance of women in the job situation as people's work tends to reflect the expectations management has of them. Negative perceptions affect their self-confidence and their will to succeed. But even if women want to advance, they are not allowed to.

"Most male managers don't believe in affirmative action for women as this would limit the opportunities of white males, opportunities which they guard jealously," Human says.

So the new SA will only provide the broad parameters within which change in the structures of employment will take place. And that is likely to be a lengthy process.

## Transvaal Clothing Industries Limited

(Registration Number 87/03294/06)

Unaudited preliminary report for the year ended 30 June 1991

### Income statement

	1991 30/06/91 R000's	1990 30/06/90 R000's
Turnover	44 440	40 192
Net income before interest	2 237	1 761
	1 348	1 084

# Majority of course candidates are female

KEEPING the credit profession up-to-date with the latest education and training is a major focus for the United Institute of Credit Management (UICM)

Executive Information Services MD Ian Langworthy holds the education portfolio for the institute's Transvaal chapter, while also being chairman of the northern Transvaal region. He says "The institute offers formal education which allows recipients to get a credit management diploma, but we also offer face-to-face education through Damelin College. This covers credit management 1, 2 and 3 on senior and junior levels

## Basic

"Trainees also do basic business law and economics and then qualify for formal diplomas

"However, if they don't wish to cover these subjects they will qualify for certificates, but not a diploma."

The subjects can be written by correspondence or at Damelin, Intec College or Rapid Results

"The institute also does one-day seminars covering subjects such as basic credit control and cash flow management and litigation, liquidations and sequestrations, among others"

Courses are popular among up-and-coming credit controllers

Langworthy says there is an upsurge in demand for training by black and Indian candidates and about 70% or more are females

## Well-qualified

"On achieving credit management 1, one is generally considered a well-qualified credit controller, normally with three to five years' experience

"Credit management 2 is done by people in middle management or supervisory positions, junior credit managers and people in similar positions

"Credit management 3 is suited to those moving into corporate level or top credit management positions

"The diplomas are highly valued on candidates' CVs, and this is especially true in today's competitive market"

## LEATHER JACKETS

Stated environmental impact study was done first.

Ms Roux said that a major change had been made in the zoning only after the developments

# Council: 'Racial workforce' study

THE executive committee of Cape Town City Council is considering whether to appoint two Stellenbosch University professors to do a study on "affirmative action", at a first-phase cost of R20 000.

The two are Professors H Gildenhuys and E Schwella of the Department of Public Administration.

This information is contained in the final report of the ad hoc committee for an open Cape Town.

The report notes that concern has been expressed in respect of the racial imbalance in the composition of the council's work force, especially in the higher levels.

A suggestion has been made that "consideration should be given to implementing positive measures to redress the deficiency of opportunity in the past which has led to the imbalance, without sacrificing standards of

efficiency". CT 30/9/91  
Due to the sensitivity of the issue, the report notes, the professors were consulted and asked to provide a brief as to how the council could approach various matters, including affirmative action in relation to staff appointments.

They have duly produced their brief, which is now being considered by the executive committee. The press has not yet had sight of this, as it is on green paper.

However, there is enough already known to make a few general observations. Firstly, there is indeed an imbalance in the racial composition of the council's work force, in that virtually all senior council officials are white.

This reflects a more general imbalance in our society. But should the council, or anyone, adopt "affirmative



## CIVIC DIARY

BY PETER DENVEHY

action" policies?

It seems to me that this would imply taking people's race, or the colour of their skins, into account when considering whether they should be appointed to posts. Losing out on a job opportunity because of inability to speak an indigenous language is one thing, but colour discrimination is another.

As far as I understand it, the non-racial movement has been fighting for a situation where the colour of one's skin is of no more significance than the colour of one's eyes, to bor-

row a phrase from Bob Marley. Reverse discrimination is clearly not in line with this, and it opens up a can of worms. How far does one go in redressing ills of the past? Does one stop after ceasing to perpetuate the past ills of one's own institution, or does one go further and take "positive action" to redress those of one's own and of other institutions such as the education system?

One problem with "affirmative action" is that it might well succeed in making our society appear "rebalanced" long before it is in fact so.

It seems odd that the ad hoc committee, which seems excessively sensitive with regard to affirmative action, does not show the same sensitivity about tightening up residential standards now that black people can legally live in previously white areas.



**D**OES IT not seem rational? You are taking on a middle manager. The investment in training as well as the outlay in salary and related benefits will be considerable. You want to make sure the applicant is fit and healthy: no psychotic tendencies, no heart problems, and particularly no AIDS. You do not want to invest all that effort only to discover you have an invalid on your hands in the next year or two.

As far as your unskilled workforce goes, you might be able to put up with a few personality disorders, the odd heart murmur, even a spot of TB. But AIDS, you would probably say, is still a no no. You do not want your workforce living in mortal fear of infection by this deadly disease.

AIDS is going to grip our country by its neck over the next decade. Even the most reasonable assessments suggest one-quarter of South Africans will be infected by HIV by 2005. Why not anticipate the problem by simply weeding out the HIV cases before you take them on?

The law seems to allow you to do this. Traditionally, common law has permitted employers to hire — or refuse to hire — whoever they please. The Labour Relations Act (LRA) does not prohibit discriminatory or unfair hiring practices. So common law applies.

**T**he same rules that confer that right also allow the employer to insist on a pre-employment HIV test and make a decision about the applicant's fate accordingly.

This is just what some big employers are doing. Eskom, for instance, the municipalities of Pretoria, Bloemfontein and Germiston, and probably others; and many of the big insurance companies. Applicants who test positive are not always turned away, but those who are employed are given a worse employment package than their colleagues.

Whether this is fair or advisable is the subject of intense debate. The consensus emerging is that it is not. Many big employers (including AECI and Anglo Alpha) take this view

# AIDS checks on job applicants are unfair and futile

6/Day 1/10/91.

**EDWIN CAMERON**

Why? Because they accept that screening is futile, misleading, socially irresponsible and unfair.

It is futile because pre-employment testing cannot achieve what it sets out to do. It cannot guarantee a sanitised AIDS-free workforce. The test is not conclusive, there is a "window" period in which the presence of the virus in the bloodstream is not revealed by the test. More significantly, an applicant who tests negative may contract the disease after being hired.

In any event, many employers probably already have an AIDS problem. The national infection rate is almost one in 100. Statistically, therefore, employers with a hundred or more employees already have AIDS/HIV in their workforce. The rate is, moreover, rising, and fast, so if the workforce is still AIDS-free, it will not stay that way for long. Employers can, and should, give workers facts and training about the disease, but there is little more they can do about preventing it, and its incidence is bound to rise. The enemy is already within, and preventative methods are largely useless.

Discrimination against HIV carriers is also misleading. Pre-employment screening can lead to misconceptions and false confidence. Members of the workforce can be

lulled into believing, quite wrongly, that it would be safe to have sex without taking protective measures. People tend to convince themselves they are not at risk, this seems to be a psychological "defence mechanism" by which they block out fear of the disease. To bolster this belief they grab at anything even vaguely reassuring, and pre-employment screening has precisely this quality.

**D**iscriminatory testing has adverse social consequences. It encourages stigmatisation and ostracism. It enhances "us" versus "them" perceptions. This is dangerous. AIDS is everyone's problem. Transmission follows not from membership of a "risk group" (returning exiles, gays, blacks) but from unsafe sexual practices or (more rarely) other exposures. Isolating HIV-positive job applicants and thereby stigmatising them does nothing to help solve a problem that affects us all.

Further, as an AECI policy document points out, if all employers screened out HIV-positive people, "a leper colony of unemployed and unemployable people would be created: the social consequences of this (alienation, deprivation, discrimination) are undesirable".

*(Signature)*  
1777

HIV-positive job applicants may have years of constructive, healthy service ahead of them. To exclude them from employment lacks a rational foundation and is unfair. They can be hired without compensation when the symptoms eventually emerge and the sufferer becomes incapacitated, the usual rules of employment law apply. protect the employer. No employer can be forced to retain someone who is unfit for the job, and this applies equally to AIDS sufferers. Nor is the employer obliged to give AIDS sufferers the same medical aid and provident benefits as other employees, the rules can make express provision for AIDS-related claims.

Extracting and testing blood for the virus is also time-consuming and expensive. But the cost does not stop there. Standard guidelines indicate that before the test is administered employees should be counselled on its implications and, if it proves positive, they should be intensively counselled about the devastating consequences of the disease. Are employers ready to pay for this counselling? Or are they going to toss the rejected applicant out on the street, jobless and without professional guidance?

Discriminatory testing is also wasteful. The money spent on it

could be better used on education and information about AIDS. Having an HIV-positive employee on the payroll is extremely unlikely to present any danger of infection to fellow employees (unless unsafe sexual intercourse or blood transfusions take place there).

It is for reasons such as these that EC health ministers concluded that pre-employment screening of job applicants for HIV was "inappropriate". Countries as diverse as France, Italy, Malawi and Zambia have prohibited this practice.

In SA unions are becoming increasingly sensitive to the issue. At Cosatu's national conference on AIDS in June, participants deliberated how to challenge employers who practise anti-HIV hiring. Unionists, in fact, have a means to hand.

While the LRA offers no protection to job applicants, it does enable employees and their unions to challenge unfair labour practices in the workplace. Since April an unfair labour practice again means (among other things) any act or omission which may unfairly affect an employee or class of employees or prejudice or jeopardise employment opportunities or work security or which may promote labour unrest or detrimentally affect the relationship between employer and employee.

**D**iscriminatory hiring practices — against, for instance, blacks or women — could well be argued to influence employer/employee relations detrimentally. Just as race or gender prejudice in taking on new employees may promote a sense of resentment among existing staff who are members of the rejected category, so too can anti-HIV discrimination. Pre-employment screening could thus be challenged as an unfair labour practice.

With the infection rate rising and likely to continue climbing, litigation along these lines no longer seems far-fetched.

Prof Cameron is a co-editor of Employment Law. This article is published in the latest edition of the journal.

Simon Barber's column has been delayed.



MAKING YOUR LIFE A LITTLE EASIER.

Due to the general feeling that the innovative message from Dr Gail Molokoti delivered at the Eskom/Sowetan Woman of the Year luncheon should be heard by as many people as possible, we publish her speech today. Dr Molokoti is the intra-organisational communications manager at Eskom, and she was the guest speaker at the function.

*(Handwritten notes: 17/11 Sowetan 7/10/91)*

"Allow me to quote from the Women's Charter drawn in 1954 'We women do not form a society separate from men. There is only one society and it is made up of both women and men.

Therefore it is important that we realise we form part of a larger South African society and that whatever we do is not in isolation but part of the total picture. This means that as women we are to contribute to the total picture, we need to start thinking community, nationally and globally.

As we approach the dawn of a new age, the role of women cannot be viewed as the beginning of an era. Women have been partners in all spheres of mankind's existence and the role and responsibility of women in nation building can only become better and stronger.

African women who have stood by their men in the struggle to end apartheid will continue the partnership born of oppression. That partnership has ended up in the formation of a new South Africa, hopefully characterised by 'freedom for all' which is another catch phrase.

We need to change our attitudes about ourselves. Even though attitudes and values cannot change overnight, there is room for transformative actions. Transformation must begin with the self. Change comes from within. It is only when you feel good about yourself that you can begin to be creative, achieve your dreams, face the world with confidence and begin to build the nation which, at times seems to be disintegrating and drifting apart rather than standing together.

Ladies, we need to be visionaries and have visions. Dr Ian McRae, Eskom's Chief Executive says 'Real visions originate from threats and the challenges arising from those threats. We live in an unusually threatful social environment.

It was out of these threats of neglecting our handicapped children in the townships that Aileen Ntuka (one of the finalists) established a school, workshop and a clinic for epileptics in Bloemfontein. That Doreen Selekane started a training centre for the mentally retarded in Katlehong and all the courageous women nominees for the 1991 Woman of the Year award.

You may not have been an award winner for this year, but you are sure a winner for life. And as the Bible says 'If you have done it for the least of these, you have done it for me and keep on implementing your visions for the good of your nation.'

History is full of African women who have accepted their responsibility and performed their tasks with pride and success. The greatest challenge facing women today is whether as a woman you want to be part of that history or not. Let not your visions be hampered by ideology and intimidation. It is only through a concerted effort that women can give momentum to the challenge of building the nation.

Get busy with your visions and start reaping the benefits. Remember never take 'no' for an answer because for every 'no' you receive, 'yes' is just around the corner. I think at this stage you and I need to have a personal talk, because I believe that regardless of how successful you may be, you are still an African woman, a mother, a sister, an aunt or a gogo.

Let us share some ideas regarding the action plans in which we need to engage.

**ACTION PLAN 1** The socialisation created by the family, the school system, the media and the market place will need to be gradually eradicated. We can begin with the school system. As women, we must participate in developing a new educational system. An educational system that motivates people to achieve and gives them equal chance to succeed. You owe it to the children of the future to open new gates for the acquisition of skills such as computers, engineering, physics - the list is endless.

It is very urgent and necessary that we embark on a plan to motivate our children to go back to school. Because once they have an education no one can ever take it away from them. Believe me, in the 'new' South Africa, it pays to have an education. Not being educated will no longer be an excuse.



Dr Gail Molokoti speaking at the 1991 Eskom/Sowetan Woman of the Year luncheon

**ACTION PLAN 2.** We need economic empowerment and that means we need to be involved in creating jobs and businesses for ourselves and those around us. The private sector cannot do it alone. Two or three women can create a joint venture, that means that these three women can form a partnership to set up a business.

We do not have to distrust each other although we should not take each other for granted. It is important to know who you are doing business with because some people may be crooked! What we do must be done with the help of an attorney so that the agreement is legally binding.

These joint ventures can involve men and it is essential to also remember that you can set up a business with other racial groups. We must convince the world through our actions that we want to be taken seriously. This means that we must study business methods and know what we are doing.

Every business, regardless of the nature and size, requires that you know business methods and the law to be able to protect yourself. We must not just look pretty. One cannot remain pretty forever. We do age, and I am sure you know what I mean.

**ACTION PLAN 3** If you have a marketable skill, share it with your sisters and brothers. Do not keep it to yourself. Sister, you know those people who want to be the only ones with a degree or a big house and of course that lovely BMW which men cynically call 'Be My Wife'. We need to be in the forefront of sharing.

**ACTION PLAN 4** We have an important role to play in a changing South Africa which means we must get organised and united because divided we can be destroyed. We must belong to various and professional organisations. These or-

ganisations will help us network and keep informed in the areas of our interest and the world at large.

**ACTION PLAN 5** As women and citizens of a changing South Africa we must be on the lookout to see that the freedom we all cherish and nurture is not eroded by corrupt public officials. We do have civic responsibilities. We must play a role as guardians of that freedom.

Furthermore, we must be gatekeepers of information for ourselves and our children. For too long our children have been bombarded with information that has made us feel inadequate. For too long our children have been fed with information that has caused them to have low esteem, to be demotivated and under-achievers. We need to challenge all information we receive. Let us be advocates of correct information and positive images portrayed to us by the media and any institutions that provide us with information.

**ACTION PLAN 6** Leadership is an area where African women have been involved throughout the struggle for equality. We need to attend and participate in leadership training. In the past our role was defined by our struggle for the elimination of apartheid. In a changing South Africa we have to provide leadership across cultural groups.

We must be able to communicate with various cultural groups. We must break cultural barriers. As individuals, workers or businesswomen, we must play roles as communication facilitators. Intercultural communication is an essential means of bringing understanding between races in an effort to create harmony and respect for each other.

**ACTION PLAN 7** We spoke earlier about the need for women to get involved in business. Mention must be made that as women we should take advantage of loans provided by corporations and the private sector. We should seek assistance where necessary and those of us who are experts in business should be trainers for the less fortunate.

I would like to make a special appeal to the private sector to set aside special funding for women businesses because Small Business Development Corporations seem not to give women a fair share based on their capabilities. Special funding for women in business is a common practice with private sectors in the United States of America and I believe we can learn from them.

**ACTION PLAN 8** Let us be involved in the export business things such as clothing and jewellery can and should form important commodities of our business involvement. Trade missions to neighbouring countries and others not so near should be considered. We can learn from these countries that have achieved greatness - Japan, USA and Europe can provide us with valuable lessons.

**ACTION PLAN 9 DRUGS** We need to wage war against drugs. Unfortunately, when we talk about drugs we often exclude alcohol and we have allowed our communities to be infested with alcohol because it is socially acceptable. People become addicted to alcohol like they do to any other drug. Alcohol is not just a drug but a very serious drug. It has destroyed our families and our youth and we can no longer afford to accept that venom socially.

To add insult to injury, we now have mandrax which seems to be the in thing and we have mandrax kingpins being the envy of our youth and communities because they drive flashy cars, wear the latest clothing and live in splendour. What is the community doing about such role models?

Mother, sister, aunt, granny you have your work cut out for you. Nelson Mandela once said "there's no easy way to freedom. We need to tell our children that 'there is no easy way to riches, in fact to anything. What we achieve should be acquired the old fashioned way. We have to earn our achievements. No achievement is small."

Ladies, I would like to end this talk by reminding you that WE ARE THE WOMEN OF TODAY. TOMORROW LET US MOBILISE OURSELVES AND LEAVE OUR FOOTPRINTS ON THE SANDS OF NATION BUILDING.

**POWER TO THE WOMEN!!!  
"LET PEACE REIGN"!!**



MAKING YOUR LIFE A LITTLE EASIER.

# Top State jobs: 'fewer than 10' for blacks

David Breier  
Political Correspondent

FEWER than 10 of the top 1,500 jobs in the South African public service are held by people of colour, the Democratic Party has disclosed.

DP spokesman on the public service Roger Burrows said it was astounding that the Government had made so little effort to train blacks for top civil service jobs.

He was reacting to this week's attack by Minister of Administration Piet Marais on African National Congress president Nelson Mandela for supporting the training of public servants in the United Kingdom.

The Commonwealth plans to spend about R288 million on the training of 18,000 mainly black officials to help run the new South Africa. It envisages training blacks to occupy 600 of what it regards as the top 3,000 civil service and local authority jobs.

Mr Mandela said the present public service was not suited to the changing needs of South Africa.

But Mr Marais dismissed any suggestion that the ANC would in future have sole control of the public service.

"I appeal to all civil servants not to be upset by these statements. The Government will look after their present and future interests," he said.

Mr Marais said most civil servants were already black and that training was given irrespective of race or sex. "The Commission for Administration is already giving attention to a special training scheme which is aimed at training members of less-privileged communities in public administration, personnel and financial management."

He said there was no reason for other states to concern themselves with the training of South Africa's civil servants.

Mr Burrows said the Nats had little right to criticise the ANC as the NP had promoted its own supporters to top jobs.

"Mr Marais is in no position to criticise the Commonwealth offer to train people for a new SA State administration and the sooner the Government realises that the complexion of the public service is going to change and change quickly, the better for this country."



A MONTH after the Separate Amenities Act was scrapped, the sign on the women's toilet door in a government department in Pretoria still proclaimed "Whites Only". The public servants were either blind to the political changes — or choose to ignore them.

A phone call to any central government department switched board will usually be answered by an Afrikaans-speaking female. The same applies to the public servant in a senior position in a central government department. He is traditionally white and male.

Within a matter of months, political parties in South Africa will sit down to negotiate a new democratic constitution for the country. Within three years, a black-dominated government could be in power.

### Merit

The public service of this country will no doubt undergo drastic change — but there seems little awareness of this among the men running the public service.

Commissioner for Administration chairman Piet van der Merwe contends the public service is fully integrated and already reflects the racial composition of SA. He says 41 percent of the public service in SA (excluding the TBVC states) are black while 59 percent are white.

Hansard statistics of 1980 paint a different picture. Of the 2 885 posts in the five top income categories in central state departments and the provinces, only 14 are occupied by blacks.

In the departments of finance and development planning, according to Umusa figures, not

As more blacks become qualified, their employment in senior positions in the public service will increase, but, concedes Dr Van der Merwe, it will be a slow process.

Is the public service doing anything to help speed it up? It does not seem so there is no policy for targeting black applicants for departmental bursaries and no specialised black advancement training programmes. There is, in other words, no affirmative action policy.

Not only does the government not have such a programme — it gets distinctly tetchy when others propose one. This week, for example, Commissioner Piet Marais attacked Commonwealth proposals for black bureaucrats to be trained abroad.

So how does the government intend to deal with the problem of a shortage of trained black public servants?

### Different

Easy, suggests Dr Van der Merwe, trained public servants in the homelands could be brought into central state departments after the homelands are reincorporated.

"Public services go on irrespective of what happens in the government. We are not going to retrain them," Dr van der Merwe says.

But while those in Pretoria insist it is business as usual, things are seen differently in the ANC's headquarters in downtown Johannesburg.

The ANC's human resources administrative secretary, Mr Papie Moloto, says a public service under a democratic govern-

# Apartheid's old servants and SA's new public

SITING 20/10/91

ment would be different in three ways: it would ultimately have to reflect the racial composition of the population; it would have to be reoriented to serve the whole society; and it would have to be trained to handle developmental needs.

This does not mean a new public service would replace the old immediately after democratic elections. It would be a slow process. But the ANC has already made plans to ensure change can be implemented.

Where Dr Van der Merwe and Mr Moloto would agree, if on little else, is that public servants must have the skills and training to provide the service.

At present, Mr Moloto says, there are few blacks equipped to fill senior positions in a new

public service. However, a recommendation from a Commonwealth expert group for the provision of R200-million for skills training in SA was endorsed this week by the Commonwealth heads of government conference in Harare.

The Commonwealth report, of which Mr Moloto is one of the architects, says the massive state bureaucracy of the apartheid era is ill-equipped to play a positive role in the transformation and development of a new SA.

The authoritarian and racial mode of operation of the present civil service calls for personnel with the appropriate political orientation, which is reinforced in the work process, the report says.

Rather than employing people in the civil service based on their

merits, their skills are largely judged on their ability to serve apartheid and the status quo, Mr Moloto says.

The report says specific targets should be set for black advancement in public administration during the transition period, particularly for increasing the number of blacks in the top management positions.

Of the top 3 000 civil service positions, says the Commonwealth report, at least 600 should be filled by blacks as soon as possible. The cost of the crash programme would be R18-million.

The rest of the money, which will go towards bursaries, training courses and organisations, would be spent over a longer period.

local government. Not only would this make service provision more flexible, it would lead to accountability.

Mr Moloto says affirmative action for women and blacks is crucial to a new public service. If two applicants have the same skills, the job will go to the black applicant before the white, he says.

Regarding the top jobs, some sort of continuity is necessary, he says. However, as soon as there are blacks equipped to take over these top jobs, this would happen.

Besides the racial changes in a new public service, a change of direction is necessary towards development, problem-solving and service provision for all the population, he says.

### Needs

To change the focus of civil servants away from serving a privileged sector of society, training courses would be implemented by a new government to equip the bureaucrats to serve a civil society.

Those at pensionable age would be replaced by skilled blacks and those who do not wish to adapt to serving the society and the new government would be asked to leave.

"The civil service must be attuned to the needs of a democratic society. It is not going to be business as usual. They are going to be administering democracy — not apartheid," says Mr Moloto.

The Commission for Administration's office is separated from the ANC's headquarters by 80km. When it comes to a future public service, they are still light years apart.

A school of public and development management at the University of the Witwatersrand will begin training 420 students in January next year. Proposals for the school envisage the training of 4 000 students in management skills over five years.

Mr Moloto says a key area for training will be in the area of local government, which is the cutting edge of service provision. This week, 20 blacks who have undergone local government training in England will return to the country, and 50 others have already trained abroad in public administration, Mr Moloto says.

"There are too many bosses of bosses bossing around bosses in central government," he says. This pyramid should be flattened and personnel resources put into

# Affirmative plan must be free of colour, says judge

S/Times 20/10/91 By BILL KRIGE

AN APPEAL Court judge believes affirmative action is essential in South Africa, but must not be based on race.

Mr Justice Richard Goldstone was speaking at a National Institute for Crime Prevention and Rehabilitation of Offenders conference in Port Elizabeth this week on the challenge of transforming the criminal and social justice system.

The judge said any affirmative action plan must be enforced by law.

"People must be forced into it. The law must be used to redress racial discrimination," he said.

But the Nicro president said the most important point was not to "make the mistake of having racial criteria for affirmative action."

S/Times 20/10/91 (CM) (14M)

# Taxi granny is queen of the road

By KURT SWART

AT AN age when most people are thinking of graceful retirement, Woodstock grandmother Helena Saint-Jery is just getting used to her latest job — as a taxi driver

"I love driving," said Mrs Saint-Jery, 54 "I could never stay at home and waste away into old age I enjoy staying young"

The energetic granny works for a radio-taxi firm, despite objections from her children and "speechless" husband

Despite narrow escapes when she was threatened by stone-throwers in Khayelitsha and being attacked by a knife-wielding robber in Rylands, Mrs Saint-Jery has not given in to family pressure to quit

"I enjoy driving a good car I like meeting different people and I see places I

normally wouldn't go to on my own," she said

Mrs Saint-Jery's last steady job was as a sales company secretary, but since then she has found it difficult to get employment

"Age was against me Jobs were always for younger people Then I saw an advertisement for a three-day job as a public relations assistant with a driver's licence

"My employer suggested I apply to his taxi firm as a driver

"In December 1988 I went to the traffic department, a doctor and the police station, and got my permit, licence, and docks permit

"I was nervous I started on a Mercedes Benz, which made me even more scared as I had never driven a Benz before But the firm was

very pleased with me

"I was driving for a week before I told my family My husband was speechless

Her three children, ranging in age from 22 to 29, also have misgivings about their mother's career

"They are dead against it They told me I was mad, that I was behaving like an uneducated person"

But Mrs Saint-Jery is far from uneducated A former Livingstone High pupil, she has a diploma after an 18 month floristry course, and obtained a general computer competence diploma with a 100 percent pass last year

Male taxi drivers used to muscle in ahead of her in taxi rank queues, but not anymore

"When you stand up for yourself, men back down and treat you with more respect," said Mrs Saint-Jery



WON'T QUIT . taxi driver Helena Saint-Jery

# Call to enforce affirmative action

B/day 21/10/91 (177)

THE Black Management Forum is to lobby for legislation which will force companies to adopt an affirmative action programme, says executive director Lot Ndlovu.

Along with political, labour and community organisations, the forum will press for acceptance of rules similar to those in operation in Namibia where an employment equity commission has been set up.

The forum's membership includes the top black managers in the country.

Ndlovu said an equity commission would investigate complaints of discriminatory practices in employment and assist and advise employers who wanted to set up affirmative action programmes.

Employers, employees, trade unions and members of the public would be invited to submit comments to the commission.

A similar approach was suggested in a paper presented at the Black Management Forum's recent conference by Shell SA public affairs GM Humphrey Khoza. He highlighted similarities between the two countries, which had both experienced apartheid.

Khoza said the impact of apartheid in Namibia had been such that the country's Labour and Manpower Development Ministry had felt it necessary to set up an obligatory affirmative action programme.

The programme will be administered by an employment equity commission, which will in turn be attached (for administration purposes) to the ministry.

Ndlovu said the conference had resolved to embark on a programme for the development, management and promotion of black skills.

"This strategy is aimed at accelerating the development of managerial capacity

THEO RAWANA

among blacks, since the forum, in its pursuit of affirmative action, is totally committed to merit and is completely against tokenism," said Ndlovu.

The key components of the strategy would be the establishment of a development fund, training and development investment by individual organisations, and guarantees from the developed managers.

The strategy would also include the management of skills importation and the creation and development — with appropriate placements — of black people to assume an effective role on companies' boards of directors.

Addressing the conference, outgoing president Don Mkhwanazi said "When we talk of affirmative action we mean equalisation of equal opportunity. We mean a deliberate attempt to enhance the ability and capacity of disadvantaged masses to participate and compete on an equal footing with those who have benefitted immensely from apartheid and entrenched white advantage."

"Affirmative action refers to a sustained and deliberate strategy... to overcome the effects and damage of years of apartheid, colonial rule, economics of exclusion and social deprivation."

He added "By affirmative action we do not mean compromising standards. We do not mean reverse discrimination but positive empowerment of the disadvantaged, exploited and excluded masses. It is a systematic attempt to increase the capacity of self-reliance and the ability to participate unhindered in all endeavours of human life and in all sectors of the economy."

## Ex-SADF men in military lobby

A NEW military lobby group will be formed in Pretoria today to push for more professionalism in the SADF and encourage the conversion of military technology to commercial applications.

The Defence Institute of Southern Africa (Disa) will be headed by retired former deputy head of the SA Navy, Rear Admiral Chris Bennett, according to Disa spokesman Jakkie Cilliers.

Cilliers said the institute aimed to provide a forum for individuals and organisations to debate and influence SA and southern African military affairs in the interest of regional stability, the promotion of democracy and the furthering of economic growth.

Bennett said military technology developed with taxpayers' money should be urgently redirected into commercial enter-

JONATHON REES

prises. B/day 21/10/91  
He said recent retrenchments of defence technology staff could cause permanent damage to the competence of companies which had a high potential for conversion to commercial applications.

Defence technology was used not only for defence equipment, but permeated other sectors and could be routed into daily non-military commercial enterprises to boost the national economy, Bennett said.

Another of Disa's objectives was to pass critical and constructive comment on the actions and state of readiness of the SADF.

Disa claims to have no links to government or any serving military officers, but has an extensive core of former senior SADF personnel.

important part to play in the new SA"

business — mining — these percentages are high"

needs of all employees, regardless of sex, race, religion or creed"

# A task force to identify needs

8/10 am 23/10/91  
COOPERS Theron du Toit, a firm of auditors, accountants and business advisers, provides a wide range of services in the public and private sectors

It has more than 30 offices with some 2 200 employees

Of these, 230 are partners and directors. Around 39% of staff are women.

## Dynamic

Human resource director Lous Fick says Coopers Theron du Toit is an enlightened and dynamic firm with the mission of being the leading business advisers in southern Africa

The firm has established a task force charged with ensuring equal opportunities for women and identifying areas for accommodating their special needs.

"At the inaugural meet-



Coopers Theron Du Toit takes proactive approach — from left, Madeleine van Tonder, Zelda Mulder and Annette van der Leen, partner in the Pretoria office micro computer division.

ing in June this year, we invited executive director of the Council for Equal Opportunity Employment in Australia Heather Carmody and University of Pretoria Graduate School of Management's Professor

Ronel Erwee to guide us in our proactive endeavours," Fick says

"Being a full opportunity firm, Coopers Theron Du Toit will continue to create progressive employment benefits for women"

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# Win justifies optimism of Southern Life

SOUTHERN Life believed it had a good chance of winning the Gold Award this year because the company does not discriminate and equality of opportunity has pride of place, says MD Jan Calitz

"You could say I was cautiously optimistic, knowing as I do that all staff, irrespective of colour, creed or sex, compete on an equal footing for positions, that there is no differentiation in terms of salary and fringe benefits and that both recognition and remuneration are determined with impartiality on the basis of the contribution made by the individual concerned"

## Contributed

Calitz says the company's equal opportunity remuneration policies as well as its maternity leave benefits probably contributed towards the judges' decision

"We allow staff a fair degree of flexibility in determining the pattern of their working day, which is of immense help in

meeting the needs of employer and family," he says

Several interesting trends have begun to manifest themselves at the Southern regarding the upward mobility of its female staff.

An increasing number of women are being appointed to positions in areas previously regarded as all-male domains — security guards, stores clerks, mail and record room staff, for example

"What makes this development even more interesting is that the majority of these new appointments are the result of promotions from within the company"

There are five female chartered accountants in Southern's employ, a profession which men have traditionally dominated

Southern also has three of only six female actuaries in SA in its employ.

One area the company has excelled at is the provision of training and advancement opportunities



There are only six women actuaries in SA and three of them work for Southern Life in Cape Town. They are, from left, Margaret Stevenson, Nikki Franklin and Janina Slawski.

for all its staff. Management is committed to improving the lot of all its employees, Calitz says

## Unlimited

"We have instituted a personal performance management system which makes each employee the master of his or her corporate destiny, with unlimited scope to exercise individual creativity in achieving goals negotiated by them with

their immediate superiors," he says

Calitz is proud that the Southern has successfully eliminated every policy-related obstacle in the way of female advancement.

"We acknowledge that women and their special skills are wanted and needed in the workplace

"We will continue to use all the ingenuity at our disposal to devise ways of supporting them and meeting their needs," he says



RINA BROOMBERG

## Radio 702 committed to training for all

RADIO 702, an independent radio station broadcasting in the PWV area for the past decade, offers a non-sexist environment where all employees, regardless of gender, are granted development opportunities in accordance with their personal capabilities, says station manager Rina Broomberg. **Blow 23/10/91**

Female employees can be found throughout the company, at every level, including executive management, and in every line function, including programme planning and production, news presentation, news reporting, sales, public relations and promotion, finance and administration.

"Radio recognises the similarities and differences between people and the need for individuals to meet their needs while meeting company objectives."

### Progressive

"It is a progressive, dynamic environment which seeks to respond to the needs of listeners, advertisers and employees," she says.

Of the station's 92 staff — up from 64 last year — 53% are women.

Broomberg is the only woman to serve on the board of directors (since her appointment as station manager in June 1987).

But since a restructuring in January this year to improve communication and clarify career paths, a new sales manager, Terry Williams, has been appointed, and all female managers, with the exception of the producer, have been promoted from within.

"Training is extended to all levels in the company and established according to need."

"In addition, the entire staff is taken away on retreat for a weekend at least once a year," she says.

# It's now or never for South African women

If women don't fight for their rights now, gender issues will not be dealt with adequately in the new constitution. The ANC's head of research, FRENE GINWALA, says the time to act has come

**T**HE months ahead offer South African women both an opportunity and a challenge

The opportunity is there because we are discussing and negotiating a new South African dispensation, and so the way is open for women to incorporate clauses and mechanisms that will facilitate genuine equality between men and women in the future South Africa.

The challenge arises because our circumstances are unique. The experience of institutionalised racism and oppression has led to a fairly widespread recognition that we have to make very fundamental changes in South Africa. It is true that in large measure this extends only to race, but the very fact that we are engaged in a process that will require systematic changes in attitudes as well as in almost all of the institutions in our society opens the way for women simultaneously to seek the structural changes that will transform our society into a non-sexist one.

How can women seize the opportunity?

We must make sure women participate in all the discussions and negotiations, within the organisations we belong to and between them.

Hitherto, women have been noticeable by their absence in the delegations of all the parties engaged in the process.

When the process began at Groote Schuur, there were two women on the African National Congress delegation. Since then, women have not participated in the meetings or in the working groups. The same was evident in the processes leading up to the Peace Accord.

Women cannot allow this situation to remain unchallenged. Regardless of our political allegiance, all women must ensure that they are present in the delegations of their own organisations.

In addition, all women should draw constant attention to the general absence of women in the vital processes concerning our country's future, and engage in public debate on the matter so as to raise overall consciousness and mobilise support for women's participation.

**W**omen must understand the options before the country. We need therefore to engage in debate amongst ourselves, and in the broader debate, - to both learn and contribute.

Women need to come together, work through and put forward specific proposals on gender equality, using whatever avenues and channels as may be available to each of us. Women can work within their own organisations and across organisations — organising meetings, seminars, workshops, rallies. We should communicate our views within political parties and by representations to all the parties engaging in negotiations.

Women should also consider what type of protection we want in the constitution. Is it enough just to have general rights, or do we want some specific document or clauses that provide for equality between men and women?

Women will have to make sure that the constitution goes beyond a ritualistic commitment to equality, and actually lays the basis for effective gender equality.

There is no automatic checklist of what we need, but here are some examples.

Among the principles usually set out in a preamble, we need to make sure that South Africa is explicitly characterised as non-sexist as well as non-racial.

In many constitutions there is a general equality clause, declaring either that there will be full equality between men and women, or that there will be no discrimination on grounds of race, sex, religion etc.

Yet when we look at the situation on the ground we find that in effect women are not equal.

The problem arises because such equality clauses leave it up to women to go through a legal process in order to claim and enforce their right to full equality.

In South Africa this would mean in effect that a woman in the rural areas, who is not literate and without resources, would first have to find out that she has a specific right under the constitution, then she would have to find the resources and a lawyer who would take her case to court and establish her right. In addition, as every woman knows, she would have to find the courage and strength to withstand family and community pressures, for in many cases her right would have to be asserted against them. Such a "right" has very little effect in bringing change to women.

**W**e therefore have to place the responsibility on the state to ensure that women's equality is enforced, and not leave it for individual women to claim their rights.

Provision should be made to permit the state to take affirmative action and positive action. Unless this is done, positive discrimination or an attempt to make special provisions for women, such as employment quotas, could fall foul of the constitution as unequal treatment of male and female citizens.

We need to take a special look at the franchise. The adoption of systems that provide for special votes for particular groups such as property owners, or with special educational qualifications, will effectively mean that women are being denied an equal franchise.

We need also to look at the legal system and the judiciary. Legal systems have been used to retain the status quo and operate against women's interests. Simply having women judges and magistrates — though absolutely necessary — will not be sufficient.

Women must look at all the proposals that

will be put forward and examine them for gender bias. For example, we must make sure that the right to education is not limited by gender stereotyping that might exclude men or women from certain types of training.

The right to social welfare should not be based on an assumption of female dependency within a family as is the case in so many countries. Nor should provisions regarding the family discriminate against single parent families.

Women should not take anything for granted in this exercise. The ANC draft Bill of Rights contains an article on gender rights that needs significant revision, and many of the other articles need to be amended as illustrated above. The first draft of the Law Commission's Bill of Rights did not provide for gender equality. We will have to scrutinise the new draft very carefully.

Women must also make sure that where there is any conflict of rights, equality of women should take priority. ANC women have recommended a blanket clause to the effect that any law, custom or practice that discriminates against women shall be held to be unconstitutional.

Is a good Bill of Rights sufficient to ensure equality for women or do we need something to supplement it?

As already indicated, the area of genuine gender equality is relatively new and untested. Moreover, all of us, both men and women, have been socialised into a society in which the dominant perceptions, institutions, and interpretations are male-shaped.

**L**ogic reinforced by the experience of other countries dictates that women need something more than the general rights in a Bill of Rights, even when there is specific reference to gender equality.

This makes it vital for us to have a document that will spell out how women understand gender oppression and what a non-sexist society should be.

Such a document could be attached (an annexure or schedule) to the Bill of Rights and be referred to by the courts and institutions in interpreting, clarifying and expanding the Bill of Rights in a manner consistent with real and meaningful equality of men and women. This document would provide the specific detail to the broad rights spelt out in the Bill of Rights. We have to recognise that despite our best efforts, those in the courts and parliament doing the interpreting are likely to be mostly men.

We will have to make special provision to ensure that women will determine how this document is to be amended in future. In some countries, male-dominated parliaments have reduced women's rights that have been granted in constitutions.

South African women have got to come together in a systematic campaign which will culminate in the preparation of a Charter for Women's Rights, whilst at the same time campaigning for the inclusion of such a charter in the constitutional arrangements.

Last, we have to start thinking about getting women into the constituent assembly or whatever final constitution-making body is agreed. If we elect a body dominated by patriarchal men, then all our efforts will be in vain.



# Women take a gigantic leap

Sowetan 31/10/91

~~17M~~  
17M  
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**WOMEN'S** rights received a major boost on Tuesday night when a meeting of 30 women's organisations decided to form an alliance.

Organisations including the African National Congress Women's League, the Black Sash, the Democratic Party, Women's Power and church and professional groupings agreed in principle to form an alliance of women's groups in Natal with the intention of holding a national conven-

tion. Delegates agreed to go back to their various organisations to discuss the proposed alliance

An alliance of women has already been formed in the Western Cape and discussions are taking place in the PWV area and the Free State

Facilitator of the meeting, Democratic Party MP Mrs Carole Charlewood, said she was delighted by the response and the enthusiasm expressed.

She said South African women had to make sure their interests were represented at the negotiating table and not make the same mistake as Zimbabwean women, who had left the issue until it was too late to take any action

Delegates stressed that the proposed alliance was not party-political in any way.

Issues raised at the meeting included unfair taxation of women, violence against women, the problems women faced in the maintenance courts and discrimination against women in the economic sphere.

The absence of the Inkatha Women's Brigade, which did not respond to an invitation to attend, was also noted

The report-back meeting will be held at the Ecumenical Centre on December 7. - *Sowetan Correspondent*

# Business must be forced to stop racism and sexism

South 31/10-6/11/91

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**T**HE private sector in South Africa stumbled onto black advancement by default.

The 1973 Durban strikes forced companies to employ Black personnel managers as intermediaries and translators. The debate on this issue also gained momentum as a result of the 1976 uprisings, when black advancement programmes were introduced to prevent further uprisings affecting the core of the economy.

The 1976 uprisings also gave rise to no-go areas that restricted the marketability of products. To overcome this companies appointed black marketing and sales managers who could take products into the townships.

On the other hand, other companies saw the promotion of black managers as guaranteeing their continued existence. Aligned to this was international pressure on multinationals operating in this country who had to engage in black advancement to justify their continued stay against calls for disinvestment and sanctions.

A society that believes in economic development cannot afford to waste human resources by leaving it to the conscience of the private sector.

It is no accident 80 percent of black professionals are teachers. There are 41 African accountants, four of whom are women and until 1985 only 0,1 percent of engineers were black. While this is shocking enough, the gender issue is not even considered by companies.

Many companies pay lip-service to affirmative action. Statistics show only two to five percent of management is black.

Black communities should exert their consumer power to pressure the private sector into employing blacks and women, argues **TISETSO TSUKUDU** in this adaptation of an article presented at the ANC Constitution Committee National Conference on Affirmative Action in Port Elizabeth on October 10-12.



**Tisetso Tsukudu, social responsibility manager of Woolworths.**

Affirmative action is not succeeding because business has seen it as its sole responsibility, without consulting with the disadvantaged on their understanding of the concept and how it needs to be implemented.

In the past industry has done well without blacks and women. There is therefore no inherent motivation to do anything different.

The South African economy is dominated by a few conglomerates with large boards of directors with a tight and cohesive network across groups of companies. The fashion is to parachute former politicians and homeland leaders into boards to make up those few black hands and show they are good corporate citizens.

Dr Sam Motsuenyane and Nafcoc recently made a very reasonable demand called "Resolution 3-4-5-6", stating the following:

- JSE listed companies must have a 30 percent presence of blacks on their boards
- Blacks must own 40 percent of the equity
- Black businessmen and women must provide 50 percent of supplies needed to hasten the process of entrepreneurial development.

Management must be 60 percent black compared with the present four percent.

To show how reasonable this demand is he says it must be achieved within 10 years and not immediately.

The white business establishment has been quick to denounce Dr Motsuenyane's proposal, arguing they cannot reconcile Nafcoc's desire for economic growth with its willingness to see the process im-

paired by the application of racial quotas to the running of companies.

They say the education system would have to be hugely transformed if Motsuenyane's criteria were to be met in 50 years, let alone 10.

One cannot help but conclude the unwritten law of "No Blacks in Boardrooms" is still clinging to by many white companies. Because "the object of business is to ensure wealth and income flows to those with merit — not to those with a certain skin colour." As if business has not benefited by exploiting those with that skin colour.

Bantu education, which has made black people, in the eyes of the private sector, "untrainable", is being used as an excuse by the private sector for not taking a united stand to change the status quo.

There is a belief in industry that women have to resemble men and black people have to resemble whites as closely as possible to make it in management. If they fail they are said to not have what it takes as managers. In other words there is resistance to creating a South African business culture that uses local talent to become effective world players. Instead

companies are taking the soft option of focusing on the promotion of Coloured and Indian people.

How do we correct this situation?

Firstly, the business world needs to realise affirmative action is not a social responsibility. Through good and bad times business must be committed to the principle of affirmative action.

The situation the private sector finds itself in was created by design, therefore its resolution should be by design. Before this can take place I would propose the following:

- An affirmative action task force be established to conduct research and investigate affirmative action on a global level
- The task force should conduct research in South Africa in different companies and industries to establish the true picture of what we must legislate for
- It should provide corporate education about the implication of affirmative action to corporations and society at large and provide an advisory service to individual companies on the best route to make affirmative action a success.

Quotas will also have to be set. Instead of castigating "Resolution 3-4-5-6" companies should see it as a target. If the private sector ignores gender planning it will be committing the most serious omission in the South African economic scenario.

The most important aspect that should not be ignored is that of people power. Public and consumer pressure will have to be mounted to pressure companies to institute affirmative action.

# Why affirmative action fails

5 Times 2/11/91

**WARWICK DAVIES-WEBB disputes Albie Sachs's argument that it is the only way to bring about justice**

DESPITE a wealth of emerging research, particularly in the United States, of the increasing failure of affirmative-action policies, South African socialists continue to proffer a torrent of quasi-intellectual defences for the implementation of just such policies in South Africa

Albie Sachs's contribution on this page last week is no exception

Affirmative action in a nutshell involves a differentiated application of rules and standards to individuals originating from different racial or ethnic backgrounds, or from any designated identity, which is chosen by a bureaucratic elite for preferential treatment

## Ignored

Apartheid, of course, is an excellent example of such a policy

Implemented in the misguided belief that it will better that sector of the population which is either poor and/or has been the subject of historical discrimination, socialists in South Africa, however, have simply ignored a litany of disastrous consequences which have emerged from the implementation of affirmative-action programmes elsewhere

First, group polarisation has tended to increase because of the reactions of non-preferred groups. Examples range from political backlash in the US to civil war in Sri Lanka

Then, within groups designated for preferential treatment, benefits have gone disproportionately to those already better off. This has occurred in the US, India and Malaysia

People who do not require assistance obtain it simply by virtue of their skin colour or ethnic categorisation

Again, preferential programmes, though explicitly defined as temporary, have tended not only to persist but to expand

There are two reasons for this: the plight of the poor has become a useful emotional weapon to entrench a welfare bureaucratic elite which society is forced to subsidise and, secondly, studies have shown that welfare handouts in the name of affirmative action breeds a welfare-dependency mentality in the targeted group

Fourth, according to a black US academic, Professor Shelby Steele — author of the recently acclaimed book, *The Content Of Our Character* — such programmes have been primarily responsible for the surge in racial tensions on American college campuses, where white student unions have been formed to fight official favouritism being shown toward blacks and other minorities

Another point: unskilled workers have often suffered most where affirmative action has been implemented

For example, minimum wage legislation denies them the ability to undercut the wage demands of their more skilled counterparts. Unable to sell their labour at a lower rate than the designated minimum wage level, they are forced to join the ranks of the unemployed

Technological development is also impaired. Many economists have stressed the importance of freedom in organisational innovation for the development of a successful economy

Interference in organisational innovation by way of quota laws, minimum wage legislation and "unfair labour practice" codes in turn impedes technological innovation

This results in the subsidisation of incompetence and economic inefficiency, to the detriment of technological development and wealth generation

Seventh, fraudulent claims of belonging to a designated beneficiary group have become widespread in the US, where Italians, for example, pose as Hispanics

Ironically, the PAC, and

even the ANC, eager to enforce preferential policies to assist those previously "disadvantaged", may have to rely on some form of strict racial classification of individuals similar to that determined by the apartheid Population Registration Act, to ensure that whites do not take advantage of such policies

Affirmative action also leads to the emergence of a new disorder sweeping the US known as "token black syndrome"

Tokenism, and a lowering of standards as a result of affirmative-action programmes, has resulted in the emergence of a racist view that blacks, whoever they are, by definition need assistance

## Inevitable

Ninth and last, with affirmative action the consumer is ultimately the loser, having to pay the inevitable costs associated with this policy

These hidden costs arise primarily due to the non-market — ie, government, allocation of efficient and inefficient resources (labour and capital) in the economy; which in turn results in increased inefficiency, lower production, higher wages and, ultimately, higher prices. These are simply passed on to the consumer

□ Warwick Davies-Webb is research director of the International Freedom Foundation (SA)

# Southern wins for boosting women

S/Times (CM)

3/11/91

THE Gold Star award for doing most to enhance the position of female staff went to Cape Town-based Southern Life at a black tie banquet in Johannesburg

The award, given annually for the past decade by the internationally affiliated Federation of Business and Professional Women, recognises companies which have done most in the past year to enhance and advance the position of women at work.

Chief adjudicator Philip Bacchioni said Southern won the award because of the great strides it had made in opening up opportunities for women

"We awarded them a Certificate of Merit last year because of this and the Gold Award this year because their proposals have now begun to bear fruit

"It is evident that Southern Life is paying attention to its female staff and doing everything possible to promote them"

Female employees of Southern Life compose 54,3 percent of the total staff. Of these 57,5 percent are in senior positions, 20 percent (16,7 percent last year) in management positions and 5,1 percent (3,4 percent last year) in executive positions

Standard fringe benefits for Southern employees, including women, include 13th cheques, special performance bonuses, personal loans, interest-free study loans and study leave, maternity/paternity leave and flexitime

The company is continuing its efforts to eliminate all barriers to promotion as it celebrates 100 years in South Africa this year

Southern Life managing director Mr Jan Calitz said he was thrilled at the news of the award, specially as the company had been entering the competition for the past five years

# Women at war on business forums

By **KATE MAMABOLO** (SASA)

MORE and more black women are getting out of the kitchen and giving their male counterparts a run for their money in business.

However, a snap City Press survey has shown that although many women run their own businesses successfully, they are excluded when it comes to collective business decisions in companies where men are in positions of authority.

That is still a man's world, the women said.

Bridgette Motsepe of Nexus said "It is a fact that despite the success of women in business and their excellence in other fields where men used to dominate, we are not yet included in economic forums."

Bridgette's company is at the forefront of initiating and implementing strategies which will link up South African businessmen with their counterparts in the rest of Africa.

"Business forums are suit and tie affairs. Women must gear themselves towards integrating forums so as to strengthen

human relations. (ITM)

"Different forums for men and women promote sexism and the kind of fierce competition that could lead to intimidation.

"On the other hand, if men and women pool their resources, it could enhance economic empowerment," said Bridgette.

Successful Soweto hairdresser Fredah Malebone is looking forward to integrated business forums.

But she said women have to go a step further and equip themselves with management skills.

Dorah Ndaba, sales executive and founder-member of Sabta and Fabcos, said: "Most men in the industry have still not come to terms with women joining their field.

"They don't expect women to know much about taxis and that makes it difficult for them to accept a woman's opinion and involvement in forums."

She estimated that 80 percent of spaza shops, taverns and shebeens were owned by women.



**BRIDGETTE MOTSEPE**... Business forums should be integrated. Separate forums for men and women promote sexism and fierce competition.

# Careers 1

# Careers and the Working Class

New Nation (Learning Nation) 8/11/91 - 14/11/91 (144)

This is the first article in a series that will help students and workers understand career choices and the relevance of different careers.

This series will give advice and guidance about careers and career choices. We will also show just what is required to get into particular careers, the social responsibility of various careers and encourage respect for all forms of work.

Careers, skills and the new South Africa

While we are looking forward to the day when majority rule is achieved in South Africa, we must be aware that a truly democratic South Africa will need a greater level of knowledge and skills amongst all its people. We should also expect that many middle class whites are likely to run away from majority rule and will leave South Africa with a skills shortage. For these reasons we need to pay attention to the general upgrading of the skills level of all our people. Both school students and workers should therefore be looking to improve their knowledge of all aspects of production and all the skills required to run a modern economy and a truly democratic state.

## What do we mean by careers?

Most of us think of a career as a special kind of job such as a doctor, lawyer, nurse or accountant. We wrongly call these kinds of jobs 'professions' and the work done by machinists, packers, domestics and miners merely 'jobs'. When at school, we all look to reach the level of one of these kinds of jobs. In fact, older people and teachers often ask us what we 'want to become one day'. By this we are encouraged to aspire to a profession, to have the kind of job where one wears a suit and carries a briefcase.

If we look around at our families and friends and at ourselves, we find that the majority of people are not in 'professions', but are workers.

One of the aims of the socialist movement throughout the world has been to break down this distinction between professional jobs and all other forms of work. Workers have struggled to get rid of the distinction between mental and manual work. They believe that all forms of labour are necessary to ensure the well-being of all people who make up society. For these reasons, this series will talk about careers as covering all categories of jobs including lawyers, carpenters, machinists and hawkers. But let us first look at why the distinction between mental and manual labour arose in society.

## The division of labour and classes

The world of work is characterised by the division of labour. As society became more and more complex, so different people came to perform different jobs. Probably the first example of people performing different jobs was within the family. Firstly, on the basis of age, children either did no work or began to do simple tasks to help their parents, or learnt the skills of their parents. Another important division of labour was that between men and women.

With the development of society, the division of labour also took on the lines of class differences. The first big development here was the separation between a class of religious leaders and chiefs, who did not work, and the rest of the clan who produced the subsistence needs of the clan. Already here we see the beginnings of the distinction between 'mental' and 'manual' labour. Under capitalism, this distinction has become so widespread that thousands of different jobs and job categories



The division of labour

have been created. The class nature of capitalist society ensures that the differences within the division of labour have largely ended up in this simple distinction: manual labour suggests working class, and mental labour suggests middle or upper class.

However, this distinction is not as simple today as there are a varying degree of skills required for different jobs performed by workers and some members of the middle class do hard manual labour. But the class nature of the mental-manual divide is quite clear. Today we can clearly 'see' the class of a person by the way they dress, because the way they dress indicates whether they use their 'brains' or their 'hands'. A person who wears a suit to work is clearly one who gives orders or hardly uses his hands, while a person in overalls tends to do more physical work. Sometimes these differences are referred to as blue-collar workers as opposed to white-collar workers.

When we speak of careers and choosing a career we need to be aware of how the world of work reflects the current divisions of class and gender in our society. In South Africa we know that these divisions have also been along racial lines, with whites doing skilled or supervisory work and blacks doing the more manual labour.

## Careers and school students

Because our society puts so much value becoming middle or upper class, students are urged to 'become something'. Students then want to become lawyers or doctors or pilots. Often we are completely unaware of what it takes to become a member of one of these 'professions' and whether we stand any chance at all. To be an optician

or a computer programmer can be exciting and rewarding and under capitalism, these jobs are extremely well paid. Any future South Africa will need thousands of people with these skills - there can be no doubt of that. But while our society encourages us to become one of these 'professional' people, it also limits our chances of becoming one of them.

At present, about 33% of the South African population is illiterate. The state spends far more money on the education of white children than it does on black children. Few black adults have a degree or apprenticeship. Few black people qualify as doctors because of the high cost of studying medicine.

Apartheid capitalism has made the quality of life for most blacks so bad that the struggle to survive makes it impossible for us to realise our dreams. Yet our parents make tremendous sacrifices to help us get education. The Cosas slogan 'each one, teach one' shows the determination to learn.

## Careers and the unions

In the unions, workers have begun to struggle around the grading of work and the need to upgrade skills. In a union such as the National Union of Metalworkers of South Africa (Numsa), workers have begun to challenge the bosses and the state around the way skills are recognised, racial discrimination around skills and control by the ruling class over Apprenticeship Training Boards and the Department of Manpower. Workers have been doing this not to cause divisions in their ranks, but to challenge the ruling class' control over how skills are defined and recognised.

In our next article, we will look at some current debates in the labour movement on the relationship between the level of skills and economic development.

# Women must play role in business

By JOSHUA RABOROKO

THE role of African women entrepreneurs in the formal and informal sectors of business is essential in boosting the economy and social welfare of their countries.

They must study and uphold the rights and interests in general of both women and entrepreneurs.

The participation of women in fields such as agriculture, food production, rural development, energy, mineral and hydro resources, computerisation, transport, communication and tourism and the development of the informal sectors must be explored in a changing Africa.

## Issues

These issues were highlighted by the Cameroon Minister of Social Affairs and Female Condition, Mrs Yao Aissatou, during the All-Africa business conference Sidco '91 - organised by the Paris based Dialogue and Cooperation

The first forum of its kind for businessmen and women in Africa, the conference was aimed at discussing and exploring business opportunities in a fast growing continent.

It was also aimed at encouraging a new dynamism of inter-African cooperation, from Cape to Cairo.

Speaking on the role of the African women in developments, she said women must participate in all sectors of the economy, as well as movements, in the changing Africa

## Appeal

She said already 90 percent of African women were involved in agriculture, food production and storage of crops and a considerable number were engaged in industrial activities.

WOMAN



Mrs Yao Aissatou, Cameroon Minister of Social Affairs.

However, she said, women must develop their technological skills, education and training in order to overcome their economic hardships.

Most of the agricultural crops in Africa rotted because there was no place for them to be stored

"This is a waste and we need to improve our storage facilities in order

to export the food to other African countries, as well as those overseas, in an attempt to develop our economy."

She appealed to African women to involve themselves in joint ventures and partnerships, matchmaking, seek financial aid and to investigate legal implications and State support

## Aim

Supporting the Minister's assertions was the president of the Cameroon Association of Women Entrepreneurs, Mrs Abiaaleu Lucienne, who said that her association encouraged women to foster, exchange and communicate internationally to facilitate such communication and to keep them informed about all questions generally pertaining to their double role as women and entrepreneurs.

"It is our aim to bring to the notice of women business owners details of functions that are, or will be open to them, to put forward support nomina-

tions and to aid professional bodies in the State dealings with economic questions," she said.

Tony Leon examines the potential in a New South Africa for endangering rights while redressing wrongs

# 'Victimology' and other perils of affirmative action

**NIGEL** Lawson, the politically brilliant and acerbic former Chancellor of the Exchequer in Britain, once dismissed his Labour Party opponents saying "To be in opposition is to promise; To govern is to have to choose."

In South Africa, we are lit by explosive forces — declining incomes, massive joblessness, inflation-driven increases in prices and marginal tax rates, and sky-rocketing crime — which have now reached combustion point.

It is clear that the liberation parties will add another combustible ingredient heightened expectations. They will contest a future election flourishing an endless list of promises that will expect quick fulfilment in the New South Africa. However, when these political promissory notes come to be honoured, it will be found that they flattered only to deceive, that in order to spread wealth and opportunity it must first be created and husbanded. Then the very institutions that offered deliverance, such as Parliament and the

courts, will be undermined when unable to provide what the politicians promised.

While blaming apartheid is often an accurate analysis of our past, it is reaching proportions of a national pastime, suggesting that the Left's agenda in the New South Africa will be a sort of "victimology" — creating a multiplication of rights and a withering of duties and obligations. The most obvious manifestation of this tendency is the tripwire of affirmative action, which the ANC for example, presents as a panacea for post-apartheid South Africa.

The ANC goes beyond simply suggesting affirmative action as one of several devices that might be useful in the quest for a society founded on opportunity and unshackled from its racist past.

The ANC Bill of Rights states "Nothing in the constitution shall prevent the enactment of legislation, or the adoption by public or private body, of special measures of a positive kind designed to procure the advancement and the

opening up of opportunities, including access to education, skills, employment and land, and the general advancement in social, economic and cultural spheres of men and women who in the past have been disadvantaged by discrimination."

Thus the principle of affirmative action will be the most significant right, trumping all others, in an ANC South Africa, since any legislation or practice committed in the name of reverse discrimination will be accorded constitutional preference over other, perhaps more fundamental, rights.

The South African Law Commission's recently published revised Bill of Rights delivered a wrist slap on this proposal, stating that it was "unacceptable" to take things away from one person and give them to another, and equally unacceptable that some people could be favoured at the expense of others.

No doubt, carefully applied and wisely executed, affirmative action is a necessary policy to help

level the playing fields of South Africa. In degrees, and on a wider scale than realised, it is already being applied, most notably in our universities and at various management levels of business. Quite clearly, the civil service desperately needs to make race one of several factors in its recruitment and promotional practices, since race has been a factor in exclusions from state employment.

However, we should learn the lessons of social engineering gone awry by studying recent lessons from the American experience.

US Associate Justice Clarence Thomas was heavily criticised for his 1985 commencement address to black graduates when, instead of telling them how tough he had it as a student in overcoming racism, he advised his audience "You all have a much tougher road to travel. Not only do you have to contend with ever present bigotry, you must do so with a recent tradition that almost requires you to wallow in excuses."

The revisionist opposition to af-

firmative action there is classically liberal, since it questions policies that concentrate less on individual opportunity and more on group outcome.

One cynic dismissed the entire exercise on the basis of the rationale that "since race discrimination favoured whites in the past, justice demands pro-black unfairness now". A question that Americans consider relevant today, and South Africans must almost immediately confront, is whether such policies will allow their country to be globally competitive against ruthless trading rivals such as Japan and the Pacific Rim countries, where social engineering of this kind is dismissed as accidental nonsense.

The extreme, and most controversial, form of affirmative action is so-called "race norming". Thirty-eight state employment services in America are currently using this device, which is the process of adjusting raw test scores within racial groups to compensate for low minority test results

(from Hispanics and blacks). The rationale behind it is the allegation that any tests that emphasise logical, analytical methods of problem solving will be biased against such minorities.

The most eloquent denunciation of race norming came from the pen of black journalist Colbert King. "This comes dangerously close to suggesting that when blacks are called upon to demonstrate, through examination, their ability to reason objectively and methodically, they can be expected to come up short. That is precisely the stereotype and racist caricature that bigots have always tried to project."

While affirmative action has certainly materially advanced minorities in America, it is the single issue that is central to understanding racial tensions in that country. A cautionary note, perhaps, as we embark on our own hazardous journey of reconciliation and reconstruction.

● Tony Leon is Democratic Party MP for Houghton

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# Truck farmers in high heels

clp no 17/11/91

BY LULAMA LUTHI

**DIMINUTIVE** Thoko Sibande from Bethal is pregnant, but she is anxious to "get it over with" and get back to the controls of the monster she has been operating.

Her job is driving a G16 grader, almost twice the size of a normal refuse removal truck, at the Syferfontein coal mine near Kurross, and she is anxious to graduate to a huge dragline - the "walking monster" used to extract underground coal.

It is the biggest mining machine in Africa and it only stops working when it has to be serviced. It weighs a staggering 4 240 tons and costs about R100-million. There are only two in the country.

Sibande, who has been trained to operate at least two kinds of trucks, is one of about 40 women who are well on their way to making history. They are poised to take the predominantly male mining industry by storm.

At present, 25-year-old Marnnda Bekker from Witbank is well on her way to being the first woman in Africa - if not in the world - to take control of this giant.

For the first time in the history of mining in South Africa, not only are these women being trained to operate haul trucks, which they do well, but also they have also been granted special exemption from the Mines and Works Act to allow them to work shifts.

"It's a breakthrough for women. We are grateful for the opportunity to prove that we can do it," said Bekker.



THE RIGHT STUFF ... Nelmarie le Roux, left, and Hettie Viljoen, both drive "heavies".



GRADER GIRL. Thoko Sibande wants to drive the "walking monster". ■ PIC: EVANS BROWNE



**TOUGH COOKIE** Wilhemina Mostert.

What did you say about women drivers?

BY LULAMA LUTI

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"It's a breakthrough for women. We are grateful for the opportunity to prove that we can do it," said Bekker as she explained how the dragline worked.

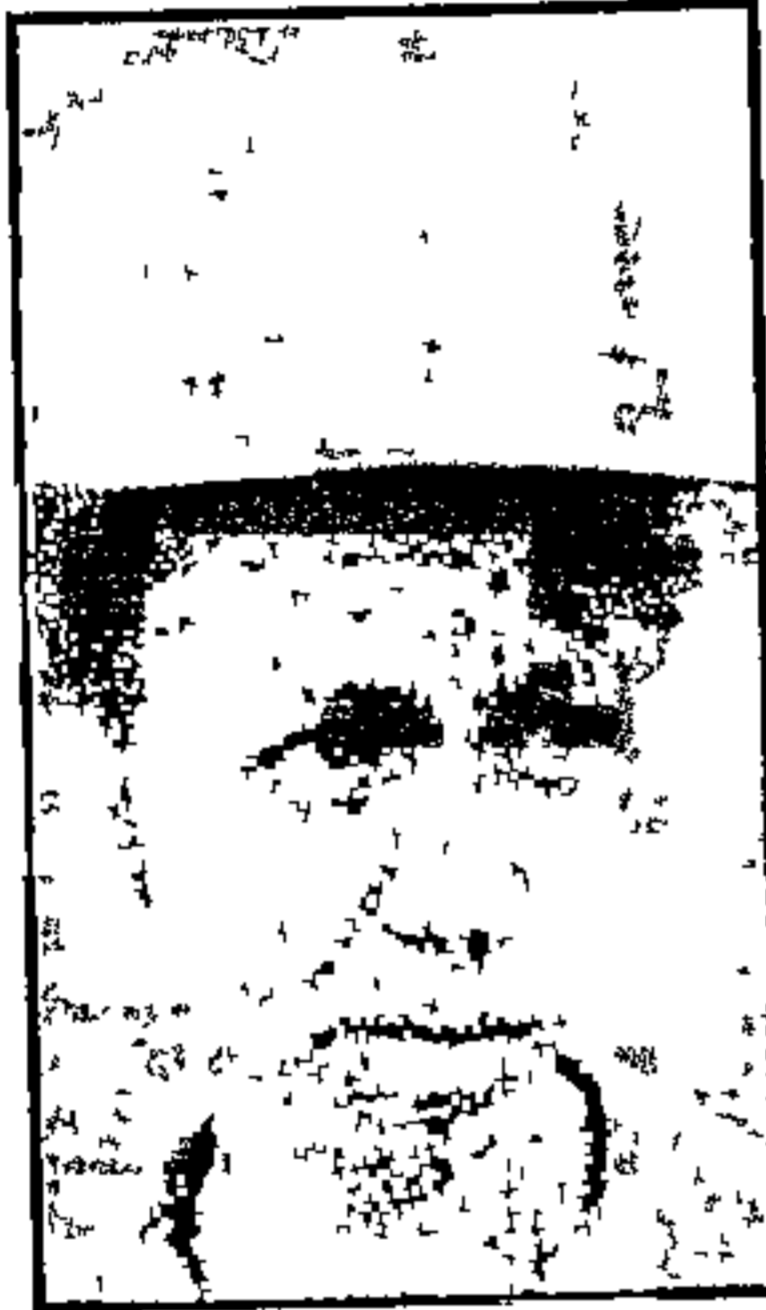
"It is used mainly to remove the top layers of earth which are anything between 20 and 30 metres deep, before we can reach the underground coal," she said

What does it take to become a part of this awesome task?

"The minimum educational qualification for trainee operators is Std 8. Once chosen, they have to write an aptitude test and their ability to handle the trucks is assessed," ex-



**THE RIGHT STUFF ...** Nelmarie le Roux, left, and Hettie Viljoen, both drive "heavies".



**TOUGH COOKIE ...**  
Wilhemina Mostert.

## What did you say about women drivers?

plained pit-manager Trevor Davids.

"Those suitable have to undergo an extensive training programme based on a points system. If they pass they are introduced to the vehicles they will take over," he added

According to Davids there was no discrimination at the mine.

The last word goes to Sibande who said that even her teacher husband did not mind her taking on those monstrous machines - "as long as the money keeps pouring in"

# Women should be part of talks teams - DP

Star 18/11/91

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~~174~~

By Esmaré van der Merwe  
Political Reporter

Political groups which will soon sit down to negotiate the future for South Africans should use this historic opportunity to address gender discrimination by including women in their negotiating teams, the Democratic Party has said

In a discussion document on the status of women, DP MPs Dene Smuts and Carole Charlewood said the minimum mechanism to ensure female participation in negotiations was a transitional commission on women's status, consisting of women only, to advise the Convention on a Democratic Future and transitional-government structures on gender issues

However, if other sectors of society such as churches and business were to be included in multiparty constitutional talks, women's groups could argue that they too should be represented

The MPs commented "The issue of gender discrimination has until now suffered consistent neglect and even trivialisation in South Africa because it was overshadowed by the evils and effects of racial discrimination. To neglect the one while rectifying the other would be to deny democracy"

Ms Smuts and Ms Charlewood made some far-reaching proposals to address gender inequality in South Africa

They proposed the appointment of an ombudsman to investigate all complaints concerning equal opportunities

Affirmative-action legislation

should compel all listed companies, Government departments and statutory bodies to report annually to the ombudsman on progress made in removing discrimination in the workplace and instituting training and career advancement programmes for women

Each Government department should have a women's desk, and policy and legislative proposals by that department should be accompanied by a study on its impact on women

The MPs further proposed a system of obligatory paid maternity leave for three months, with job security

Noting the rate of teenage pregnancy, they proposed that sex education should be included in the curriculum in schools and that contraception be available for minors without parental consent but with counselling

# Public service blacks

# in new demand

By ADRIAN HERSCH

A COSATU union has made affirmative action demands in pay talks involving the public service.

The National Education Health and Allied Workers Union (Nehawu) first seeks to get an "in-principle" agreement on the need for affirmative action. The working details would be settled later.

Nehawu general secretary Sisa Njikelana says demands centre on skills upgrading, promotions and appointments.

He stresses that the union wants affirmative action not only in terms of race but gender. *S/ Times (18455)*

The union also demands a minimum wage of R1 000 a month. *24/11/91*

Mr Njikelana says the affirmative action plan will not lower standards.

## Issue

"The fact that we are seeking skills upgrading means that we do not want to see people promoted without the adequate qualifications."

The union wants the programme to be jointly run by labour and management.

The Commission for Administration (CFA) has not yet commented on the affirmative action demand.

However, CFA chairman Piet van der Merwe has previously said that blacks already outnumber whites in the public service.

The union's demands indicate that affirmative action will become a major industrial relations issue in years to come in all sectors.

The pay talks in the public service will begin at the end of January through an "interim national bargaining forum".

The forum includes 11 staff associations and trade unions and the CFA.

The parties have held discussions in the past year to consider new legislation for public servants to give them full labour rights.

## Degree

A draft Bill, released recently, may become the Public Service Labour Relations Act in 1992.

It is similar to the Labour Relations Act and would allow State workers access to the Industrial Court and the Labour Appeal Court.

The head of the mostly white Public Servants Association (PSA), Hans Olivier, says the 11 associations and unions achieved a remarkable degree of agreement on the proposed legislation.

CFA spokesman Hannes du Preez says the drafting committee will meet again in December.

He says the proposed legislation will cover about 400 000 State employees.

# BMF to compile 'support' list

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LINDA ENSOR

12/6/91

CAPE TOWN — Companies which provided a supportive environment for black advancement would be identified and their names provided to Black Management Forum (BMF) members, the new Western Cape regional chairman Humphrey Khoza said at a BMF news conference yesterday.

Monday 27/11/91

The regional organisation would also place an emphasis on the training needs of its manager members.

Khoza said practical strategies had been devised to achieve black economic empowerment.

He said the country was facing a daunting task in terms of skills and management shortages "It is irresponsible to fold arms and let developments take their own shape," he said.

# Women farmers make their mark

WOMEN are the main producers of agricultural goods in many developing countries, according to a report in *Finance and Development*, published jointly by the World Bank and the International Monetary Fund.

The report's author, Ms Katrine Saito, says women are responsible for about three-fourths of food production in some parts of the developing world, but agricultural services are usually geared towards men.

Because women play such an important role in agriculture, food processing and crop marketing governments need to be sure they benefit fully from agricultural support services, says Saito, a senior economist in the World Bank's Women in Development Division.

"The evidence clearly shows that despite a growing awareness of the need to reach women farmers, these services - considered to be prerequisite for widespread and sustained agricultural development - are generally geared towards male farmers," Saito says.

"Bias is evident in the delivery of extension, which is generally provided by male agents to male farmers on the fallacious assumption that the message will trickle across to women," she adds.

## Technology

"Bias is also evident in the message itself, which tends to ignore the unique workload, responsibilities and constraints facing women farmers."

Saito explains that women often lack access to information, technology and credit that would enable them to step up production. In most of the developing world, for example, women are by-passed by formal credit systems because they lack collateral - usually land title - have

Sowetan 28/11/91

## But men perceive them only as housewives

lower levels of literacy and face cultural attitudes that discourage lending to women.

The first step in finding a solution to these problems is to learn more about women farmers in developing countries.

Agricultural development experts need to understand the range of activities pursued by women farmers - both agricultural production and processing - and the particular constraints they face as women.

All this information must be fed into research networks that can develop techniques for assisting women in increasing production and earning higher incomes.

Once these techniques are developed, Saito says, the challenge lies in ensuring that assistance reaches women farmers.

The goal is to find a method "suitable for the local traditional culture, financial and human resources and institutional arrangements," she adds.

## Attitudes

Studies have shown that communication with women farmers is improved when female agricultural-extension agents carry the message. One of several ways to increase the number of women extension agents in developing countries is to create incentives for women to attend agricultural schools.

But Saito warns that male extension agents will remain the norm for many years, so efforts must be made to help men over-

come attitudes that can undermine programs for women.

A recent study of five countries found that most male agents perceived women as wives of farmers, rather than farmers in their own right, she points out.

Using farmers' groups, rather than individuals, as the recipients of extension services is a cost-effective way of reaching farmers,

especially women.

"In many developing countries, there is a long tradition of women forming groups to exchange labour, mobilise savings and credit, provide self-help and carry out social and ceremonial functions," says Saito.

These groups can serve as a channel through which resources and information from government agricultural agencies can flow.

The groups can also serve as a means for sharing expensive equipment and distributing inputs, such as fertilisers and other goods used in the production of crops and other agricultural goods.

## Illiterate

Lack of education poses a serious obstacle to providing services to women farmers, Saito explains.

"Throughout the developing world, women tend to be less educated than men, severely compromising access to agricultural extension and the ability to comprehend and use technical information."

She points out that in Africa the adult male literacy rate is almost twice that of women and in Bangladesh and India, more than 80 percent of rural women are illiterate, compared to 60 percent of rural men.

Because of the high rate of illiteracy, women in these areas are less able to benefit from written agricultural extension services.

Making sure that women farmers are able to benefit from extension services is crucial. But women, faced with the dual responsibilities of home and work on the farm, cannot attend courses at training centres, even if transport is provided.

Training should therefore be brought to women where they work and live, Saito says.

Mobile training units can accomplish this, but the mass media hold the greatest potential for reaching women.

"Radio has a long history as a communication tool, particularly in agriculture. Its low cost and wide reach make it a relatively simple, effective technology, especially among illiterate farmers and those living in cultures where separation of the sexes is important."

## Guidance

Television and video tapes may also be used in some areas.

Finding ways to make sure agricultural extension services reach women is a relatively new field and much remains to be learned, Saito says.

Pilot programmes underway in a number of countries are providing guidance on the best ways to integrate women into the agricultural extension system and the most likely problems to emerge in different social and economic environments.

# Girls can help beat poverty

28/11/91  
Sowelfan

*'Even though society gains when women are educated, for many parents, the returns on a daughter's education are uncertain and remote'*

MAKING sure that girls and boys have equal access to education is not just a matter of social justice.

It's also a matter of economics, says Ms Barbara Herz, chief of the World Bank's Women in Development Division

Research has shown that educating girls can help developing countries tackle poverty, population growth and poor health conditions

Education creates opportunities for girls to enter the labour force and be more productive when they become adults, Herz explains

## Children

When women have jobs, they have higher incomes, they often choose to have smaller families, and they can afford to make sure their children are well fed and have access to health care and schooling

"The economic and social returns on investment in education for girls are substantial and

The World Bank, which is grappling with increasing poverty in the Third World, has suggested that educating girls plays a major role in reducing poverty. This article is reproduced from World Bank News.

on the whole probably greater than those for boys," says Herz

But despite these findings girls in many developing countries have less access to education than boys. One reason for this "female education paradox," Herz says, is that parents with limited incomes find that there are too many costs - and too few benefits from their perspective - associated with sending their daughters to school

Even when the government provides free schooling, education can be expensive. Parents often have to pay for textbooks, transport and proper clothing, Herz says

For cultural reasons, many poor families faced with these costs are more likely to send only their boys to school.

parents from accepting assistance from their daughters when they become wage-earning adults.

Herz says a vicious circle has emerged in many countries. "Girls are kept home to help the family subsist day to day. Uneducated, they cannot compete with boys for wages when they grow up

"Women earn less, so education is provided mainly to boys. And so girls are kept home." Culture may reflect and reinforce economic realities, she adds

If governments are interested in combating poverty, improving the wellbeing of families, and slowing population growth, they need to make it easier for parents to send their daughters to school, Herz says

Governments can start by reducing some costs

"Some of the measures governments can take involve special subsidies for girls' education," Herz says.

## Customs

"Parents may be sceptical of their daughters' ability to get good jobs or income

"Or they may feel weaker ties with their daughters if they marry out of their natal families or if customs discourage



Don Ncube, appointed an alternate director by Anglo American, at yesterday's news conference. Suggestions that he was a token black were "an affront to my intellectual integrity", he told reporters.

Picture ROBERT BOTHA

## Ncube joins Anglo board

**DARIUS SANAI**

ANGLO American group industrial relations consultant Don Ncube, named as an alternate director this week, yesterday emphatically denied being appointed as a "token black".

"It would have been an affront to my intellectual integrity if I had been appointed on the basis of my skin colour," he said.

He said such appointments were "the most pernicious form of reverse discrimination", and added that the appointment reflected his 18 years of service and the position he had reached in the company.

Ncube is the second black person to be appointed to Anglo's board. Zululand University anthropology professor A L Vilakazi was appointed in 1980.

Ncube was appointed along with Anglo's executive committee secretary Philip Baum and finance manager Chris Yates.

Baum was a personal assistant to former Anglo chairman Gavin Relly for five years. He also heads up the Anglo American and De Beers Small Business Initiative, which is responsible for developing business relationships with emerging enterprises. *B. Sanai*

An Anglo spokesman said race was "utterly irrelevant" in determining appointments within the corporation. *6/12/91*

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# White in job tiff warned of bomb

*Sowetan 9/12/91* (343) (177)

A WHITE manager who told three job-seeking Soweto youths to ask ANC leader Mr Nelson Mandela for employment has received a mystery letter warning him that his house would be bombed.

Mr Roodie Ullman, a manager at Fox & Ullman, received the letter last week, purportedly from the Pretoria-Witwatersrand-Vaal region of the ANC.

The ANC has denied sending any letter to Ullman.

The contents of the letter, written in broken English, threatened Ullman that his house "will be burnt to ash & bomb (sic)".

By ISAAC MOLEDI

Ullman appealed to *Sowetan* to intervene as "I genuinely apologised to those young men about my remarks".

"I still say I did not mean anything when I told those three young men to go to Mr Mandela for jobs. And when I phoned you to apologise, I really meant it.

"So I don't understand the intention of whoever wrote this letter. I repeat it I did not mean anything about telling those people to go to Mr Mandela for jobs," Ullman said.

A fortnight ago, *Sowetan* reported that

Ullman told three young men who were looking for jobs at his company to go to Mandela and ask him instead to give them employment. The men were Mr Simon Molefabangwe, Mr William Radebe and Mr Baldwin Mphahlele.

Ullman later apologised for the remark.

ANC regional media officer Mr Ronnie Mamoepa said his organisation did not encourage its members to intimidate people.

He said "It could not have been done by members of our organisation.

"Our office remains open for anyone with a complaint," he said.

## Victory for mine women

*5/11/73 15/12/91*  
THE Mine Surface Officials Association won an 18-year battle when the Chamber of Mines was ordered to remove sex discrimination from salary and leave conditions.

This means larger Christmas pay packets and better leave conditions for many women on gold and coal mines.

In a statement yesterday, the association, which has been campaigning since 1973, said it had reached a settlement with the chamber, three years after referring the dispute to the Industrial Court. *(17/73)*

# MAN POWER - RESERVATION OF WORK

1992

# Male graduates 'get better work deals'

STAR 15/1/92  
By Helen Grange  
Pretoria Bureau

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Women graduates in the workplace generally earn less than their male counterparts — and men get better fringe benefits than women

This is one of the conclusions of the latest Human Sciences Research Council report, headed "The income of graduates in 1991"

In addition, the report states, in 1990 white male graduates earned more than male graduates of other races in 1991

Graduates in urban areas also usually earned more than those in rural areas

It was established that the male teachers sur-

veyed (not heads of departments) with between 10 and 15 years' experience earned a total package of R47 700 a year

Women within the same experience bracket earned just over R39 000

Of the teachers who were heads of departments, the men earned a median salary of R52 500 compared with R51 100 for women

Some of the few occupations in which women earned more than men were clerical and other administrative occupations in the public sector. Here, women with seven years' experience earned R26 300 compared with men with 10 years' experience earning R25 200

THERE are very few professions in which women graduates earn more than their male counterparts, according to a latest report of the Human Sciences Research Council.

The report, called The Income of Graduates in 1991, sets out the salaries and income packages of women graduates from all population groups

**Women**  
It found out that women graduates usually have a lower income than black, coloured and Asian male graduates  
In 1990 white male

# Women graduates get raw deal pool

*So return 16/1/92*

graduates earned more than male graduates from other population groups. Graduates in urban areas also earned more than those in rural areas.

A total of 29 109 graduates, of whom 22 698 were white women, participated in the survey on March 1 last year. In addition 4 616 male and 1 757 female black, coloured and Asian graduates took part in the survey.

About a third of all the women and just over half of the men graduates were teachers

**Experience**  
The male teachers, not heads of departments, with 10 years experience earned an average salary of about R38 500 and a total income package of R47 700 a year.

The figures for women were R33 800 and R36 800, but these women had two years less experience than men.

There was a much slighter difference among teachers who were heads of departments. An average salary of R52 500 a year for men as compared to the R51 100 for women.

Teachers in Natal earned more than those in other provinces. Here the teachers earned an average salary of about R39 000 a year, in the Free State R36 000 and in the rest of the country, about R34 000.

On average, however, the teachers in Natal had a few more years' teaching experience than those in the rest of the country.

**Specialist**  
Male medical specialists with their own practices earned R140 000. The comparative figure for women was R120 000. The same gap in income was evident in the incomes of managers in the private sector.

Men with 12 years experience earned a salary of R69 000 and a total income package of R89 100. In the case of women managers with 10 years' experience, the figures were R60 100 and R80 100.

The non-chartered female accountants in the private sector had an average salary R49 600 and their

## Occupations

Some of the low occupations in which women earned more than men were clerical and other administrative occupations in the public sector. Here women with seven years' experience earned R26 300 compared with men with 10 years' experience who earned R25 200.

On comparing the two groups' total income packages, the converse was true. Men received R34 800 and R30 700

income package amounted to R62 400. In contrast the figures for their male counterparts were R55 100 and R70 700.

# Racism rules in restaurants

By Thoraya Pandey

Soult 16/11-22/1192.

MOST upmarket restaurants in Cape Town employ mainly white waitressing staff, while blacks remain in the kitchens or mop up after the meal.

A survey of restaurants in the city showed that while some managers may not place a "whites only" qualification in their vacancy advertisements, blacks still battle to reach the front of.

Ms Hasina Munshi of Walmer Estate claimed she experienced "blatantly racist" attitudes from managers of restaurants when she attempted to find employment as a waitress.

She said the manager of Quaffers, a restaurant on the Waterfront, told her waitresses were expected to act as public relations officers for restaurants. "I asked him directly if it was because I wasn't white that he did not hire me," Munshi said.

"He shrugged and walked away." Munshi said she had reached Quaffers after looking for a job all day and being unsuccessful at several establishments.

"After chatting for a while, the manager, Mr Adam Ashley, said there were jobs available and told me to start within three days," she said.

Munshi cleaned tables for two evenings to get a feel of the restaurant - an acceptable exercise at all restaurants.



**LILY WHITE:** Cape Town restaurants employ mainly white waitresses while blacks are given kitchen and cleaning jobs.

On the second evening she was paid R12 and told not to come back "I have years of experience in waitressing and believe the only reason for not getting the job is because I'm black," she said.

"Quaffers have employed other waitresses since then and so have other restaurants I've tried. *Soult* Munshi said the only jobs available were cleaning tables and working in the kitchen. 16/11-22/1192

"At one place they look one look at me and immediately said there were no jobs available," she said.

Ashley denied the colour of Munshi's skin was the reason for not hiring her.

"We take any kind, as long as she's the right person and can carry out the work expected," he said.

The only reason white waitresses were employed at his restaurant was "they were the only ones who applied".

"We hire anyone who can do the job and Ms Munshi was obviously not in the business long enough," he added. Ashley said he employed people who showed professionalism and reflected the upmarket character of the restaurant.

"They were the only ones who applied" was also the response of 10 other restaurant managers who only employed white waitresses.

Some refuted the claim that they adhered to racial practices.

The manager of Rosies said, "We definitely have a multi-racial staff.

"I have three non-white waitresses and a non-white barman," said a Rosies manager who asked not to be named. Berties Landing on the Waterfront

said they employed blacks but had no jobs available at present

A black staff member at Berties who refused to be named but said she was only clearing tables at present

"It may sound strange, but we only have what the Nationalists call whites working here — but this is because they're the only ones who applied," said Mr Michael Tough, manager of the Hussar Grill in Rondebosch.

"The last thing I would do is make race a criterion for a waitressing job," said Tough.

He said they employed people on a tight basis, "those who have the skills and expertise"

"Discrimination in restaurants is exceptionally bad and is an issue we plan to negotiate with management," said Mr Crosby Boo, branch secretary of the South African Commercial and Catering Workers Union (Saccawu).

Boo said the union's members, who mainly work in the kitchens, were often retrained without the option of being trained as waitresses.

"Employers simply say workers do not have the skills and cannot provide the necessary expertise required in the jobs," he said.

Managers should move away from their conservatism and begin to allow anyone, irrespective of colour, to be trained as waitresses, Boo said.

# Underpaid lasses have only themselves to blame

STAR 17/1/92

By Bronwyn Wilkinson

Men and women agree that women who are paid less and receive fewer fringe benefits than their male counterparts have only themselves to blame.

Reacting to a Human Sciences Research Council report published in *The Star* on Wednesday, public relations director Wilma Lawson-Turnbull said "A woman will say 'Eek! I can never ask for more' while a man will say 'I deserve more and I'm taking it'."

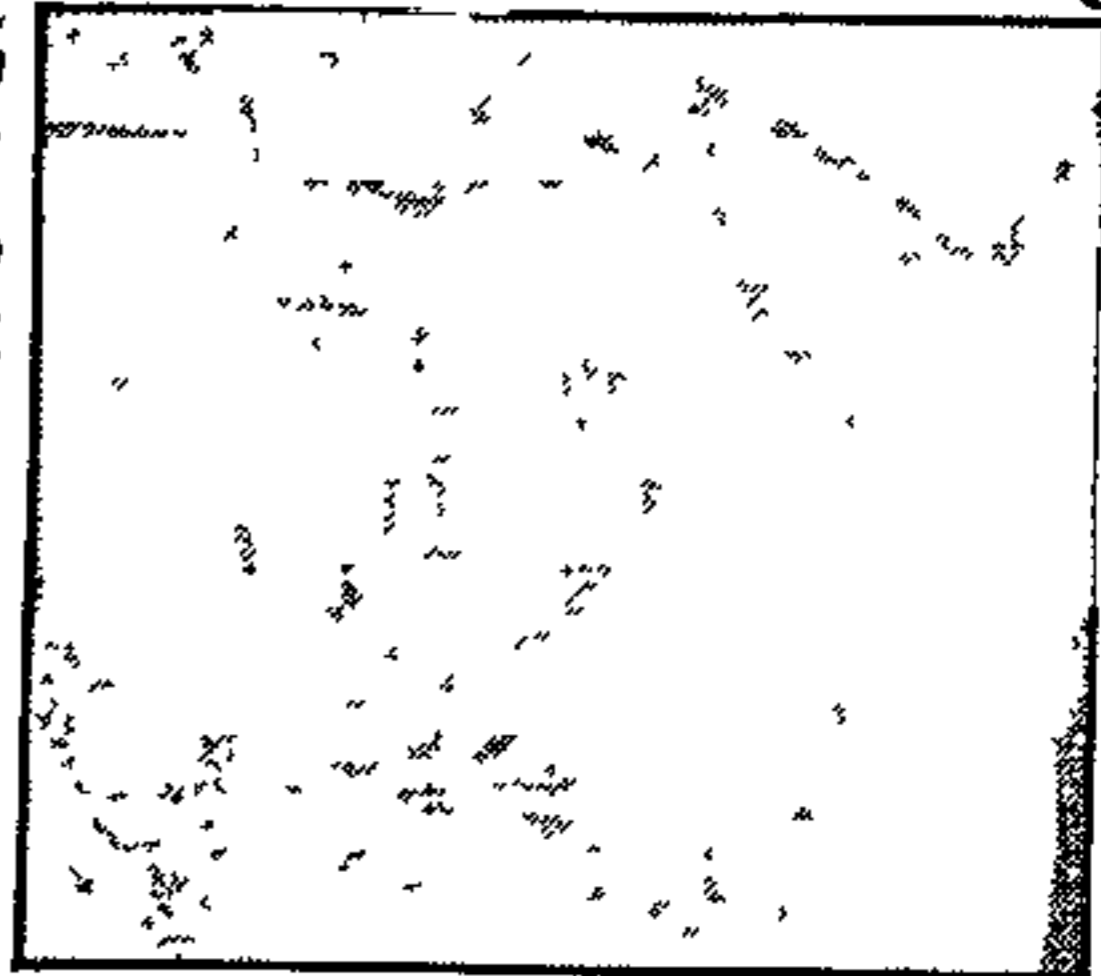
Ms Lawson-Turnbull said there was a generational dilemma. "In my generation, men looked after women. But now, neither men nor women can accept that women have to look after themselves."

Women had to learn to stand up for themselves, she said. "If women just accept what they can get, instead of demanding what they deserve, they will never change the status quo."

Susie Jordan, editor of *Femine* magazine, said companies were wasting their money paying men more than women.

"Men are lazy when they reach the top. They work hard on the way up, but when they get there, all they do is play golf and eat lunch. Women don't do that, so women should actually be paid for doing more work," she said.

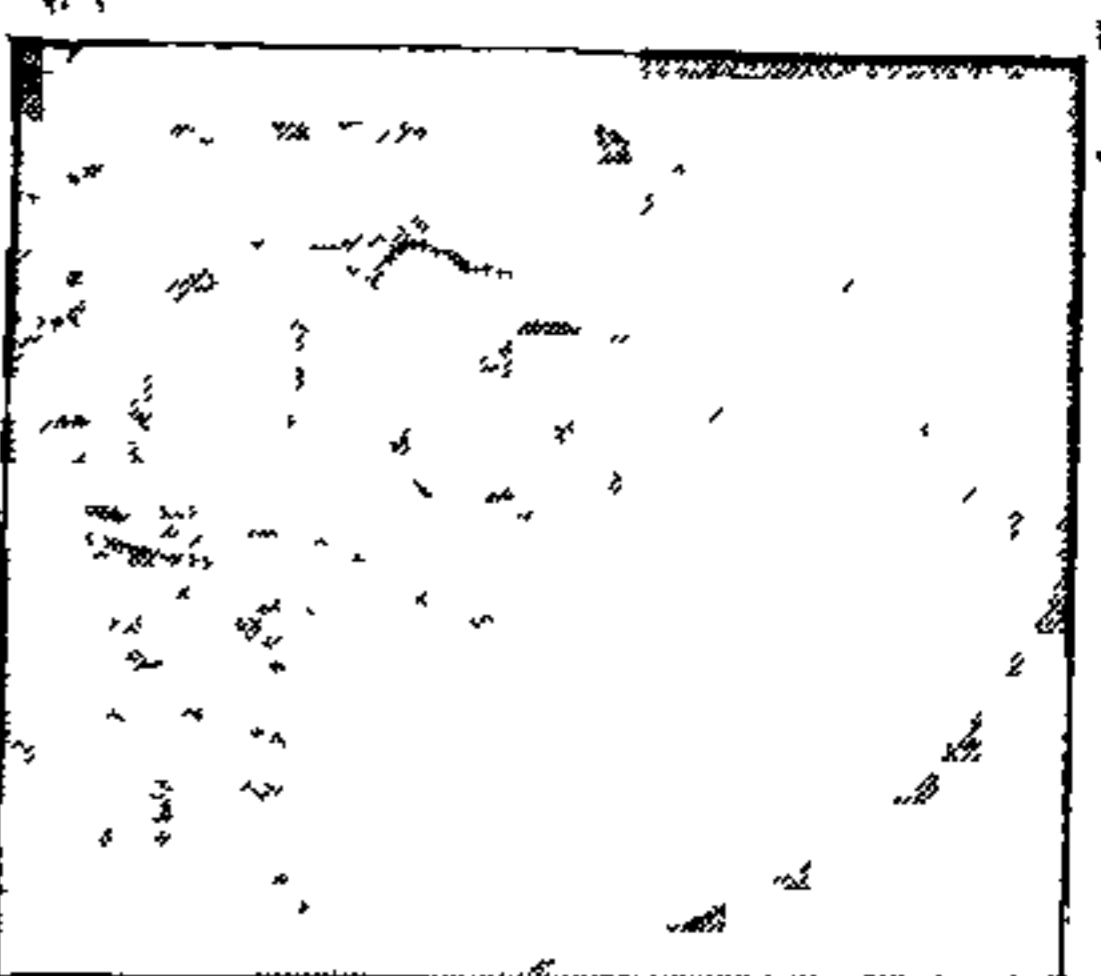
According to columnist Peter Soldatos, men feel castrated when a woman climbs into the business arena. "They do their utmost to keep the women down



Peter Soldatos... men feel castrated by businesswomen



Carol Scott... women are not pushy enough.



Susie Jordan... women do more so should be paid more.



John Berks... women financially discriminated against.

"Actually, most modern men respect a woman who demands what she deserves and women should stop being afraid."

Sheryl Raune, lead of programmes at M-Net said women needed to stand up and actively manage their careers.

Ms Raune said there was no active male chauvinism, "but business is a traditional comfort zone for men. There is a lack of sensitivity among men towards women in business."

She believes the attitude of chief executives (who are, of course, all men) influences the attitudes of men and women throughout their companies. "Some companies pay equally and give equal promotional opportunities, but there should be more," she said.

Carol Scott, managing director of Imperial Car Rental, said women were not pushy enough and there seemed to be apathy. "They could earn more and hold better positions if they stood up and took the lead," she said.

"Generally, people still believe the man is the main breadwinner and should thus be paid more. Even women just accept this."

Controversial Radio 702 talk-show host John Berks described discrimination in the marketplace as "total hogwash".

He elaborated "South Africans have recently managed to shed some of their complacency and stand up for all sorts of rights, but women are still being financially discriminated against. Sexism is as bad as racism."

and women naturally develop an inferiority complex." Consequently, women did not explore all the avenues available to them, he said. "Women can change their make-up, clothes and image every day and do completely different things to extend themselves, but they just don't use it."

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# Glass ceilings in the old boys' club

W/Week 24/11 - 30/1/92

**Do women lawyers have to drop their briefs to get any briefs? PORTIA MAURICE looks at the struggle for equality in the legal profession**

**S**OUTH AFRICAN women lawyers may no longer have to resort to dressing up in drag as did Portia in Shakespeare's *Merchant of Venice*, but they still have to fight discrimination in a male preserve which won't bend to their needs.

In a wide survey conducted by *The Weekly Mail*, frustrated women lawyers complained of the "glass ceiling" which hinders promotion for many women in the corporate world. But chauvinism appears to rear its ugly head more viciously in law, said to be one of the most conservative professions.

The structure of law firms breeds nepotism and bigotry, some say. "It's like an old boys' club with the senior partner as autocrat," said one woman. "Everybody kowtows to his whims and fancies and women are not taken seriously. They behave as though they possess you."

Difficulties faced by professional women are overshadowed by those of their shopfloor counterparts. But their battle for sexual equality is a lone one — fought across the boardroom table on the strength of individual performance and assertiveness. Many women lawyers are vulnerable and insecure, creating what one calls a "syndrome of apology and abject gratitude for being allowed in." For this and ethical reasons, few sources would be named for this article.

One attorney says South Africans have been fed the mythology in television programmes like *LA Law* that all are equal within the law. Although Americans may be more comfortable with women lawyers, she says, South Africans have followed the British role model of "pin-stripped gentlemen with bowler hats."

In law school, women are now more equally represented than they were 10 years ago but only a handful end up practicing. Eager graduates seeking articles of clerkship are likely to be sent from pillar to post whether or not they wear pants, because of economic recession. It's two years of slog and grovel, any lawyer will tell you. But, many claim, women are still the last choice. If you're black, it's even worse.

One prominent Johannesburg firm refused female applicants this year. Of three women who recently completed their articles only one has



been offered a job. "For the past two years we took only women," said a partner at the firm. "Now there's an imbalance. What if they all fell pregnant at once?" He believes there are many "excellent" women lawyers, but that they "expect too much sympathy. I think they sometimes go on the offensive when it's not really necessary," he says.

Some female candidate attorneys feel undermined. "If responsibility is likely to be delegated, the males get it all," said one. "You can be very diligent and do your best — all you get is telephone calls and requests to make tea. You're just a glorified messenger."

A successful advocate tells the story of how she went searching for a job seven months' pregnant. "I went for an interview with this huge stomach and from the look on their faces I told myself 'girl, there's no way you're going to get this job'. My grades were good, but they had a mental block against me."

A glance through the lists in the *Hortons Legal Diary* shows a smattering of "Ms's" in a sea of other names which are assumed to be male partners — the top layer of decision-makers in any firm. In most cases, women comprise less than 10 percent of partners, although there are exceptions. Of about 720 South African advocates, only 65 were women in 1990 and fewer than 10 of them black too. Justice Leonora van den Heever of the Orange Free State Provincial Division is the country's only female judge.

The crux of the matter is that women lawyers, it seems, are defined more as potential wives and mothers than as competent and intelligent human

beings. Raising a family is relegated to the sphere of the private, and little support is forthcoming from the firm.

"I had just married and the first question I was asked at my interview was whether I was considering having children," said one. And another: "Even if you say you have no plans, they don't take you seriously because they think you won't be 'alive' for a period of your career."

The bottleneck really tightens as women reach their 30s, and are forced to juggle a double shift or make hard choices between career and family.

Very few law firms surveyed had structured maternity policies, and women were left to negotiate ad hoc arrangements on their own. Some get good deals — six months paid leave and flexible time for a while thereafter. But others just leave or forsake having children for fear of taking the gamble. "There are no job guarantees."

It's a tough job and women lawyers end up being more male than men, offering each other little support. Many follow sexual stereotypes — either with an extra dose of aggression to prove they can make it in a man's world or using the dollybird image to curry favour. "Many believe that because they are able to cope they don't need to worry about the rest. The result is competition rather than solidarity," said an advocate.

Chieftains are often patronising many women lawyers tell of how they are assumed to be the boss' secretary when they answer the telephone. The tone on the other end of the line is one of palpable disappointment, they say.

Sexual soliciting is rife. It is alleged many women "prostitute" themselves to get ahead. Although life at the Bar is a little more comfort-

able, some male attorneys are said to trade their "briefs" for a sexual favour. "He may pass his cases on to you regularly but if you refuse his lunch and dinner invitations he disappears off the scene," said one advocate.

"You are under pressure to conform — if you don't get yourself a sponsor or mentor, you may not get briefs." Female advocates also often get pigeon-holed into family and criminal cases and seldom get a shot at commercial suits.

Responses from males in the profession varied from indifference to intolerance. Die-hard campaigners were not found. "They go off and have children and sometimes they come back. If they have been satisfactory, we accept them back," was the typical response of one senior partner.

Things are not as bad as they used to be through South Africa saw its first female attorney in 1926 but American judges of that time left no room for colleagues of the other sex. "The peculiar qualities of womanhood, its gentle graces, its quick sensibility, its tender susceptibility, its purity, its delicacy, its emotional impulses, its subordination of hard reason to sympathetic feeling, are surely not qualifications for forensic strife. Nature has tempered women as little for the juridical conflicts of the courtroom as for the physical conflicts of the battlefield," one US judge said.

Today, as more and more women enter the profession, something will have to give. But change is very slow in coming. It is accepted that law practice does not stop at lunchtime, so half-day shifts are no real solution.

Only one firm surveyed, Bell, Dewar and Hall, had crèche facilities at work to assist parents. This, said a lawyer there, saves working women from mothering over the phone and allows them the choice to breastfeed. "It's very easy and relatively inexpensive to set up," she said. "All it needs is the commitment to assist your staff."

Another option being explored is job sharing or joint filing systems. Women set up their own firms and share clients' files, covering for each other on a roster system and allowing them to spend time with their young ones.

One pioneer said such systems would be able to cater for the "wealth of talented women sitting at home and wasting their degrees." Although joint filing is a little less practical, the extra effort affords parents the best of both worlds.

"The answer is for us to get together and create conditions conducive to ourselves," she said. The question is, should women have to leave top firms in order to accommodate their needs? Or should the legal profession bend towards a co-operative and sensitive ethic which regards all as equal and children as a societal responsibility?"



# Shattering the glass ceilings

SAAL 21/1/92.



## WORKING WOMEN

Women who reach the top have shown themselves to be as tough-minded and decisive as their male counterparts.

**S**OME of the best women managers do not achieve their full potential in business because they do not know how exceptional they are. Others fail to get a boardroom seat because they lack the confidence.

Even the most up-to-date selection techniques used by the biggest employers in Britain were found to contain "hidden barriers" to the promotion of women to top jobs.

But an exhaustive study of top male and female managers proved that women who reached the top were as tough-minded, independent and decisive as male counterparts. In short, when the going gets tough, women can get as tough as men.

The UK study found that women, like men, were prepared to sacrifice raising a family to break through the "glass ceiling" that prevents promotion to senior ranks. Yet in South Africa, even having the "right" attitude may not guarantee success. An entrenched patriarchal attitude has made the "glass ceiling" seem almost steel-like.

The national skills shortage has placed an increased emphasis on companies to train and promote more women into senior positions.

As well, difficulties of cross-cultural communication in an increasingly racially integrated society make education in the work environment imperative, says Lana Jacobson, a freelance writer and marketing consultant, who has organised a conference entitled "The Success Formula for Working Women 1992" to be held in Johannesburg on February 19 and 20.

The conference will "equip every woman with the skills, confidence and knowledge to have an edge in dealing with their careers, earning power and

## Marching against military models

Women at management level need the support of women in similar positions, but this is seldom possible in their own organisations, says Johannesburg management and business consultant Kristine Pearson. Many SA organisations are structured on a military model and reflect male traditions, she says. "Women tend to be outsiders to such cultures."

Training for women tends to be limited to improving present skills as opposed to preparing them for future opportunities.

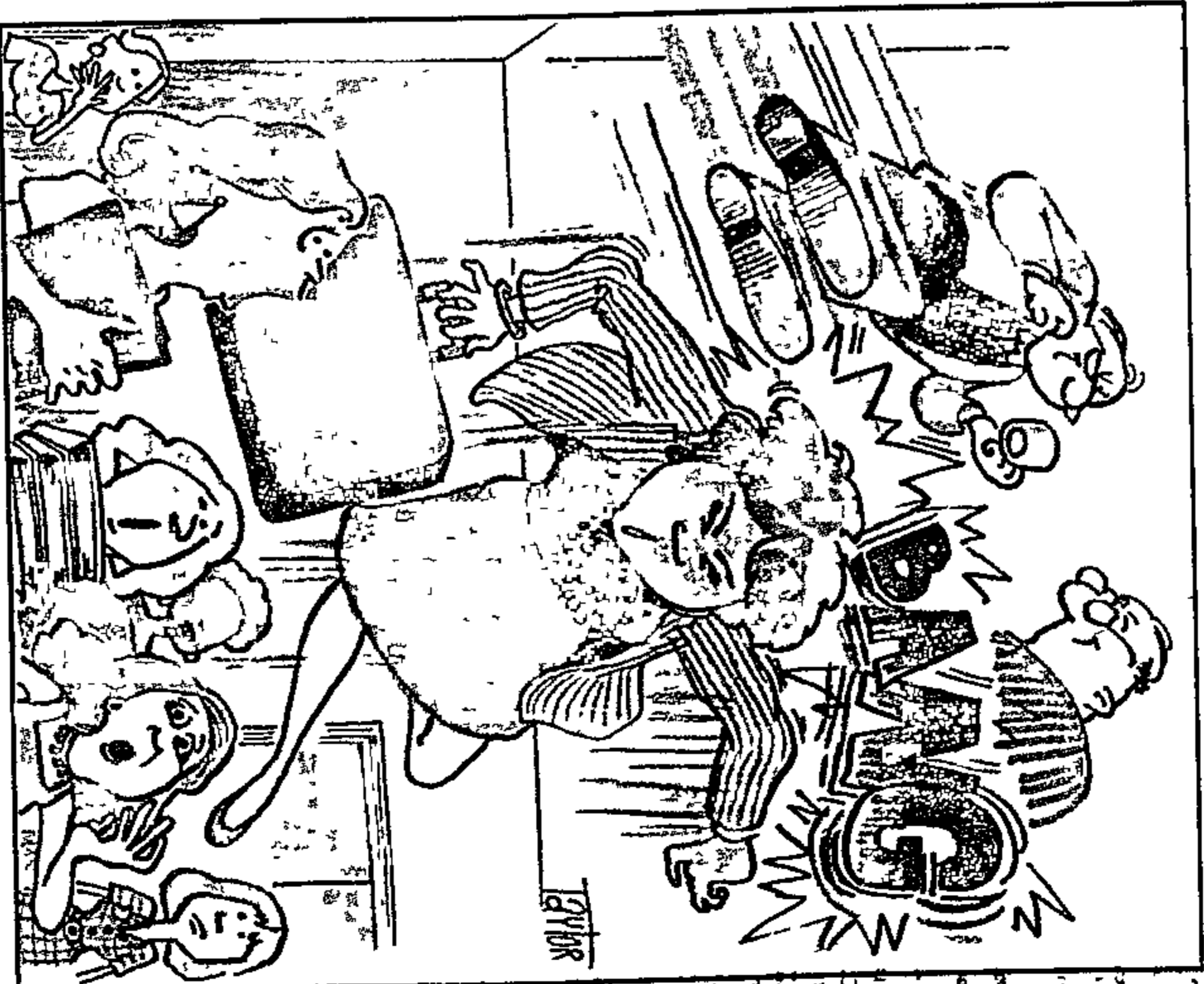
"For attitudes and working environments to change, women must develop innovative strategies," says Ms Pearson. "By understanding, managing and developing a strategic approach to challenges and opportunities, women will be better equipped to harness their potential."

Ms Pearson is running a self-development programme for women in management, titled Investing In Your Career, sponsored by the SA Institute of Chartered Secretaries and Administrators, on February 10 and 11 at a Berea hotel. For more details phone (011) 643-3241.

competitors in the workforce."

Successful businesspeople will cover time management and stress survival in a corporate environment, client liaison, identifying opportunities for success, and computer friendliness.

Jimmy McKenzie, senior general



manager of First National Bank, endorses the idea. "Most women lack confidence in their abilities only because they have not had their horizons expanded and are not offered training opportunities in the variety of fields they have to adapt to."

Management consultant Christo

Nel, another speaker at the conference, says a problem in SA organisations and businesses in particular is "the lack of qualities which specifically women can bring to the table."

For more information on the conference telephone (011) 789-1573.

MARIKA SBOROS

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# Creating a pool of skills that SA needs

(177)

AFFIRMATIVE action underpins equal employment opportunity and the equalisation of opportunities at the work place becomes an ongoing process and commitment

It is only when we have equality, or the gap has been reduced, in skills and performance that merit can then be used to appoint, promote or appraise performances

Unfortunately, while there is agreement that opportunities must be equalised, there are heated debates regarding the meaning and effects of affirmative action. This explains why Mr Sam Motsuenyane was criticised for calling for affirmative action at a business conference in Cape Town

It was argued that it was difficult to reconcile Nafcoc's desire for economic growth, backed by an efficient allocation of resources through the free-market, with its willingness to see both processes impaired at obvious cost to black job creation, by the application of racial quotas

Secondly, one of the many arguments against affirmative action is that it originates from the USA and may not suit our local conditions. The two situations are historically and demographically apart

Instead, this strengthens my view as local blacks were damaged by years of discrimination more severely than those in the US

Thirdly, there is a general tendency to say affirmative action programmes are deliberately designed to replace well-qualified, experienced and skilled white South African workers with blacks

As these are in general not properly trained for such positions, they are paid less and thus attractive to penny-pinching bosses. This is not so, for any country that pursues such a policy would be committing economic suicide

South Africa is currently experiencing a critical skills shortage, which will continue well into the

Sowetan 4/2/92

## FOCUS

**Affirmative action has been touted as an effective method to widen the job market for blacks in South Africa. The myths and prejudices against affirmative action are dispelled by DR SYLVIA MOENO, a human resources manager with a leading company. She is a visiting lecturer, who argues that the market place opens quicker and equal opportunities become a reality under this scheme.**

21st century, and the next government is therefore not in any position to choose and discriminate between green, khaki, blue or navy skills

How does affirmative action help to equalise opportunities at the workplace? Equal employment opportunities means that all persons, without regard to race, gender, nationality, origin, disability or age, must have an equal opportunity for the job, hire, promotion, benefits, training, and all terms and conditions of employment

Appointments and promotions are therefore based on job related requirements and an individual's qualifications

Affirmative action is then the process that opens up previously closed doors for certain groups of people, for example, blacks, because they were in the past denied educational, economic, occupational and social opportunities

They were thus not able to develop and participate fully in the mainstream economy. Taking this background into account, specially designed training and development programmes are to be put in place

These will

Upgrade and assist members of these groups to acquire skills and qualifications that will help them to perform their duties effectively,

Help them to compete successfully for vacant positions and promotions at work, and

Help them advance upwardly in their careers, and in society in general

Emphasis is therefore on education and training (or retraining as the case may be) in order to acquire skills and develop abilities in the financial, technical, scientific, marketing and managerial fields

Opponents of affirmative action programmes deliberately hire or appoint unsuitable people, and these candidates are then used to justify views that members of disadvantaged groups are inherently inferior

Actions like these also promote tokenism as well as reverse discrimination. A friend aptly defines tokenism as someone who does not have the necessary skills and/or potential for a particular job

Accordingly, he or she gets thrown into the deep end, and is then watched by his uninterested seniors as he struggles to swim, until he drowns. This was in fact the intention, to prove his inferiority and unsuitability and then draw generalisations

It is unfortunate that myths and assumptions still, to a large extent, affect South African business. Factors like race, culture or gender still play a significant role in business decisions

As these biases are harmful, they should be put in their proper perspective. An attempt must be made to clearly identify biases and to sort



DR SYLVIA MOENO

them out honestly

A favourable and supportive working environment has to be created for all employees, to enable them to develop to their full potential. And, for a manager to do this job properly, (ie, that of managing and developing his staff), such concerns and biases should be discussed, challenged and got out of the way

Avoidance of such issues, or avoidance of confronting such an employee, only stands in the way of business priorities and decisions, and in effect, results in poor management performance, which will sooner or later surface, leading to, serious repercussions

Whereas, preparing his/her subordinate for success and superior performance, ie "grooming for success", will also benefit the manager, as he/she will receive credit for his/her staff's performance and successes

Tomorrow. Why it is imperative to have equal opportunities at the workplace

# Women aim to make

By SIZAKELE KOOMA

**BLACK** professional women need a collective voice to respond to issues that impact on their lives and a club, they believe, is just the vehicle to make themselves heard.

About 60 professional women, among them lawyers, accountants, businesswomen and company managers, decided this week that the time had come for them to reassess their participation in both the corporate world and in their homes.

The club still to be launched and still to be named, will be the second attempt by the women to organise themselves.

The first venture in 1989 failed because of a "lack of commitment from members".

Founder member of the earlier club and one of the facilitators for the new one, Wendy Luhabe believes that the club would be an ideal platform for women to establish a power base that would enable them to lobby on issues that affect them.

Luhabe said the corporate world was designed with the white man in mind and a white woman somewhere. No consideration was given to the black woman who nevertheless had been able to succeed.

"Black women have succeeded in their own individual capacities but their success has been lost because of the lack of a visible structure that acknowledges their efforts," Luhabe said.

She said it was important to recognise the transformation of black women and to help them face the challenge to develop themselves, something the club would do.

"We also need to define our stand as professional women. We should not be just a vague force in the corporate world.

"We need to reassess our participation both as professionals and as

# themselves heard

Sizakele 9/2/92



Gail Mllokoti, manager of intra-organisational communications at Eskom - "The club should not be another powerless organisation that would end up useless."



Ursula Johnson, specialist with US Foreign Commercial Service - "We are mainly filling the need. I strongly believe the club should be black driven."



Wendy Luhabe, who runs her own consultancy - "Black women have succeeded in their own individual capacity but their efforts are not acknowledged."



Nana Magomola, a lawyer - "Women should spread the circles of interaction and get to know others in different professions."

mothers," she said

Asked why it was important to have a black women's club at a time when the country was preparing for a nonracial society, fellow-facilitator Ursula Johnson said the club would tackle problems peculiar to black women. They would later address issues that are common among women all over the world.

"There are clubs for people of any

group you can think of but for black professional women

"We are mainly filling a need. I would not like to see us shutting other people out although I strongly believe the club should be black driven with black thinking," Johnson said. She said corporate South Africa did not trust black women and hesitated to give them responsibilities. It had not learned how to work with

them. It is this issue and many others that the club would debate and seek to address.

Johnson does not think the Black Management Forum (BMF), formed on similar ideals but encompassing black professionals of both sexes, is the right forum for women to address their problems.

"The BMF is orientated towards the black man. Although it opened its

doors for everyone who is upwardly mobile it never made room for women.

"It alienated them by not actively involving them in the offices," she said.

She said their first venture had failed because of a lack of commitment. But now she believed there would be action and commitment by members.

# Making it in a man's world

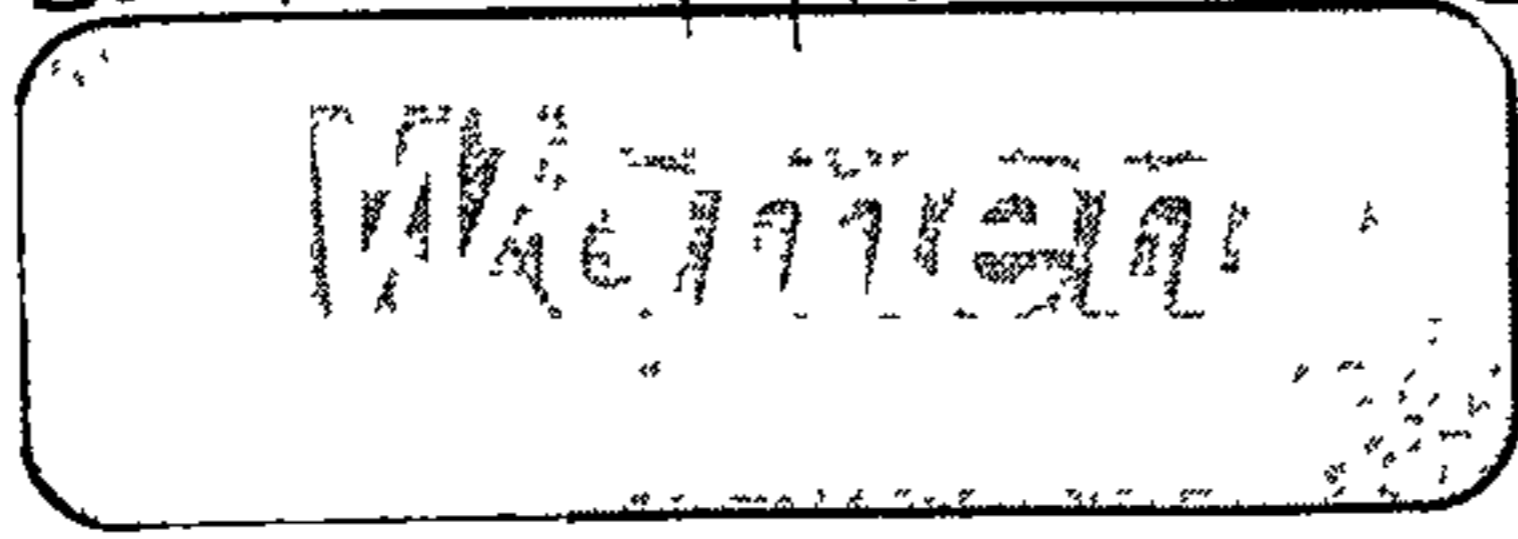
Sowetan 12/2/92

(177) (177) (177)

**THERE** is a new breed of South African woman - black and white - that is making it in a chauvinist environment.

These women are stepping on a few male egos as they climb the corporate ladder

The Executive Women's Club of South Africa plans to highlight that some of the best business performers



throughout the difficult economic conditions of the past 12 months have been women

Speaking at the launch of the Businesswoman of the

Year Award 1992, Professor Ronel Erwee, of the University of Pretoria, disclosed statistics about women in business

Some of the women who

have reached the pinnacle of their careers and won the award are Soweto businesswoman Mrs Marina Maponya, Mrs Reeva Forman, owner of a cosmetic company, Mrs Jane Raphaely, editor of Cosmopolitan Magazine and Mrs Dorcas Ndaba, executive member of Fabcos

She said "Their performance will leave many males in doubt and show

that this award has a vital role to play in the development of our country

"The award, open to all races, publicly recognises and rewards exceptional business achievements of women"

## Prejudiced

She said women have been prejudiced and research has shown that there is an increase of 40 percent of them who have entered the corporate world

It was also a factor that women were misinterpreted and sexually discriminated against, according to a survey by the University of Cape Town

Businesswoman can achieve outstanding success year after year and 40 percent of them already occupy senior positions.

## Egos

"There is a revolution as most women are trampling on male egos as they go up the ladder in the corporate world. More are entering the fray," she said

The current generation at universities was moving into the business - 45 percent females in the Bachelor of Commerce degree and male dominated careers such as engineering and law

## Winners

The executive of the award, which is already in its 13th year, is inviting women of all races in all fields of business or industry in southern Africa to enter. The closing date is April 10 and the winners will be announced on August 26

By Thoraya Pandey

A UNION official and his members have accused the Regional Services Council (RSC) of racism after it failed to deal effectively with assaults by white senior officials.

Mr Leonard Koza, organising secretary of the Western Province Local Authorities Workers Association (WPLAWA), claimed charges of assault against four white officers of the RSC's Law Enforcement section have been buried in the council's bureaucracy.

Koza also claimed a black employee, under investigation by the RSC for perjury, had attempted to commit suicide while being interrogated by white officials. He said black employees regularly

# Union charges RSC with racism

South 13/2 - 19/2/92

appear before disciplinary hearings on petty charges.

Koza said union members had laid charges of assault against four white officials who allegedly assaulted four black employees between September and December last year.

One of the officials accused of assault, WPLAWA members allege, was heading the Law Enforcement's internal investigation into the incidents.

"They are quick to charge black officials while whites, who constantly abuse non-white employees physically and verbally, get away with it," said a union member who refused to

be identified as he feared he would lose his job.

"One of the employees who laid the assault charges, Mr Peter Beyers, was issued with a termination of employment letter on Tuesday because he was found guilty of insubordination by an all-white disciplinary board."

Koza said white Beyers was found guilty within weeks, it took months before so-called investigations were launched into white officials' transgressions.

The employee who had attempted to commit suicide was interrogated while bleeding profusely. He had cut his wrists while he was being questioned.

Koza alleged the man had only been taken to the hospital by WPLAWA members much later.

In another incident, an employee based at the Monwabisi holiday resort informed the council of theft and the abuse of the council's vehicle by the senior RSC official at the resort, but no investigation was launched into the claims and no charges brought against the employee, Koza claimed.

The employee who brought the matter to the council's attention was however charged with using an RSC vehicle unlawfully and could be dismissed if found guilty, Koza said. "These official will do anything and

everything to make the lives of non-whites unbearable — even protecting one another when serious crimes are committed.

"There are endless examples of blatant racism and deliberate attempts to make the working environment of non-whites insufferable.

"They bring false charges against workers and force others to make statements corroborating their so-called evidence."

"We also hope to bring this to the attention of higher authorities who seem to be unaware of all these malpractices taking place.

RSC chief executive officer, Mr Chris Moeke, was out of town and was not available to comment on Koza's allegations. Two other RSC senior officials empowered to speak to the press were also not available.

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## Black women outshine men in initiative

STAR 1/12/12  
Black women were strong in initiative and highly determined compared to their male counterparts, according to Anglo American's Joop den Ouden

The company's training branch, CTU, recently conducted several individual assessments on different levels of management potential in black women

Mr den Ouden said they found that black women were "more likely to make a deliberate, conscious effort to develop their management and leadership skills than black men"

"They are so determined to become part of today's business world and develop their potential that they are more involved in training courses"

However, he found black women were "still not as decisive as black men" when making final decisions This could stem from the rural tradition that women had to be subservient — Staff Reporter

# We need true blue South Africans

STAR 2012/12



"Managing in the new South Africa calls for different thinking," says Dr George Lindeque, Eskom's Executive director of Human Resources

"Our colonial past has made us create blue-collar and white-collar workers. What we forget is that Eskom has R40 billion worth of assets lying all over the country that must be manned by those people some of us look down upon because they have dirty fingernails

"We have downgraded the artisan profession. But it is those people our country needs more than ever. And that skills base

can best be drawn from the large black population

"How, though, can we expect black people to aspire to become technically skilled artisans when we've actually implied to the white man that if he can't make it to university or the technikon he'll have to make do with being an artisan?"

"We have to uplift the status of the artisan."

One of the ways in which Eskom is placing renewed pride into this profession is with its recent development programme

Ten candidates were selected countrywide to gain technical skills from the world's leading exporters of technology, Germany

Once they are back in South Africa after their three-year stint — with the coveted title of Master Craftsman — they will become trainers to uplift the technical standards to the levels of Eskom has set for itself

As Dr Lindeque says "Germans have quality in their veins. They'll help us compete on a First World basis."

# Growth answer to decay in SA

Soweto 20/2/92  
By JOSHUA  
RABOROKO

**THE South African economy needs to expand in order to solve the problems caused by the stagnation of many centuries, leading Soweto businessman Mr George Negota said yesterday.**

Addressing a seminar on "Employee involvement in South Africa - managing the creative tension between visions and realities", he said the economy had to grow to curb unemployment by absorbing thousands of school leavers every year.

He said: "In order to achieve a realistic growth, every capable person with potential should be able to play a role and, towards that end, training should be provided."

However, he said, the purpose of training and the objective it seeks to achieve through selected individuals should be made clear and that it should be within the planned career path of an individual.

## Training

South African companies would rather provide general training to a black employee without a well defined scope and specific role which they would like him to play.

He said "If training is aimed at providing individuals with skills, then those who are trained should be placed where they would be able to exercise their skills immediately."

"This has been a problem in South African companies. Black employees who were exposed to training ended up not knowing the purpose of the training because it was never tied to identified jobs."

The time had come to involve employees in the affairs of companies, he said, adding, it was a fact that certain people within companies were not ready to accept other races into the decision-making machinery.

Apartheid on the shop floor of many companies would have to be scrapped and those who practised it should be allowed their democratic right to leave the establishment.

Racism was one of the major problems to be eradicated by companies during this transitional period, he said, calling on employers and employees to work harder and to ensure that the interests of the economy were properly served.

Capital and labour still had to find each other in an environment free of apartheid.



# Time to mix 'n match local universities' staff

w/mant 21/2 - 27/2/92.

It could take 30 years before blacks make up half of the academic staff population at South African universities if present trends continue

And, according to 1989 and 1990 figures from the Committee for University Principals, women are also severely under-represented. Whereas black educators comprise just under 12 percent of all university educators, 71 percent of them are male.

These startling figures have emerged from a study of Race and Gender Discrimination conducted by researcher Lael Bethlehem for the Union of Democratic Staff Associations as input to the debate about affirmative action at universities.

Ratios vary from one institution to another, but most campuses retain the ethnic complexion with which apartheid's brush painted them. The traditionally Afrikaans ones — the universities of the Orange Free State, Potchefstroom, Port Elizabeth, Pretoria, the Randse Afrikaans Universiteit and Stellenbosch — all have 99 percent white academics. In fact, according to the study, UPE, Potch and OFS each employ a solitary African educator.

Even on black campuses, most academic staff is still white. The universities of the North and Zululand have the highest number of African educators in this group — but these amount to only 48 and 49 percent.

More than half the staff at the universities of the Western Cape and Durban-Westville are black, but

*A recent study linked to affirmative action reveals that few women and even fewer black academic staff members are employed by South African Universities.*

**By PORTIA MAURICE**

they also employ the largest number of coloured and Indian educators respectively.

Between 1986 and 1990 the proportion of black academics rose by only 1,3 percent — a trend which appears out of tandem with the prevailing ethos of reform. "Clearly, South African universities as a whole are not following a path which will lead to a racially representative academic staff body in the foreseeable future," Bethlehem comments.

For female staff, concentrated at lower levels of university hierarchies, academic success is a battle hard-won. They had a late start before the 1960s state regulations curbed the employment of women, especially if married, at some universities.

In some cases, said Bethlehem, conditions of service militate against women entering academia as a profession. Married women are denied a housing subsidy and have unequal access to pension funds. "These discriminatory conditions of service may not affect appointments and promotions directly, but they are a disincentive for married women to remain in university employment," she said.

Relatively few universities provide on-campus childcare facilities and many women interviewed believed they bore greater loads of teaching and administration and had less time for research and higher degrees.

"It's mostly women around here who take teaching seriously, particularly when it comes to academic support," said one law lecturer at Wits. "At the end of the day, that isn't really what gets you promoted. But because women are socialised to nurture and to listen, they are the ones to take those sort of things on."

Bethlehem said many interviewees complained of a "male culture" in their departments. In some cases, this takes overt forms such as harassment, sexist comment and gossip. In others, it is more subtle. Said one female senior lecturer. "There are many unwritten codes which affect academic success. Like being mentored by a more senior staff member, knowing how to get work published in a number of places, how to be elected to committees and to win favour in the department. For men, these are well-trodden pathways — but these codes are not always passed on to women."

Women are in shorter supply further up the ladder of success. According to the survey they form 61 percent of all junior lecturers in the country, but 44 percent of lecturers, 22 percent of senior lecturers, 17 percent of associate professors and five percent of professors.

The University of the North has a single woman professor and Rhodes has none at all.

# Battle-axe seminar

MANY women realise that they are extremely competent in their jobs, but are held back by an inability to deal assertively with tough issues.

To overcome this, the Women's Bureau is to hold a seminar on February 27 entitled, Negotiation and Assertiveness. It will be led by Kerry MacFarlane of Old Mutual's management development division

Mrs MacFarlane has returned from a month's visit to America where she took part in the Harvard Negotiation Project and a seminar on gender negotiation issues

The Women's Bureau is a non-profit organisation committed to the development and advancement of women.

The seminar will be held at the Braamfontein Hotel, Johannesburg

SITimes (Sun) 23/2/92

# Raw deal in top jobs for black women

By ADRIAN HERSCH

COMPANIES are often quick to place black men in managerial positions, ignoring a larger pool of educated black women, says Ronel Erwee of the University of Pretoria Business School

But she believes that trade union pressure in favour of affirmative action for blacks and women will change this

Professor Erwee predicts that in the next five years there will be many more women managers — black and white

Central Statistical Services (CSS) figures show that black women comprise only 17% of all black managers

But the figures also show far more black women than men classified as "high-level human resources" with a tertiary education. 23/2/92

This is part of the overall trend in which women of all races "have the odds stacked against them in business", says Professor Erwee

She believes most companies have an effective "official policy", but obstacles remain

~~177~~ Maternity

For example, many companies have a seniority system where an uninterrupted length of service is necessary for advancement

"But maternity leave of three months is often regarded as a break in the career"

Another problem is that not enough women are given sponsorship for managerial training courses

"Only about 10% of MBA students and 5% on management development programmes at business schools are women," says Professor Erwee

The University of Pretoria Business School is the only one in SA offering a course specifically for women moving into senior positions

Some changes are evident. Several "very male-oriented companies", including some former parastatals, are sending women on these courses

Professor Erwee says that in the next five years more women will be in management

# Academia reflects legacy of racialism and sexism

South 27/2-4/3/92

Debates are raging on whether affirmative action is necessary in the appointment and promotion of academic staff. **Thoraya Pandey** reports:

**S**OUTH AFRICAN women occupy the least prestigious and lowest paid positions in universities, according to a recent survey. Even more worrying to progressive educators in South Africa is the under-representation of black women on campuses.

Black academics form a tiny minority of the more than 10 000 academics in the country.

According to the Committee of University Principals' 1990 figures, African educators constitute only six percent of academic staff. Coloured and Indian educators constitute 2,5 percent and 3,1 percent respectively.

According to a survey on "Race and Gender Discrimination in University Employment Practices", commissioned by the Union of Democratic University Staff Associations (Udusa) recently, all but one university have more men than women on the academic staff.

Male academics form 71 percent of academic staff nationally.

"But perhaps even more importantly, women are concentrated at the lower levels of the university hierarchies," said Ms Lael Bethlehem of Udusa.

Women form 61 percent of all junior lecturers in the country, but 44 percent of lecturers, 22 percent of senior lecturers, 17 percent of associate professors and only five percent of professors.

There is a variety of factors which lead to the predominance of men in the higher echelons of academia, Bethlehem said.

"There is little doubt that women entered academia later than men. It was only during the sixties that women began to have a real presence there," she said.

"For many years after that regulations curbed the employment of women at some universities."



**WELCOME:** Women in academia are under-represented

Professor M Malatji, vice-rector of the University of the North, said that until the mid-1980s, the university was prohibited by Department of Education and Training regulations from employing married women on a full-time basis.

"Discrimination against women continues in the form of differential conditions of service for men and married women," said Bethlehem.

"Married women are denied a housing subsidy, and have unequal access to the pension funds in the

177  
"Married women are denied a housing subsidy, and have unequal access to the pension funds in the university system."

university system"

Moves have been made by some universities to extend housing subsidies to women breadwinners.

"These discriminatory conditions are a disincentive for married women to remain in university employment," Bethlehem said.

The presence or absence of university childcare facilities also has a strong impact on a woman's ability to progress in her academic career, and to manage a family.

This is especially the case in families where husbands are absent or where they do not share meaningfully in managing the household and in the raising of the children.

"The fact that relatively few universities provide childcare facilities and that where they exist they are relatively new, helps explain why few women have managed both to raise children and to advance in their academic career," Bethlehem noted.

"Similarly, maternity leave was not available in most universities until the eighties and women academics who chose to have children had to do so during vacations."

Bethlehem said many women interviewed for the Udusa research reported that they believed they bear the greater loads of teaching and administration, and have less time for research and to embark on studies for higher degrees, which are widely seen as the most important basis for promotion.

"The importance of a depart-

ment's culture — the way different people are treated and the expectations below the surface, is overlooked in understanding power relations among academics," she said.

"Many women referred to a 'male culture' in their departments. For some it takes overt forms such as sexual remarks by fellow academics, sexist comments in the tea-room and departmental gossip."

One academic complained that men in her department did not have to be sensitive to sexuality.

"The fact that I'm a woman is a constant issue and I have to watch for comments which can undermine my ability to build a reputation as a serious academic," she said.

**T**HIS ALSO affects some women's behaviour in situations such as departmental meetings or seminars, the survey showed.

"You have to be really assertive to be heard and listened to," said a law lecturer at the University of the Witwatersrand. "Some women are like that but many are not."

"I'm not prepared to fight to be heard and I also feel less confident than many men, so I keep quiet."

Some women reported that they have not actively sought promotion, because they are financially secure without it. This was expressed by a commerce lecturer who said "Why push yourself to do a PhD or more publications if you don't have to?"

"It would be nice to be a professor but I have to practically kill myself to achieve it. My husband is the major breadwinner, and my family does not need the higher salary. If I was the breadwinner it would be a different story."

It is important to move beyond a shallow perception of this as merely a reflection of a male-dominated society, Bethlehem said.

"While it most certainly is a reflection of a male-dominated society, we need to explore the exact mechanisms and processes which produce gender inequality in universities."

"For this reason, Udusa has recently commissioned research designed to examine gender inequality in the university system."

## Too many male cooks may spoil the broth at Codesa

**V**OCIFEROUS MORAL indignation about white domination is commonplace. But national outrage at male domination is more than muted.

While power is changing hands, those hands still belong to men and that's where power seems set to remain for some time.

The sprinkling of women delegates at Codesa has caused concern. How can a democratic constitution emerge from a process that does not include half of South

Africa's population?

When Democratic Party delegate Mrs Helen Suzman proposed that there should be at least one woman active in each of the five working groups, Codesa 1 thundered in hefty applause.

But nothing came of it. Although no one objected to the proposal, working groups are in full swing without their female quota.

Members of women's organisations doubt whether Codesa is sufficiently geared to deliver a non-

sexist constitution. In November, a women's alliance was established among 30 organisations.

One of the alliance's goals is to set up a women's lobby to influence politicians. They are already sending women to Zimbabwe and the United States to learn how such lobbies operate.

On their return, the men at Codesa might find that by ignoring the women's demands, they have struck a rock which might sink the good ship Codesa! **Quentin Wilson**

# Pumla aims to be a high flyer with SAA

By CAS ST LEGER

PUMLA LUHABE has broken through both sex and race barriers at South African Airways. Benoni-born Miss Luhabe, 29, is SAA's first woman and first black trainee or "cadet" manager who will soon be taking up a posting to New York. "I'm very proud of myself and I hope I won't let myself down," said Miss Luhabe.

She won the job against fierce competition from 120 applicants. The list was whittled down to eight — four from within SAA's ranks. Miss Luhabe was the only black and the only woman among the cadets.

## Manager

Educated at St John's College, Umtata, she is the youngest of four children and comes from a family of high achievers.

Miss Luhabe majored in journalism and psychology at Rhodes University, Grahamstown, then joined a cosmetics manufacturing company as a marketing trainee. After becoming production manager, she resigned to join SAA last May.

She will spend from one to three years in New York, depending on her abilities, until she qualifies as a manager. Then she'll be given her own station at any one of SAA's international offices.



PUMLA LUHABE . off to New York as SAA's first woman trainee manager Picture: SUE KRAMER

# 'Discrimination' <sup>ARC 4/3/92</sup> <sup>(17)</sup> in reserve jobs

**JOHN YELD**  
Staff Reporter

A FORMER ranger at the Cape of Good Hope nature reserve at Cape Point has appealed to President De Klerk to investigate alleged irregularities in staff appointments at the reserve

The fynbos reserve, one of the Cape Peninsula's "big three" tourist attractions, is controlled by the Western Cape Regional Services Council (RSC), which has denied the ranger's charges

Mr Philip Stewart, who subsequently resigned, also alleged "rampant racial discrimination" within the RSC. He said he believed the reserve was too valuable to be entrusted to the RSC and that it should be transferred to the National Parks Board

Mr Stewart said in his letter to Mr De Klerk he had been employed by the RSC for 5½

years, and that during the past two years he had seen "irregular staff appointments"

"Employees with standard eight and matric are appointed into very senior positions within council, where a national diploma or relevant bachelor's degree is called for. Employees with the correct qualifications are not considered."

Mr Stewart said he was not writing as a "disgruntled" employee who had failed to win promotion, but as a "concerned" South African citizen

"I write to you not for myself but for all qualified people of South Africa. The Regional Services Council appoints 'friends' into positions in council and does not 'take the right man for the job'."

He could provide documentation to substantiate his allegations

Mr Stewart, a founder member of the Seal Action Group (he subsequently resigned after

a difference of opinion), has also written to the ministers of National Education and Environment Affairs (Mr Louis Pienaar), and of Planning and Provincial Affairs to complain about RSC appointments

Asked to respond, RSC chief executive Mr Chris Mocke said it was not council policy to comment publicly in detail on personnel-related matters

"It suffices to say that council refutes any suggestion of unfair discrimination in its dealings with its staff. However, should Mr Stewart be able to provide me with documentation to substantiate his allegations of unfair practices, the matter will be pursued through the correct channels."

Mr Mocke said their commitment to sound environmental management in the reserve was "beyond question", and that former Cape nature conservation chief Dr Douglas Hey had recently praised the reserve's managers highly

# More black graduates are moving into better paid jobs

By Derek Tommey

STAR 10/3/92

Black, coloured and Asian men are moving into senior jobs, a survey by the Human Sciences Research Council (HSRC) shows

But the number in these posts is still small when compared with the total non-white population, and the number of whites in these positions.

The survey, conducted last April, was aimed at determining the incomes, occupations and positions occupied by non-white male graduates and women graduates of all races.

White male graduates were excluded from the survey.

## Survey sample

Postal questionnaires were sent to 95 921 graduates 29 109 completed questionnaires, equal to 30,3 percent of the sample.

The HSRC says the response rate was relatively good for a postal survey in which data concerning income were gathered.

It can be accepted with a reasonable degree of confidence that the findings give a good indication of occupational income, says the HSRC.

Altogether, 21 283 Asian, black and coloured men were invited to participate in the survey, of whom 4 616, or 21,7 percent, responded.

The survey found that about half of them were employed in education-related jobs.

Another nine percent were in medicine, five percent were accountants and auditors and eight percent managers.

The survey (see table) gives the median income of the various

types of employment, which indicates that half those surveyed earn less than this figure and half earn more

Although the median salaries of employees in the public and private sectors do not differ much overall — R49 300 for the public sector and R49 800 for the private sector — there are fairly large differences among occupation groups.

The median annual salary of the self-employed was R84 000, which was considerably higher than that of employed people

But the HSRC says self-employed graduates mostly worked longer hours and that there was an element of risk attached to their occupations.

It could also have added that the self-employed seem slightly older than those in private or government employment, suggesting that they are rather more experienced

This brings up a notable aspect of the HSRC survey, which is that most of the participants were in their late 30s

The median age of government employees (Gov) was 39 It was 33 for private-sector employees (Pvt) and 41 for the self-employed (SE)

This would seem to reflect that the public and private sectors only recently opened their doors to blacks and others

But it holds the promise that median salaries for non-whites in the various occupations could appreciate considerably in real terms as they advance up the career ladder

The incomes of non-white graduates run reasonably parallel with those of white graduates

The biggest earners were the 49 medical specialists, with a median income of R140 000 and 25 percent earning above R177 400

Then came chartered accountants, with an income of R100 000 and 25 percent earning more than R150 000

Company directors were next, with a median income of R114 000 and 25 percent earning more than R140 000

Occupation	No	Employer	Median income	25 percent earn more than
Engineer, technician, architect, etc.	25	Gov	48 000	57 800
	79	Pvt	59 800	73 100
	15	SE	76 000	96 000
Engineer	20	Gov	54 300	58 500
	63	Pvt	61 100	75 100
Electronic engineer	15	Pvt	62 000	81 000
Civil engineer	12	Gov	56 600	58 600
	13	Pvt	55 500	76 200
Computer programmer	14	Pvt	40 800	50 200
Comp systems analyst	20	Pvt	54 100	65 400
Chemist	22	Pvt	46 200	61 000
Medical practitioner	72	Gov	66 400	79 300
	213	SE	100 000	130 000
Medical specialist	19	Gov	86 400	99 100
	49	SE	140 000	177 400
Dentist	10	Gov	69 000	78 100

# Dorothy believes a woman's place is in the chair

*W/Mail 13/3 - 19/3/92.*

*The new Congress of South African Trade Unions gender co-ordinator is no threatening feminist — but she's quite determined to get equality for women in the giant federation.*

By **FERIAL HAFFAJEE**

**T**HE bright and immaculate office has all the trappings of a gender co-ordinator's headquarters, from piles of *Speak* magazines and African National Congress Women's League newspapers to the posters on women's rights adorning the walls.

But where is the gender co-ordinator? I am looking for someone fiery with an angry women's rights T-shirt, perhaps, someone definitely wearing leather sandals and maybe a badge saying "women make up half the world, our voices must be heard".

Then you stumble on Dorothy Mokgalo, the Congress of South African Trade Unions' new gender co-ordinator, and the image is rapidly shattered. She wears a flowing frock in purple and pink hues, polish on manicured nails and a perm.

She took office last week after women in the federation campaigned long and hard to get the position ratified.

Mokgalo sees her first tasks as developing women workers and encouraging women's leadership. She will start by simple skills, she says, "like learning how to chair a meeting, to do report-backs, to take minutes". But she would like to see her education programme yield a woman who will be able to become Cosatu general secretary.

Mokgalo has a lot of hard work to do: although women make up one third of Cosatu's membership, they make up barely three percent of its leadership.

Her own path to one of the top positions in the 3.5-million member federation has not been easy.

She left school in Standard Nine and went straight to work at a napkin factory. Then 10 years ago she joined National Bolts on the East Rand as an accounts clerk.

Those were pre-union days and times were hard, she says. She earned R35 a week and had no benefits. "They swore at us all the time," she recalls.

Mokgalo was ripe for unionisation and in 1985, when she heard about the Metal and Allied Workers' Union, she became a willing organiser.

That started her career in the union. In 1988, she says, she realised that "the problems

Dorothy Mokgalo ... Quietly she fights for women's rights

Photo: STEVE HILTON-BARBER

women faced at the factory were not different from the problems we faced at home.

"Women never made it to decision-making structures because they had to be home looking after children, cleaning and cooking," she says.

She adds wryly that she has never married, as if that explains why she has made it to leadership positions.

She joined Cosatu's National Education Committee's women's group and was elected the National Union of Metalworkers of South Africa education officer for the East Rand last year.

"There were some men who were hesitant about being led by a woman." But Mokgalo

persisted and found strength in her self-confidence and the thought "that I am also in the struggle", she says.

One of her main tasks is to implement resolutions on gender rights. To do so, she will have to travel extensively ensuring that training and education for women remain on track and that sexual harassment, so rampant in the factories, is eradicated. As a foretaste of what lies in store, she spent her first weekend on the job in the western Cape.

Mokgalo has a daughter and when asked what values she will teach her she does not deliver a diatribe on emancipation. Instead she says simply "she will have the right to decide her own values".





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## Simba workers out on strike 452

MORE than 600 workers at five Simba plants went on strike this week over "blatant racial discrimination practised by the company" *South 1413-19/3/92*

"Workers have taken this action after numerous unsatisfactory attempts to address the racist practices," said a

spokesperson for the Food and Allied Workers Union (Fawu)

"A young inexperienced white man was employed as an area sales manager in George, ignoring experienced black workers," the union claims 177 177

The company was not available for comment

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# Caution urged in affirmative action

(177) 5 Times (CM) BY EVELYN HOLTZHAUSEN

AFFIRMATIVE action should not mean that "white donkeys" must be replaced by "black donkeys" in positions of power, Professor Kader Asmal, a member of the National Executive Committee of the African National Congress, said yesterday.

Prof Asmal, Professor of Human Rights Law at the University of the Western Cape, was speaking at a graduation ceremony at the university.

To undo the deeply ingrained patterns of discrimination on the grounds of sex and race, in South African society, "positive measures" must form part of a constitution principle, he said.

"But this does not imply that someone who is tone deaf should become a member of a symphony orchestra, or that an illiterate should become the head of a department.

"We have enough white donkeys in positions of authority as it is, we do not want to add to these with black donkeys.

"But at the same time a society in transformation requires that those sectors of our community which have, by law and in practice, been denied a proper place in the world, must be empowered.

"We must not deny the vast majority of our people, women and men whose lives have been blighted by racism, the possibility of reconstructing themselves in a future free South Africa."

Prof Asmal said that in order to achieve a free South Africa, the country needed the development of human resources.

"We have a future to prepare for. We have a country to build. We have an economic and social order to reconstruct," he said.

# Whites in black jobs study

177  
THEO RAWANA

16 MORE and more whites are taking menial  
15 jobs once reserved for blacks, while an  
10 increasing number of blacks are employ-  
1- ing domestic servants, the latest Race Re-  
e- lations Survey says

18 "Whites are working as window wash-  
of ers, petrol-pump attendants and aircraft  
1- cleaners. Whites employed as cleaners are  
1- paid the same as blacks."

1- The survey, published this week by the  
1- SA Institute of Race Relations, quotes the  
1- SA Domestic Workers' Union as saying a  
1- third of Soweto families employ domestic  
1- servants. Many such servants, called  
1- "helpers", are recruited from the home-  
1- lands and paid as little as R90 a month.

1- "A survey by the Human Sciences Re-  
1- search Council found that 64% of domestic  
1- servants were employed by whites and  
1- 16% by blacks," says the institute

"A researcher at the University of  
Transkei said that a survey found that  
black 'madams' treated their servants no  
better than white ones."

Referring to the change in the racial  
composition of the labour market, the sur-  
vey quotes a Unisa finding that the labour  
corps amounted to almost 10 blacks to  
one white between 1985 and 1990. By 2000  
to 2005 the ratio was expected to be about  
50 to one. *BIDay 25/3/92*

"As whites and Asians were responsible  
for 97% of job creation in the formal sec-  
tor, the sharp rise in the ratio of black  
workers would make it increasingly diffi-  
cult to provide work for new entrants to  
the formal sector," it added

## Cosatu spurns Budget invite

CAPE TOWN — Cosatu has  
rejected an invitation to  
give its views on the Budget  
to the parliamentary joint  
committee on finance

It said the invitation indi-  
cated that government re-  
fused to commit itself to  
genuine negotiations in the  
socio-economic arena

It asked what it was ex-  
pected to say to the com-  
mittee when its submis-  
sions on VAT, food prices  
and other issues appeared  
to have had no place in  
Finance Minister Barend  
du Plessis' calculations —  
Sapa *BIDay 25/3/92*



# Southbusiness 1

## Cultural keys can unlock SA's business kingdom

Southc 18/4 - 23/4/92

1991

'White' and 'male' seem to be requirements to enter the world of business dominated by western culture. But what is needed is adaptation of these cultural values, argues **Morakile Shuenyane**

**U**NIL FEBRUARY 2, 1990, the South African corporate world in general was perceived to be eight years ahead of the government's ossewa pace and its out-of-sync adaptation to the dynamics and demands of the day.

Today the business world finds itself wobbling far behind the government's strides, and without the excuses of yesterday.

The reason is simple. There is an obvious absence of blacks in key corporate positions. The front door may be open, mainly because companies' mission statements and chief executive officers say so. But inner doors are firmly locked with chains made out of cultural values etched out of only one cultural base — western culture. And middle management keeps the keys.

The access phrase is simply "white and male", not necessarily in that order. Blacks and women are still spectators.

Boardrooms of the corporate world are full of so-called affirmative action experts. All they have to say is a combination of the following phrases: "We would love to include them, but there's a risk of dropping standards"; "They are not yet ready, experience takes time"; "Bantu education has crippled their thinking capabilities"; "They have unrealistically high expectations"; "Their culture has not prepared them for the cut-throat challenges of business"; "We should make sure

they fit in otherwise there will be more damage caused", and so on.

When one analyses those points phrase by phrase, they are found to be contradictory nonsense. If the cornerstone of sound business is to be customer driven, and black people continue to be a force in that area, a question automatically follows: who should fit in where?

What is needed is the adaptation of some current cultural values which drive the wheels of industry to some of the ubuntu-botho qualities (of African culture) which can lubricate the effectiveness of business.

A major problem with South Africans is our strange culture that wastes a lot of energy highlighting areas where we differ rather than solving problems and building on commonalities.

When we look at Japan, for example, we tend to ignore all the lessons from their ubuntu-botho manner of doing business and make a mountain out of their monolithic culture, in the process giving reasons why we should not learn from their experience.

There's a tendency to equate Japanese small business to our small business. The irony is that the Japanese classify their small business in terms of the number of employees and not the turnover.

That angle automatically triggers a people-orientated approach to business, and it becomes the employees' responsibility to ensure the growth of their companies to make more room for other work seekers. In the African culture that is called the ubuntu-botho approach.

Affirmative action in subcontracting should be seen in this light. It is not about a drop in standards of acceptance of inferior work. It is about giving races which have been kept out by laws and prejudice a chance to play a role in the develop-



**MORAKILE SHUENYANE: Manager of Corporate and Strategic Affairs at Engen**

ment of the economy and to address the unemployment situation.

There is nothing wrong about holding the hand of a person who can't walk on his own, but there is a lot wrong in hanging onto that hand when he is ready to run on his own. It takes a non-paternalistic instinct to know when to let go.

The creation of an environment healthy for growth requires strong partners to acknowledge that there are things they can learn from financially weaker partners. This is the natural humility that is embedded in ubuntu-botho philosophy.

It has uncomfortable implications for relations between small black businesses and big white business.

One is tempted to conclude that western culturally-inspired business ethics regard humility as a weakness, while the ubuntu-botho influenced values regard it as an essential element of doing business.

While value is the bottom line in the average corporate culture, the ubuntu-botho approach will emphasise relations. Once those are in place, attention will shift to the bottom line. It is a pity that many black busi-

nesses experience financial problems during the initial stage while the focus is still on building relations, sometimes at the expense of the bottom line.

This gives critics of the ubuntu-botho approach to business sufficient reasons for shooting down practices which have diverted from western norms.

Throwing people in at the deep end is different to allowing them to swim at the deep end. Often those who are not ready to tackle the deep end are thrown in, and their failure is then used to discourage those who are ready to swim there.

Unfortunately this has been the culture of the corporate world. And anecdotes doing the rounds in boardrooms are always about those who drowned rather than those who succeeded.

In Japan one hears many stories about unions which pushed for a cut in wages because their companies were running at a loss, and about those who opted to go without pay until the companies were out of the red.

That is also an ubuntu-botho approach. The fact that it is not practised in South Africa does not make it a foreign ethic to blacks.

The problem is that we have shed many of our ubuntu-botho qualities to fit in with the western mode of doing business.

The traits we display as blacks are largely influenced by the dominant western culture, and what we have assimilated are the essential qualities for survival. Of course, with whites giving the cue.

It is for those reasons that the success of affirmative action should not be viewed in isolation.

*(Morakile Shuenyane is Manager of Corporate and Strategic Affairs at Engen. The article was published in the latest edition of Die Suid-Afrikaan in a focus on black business.)*

# Firms in the black sector have to go extra mile

By JOSHUA RABOROKO

BLACK managers are excluded and have never wielded power in the boardrooms of big businesses because of apartheid, the managing director of Afsure Insurance Brokerage, Mr Kehla Mthembu, said yesterday

Addressing a conference of the Institute of Marketing Management on the theme "How to succeed in the black insurance market", Mthembu said apartheid had over the years dictated to the corporate world not to practice principles of equal opportunity

He said there was a "glaring absence" of blacks in management structures and obvious exclusion from the boardrooms of most companies

While big business pleased "the apartheid masters" by implementing vexatious laws, it also had a fair share in the economic exploitation of the black majority.

"This state of affairs has seriously disadvantaged a number of blacks in terms of acquiring skills and resources in order to get into business, especially the insurance market," he said

## An extra mile

He added that any company that would like to get into this market must of necessity accept that it was a development process. It must appreciate that running an extra mile was prescribed more than being voluntary.

"It is like going to Heaven. We all want to get there, but we do not want to die. So there is a price you have to pay," he added.

He urged companies to develop infrastructures that involved all sectors of the community. By so doing, he added, they might be ready to tackle the developing markets.

"Gone are the days of companies having a black marketing department manager, a white man, by virtue of his being able to speak Zulu becoming the black market guru.

"Let marketing be the cornerstone of the culture of the business, then that concern will reap good fruits," he said. "I need to stress that black people must be in all sections of the company, not just marketing."

Insurance companies operated in a hostile environment in the developing markets. This market, had over the years developed certain institutions which made it to survive apartheid.

FM 115192

- (177) (182) (183)
- The latest controversy was sparked by the decision to retrench eight senior managers, including five whites. A letter, demanding chairman and CE Mohale Mohanyele's immediate resignation to avoid a strike, was circulated at the company. It alleges
- Mohanyele is a dictator,
  - The victimisation of employees is widespread,
  - A witch-hunt of old employees has taken place,
  - "The knowledge and ability within the company are cast aside in favour of Mohanyele's family and friends,"
  - Unfair labour practices exist, and
  - The board of directors is misled

Responding to the allegations, company spokesman Simon Mahlangu says the letter probably reflects the views of some executives affected by the restructuring, which, he asserts, is not geared to get rid of white management. Mahlangu says restructuring has been aimed solely at cutting costs and improving efficiency. "In the process, jobs have been eliminated."

He says the company's department of human resources, previously run by three executives — one controlling industrial relations, one personnel and another training — is now run by only one executive. But Mahlangu says other jobs were offered to the affected executives.

He stresses that black management also has come under the chop. "In Pietersburg, two black middle-management positions were made redundant along with two white positions."

He says many of those who opted for severance packages were long-time employees who had trouble adapting from the old government bureaucracy to the new business culture.

Privatisation consultant Eugene van Rensburg, who is one of three white directors on the 11-member board, says it is inevitable that more whites than blacks would be affected by the changes. "NSB management was originally all white."

He says the restructuring was necessary. "The operation has been well managed through a difficult transition as well as an adverse market and economic climate."

Certainly the company's tight-fisted management appears to have paid off. NSB has performed well. It was privatised last July and in the six months to December, turnover rose 24%, operating income 19% and earnings 23%.

The controversial letter claims the present success of the company is due to the work of the previous management, but Van Rensburg and others give Mohanyele much of the credit. Mohanyele, a board member of Philips, Yokor and Telkom and a member of the State President's Economic Advisory Committee, has just been honoured by the UK-based International Management Centres, a postgraduate business school.

One company director, Moss Leoka, says the allegations are an attempt to discredit NSB's management and must be ignored. ■

(177) (182)

NATIONAL SORGHUM

## Putting out fires

FM 115192

Nearly one year after the privatisation of National Sorghum Breweries (NSB), the transformation of a State-run bureaucracy into a profitable business is encountering problems.

In recent months, the newly appointed management of SA's biggest black-owned company has faced accusations of incompetence, mismanagement and blatant racism as it continues a restructuring programme that inevitably affects jobs — many white.

The company also recently accused competitors of foul play, alleging that rivals were dumping low-quality sorghum — packaged in NSB containers — on the market in an attempt to discredit it. (The company has exclusive rights to manufacture, sell and deliver sorghum beer, excluding the independent homelands and certain black areas, until October 31 1995.)

# Where have all the graduates gone?

South 215-715192  
By Mcebisi Bata

It is scandalous that the University of Fort Hare does not have a single women professor, when more women than men graduated there last year, says a visiting lecturer from London

Ms Miranda Alcock, of the Training for Equality Project at Kingsway College, London, addressed a public meeting at the university recently on "Creating a Gender Sensitive Society"

She said for an institution such as Fort Hare to adequately address gender discrimination, there should be consultation between students, staff and the management of the university

"The gender issue is about how men and women relate to each other. It is not only feminism, but an agreement on equality of both sexes"

Real equality was the recognition that women and men were of different sexes but should be afforded equal opportunities, she said

She challenged the university to develop a policy regarding gender issues "Where does power lie at Fort Hare?" she asked

Alcock said a sound policy with clear procedures should be developed for dealing with sexual harassment, and should aim to create a safe and comfortable working environment

A public commitment should be made to show that sexual harassment was unacceptable **Veritas**





# MONEY MATTERS

## Making it in a man's world



**EBULLIENT** Miss Rose Namngadi Mabele (33), of Soweto, has joined the league of black women who are trying to make it in a chauvinistic environment.

Mabele, who owns the Siyakha (we build) Properties in Diepkloof, has trampled on a few male egos as she climbed the corporate ladder.

She is probably one of the few black women in the property market largely dominated by males.

She sells homes — big and small — to many first time home-owners and others in the townships and has recently moved to Johannesburg suburbs where her clients are both black and white.

### Economic growth

"I believe at this time when South Africa's ability to draw every productive resource to restore economic growth, it is vital that we provide homes for the majority," she says with a wry smile.

"Housing has always been a major problem for blacks in South Africa," she said, adding, "and unless this crisis is looked into we are all heading towards a disastrous future."

Lovely Rose developed the notion to sell houses after she graduated in commercial subjects and could not find a

**By JOSHUA RABOROKO**

suitable job because these were reserved for whites in 1982

She worked for a furniture shop as an invoice clerk and the highest position she could occupy was that of being a senior clerk—even then such vacancies were occupied by white women and black males.

"I was eager to climb the ladder in this kind of business, but my attempts were hamstrung by the fact that I was black and a woman, she says, adding, "this was an indication of how black women suffer from double oppression in South Africa."

Rose was not satisfied with the job and a white friend encouraged her to start selling property — this was the turning point in her life.

She sold swimming pools for her friend and worked only two months for her. The reason she left? "The white friend's family seemingly became jealous that I was making too much money and I was forced to leave the establishment."

Courageous Rose never despaired. She looked for greener pastures and was introduced to a black building contractor in Soweto. She worked for him as a bookkeeper, clerk and receptionist. It was during this time that she devel-



**Climbing the corporate ladder - Rose Mabele.**

oped an interest to sell homes. She studied and passed her Estate Agent examinations in 1987. After that she wanted to be independent.

She now sells and leases homes and flats in the Witwatersrand and the business is growing fast.

Her clients are men who seek homes for their families. Their attitude? "Male chauvinism does not worry me. I am prepared to do my job, whatever the consequences."

"I visit and consult many of them —

some top brass in the community — without fear. I am also not afraid to compete with any men in the field."

She was worried about the homes that have been repossessed from homeowners by financial institutions.

Most blacks were unemployed as a result of sanctions and the country's downward economy, but she was optimistic that things will change in the future.

Unemployment, the economic downturn, violence and unrest, have all con-

tributed to the present flux in the property market in the black community.

"The financial institutions are also reluctant to grant loans to home-owners because of the risk factor. However, I am optimistic this will change as the economy improves."

### Experience

Rose has gained more experience in her job by attending several seminars on the property market.

She is a member of the Tunguru Investment Club which is an affiliate of the National Association of Cooperative Societies of South Africa (Nacssa) representing hundreds of burial societies and mehodisano clubs.

"I joined the club because I wanted to exchange views with many professional people who are aiming at black economic empowerment."

During her leisure time Rose listens to jazz, likes cooking and baking and watches football. And her favourite club is Mamelodi Sundowns.

If you want her to sell you a house phone (011) 938-1052 or (011) 642-6465.

This article will qualify Rose for the *Sowetan/Sanlam Entrepreneur of the Month*. If fortunate she will later participate in our competition at the end of the year.

# Bridging the cultural and work skills gap

STAR 7/2/92



Shafto's People 12/5/92

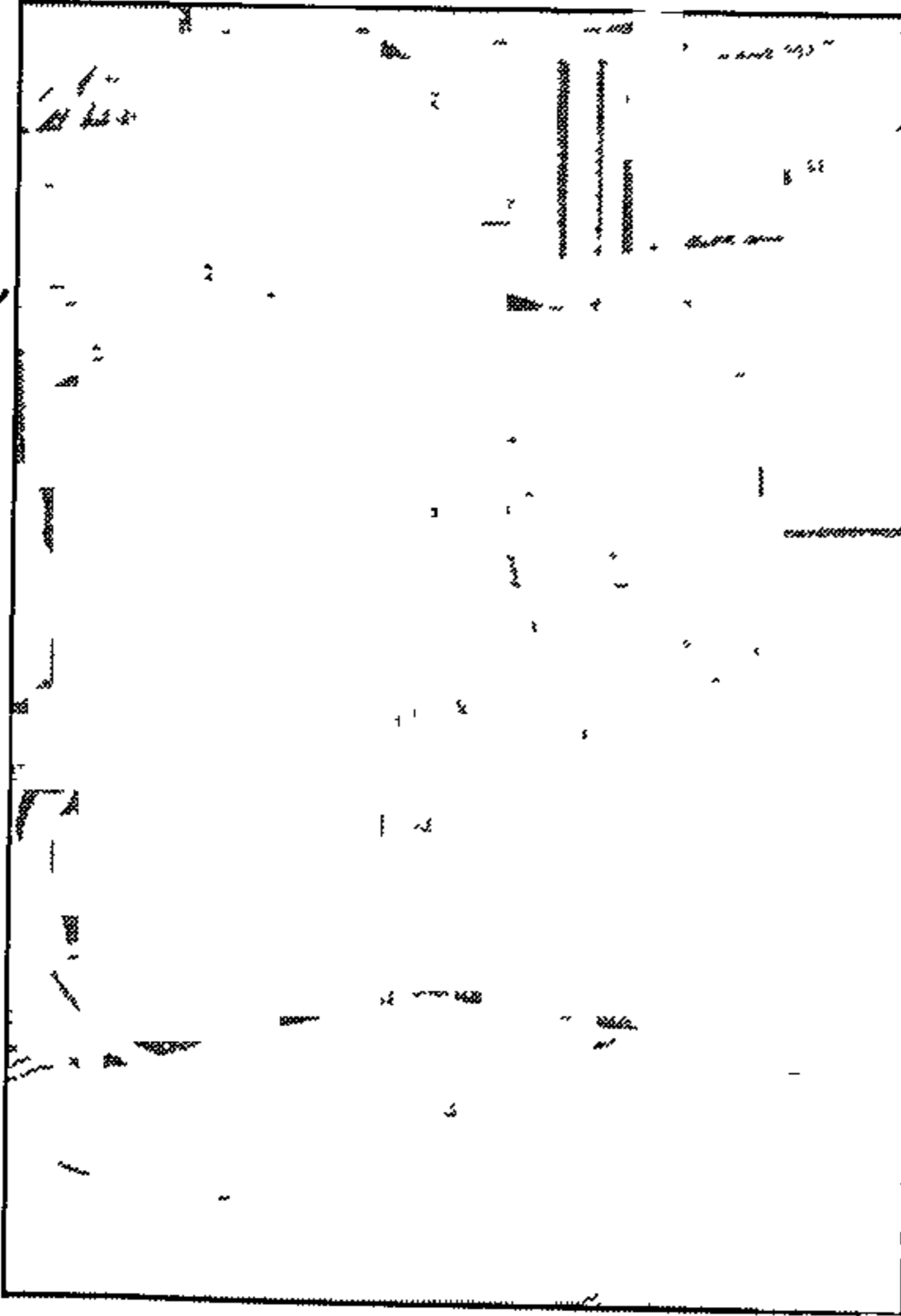
At first sight they seem the most unlikely of friends. They are from backgrounds that could hardly be more diverse. Soweto-born Bridgette Motsepe and this typical Johannesburg northern suburbs PR type, Mara Minnaar.

Yet they've put together a formula they believe is a role model for the new South Africa — and, what is more, results are proving them to be 100 percent right.

Mara and Bridgette, two really genuine friends as well as business partners — “we take turns in making the tea,” jokes Mara — are the driving force behind the Secretaries' Challenge course. The course, a quarterly skills bridging concept, is fast gaining popularity and respect among secretaries in the black sector.

But to go back to the beginning and how it all began.

Bridgette, working as a personal assistant with the National Soccer League hierarchy, wasn't over-impressed with slightly casual, somewhat laid-back Mara Minnaar when she was appointed by the NSL to promote and arrange the soccer body's Miss Personality Award back in 1986. And when Mara asked her, without giving the possible racial implications so much as a sec-



Dynamic duo . . . Bridgette Motsepe and Mara Minnaar giving black secretaries a head start in the new South Africa.

ond thought, to make the tea, Bridgette thought, “Oh-oh, here was another whitey she would never get on with.”

“I just didn't think she was slick enough, chic enough,” says Bridgette. “Was I ever wrong? Let's just say I had a lot of growing up to do.”

So started a specially warm friendship, and when Bridgette left the NSL and was recommended for a position with a major cosmetics company by her new-found friend, the two began also to think in terms of a possible business partnership. Today, each of these thirty-something lasses runs

her own independent company, and four times a year they co-operate on their joint venture, the Secretaries' Challenge.

Bridgette, single, says married Mara is a workaholic. Mrs Minnaar protests she's not. “But we get a lot of satisfaction out of the secretaries project and so, we believe, have our proteges. It's a way of starting a new tomorrow in black/white relationships for everybody,” she adds.

Bridgette explains. Because of cultural differences, whites employing a black secretary find it difficult to criticise, and

the secretary herself is not able to accept the criticism. “We have to learn to interact.”

Mara takes over. “The point is, there are many black secretaries who are competent and command respect at all levels, there are many others however who are frustrated and not fulfilling their potential due to lack of skills.”

The Secretaries' Challenge takes the form of an intensive one-day course at which highly qualified speakers cover a wide range of subjects designed to send the employee back to her company better equipped to deal with her job and with a more positive attitude which in turn affects everyone with whom she comes in contact.

The last seminar was held in April, with a keynote address from Francis Kendall of Amagi Books, and among others Francis Beasley on sexual harassment, Joy Cameron-Dow on professional excellence, and Charleen Grobler of the National Council for the Physically Disabled.

Their first course was meant for about 150 it snowballed to 370 before the due date. The next is in August, and they expect 50 percent of the April delegates to come again. What they are most proud of is the sort of reaction of a group from the East Rand who, after the confidence gained from Secretaries' Challenge, started up their own part-time pottery business, 10 of the staff being men.

You can call Mara on (011) 886-1145.

# Pointing the way for the women

STAR 15192

**D**O women have some organisational force that men don't have? How come that, while the nation's male leaders wrestle at Codesa, ANC women, Nat Women, DP women, communist women, IFP women and all political shades of woman in between are planning one, united assault on the constitution-making process?

new dispensation for women as South Africa enters the democratic age.

It proposes a broad campaign to elicit women's demands which will form the basis of a document or "charter" which the coalition will seek to have incorporated in the constitution in a way that would most effectively reinforce Bill of Rights provisions on gender, and direct legislation toward securing women's social equality.

Despite this singleness of purpose, political differences among women of the coalition remain marked. There is certainly no sign that women are about to flout party policy in the interests of sisterly solidarity.

For instance, it was notable that women's structures affiliated to parties which continue to shun Codesa — from the Conservative Party to the Pan Africanist Congress — have remained outside the coalition. There is also little doubt that differences in political perspectives

are going to cause a degree of strain during the year-long process of drawing up the "charter".

Even the use of the term "charter" is in itself not acceptable to all participants in this campaign.

Political tensions were also apparent when national workshop had to decide whether to conduct elections on the basis of one organisation one vote, or one delegate one vote. The former process would ignore the relative size of the organisations.

On the whole, the women from smaller organisations comprising more privileged sectors of society supported one vote per organisation, while the mass-based organisations tended to support a proportional voting system. The whole question raised that old political bogey of the "swamping" of minorities.

Thoko Msane, elected secretary of coalition's new steering committee, is confident that the structure will weather the differences — partly because the initiative is so task-centred and partly be-

cause many member organisations are not explicitly political. She points out that professional organisations, welfare and service groups and religious bodies are part of the alliance.

"Because of that there is some kind of neutrality".

In addition, the existence of the coalition in no way detracts from the autonomy of member organisations or of regional women's coalitions, she notes. To a large measure, the work of the coalition will be an accumulation of diverse efforts.

Finally, the results of the elections showed two promising unifying factors. One, that there was a high degree of confidence across the board with the women elected to the four leadership positions, all came in either unopposed or with large majorities.

And two, that the delegates were sensitive to maintaining organisational balance in their structures. With 20 nominations for 10 elected positions on the steering committee, an ANC

member took the largest number of votes, followed by an IFP member.

An observer of the Johannesburg workshop — taking in the executive suits, the activist T-shirts, the print dresses with matching turbans, listening to the mix of languages and range of styles of participation — might be provoked to wonder whether feminism has quickly sunk surprisingly tentacled roots in formerly hostile soil.

Ms Msane ventures that it would not be appropriate to characterise the coalition as feminist, although she acknowledges that it represents a great advance on the days when many women's organisations viewed themselves simply as auxiliaries to male-dominated organisations, particularly in the liberation camp.

"I think I've seen a dramatic change which came about when women realised that their rights can in no way be seen as a separate entity from basic human rights. We are trying to make

gender issues part of social debate, educating the entire community". Really, she says, "we are reclaiming what has been taken away from us". Although special claims were made for the plight of rural women — who sustain the most arduous of unpaid labour, raise their families single-handed and are often denied legal rights to the land or a say in the tribal councils — there was not a hint of deprivation of the problems of highly privileged women, whose "only" hardship might be denial of the professional and political influence accorded similarly equipped men. Delegates pursued with sincerity their intention of being "inclusive" in examining the discrimination endured by women. The mood of acceptance proved quite infectious. By the end of the two days, some women initially suspicious of the exuberant activist style were moving into a modified toy-and-singing-in-praise-of-womanhood □

10/11/92

# Equality between the sexes won't be handed on a plate

STAR 15/5/92

**T**HE formation of a National Women's Coalition to draw up a Charter of Women gives women the opportunity to express their views and share their ideas about the sort of society they would like and, in particular, how society should view women.

The coalition crosses all party political lines, so, for the first time in South Africa's history, all women now have the opportunity and the responsibility to take time out to consider their needs and their future.

We are living in historic times. Great changes are taking place in our society, causing much questioning, much hardship and many doubts. If we are to build a just and equitable society, in which women's as well as men's rights will be advanced, women should be involved in the process.

The majority of women, that is African women, suffered more than any other group under apartheid. They were treated as minors regardless of age, denied the security of a family life and often had to raise children single-handed.

Vast numbers of women were relegated to barren rural slums. They were denied even the most basic services let alone access to education, training and jobs.

Let us be very clear. Calling for women's rights in South Africa, or women's emancipation or whatever you like to call it, is not some sort of foreign aberration. Any human rights programme which fails to address women's rights will have failed to address the injustices of apartheid.

So the setting up of a gender advisory committee by Codesa is to be welcomed and those who pressed for it are to be congratulated.

Yet what is of concern is the apathy of many women. Is this because South African women are content with their present position, are unconcerned about having a poorer chance of an education or a job, at being paid less than men when they are in work, and having fewer prospects of promotion?

Don't women mind that they

are virtually absent from all the higher levels of government? Are South African women satisfied with caring for children and husbands, with doing "women's work" at home and in employment?

Do their horizons stop at the boundary fence of their home or do they dream, as women elsewhere in the world do, of wider opportunities for themselves and their daughters?

In the past, South Africa saw mighty and militant demonstrations by women. 2 000 white women marched through the centre of Johannesburg in 1955 and 18 000 attended a mass meeting to protest against government moves to change the constitution and disenfranchise coloured voters.

An even greater number of African women protested against the extension of the pass laws to women and against apartheid.

During the '80s, women again played an important role in the struggle against apartheid and repression. But it was mostly the role of "do-er" — the women's role, rather than that of decision-maker, which was left to men.

As in the '50s, few women raised demands for their own liberation. Following the stormy '80s, we have entered a period in which we can go forward.

Parties to Codesa may express fine sentiments, may claim to be "non-sexist", and may even agree to redress injustices to women, but unless they know that the demands of the few women in their ranks have the backing of women's groups around the country such agreements will never be more than paper agreements.

Nowhere in the world have women been handed equality on a plate, everywhere they have had to fight for it. South Africa will be no exception. We do not want our daughters to turn on us in the years to come and ask: "Where were you when the Bill of Rights and the new Constitution were being drafted?" □

● Mary Turok represents the Black Sash Southern Transvaal Women's Group.

# BUSI

## ANC wants women and blacks as directors

THE ANC was not only non-racial but non-sexist and it wanted to see more women and blacks as directors of South African companies, the secretary-general of the ANC, Cyril Ramaphosa, said in Cape Town at the annual congress of the South African Institute of Chartered Accountants

Speaking on the future of collective bargaining, he said "Very few blacks and very few women are found in the main decision-making situations of the economy

"Affirmative action programmes are needed to correct the striking imbalances in the race and gender pattern of most higher-skilled jobs *SI Times*

"Many of these changes can be best promoted at a factory level by collective bargaining" *(Cape Metro)*

Collective bargaining would be one of the cornerstones of the new South Africa *10/5/92*

"It accepts that people have different interests, it accepts that conflict is a part of everyday life, but it provides an avenue to resolve these differences by agreeing on rules and procedures"

Referring to the fact that he served the National Union of Mineworkers for some years, Mr Ramaphosa said. "Since the 1970s, the trade unions have again taken their place in the forefront of the political struggle to break the white stronghold on political power

"Now the struggle is to establish not only political democracy but also economic democracy"

He emphasised there was going to be a major power shift in South Africa towards the majority of people and towards the working class

"Chartered accountants will need to take account of this new power

"They are, in a sense, technocrats whom we can use as we use lawyers or engineers to advise us in their special areas of skill and experience

"They are influential decision makers and need to listen carefully and learn the new language which we will all have to speak in a democratic and non-racial South Africa"

CAROLINE HURRY

IT'S heart-warming to see how much the 19 delegates of the Codesa management committee have in common. For starters, none of them have ever had an IUD fitted, none will admit to trying on lingerie at Woolworths and all have been seen entering the door marked Gents/Here when ablutions were called for. Don't think we haven't noticed! Oh no doubt, tucked away in the kitchen somewhere is a token *feemayull* agonising over the catering. She may even get to scrape the cake crumbs off the board room table after tea. Some girls have all the luck! I can't tell you how good

STAR 23/1/92  
Scorned women fume over all-male management

it makes us feel to know that while half the population has been shoved outside to hang up the washing, our future is being decided by a 100 per cent testosterone-inflated majority.

Actually we are not amused. Even the usually circumspect "Who's Who of Southern Africa" was moved to comment. "Was there not one woman considered worthy enough to join the delegation?" asked editor Sandra Hayes. "If we are working towards a new South Africa, we should have some kind of female representation — especially as Codesa pro-

Delport reassures on rights bill

CAPE TOWN — A bill of rights would have to closely address women's issues such as abortion, maternity, pornography and land ownership, Deputy Minister of Constitutional Development Dr Tertius Delport said yesterday. "We are keen to see women being placed on an equal footing with men, and all discrimination against women being removed," he said during the Constitutional Development debate.

A bill of rights would have to make provision for removing traditional and historical forms of discrimination against women. Women's rights to the same treatment as men would have to be enshrined as a universally recognised right. A bill of rights also had to give specific attention to matters which applied distinctly to women, such as abortion, pornography, land ownership, maternity leave and motherhood. — Sapa.

Women are not only a large percentage of the population, but have also proved their ability at making important social and economic decisions that could affect the country. As women we must fight

for the ANC Women's League, agrees wholeheartedly. "This sexist attitude on the part of Codesa is just typical of our patriarchal society."

desa had to be disbanded because of fears of an Inkatha backlash (177)

No matter I have a better plan. We could start revolutionary cells in nail salons and beauty parlours which could be a front for stocking weapons while target practice could be held in the basements.

All these idiot men who fondly imagine their wives to be exchanging Swiss-roll recipes over the nail varnish could be in for a very rude shock one of these days.

Indeed, ANC research department head Dr Ffanie Ginwala observes that male

delegates at Codesa (what other kind are there?) have not even noticed the pronounced absence of women because that reflects the natural order of things in South Africa

"According to the male delegates' understanding, women do not have any role in matters of state, in politics or public affairs," she says. "These are considered to be the 'rightful' preserve of men. Men, not women, have the necessary talent, skill and inclination to deal with such matters."

Shame on you men! You will have only yourselves to blame when the all-powerful, female revolution takes you completely by surprise. *Vive les femmes!*

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Oceanos rescue last year The presentation will be  
made at Air Force Base Bloemspruit, near Bloemfon-  
tein, on Monday.

### Pro-black bias supported

Two out of three urban blacks are in favour of blacks  
being offered jobs rather than whites, even if they are  
less qualified, according to a survey conducted by  
Market Research Africa. However, fewer people in  
professional and managerial posts support the idea.

STAR 28/5/92

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# Affirmative action supported

Blom 29/5/92

(177)

SUSAN RUSSELL

MOST urban blacks support affirmative action in the employment field, according to a survey published by Market Research Africa this week

The survey found two out of every three urban blacks were in favour of blacks being offered jobs rather than whites, even if black applicants were less qualified

The findings are based on interviews with 2 000 urban black over the age of 16, representing over 7-million people

The largest groups in favour of affirmative action employment policies were in sales (52%) and office workers (49%)

Next came students and skilled blue collar workers, 38% of whom felt blacks should be given a chance even if they had fewer qualifications, while 34% of unskilled blue collar workers were in favour of the concept

Market Research Africa found that fewer people in professional and managerial positions believed employers should discriminate in favour of blacks when taking on or promoting staff

People whose home language was Sotho (51%) were also more likely to en-

dorse the concept than those whose home language was Zulu (37%) or Xhosa (31%)

Market Research Africa chairman and MD Clive Corder said it was simply a matter of time before SA followed the US example of instituting an affirmative action programme to level the playing field as far as employment was concerned

"However, it should be recognised that while this may please one sector of the community, it will upset another

"Reverse discrimination could well have negative social and economic repercussions," said Corder.

Meanwhile, the results of a similar survey published by Market Research Africa last week revealed that two out of five urban blacks supported a programme of redistribution of wealth by law

That survey showed that 38% of urban blacks in the Cape favoured redistribution while 37% in Transvaal, 31% in the Free State and 25% of those living in Natal supported the idea

● See Page 7



## Curfew greets royal return

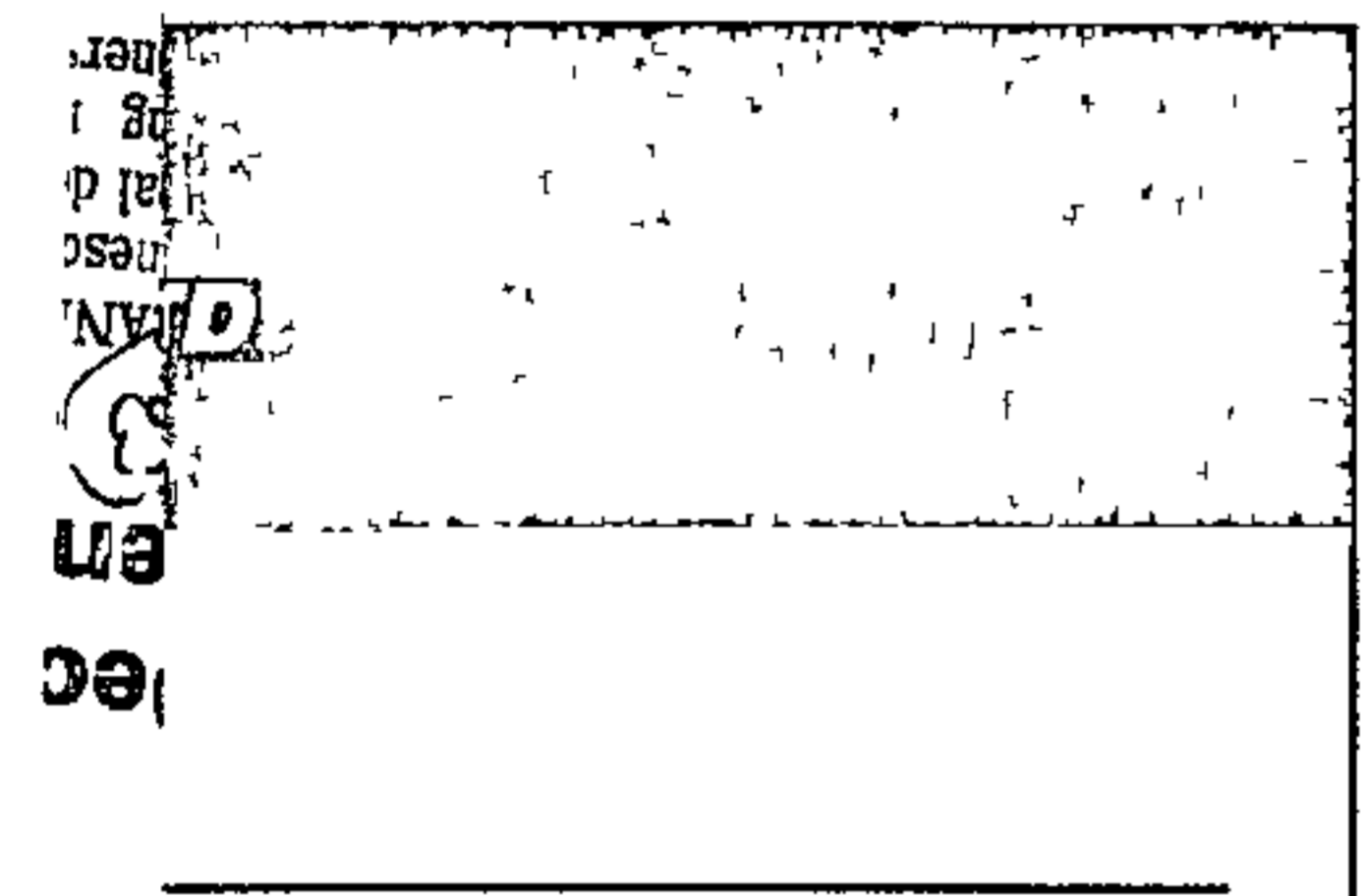
Blom 29/5/92 . Business Day Reporter

LESOTHO's deposed monarch King Moshoeshoe II returns to Lesotho this weekend from exile in London

He was exiled in 1990 by Lesotho's military government and replaced by King Letsie III Moshoeshoe is demanding the reinstatement of executive powers to the monarchy ahead of a general election this year

Sapa-AP reports that police imposed a nighttime curfew and set up roadblocks outside the capital ahead of his return, citing public safety as a reason for the measures

Moshoeshoe is scheduled to fly into SA on Friday and to drive to the royal village in Lesotho on Saturday



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## Support for 177 Affirmative action

TWO out of three urban blacks are in favour of blacks being offered jobs rather than whites, even if less qualified, according to a survey conducted by Market Research Africa *Sowetan 29/5/92*

Sales (52 percent) and office (49 percent) workers were most likely to feel blacks should be given the chance of a position, even if they had fewer qualifications, followed by students and blue-collar skilled (both 38 percent) and blue-collar unskilled (34 percent), Market Research Africa said in a statement.

However, fewer people in professional and managerial positions were supportive of the opinion that employers should discriminate in favour of blacks when taking on or promoting staff

The results were based on personal interviews conducted in the second half of 1991, with a representative sample of 2 000 urban blacks aged 16 and over representing 7 million people.

"It's simply a matter of time before South Africa follows the example of the United States in instituting a positive action programme to level the playing fields in terms of employment," said Mr Cliver Corder, Market Research Africa's managing director.

"However, it should be recognised that, whilst this may please one sector of the community, it will upset another. Reverse discrimination could well have negative social and economic repercussions" - *Sapa*

# Women find no equality at work

STAFF 3/6/92 (177)

GENEVA — More women were working outside the home than ever before, but they faced low pay and sexual harassment, the International Labour Organisation said yesterday

Although employment prospects were generally improving, women still suffered discrimination and the number holding top jobs was "substantially lower than their education or experience would warrant", the UN labour organisation said

The report also said hundreds of millions of children under 14 worked on farms, in factories, as servants and as prostitutes for little or no wages. In India, one million children were kept in the bonded-labour system to pay off debts accumulated by their parents, the report said

The 105-page study

said Sweden had the highest rate of working women among industrialised countries. Just over 50 percent of Swedish women were employed, compared with 56 percent of men

In Latin American countries, about 35 percent of women worked. In Arab countries, the figure was about 10 percent. In Africa, millions of women worked the land but were not included in the statistics, the report said

The ILO quoted US figures showing that 42 percent of women employed by the federal government said they had received some kind of unwanted sexual attention at work. In Belgium, 30 percent of women said they suffered harassment. In the Netherlands, it was 58 percent

The report said even in industrialised countries, few women had

made it to the top of the career ladder

In the United States, a 1990 survey of the 1 000 largest companies showed that of the 4 012 people listed as the highest paid, only 19 were women

In Japan, women's monthly wages were 57.6 percent of men's in 1987. In the United States, women in full time employment earned 65 percent of a man's salary in 1988 compared with 59.7 in 1971, it said

In Western nations, women were moving into careers traditionally dominated by men, the report said. It cited a US study showing that in 1975 only 7 percent of lawyers were women. This rose to 19.5 percent in 1988. Only 3 percent of the police force were female in 1975, compared with 13 percent in 1988

— Sapa-AP

# 18 South women

## League gets gender into focus at ANC policy conference

A gender-friendly ANC seems to be the result of proposals made by the organisation's Women's League at an ANC national policy conference last weekend **Muff Andersen reports**

**T**HE ANC Women's League (ANCWL) won major victories at the ANC's national policy conference last weekend

The league took the ANC beyond lip-service to non-sexism and got it to agree to radical programmes of affirmative action

Following its defeat last year on the quota issue (that 30 percent of ANC national executive committee members be women), the ANCWL has worked hard to instill gender consciousness at all levels of the organisation

In preparation for the national conference, the league held its own policy conference three weeks ago

The league also sent representatives to travel with the National Policy Conference Committee "resource team" to the regional policy conferences so that gender issues would not just come from the ANCWL but from the regions too

The ANCWL combed the draft ANC policy document and identified omissions and areas which lack an appropriate gender emphasis

Two interesting debates prompted by the league at last weekend's conference concerned abortion and commercial sex workers (the league insisted the conference and all future ANC forums not use the word "prostitute")

The women noted that thousands of South African women had died after procuring illegal abortions and that thousands of babies were abandoned because their mothers could not support them financially

The conference accepted that its steering committee refer the issue of abortion back to ANC branches for thorough discussion after educational material had been supplied to



**BRIGITTE MABANDLA: Clause on "respect for life" is problematic**

*SOUTH 6/6-10/6/92*  
assist them to reach a decision

The question whether to register commercial sex workers to curb the spread of Aids was also referred back to branches

In the discussion on the bill of rights, the ANCWL said references to "family life" should be changed to "home life" because of the connotations of the nuclear family in "family life." The document now reads "family and home life"

A clause, also in the bill of rights, referring to the movement's "respect for life", was identified as problematic by ANC lawyer Ms Brigitte Mabandla. She explained that the clause was put into the draft document as a response to the South African regime's history of executing its opponents

Conference inserted an explanatory clause which read "notwithstanding the right of women to choose whether or not to give birth" alongside the "right to life" clause

Conference called for tolerance of gay men and lesbian women and the eradication of traditions and customs which undermine women

Conference inserted clauses in the bill of rights to safeguard workers' rights, the needs of women workers and to prohibit the emotional, physical and sexual abuse of women

On social welfare policy, conference recommended grants for single parents, free medical care for the unemployed, safety centres for bat-



**IRENE GINWALA: Pay women for labour in the home**

tered women, equal pay for all pensioners and a national body to look into children's rights

The league said women are traditionally discriminated against in education and science and technology. Conference adopted affirmative

action programmes in these areas and called for the development of gender-sensitive technology

Dr Irene Ginwala, who heads Codesa's gender commission, questioned the unpaid labour of women in their homes, the lack of recogni-

tion given to the contribution of rural women to the gross national product and the discrepancy between men's and women's wages and salaries. However, finality could not be reached on these issues

Among the recommendations accepted were calls for sex education in schools, for campaigns against Aids and violence against women, and for the right of women to control their own bodies

Women's right to fight, through land courts, for land from which they were dispossessed or to which they lost their rights through racist legislation or traditional sexist laws was also debated. Here too, the women were successful

Conference accepted a recommendation that the future security forces implement affirmative action programmes in recruitment, training, deployment and promotions to redress gender imbalances

Conference accepted that a task force be formed to probe recruitment of women into the army's

# Black advancement seen as crucial to corporate survival

177  
STAN 11/6/92

With less than three percent of black managers in corporate South Africa and even less at supervisory to director level, organisations such as the National Black Management Forum are crucial to further black advancement.

This is the view of Lot Ndlovu, executive chairman of the National Black Management Forum (BMF), who was speaking at the launch of the Edgars Black Management Forum (EBMF) in Johannesburg.

"The development of black managers is essential for the survival of companies today, and the advancement of black employees should form part of any company's strategic direction," said Mr Ndlovu.

"In the past, many

blacks were made managers for the wrong reasons. It is our challenge to change this and create a productive and stable workforce.

According to Sales House managing director, Ian Thomson, no issue is of greater concern to the company than the lack of its black employees in executive positions.

"We as a company, are committed to advancing the potential of our employees regardless of colour. Proof of that is that 98 percent of the EBMF members are Sales House employees," said Mr Thompson.

"Edgars and Sales House may not have reached the goals set for employee advancement, but research has indicated steady growth in performance.

# Right-wing plan to take over security industry uncovered

3/10 Day 12/6/92

**PATRICK BULGER**

The hotel and the grounds were being guarded by uniformed AWB members. The complex was being prepared for intensive paramilitary training which included building rescue, vehicle drill and self-defence. An open piece of land adjoining the hotel was being turned into a parade ground. Barracks to accommodate single white men were also being built.

AWB veldkornet Eddie Visagie, from De Aar, said Terre'Blanche had given the project his full support. Visagie said Dreyer already owned a security company, Strike Force, comprising 900 guards.

Visagie said there were between 30 000 and 50 000 black security guards but "the

biggest thieves" were blacks. "We are trying to replace them with whites," he said. Training took place with unloaded firearms. He said unemployed whites from around SA would be housed at the camp.

The interview was cut short by "Commandant Gouws" who ordered Business Day off the premises and demanded that neither a story nor pictures be published.

Terre'Blanche, speaking at a security seminar earlier this week, said the police force had been emasculated by political reform and that it was the duty of security officers to perform the traditional role performed by the police.

□ To Page 2

coming mass action campaign. Terre'Blanche said that with police hampered by the changing political scene, greater reliance would have to be placed on the commercial security industry.

Business Day yesterday visited an abandoned country hotel at Eikenhof south of Johannesburg which a prominent African businessman is buying for R2,4m.

One of the camp's officers said it was envisaged that the hotel would serve as a training centre for up to 30 000 white guards drawn from the ranks of right-wing political organisations.

A RIGHT-WING plan to infiltrate SA's burgeoning security industry by replacing black guards with militant unemployed whites has been uncovered.

The plan was raised and approved at a World Congress of Right-wing Organisations hosted by the AWB in Klerksdorp two weeks ago. Right-wingers, who are already well represented in the security industry, envisage it playing an increasingly important role in protecting white communities.

AWB leader Eugene Terre'Blanche said last night security company owner Johan Dreyer had raised the possibility of using unemployed whites in a security role and as replacement labour during the forth-



□ From Page 1

## Security industry

ANC security officials also present at the seminar expressed their surprise that the security fraternity was as intimate with the right wing as appeared from the applause Terre'Blanche received from security company executives. ANC security officials Mo Shaik and Joseph Kotane said the security industry still appeared wedded to defending the country against the total onslaught.

A spokesman for the Security Officers' Board said SA's 76 000 security officers were compelled to register with the board. He said they were governed by a code of conduct which laid down that they did not break the law in pursuit of their duties. He said the initiative by the right wing would be investigated if there was any contravention of the code.

● Picture page 3

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Shirley Walters

UWC  
confronts

gender issues

SOUTH 13/6-17/6/92

**T**HE UNIVERSITY of the Western Cape (UWC) senate has taken a major step in addressing gender issues by agreeing to the establishment of a gender standing committee.

The committee is believed to be the first of its kind at a South African university, UWC News reports.

"At UWC — like all South African universities — a very low percentage of professors are women," said Professor Shirley Walters, co-ordinator of UWC's gender policy task group, which recommended the formation of the committee.

"And, while there are many women in lower positions in administration and among academics, there are few in senior positions or on senior committees.

"Such practices are part of a national issue, as is sexual harassment, which has reached disturbing levels all over."

The task group had recommended the university establish an office staffed by three people, to give effect to their aims. It is hoped the co-ordinator would be appointed within the next few months.

Walters said UWC's 20 000 staff members and students could magnify the committee's impact by taking the message of gender equality into their homes, organisations and other structures.

"It must become the norm that sexual harassment is not tolerated and that women's voices are actually heard."

# Dorbyl takes on foreign partners in export drive

S/Times (BUS) 14/6/92

By CIARAN RYAN

DORBYL is going for the export market, signing up joint-venture deals with a string of foreign investors.

It has also inaugurated the second phase of Univel Transmissions, which makes CV joints for the motor industry.

Its 40% partner in the project is GKN of the UK. Three other factories with Taiwanese partners are at various stages of commission, pro-

ducing mirrors, fully trimmed seats and steering wheels, for the domestic and export markets.

Dorbyl is also looking at off-shore joint ventures.

Capital expenditure of more than R50-million in the automotive products division this year will boost annual sales by R70-million a year.

Exports account for 15% of Dorbyl's turnover — bol-

stered by orders for three R100 million containerised ships from Germany and Phase VI of the local content programme which encourages the export of cars and automotive parts.

Chief executive Dawie Mostert says the plan is to increase the export figure to 30%.

Dorbyl is close to signing additional ship orders and has set up a London sales office to boost European exports.

Mr Mostert says "We have been successful in attracting foreign partners on a small scale. By forming strategic alliances with foreign partners we gain access to their technology and new export markets."

Mr Mostert accompanied Minister of Finance and of Trade and Industry, Derek Keys, on an export promotion trip to the Far East. He says he will consider opening a plant in China, but the priority is to get the domestic market moving.

"China has low-cost labour and a good work ethic which makes it suitable for labour-intensive industries. In SA, it is generally only the capital-intensive industries that can compete in a free trade environment."

Capital expenditure in the current year will be about R150-million. It will be spent on modernising the Tosa Seamless Tubes plant, which had to be redesigned, new factories in the automotive products division, a ship outfitting quay and a foundry moulding system.

## Related

A new buzz word in manufacturing is "focused factories", a concept Mr Mostert picked up at Harvard three years ago. Focused factories are a radical departure from the old concept of diverse production where a range of goods was produced under one roof.

The focused factory concentrates on one, or a few, related products and differs from diverse production in that less work is subcontracted out.

By switching from mass production to focused factories, productivity improved by 70% in certain areas, says Dorbyl automotive products chairman Mike Smithyman. Quality is checked at each stage of the production cycle so that faulty goods are corrected as they occur rather than at the end of the cycle. This slashes the cost of re-

pair. Stock levels are reduced to a minimum through the just-in-time order system, and production is driven by orders rather than by the need to replenish stock.

Earnings a share dropped to 133c from 160c in the six months to March 1992, but Mr Mostert expects them to improve as the export drive gets under way.



LOUIS SHILL New look

# Sage clears the decks

S/Times (BUS) 14/6/92

By JULIE WALKER

SFS shares

The group will still have two arms, property and life assurance-financial services. Life assurance and financial breaks down into core and other interests. The other is chiefly Absa.

Mr Shill promises that the new Sage will be virtually free of borrowings because some of the R400-million portfolio of non-core assets will be sold. Its holding in Absa (21% of Univera, which owns a quarter of Absa) will also be reduced in time because Sage's dependence on equity-accounted earnings will be cut.

Referring to the previous poor showing by the group's American investments, Mr Shill says that an option to repurchase half of the asset sold two years ago has been secured.

It took seven years to build up turnover of \$3.5-million a month, but in the past two years since Sage sold its controlling interest and wrote off a contingent liability of R50 million, turnover increased to \$60 million a month.

## Prospects

"Now we have a contingent asset if there is such a thing," says Mr Shill.

Sage aims to expand in financial services and prospects are being investigated.

Mr Shill does not foresee any room for manoeuvre with Momentum, now 80%-owned by Rand Merchant Bank Holdings, in which Sage has a quarter stake.

The restructuring will be completed by mid-September.

## Rescue bid for NCI

TROUBLED NCI chairman Mike Clarke has until June 24 to submit written motivation to the JSE about why the company's listing should continue.

Mr Clarke is convening an informal shareholders' meeting at Bryanston High School at 9.30 am on Saturday to submit his rescue proposal. If the shareholders are interested enough, he will put it to the JSE committee.

## New job selection guidelines on way

EMPLOYEE recruitment and selection procedures in SA will be transformed in the next few years — and are likely to be similar to those of the US and Namibia.

That is the view of Charles Tustin, who served on the SA Society for Industrial Psychology task group that has set up employee "selection guidelines".

The guidelines will be released in September.

In the US and Namibia a certain percentage of a designated group who apply for positions are not selected, it may be considered discriminatory — depending on circumstances.

If an employer does not conform with national "selection guidelines" it is discriminatory.

By ADRIAN HERSCH

Dr Tustin, of the University of SA, says that in many countries the criteria for selection tend to be far more job-related than in SA.

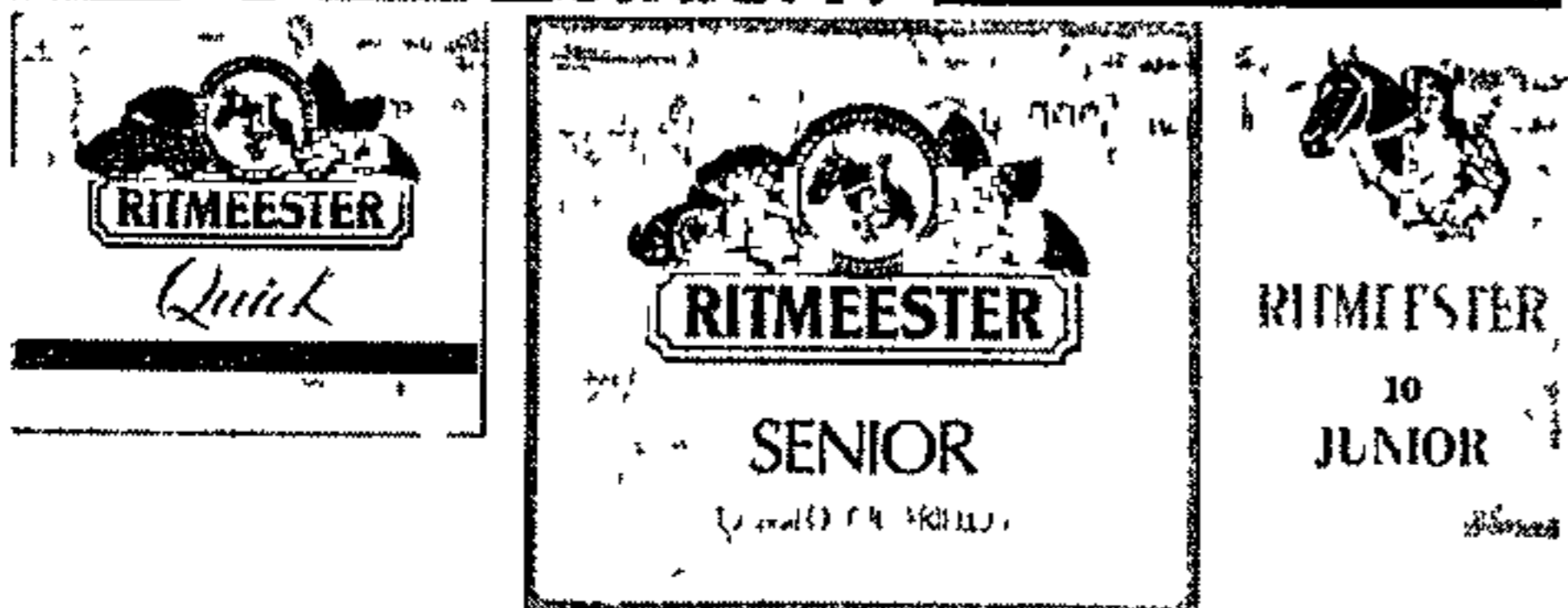
The primary concern is that the performance in a test — or other basis for decision — is related to performance on the job or other measures of work success," says Dr Tustin.

The task group, commissioned in July 1991, was chaired by Hennie Kriek of the industrial psychology department of Unisa.

Dr Tustin says that although the guidelines will not necessarily be the final word, employers would do well to implement them.



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The Press

Al of ce th ar pe na th dr le of re be re m in se ta th w/ fu ra fu fu ly th yo re a' co ta du re no



# Wanted: Black jobs

C/Pers 14/6/92

(177)

By ZB MOLEFE

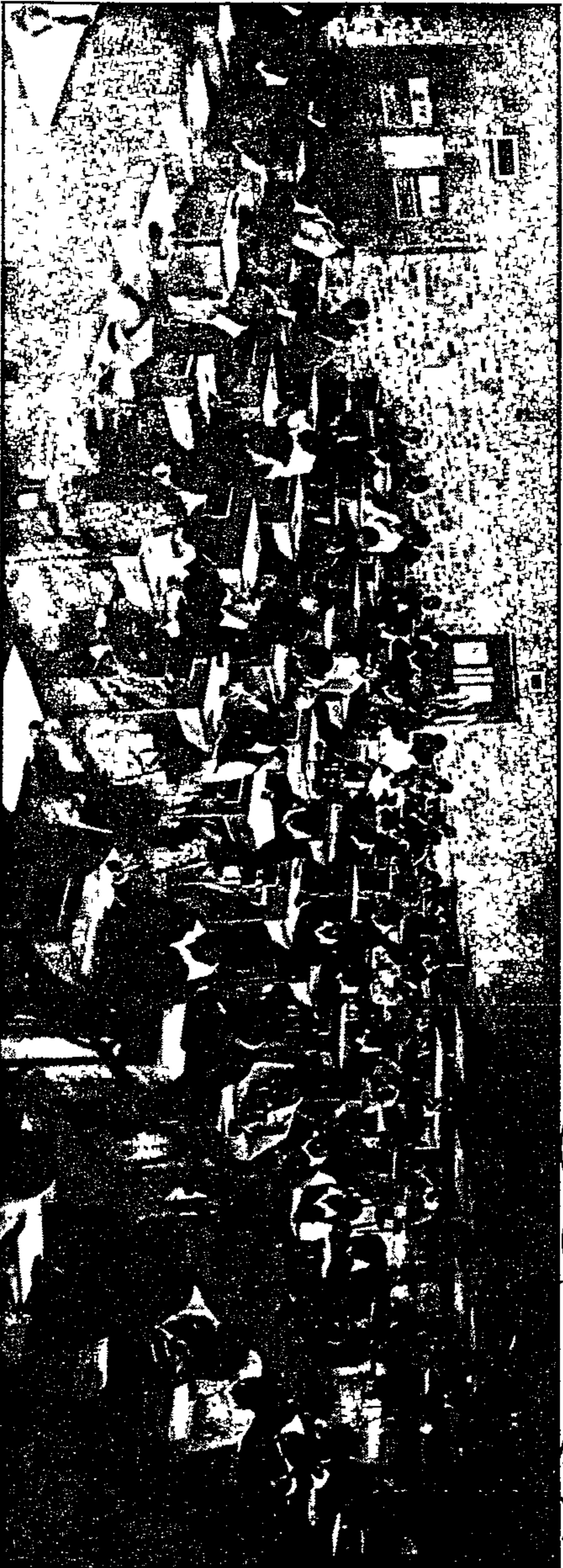
THE black child has a far better chance of being employed in the future than a white child, an industrial psychologist and career guidance expert has warned.

Louise Holman argues that "because there are so many companies that have affirmative action policies and because of external overseas influence" most companies will be pushing for a black and white balance in their employees in proportion to the South African population.

"There is such a gap to be made up that I think in two years' time the white child is going to find it difficult to find a job.

"While any black child who has any sort of initiative or shows ambition is going to be taken for the job," says Holman

From a black perspective it is more important that black children "be given a chance to find out where they should be, so they can grasp this opportunity and not let it go", continues the Unisa-educated industrial psychologist who is also a Chartered Insurance Institute



PREPARATION STATION... "The well-prepared prospective black employee is the person who is going to be taken on," says a career guidance expert.

fellow. On the other hand Holman is not sure how long the "black employee boom is going to last.

However, she is convinced that that for the next five or six years there will be a visible bias towards employing black school-leavers rather than their white counterparts. She continues: "There are so many people trying

for a limited number of jobs at the moment. The well-prepared prospective black employee is the person who is going to be taken (for these limited jobs)"

This is where Holman endorses her recently published career guidance book *But Will I Like My Job? A practical guide for school leavers*. It means the black school

leavers who have followed her book stand a better chance of employment.

Otherwise employers will opt to employ white school-leavers. This, the employers will argue, is because suitably qualified blacks will be in short supply.

On the other hand, employers will still employ black school-leavers "who are not coming with right (career) answers and motivation, and don't know what it (the job market) is all about".

Holman should know. After working with a number of white schools she started career guidance workshops in 1989 in Mamelodi outside Pretoria.

This was after she found that in the townships "they have nobody trained in vocational guidance".

Talking about the township career guidance problems, Holman, who is also a holder of the British Institute of Management Services work study and organisation and methods certificates, says the township problems are rooted in an atmosphere where parents want their children to be doctors or

domestic workers. "Anything in the middle they don't know about. They don't put any meaning to it. We have to bring the idea of jobs and what they entail, particularly to the people who will be doing the jobs. I was working with those people in Mamelodi," Holman says.

That is why Holman thinks her book is filling a gap. She thinks career guidance that gives people the message that they can work in the market.

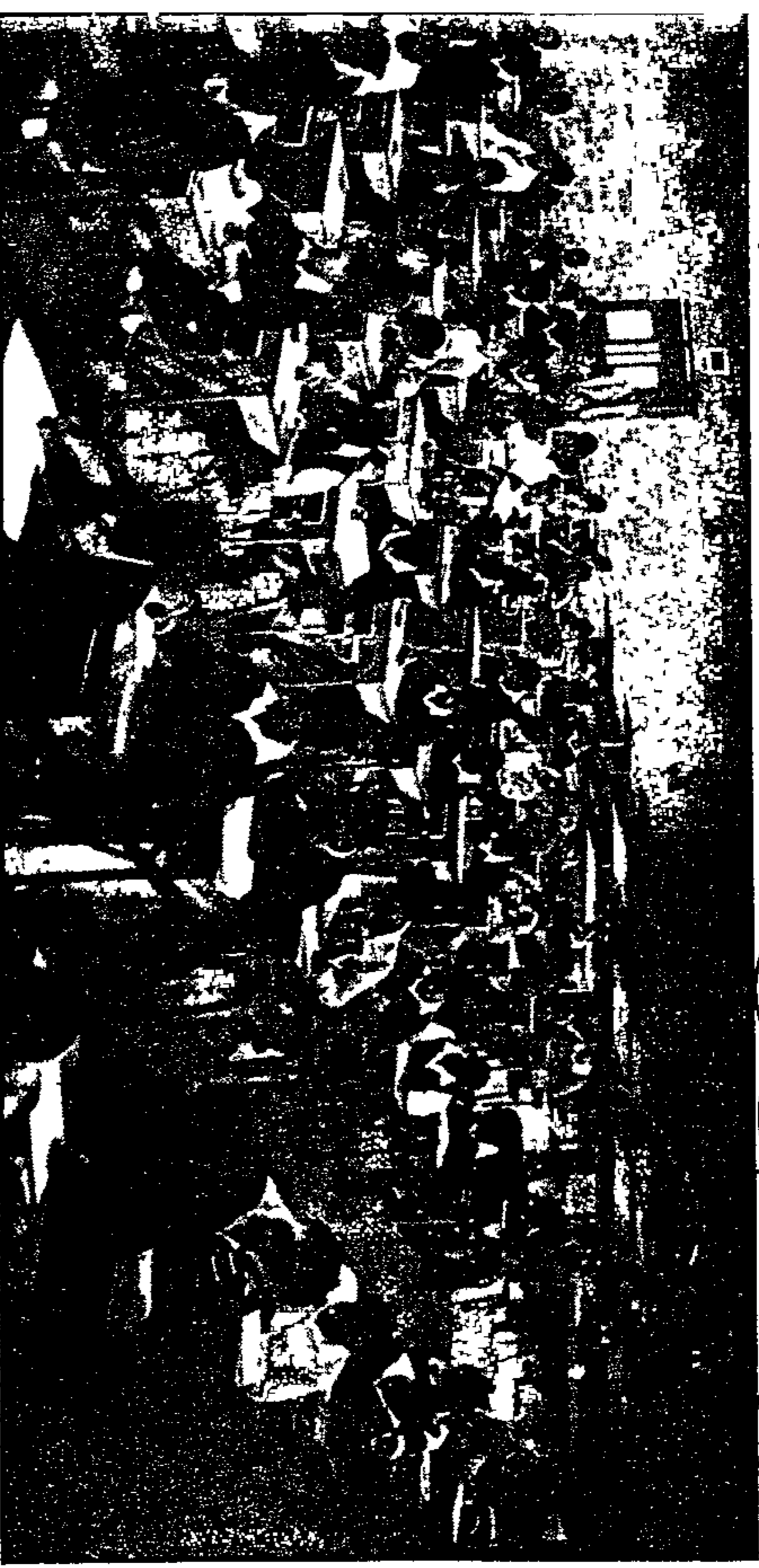
She also well-versed "I had a lot observing psychology out how the work". Holman usually their psychological school-leavers of em-reers. How developed (ance) te against cor-ological

She got "better the out of A South Afr-ies". This Education Trust, which with the A-pano Trust Holman there: "We reer guida- fight thre blacks, w leaders, tea- training the guidance

# Black School-leavers

News 14/6/92

(179) (176) (177) (52)



prepared prospective black employee is the person who is going to be taken on," says a career guidance

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That is why Holman thinks her book is filling a gap. She thinks there is no career guidance book "that gives information on work in terms a teenager can understand" on the market at the moment.

She also believes she is well-versed in her subject: "I had a lot of training in observing work, industrial psychology and finding out how paper flows (in the workplace)."

Holman says that generally there are two tests psychologists use for school-leavers on the verge of embarking on careers. However, she has developed (career guidance) tests running against conventional psychological tests.

She got better results - "better than what comes out of American and South African universities". This has led to the Education Development Trust, which is run closely with the Alexandra Koppo Trust.

Holman explains further: "We are taking career guidance principles right through SA - blacks, whites, youth leaders, teachers. We are training them all in career guidance principles so

that they can take them to their schools."

When should a black parent and student start worrying and preparing for a career?

The first step is in Std 7, according to Holman, who has found that many black parents are locked into the belief that their children must go to university if they are to have a meaningful and proper career.

"I don't think that is necessarily true, bearing in mind that black children are going to get more jobs than white children in the future."

"I have worked out that seven percent of jobs in SA needed a university or technician diploma," Holman points out.

Then comes another time in a child's schooling when parents must take charge in the planning of their careers - the first part of Std 9 "just before the child starts motivating himself/herself to acquiring a matric examination pass".

That is where the schoolchild will sort himself/herself out. Particularly in the choice of ideal subjects for higher learning. Also there is a chance that the child can change subjects and direction.

"A good matric pass doesn't mean good subjects but preparation for a career," Holman says.

What are the strategies required for a good career choice?

First Holman points out that it is important to have a strategy if you are starting out in the career stakes. You have to know where you are going and how you are going to get there, insists Holman.

"That is important, that is a straightforward strategy."

This is helpful when things start going wrong in your career path. Or if maybe the school-leaver meets obstacles straight away.

"What I'm trying to say in the book is: you will always have obstacles, it is a fact of life."

"A successful person who meets obstacles says: 'Right, how will I pick up myself after I had a failure?' That is where (career path) strategies come in.

"If you overcome them (obstacles), you can still become great."

# Gender issue to fore

Sowetan 18/6/92

By LULAMA LUTI

WHETHER or not Codesa's Gender Advisory Committee (GAC) will effectively address the disparity in the representation of women remains to be seen.

The 18-member GAC was formed by the management committee in April in response to a public outcry about the lack of women's representation.

It comprises members of organisations at Codesa except Bophuthatswana

According to GAC's Ms Mavivi Manzini, while women form 53 percent of the country's population, only seven percent are attending the forum.

The women do not have any rights to speak at Codesa as they are there in an advisory capacity

Does this mean that there are no women capable of participating in the shaping of the much talked about new South Africa, *Sowetan* asked her

"I don't believe that our women are incapable. What we are dealing with here are stereotypes and the negative attitudes that women have about themselves," said Manzini.

She says often women elect men into leadership positions thus rendering themselves invisible

"We have been brought up in a traditionally conservative society and there is a stigma attached to assertive women. They are not regarded as good

mothers and are rejected by their communities," she said

She added that women also tended not to support each other and therefore contributed to their being given subservient roles

Manzini pointed out that South African women, unlike their counterparts in other African countries, have a unique opportunity to ensure that their needs are taken care of during the making of a new constitution

"When independence comes, priority will be given to other issues of national importance and the gender question will have to take a back seat.

## Non-sexist

"That is why it is equally important to deal with it during this process. That way we ensure that the new South Africa does become the non-sexist, non-racial country espoused by all the organisations at Codesa," added Manzini

Outlining some of the key recommendations that GAC has put forward to the working groups, Manzini said proposals and recommendations to Working Groups 1, 4 and 5 had not yet been formulated because of the deadlocks in some areas within the working groups them-

selves.

However, the draft report on the recommendations has been submitted to the other groups for deliberation and the GAC would continue with its work after Codesa 2.

The working groups to which the report has been tabled are those dealing with the status of the TBVC states and implementation of resolutions and time frames.

The main thrust of the report deals with the repealing of all racial legislation and discrimination on the basis of gender.

It strongly advocates that women are consulted in drawing up the constitution and that women's organisations be utilised to the fullest.

In the report, the GAC said women should also be part of all interim execu-

tive bodies or sub-committees and other sub-councils which are going to be established.

This, Manzini said, would clear the path for women to participate fully in politics.

The committee has also recommended that Codesa helps facilitate and urges political parties to reach out to women in rural areas, domestic services and nursing homes.

## Clause

The GAC further recommended the entrenchment of an unqualified equality clause in the constitution. This and other recommendations on women's rights to be protected by a judicial Bill of Rights.

The GAC has also put forward the need for a charter on women's rights

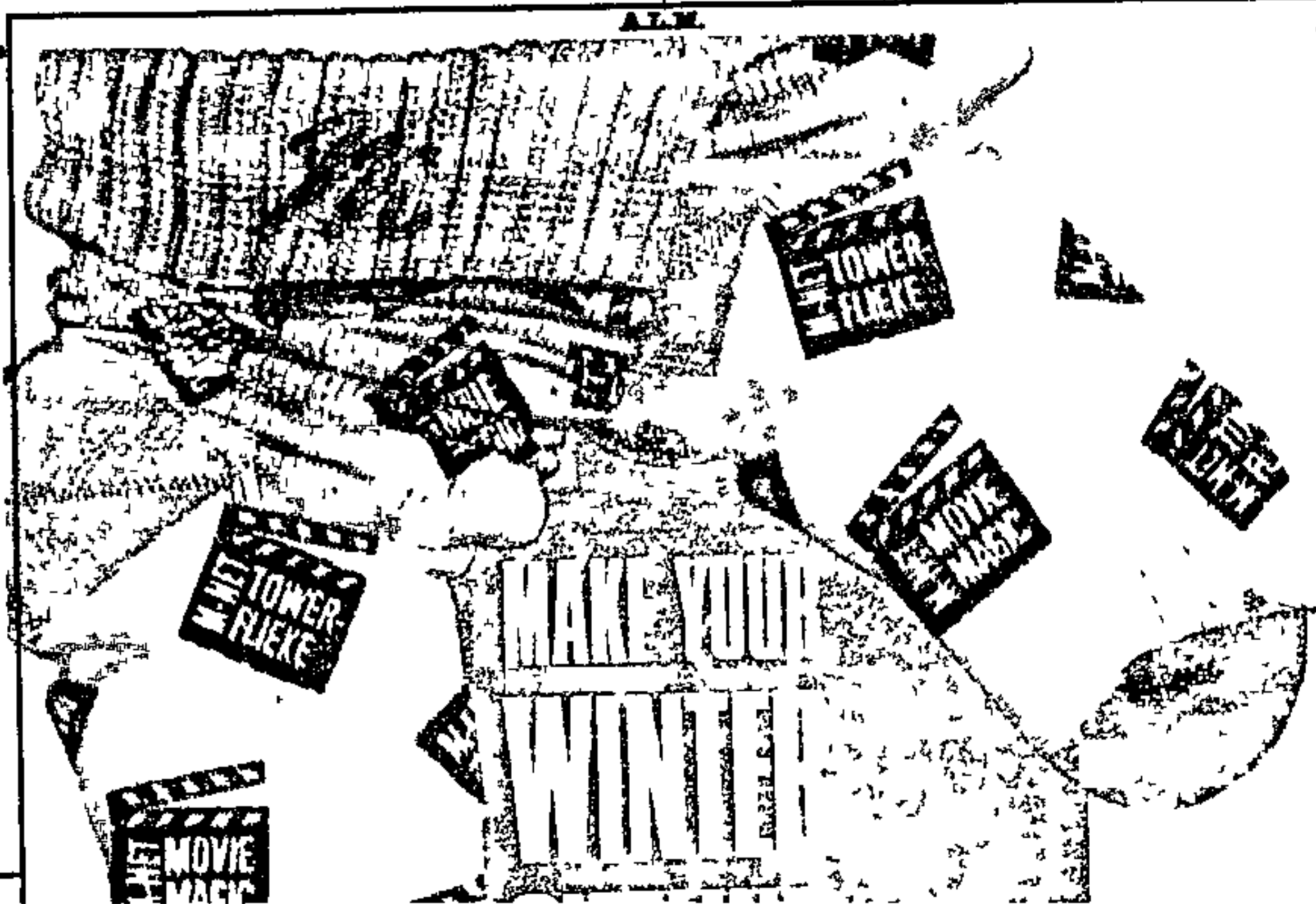
which will outline the ideals of women and serve as an interpretative document that would be used in case of violation of those rights.

Another important and perhaps sensitive issue that the committee has looked into is culture and traditional practices

Manzini said the GAC has recommended that during the drawing up of the constitution, clauses dealing with culture and tradition which tend to be oppressive to women be done away with; this together with all clauses promoting racial hatred.

Codesa has also been asked to redefine intimidation of women by their husbands.

There is also a need for an independent media board that would include women.



C

1515

FRIDAY, 19 JUNE 1992

1516

The 1991 annual report will urgently be tabled in Parliament

South African Certification Council: reports

327 Mr R M BURROWS asked the Minister of National Education

Whether he has laid upon the table in Parliament reports of the South African Certification Council as required in terms of section 17(3) of the South African Certification Council Act, No 85 of 1986, for each of the years since the inception of the Council, if not, why not?

B814E

THE MINISTER OF NATIONAL EDUCATION

Yes

The South African Certification Council was constituted with effect from 12 December 1986. However, the members of Council were only appointed during 1988, for a period of four years ending on 31 December 1991.

According to section 17(2) of the South African Certification Council Act, 1986 (Act 85 of 1986) the Council must not later than three months after the end of each financial year submit to the Minister a report on its functions during that financial year, including an audited balance sheet and a statement of income and expenditure. To date the South African Certification Council has submitted the following Annual Reports to the Minister of National Education whereupon the reports were tabled according to section 17(3) of the above-mentioned Act

1988/89, 1989/90 and 1990/91

Regarding the 1991/92 Annual Report it is expected that the report will be submitted towards the end of June 1992 which means that it will only be tabled during the next session of Parliament

South African Council for Natural Scientists: reports

328 Mr R M BURROWS asked the Minister of National Education

Whether he has laid upon the table in Parliament reports of the South African Council for Natural Scientists as required in terms of section 9(5) of the Natural Scientists' Act, No

HOUSE OF ASSEMBLY

1517

FRIDAY, 19 JUNE 1992

1518

ation has submitted the following Annual Reports to the Minister of National Education whereupon the reports were tabled according to section 16(3) of the above-mentioned Act

1988/89, 1989/90 and 1990/91

Regarding the 1991/92 Annual Report it is expected that the report will be submitted towards the end of June 1992 which means that it will only be tabled during the next session of Parliament

Amount spent on industrial infrastructure

331 Mr A E DE WET asked the Minister of Regional and Land Affairs

What total amount was spent on industrial infrastructure in (a) Phuthaditjhaba, (b) Indusitjhaba and (c) Botshabelo in the 1990-91 financial year?

B818E

THE MINISTER OF REGIONAL AND LAND AFFAIRS

(a) Phuthaditjhaba

R 14 135

(b) Indusitjhaba

R12 080 459

(c) Botshabelo

R 337 669

Requests by foreign journalists refused

333 Mr P G SOAL asked the Minister of Home Affairs

(1) Whether any requests by foreign journalists or other members of the foreign media to visit South Africa in 1991 were refused, if so, (a) how many, (b) what were the names of the individuals concerned and (c) which newspapers or organizations did they represent,

(2) whether he will furnish the reasons for refusing these requests, if not, why not, if so, what were the reasons in each case?

B820E

THE MINISTER OF HOME AFFAIRS

(1) (a) The hon member is referred to my reply to his Question for written reply, No 231 on 20 May 1992

(b), (c) and (2) It is not considered expedient to disclose information of this nature, as an application for a visa is

a personal matter between the applicant and the Department of Home Affairs

Amount set aside for monitoring of media

334 Mr P G SOAL asked the Minister of Home Affairs

(a) What amount of the total amount allocated to his Department for the 1991-92 financial year has been set aside for the monitoring of the media and (b) how is this amount made up?

B821E

THE MINISTER OF HOME AFFAIRS

With the withdrawal of the Media Emergency Regulations on 2 February 1990, monitoring of the media by the Department of Home Affairs was discontinued. No amounts have therefore been set aside for the monitoring of the media since then

Work force participation of women

335 Miss M SMUTS asked the Minister of Home Affairs

(1) (a) What was the work force participation of women in the Republic during the latest specified 12-month period for which statistics are available, expressed both as a percentage of the total work force and in figures, and (b) what percentage of women in the work force were (i) Black, (ii) White, (iii) Coloured and (iv) Asian,

(2) how many (a) Black, (b) White, (c) Coloured and (d) Asian women were, during the above period, employed in each of the following categories of employment, viz (i) medical, (ii) dental, (iii) pharmaceutical, (iv) legal, (v) engineering, (vi) accountancy, (vii) manager/administrative executive, (viii) school teacher, (ix) nurse/midwife, (x) librarian, (xi) clerical and (xii) sales.

(3) (a) what percentage of (i) high-level and (ii) middle-level manpower is female and (b) in respect of what date is this information furnished?

B823E

HOUSE OF ASSEMBLY

## THE MINISTER OF HOME AFFAIRS

- (1)\* (a) 33,3% 3 687 000  
 (b) (i) 65,4%  
 (ii) 17,9%  
 (iii) 14,0%  
 (iv) 2,7%

(2)**	(a)	(b)	(c)	(d)
(i)	152	3 059	67	467
(ii)	316	1 211	147	115
(iii)	73	2 438	61	185
(iv)	32	1 709	111	111
(v)	28	900	30	41
(vi)	256	26 432	947	844
(vii)	1 244	25 672	1 429	1 073
(viii)	80 676	42 321	22 922	6 183
(ix)	38 085	35 223	12 693	3 525
(x)	132	2 439	123	110
(xi)	48 253	344 104	56 313	25 591
(xii)	39 081	55 487	20 317	8 694

\* Mid-year estimates as on 30 June 1990

\*\* Manpower survey as on 29 March 1990—excludes Agricultural sector and Private households

## Charges against persons withdrawn Bruntville

338 Mr W U NEL asked the Minister of Law and Order

- (1) Whether charges against persons who were arrested and disarmed at scenes of violence and multiple murders in Bruntville on or about 4 December 1991 were withdrawn owing to lack of evidence, if so
- (2) whether sufficient new evidence has since been found to enable the South African Police to bring fresh charges against those concerned, if not, what steps are being taken to collect such evidence, if so, when will charges be pressed,
- (3) whether he will make a statement on the matter?

B834E

## The MINISTER OF LAW AND ORDER

- (1) Yes

HOUSE OF ASSEMBLY

## THE MINISTER OF LAW AND ORDER

## THE MINISTER OF NATIONAL HEALTH

As a result of the event and nature of the question it is not possible to reply within the prescribed time

## Social Relief Scheme for Farmers and Farmworkers

344 Mr J H MOMBBERG asked the Minister of National Health

- (1) (a) On what date did the Social Relief Scheme for Farmers and Farmworkers come into operation, (b) as at the latest specified date for which information is available, how much money (i) was available for disbursement in this scheme and (ii) had been disbursed to persons in need of aid and (c) in respect of each of the recipients of such aid, what are the particulars in regard to (i) race, (ii) sex, (iii) age, (iv) magisterial district, (v) type of farming activity and (vi) occupation,
- (2) whether any farmers, while receiving such aid, retrenched or dismissed farmworkers, if so, how many,
- (3) whether aid granted in terms of this scheme is distributed to farmworkers directly, if not, why not,
- (4) whether representatives of farmworkers have been included in the (a) steering committee of or other structures responsible for this scheme and (b) district assistance committees, if not, why not in each case,
- (5) whether she will take steps to ensure that all the structures of this scheme are made more representative of (a) those at whom the aid is directed and (b) the population of South Africa, if not, why not, if so, (i) what steps and (ii) when,
- (6) whether any church denominations, trade unions and/or other representative institutions have been drawn into this scheme, if not, why not, if so, (a) which (i) church denominations, (ii) trade unions and (iii) other representative institutions and (b) for what reasons was each of these so drawn in?

B841E

## Amounts granted in aid in terms of certain scheme/programme

345 Mr J H MOMBBERG asked the Minister of National Health

- (1) (a) What are the (i) minimum and (ii) maximum amounts granted in aid by her Department to recipients in terms of the (aa) Social Relief Scheme for Farmers and Farmworkers and (bb) Nutrition Development Programme and (b) what factors are taken into account in calculating these amounts,

HOUSE OF ASSEMBLY

# Spotlight on sexist laws

STAR 19/6/92 (177)

CAPE TOWN — An investigation directed by the Minister of Justice was under way to identify all statutory provisions which might be interpreted as discriminatory towards women, Deputy Minister of Justice Danie Schutte said yesterday.

Introducing debate on the second reading of the General Law Amendment Bill, he said an amendment to the Sexual Offences Act contained in the Bill should be viewed as an introduction to similar legislation which would be proposed soon.

The amendment extends the provision in terms of which a woman found in a brothel who refuses to disclose the identity of the brothel-keeper or manager shall be deemed to keep the brothel.

It will now also apply to men. Other features of the legisla-

tion, which amends a wide range of mainly statutory provisions, are the temporary suspension of the Prohibition of Foreign Financing of Political Parties Act; amendments enabling the Goldstone Commission to appoint pro Deo counsel for witnesses appearing before it, and the scrapping of the requirement that an accused person's race should be entered in a charge sheet or indictment.

Conservative Party MP for Ermelo Moolman Mentz said the CP would not vote on the Bill because it supported some provisions and objected to others.

Aspects on which there had been consensus should be included in the Bill and those on which agreement could not be reached should be left out, Mr Mentz said. —Sapa.

Corobrik which mothballed three of its 10 factories

About 50 brick factories had been closed over the past five years due to

ment emphasis in this sector from brick and mortar homes to serviced sites using other materials

Vujovic said that on a regional ba-

in national housing shortage exist ed, homeland government agencies were showing much interest in purchasing bricks, Vujovic said

## Bank examines incentives

THE World Bank has produced a report which cites unrestricted entry for private investors as an important tool for attracting outside capital, the latest edition of African Business reports *Biday 22/6/92*

The Foreign Investment Advisory Service, a subsidiary of the bank, says countries should reduce the number of areas in which investment was subject to screening

In a recent economic study the ANC said it intended to introduce measures which ensured foreign private investment fitted in with the national development strategy

Report co-author Guy Pfeffermann said countries should have a short negative list rather than a longer positive list

GAVIN DU VENAGE

The negatives could relate to highly sensitive industries such as defence. The list should avoid vague and open-ended criteria like activities of strategic importance or small businesses

All industries not on the list should be open for investment without being subject to approval

Pfeffermann suggested countries defined clearly what investment incentives were available and granted these automatically, as incentives lost their attractiveness if investors had to bargain for them

Haggling for incentives wasted time, eroded confidence and led to corruption, he said

## Black accountants

GAVIN DU VENAGE

COMPANIES remained reluctant to employ black accountants, Black Accountants of Southern Africa (Basa) president Juneas Lekgetha said last week *(17) Biday 22/6/92*

He called on the private sector and professional bodies to facilitate the training of more black accountants, 52 of whom had qualified this year

Reluctance to take on blacks had resulted in many candidates not writing their final exams as they had not had the opportunity to complete their articles. Of the 52 who passed the Public Accountants Auditors' Board exams, 12 were African and the rest Indian and coloured, bringing the total number of African accountants to 54 from 42 last year

# AWB guards quit hotel after death threats

AWB guards have left the Lido Hotel, south of Johannesburg, after a businessman who housed them there while buying the hotel was criticised and received death threats

Businessman Johann Dreyer, who is buying the Lido for R2,4m, said he intended running the hotel as a business and that he had planned to have only 100 white security guards on the premises

Dreyer raised the idea of recruiting unemployed whites through right-wing political groups at the World Congress of Right-wingers hosted by the AWB in Klerksdorp last month

*Business Day 22/6/92*  
**PATRICK BULGER**

"The Lido Hotel will be used as a hotel and pleasure resort. All the people on the security side were going to be housed at the hotel," he said

Dreyer said his security company Top Notch employed only white security guards. There were AWB members among them, but he said he did not involve himself in employees' political affairs

When a reporter visited the hotel recently, a uniformed AWB member said the hotel and grounds would become a training

ground for up to 30 000 right-wing, unemployed whites. Dreyer said the AWB member was not entitled to speak on activities at the hotel

AWB leader Eugene Terre'Blanche confirmed Dreyer had told him he supported the principle of employing whites who had no jobs. Terre'Blanche said he did too.

Dreyer said he had received a number of threats after publication of a photograph in Business Day of an AWB veldkornet at the hotel. He said he recently met members of the ANC's security department to clear up "misunderstandings"



# Need to bridge the unequal gap

Sowetan 22/1/92

**THE buzzword in black business and political circles in South Africa today is "affirmative action".**

A lot of definitions have been given by many local and international academics, business and political analysts pertaining to this controversial concept

According to the Council for Scientific and Industrial Research, affirmative action is "a deliberate and concerted effort on the part of an organisation - public or private - to create opportunities for blacks to acquire education relevant to the core of their business

"It is an effort to provide opportunities for them to be trained and developed and to acquire experience that will enable them to make a contribution to, and a career, in the organisation"

Visiting US academic Professor David Hunt told an audience at the University of Wits Business School that affirmative action would fail if it amounted to window-dressing

He said if affirmative action was based on the assumption that the recruitment, the employment and the development of blacks was merely a social responsibility, and not a wise investment in terms of nurturing human resources, the concept would fail to meet its objective

The need for affirmative action was highlighted by former Wits Business School lecturer and manager of the CSIR, Mr Silas Thlopane, at the 22nd annual conference of the Southern Transvaal African Chamber of Commerce and Industries in Johannesburg last week

He talked about the need to re-evaluate the needs of corporations if the concept was to succeed

Training has to begin from top management to ordinary employees and must involve everybody within corporations, Thlopane said

"It is a difficult, costly process, but it is perhaps the only way to reap long-term rewards," he said

Thlopane said redistribution of resources would not help if resources were inadequate

"The redistribution we need is the redistribution of opportunities through a well designed affirmative action programme," he said

Companies must now, more than ever before, be more responsive to their turbulent and changing environment

Affirmative action requires constructive action and a new organisational culture

Regardless of who may govern this country within the next five to 20 years, the greatest challenge facing all South Africans is the urgent need for wide-ranging development programmes and projects

He said a democracy that does not take seriously the feelings, thoughts, and aspirations of millions of people at grassroots level - the poor, the less educated, less experienced, the ordinary workers, the peasant farmer - would fail

If the urgent need for development is ignored, the achievement of political goals and liberation would be totally meaningless

Any post-apartheid Government in South Africa will inherit a formidable, deep-rooted socio-economic crisis

Thlopane said the extent of the crisis could be illustrated by economic indicators. He cited examples of high unemployment, poverty, unequal distribution of income, productive assets and land, negative growth, high inflation and the tremendous decline of the rand exchange rate.

Affirmative action is truly an investment in people. The best way to relieve poverty is by improving the ability of the poor to earn

In this regard, the link between education, earn-

ings and development is well established. A crucial question facing South Africa is how to allocate educational spending in the most equitable and efficient manner

Affirmative action is a deliberate and concerted effort on the part of an organisation to employ blacks with potential in the technical, scientific, management, and professional job categories

Its programme is a set of measures designed to ensure that people who have been disadvantaged - blacks, coloured, Asians and women - will enjoy equal employment opportunities and will be equitably represented in the various positions of employment

Representations of these people in various positions is determined by factors such as:

- the availability of people with the relevant skills and qualifications,

- an evaluation of existing employment decisions, which include recruitment and selection procedures, training and promotion developments, efforts to create integrated work teams

Affirmative action means different things to different people. For many it means the general elimination of discrimination and that only merit and efficiency will be taken into account when deciding on the appointment or promo-



**SILAS THLOPANE highlighted the need for affirmative action.**

tion of people.

To others it means much more namely, equal results - that is, righting of the wrongs of discriminatory measures of the past. In the latter instance the reference is to specific groups and their backlog in respect of education and in the political, social and economic environment as a result of discriminatory measures of the past.

In this sense, it is a move away from the level of equal opportunities to statistical parity of groups in given situations. It is about managing diversity in the hiring procedure

It is an action process of self-evaluation, related to how we allocate economic opportunities

He said companies must graduate from talking about affirmative action to implementing it. To change attitudes and behaviour in a company was not easy, but

freeing the work environment from discrimination was the only viable road for South African companies to follow

It has been said that there was nothing as unequal as the equal treatment of unequals. Although reverse discrimination has always been a contentious issue, affirmative action programmes did not exploit workers, and they were not used to the detriment of the company

The actions aim to improve tolerance, and cooperation between various races within the organisation, to address differences, and to show how these can be used to enhance the performance of the workforce

"South Africa must move towards a discrimination-free society, so that we can reap the benefits of our diverse populations

"The potential for success is enormous," he said.

# Sandton may get task force to probe racial bias claims

By ADRIAN HADLAND (23/6/92) (177)

THE Sandton Town Council may set up a special task force to investigate allegations of racial bias in the appointment of council officials, management committee chairman Willem Hefer said last night

The proposed task force would act on findings disclosed in a report last week. The report, undertaken by a council legal adviser, was compiled following allegations of racist employment practices by a black council employee in March

Meanwhile, the council's constitutional investigation committee, which was considering Sandton, Alexandra and Randburg's place in a future local government structure, was disbanded this month

A motion in council to establish a new committee, including representatives of the Sandton Federation of Ratepayers' Associations and the Sandton Chamber of Business, was defeated by 10 votes to seven

Hefer said the creation of a new larger committee would "cut across and delay" the investigations being conducted by the town clerks of Sandton, Randburg and by the administrator of Alexandra. It was also heard in council last night that Midrand Town Council had expressed an interest in participating in a joint administration with Sandton, Randburg and Alexandra

## Few women in top posts

Political Staff 1977

CAPE TOWN — A third of SA's workforce were women and more than 65% of them were black, Home Affairs Minister Gene Louw said yesterday *Biday*

There were 3 687 000 working women in 1990, but only 6,7% were in high-level and 11,5% in middle-level positions. Louw told Parliament *24/6/92*

He said 65,4% of working women were black, 17,9% white, 14% coloured and 2,7% Asian

Louw said 80 676 of the black working women were teachers, 38 085 nurses, 48 253 clerical staff and 39 081 sales workers. Among white women, 344 104 were clerical workers and the balance were sales staff, teachers and nurses

**W**OMEN should back off from competing with men in the corporate world. It's a waste of time and they will probably lose in the end.

So says Nobel Peace Prize nominee Frances Kendall, the author of a number of best-sellers, including "Super Parents, Super Children" and "The Heart of the Nation". She is currently writing

**STAR 27/6/92**

**THE place for most women is in the home, even if it means working from there, says Frances Kendall in an interview with THELMA TUCH-GABAY.**

another book — this time about gender differences — to be published next year.

Men and women, she says, are

endowed with different strengths — their brains work differently and they are good at different things. Women don't have as strong a competitive drive as men, and those with a family are logistically unable to commit as much time to the job, she says.

"Women are evolved with strengths that make them good mothers and housekeepers. They must stop buying the stuff that

~~they~~ tells them they are cabbages, unless they are working."

The trend for women to move up the corporate ladder and take on jobs previously done by men has simply not taken off, she says.

"We would have thought that by now women would be getting to the top of their companies, but it's not happening on a large scale.

"Women often don't want to move up the ladder because it means working longer hours."

Also, she adds, women are not prepared to devote themselves to their work at the expense of time spent with their family — some thing men manage to do with ease. Her advice is for working mothers to stop trying to compete with men and to choose jobs that allow them to work from home on a flexible basis.

In Kendall's opinion, mothers should stay at home, if possible, until their children are three years old. The notion of working mothers spending "quality time" with their children in the evenings is a load of rubbish, she says.

Spending "quality-time" with the children is fine for fathers, but not for mothers.

# 'We must remember the atrocities'

By FRED KHUMALO

PAST imbalances and atrocities committed against blacks should not be swept under the carpet but should be examined with frankness and openness if SA is to enter a new era that is truly devoid of racial discrimination.

This was the general consensus at a two-day conference titled "Telling It Our Way" held at Durban's Technikon Natal this week.

"The history of mankind is full of warnings for us about what can go wrong. For instance, a new Germany arose out of the tragedy of World War II, and prospered, not because the Holocaust was forgotten, but because it was remembered," said conference organiser Shirley Bell of the Creative Communication Unit at the technikon.

In the new Germany, disquieting shadows are creeping back in the form of a rising neo-Nazism because despite attempts at material restitution, there was insufficient understanding of the deep-seated emotions, fears and prejudices that had made the Holocaust possible in the first place.

What was missed out in the aftermath of guilt and the desire to make restitution was "the need simply to listen to each other's stories, the histories of wounds," said Bell.

The conference itself was exactly about that: the addressing of the histories of wounds; blacks were telling the story of their suffering and making known their hopes and aspirations.

One of the speakers, Professor Vincent Maphai of the University of the

Western Cape, said white living standards in SA were artificially high because they were subsidised by a system of institutionalised slavery.

It was the duty of the future black government, he said, to aim at reasonable, affordable but equally effective standards. This could be achieved through affirmative action which he described as "not simply a matter of raising black standards to white standards". *CP 28/6/92*

The standards themselves were suspect and had to be reviewed as they could be too high or too low, or simply irrelevant. Whites were living beyond their means at the expense of blacks, he said.

He said affirmative actions was one of the ways of addressing the imbalances.

However, Professor Maphai said, it was critical that all South Africans understood affirmative action was not a principle but a strategy.

"You can't abandon a principle, but you can abandon a strategy. Affirmative action will be a major pre-occupation in the future. In the US, affirmative action was primarily about how to absorb blacks and other minorities into institutions whose legitimacy was not in question.

"In SA, affirmative action is about transformation of institutions from a sexist and racist culture. To truly South African institutions affirmative action should not be reduced to mere tokenism - it should be a tool of empowerment," he said.

# Workshops 'will aid black advancement'

CONCERTED efforts should be made to usher more black graduates into top managerial positions, says a leading management consultant

In an article to be published in People Dynamics, an Institute of Personnel Management publication, Zama Umlaw of Andersen Consulting says only 1,2% of SA's managers are black

With the scrapping of legislation which hampered the upward mobility of blacks in commerce and industry, it is expected that more black graduates will rise to managerial positions. However, this cannot be

achieved without "the concerted efforts of commerce, industry and black graduates"

Commerce and industry need to help prepare black graduates for managerial positions by, among other things, holding workshops or seminars at schools and universities on aspects of business.

Umlaw says these workshops and seminars will help eradicate the misconception, under which black graduates often labour, that academic qualifications alone will put them "in the higher echelons"

B (Daw) 29/6/92  
(177) WILSON ZWANE (133)

# Race bias in ivory towers

C/Prens  
5/7/92  
(177)

## Whites hold most academic posts

By S'BU MNGADI

MORE than 70 percent of permanent academic posts in all SA tertiary institutions are held by whites.

As if this is not enough, whites have an overwhelming advantage even in administrative appointments in institutions established "to serve the interests of other groups who are not white".

This overview of the post-secondary education system was presented by Professor IA Bunting of the University of Cape Town and Peninsula Technikon senior vice-rector Brian Figaji at a three-day annual conference of the Union of Democratic University Staff Associations (Udusa) in Durban this week.

Called "Transforming South African Universities: the Search for New Policy and Strategic Directions", the conference was at-

tended by more than 500 participants from all local universities, except the University of Orange Free State, and more than 10 universities in Africa, the United States, Brazil and Europe.

In a joint paper, Bunting and Figaji said the government's current education model had strong racial biases built into it.

"The distribution of power and hence of resources in the system has favoured those institutions which by law are supposed to serve the interests primarily of the 'white'," they said.

### Serious crisis

Opening the conference, University of Durban-Westville vice-chancellor Professor Jairam Reddy said there was a tendency for the education crisis to be viewed as encompassing only primary and secondary schooling levels.

"However, the crisis facing our

tertiary education is serious: not only are resources diminishing quite rapidly, but the institutions themselves require fundamental transformation to move away from their apartheid base."

Reddy said universities had an important role to play in promoting and implementing democracy. The absence of democracy as the primary cause of the chronic crisis of Africa emerged at a conference of the United Nations Economic Commission held in Arusha, Tanzania, in February 1990.

On behalf of the Committee of University Principals, Professor RW Charlton called for a single department of education, or possibly a department of higher education, science and technology.

Charlton said there should be an increase in the number of university students to bring SA in line with other comparable countries and correct the gross racial and gender distortions.





**G**ENDER should be put on the education agenda and affirmative action — including a protective code upheld by an ombudsman — may be needed to ensure girls get equal treatment in South African classrooms

This is the thrust of a study on how gender affects schooling, just completed as a working paper for the National Education Policy Investigation (Nepi)

"In general, women and girls have been treated cursorily in the education debate, with priority being given to issues of race and class," says researcher Kate Truscott

Syllabi will have to be recast and text books rewritten with greater participation from women. A Gender in Education Code may be needed to secure girls' rights while learning and "gender watchdogs" to hear grievances from pupils, teachers or parents when it is broken

Ironically, in many ways Truscott's findings fly in the face of popular belief. Girls are attending school in slightly greater numbers than boys. On the whole, school attendance for girls has grown in tandem with the whopping 536 percent increase in African pupils at secondary schools between 1970 and 1990

They seem to have tremendous staying power — despite greater pres-

# Boys will be boys — but this

## must change

W/med 24/7-30/7/92.

*In an apartheid-ridden society gender discrimination has been sidelined. An in-depth study recommends positive counter-action must be taken*

By **PORTIA MAURICE**

sures of domestic work and second-class classroom status. For every 100 African girls who started Standard 6 in 1970, only two managed to reach matric by 1974. Now, for every 100 who entered high school in 1986, 69 had reached matric within five years

Participants in the Nepi study suggest that educational qualifications are now also being considered when determining *lobola*. One told a story about her friend whose parents are demanding 25 cows or R25 000 in

*lobola* payments because their daughter went to teacher training college

Schoolgirl pregnancies are excessive. Nationally, says Truscott, the reported rate of teenage pregnancy (excluding the TBVC states) is 330 for every 1 000 women younger than 19 years old

"Gender ghettoisation" — girls relegated to academic streams which prepare them for domesticity and women to certain job sectors — is common knowledge. But data from Truscott's study show just how sharply men and women are divided in education and training. For women, nursing and teaching are the most popular professional careers. Ninety per cent of women go into these, as well as clothing and textiles, leather and shoe, food and beverage, manufacturing, services, sales, clerical and agricultural work

Truscott traces this sexual division of labour back to the classroom. Jobs that women do in paid employment reflect the caring, servicing role of wife and mother, she says, whereas society expects men to act in positions of authority and responsibility at work

Gender differentiation is especially stark in technical schooling. At Wits Technikon, for example, male students gravitate towards the large engineering, business and mines schools, while women are in business school, biological and health technology, art and design and communications technology. At business school men concentrate on marketing and sales management, production management, computer data processing, cost and management accounting and company administration. Women, on the other hand, go for personnel management, marketing, retail business management and cost and management accounting

At universities, more than 60 per cent of black women study languages and literature, education and social science — in contrast to white men for whom commerce, social science and law are the most popular

Gender bias also permeates the curriculum. School subjects, she says, are taught with a "distinctly male (and racial) bias." Truscott points out that it

is not enough to add women to the list of examples given in textbooks. A range of practical skills should be taught to both boys and girls. This could include "home skills" — incorporating how to maintain home appliances, cooking and nutrition. Or "machines in our lives" — about how basic motors, harddryers and washing machines work

Other aspects of the "hidden curriculum" Truscott mentions are that

- While most teachers are women, most principals, senior teachers and inspectors are men
- The needlework/housecraft/typing vs woodwork/metalwork/technical drawing divide for girls and boys
- Girls being discouraged from doing subjects like maths and science
- High levels of corporal punishment, sexual harassment and classroom rape



In the run-up to a Cape Town Chamber of Commerce symposium on affirmative action next month, SOUTH financial journalist **Lynda Loxton** starts a three-part series on the great debate:

**R**ACE and gender discrimination in the workplace has become so deeply ingrained that it is widely recognised that some form of affirmative action will be needed in a new South Africa

But should affirmative action be legislated or should racial and gender equality be enshrined in a Bill of Rights and left up to individuals, companies and trade unions to ensure that these rights are upheld? The director of the University of Cape Town's Labour Law Unit, Professor Clive Thompson, who will be one of the speakers at the Cape Town Chamber of Commerce symposium on affirmative action, believes action is needed sooner rather than later. Even if Codesa is resurrected soon, it is unlikely to lead to the drafting or finalisation of a new constitution, including a Bill of Rights, until at least the mid-nineties, Thompson says. Until then racial and gender discrimination will continue and there will be major shocks awaiting

# Boardroom battles: Call for a joint code

SOUTH 2517-2917192



**MANAGEMENT FOCUS: Blacks and woman are demanding greater representation in decision-making positions in industry and commerce**

Photo Yunus Mohammed

employers when they suddenly have to adapt to new legislation outlawing discrimination. According to Thompson, the major players — the employers and trade unions — need to come together in a consultative process to thrash out a common approach that is acceptable to both parties. This could be put forward as a model to guide the new constitu-

tion's provisions on workplace discrimination. It would ensure direct input by those most closely involved — and their practical, hands-on experience could be an invaluable guide to the law-makers who are often out of touch with realities at the workplace. The consultations should aim to develop a non-statutory "employment equity code" which could possibly be backed up by an Employment Equity Commission.

Thompson prefers the phrase "employment equity" to "affirmative action" and "black advancement", which have become loaded terms that in some circles arouse negative reactions. He suggests that the code could be binding as a common law contract. In the case of parties covered

by the Labour Relations Act, it unfair labour practice clause could be used against any party that breaches the terms of the agreement. It could also be possible for Parties to industrial councils or conciliation boards to have the terms of the code incorporated into statutory industry agreements, which might then be extended to non-parties in particular industry.

A supporting agency would be required to help implement the code. It would gather data of the racial and gender composition of the workforce, study the experience of other countries, educate and inform employers and workers about the need for employment equity and monitor the implementation of the code.

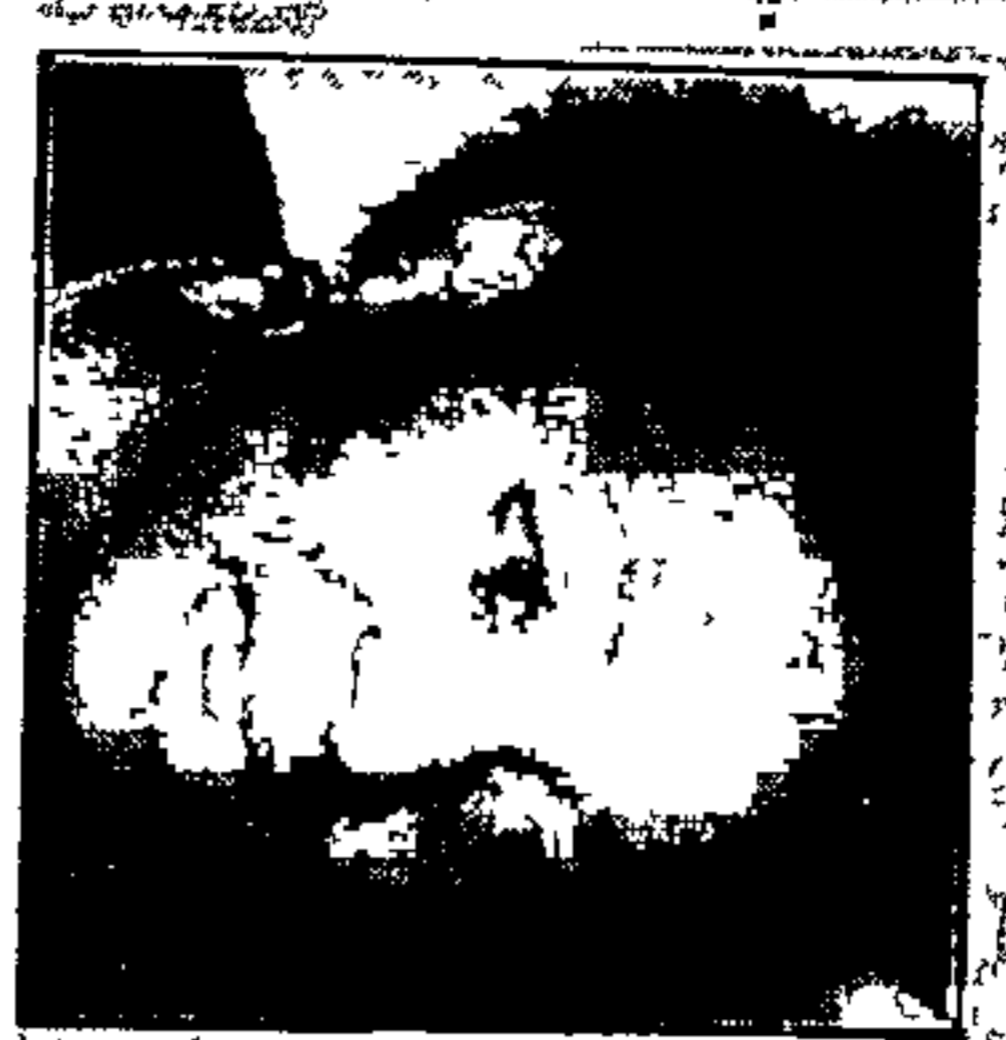
This approach would help to sensitize employers and the government to the need for affirmative action before any legislation is introduced through the constitution or labour laws.

Whether the private sector and unions will take up the suggestion remains to be seen, but Thompson believes a vast learning curve lies ahead for all South Africans about their rights as individuals. The authoritarian nature of society under apartheid has meant that South Africans are not attuned to fighting for their legal rights — it was not something many people had in any case.

This is borne out by the fact that although current unfair labour practice legislation does allow workers to take legal action against their employers if they are discriminated against, very few have done so. And once South Africa has a Bill of Rights enshrined in the constitution, lawyers will have to re-educate themselves in constitutional law as a new class of litigation will become possible.

PEOPLE'S LIVES *They are a new breed of South African entrepreneurs who have shown they can*

# She no longer needs her



**Vionni Tshibase**  
husband. Inseparable personnel with a staff of three people. The three-year-old company recruit jobseekers across the racial and professional spectrum. It also offers training. Chibase Company boasts clients like Spooner, BMW, Coca Cola, NSB, SAB, Nestle and Bida Ponds, among others.

**T**hey left the kitchen and invaded the job market. Today some have infiltrated the boardrooms while others have used their masters' wise teachings to their own benefit. They have set up exact replicas of companies that employed them or used their experience to counsel others.

These are women who have not only made it in previously male-dominated jobs but also in white-controlled businesses like marketing, public relations and personnel recruitment, among others. They partner each other or their spouses, or go it alone. They set up offices in the central business district, prestigious northern suburbs or the

How far 28/7/92



(117)



make it on their own despite the difficult economic times

# master's voice

Sowetan 28/7/92



backyard of their homes. They contribute to the upgrading of the economy by creating employment for the jobless. These women have also proved that black economic empowerment is not only about black people participating in so-called small businesses but in macro-economic ventures.

**Sizakele Kooma** looks at some of the success stories

## Ursula Johnson

founded her company, Network International, in 1987. The public relations and promotions company employs nine fulltime staff. Kellogg's SA, Cadac, Fabcos and Fuba are some of the people she has worked with.



## Miriam Patsanza

former senior producer on Zimbabwe Broadcast Corporation, is a co-partner in a TV production company called Talent Consortium. Patsanza and partner, Mr Themba Hobe, started the business in Harare, Zimbabwe, in 1984. They branched to South Africa eight months ago. Their varied clients include women's organisations and non-government institutions from as far as Mauritius and Ethiopia. Preferential Trade Area (PTA), an alliance of 20 African member states, has been their client for four years.

Patsanza's dream is to be able to be part of the players that will create a meaningful media space for those who have not had it. "I also want to be able to tell the story of my people in the way that I see it," she said.



**Hope Otto** and Associates is a market research company solely owned by Hope Otto, a former teacher and journalist. She launched the company in 1989 after 15 years of working in the marketing field. Otto employs a part-time staff of 12 people and has handled assignments for companies like Houghton Products and Douglas Parker.

## Angie Makwetla

started AM Ultimate, a computer and secretarial training school in 1989.

Today the service employs two full-time and two part-time staff and has grown to include a placement and public relations section.

Her clients include Sowetan and the South African Fashion Designers Association.

Makwetla, who holds a BA social work degree, had previously worked for IBM as personnel officer for 10 years and later as market support representative.

Makwetla's dream is to have one per cent of training contracts from big conglomerates.



## Stunkie Vundla

worked in the hair business as a hairstylist, marketing and sales representative and later in the public relations department at Radio Metro, then she decided to set up her own promotions business. FMV Communications is a one-man show.

## Rose Francis

is an internationally renowned former model and runs a close corporation company called Rose Francis Communications. Her promotional history dates back to 1981 and her clientele list includes Unilever, Panache, the SABC and the BLA, among others.

## Bridgette Motsepe

is managing director of Projects International, a business development and public relations consultancy. Motsepe started the company four years ago after previously working at BP, Revlon and the NSL where she acquired experience in marketing and public relations.

Projects International employs 80 people in the promotions department and eight in business development and has associate offices in the United States of America and Britain. The company's clients include Mbongeni Ngema's Committed Artists, Springlake Colliery, Bata Shoes and Mastermind Tobaccos, a multinational company with offices in Burundi, Kenya and Zaire, among others.



## Suzzette Mafuna

probably among the first black women to set up a consultancy business, has been her own boss since 1985 when she and Jenny Shepherd started a public relations consultancy called Shepherd-Mafuna and Associates. They parted in 1989. Mafuna, a former credit controller and writer, went on to set up another public relations business and called it The Associates.

The company has had dealings with clients that include the Black Management Forum, the Black Editors Forum, South African Commuter Rail Corporation and Old Mutual Properties.



July 31 1992

# Nafcoc pushes for blacks in top jobs

BLOOM 31/7/92

THEO RAWANA

BLACK advancement on the corporate ladder, concern over the protracted violence and the preparedness of blacks to compete in the wider African market dominated Nafcoc's 28th annual conference which ended at Sun City on Wednesday.

The 2 500 delegates at the four-day conference gave the National African Federated Chamber of Commerce leadership a mandate to press ahead with the organisation's 10-year plan, a programme designed to see greater black participation in the SA corporate world

The plan, adopted by the organisation's summit conference last year, sought to achieve the following

- a 30% black representation on the boards of JSE-listed companies,
- a 40% black representation in the equity structures of such companies;
- that 50% of the external and/or discretionary supplies of such companies should be sourced from black-owned enterprises, and
- that 60% of top managerial structures should consist of blacks

Sam Motsuenyane — who retired as president after 24 years — told the conference that Nafcoc had already set the machinery in motion for the training of managerial staff and board directors

"Once we start developing a cadre of qualified people, it would be hard for the companies to hide behind the excuse that high calibre people for board membership are not available," he said.

Motsuenyane also said that after the initial corporate criticism of the idea as "unrealistic, asking too much, advocating a quota-system and wanting to promote unqualified people", a number of companies had started seeking Nafcoc's help in developing programmes to meet the criteria set forth in the plan.

The debate on violence ended with a resolution that UN special envoy Cyrus Vance would be asked to recommend to the UN to send a force to monitor violence.

A permanent structure would be established to meet with overseas personalities and brief them on the SA situation

Nafcoc regions were also strongly advised to get fully involved in local civic structures that sought solutions to the violence, of which they were mostly prime targets.

With overseas markets opening up for all SA businessmen, the organisation set out to train blacks to be on par with the best in the world

# QUOTAS: will they be a game of skill or of numbers?

SOUTH 118-518/92

In the run-up to a Cape Town Chamber of Commerce symposium on affirmative action next month, SOUTH financial journalist **Lynda Loxton** continues a three-part series on the great debate

**T**HE KNEF-JERK alarmist reaction of many South Africans to "affirmative action" found expression in, of all things, that feminist bugbear, Scope magazine

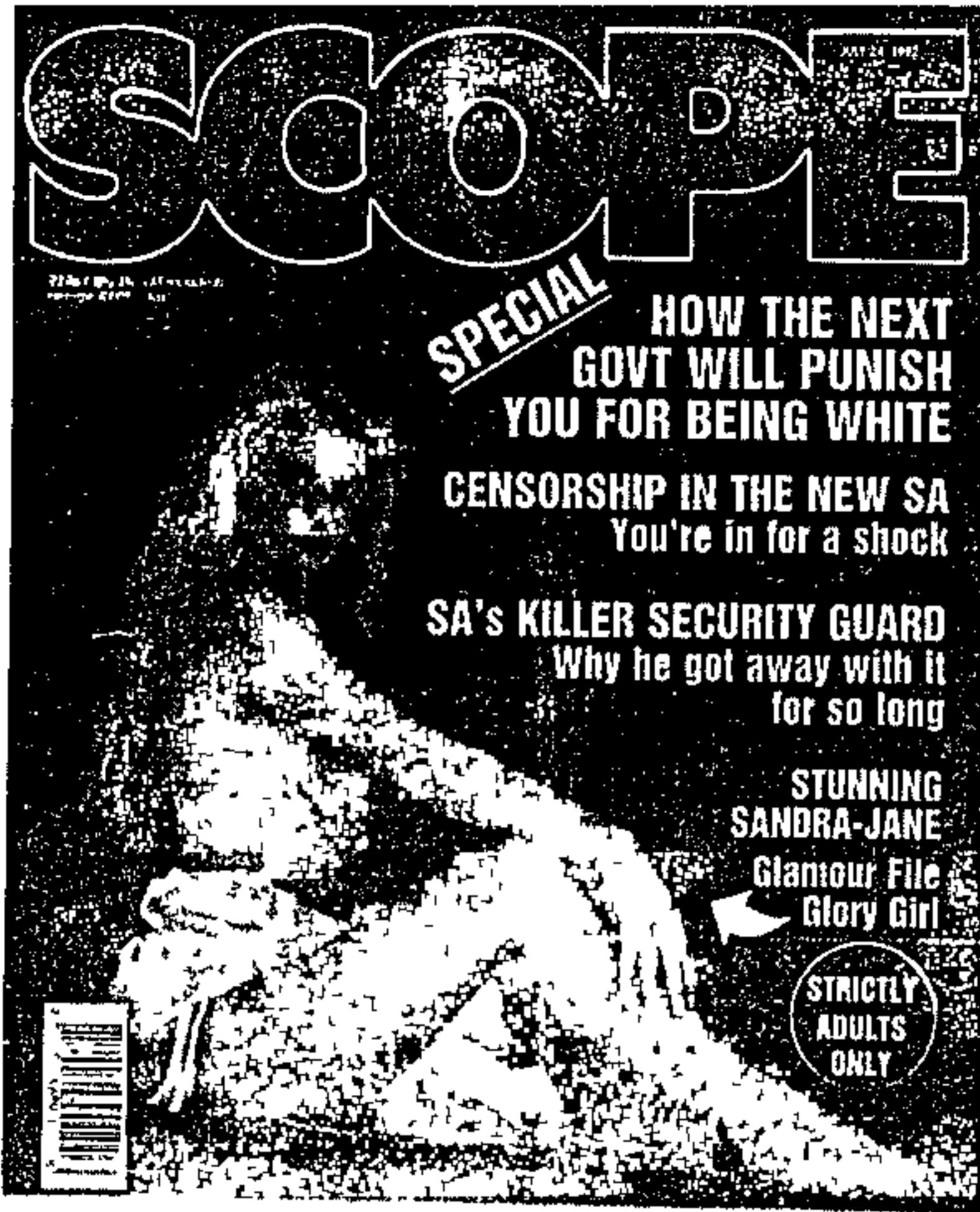
On the front cover, next to a picture of the usual unclad dizzy blonde, was the screaming headline "How the next government will punish you for being white"

On page 84 and after yet more tedious nymphets and hysterical headlines, came "The racist reality of affirmative action", with "professional speaker" cum author Don Caldwell doing his damndest to scare the hell out of whites about what a "democratic" South Africa will mean for them

Predictably, he does not deal with gender issues even though affirmative action covers both non-racism and non-sexism

Caldwell looks at the worst excesses of affirmative action in the United States and "warns" South Africans of what lies in store for them. This, he claims, includes "institutionalised racism" in the form of quotas covering the number of blacks to be admitted to universities and colleges, cash awards to encourage black students to achieve and maintain C grades, let alone A grades, and the like

He says American blacks are fed up with being treated like perpetual victims who need hand-outs — but ignores the fact that the American experience is not what many are talking about here when they dis-



## SA at the Olympics — Do we really have any hope?

### COVER STORY Affirmative action makes the front page

cuss affirmative action

He doesn't like apartheid, but he disagrees that apartheid alone can be blamed for the fact that not all races are equally represented at all levels of the economy. What about the effect of cultural differences, or where people live and their literacy levels and, the fact that black education has been seriously disrupted by blacks themselves? he asks

Caldwell attacks ANC constitutional committee member Professor Albie Sachs for "flp-flopping" his way through non-racialism by try-

ing to dodge the issue of whether a government can be colour-blind and colour-conscious at the same time

In short, he talks as if the playing field has been levelled already and ignores the deep-rooted psychological baggage we still carry with us because of apartheid

Blacks and women do not want hand-outs, they want a hand-up through those "glass ceilings" to promotion that white men have put in their way for years

Sachs, who will be one of the

*"The main means of achieving affirmative action in the wide sense is simply through applying the principles of good government. Quotas should never become a substitute for good government. At most, they should be a means of supplementing it in key areas where special measures of an intensive and accelerated kind are required" — Albie Sachs*

speakers at the Cape Town Chamber of Commerce's affirmative action seminar on August 12, displays a much more realistic and sensitive approach to this complex issue

In several recent articles, which are to be published in book form soon by Oxford University Press, Sachs makes it clear that the ANC has examined the experiences — good and bad — of America and elsewhere

The ANC is now seeking to develop its own form of affirmative action that resolves the problem of how to create a non-racial society which overcomes the effects of discrimination by facing the realities of continuing racial privilege

One cannot undo the damage wrought by apartheid by merely lifting apartheid legislation and, as Caldwell suggests, by saying everyone is equal in terms of the law — and then letting them find their own level

Sachs goes into the idea of setting quotas for black advancement, which has been promoted by Nafcoc, the African business organisation, through its so-called "3-4-5-6 programme", which sets 30, 40, 50

and 60 percentage quotas for black advancement in business

Based on the Malaysian experience, Nafcoc proposes that by 2000, all companies listed on the stock exchange must ensure that they have

- At least 30 percent black representation on their board
- Black participation in equity of not less than 40 percent
- Internal purchases from black suppliers of at least 50 percent
- Not less than 60 percent black involvement in management

Sachs admits to some unease about quotas, but says the Nafcoc programme has firmly put the question on the agenda and must be debated by all concerned

He is aware that many formerly racist and sexist people are suddenly claiming that they are non-racist and non-sexist, and making promotions based only on merit

"If we are to be realistic, the greatest merit is still to have a white skin, to possess a male sexual organ, to speak English or to speak Afrikaans. Only after that do real qualifications enter the picture"

**TO PAGE 14**

# Albie Sachs' seven steps proposal

SOUTH 118-518/92

**P**ROFESSOR Albie Sachs proposes that structured affirmative action programmes be governed by seven criteria

1. The first is the responsibility of the state to quickly and fairly appoint and promote blacks in the civil service, to redistribute land to the dispossessed and those in need of land, accelerate education and training for disadvantaged groups, introduce special programmes against the oppression of women and the disabled

2. The second is the need to ensure equitability — it will not be possible to promote equitable objectives with inequitable procedures. This will require a balancing out of the claims of the haves and have-nots so as not to prejudice one at the expense of the other

3. There will also have to be inclusiveness — affirmative action programmes should not be worked out unilaterally and then imposed on hostile employers or the pro-

posed beneficiaries

"We have never got used to taking joint, all-inclusive responsibility for designing and implementing projects. We still rely heavily on experts, secrecy and public relations promotion to get projects through

"The truth is that once the real problems are openly acknowledged, and all those likely to be affected brought into the process in a meaningful way, a solution that will be effective and lasting is far more likely to be found"

4. Another important issue is security. The criteria for applying affirmative action must be established in advance and be clearly spelt out so that all concerned know what the issues are and realise where they stand

It must not "be an excuse for dishing out rewards to friends, acolytes, neighbours, family members, helpful secretaries, old schoolmates, political associates, speakers

of the same language, lovers, or even comrades who shared jail and exile"

Nor should it serve as a pretext for victimisation, revenge or the discharge of racial animosity. The rule of law should apply, not the subjective, corrupt, nepotistic or capricious whims of individuals

At the same time, affirmative action must be effective. Society must throw its weight behind affirmative action. The law must back them up, supervise them and see that they work

5. Accountability is also important. Openness and the free flow of information will be vital to the success of affirmative action. Without hard and reliable facts and figures, the participants involved in the process of elaborating the programmes cannot function properly, nor can those who are supposed to monitor progress

Accountability also involves financial control, parliamentary

control and judicial review

The state will not be able to double the size of the civil service merely to create jobs for black people while not disturbing the posts of white people. The country cannot afford it

The private sector will not be able to avoid taking affirmative action because of the costs involved. If all companies undertake affirmative action programmes, individual companies will not be at a cost disadvantage with their competitors

Parliamentary control implies that those initiating and monitoring affirmative action will not function as autonomous individuals responsible only to their bureaucratic or political superiors. Instead, they will also have to answer for their conduct and decisions to the elected representatives of the people

This will prevent policies being adopted that are in conflict with the principles agreed on when affirma-

tive action policies are adopted. It could also discourage abuse and corruption by officials

There will also have to be accountability to the courts, which will ensure that the proper constitutional and legislative principles and procedures have been followed

6. Proportionality will have to be ensured. Are the means used to achieve affirmative action proportionate to the objectives? For example, it would be disproportionate to totally ban whites and men from certain positions, but proportionate to favour blacks or women without excluding whites or males

7. Finally, once the goal of affirmative action has been accepted, it will be important to give companies and individuals flexibility in how they implement it. This will make it a voluntary, and possibly more workable, process without foregoing the right of the law to intervene if there is no, or inadequate, progress

**QUOTAS: a game of skill or of numbers?**

Scutt 118-5/8/92



So, while formal discrimination is being phased out, discrimination continues in practice and the concept of equal rights is becoming the main barrier to the actual enjoyment of equal rights

The issue of merit cannot be ignored, but Sachs is concerned that to have their skills and talents recognised, blacks and women have to try harder, be better and be more highly qualified than their white male contemporaries, while not threatening the security or status, or both, of those contemporaries.

The difficulty is to reconcile the principle of non-racism and non-sexism, which seeks to avoid any reference to race or gender, with the principle of repairing the damage of racism and gender discrimination, which requires paying attention to continuing patterns of racial and gender disadvantage

Sachs suggests that the starting point should be to provide "equal protection" to all by outlawing racial or gender discrimination, while looking at the disadvantages suffered by some people because of race and gender

Equal protection should be provided for in a Bill of Rights to guarantee the fundamental equality of all without reference to race, colour, creed, gender, ethnic origin, language or birth

Many governments have introduced legislation barring individuals or companies from discriminating, with a Human Rights Commission monitoring complaints. This might be considered in South Africa

This will have to be complemented by equal spending by the public sector at national, regional and local levels. This would have a major redistributive effect and narrow the gap between blacks and whites in health, education and living conditions.

All these should go a long way towards levelling the playing field and could lessen the need for affirmative action programmes or quotas. With equal access to education and training, state resources and opportunities in the private sector, black people and women could advance on all fronts.

However, it is clear that this will not be enough to overcome the deeply ingrained racism and sexism of some in business and industry and the inherited imbalances in the civil service and in access to land and education

Structured affirmative action programmes might therefore be necessary for limited periods to ensure across the board advancement



PEOPLE'S LIVES A woman who has turned her fascination for cars into a thriving business

# Proving it takes a woman to do a man's job

By Lulama Luti

**WOMAN'S WORK Maria can beat any man at putting a car back together:**

**T**HREE MEN STAND with their hands in their pockets and watch while Miss Maria Tembo's head is buried inside the engine of the car

Suddenly she emerges and says with a serious pout "How can this guy drive a car without a petrol filter? You can't drive a car without a petrol filter, you know that don't you?"

The man shrugs his shoulders - at a loss for words

Sporting a greasy blue sweater and a matching workman's pants, Tembo means business. She has

not only found the fault in the car but she tells the owner of the car what it is that she will do to fix it

"When there's work to do, I don't mind staying up till the following day, throughout the week. But Sundays are reserved for my washing," she said with a sheepish smile. "While she does not

have a car, the minute she looks at yours and touches it with her hands, it's fireworks," a client confided.

How did her parents react to her wanting to earn a living fixing cars? "Unlike my father who was very encouraging and who believed in me, my mother never liked it

"But she has accepted it now and she has learnt to live with it," she said. Asked what prompted her to venture into an otherwise male dominated field,

Tembo shrugged her shoulders and said she did not know.

"I really don't know what drove me into this type of work. What I can say is that I love it," she said.

Born and bred in Messina in the Northern Transvaal, Tembo never went far in school. She started snooping around workshops in Venda and got experience while fixing her uncle's and his friends' taxis. "Actually I started to seriously learn

about cars in 1987. I used to visit workshops and would always go to the library to read about cars - anything I could lay my hands on."

Within two years, she landed a job as a motor mechanic in Thohoyandou, a stepping stone towards her long awaited dream of opening up her own workshop

"I gave my all to the job but I was getting peanuts. With the experience I had and knowing what I was worth, I quit because I have always wanted to be independent," said Tembo. She packed her bags and headed for greener pastures and landed in the Golden City in August last year. "I set up a workshop at the Black Enterprise Centre in Kew

"I was sharing a place with a welder and I was doing very well until around March when the violence started and business slowed"

A go-getter and a winner, Tembo managed to bounce back and has since opened another place in Wynberg. How does she find working with men? "It's nice. It's very interesting - you learn a lot from them. For one thing, with men I don't quarrel, I talk. It wouldn't be the same with women," she said

A mother of a two-year-old daughter, Tembo said she still wants more, but no marriage for her, thank you "Sometimes I have to be away from home and most men won't allow it."

*While she does not have a car, the minute she looks at yours and touches it, it's fireworks*

CLASSIFICATION	DATE	TITLE	ROHTLUV	KODD
UDS 50 233	1987	1661 (130) 201 TDA (DNDND)	TIAM	6952209861
UDS 50 233	88	41-01 SDN 601 TDA (DNDND)	TIAM	6022208861
UDS 50 233	(88&1 701)	5-1 SDN 601 TDA (DNDND)	TIAM	6812208861
UDS 50 233	(28 330)	88A - (18 NVA) 67A (DNDND)	TIAM	0362001861
UDS 50 233	1987	1981 UNR 401 TDA (DNDND)	TIAM	5543107861
UDS 50 233	1987	1981 NVA 401 TDA (DNDND)	TIAM	4189007861
UDS 50 233	1987	1981 SEP 101 TDA (DNDND)	TIAM	3102209861
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Two prominent South Africans have made speeches in which they take diametrically opposite stands on the reasons for the economic upliftment and the subsequent economic success of the Afrikaners.

**D**R Anton Rupert delivered a speech in Bloemfontein at the jubilee of the Afrikaanse Handelsinstituut. According to a report in an Afrikaans newspaper on August 12 he said that the success of the Afrikaner (in the business world) cannot be attributed to a government that protected the Afrikaners, but that it must be attributed to the people's hard work.



**M**R Franklin Sonn delivered a speech at a Cape Town Chamber of Commerce symposium on affirmative action and black advancement. According to a report in Weekend Argus (August 15) he said:

"The Afrikaner's history proves that there is a direct link between the possession of political power and socio-economic advancement ... In the 1930s the Afrikaner found himself eco-



nomically dispossessed but empowered with the vote ... (They) used their vote and formed whatever alliance they could to get to power. Once in power, legislation ... was passed as affirmative action against cheaper black labour ... It is no secret that the (NP) government deliberately appointed National Party Afrikaners to key positions in (public) corporations to ensure the advancement of apartheid."

# The Afrikaner key to riches from rags

ARC 22/8/72

(177)

**W**HEN two prominent South Africans take such directly opposite stands on the role of political empowerment in the economic success of the Afrikaner, the matter cannot be left alone. Attempts to reach a better understanding of the main trends in South Africa's history are probably an essential precondition for agreement on controversial issues like the political and economic empowerment for blacks and is therefore essential to cleanse ourselves of all kinds of misconceptions about our history.

In the conflicting interpretations of Dr Rupert and Mr Sonn, I am in full agreement with Mr Sonn. A comprehensive analysis of the South African history of the 20th century cannot but conclude that different versions of political POWER — be they military, imperial, constitutional, governmental, bureaucratic or securocratic power — had been used (and misused) to create structures and to implement policies that worked very strongly in favour of the whites while operating to the detriment of the non-white population (and mainly of the blacks). Two important events have had decisive effects on the power relations and the structures on which the South Africans system is based — the Peace of Vereeniging (1902) and the NP victory in the general election of 1948.

To bring an end to the South African war, the imperial authorities promised the Boer generals that the question of granting the vote to Afrikaners would be postponed until after self-government had been restored to the republics. The opposite had earlier been promised to black South Africans

What caused Afrikaner upliftment? Hard work or the helping hand of nepotism? How was Afrikaner political power related to Afrikaner economic upliftment? Professor **SAMPIE TERREBLANCHE** of the University of Stellenbosch considers these questions

With the Act of Westminster, the British government gave constitutional stature to its commitment at Vereeniging. The limited (but entrenched) political rights given to the blacks and coloureds in the Union Constitution were withdrawn in 1936 and 1956 respectively.

It cannot be disputed that the British government was instrumental in creating a political system in which the political fate of the black majority was assigned to the decisions of white minorities. It was also instrumental in creating an economic system of racial capitalism.

Already during the first half of the century property, capital and wealth were very much concentrated in the hands of the white minorities (but mainly English-speaking whites), while the blacks were subjected to a process of proletarianisation and impoverishment.

The victory of the NP in the general election of 1948 enabled the new government to "re-structure" the political system and to use its political power to implement a "welfare policy" on behalf of the Afrikaners. Almost immediately after taking office in 1948, the NP put a four-pronged programme into operation.

New discriminatory laws were added to the existing arsenal and also extended to coloured people and Indians; the bureaucracy was systematically enlarged and additional parastatals developed to create lucrative opportunities for (mainly) Afrikaner entrepreneurs and employees, a variety of fiscal programmes were launched to redistribute wealth and to uplift

city. (Fortunately, Dr Rupert declared in his speech that he has for many years been critical of major aspects of NP policy.)

Given the present impasse in the negotiation process, it is desirable that the white groups should be honest about the benefits they attained undeservedly from the distorted (power) structures of the South African system. For the whites (and especially English-speakers) it is necessary to acknowledge that the power structures created by the imperial authorities, were very much to their advantage and to the disadvantage of non-whites. It benefited the whites out of all proportions to their own contribution in "hard work".

For the Afrikaners, specifically, it is necessary to acknowledge that the NP used (and misused) its political power since 1948 to implement a policy of affirmative action for Afrikaners and to intensify the policies of discrimination and exploitation against blacks. These policies benefited the Afrikaners out of all proportions to their contribution in "hard work".

Mr Sonn, therefore has a strong case when he states that "deliberate and practical steps will have to be implemented to eliminate inequalities which were created by deliberate design".

If proper account is taken of the role of white political power in the "structuring" of racially uneven power relations and opportunities, one cannot but agree with Mr Mandela's statement on the Parade on February 11 1990. "The white monopoly of political power must be ended and we need a fundamental restructuring of our economic and political systems."

If whites can fully appreciate the destructive effects the concentration of political and economic power has had on non-white economic development for almost a century, they will hopefully understand why reform should mainly be about the transfer of power.

# Govt to act on women's rights

CT 18/8/92  
2877 177 255A

## Political Staff

**AMANZIMTOTI** — The government is ready to sign four major international conventions relating to women and women's rights, and is reviewing existing legislation with a view to abolishing gender discrimination

This announcement was made yesterday by President F W de Klerk at the National Party's women's congress here, attended by about 1 000 women

Mr De Klerk said the Minister of Foreign Affairs would make the necessary arrangements soon to endorse the following conventions.

- The Convention on the Elimination of All Forms of Discrimination Against Women,
- The Convention on the Political Rights of Women,
- The Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages,
- The Convention on the Nationality of Married Women

Mr De Klerk said the conventions dealt with matters of "the utmost importance to women", and were broadly aimed at promoting and ensuring equality for women, particularly in the political, social, economic and cultural fields

Mr De Klerk also announced that Minister of Justice Mr Kobie

## In quest of a wee tree willy-nilly

Own Correspondent

**DURBAN.** — There was plenty of talk about women's rights at a conference sponsored by the National Party at the Amanzimtoti Civic Centre yesterday. But when it came to men having rights to the use of toilets designated for them, there were none

Former Miss South Africa Ms Penny Rey (Coelen) advised a male re-

porter and photographer to abandon any idea of visiting the men's toilet which had been invaded by women

Durban Mayoress Ms Myrtle Muller suggested that the pair "find a tree outside". But there were none within easy reach, quipped the reporter.

Presumably special arrangements were made for President F W de Klerk.

Coetsee was investigating remaining statutory discrimination with a view to implementing a Bill of Fundamental Rights

"I have requested him to give special attention to the question of discriminatory practices against women in general, and also specifically in the workplace," he said

Addressing the same gathering, Health Minister Dr Rina Venter suggested the launch of a special assistance and development programme to enable women to utilise opportunities and to compete with men on an equal level

Dr Venter said there were still a number of statutory matters which discriminated against women, and a large number of these stipulations were to be found in the labour field

"In the rule of law foreseen for South Africa by the National Party, there will be no place for discrimination against women by the authorities," said Dr Venter

"The Bill of Rights will prohibit this"

Dr Venter said a legal basis had to be laid for eliminating all forms of discrimination against and backlogs experienced by women

"This has been identified as the highest priority. The Minister of Justice is already attending to this," she said

She added that the developmental needs of all women in urban and rural areas should be identified and specific development programmes instituted

Mr De Klerk pointed out that discrimination did not only occur as a result of legislation. The statute books could be and were being cleared of discrimination, but a fundamental re-orientation of all South Africans was required

Political equality for women would be meaningless if it wasn't accompanied by economic and social equality

"But no government can legislate a change of heart. That can only be brought about by education and example," he said

August 22 to August 26 1992

# 'Money is power' conference told

**W**OMEN of all walks of life are gearing up to ensure that their rights will be enshrined in a constitution in a democratic South Africa

They are doing this formally through the Women's Coalition, the umbrella body for women's organisations

But they are also acting informally through various networks that have been established by non-governmental organisations (NGOs) to involve the widest range of women possible.

One of these networks met in Johannesburg last week at a conference organised by a Cape Town-based NGO funder, World University Service, South Africa (WUS)

The conference highlighted some major issues of concern to women in South Africa and suggested several ways in which these issues could be addressed.

The issues include discrimination against women in education, health, the tax system and the workplace.

Delegates pinpointed economic discrimination as the most devastating. It prevented women from having access to enough money to adequately feed, clothe and house their families. It also prevented women from being independent of sometimes fickle and irresponsible husbands and from having the power to improve their lot in life

"Money is power," said WUS director Ms Phumzile Ngcuka to a roar of approval from delegates to the Johannesburg conference

Though women get the least out of the system, they pay in more to it in the form of taxes than men do. This

has been a major disincentive to women to take up top positions and therefore very few have access to power they can use to improve the lot of other women

Because of the present system, those who do make it to the top often end up as "Margaret Thatchers" who are hostile to other women instead of trying to help them.

NGO representatives attending the WUS conference have been asked to discuss these and other issues. They have been asked to identify how these concerns can be dealt with, publicise their findings and forward them to those involved in drawing up the Women's Charter

But there is still some debate about whether the charter should be a legal document in its own right, or whether it should merely be a "standard-setting" document to help guide those involved in drafting the next constitution and, in particular, the proposed Bill of Rights

● In Cape Town last Sunday, more than 500 women attended a meeting organised by the Women's Coalition to launch the Women's Charter campaign in the Western Cape

At the end of the meeting, women flocked to sheets of newsprint which had been placed on the side of the wall to write down their problems and suggested solutions to be included in the charter.

Ms Frene Ginwala of the Women's Coalition told the gathering that they were part of the largest grouping of South Africans ever to unite for a common purpose.

**Lynda Loxton**

SOUTH 22/8 - 26/8/92



# Southbusiness 11

## 'We must change the future'

SOUTH 22/8-26/8/92

(17)

**P**ATTERNS of economic control, ownership and management produced by the apartheid system will remain unchanged in a non-racial, non-sexist and democratic South Africa

Professor WL Nkuhlu, of the Independent Development Trust, told a Cape Town Chamber of Commerce seminar on affirmative action something had to be done to change social relations and provide blacks with access to resources to overcome economic marginalisation

"Meaningful implementation of affirmative action requires a national commitment to a policy of effective equal opportunity, and measures aimed at facilitating and supporting the participation of previously disadvantaged groups," he said.

Nkuhlu said South Africa was in a transition from apartheid to a nonracial, non-sexist democracy,

and as a result there was talk about affirmative action — but without a coherent policy

It would be futile if the only aim of affirmative action was to compensate for the wrongs of the past

"The past is gone and cannot be retrieved. It is the present and the future we can change," he observed

"It must be aimed at making the future better, for this generation and for future generations as well"

Blacks constituted 85 percent of the country's population, and unless they were enabled to contribute meaningfully to economic development, South Africa's economic potential would not be realised

"It is therefore imperative that steps be taken not only to create equal opportunities but also to enable blacks and women to make their fair contribution to economic prosperity," Nkuhlu said

"Equal opportunity is no longer an issue — the real challenge is to

change the behaviour of people"

Nkuhlu added that South Africans had been conditioned by apartheid over many decades to see people not as individuals but as members of different racial groups, ingraining racism in the minds and hearts of many

This history and its legacy militated against blacks at the workplace and in the corridors of power in government and elsewhere

The key to overcoming this problem was the removal of all forms of discrimination, formal and informal, and all obstacles to equality of opportunity

But, Nkuhlu added, blacks should be afforded support to enable them to attain a higher level of technological and managerial capacity

"All the efforts would be futile if they are not able to access positions of leadership and decision-making," he said

**LUCAS MATI**

# Affirmative action needs commitment

ATTEMPTS to change white male dominance of top business leadership can backfire if not handled carefully

Tricky obstacles face firms committed to creating an environment where oppressed sections of the population enjoy equal opportunities to scale corporate hierarchies

Speaking at a symposium on "Affirmative Action and Black Advancement" organised by the Cape Town Chamber of Commerce, Ms Linda Human of the Stellenbosch Business School spelled out possible ways for businesses to give women a fairer deal in the workplace

It is not enough, said Human, for employers to hire women and feel satisfied that their company escaped the "sexist firm" label. Addressing male bias went beyond filling quotas to employ a percentage of women

"Affirmative action programmes often fail because they are seen in terms of filling quotas in recruitment rather in terms of the development of the individual within the organisation after recruitment," Human said

"Well meaning as they may be, quotas in recruitment can easily do more harm than good. If positive discrimination means promoting inferior women over men, the company will suffer"

Human suggested that a "stringent people development system" within an organisation was vital where individual training programmes were mapped out to unleash the full potential of employees

Even this would be futile, Human argued, unless

managements addressed their prejudiced thinking

"An important, and possibly the most crucial, practical reason why affirmative action programmes fail is that top management is often not committed to them."

"In some instances, top management seems to want to appear to be making changes while retaining the status quo. In other instances, commitment is sorely tested by the predominance of other strategic objectives, particularly in times of economic downturn," Human said

Businesses were more often forced to adopt affirmative action schemes than an inherent determination to ensure equal access to boardroom power.

"In the absence of legislative pressure governing the employment and development of women, it is difficult to be anything but pessimistic about programmes to combat gender inequality," Human said.

She called for a complete change of approach to the mindsets of management. Instead of thinking about "employees as lazy, demotivated individuals who will shirk work at every opportunity", Human would like to see firms "think of employees as people who are motivated, who want to grow and develop, who want to take on responsibility and do a good job".

According to Human, this "people-centric approach" would be a big step in taking affirmative action seriously — and to a less cosmetic conclusion

QUENTIN WILSON

# Jobs only for (white) pals

C/PREN E 30/8/92



**JOBLESS ... Piet Molisalife claims he was unfairly dismissed.** ■ Pic: ANDRIES MCINEKA

WHEN the rightwing town of Ventersdorp's only black traffic cop was fired two months ago following a drunken driving charge, he attributed the decision to racism.

Piet "Molly" Molisalife, who was employed as a traffic cop by the CP-controlled town council in the western Transvaal since 1989, this week told City Press that he had been working under tremendous pressure from rightwing colleagues who wanted his job for their next of kin.

"Most of the whites in this farming area cannot understand why a black man should do a decent job while whites toiled in the mielie fields and often came to town dirty and wearing their traditional khaki uniform," said Molisalife.

He said his problems peaked early this year when he refused to display a "No" sticker on his official car during the referendum while his white colleagues displayed them on their vehicles.

Late last year, Molisalife, the only black Ventersdorp municipal employee, was fired together with the entire municipal workforce for heeding a three-day stayaway in protest against rightwing attacks on innocent residents of Goedgevonden farm and Tshing township's squatter camp.

## Black traffic cop fired by colleagues

He said at the time of his dismissal his leave was due and they were supposed to get salary increments.

Molisalife said he was later re-employed and was told he was on six months' probation and did not qualify for leave or a salary increase

He confirmed that he was arrested on June 26 by his white colleague who charged him with drunken driving and he is to appear before the Ventersdorp magistrate on September 15.

Ventersdorp's Protection Services chief Johan Cronje confirmed Molisalife's dismissal but denied that racism was the cause.

Cronje said Molisalife had been given a written warning for misconduct before he was asked to resign

He declined to comment further, saying the matter was subjudice and that the court would decide whether he had been drunk on duty

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**MOULD-BREAKERS . . . Mpho Martin (above), who can take a car apart and Jessie Mbele (below), who is a carpentry teacher, have made significant inroads into what used to be known as a "man's world".** ■ Pic: EVANS MBOWENI



# Getting down to nuts and bolts in a man's world

By **NOMVULA KHALO** C/P/MS 30/8/92

TWO Soweto women, Mpho Martin and Jessie Mbele, have walked straight into the lion's den and tackled a man's world (177).

Mpho is a motor mechanic student, and Jessie is a qualified carpentry instructor

Mpho, 20, who stays in Dlamini, said she decided to become a mechanic after her mother discouraged her from becoming a traffic inspector.

"I am a hard worker, but I have to sweat to compete with the men who are much stronger than I am," she said.

She attends classes at Chamdor, Nicro Centre, White City in Soweto, and she can now take an engine apart and put it together again. She can also fix tyres.

White City-born Jessie Mbele, 21, says she has always been fascinated by carpentry

When she decided to go ahead with her plans to become a carpentry teacher, her neighbours laughed and her mother was not happy about it, until she made a potstand, a spice-rack and chair

She is so determined to succeed that she regards boyfriends as a waste of time

"I feel good and proud of my job," she said

... ..



istry

# Avoid controversy with integrated employment

ONLY 35% of companies believe it would be a wise move by a new government to impose a quota system compelling companies to employ blacks in administrative and management positions

This is according to a recent survey conducted by the Quest Personnel Group, one of the country's largest recruitment consultancies

The survey, which covers 750 companies, indicates that 75% of businesses nationwide believe a new government will initiate a "quota" system

Of those only 41% claim to have an affirmative action programme in place, and of the total number of companies with an affirmative action programme, only 51% judge it to be of "moderate" success.

For the purpose of the survey, "affirmative action" is defined as a programme of action instituted by the management of an organisation to recruit, train, and nurture "black" employees in preference to "white" for certain targeted positions. Most of the respondents (73%) regard

"Asians" and "coloureds" as "black"

"An interesting aspect which became apparent during the nationwide survey was the number of companies which are using new terminology, such as 'integrated employment', to refer to affirmative action programmes," says Quest Personnel executive chairman Roy Silver

Silver says this is in line with the international trend to approach the issue in a less prescriptive way

## Reasons

The major reasons given for companies not instituting an affirmative action programme are that they "had not had the time" (29%), or their managers "did not believe in affirmative action" (24%)

Only 6% of the companies surveyed are concerned that such a programme will provoke a negative reaction from their present white staff "The issue of creating an environment in which a truly integrated workforce can perform optimally is one the human resources

management will have to come to terms with very quickly," says Silver

He notes that in some areas Quest consultants are still experiencing difficulties with clients who don't want to employ on an "equal opportunity" basis

However, there are increasing requests by clients for candidates to fill positions targeted for affirmative action and it seems larger organisations are leading the way

Quest is currently developing its own in-house skills to assist clients effectively "Our aim is ultimately to assist employers in understanding that affirmative action programmes in themselves will not enhance progress, nor ensure equal opportunities for employees and success for the corporation," says Silver

"In order to overcome many of the entrenched and crippling attitudes cultivated under apartheid, organisations will have to transform their cultures and not expect newcomers to have to adapt to the environment as it stands. It will not be a quick or easy task"

# Black women must curb township wars

Sowetan 18/9/92

By Joshua Raboroko

1024 177 1824  
■ MOST VULNERABLE Violence

*threatens survival of their businesses:*

**B**LACK WOMEN HAD to play a part in stopping the violence which threatened the survival of their businesses, Institutional Programme Manager of the Development Bank of Southern Africa Mrs Salu Dakie Hlongwane said this week

Speaking on "Women in Business" during the three-day Sowetan and Development Bank of Southern Africa Business Entrepreneurial Development Conference at the Eskom Training College, Hlongwane said black businesswomen were the most vulnerable in a climate of violence

She urged the Government to remove all discriminatory regulations and practices that hindered businesses run by black women to enable them to make a contribution to the South African economy

She said development finance institutions need to reorientate their support programme strategies to relate directly to enterprises managed by black women

## Management training

"These institutions and big male-dominated businesses should adopt women in their networking structures to assist them in developing entrepreneurial skills and management training," she said

Black women were no longer seeking jobs in areas traditionally viewed as women-oriented but were moving into all areas. About 70 percent of small businesses were owned and managed by black women, she said, adding "They are now climbing the ladder in the corporate world and making a significant impact"

Women became entrepreneurs because of economic necessity, challenges of having to combine family life with careers and the urge to develop themselves, she said

Intra-organisational manager of Eskom Dr Gail Mlokoti said black women achieved success outside the parameters of the corporate world in South Africa

"Even though we have seen how women were relegated to the peripheries of Codesa, they have been successful in business and other spheres," she said.

"The struggle of women for recognition has just begun. We have to redefine our roles so never again will we languish in the shadow of the menfolk as far as our liberation, inclusive of business, politics, engineering, health and art," she said

Businesswoman Mrs Mokgadi Tlakula, who also works on several projects in the Northern Transvaal, said more than 8 000 rural women had proved themselves to be "the greatest entrepreneurs in the area"

They were involved in a variety of businesses - selling vegetables, clothing, clay pots and cane furniture. They were also involved in the manufacture of products like candles, bricks - even building homes

Their gripes were the lack of capital, self-confidence, infrastructure, and training and education

**BUSINESS PROFILE** Women urged to be active in political, social a

# 'Women must compete in all spheres of life'

*Sowetan 15/10/92*

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■ South Africa's black women need to play a greater role in the economy: **(177)**

**By Joshua Raboroko**

**B**LACK South African women have a role to play in solving the country's many problems, including helping to ease the housing crisis

They need economic advancement that will enable them to create wealth, jobs and develop entrepreneurial skills, especially among the poor

Speaking on the topic of "Women - The Home-makers" at a seminar on the housing crisis in Alexandra, executive member of Women for Peace Mrs Patience Phashe said black women have been relegated to inferior positions.

She said: "Men can build homes but women are the pillars of families. They must be given opportunities that will make them compete in all spheres of life."

Financial institutions were reluctant to grant home and other forms of loans to women, she said, adding: "This attitude must change. Women want to economically empower themselves."

She urged women to be active in political, social and economic affairs.

She was concerned about the number of black women in Codesa, and argued that "women's voices are equally important and they want to be politically liberated".

It was important that black women should take up ownership of property and become small and medium scale



**Patience Phashe.**

business entrepreneurs

Regardless of their size, businesses started by black women were increasingly having a significant impact on the South African economy in view of the job opportunities that they created

One of the problems facing black women was their acceptance into the workforce. Many have been to technikons and private schools getting "first class" training but unfortunately at the end of the day they find it difficult to find jobs

She accused the corporate world of being racist and sexist, adding that the notions of some managers showed that there was no commitment to affirmative action

She did not see black advancement as discrimination in reverse, she said, adding "We have to steer clear of the question of race

"But how do you address the question of race without mentioning race, it is like talking of drought without mentioning water," she added

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Sowetan 22/6/92



SILAS THLOPANE highlighted the need for affirmative action.

THE buzzword in black business and political circles in South Africa today is "affirmative action". A lot of definitions have been given by many local and international academics, business and political analysts pertaining to this controversial concept. According to the Council for Scientific and Industrial Research, affirmative action is "a deliberate and concerted effort on the part of an organisation - public or private - to create opportunities for blacks to acquire education relevant to the core of their business. It is an effort to provide opportunities for them to be trained and developed and to acquire experience that will enable them to make a contribution to, and a career, in the organisation."

Visiting US academic Professor David Hunt told an audience at the University of Wits Business School that affirmative action would fail if it

It is a difficult, costly process, but it is perhaps the only way to reap long-term rewards," he said. Thlopane said redistribution of resources would not help if resources were not help if resources were inadequate. "The redistribution we need is the redistribution of opportunities, through a well designed affirmative action programme," he said. "Companies must now be more than ever before, more responsive to their turbulent and changing environment."

He talked about the need to re-evaluate the needs of corporations if the concept was to succeed. Training has to begin from top management to ordinary employees and must involve everybody within corporations, Thlopane said. He said a democracy that does not take seriously the feelings, thoughts, and aspirations of its people, the less developed it will be. He said a democracy that does not take seriously the feelings, thoughts, and aspirations of its people, the less developed it will be.

He said a democracy that does not take seriously the feelings, thoughts, and aspirations of its people, the less developed it will be. He said a democracy that does not take seriously the feelings, thoughts, and aspirations of its people, the less developed it will be.

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He said a democracy that does not take seriously the feelings, thoughts, and aspirations of its people, the less developed it will be. He said a democracy that does not take seriously the feelings, thoughts, and aspirations of its people, the less developed it will be.

tion of people. To others it means much more namely, equal results - that is, righting of wrongs of discriminatory measures of the past. In the latter instance the reference is to specific groups and their backlog in respect of education and in the political, social and economic environment as a result of discriminatory measures of the past.

In this sense, it is a move away from the level of equal opportunities to statistical parity of groups in given situations. It is about managing diversity in the hiring procedure. It is an action process of self-evaluation, related to how we allocate economic opportunities.

He said companies must graduate from 'talking' about affirmative action to implementing it. To change attitudes and behaviour in a company was not easy, but

It has been said that there was nothing as unequal as the equal, treatment of unequals. Although reverse discrimination has always been a contentious issue, affirmative action programmes did not exploit workers, and they were not used to the detriment of the company.

The actions aim to improve tolerance, and co-operation between various races within the organisation, to address differences, and to show how these can be used to enhance the performance of the workforce. "South Africa must move towards a discriminatory nation-free society, so that we can reap the benefits of our diverse populations. "The potential for success is enormous," he said.



large organisation with a "small-company ethos" She says she has never encountered any form of

enthusiasm to do something, I am confident that I will be taken seriously" She says that while there

to have careers, but also encourages them to do so, says assistant GM Maureen Rawlins

to aspire to any position in the company, knowing that one will be judged solely on merit and performance"

# Transmed has high ideals

5/10/92 28/10/92  
TRANSMED, the medical aid scheme and pharmacy unit of Transnet, is striving towards providing equal opportunities for its employees — at home, at work and in SA generally.

Human resources senior manager Paul Lood says Transmed is a caring organisation towards its colleagues and clients at the 57 pharmacies it operates countrywide. Transmed employs almost 600 people, 54% are women.

Lood says management

has been addressing critical issues such as equal opportunities, stress management, housing, social and economic issues and ethnic languages.

"Training is regarded as one of our key successes," says Lood

Employees are afforded equal opportunities as far as internal and external training is concerned.

He says employees are also encouraged to further their studies.

Currently 42 members

of Transmed's personnel are studying after hours, with the support of bursaries from the company

## Benefits

Transmed's maternity leave benefits are 84 days on one-third of normal salary, with the rest to be claimed from UIF.

A further 14 weeks' leave may be granted, with the provision that the individual can get her job back. Paternity leave is still under discussion with

the labour unions

Femnet, a community-orientated woman's organisation, was established in September 1990 to support women employees and wives of male employees

Among Transmed's objectives are improvement of the quality of life of employees and their families, and to become instrumental in promoting the well-being of the Transnet community as well as that of society at large

# Making affirmative action work

BIDAM 4/11/92

CHARL ADAMS



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THE problem with the concept of affirmative action is that it is interpreted to mean whatever its proponents or opponents wish it to. This can cause confusion in the minds of many employers and employees who are genuinely looking for guidelines to apply in the workplace.

In addition, a range of seemingly synonymous terms such as black advancement, social responsibility, economic empowerment, positive upliftment and equal opportunity are being bandied about — all with their own social, economic and political nuances yet totally justified in the eyes of their respective advocates.

It may well be that the heterogeneous nature of the debate reflects the complexities involved. On the other hand a wide array of terms and titles have done much to confuse the real issues. Affirmative action ideally should be a means to an end and a temporary measure designed to facilitate the process of creating equal access to work through the eradication of racism and sexism.

If we agree that the final destination of the affirmative action debate is the overall development of the country's greatest resource — its human resources — then we have a common point of departure from which a meaningful exchange of thought and counter-thought can emerge. However, if a paradigm of thought exists that insists on the status quo being retained, and that merit be the only criterion according to which all groups are evaluated, we end up in a cul-de-sac debate.

A prerequisite to a meaningful debate on the topic is undoubtedly a liberal dosage of humility and the inevitable acceptance that no individual input is going to provide the ultimate solution, but that through a synergistic process of inputs from a wide range of convictions, a broad consensus will emerge.

At a recent symposium held by the Cape Town Chamber of Commerce, entitled Affirmative Action and Black Advancement in a Democratic SA, it became evident that creative minds and a willingness to consider the points of view of others is an essential ingredient for a meaningful and constructive debate.

The two most important legs of the affirmative action debate today are race and gender

Underlying the debate is the vexing question of whether affirmative action programmes should be voluntary, prescribed by central legislation, or perhaps a combination of the two.

The protagonists of legal intervention to redress past imbalances hold to the view that a voluntary approach to upliftment has, with a few exceptions, not benefited the wider black/female community, and that an inadequate educational system places the black job applicant at a distinct disadvantage at the recruitment level. Furthermore, they argue, Africaner nationalism was nothing less than legislated affirmative action applied to a minority group that had attained political rights and had skilfully engineered society and the world of business to their own advantage.

Despite some of the indisputable facts that underpin this argument, it was most heartening that speakers at the symposium were not in favour of what one presenter called "now-it's-our-turnism". It was clearly not in the interests of SA to apply reverse apartheid, with all its concomitant advantages and disadvantage for different groups, but rather to develop an ethic of nation building which would include and benefit all communities.

In the meantime, however, how do you level the playing field? It's one thing getting it right constitutionally and giving political franchise to all adults, but how do you redress the decades of inferior education and resultant under-representation in commerce and industry? Many believe the developmental aspects of affirmative action programmes are long overdue, and should be actively incorporated in company objectives, strategic plans and mission statements.

Unfortunately, in the past many companies gave lip service in company statements to equal access for all, without taking practical steps to ensure that justice was seen to be done.

Ways in which an affirmative action strategy can be approached could include a clear and unequivocal commitment to affirmative action and a directive by management, with the sup-

port of the chief executive officer, to pursue affirmative action at all levels of the organisation. Without support from the top, programmes are stillborn and become no more than an externally imposed list of "Sullivan principles" that irritate more than motivate.

In this light, recruitment and selection policies must reflect a more realistic demographic mix of race and gender in the workplace.

It is often at the point of entry that marginalised groups are discounted and demoralised. Of the final list of candidates for a vacancy in the company, all of whom are "acceptable", should it always be the "best one" who gets the job, or should the overall needs of the company and required demographic mix not be paramount in making such a decision?

Assuming that the black/female applicant eventually gets beyond the doors of the personnel recruitment department, it is incumbent on the employer to treat that employee in a way that no or little selective criteria are applied in his/her advancement in the organisation. However, the assessment and appraisal of the incumbent black/female must be accompanied by the same assessment and appraisal of the immediate superior in terms of contributing to the success/failure of the subordinate. In other words, assist the superior to "grow managers" and become a mentor to the inexperienced black/female.

This approach will ensure that the self-fulfilling prophecy of many superiors that blacks/females "won't make it" is actively countered.

It also behoves organisations to embark on career development and succession training programmes at all levels and not only in the traditionally "liberal areas", such as human resources, public relations and training. An overriding principle should apply at all times that encourages a culture of participation and inclusive decision making, so as to give "ownership" to policies and practices that have to be implemented by blacks/females.

The challenge of business is to find ways to facilitate a process of normalisation in the workplace and still retain its competitiveness in the open market, by developing our vast human resources for a prosperous future SA.

□ Adams is an official of the Cape Town Chamber of Commerce.

# Sacked deejay slams SABC racism

By FRED KHUMALO

"I'm like a rat that is caught in a trap. I should warn the line of rats following me that the situation is tough upfront."

That's how erstwhile Radio Zulu deejay Victor Velaphi Mkhize - VVO to his fans - described himself after being booted out of his job last week.

Mkhize was sacked following disclosures that he had been involved in a fraudulent cheque transaction in which a radio play actor was robbed of R393,63.

But in a frank interview with City Press he said he was a victim of racism.

He said the manner in which the disciplinary hearing was handled was

unsatisfactory. *Open 29/11/92*

"I'm seeking legal advice as I think I was dismissed unfairly," he said.

Mkhize said he felt he was short-changed by the SABC which seemed to have forgotten his commitment to his work.

During the month-long strike which nearly crippled SABC stations, Mkhize was one of the few non-strikers.

He said it was because of his immense contribution towards making Radio Zulu a force to be reckoned with, that he was singled out by white management for victimisation.

"Even before they went into the hearing they had judged me and found me

(17)

The misunderstanding over the cheque has been blown out of proportion and used by management to fire me. They have been trying to get rid of me as I've always been a threat to them because of my qualifications."

Mkhize, who finished his Masters degree at the University of Natal, recently submitted his Ph.D. dissertation entitled *The Spoken and the Written Word: Stylistic Creations in Black Broadcasting*.

"Racism is still rife at the SABC and when they see a black person progressing academically and materially, they try to smear dirt on his face," said

Mkhize.

Mkhize - who owns a butchery, two minibus taxis and a sleek Mercedes Benz with car phone - said he had no reason to pilfer a paltry sum of money that could jeopardise his career.

He explained that his butchery and taxis were his main source of income.

He is the proud author of four poetry books which have been prescribed at black primary and high schools.

Radio Zulu manager Rev Mbatha said he had no comment.

According to SABC human resources manager Kobie Coetzee, Mkhize gave up an opportunity to appeal against the findings.

**L**APING flames, billowing smoke and smouldering veld are occupational hazards for any fireman

But for coloured firemen employed by the Western Cape Regional Services Council (RSC) there is another hazard the deep-rooted racism that they allege is prevalent in the RSC

Seven firemen interviewed by SOUTH claim they have been overlooked for promotion and that they earn lower salaries than white firemen with fewer qualifications and less experience

Other allegations made by the firemen include

- abuse of official transport and
- unnecessary spending of taxpayer's money

# 'Red-hot racism' claim

*South 5/12-9/12/92*  
The firefighting service of the Regional Services Council is being accused of racism by coloured firemen, **Rehana Rossouw** reports

ers' money  
"We can't take what's happening here anymore. We've tried everything — approached our union, tried legal action and even had work stoppages — but nothing has changed," says a fireman with eight

years' service  
In terms of their employment contract, the firemen cannot be named as they are prohibited from speaking to the press

In 1988 an industrial council formulated a policy to govern promo-

tions in the firefighting services

A year later, a number of firemen resigned and the RSC employed 11 white firemen to replace them

"Only two of them were qualified and most had completed only standard eight," says the fireman

The RSC's fire service is structured on a quasi-military basis with ranks from cadet fireman, junior fireman, fireman, senior fireman to station officers and higher posts

The coloured firemen claim 13 men wrote external exams with the South African Fire Service Institute

and passed with high marks but were overlooked from promotion

"The white firemen skipped two ranks and were put on a fireman's salary while most of us are still paid a cadet fireman's salary," says a fireman with 11 years' experience

"We took the matter up with the RSC and were told that the white firemen had done a two-year call-up that was equivalent to passing the external exams

"We were then told that we should write another exam because we had the experience but needed more theory

"We wrote the exam and all passed with more than 80 percent. Two of the white firemen failed but they are still earning more than me," the fireman says

The firemen claim that they are losing between R300 and R1 000 a month because they receive lower wages and were not promoted when they deserved to be

They say all the higher ranks are filled by white men and there is only one coloured station officer in the entire service

## Go slow

In the past two years, the firemen have appealed to the RSC and to their union, embarked on a go-slow, appealed to members of parliament and approached a lawyer to take legal action

"We are on the verge of exploding. We are convinced that the only reason why we are treated like this is because of the colour of our skin," says a fireman

The firemen also complain of unnecessary spending in the RSC fire service which they allege is a waste of taxpayer's money

They say every senior white officer gets free transport to and from work. In other fire services only people on call are allowed to use official transport, they say

Three vehicles purchased more than a year ago are allegedly standing idle at the Ottery Fire Station because they are not suitable for use

"This is all an unnecessary waste of taxpayers' money. Why are they wasting money like this when we have been crying out for more than three years for better salaries?" asked a fireman

A spokesperson for the RSC said the local authority prided itself on being an equal opportunities employer

"Religion, race and sex play no role in the employment or promotion of staff," the spokesperson said

Their unsubstantiated allegations are rejected. Suffice to say that, quoting from your own report, even their own trade union, legal advisor and members of parliament saw through their charade," the RSC spokesperson said



## Your special moments are made with wine.

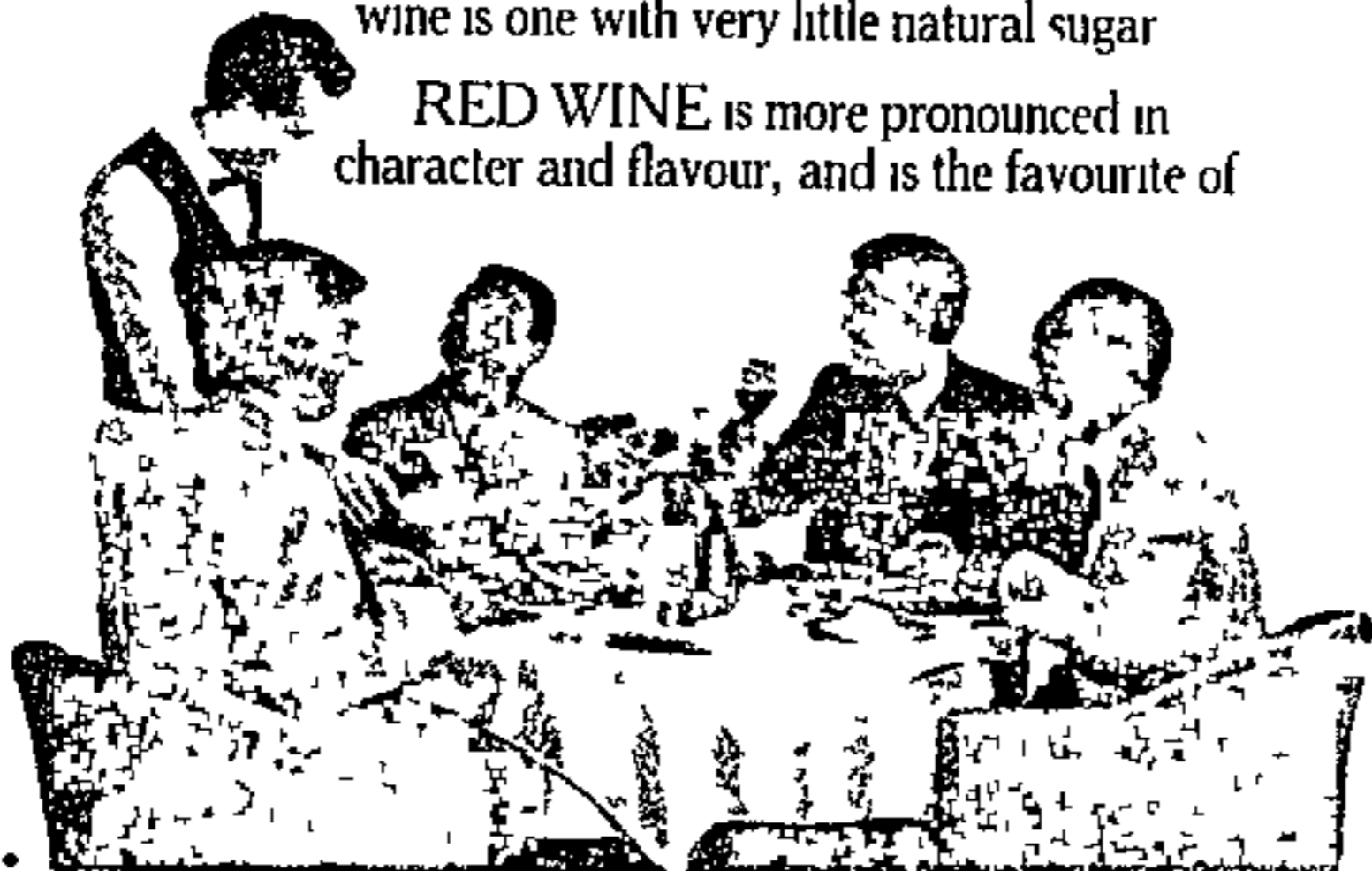
Sharing a glass of wine with friends is one of life's true pleasures. All over the world you will find men and women sharing good times with wine. Because wine is a very pleasant social drink, true enjoyment and sharing are the ways in which special moments are made with wine. Wine goes well with any food and you'll find that when entertaining friends, wine is always welcome.

SPARKLING WINE is associated with happy times, celebrations, fun, laughter and is enjoyed with any type of food. That familiar "pop" of the cork and

thousands of pearly bubbles in your glass make it a drink you want to share in moments of happiness. Whether you're celebrating the birth of a child, an exam result or a birthday, make sure you have a bottle of well-chilled sparkling wine ready to make the occasion a special moment.

WHITE WINE is excellent for every day enjoyment. It is best served well-chilled and is popular with white meats like chicken and pork, as well as fish or salads. Many different styles of white wine are available, ranging from sweet, semi-sweet, off-dry to dry. A dry wine is one with very little natural sugar.

RED WINE is more pronounced in character and flavour, and is the favourite of



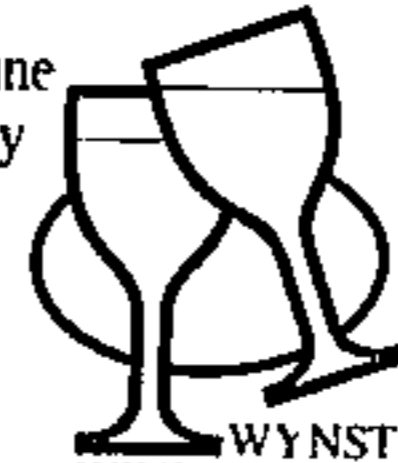
many wine lovers. The rich tastes of stews, roasts or any other red meat dish are well complemented by red wine.

Always remember Wine enhances the flavour of food and food enhances the flavour of wine. Whether you're having a simple snack or a meal, be sure to have your favourite wine on the table. And what is the best wine? None other than the wine you like!

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# Challenging discrimination at varsities

Law Review Supply in W/mail  
Weekly Mail Reporter

A UNIVERSITY of Pretoria lecturer established a valuable precedent when she threatened court action against the university for alleged gender discrimination. The case was settled out of court but her lawyers believe the application could help many other women.

Discrimination in housing subsidies is alive and well at the university. The lecturer, who has been on the staff since 1979, was refused a housing allowance because, she was told, as a married woman she did not comply with the rules of the scheme. Being excluded from the scheme meant the loss of a substantial perk — R13 832 a year in comparison with the total package of a married man doing the same job.

The case was settled after the university initially opposed the action. This is an issue of national concern and of particular importance to women. Acting on behalf of the lecturer, the Legal Resources Centre contended that there was no objective justification for the university's differentiation which was based on an outdated pre-

sumption that married women are dependent on their husbands. The housing subsidy scheme, which forms part of the conditions of service of university employees, requires that the husband of a married woman must be permanently medically unfit for work in order for her to qualify.

At present most of the major universities, including the Witwatersrand, Cape Town, Stellenbosch and the Rand Afrikaans and Natal universities base their housing subsidies on a "principal breadwinner" test. 11/12-17/12/92

The woman was, in fact, the principal breadwinner.

An application to the supreme court for an order to set aside the scheme as *ultra vires* stated:

●The university was not empowered to discriminate on the basis of gender in determining the remuneration and benefits due to staff members.

●The exclusion of married women from the scheme was unreasonable, as its operation was partial and unequal and it was manifestly unfair and unjust.

Gender was an irrelevant consideration, and the university council had failed to properly consider the terms of the rules before adopting them.

The case did not go to court as the lecturer was offered a housing subsidy. But the university has not undertaken to change the rules. They claim they have difficulty in establishing who the principal breadwinner is. However, married men are not required to prove that they are the principal breadwinners. The university claims that this is not discriminatory.

The university authorities declined a request to inform all employees about the case and its outcome. The LRC has taken instructions from other clients in similar situations and a campaign for gender equality could really start to snowball.

The settlement has opened the way for a challenge to the public sector housing scheme which contains similar discriminatory provisions. Thus the outcome of this case has implications for all married women in the public sector.

# Project explores private racism

Law Review Suppt  
Weekly Mail Reporter w/ mail 10  
EVEN once a Bill of Rights is in place, the recognition and protection of the dignity and equality of all South Africans will not automatically follow. Racist attitudes and practices are likely to continue between individuals even if outlawed at the official level.

11/12-17/12/92  
The Centre for Human Rights at the University of Pretoria has begun a major project to investigate "de facto racial discrimination" — the private racism which has already begun to replace apartheid. The project involves an empirical investigation into the nature and extent of existing racial discrimination to identify the patterns of behaviour and

methods likely to be used. (17)  
Housing, credit and consumer discrimination; discrimination in welfare and health care; employment practices; education; public facilities and private clubs are also being investigated. Researchers say some spheres of personal life are so intimate that an individual should be allowed to discriminate on whatever grounds they like, but many private activities have a profound impact on public life and an entire nation's values, culture and economy.

The centre is also researching how other societies are dealing with similar problems. For further information phone (012) 420-3034.

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MANPOWER - RESERVATION OF WORK

1993 - 1994



## Mentor can be the key

M-NET programme head Sheryl Raine says the worst that can happen to women in high positions is losing out on information exchanged in the men's toilets ... and on the golf course.

But Raine found a way to overcome the twin obstacles of not being allowed into the men's rooms and not playing golf by always having powerful and valuable mentors prepared to fill her in on these "extramural" conferences.

"If you are the only woman at a high-level meeting, you need a mentor to be your main source of information," says Raine. Meetings break for tea and resume on a completely different note. Most of the time the woman is out on a limb, unaware that the "meeting" continued in the men's room.

Women need someone to fill them in on what is going on and through whom they can make their input.

Raine, a former journalist with The Star, says she makes it impossible for seniors to ignore her

by constantly striving to be efficient. She says she seldom meets contempt from co-workers although she has occasionally come across male staff who resent working under a woman. But she gives no room for complaints.

"My rule is to work harder and longer than anyone and nobody will have a reason to complain."

Raine says men have been able to get ahead faster because they learn unwritten business rules on the rough field as they grow up. To cue in women must be keen observers, know and understand what is going on behind scenes and take up opportunities to get in on it.

She says she left journalism because it would have taken ages to reach the top. The Argus Company has a hierarchical promotion structure and there were a lot of people already ahead of her, she says.

She is engaged but with no plans to have children. They will be a drawback to her career, she says.

# 'Show any weakness and you're finished' - it's dog eat dog, it's finished - it's dog eat dog

IN 1990 Philippa Sparrows left the corporate industry in a huff, determined not to go back.

But when newly launched airline Fittestar approached her in 1992 to set up and head its sales and marketing team it was too much of a challenge to refuse, she says. So she put her plans to open a consultancy agency on hold and headed back to the corporate jungle.

Before then Sparrows had worked for 10 years in senior sales positions. She had acquired the skills to sell

anything successfully including "bums on airplane seats". She is convinced the responsibilities that come with the position are within her abilities and nobody can persuade her otherwise.

In many boardrooms, it's a dog eat dog life. Show a sign of weakness and you are as good as finished. "Others wait until you falter and pounce just like an animal pack on a wounded member. Its horrendous," she warns.

Women must support each other,

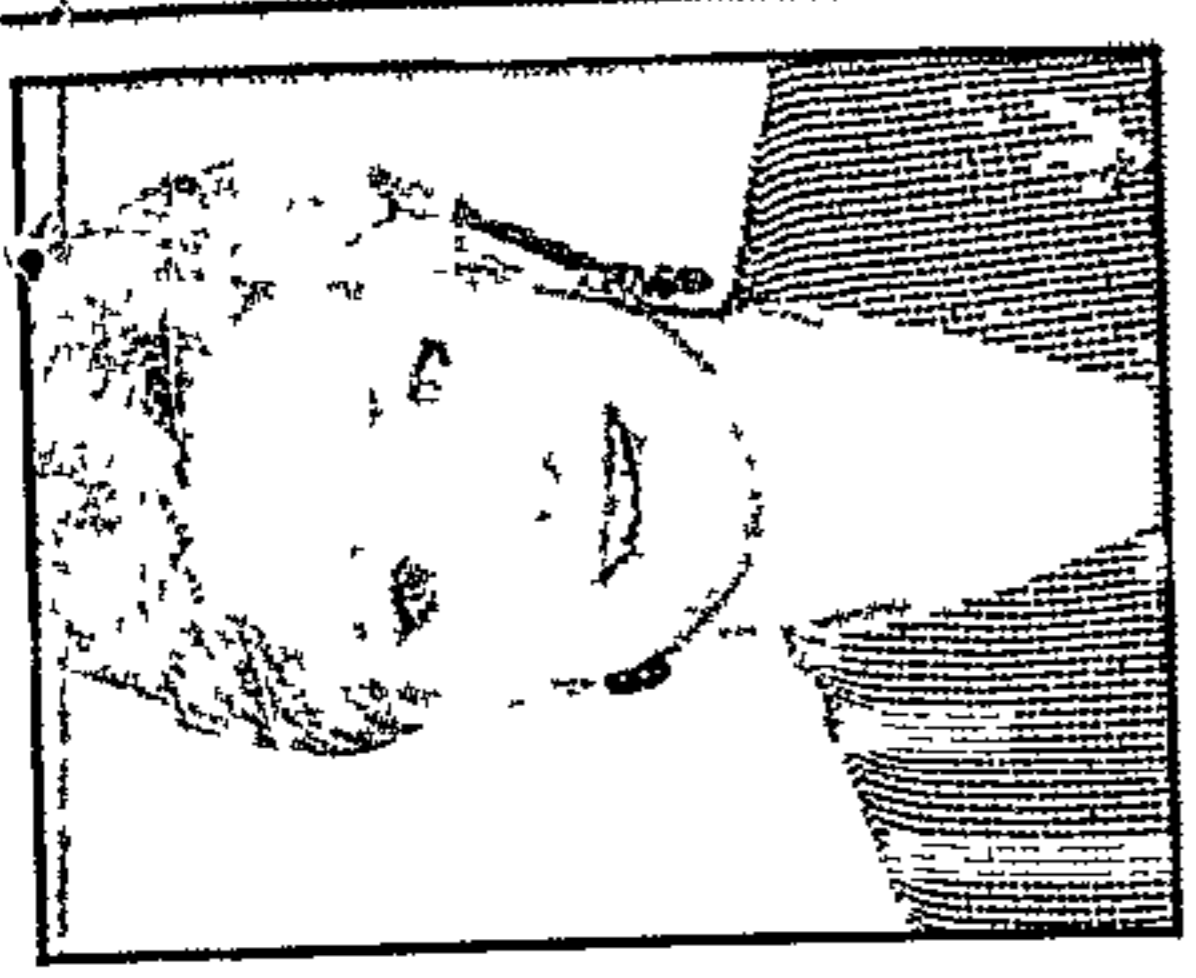
though. They must not just complain about sexism in promotions. When a woman gets a good position they (other women) must help her do her best instead of passing comments implying that she did not earn the position on merit.

Sparrows says being at the top has some disadvantages. Many women lose their femininity to fit into the male dominated world. They have to fit everything around their careers to avoid being told their traditional roles are interfering.

ing with their professionalism.

She considers it sad that pregnancy is seen as a drawback and steep conditions for re-employment are set. But, in most cases, when men have a long absence from work due to national service, they do not only have their jobs secured, they also get their pay, although this is not legally enforceable.

Sparrows, a mother of two, adds that children are a great leveller. They keep you grounded and do not allow you to get carried away.



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# Women breaching boardroom

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## barricades

**CHANGING ATTITUDES** Boardrooms are still mostly white male affairs. Few enlightened corporations recognise women who show abilities.

**PHANGISILE MTSHALI** reports.

**M**OST boardrooms are exclusively boys' clubs, mostly of the white variety with a sparse sprinkling of blacks and high heeled shoes. These days, however, whiffs of perfume and high heeled shoes indicate that women are breaking into the previously male preserve.

Sharon Lain, immediate past president of the South African Federation of Business and Professional Women (SAFBPW), says there is a noticeable change in some boardrooms, but there is still much room for improvement.

Women have always done especially well in service organisations because

they are "born to serve", says Lain. Outside the service industry few "enlightened" corporations recognise women who show abilities.

Massive education is needed to change attitudes of both men and women. Men must change paternalistic, conservative and prejudiced attitudes. Women must stop the "poor me syndrome", and make things happen for themselves.

Lain says some women leave big corporations to start their own businesses because they feel they have reached the "glass ceiling". Those who cannot, must seek work with companies that will rec-

ognise their abilities.

Networking and mentorship programmes are important among professional women, says Lain. Women must help one another in powersharing, exchange information and give moral support, just like their male counterparts do on golf courses and men's clubs.

She says black women have always had difficulties getting decent jobs, let alone senior positions. But those who have been given opportunities are making their mark.

Sandton headhunter for senior executive positions Trevor Woodburn says most of his clients say "Get us the best

man for the job — preferably a black woman, failing which a black man or white one will do". Trailing last in the demand list is a white woman.

As working women will tell you, the icon of motherhood has always been held up as a reason why women don't want to get ahead.

This has been disproved by a recent Canadian study of 1100 women which found little difference in career advancement of child-rearing professional women and those childless.

They also found that a woman who puts her career first does not necessarily get to be president of a corporation

# 'Bank is racist' - fired employee

Sowetan 13/1/93.

By Joe Mdhlela  
Consumer Reporter

**F**OR YOUNG JABULANI Sithole, former employee of the bank that claims to be "looking ahead" of time, the slogan is hollow. The Standard Bank Alrode branch dismissed him three weeks ago, alleging he had defrauded them of R18 000.

This was in spite of the fact that an Alberton magistrate had withdrawn the charges the previous week, saying no material evidence had been placed before him.

A distraught Sithole said "Standard Bank is a terrible employer, with a lousy industrial relations policy. They are not what they profess to be in newspaper and television advertisements. They are a racist institution, victimising employees on the basis of colour."

He said the slogan "looking ahead" was a lot of hogwash, repeated merely for marketing purposes.

"The sloganeering is hollow talk... nothing more than self-aggrandisement by the bank," said the 26-year-old Sithole.

Instead, Sithole has expressed more confidence in the country's courts of law.

"Why, even the court that tried me simply withdrew the charge because the bank had failed to provide evidence to back up their claim."

"Now, in their own tribunal, they have the gall to overrule the court's decision. That is stinking stuff," he said.

Why is Sithole so bitter?

He is walking the streets of Daveyton unemployed, even though the bank could not prove its allegations in court.

After a few appearances, the magistrate withdrew the charges on December 10 because there was no implicating evidence.

The bank, in their letter of dismissal, charged that Sithole had acted dishonestly.

"We advise that you have been dismissed from our service with effect from December 23 for your dishonesty relating to your involvement in the fraudulent call account withdrawal, and the subsequent encashment of the bank cheque."

The bank said this after their internal disciplinary inquiry on December 23.

Asked why the institution went ahead to punish Sithole even though the Magistrate's Court had withdrawn the

## ■ CHARGES WITHDRAWN

But black employee

was still discharged:

case, a spokesman for the bank said he could only speak for the bank and not the magistrate.

"The disciplinary hearing is an internal matter and it has made its ruling."

"If Mr Sithole is unhappy about the judgment, he may appeal. I would urge that he appeals, rather than taking the matter to the media."

"As for the court's decision to withdraw the matter, I cannot speak for the magistrate," he said.

Sithole has denied he had anything to do with the encashment of the R18 000, except having to write out a cheque in the client's favour.

Even then, he had alerted senior officials about the discrepancies in signatures on the actual cheque and the specimen signature kept on the bank's files.

The two officials, a black and white woman, overlooked the discrepancy and insisted that Sithole make out a cheque for R18 000, he said.

The bank could not accept that Sithole's responsibility went as far as writing out a cheque, with the rest being processed by "authority above me."

"Despite this knowledge, they went ahead to punish an innocent man."

"I actually find this whole saga laughable. The cheque I had written out had been approved and verified by my seniors, a black and white senior officer of the branch."

"How can I, a junior, take the blame for what had been approved by my seniors. This whole thing is farcical. I am convinced that I have been victimised because I am just a little man within the system," said Sithole.

Sithole said it was interesting that only one of the senior persons who had approved the transaction had been dismissed. The senior white employee has not been dismissed, he said.

"Was it by coincidence that a white woman, party to the same decision to cash the cheque, remained employed, while a black woman was dismissed?" asked Sithole.

"The only conclusion I can come to is that the bank is racist."

# Racism claim is denied by bank after dismissal

By Joe Mdhlela

THE Standard Bank has strongly denied claims by a former employee that it was racist and victimised employees because of their colour.

This is in response to an article published on this page last Wednesday

Standard Bank Human Resources general manager Dr John Verster was responding to allegations by Mr Jabulani Sithole.

Sithole claimed he and another black employee had been dismissed for dishonesty while no action was taken against a white woman allegedly also involved in the cashing of an R18 000 cheque at the bank's Alrode branch. He was reported as saying the bank was racist.

Verster said the bank had a well established disciplinary procedure which it followed independently of any criminal charges brought by the State. Disciplinary action was taken

## Standard Bank's response to ex-employee's allegation:

irrespective of the race or sex of an employee where circumstances justified it

In the case in question, the due process in the bank's disciplinary procedure was followed. After a thorough internal investigation and disciplinary hearing, Sithole and another employee were dismissed.

"Our disciplinary procedure acknowledges and provides for the right of an employee to appeal against disciplinary action taken by the bank. An appeal has been submitted by one of the employees and is receiving full and careful consideration. Furthermore, arrangements were made some time ago for Sithole to have access to information to assist him in submitting an appeal should he wish to do so."

Verster said he wished to clarify certain references to criminal charges in connection with the incident which were withdrawn against Sithole in the

Alberton Magistrate's Court.

The bank believed it was inappropriate to draw parallels between a criminal case and a company's internal disciplinary procedures. Sithole had not been tried in court as he was reported as having claimed. The case had been withdrawn but not dismissed and could be re-instituted. There was no question of the bank having overruled the court's decision as reported.

"Where there is evidence of a crime being committed, the Standard Bank has a duty as a responsible corporate citizen to report it to the police. It is then for the authorities to investigate and for the Attorney-General to decide the appropriate course of action," Verster said.

"As an employer, Standard Bank adhered to the principles of non-racism and non-sexism. Any breach of these policies was regarded in a serious light and could result in disciplinary action, said Verster

Sowetan 20/11/93

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**BUSINESS** Steps to stimulate growth and to alleviate the job crisis

# Fight for affirmative action gets underway

*Sowetan 25/1/93.*

**■ PRIORITY TRAINING Business and education**

**By Mzimkulu Malunga**

**W**ITHOUT affirmative action, the struggle for liberation would have been in vain," were the words of a leading activist in one of the liberation movements

As more people become convinced of the urgent need for affirmative action, an organisation geared towards the realisation of this notion was recently formed

The National Affirmative Action Alliance is a broad coalition of 20 organisations and it held its first general meeting this weekend

It aims to lobby policy makers in Government and business circles to formulate appropriate mechanisms to redress disparities

Affirmative action is the only way to cultivate a sense of belonging among black employees, argues the alliance's interim secretary, Loyiso Mbabane

"Affirmative action is like the right to vote. It's non-negotiable," he says

Representatives from the broad liberation movement, black business, educational institutions as well as the trade union movement attended the workshop that led to the formation of

bodies form NAAA to level opportunities:

the NAAA

The diversity of the groups represented in the alliance proves there is growing consensus on the necessity of affirmative action, says Mbabane

Participants in the alliance range from the Black Lawyers Association, South African Institute for Management, Association for Black Accountants of Southern Africa, National Education Co-ordinating Committee, Black Business, Professional Women Coalition to the National Council of Trade Unions

The NAAA wants to break away from the traditional monotony of paying lip-service to affirmative action

The record of understanding outlines four key objectives. One seeks to eliminate gross imbalances, not only between blacks and whites, but between men and women as well

The other highlights the importance of increased representation for blacks in all sectors of working life

Thirdly, the NAAA emphasises the need for cultural values in the corporate world to reflect those of the

broader South African community

Another task the alliance is faced with is to see to it that there are well thought out programmes to redress economic disparities and that mechanisms to monitor them are in place

Mbabane argues that even the strongest advocates of affirmative action are not in favour of discrimination in reverse, as such a move would be self-defeating

The key to a careful implementation of affirmative action programmes is training

Training should target areas where there is greater need "You don't just train a person in communications without knowing whether he needs skills in that sphere or not

"Some white people believe black people need training just because they are black"

Legislation can also play a role in persuading business to embark on programmes which speedily level the economic playing field. As a prerequisite, all forms of discriminations should be banned at work places

Loyiso Mbabane

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# Women's charter on the way

By Ismail Lagardien  
Political Correspondent

(177)

Sowetan 4/2/93

THE GOVERNMENT is canvassing support for its charter of women's rights which it published this week and which forms part of its programme of purging the statute books of discrimination on the basis of sex.

A flyer, which is to be published in nine indigenous languages, asks the public's views on

- Equality between men and women,

- the prevention of domestic violence, and
- Legal protection of women against discrimination

Legislation which will come before Parliament proposes expressly to "prohibit discrimination solely on the grounds of sex, marital status and pregnancy in the work-place and the profession and by employment agencies, professional control bodies, partnerships and employee employer pension funds and other organisations registered by law"

The legislation will seek to ensure that men and women are paid equally for equal work and attempt to prohibit by law sexual harassment in

the workplace and in training institutions

An Equal Opportunities Commission is proposed to investigate cases of "unreasonable distinction between men and women in statutes, the common law and in general practice"

"The choice of a woman living according to indigenous traditions and customs on how she desires to interpret her traditional role is not affected by the proposed legislation," the leaflet explains

Comments should be sent before March 19 1993 to The Director General, Department of Justice, Private Bag X81, Pretoria 0001

# Moseneke promoted

■ Atteridgeville lawyer now SC:

*Savetan 19/2/93*

By Monk Nkomo and Josias Charle

PRETORIA-BASED advocate Mr Dikgang Moseneke has been promoted to Senior Counsel, it was confirmed yesterday

Moseneke, who lives in Atteridgeville and has been a lawyer for 17 years, confirmed the appointment

He is the third black lawyer to be promoted to this position. The others are Mr Louis Skweyiya of Durban and Mr Ismail Mohammed, who is now a judge

Moseneke became the youngest political prisoner when he was sentenced by the Supreme Court to 10 years imprisonment

As an advocate, he has defended in many political trials

know about their rights ● Sexual harassment at work

# Clause on harassment gets a thumbs down

Sowetan 23/2/93

By Sizakele Kooma

THE inclusion of a clause on sexual harassment in the Equal Opportunities draft legislation has not been met with much enthusiasm in some institutions

Although the Institute of Personnel Management admits the Bill will at last force companies to acknowledge the hazards of intimidation of women employees by their male colleagues it has reservations about some of the issues that it feels the Bill does not address

Ms Jenny Wilkinson, co-author of

the IPM's policy document on sexual harassment in the workplace, said the important issues had not been sufficiently addressed

■ Important issues have not been sufficiently addressed in Equal Opportunities draft legislation:

"Rights and concerns of others must be respected, failing which the emphasis of the legislation will be in the wrong place

"Sexual harassment need not be directly in relation to another person specifically. It could be an offensive calendar or poster hung on a wall."

Wilkinson said

The Bill states, among other things, that "no employer shall sexually harass an employee in his or her employment or a person who applies for employment or a position with him or her"

Wilkinson believes too much emphasis on the word unwelcome where the Bill refers to an "unwelcome sexual suggestion", an "unwelcome request" or "unwelcome conduct" places the onus on the victim to prove the "unwelcomeness"

— ± 34% of the cases had never previously been found guilty of an offence

These particulars have only been obtained from available data and are not the result of empirical research

The Department has already established contact with the Criminology Institute of the University of South Africa with a view to co-operation in respect of empirical research into the phenomenon of recidivism

As the Department's computerization programme progresses and data which is presently still only available at certain prisons countrywide is centralized, more exact facts will be more readily available

**Train violence, deaths**

\*24 Mr R J LORIMER asked the Minister of Law and Order

How many deaths resulted from violence on trains and stations on the Witwatersrand in 1992? B181E

The MINISTER OF LAW AND ORDER  
216 deaths

**Home Affairs: criminal actions against officials**

\*25 Miss M SMLUTS asked the Minister of Home Affairs

Whether, with reference to a statement made by the Director-General of his Department on or about 22 September 1992, investigations have been completed in respect of and/or steps have been taken against (a) two officials against whom departmental disciplinary action and possible criminal proceedings were being considered, and (b) three officials against whom allegations of misconduct in terms of the Public Service Act, 1984 (Act No 111 of 1984), were being investigated, and possible criminal action in terms of the Aliens Control Act, 1991 (Act No 96 of 1991), was being considered, as at the above-mentioned date, if so, (i) when were these investigations completed and (ii) what steps have been taken to date? B185E

The MINISTER OF HOME AFFAIRS

(a) and (b)

(i) The last of the investigations was completed in January 1993

HOUSE OF ASSEMBLY

(b) (i) (aa) Yes (177)

(bb) No

(ii) No

The conventions were signed on 29 January 1993. Their ratification will be considered at a later date. Reservations can only be registered at the time of ratification

(2) (a) — the UN Convention on the Elimination of All Forms of Discrimination against Women of 1979,

— the UN Convention on the Nationality of Married Women of 1957,

— the UN Convention on the Political Rights of Women of 1952,

In addition, South Africa acceded to

— the UN Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages of 1962,

(b) None

**Parsons Commission: further reports**

\*27 Mr D S PIENNAAR asked the Minister of Regional and Land Affairs

Whether the Commission of Inquiry into the 1986 Unrest and Alleged Maladministration in KwaNdebele (Parsons Commission) has submitted any further reports to the State President in addition to those already published, if not, why not, if so, when (a) were these reports so submitted and (b) will they be released for publication? B188E

The MINISTER OF REGIONAL AND LAND AFFAIRS

The Commission of Inquiry into the 1986 Unrest and Alleged Mismanagement in KwaNdebele (Parsons Commission) submitted a third report to the State President on (a) 18 September 1992 and (b) the said report will be made public as soon as the Government and the Government of KwaNdebele have jointly decided on a date for the release of the report as in the case of the previous reports

Southern Cape RSC Site KD No 185

\*28 Mr A GERBER asked the Minister of Local Government

(1) Whether with reference to his reply to Question No 321 on 19 June 1992, the Southern Cape Regional Services Council has instructed its attorneys to restore the title deed conditions of Portion 2 of Site KD No 185, if not, why not, if so, on what date were they so instructed,

(2) whether the matter has been disposed of, if not, when is it anticipated that it will be disposed of,

(3) whether he will make a statement on the matter? B191E

The MINISTER OF LOCAL GOVERNMENT

(1) During December 1992 the Southern Cape Regional Services Council instructed its attorneys to arrange for the registration of the reinstatement of the deleted conditions of title in accordance with the relevant order of the Cape of Good Hope Provincial Division of the Supreme Court in Case No 13359/85

(2) The rectifying registration was done by endorsement by the Registrar of Deeds on 29 January 1993 thus disposing of the matter (Registrar of Deeds microfilm reference No 93-0107-5061)

(3) No

**INTERPELLATION**

The sign \* indicates a translation. The sign †, used subsequently in the same interpellation, indicates the original language

**Own Affairs**

**Disaster drought and scheme**

\*1 Mr D S PIENNAAR asked the Minister of Agricultural Development

Whether any special disaster drought and scheme is applicable to self-supporting economic farming enterprises adjacent to agricultural schools, if not, why not, if so, what are the relevant details? B79E INT

HOUSE OF ASSEMBLY

# Black marks against females and managers

STime (BUSS) 7/3/93

By TERRY BETTY

BLACK managers and female managers have half as many subordinates and earn on average 33% less than their white male counterparts

This is the finding of a three-year study made under the auspices of the Collaborative Working Group for the Advancement of Black Managers. The aim of the study was to establish the main factors that affect advancement in general.

Working group convenor and Bristol-Myers Squibb medical director Ben Allman says this is the first scientific study of its kind in the world. It was conducted because black management advancement programmes focusing on prejudice, education and training are insufficient.

He says black and female managers cope less well with stresses and pressures in the environment for similar reasons, although this is significantly more acute for black managers.

## Abusers

He says women feel that they are discriminated against, have to tolerate more peer-related jealousy, do not have support and do not have sufficient stimulation or challenge in the workplace.

Black managers earn less salary, receive less feedback and are expected to produce the goods without being included as a member of the team. They also spend longer hours travelling to and from work.

On the home front, women are pressured by boredom, interpersonal conflict, lack of time for themselves or for a social life, feel they are not appreciated and often are substance

abusers because of this

But the home environment is the real problem for black managers, as they face twice as much pressure there than they do at work.

Pressures include the fear of financial adversity and retrenchment and the effect of an economic downturn. Half of them are afraid of the security forces, they are pressured by their peers to support mass action and strikes and those promoted are regarded as sell-outs by their peers.

The survey also shows that black managers are far more pressured by the lack of education for their children and the inadequacy of health services. For them their home environment is less stable, potentially more violent and much less attractive than for other managers.

With all these pressures, many black managers do not feel it is worth their while to climb the corporate ladder.

All managers surveyed were subject to family and financial stresses and were concerned about the political future, the economy, violence, their relationships with their superiors, their lack of personal time and the quality of people resources available to support them in the workplace.

These findings are supported by the fact that in SA, 86% of blacks are likely to suffer from stress-related illnesses over the next two years versus 50% for white males.

Such disorders include ulcers, heart disease, hypertension and psychological syndromes. Dr Allman

says blacks show more stress-related symptoms, such as anxiety, tension, fear, insomnia and depression, and he says that these are warning signs that need to be addressed before the person becomes seriously ill.

Dr Allman says a person can only achieve if there is stability in either the work or the home environment, and suggests that corporate responsibility may extend beyond the workplace. "A manager cannot be simply trained, promoted and then ignored or forgotten."

Dr Allman says that for female and black managers it is imperative that they establish formal and informal networks and associations throughout industry, which helps them cope with pressure, as problems are shared and recipes for success formulated.

## Strategies

White males tend to cope better, as they have their "old boy" type of network for mutual support structures and they are in the majority in most companies.

As for how to address black pressures, a collaborative working group will convene later this year. It will include experts in the field of organisational and human resource management — for example, industrial psychologists — as well as representatives from the conglomerates.

Dr Allman says strategies would probably have to include restructuring mentorship, helping managers to become aware of their pressures so that they do something about them and address issues of self image and confidence, as nobody can perform if these are negative

# Strong opposition to Draft Bill

Sowetan 8/3/93

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WOMEN have come out strongly against the Draft Bill on the abolition of discrimination against them and have proposed it be revised as soon as possible

"Flawed legislation should not be pushed," said women lecturers at a seminar on women's rights at Unisa last week

All speakers said the proposed abolition of about 50 laws that discriminate against women did not signify much change in their status. Among the contentious issues highlighted were

## ■ Flawed legislation should be revised and not pushed:

- Guardianship - Although equal status would be afforded to both parents, the women felt it would still discriminate against parents of illegitimate children as unmarried couples were not included in the clause

This means that the mother would enjoy full guardianship

- Maternity leave - Women employees who

went on maternity leave were not guaranteed getting their jobs back

- Cohabitation - No recognition and protection was given to unmarried couples who lived together against problems that arise on separation or the death of one partner

- Equal opportunities commission - The work of the commission is not stipulated and it is also not mentioned how it will be constituted

- Assistant ombudsman - It was not acceptable. In its place should be a Ministry for Women

# Enduring frustrations of perpetual embarrassment

**Southern**  
**8/3/93**  
**177**  
**177**

**BUSINESSWOMAN**, wife and mother of three Angie Makwetla has endured a number of frustrations as a married person and in her business. There are particular laws that she wants abolished. But most of all, she wants those who have treated her as a perpetual minor to be removed immediately.

"Some very encouraging noises are being made about the status of women being raised to that of their male counterparts," she says.

"One thing that would make me happy is the introduction of laws that will protect women from abuse and the abolition of all laws that treat them as perpetual minors.

"The treatment we get is not only demeaning to our self-esteem, it is not acceptable for any human being.

"I would like to share with you a few humiliating experiences that I went through when I started out in business in 1989.

"Any mother who thought it was belittling to be told her signature was not enough to get her child a passport after

**■ Treatment meted out to women robs them of self-esteem**

having waited hours in a Home Affairs Office queue, has only scratched the surface of inequality.

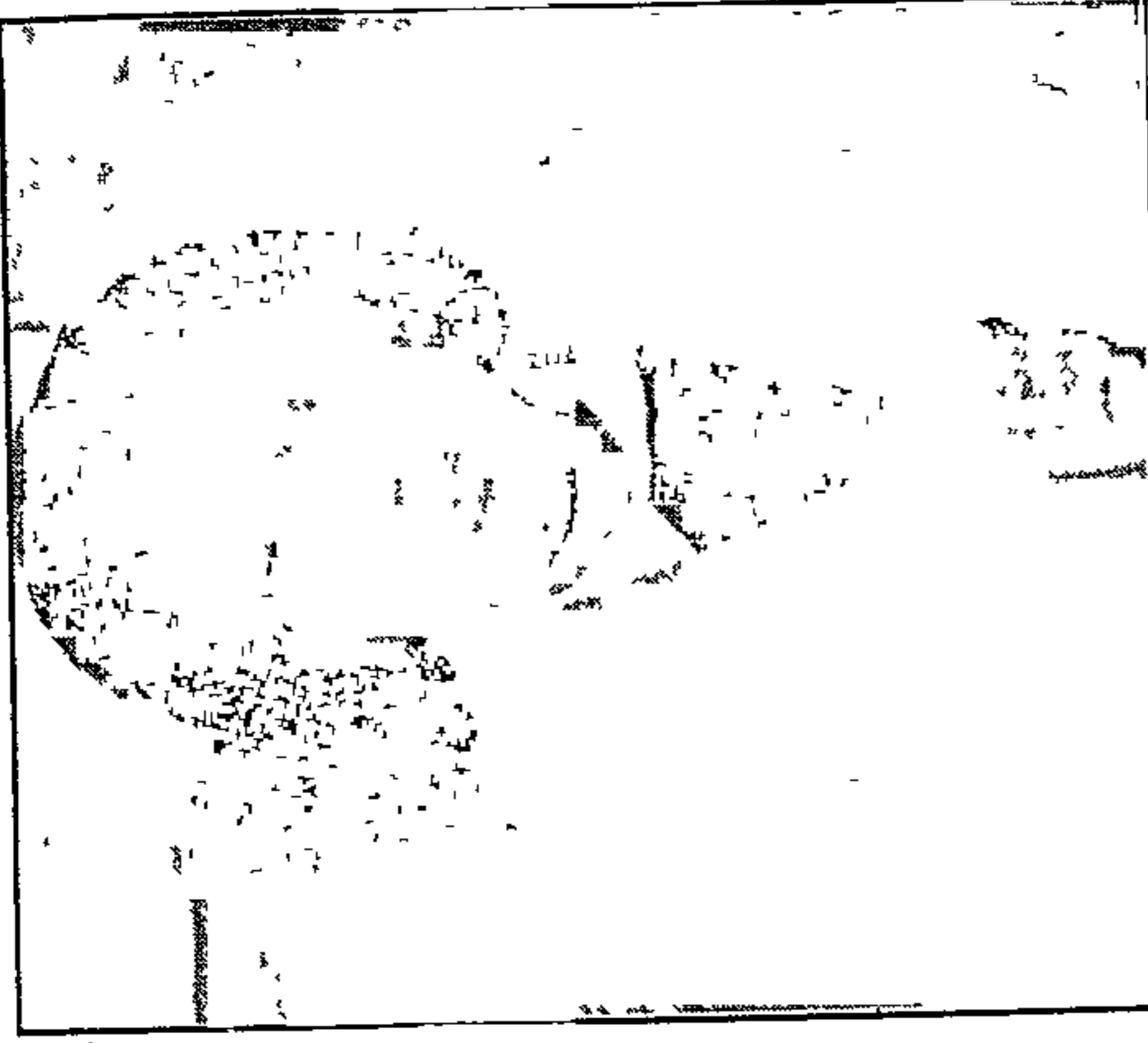
## Husband's signature

"When I approached the Small Business Development Corporation for a loan of R2 000 I was told that my husband would have to sign. Did this mean I could not account for my own finances and would need my husband to bail me out if I bungled?"

"The company that leased me space for my computer school would also not finalise anything until my husband signed on the dotted line.

"As if that was not enough, the firm from which I leased computer equipment also wanted my husband's signature.

"I am anxiously awaiting the time I will be trusted to do anything without my spouse's consent.



Angie Makwetla ... has endured frustrations



# SA'S WOMEN SHOULD NOT ONLY BE SEEN, BUT HEARD

S/Times 14/3/93

## THE SUNDAY MORNING ASSESSMENT

If the government is serious about ending discrimination against women it should consult women, says **CARMEL RICKARD**

EAGER to ensure that its three "women's rights" bills become law by the end of this session, the government hastily organised a major national conference in Pretoria this week.

More than 700 people, mostly women, attended — many flown in on free tickets.

Rushing back home a few hours later, a number of frustrated participants wondered what the point had been.

The three bills, recently published in Parliament for discussion, deal with the prevention of domestic violence, the removal of a variety of discriminatory provisions still entrenched in certain laws, and the promotion of equal opportunities for women.

They make some important changes. For example, the bill on domestic violence applies equally to married couples and those living with each other "as if married" and makes it easier to obtain interdicts against a violent spouse.

However, there are also serious gaps in the drafts, some of them intentional — like the decision not to deal with abortion because it is "contentious". Critics also complain that women were not consulted before the

Sections of the Black Administration Act were left untouched, even though they perpetuate the inferior status of African women married by customary law.

The bill did not finally scrap the marital rape exemption, so that violent husbands who rape their wives cannot be charged with rape if they live under the same roof.

The bill did not deal with abortion, leaving this issue for some no doubt desperate woman to raise before a future constitutional court.

And it left intact less obvious discrimination — like the restrictive judicial discretion to divide property on divorce.

As her list of complaints grew, so did the enthusiastic support. A standing ovation left no doubt that she captured the audience's feeling.

However, debate about the bills does not end with their content. Punted as evidence of government

concern about human rights and equality for women, the timing and haste with which the bills were drafted and published — without prior consultation — must also be evidence of government awareness that women form 54 percent of the electorate.

The government appears to hope that if the bills are enacted quickly, they will be a vote-catching sweetener in the anticipated elections.

Strategic thinking is, of course, the business of politics, but the Pretoria conference shows that government officials do not understand how to consult.

The random guest list left out key players, the lack of time for anything other than passive listening gave the impression that the organisers did not welcome real dialogue.

And why were Justice Department officials, including the minister, the new deputy minister and the director-general, not on the panels to answer

those few questions which were allowed?

Perhaps the biggest omission was not consulting the National Women's Coalition — 60 organisations around the country working together on a women's charter, among other projects.

This is major research and, if the government wanted to know "what women want", the coalition would have been an obvious group to consult.

What will happen to the bills? Clearly, if the government is determined, it has the power to ensure that they will be passed this session.

But if the bills are forced through, the resulting legislation will satisfy no one, the government risks criticism rather than credit, women will lose again with inadequate laws.

Since the government seems determined to go ahead, rather than leave the issue for a new regime, its best option now, and the best option for women, would be to refer the bills to the Law Commission (after appointing Professor Sinclair as an ad hoc member).

Then give the commission a brief to consult further and draft proposals ensuring real equality, taking into account the well-founded criticisms levelled at the present proposals.

# Over 35 is 'over the hill'

SMAL 24/3/93 (177)

**D**IRTY old man, crotchety old woman .. don't even think that way! The British-based organisation Age Concern wants you to stop using such politically incorrect expressions.

"How long before people start calling you names?" ask posters recently launched in a new campaign against widespread age discrimination

And, if this is not enough to remind you to be kinder about those who are now euphemistically called senior citizens, an accompanying leaflet warns "At some point in your life you will find that people start to characterise you by one single dismissive criterion - your age

"Your abilities won't matter Years of experience will count for nothing Your achievements won't matter. Your personality won't matter"

If this dismal state of affairs still seems

distant in South Africa, think again

In these recessionary times it is harder than ever for over-40s to get a job. Early retirement is widely on offer at 50'

Job advertisements frequently quote an age limit and according to recent surveys the upper limit most often given is 35. "Old" is getting steadily younger

As careers are compressed, peaking - that dreadful point at which decline and old age beckons - happens ever earlier

Consider snooker, a sport in which you need plenty of immature enthusiasm to sustain the incredible boredom of practising.

In most sport younger people are making their mark as top achievers It may happen later in more sober, desk-bound professions, but only fractionally

A UK employment agency says perceptions of the right age for jobs are dyed in the wool - 25 to 30 years for the perfect

secretary, under-35 for front-office staff, over-50 for cleaners Most employers want under-25s to fill their vacancies.

It is unclear quite why getting on in years has led to not getting on at work Employers usually offer vague, unconvincing explanations. "A young company employing young workers" or "dynamism, commitment and flexibility".

Yet a British survey comparing under-40s with over-40s found little difference in reasoning and numerical tests; and the over-40s were stronger in persuasiveness, friendliness and astuteness, and were more competitive

As UK Prime Minister John Major (49) said: "I am going to try as hard as I can But I'm very young, and if it goes wrong, I can always do something else"

THE INDEPENDENT  
AND PHANGISILE MISHALI

February 1993 and instructed pupils to leave their classrooms daily at 11 00. These actions were presented as protest against the payment of examination fees by 10 candidates and to force the Government to do away with these fees.

As a result of these actions no significant education took place at primary and secondary schools in Soweto for the period 15 February 1993 to 26 February 1993.

- (3) No
- (4) No

Road Traffic Act: amendment

\*11 Mr L FUCHS asked the Minister of Justice

- (1) Whether his Department was consulted by the Department of Transport in respect of the proposed insertion of a new subsection (5) in section 122 of the Road Traffic Act, 1989 (Act No 29 of 1989), if so, what (a) are the details of this consultation and (b) was his or his Department's response.
- (2) whether he will make a statement on the matter? B420E

The MINISTER OF JUSTICE

- (1) Yes

(a) On 29 April 1992 and 13 July 1992 my Department formally commented on the Bill. On the latter date comments obtained from the various Attorneys-General were also brought to the attention of the Department of Transport. In addition hereto officials from my Department and representatives of the Attorneys-General of Transvaal and the Cape attended a demonstration of the apparatus concerned on 8 September 1992 in Pretoria. Various discussions followed and on 9 February 1993 the Attorneys-General of Transvaal and of the Cape personally attended a demonstration of the apparatus in Cape Town.

(b) Although the principle in respect of the establishment of a more efficient method to expedite the process by which drunken drivers are being brought before our courts of law, is

supported, practical problems were foreseen with the application of the provisions concerned and they were brought to the attention of the Department of Transport.

(2) Yes. After discussions between myself and the Minister of Transport, the latter indicated during the Second Reading debate of the Bill that the provision concerned would not be put into operation before the Department of Justice had submitted proposals to obviate the practical problems which are foreseen. It is expected that the Attorneys-General will soon give a co-ordinated opinion on possible solutions.

Transnet: employment policy

\*12 Mr J CHIOLE asked the Minister of Public Enterprises +

- (1) How many (a) Whites and (b) Non-Whites were taken into employment by Transnet during the period 1 April 1992 to 15 March 1993.
- (2) whether, since 1 January 1990, any policy guidelines in respect of the employment of applicants containing a reference to the race of an applicant have been in existence or have been furnished to any employment offices, if so, what are the relevant details.
- (3) whether he will make a statement on the matter? B484E

The MINISTER FOR PUBLIC ENTERPRISES

The Managing Director of Transnet Limited replied as follows to the hon member's question

- (1) (a) 271 } (15 April 1992 to 15 February 1993)
- (b) 385 }

(2) Yes. Since August 1991, Transnet has been following a recruitment policy whereby business units have to obtain the approval of its Management Board for the employment of White applicants.

(3) Yes. Transnet Limited is a public company with a Board of Directors. As such they manage their own human resources affairs. It is one of Transnet Limited's

\*13 Mr C W EGLIN asked the Minister of Justice

Whether the criteria applied or discretions exercised by the Attorneys-General in deciding whether to prosecute members of the South African Police or Defence Force for alleged criminal conduct are the same as those applicable to the general public, if not, (a) why not and (b) in what respects do the criteria applied and discretions exercised in respect of the Police and the Defence Force differ from those applicable to the general public? B489E

The MINISTER OF JUSTICE

Attorneys-General have for decades followed the guidelines laid down in *Beckenslater v Rother and Theunissen, 1955 (1) SA 129 (AD)*, when deciding to prosecute or not. According to this authority the criterion is whether the prosecuting authority has a reasonable and probable cause for prosecuting, to wit that he has such information at his disposal as would lead to a reasonable man to conclude that the accused is probably guilty of the offence as charged.

Attorneys-General apply this criterion fearlessly and independently in all cases that come before them for decision, and, what is more, this criterion would and should apply to members of the South African Police and the Defence Force and the public alike. There is no evidence to the contrary.

Self-governing territories: territorial allowance

\*14 Mr R M BURROWS asked the Minister for Administration and Tourism

- (1) Whether he or the Commission for Administration has been approached to eliminate the so-called territorial allowance paid to seconded public service personnel in the self-governing territories, if so, (a) by whom was he or the Commission approached and (b) what was his or the Commission's response to this approach.
  - (2) whether he or the Commission intends eliminating this allowance, if not, why not, if so, when.
  - (3) whether this allowance is paid to any South African public service officials who were previously classified as Black and have been seconded to self-governing territories, if not, why not, if so, what are the relevant details.
  - (4) whether he will make a statement on the matter? B491E
- The MINISTER FOR ADMINISTRATION AND TOURISM
- (1) No, (a) and (b) Fall away.
  - (2) no, the possible abolition of the payment of the National State territorial allowance depends on constitutional developments.
  - (3) yes, the National State territorial allowance is payable to all South African public servants who are seconded to the self-governing territories.
  - (4) no
- Public service: gender/race distinctions
- \*15 Mr R M BURROWS asked the Minister for Administration and Tourism
- (1) Whether any conditions of service, including remuneration packages, in the public service are racially or gender distinctive, if so, which conditions of service.
  - (2) whether only persons previously classified as White can be seconded to the service of self-governing territories, if so, why, if not, what is the present policy in respect of the secondment of people of colour.
  - (3) whether he will make a statement on the matter? B494E

**THE MINISTER FOR ADMINISTRATION AND TOURISM**

- (1) Yes, differentiation occurs in respect of the house owner allowance scheme and the Government Service Pension Fund on the basis of gender,
- (2) no, any officer or employee employed in terms of the provisions of the Public Service Act, 1984 (Act 111 of 1984), or the provisions of any of the Services Acts can, if a self-governing territory—
  - (a) experiences such a need,
  - (b) requests it,
  - (c) regards the relevant officer or employee as suitable,
- (3) no

Transnet: new Braamfontein offices

\*16 Mr R V CARLISLE asked the Minister for Public Enterprises

Whether Transmed moved into new offices in Braamfontein recently, if so, (a) for what reasons, (b) what is the monthly rental paid in respect of the new offices, (c) what was the monthly cost of occupying the offices in Park Chambers as at the latest specified date for which information is available and (d) how are the offices previously occupied by Transmed now utilized? B496E

The MINISTER FOR PUBLIC ENTERPRISES

The Managing Director of Transnet Limited replied as follows to the hon member's question

- Yes
- (a) Transmed centralised in one administrative office in Braamfontein with effect from 1 January 1990. Ten regional offices and one head office were closed and all administrative functions are controlled from one central office. The annual savings amount to R6,8 million
- (b) R213 000

report with regard to any case dealt with or handled by that attorney-general in the performance of his duties or the exercise of his powers, if not, why not, if so, (a) when and (b) in respect of which cases? B498E

The MINISTER OF JUSTICE

Section 5 (5) of the Attorney-General Act, 1992 (Act 92 of 1992) provides that I shall coordinate the functions of the attorneys-general and may require an attorney-general to furnish me with information or a report with regard to any case, dealt with by him in the exercise of his duties or powers

The purpose of this provision is, *inter alia*, to enable me to perform certain functions prescribed by law and convention. In this regard attention is drawn to the following—

- Section 111 (1) of the Criminal Procedure Act, 1977 (Act 51 of 1977), gives me the power, in the interests of justice, to order that an offence which has been committed in the area of jurisdiction of one attorney-general, shall be tried in the area of jurisdiction of another attorney-general
- If I deem it in the interests of the administration of justice I can direct that the trials be heard together in one centre
- I am furthermore empowered, in terms of section 148 of the Criminal Procedure Act, 1977, which deals with cases having a bearing on public safety or the maintenance of law and order, to request the State President to constitute a special superior court to try such a case

In order to answer questions in Parliament and otherwise in connection with the functions of attorneys-general

Although the independence of the attorney-general is now entrenched by law, this does not mean that I may not from time to time have discussions with them on administrative issues or issues which have a bearing on management policy. Co-ordinating discussions which have a direct bearing on co-ordination and effective administration do take place and, in my opinion, still bear testimony of the good working relationship which exists between the various attorneys-general and myself

In order to exercise these powers, I am dependent on information regarding the circumstances and the facts of the case, which I obtain from the attorney-general concerned

Attention is also drawn to the fact that in terms of section 5 (6) of the Attorney-General Act, 1992, attorneys-general are requested to submit a report to Parliament regarding their activities

Since attorneys-general institute prosecutions on behalf of the State and consequently render a service on behalf of the community, they must also be able to be called to task should they not do so properly. Hence section 4 of the Attorney-General Act provides that an attorney-general may in certain instances be removed or suspended from office by the State President at the request of Parliament. By convention I, as Minister of Justice, am responsible to Parliament and the State President for matters relating to the administration of justice, and for that reason section 5 (5) of the Attorney-General Act authorizes me to request certain information from an attorney-general

Since it has always been clear that an attorney-general performs his functions fearlessly and independently, I do not intend to request information or reports from the attorneys-general in a way which may possibly have the effect that their independence may be infringed upon

SADF commandos: assistance to SAP

\*19 Mr L FUCHS asked the Minister of Law and Order

With reference to the reply to Question No 18 on 19 February 1992, what was the outcome of the investigation conducted to determine the ways in which Commandos of the South African Defence Force could be used to assist the South African Police in combating crime? B501E

The MINISTER OF LAW AND ORDER

The Defence Amendment Act, 1992 (Act 132 of 1992) was promulgated on 6 July 1992, and, as a result thereof, the South African Defence Force can also be utilized for the maintenance of essential services, including the maintenance of law and order and the prevention of crime in co-operation with the

*Handwritten initials*

(iii) DAANTJIE BARENS, a 23 year old male

(a) Date of death 7 November 1991

(b) Cause or likely cause of death Internal and general loss of blood due to a penetrating projectile wound through the chest

(c) Whether the death was brought about by any act or omission prima facie involving or amounting to an offence on the part of any person On the available evidence it cannot be determined who was responsible for the death of the deceased when he was fired upon by armed persons, while he was assisting the South African Police as a tracker  
The findings of the inquest were brought to the attention of the Attorney-General, Kimberley, who indicated that no further steps were considered by him

Navy: affirmative action

\*5 Mr A S BEYERS asked the Minister of Defence †

(1) Whether, with reference to certain statements allegedly made by a spokesman of the South African Navy on the radio programme Monitor on or about 4 March 1993, the Navy has decided to increase the percentage of Black employees in the Navy as against employees of other race groups, if not, what are the relevant details of the statements on

ing White persons by persons of colour would be discriminatory, and this is certainly not the case

†Dr W J SNYMAN Mr Chairman, further arising from the hon the Minister's reply, I would like to know whether MK members who have for instance been trained elsewhere overseas, and who return and join the SA Defence Force, will be accommodated within the command structure of any section of the Defence Force by means of affirmative action

†The MINISTER Mr Chairman, there is no such policy In most cases one would not even know whether such a man is an MK member or not

I can tell the hon member that 11 new Black members have been recruited since 1991 According to tradition few Blacks were interested in the Navy before 1991 I accept that in the years to come more interest will probably be shown, and those cases will, like all other cases, be dealt with on merit

MRC: buildings erected

\*6 Dr F H PAUW asked the Minister of National Health †

Whether the South African Medical Research Council at any time erected buildings, established an innovation fund and/or invested funds without complying with the relevant legal provisions or obtaining ministerial or Treasury approval for doing so, if so, (a) (i) when, and (ii) why, in each case and (b) what is the total amount involved? B432E

†The MINISTER OF NATIONAL HEALTH Yes, (a) (i) and (ii) and (b)

Erection of buildings

In order to make provision for specific and motivated requirements, the MRC applied to the State to (a) erect a building in Pretoria to be used as a regional office and (b) to carry out certain extensions to the head office complex in Parow

The regional office in Pretoria was completed in November 1988 at a cost of R9,1 million

The extensions to the head office complex in Parow, which consisted of additional office

space, computer accommodation and conference facilities, were completed in September 1991 at a total cost of R0,4 million

Concerning both building projects, correspondence with the Department of National Health and Population Development commenced during 1983 and submissions and motivations were provided On the grounds of these submissions and motivations, the Department of Finance gave financial backing to both these projects

The Department of National Health and Population Development, as well as the Department of Finance, State Expenditure and National Education, through the Committee of Heads of Scientific Councils, was at all times aware of the whole project The only legal provision which was not complied with, was that formal ministerial approval for the project was not obtained This omission has in the mean time been addressed and is in the process of being corrected

Innovation fund

In terms of Framework Autonomy, it is expected from scientific councils to initiate own income supplementary to the basic financing provided by the State by means of commercialisation actions and initiatives

In order to establish a management framework whereby requests for support with regard to these projects could be accommodated and managed, it was decided to earmark an amount of R1 million from the general reserves of the MRC for this purpose The calculated interest on the R1 million can be utilised annually to support research projects with a market potential

In the general and management documentation of the MRC this earmarked amount is referred to as the "Innovation Fund" merely to identify such fund There is however no money for fund which is separately invested and it remains a part of the MRC's General Reserves

As this "Innovation Fund" is purely a management and establishing financial guidelines whereby awards can be made, the management of the MRC was of the opinion that it did not represent a "Fund" as intended by section 12 (5) (c) of the MRC Act, 1991 (Act 58 of 1991)

## Legal bodies support ANC call on judges

GERALD REILLY

PRETORIA — Legal authorities yesterday supported the ANC's call for more black judges but stressed the dangers of an affirmative action programme which ignored essential qualifications and experience.

The ANC this week condemned the present system of appointments to the bench as "racist, sexist, illegitimate and non-representative".

Johannesburg Bar Council chairman Wim Tregrove said the council was encouraging blacks to obtain the needed qualifications to join the ranks of advocates as a background for possible appointment to the bench.

He said the number of blacks in the law profession had not kept pace with the substantial black student component at law schools.

Association of Law Societies (ASL) director-general Andre van Vuuren said part of the solution lay in granting attorneys the right of audience in the Supreme Court.

# Concern over new child labour laws

KATHRYN STRACHAN

THE practice of child labour was on the increase in SA and proposed new legislation threatened to exacerbate the problem, the Network Against Child Labour claimed yesterday.

Jackie Loffell, the organisation's convenor, said proposed regulations covering the issue of labour in the Child Care Act would further entrench and expand exploitation.

She said a storm had broken between the Department of Health and the network, which had been fighting to block the practice and the introduction of new clauses in the Child Care Act.

The network comprises a wide range of welfare, legal, labour and church bodies.

In terms of guidelines approved by a working group, convened by the Department of Health, employers will be permitted to hire children aged 12 to 15 years for pocket money, subject to a set of restrictions on hours and conditions of work.

But the network has contested the clause on the grounds that it would allow too many loopholes.

The guidelines were unenforceable and the addition would exempt sectors, such as supermarkets, which had been barred from employing children under 15, Loffell said.

The organisation recently disassociated itself from the working group because, despite its objections, the controversial

clause was endorsed.

By far the most exploited were children working on farms, said Loffell.

"Farm children who stood to profit by the recent extension of industrial legislation to cover agriculture, will, if the guidelines come into force, remain completely vulnerable."

The SA Agricultural Union had been actively lobbying government to retain the practice, she said.

A Health Department spokesman said he could not comment because the matter was sub judice.

Loffell said it was difficult to establish the extent of the problem because employers, parents and children were reluctant to report the practice.

But in 1985 the International Labour Organisation reported the figure to be at least 60 000 and it had grown since then.

She said the issue of child labour was complicated, because many families depended on the wages brought in by children. The network was campaigning for adequate social security grants so that families would not have to depend on child labour, as well as universal free education.

Aside from being allocated on racial lines, social security grants were in practice difficult to obtain and only available to the destitute, she said.

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### FINANCIAL RESULTS for the year ended 31 December 1992

Results in respect of the year ended 31 December 1992 are as follows:

Eighteen months ended 31 December	
1992	1991
(673)	(8 624)
2 763	2 698
3 436	(11 322)
70	(275)
3 506	(11 047)
—	(1 431)
3 506	(9 616)
896	(8 211)
2 610	(17 827)
(31,2)	(87,4)
1 250	11 000

Consolidated balance sheet		
ROOO's	1992	1991
<b>Capital employed</b>		
Shareholders' interests	17 827	20 493
Long-term liabilities and provisions	10 089	10 419
	27 916	30 912
<b>Employment of capital</b>		
Land and buildings	12 000	12 000
Fixed assets	14 410	16 319
Current assets	16 708	14 988
Current liabilities		
- interest bearing debt	6 169	5 156
- other	9 033	7 239
	15 202	12 395
Net current assets	1 506	2 593
	27 916	30 912
Net asset value per share (cents)	158,5	182,2
Number of shares in issue (OOO's)	11 250	11 250

## SAP reassigns manpower to aid operations

GERALD REILLY

PRETORIA — Police would strengthen their operational manpower by transferring personnel from purely administrative duties to the operations division, police commissioner Gen Johan van der Merwe said yesterday.

He said the basis of a plan to use manpower more efficiently was to achieve a clear division between operational and administrative activities.

Operational division members engaged in purely administrative work would be transferred back to the operational division.

Civilians would take their place. The programme also applied to retired members re-employed as temporary workers. They were given the opportunity of transferring to civilian posts.

# SAA plan to put 12 black pilots in its cockpits

STimes 11/4/93. 177

By ROGER MAKINGS

SAA, in an effort to put at least 12 black pilots in its cockpits within two years, will drop existing entry-level qualifications.

Because there has been a plethora of pilots in SA for years, SAA has set the extremely high standard of 1 000 hours minimum as well as a commercial pilot's licence — which the ANC says is unfair.

This will now be dropped to 250 hours and a SA-issued commercial licence and instrument rating following a visit to two top overseas airline training academies by an SAA and ANC delegation.

The black candidates, who will be drawn mainly from local schools, will be selected by the airline, sent to orientation classes at Jan Smuts and, after careful screening, will undergo a year's intensive training either in SA or overseas.

The move is in line with Transnet's policy of changing "the composition of personnel on all levels in line with the population composition in SA".

The plan to train pilots was formulated after a series of meetings and overseas visits by SAA and an ANC human resources delegation.

The airline's chief executive officer, Mr Mike Myburgh, said this

hours, thereby "setting the standard."

However, the era of the 1 000-hour applicant was over, due to the ability to train pilots to airline standard within 250 hours — as is done by many international carriers.

The SAAF, after drastic cut-backs, was training fewer pilots and could be expected to hold on to them for longer.

"With this in mind, I think we will have to follow the same route, initially sending *ab initio* candidates to flying schools until we can reactivate our own training programme"

However, any South African flying academy would have to be funded by local airlines.

The cost of training a student up to the 250-hour level was in the region of R300 000, putting the bill for the 12 black pilots at close to R4-million — a sum he hoped would be paid for by foreign grants.

He stressed, however, that once basic training had been completed, the students would still have to pass SAA's stringent conversion courses, the standards of which would not be compromised.

week: "Ideally we would like to have cockpit crews that reflect the composition of the SA community"

SAA's executive manager, flight operations, Captain Mickey Mitchell, said that, while the airline did not need additional pilots at present, "we have to plan for the future with possible changes to the selection-board process and the entry-level qualifications of pilots"

Captain Mitchell said that although SAA was altering its entry-level requirements it would not lower its training standards

He said that, in response to ANC claims that SAA's requirements were too high, he had taken a two-man ANC delegation to Singapore Airlines and Qantas in Australia

"These airlines have their own academies which produce commercially licensed and instrument-rated co-pilots for their own airlines after 250 hours' intensive training"

"The ANC team agreed that these were the minimum standards required for a successful airline — which are not far removed from our existing requirements," Captain Mitchell said

"At SAA we have been fortunate, traditionally drawing most of our pilots from the SAAF — pilots who have logged several thousand

# Female managers an underutilised resource

Blomay 15/4/93

177

A RECENT study, conducted under the auspices of the Collaborative Working Group for the Advancement of Black Managers, of the factors affecting advancement in the SA workplace, reveals the existence of yet another distinct minority group — female managers.

The study — in which 1 301 managers including 216 women participated — brings to light significant disparities between female and male managers, particularly in the key areas of responsibility and remuneration even though ages, experience, qualifications and hours spent at work were more or less equal.

Male managers have twice as many subordinates as women. For every man earning less than R60 000 a year there are eight women, while twice as many men than women earn more than R100 000 a year.

These inequalities, it emerges, act as a significant disincentive for female managers to advance or to advance as far as they might, as women are exposed to greater discrimination the higher they rise in an organisation.

Among the other main "demographic" findings are that, in the non-work situation, the average female

manager is single (and hence often a single parent) with considerably less earning power than her male counterpart.

If the trend is allowed to continue, more and more women will fall into this demographic trap. How stable is such an arrangement and how much longer can SA business afford to ignore it?

A significant portion of the study was devoted to identifying the main causes of pressure at work among female managers. These factors emerge as discrimination, peer-related jealousy, understimulation or underchallenge, and exclusion.

Given these responses one must conclude that, in general, SA business significantly underutilises an important and potentially valuable resource. This very fact fuels negative perceptions of female managers, leading to a vicious cycle. On a more positive note, it might be said that there exists in the workplace a large, qualified and experienced but largely untapped resource. Perhaps the time has come for business to mine it.

A related finding is that female managers suffer from a wide variety of pressure-related symptoms.

individuals accepting their lot rather than becoming more assertive and taking control. The result: a reinforcement of already negative perceptions of the female manager.

Female managers have taken a long time to emerge as a distinct group in the workplace and may still suffer the slings and arrows of discrimination, disinterest and distrust.

However, a number of positive trends are starting to emerge in the US that should ameliorate the situation for SA women in the long run. These include the establishment of successful lobbying groups, a greater desire to protect minority rights generally, and adoption of equal opportunity and promotion-on-merit policies by a growing number of companies.

Yet many issues have yet to be addressed properly. A good place to start might be to review women's (indeed all minorities') salaries, working conditions, responsibilities, participation and like, with a view to reaching parity as soon as possible.

This should engender confidence in the company, improve individuals' self-confidence and send an unequivocal signal that the organisation is serious about providing equal

opportunities for all

Second, female managers need to take the lead in establishing new, more appropriate and wider support networks, associations and/or lobby groups to help them to share and deal with these unique pressures and challenges.

Third, female managers as well as their employers must be made aware that pressures and their symptoms are not unavoidable consequences of moving up the corporate ladder.

Finally, there should be a greater awareness that most of the existing developmental, diagnostic and other programmes in SA companies were originally developed for, and tested on, majority groups in the workplace, principally men.

This study shows (as do others) that there are significant differences between male and female managers, which points to the urgent need for testing and possibly redesigning current programmes to assure their suitability.

□ Dr Allmann is convener of the Collaborative Group for the Advancement of Black Managers and medical director of Bristol-Myers Squibb SA.

## BEN ALLMANN:

These range from tearfulness, dizziness and nausea to depression, palpitations and general feelings of tension. Assuming that symptoms are the warning signs of illness, then female managers by virtue of their 16% greater symptom prevalence than their male counterparts are at a commensurably higher risk.

The implications for business are far from encouraging. For one thing, some of the company's most experienced, educated and trained personnel are also the most likely to be forced to leave because of ill health.

For another, younger and less experienced female managers, if they replace these "corporate casualties", fall prey to similar pressure — but do so more quickly and severely for the very reason of their inexperience.

The study further shows that female managers' reluctance to advance has the effect of further lowering their self-esteem, and this can ultimately lead to a lack of confidence. This, in turn, can result in in-



FM 16/4/93

CURRENT AFFAIRS

LABOUR

**Rare skills**

(177)

**Affirmative action** is becoming a major issue for business in a changing SA. Only 2% of private-sector assets are black-owned and more than 90% of top managerial positions are held by whites. A 1991 survey (by SPA consultants) of 23 large companies found that most had identified affirmative action as their human resource priority for the decade.

However, in the metal and engineering sector, at least, only about 39% of companies (admittedly the larger ones) claim to have affirmative action policies, compared with

\* cont

55% who do not. Even then, most of them base it solely on equal opportunity — or removing (official) barriers to entry. Only 5% take the more active approach based on preferential treatment for disadvantaged groups — blacks mainly and women sometimes.

This emerges from an analysis of industrial relations trends in the engineering sector, a major employer, compiled for Seifsa by labour consultant Duncan Innes. Findings are based on 500 responses (18% of Seifsa members) compiled late last year.

The report notes "a serious discrepancy" between the affirmative action policy adopted by Seifsa members and that of black political organisations which advocate action based on preferential treatment. Unless more is done, "affirmative action on a voluntary basis will not suffice and industry faces the prospect of legislation being imposed to enforce it."

The other side of the coin, however, as nearly half the "practising" companies find, is inadequate skills and the shortage of appropriate candidates. Companies often complain they cannot find skilled blacks to take up technical posts in engineering and finance. Nearly 20% cite as an obstacle the lack of managerial commitment, 16% lack resources for training, 13% say there's white resistance; 10% had other reasons and 22% did not respond.

Other obstacles are not likely to be overcome soon. Education, training and development form a long-term process requiring "considerable commitment" to human resource development.

Though difficult to achieve in a recession, delay would make things worse, as companies might have to compete for scarce skilled black personnel.

Companies are advised to ensure that there is commitment at board level to putting policies into practice and to driving them within the organisation. This means not only providing training but also giving blacks management experience so that they can develop in the company.

Interestingly, a high proportion (55%) of companies believe their affirmative action programmes are successful. But the standards they use to measure them might not be the same as those laid down by future legislation.

The International Labour Organisation, which has drafted Namibia's Bill on affirmative action in employment — emphasising preferential treatment — is investigating the legal possibilities for such action in SA.

Among the report's other findings on labour in this sector:

□ Despite opposition in Seifsa, 75% of respondents want centralised bargaining to continue,

□ Between October 1991 and September

1992, 35% of Seifsa companies retrenched a total of 34 000 people, mostly in large companies based in the PWV, mainly unskilled workers whose package generally was a week's wages per year of service. Significantly, 73% of companies that retrenched held consultations with unions,

□ 46% of Seifsa companies have productivity schemes, with 59% of them using productivity bonuses, 36% incentives and 32% other productivity schemes. Only 31% of those with productivity schemes had discussed or agreed on them with unions. Two-thirds of those with productivity schemes

find them effective,

□ Only 19%, large firms mainly, have participative management schemes. This, too, is seen as lagging the expectations of a future government. The most common schemes are "green areas" (14%), works councils and regular meetings (7% each), and quality circles (4%). In nearly half the cases, schemes were discussed or agreed with unions and most companies (73%) with participative management schemes believe they are ef-



Duncan Innes

fective, and

□ Respondents identified seven key areas of training to which they are committing more resources: functional job skills (87%); management skills (55%); industrial relations (50%); literacy/numeracy (33%); interpersonal skills (30%); cross-cultural skills (15%); other areas (14%).

# Still dearth of blacks in manufacturing sector

THEO RAWANA

APARTHEID legislation, that up to 14 years ago barred blacks from playing a significant role in manufacturing industries in SA, was still the main reason there were very few black entrepreneurs in the sector, industry experts said last week.

SBDC central region GM Jo Schwenke said the corporation had black entry into manufacturing as its priority for 1993 and had set aside R10m for a few projects for which suitable entrepreneurs would be selected and assisted through funding, training and marketing.

"We will identify suitable entrepreneurs, lure them from their jobs and put them up in business. Proper technology will be put at their disposal and we will liaise with our overseas partners on expertise to be used," he said.

Job Creation director Ian Hetherington estimated that less than 10% of the 700 000 black businesses in SA were in the manufacturing and related service industries.

But, he said, considering that up to 14 years ago it was illegal for blacks to manu-

facture outside the homelands, it was commendable that they had advanced so far. Hetherington said the entrepreneurs were mostly engaged in cement and block-making, the manufacture of protective clothing and dressmaking.

Schwenke said manufacturing was a "very tough and competitive" field. He added that most of the ventures operating as black businesses were actually owned by whites.

"Even in the homelands the businesses are owned by whites," he said.

Self Employment Institute director Theo Rudman said his institute was going to pay special attention to manufacturing.

"The manufacturing sector is more vital to the economy than retailing. We need more manufacturers for the economy to grow," he said.

The institute would instil into entrepreneurs the importance of entering into contracts with the established suppliers.

1993  
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# More attorneys may join bench

BLOOM 21/4/93

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LINDA ENSOR

CAPE TOWN — It was likely that senior attorneys and legal academics would be eligible for appointment to the bench in the new SA to ensure that judges were drawn from a wider community, Judge Pat Tebbutt of the Cape Supreme Court said yesterday.

Speaking at a Mount Nelson Breakfast Club function, Tebbutt said greater community participation in all facets of the judicial process would be the fundamental principle underlying changes made in the future SA legal system.

There would have to be a greater number of judicial officers of all races and in order to achieve this judges would have to be drawn from a wider cross section of the legal profession, including senior attorneys and academics. Presently there was only one black judge in the Transvaal, one in Bophuthatswana and one in Transkei, and only two black senior counsel in SA.

A corollary of this development would be the abolition of the two branches of the legal profession, namely advocates and attorneys, to create one unified profession.

Greater community participation in the administration of justice could also be achieved by the appointment of more

black assessors in criminal cases, though Tebbutt hoped that this would not involve the return of the "undesirable" jury system

He believed the inevitable incorporation of a Bill of Rights in a new constitution would mean a greater role for the courts in the legislative process.

"It will be the law, as applied by the courts, to test future legislation which may, or may appear to, conflict with such a Bill of Rights."

In the past the courts had had an interpretative role vis-a-vis legislation rather than the policymaking role played, for example, by the US Supreme Court.

US judges acted as guardians of the Bill of Rights and as adjudicators with the power of judicial review of legislation.

Tebbutt thought it likely that in SA the Bill of Rights would be watched over by a special constitutional court, including judges, academics and experts.

Finally, he considered it likely that the emphasis in sentencing in a new dispensation would be on rehabilitation of offenders rather than retribution.

**PEOPLE'S LIVES** American system may be of help in South Africa



Ruth Blumrosen

# A just answer to past wrongs

*Sowetan 3/5/93*

By Pearl Majola

■ **NOT TOKENISM** Affirmative action

**W**HAT will become of the people who have been deprived of equal opportunities at work because of their race or sex or both in the new South Africa?

The answer may well lie in the American system which introduced legislation against discrimination on the grounds of sex and race. The system also instituted an affirmative action programme binding to all businesses, organisations and companies contracted by the government.

Professor Ruth Blumrosen of the Law School of Rutgers, New Jersey, discussed the options for the new South Africa with a group of women in Johannesburg last week.

Blumrosen is in South Africa on a scholarship and is attached to the University of Stellenbosch.

Since January she has been working with her husband, Professor Al Blumrosen, and Professor Linda Human of the Stellenbosch University on a draft affirmative action statute they hope will be adopted in South Africa.

"We came here to see if the Ameri-

*backed by law is the solution:*

can experience would be useful to South Africans because of the similarities in our industrial relations and our own experiences of discrimination in the South," explained Blumrosen.

"In the States we have spent time and resources litigating against businesses who practise discrimination. But South Africa can move straight on to changing business practices to ensure black people and women are included where they were previously excluded because of racism and or sexism.

"This is where the American example would help. Apart from the two programmes (the affirmative action policy and the antidiscrimination legislation) to ensure equal employment opportunities, we have an agency that receives complaints from employees who feel they have been discriminated against.

"The agency investigates the matter and if need be takes it further to the courts. If the individual is dissatisfied with the agency's finding, she or he can go to court.

"The second programme applies to companies which do business with the government. These companies are required to develop an affirmative action policy and stick to it."

According to Blumrosen the companies are subject to inspection to ensure they follow their policies. If they are found not to, they are penalised.

Sentences range between the companies being banned from ever doing business with the government to paying compensation to the people who will have suffered as a result of the company not following an affirmative action policy.

Blumrosen said the programmes had been well-received by American businesses and there are few cases where employees filed complaints against employers.

A riddle South Africa will have to work out is whether affirmative action is reverse discrimination, tokenism or window-dressing. And if any of these are true, then how to instil affirmative action properly or find alternatives to ensure equal employment opportunities for all.

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# Review of women's ordination

5 Times 9/5/93

THE Anglican diocese of Natal met in Maritzburg this weekend to reconsider the question of ordaining women to the priesthood

At last year's synod well over half the delegates voted in favour, but the numbers were eight short of the two-thirds majority needed.

However, at the provincial synod in Swaziland last August, the resolution was easily carried. Anglicans in Natal are now being asked to vote again in the light of the Swaziland decision, which was taken by representatives of the Anglican Church throughout southern Africa.

While the issue has proved controversial among Anglicans in this country, it has not provoked anything like the angry exodus seen in England.

Anglican opponents of women's ordination have been seeking admission to the Catholic Church, whose hierarchy is strongly opposed to women's ordination. Catholic bishops in England have been making special arrangements for receiving a large number of Anglicans, though this move has been criticised by the

Catholic lobby in favour of women's ordination.

By CARMEL RICKARD

(Bishops who do not want to ordain women are not obliged to do so)

The relative calm with which the decision has been greeted in this country has been attributed to several factors. The leadership of the Anglican bishops, particularly Archbishop Desmond Tutu of Cape Town and Bishop Michael Nuttall of Natal, has been praised for helping keep the Anglican

communion together through their tactful, sympathetic approach.

The continued unity of the Anglican Church is all the more remarkable given the arrival in this country of Bishop Robin Connors of Spartanberg, South Carolina.

He is a senior official of the Traditional Anglican Communion, an organisation in the US

strongly opposed to women priests. He has come to this country to work with anti-women's ordination groups and to find dissident priests who will help him.

He is operating with a conservative offshoot of the Anglican Church.

In the latest bulletin of the Anglican diocese of Natal, Archbishop Tutu writes that neither the Traditional Anglican Church nor Bishop Connors has any relationship with the See of Canterbury.

# Unionists don't get promoted, say staff

South 1916 - 23/6/93

By Quentin Wilson

UNIONISED workers at the Red Cross Hospital in Rondebosch have accused management of discriminating against union members in the appointment of an administrative clerk to the hospital.

Members of the National Education, Health and Allied Workers' Union (Nehawu) have complained that the person who was given the post, Mr Thembu Xaba, lacks the qualifications held by two Nehawu members who also applied.

Xaba is not a Nehawu member

Mr Wilfred Alcock, Nehawu's Western Cape treasurer, believes his union's members at the hospital are consistently overlooked for promotion, even though they have the qualifications.

Xaba has passed standard six while the other two applicants have a year of tertiary education

"Normally management insists on minimal educational requirements for posts, but they seem intent on excluding Nehawu members from promotion whenever possible," Alcock alleged.

Hospital management would not comment on Nehawu's allegations and referred SOUTH to the CPA.

Mr Pierre Oosthuisen, the CPA's director for labour relations, denied the charge of preferential treatment for non-union members.

"When a person is being considered for an appointment, we do not

ask for their organisational allegiance. Whether they belong to a union or not, is not an issue," Oosthuisen said.

He said Xaba's knowledge of languages and his work experience outweighed his academic shortcomings.

Alcock alleged that when interviews for the post were conducted late last year, Xaba was found "an unsatisfactory candidate".

It was therefore expected, he said, that one of the other two candidates, who were found to be satisfactory for the job, would get it.

Oosthuisen said he had "no knowledge" of Xaba ever being found unsuitable for the clerical position and that no agreement had been made to exclude him from the post.

Alcock insisted the procedure was part of management's "union bashing campaign" and said Nehawu, although they held nothing against Xaba, would campaign for an end to "boetie-boetie appointments" and "back-door promotions".

"Discrimination against Nehawu members is not only happening at Red Cross, it is happening at all the other CPA-run hospitals. We cannot stand by and watch. We must continue to expose state corruption and clean the public service," Alcock said.

Xaba has refused to be interviewed by the press

BIDeay 24/6/93

# MANAGEMENT

## Anglo and Eskom lead the way to racial equality

MATTHEW CURTIN

**CORPORATE SA** is bracing itself for the daunting challenge of redressing racial and sexual inequality at the workplace.

Researchers at UCT's Graduate School of Business believe business is all-prepared for the task. But there are exceptions. The human resources strategies at two of the biggest employers, Anglo American and Eskom, suggest some are meeting the challenge head-on.

UCT's Breakwater Monitor project has compiled a thorough review of who is employed in which job categories. The project has so far analysed a sample of more than 40 companies employing nearly 600 000 workers, and has set a target sample of 2-million people.

Graduate School of Business director Kate Jowell says reliable and integrated human-resource information is needed before strategies for dealing with the problem can be devised. Researcher Angus Bowman-Falconer says "government-driven research and statistics have, by design, failed to provide accurate assessments of our human resource issues".

The UCT data is galling. Bowman-Falconer says that, at odds with the international norm, three quarters of SA workers are in semi-skilled and unskilled categories. Nearly 70% of them are black.

Black men are well represented across all categories. Overall, women comprise only 17% of the workforce, half of whom were white. Black

women account for only 5% of the total.

He says "The representation of black, coloured and Asian managers still remains marginal, with black managers slightly better represented." Women are again poorly represented. He notes that a different sample could produce better or worse figures, but many of the participants would be considered leading companies, "no matter what criteria were used".

Affirmative action is the most commonly used term to describe programmes to redress this sort of imbalance, but the UCT researchers say there is no agreement on what the term means.

Anglo executive director Bobby Godsell says the corporation has adopted the phrase "employment equity". This describes policy which seeks to invest in and promote employees rather than singling some out because of their colour or sex.

The phrase does not imply the enforcement of artificial quotas which amount to "front-office niggerism, an offensive phrase for an offensive practice". Changing staff ratios among Anglo's 275 000 employees in SA is not enough because "we must have more blacks in high places, but they must be competent".

Godsell says the policy is no more than good management strategy, which should have been operating in the first place, and one which Anglo began in earnest in 1979. He says the corporation was approached by some of its black management trainees, complaining of racial bias in the lack of adequate career opportunities



Anglo American executive director Bobby Godsell.

Picture: GARTH LIMLEY

When investigated, the grievance was found to apply to staff in general. Anglo developed partnerships with leading universities in an effort to compensate for inferior black school education, offering scholarships and bursaries for commerce and engineering students of any race. In 1986 it turned its attention to recruitment, and the tendency of managers to pick recruits of a similar background.

Targets were set, met and raised. Last year Anglo's employment equity programme reached a third phase aimed at retaining the pool of

managers it had trained in a business community noted for its managerial staff turnover.

Godsell says the key problem is the generic one of "organisational rejection", instilling trust in all employees of their colleagues and widening the "insider culture".

He is adamant there is no shortage of black candidates for management posts, whether from private schools, state schools or overseas.

A spokesman for Eskom is more circumspect, saying there is a relatively small management pool the

company can draw on. He notes Eskom is a unique organisation. It is self-sustaining, having to foster managerial and engineering talent, unavailable elsewhere in industry, for the power generation and supply business.

With an emerging skills shortage, Eskom first focused on affirmative action problems in 1985/86 after concerted campaign to eliminate overt racial discrimination. Four years ago, Eskom adopted its version of employment equity, known as the "no potential lost". It is based on training and upgrading skills, as well as "mentoring" of junior managers, attached to senior staff for on-the-job advice.

Godsell and Eskom agree the programmes amount more to the "deracialisaton of the workplace" than a focus on race itself, with the same applying to gender.

They recognise both organisations have a long way to go. Bowman-Falconer says business has been over-keen on scenario and strategy planning, without adequate attention being paid to human resources issues.

Godsell says Anglo's record speaks for itself. Eskom admits it has been preoccupied with the long-term nature of the power generation business, rather than day-to-day human resources problem of its 42 000 employees.

Eskom says there is no way of creating "instant managers" but Eskom may find it hard to resist calls for swift and visible evidence of its commitment to employment equity. Complicating matters is the fact that

the success Eskom has had so far in redressing the racial imbalance is partly offset by the work still needed to be done in promoting women. Human resources senior GM Dawn Mokobo is in charge of a major review of the "no potential lost" programme as Eskom takes stock of the rapidly changing political environment. The programme may be overhauled in July.

Labour consultants Andrew Levy & Associates director Larry Palk says legal coercion, on a par with the wave of new legislation after the 1964 civil rights laws in the US, is bound to intensify on SA business. "Resistance from white staff will be strong but increasingly hard for companies to tolerate".

He says that in the 70s and 80s the only affirmative action pressure came from companies affected by the Sullivan and EC codes of conduct. A quick glance of people-on-the-move sections in the business Press shows what little impact it has had on changing the racial and sexual balance.

Employment equity may become as sensitive as the recognition of trade unions was in the 80s. The decision by the National Union of Metalworkers to table a code of conduct on recruitment in its annual wage talks with metal industries employer federation Seisla is a sign of the times.

Godsell recognises the growing internal and external pressures but says there need be no losers in striving to improve employment equity. "Only people expecting privilege from pigmentation will be in for a shock".

# Equal jobs key to new SA

21/6/93

THE saddest thing about SA is that there are millions of able, willing and capable blacks who are still denied opportunities by both business and the political powers that be, charges NSB executive chairman and chief executive Mohale Mahanyele in his 1992 annual report.

"How else does any sensible person explain the almost total absence of blacks in the top echelons of ownership, control and management of the South African economy?"

"How is it possible that the NSB can succeed with blacks in the top echelons," Mahanyele asked, arguing it was against this background that the NSB had positioned itself as a company that should be seen as playing a significant role in ensuring "that we have a just, fair and democratic post-apartheid SA."

Black economic empowerment was one of the keys to a democratic post-apartheid SA, he said.

"It cannot be doubted that unless and until there is a considerable amount of affirmative action, we will not be able to move away from the past. Political empowerment must be accompanied by economic empowerment," Mahanyele said.

He strongly believed that unless South Africans seriously considered such a nebulous concept as "Equal Employment Opportunity" most blacks and some whites who were trapped in the poverty cycle would never rise above their present circumstances.

The economic woes now afflicting many South Africans would simply continue into the future, he warned.

"Leaders have a significant role in creating the state of mind that is the society. They can serve as symbols of the moral unity of the society," Mahanyele said, adding "they can express the values that hold the society together."

To add substance to his belief that business could be an agent for positive change, Mahanyele quoted management expert John Gardener. "Most important, they can conceive and articulate goals that lift people out of their petty preoccupations carry them above the conflicts that tear a society apart and unite them in pursuit of objectives worthy of their best efforts."



## Race bias in parliament jobs — PAC

Political Staff

(177)

PARLIAMENTARY restaurant workers are still being racially classified, claims the Pan Africanist Congress.

The PAC's Clarence Makwetu said during the budget debate that African waiters had to sign contracts stating they would be temporary workers for at least 12 months.

In spite of applicants being told that all vacancies had been filled, new white faces continued to appear in the restaurants. ARU 3/8/94

He said: "On inquiry I was told that the new faces, that happen to be white, had worked here in the past.

"These discriminatory practices must be urgently investigated and when found must be immediately corrected. We must be exemplary if we are to lead by example."

All vacancies should be advertised, instead of being filled through the back door

Mr Makwetu urged the secretary of parliament to investigate.