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MANPOWER – Training

1-1-80 – 31-12-80

TABLE II

| | WHITE | | ASIAN | |
|---|---|---|---|---|
| | Male | Female | Male | Female |
| Rheumatic Heart Diseases (390-398) | 115<br>1.2% | 121<br>1.5% | 28<br>2.5% | 15<br>1.9% |
| Hypertensive Diseases (400-404) | 212<br>2.2% | 389<br>4.9% | 115<br>10.1% | 127<br>15.8% |
| Ischaemic Heart Diseases (410-414) | 5737<br>58.8% | 3118<br>39.3% | 537<br>47.3% | 246<br>30.6% |
| Cerebrovascular Diseases (430-438) | 1587<br>16.3% | 2181<br>27.5% | 273<br>24.1% | 239<br>29.7% |
| Total<br>Circulatory Diseases (390-458) | 9752<br>100% | 7926<br>100% | 1135<br>100% | 804<br>100% |
| Motor Vehicle Accidents (E810-E819) | 750<br>38.0% | 287<br>42.4% | 122<br>36.6% | 28<br>26.9% |
| Suicide (E950-E959, E979) * | 485<br>24.6% | 104<br>15.4% | 42<br>12.6% | 13<br>12.5% |
| Homicide (E960-E969) | 59<br>3.0% | 41<br>6.1% | 41<br>12.3% | 2<br>1.9% |
| Total Accidents, Poisoning and Violence (E800-E999) | 1973<br>100% | 677<br>100% | 333<br>100% | 104<br>100% |

* E979 "Suicide and self inflicted poisoning by motor vehicle exhaust gas" is a code used in South Africa which does not appear in I.C.D. (8th revision). See Ref. 13.

# Now black managers for Whites

Argus 8/1/80. (14)

Argus Correspondent

PRETORIA. — Employers will soon not need permits to appoint black managers and overseers over whites in white areas.

The Government plans soon to lift the Group Areas Act restriction which at present requires employers to obtain a permit before appointing blacks in managerial positions over whites in white areas.

A spokesman for the Department of Community Development said here today that his department was drawing up a proclamation to remove the restrictions in force all over South Africa.

Mr Wulfie Jacobson, executive director of the Pretoria Chamber of Commerce today welcomed the news.

He said the Associated Chambers of Commerce (Assacom) had been pressing for the freedom of entry for black people in white business areas for some time.

'This is desirable on principle and will also make it much easier for blacks to reach managerial positions,' he said.

Mr Z Mashao, a prominent black community leader in Pretoria, has also welcomed the move 'because there is now more opportunity for the many black students who have qualified at university for managerial positions.'

He hoped employers would not abuse the concession and would pay the same rate for the jobs as whites were getting.

Coloured and Indian community leaders in Pretoria were also pleased the Government was planning to remove the permit restriction.

This would provide many more employment opportunities for their people, especially as there was a shortage of trained managerial staff, they said.

SALDRU

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STATEMENT BY THE SECRETARY FOR MANPOWER UTILISATION

MR. E.A. CILLIERS

(For release on 10 January 1980 at 12h00)

1980-01-10

The Secretary for Manpower Utilisation announces that the first course in terms of which adult Asian males who wish to be trained as artisans, will commence at the M.L. Sultan Technicon in Durban during April 1980. The scheme for the training of artisans is being offered by the Department of Manpower Utilisation in collaboration with the Department of Indian Affairs.

The purpose of the scheme is to augment the shortage of skilled manpower. It benefits the worker, the employer and the country's economy. By making use of it, the worker increases his skill, the employer obtains trained labour and the resultant increase in production assists in promoting the welfare of the country.

Training can be offered to forty trainees in the following trades:

Electrician, fitter and turner, motor/diesel mechanic, radiotrician and welder.

The training period of three years commences with a 12 months intensive training course in the well-equipped workshops of the Technikon. During this period a weekly allowance, which varies from R20 to R50 according to the number of dependants, is paid to a trainee.

Thereafter, trainees are placed with approved employers for further practical training over a period of two years. During this period they receive a weekly wage of not less than R52,50 during the first six months, with six monthly increases until their training is completed.

2./....

The in-service-training period of two years may be curtailed by as much as 50 per cent if the trainee successfully passes a qualifying trade test which comprises practical tasks only.

Prospective trainees must comply with the following requirements:

They must -

(a) be at least 21 years of age;

(b) be in possession of at least a Std. VII certificate for the trades electrician and radiotrician or at least a Std. VI certificate for the other trades;

(c) be medically fit; and

(d) not be indentured as apprentices.

Interested persons may obtain full particulars from the Divisional Inspector, Department of Manpower Utilisation, P.O. Box 940, Durban, 4000. Courses will commence annually in April, and applications for enrolment in respect of the 1980 course should be submitted before the end of January 1980.

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Issued by the Information Service of South Africa at the request of the Department of Manpower Utilisation.

PRETORIA

~~18 December 1979~~
10 -1- 1980

CT 12/1/80

# Engineering training system may be streamlined

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**SWEEPING changes have been recommended for South Africa's technician engineering training system to streamline the exiting training courses. The object is to maximize the efforts of the country's limited engineering manpower.**

This is one of a series of recommendations contained in the Goode Committee's report, under the chairmanship of Mr R C J Goode. The committee was appointed in 1974 at the recommendation of the Federation of Societies of Professional Engineers (FSPE) by the Minister of National Education.

Comprising some of the country's leading professional engineers, the committee was briefed to inquire into and report on the training, use and status of engineering technicians. Its recommendations have now been submitted to the government.

A major change envisaged is to create a new category in the engineering complement, to be known as an engineering technologist, who will assume certain of the responsibilities currently handled by professional engineers who, generally speaking, are educated at university faculties prior to obtaining practical training. Engineering technologists will fill an existing gap in the overall engineering picture rather than replace the professional engineer or the technician.

## Better salaries

*Other possible spin-offs from* the report are better salaries and better training for lecturers at technical colleges and greater efforts to "save" the non-academically oriented engineer who makes the mistake of attending university when he is more technically and practically minded — up to 50 percent first year failure rates are experienced for engineering students at universities.

Basic thinking contained in the Goode Committee report is that technical colleges and colleges for advanced technical

- The professional engineer with his academic "bent" who qualifies at a university.
- The engineering technologist.
- The engineering technician (distinguished from the artisan in having a wider and higher technical ability).
- The artisan operator.

The South African Council for Professional Engineers (Sacpe) says in a critique of the Goode report that more matriculants should be attracted to engineering training with the improvements of status and opportunities that will follow the report's implementation. In engineer-hungry South Africa, the benefits are obvious.

The re-structuring means the practical engineering-orientated person can "train up" in stages with apprentices. For example, being able to convert to technicians' training courses on a part-time basis. Moreover, there are now more levels at which technicians can tackle training according to their individual abilities and ambitions.

## Major changes

Finally, the highly talented practical technologist now also has the opportunity to acquire a new level of training on an independent footing with the academically trained professional engineer.

To achieve these new standards, major changes will have to be implemented in the colleges for advanced technical education (Cates). The Goode report proposes, for example, that the salaries of lecturers be reviewed to attract a higher calibre of individual.

Moreover, lecturers will undergo more training to improve their competency. At the same time, they will require more nevertheless be able to obtain the Higher National Certificate.

Study in advance of the HND will also now be possible to Advanced National Certificate level. After a further period of study, post HND students will qualify for the Diploma in Technology, the "technologist" level.

The ultimate qualification obtained by a technologist will be the Associateship and this will be awarded by the Cate after the submission of a thesis, project or design set by the Cate

business report

# Energy saving motor

A NEW generation of commuter rail vehicles — 3-phase traction motor replaces dc motor — streetcars and commuter rail vehicles run more economically.

For as long as there have been electrically driven commuter rail vehicles —almost a hundred years already — they have been driven by dc motors. But the days are now numbered for this tried and tested type of drive.

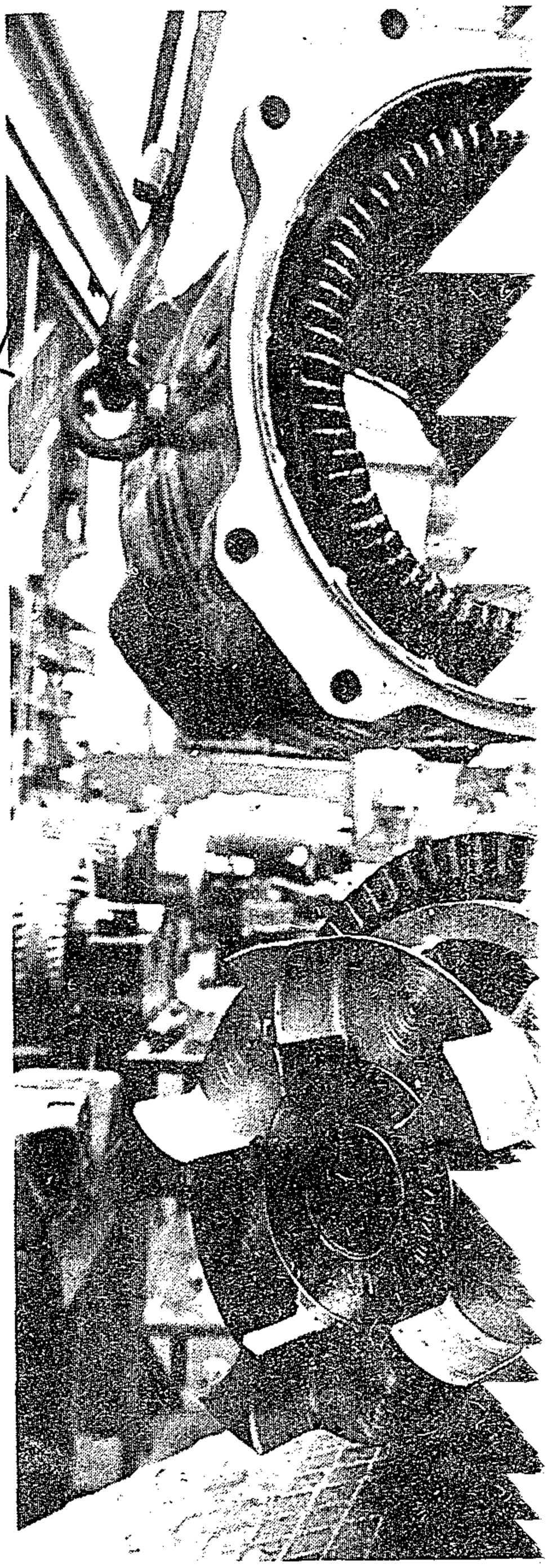
The electronically controlled dc motor is taking its place, equipped with a variety of advantages considered doubly important today: considerable energy savings, much less wear and only a minimum of maintenance.

This type of drive has long been in widespread use in industry for stationary applications. But too many technical obstacles stood in the way of its being used in motor cars, where every centimetre of space and every kilogram of weigh saved is essential.

Electronics first made it possible. Successes in semi-conductor technology with the development of components with high current ratings have ushered in an era of technological change which is now being extended to rail vehicle motors.

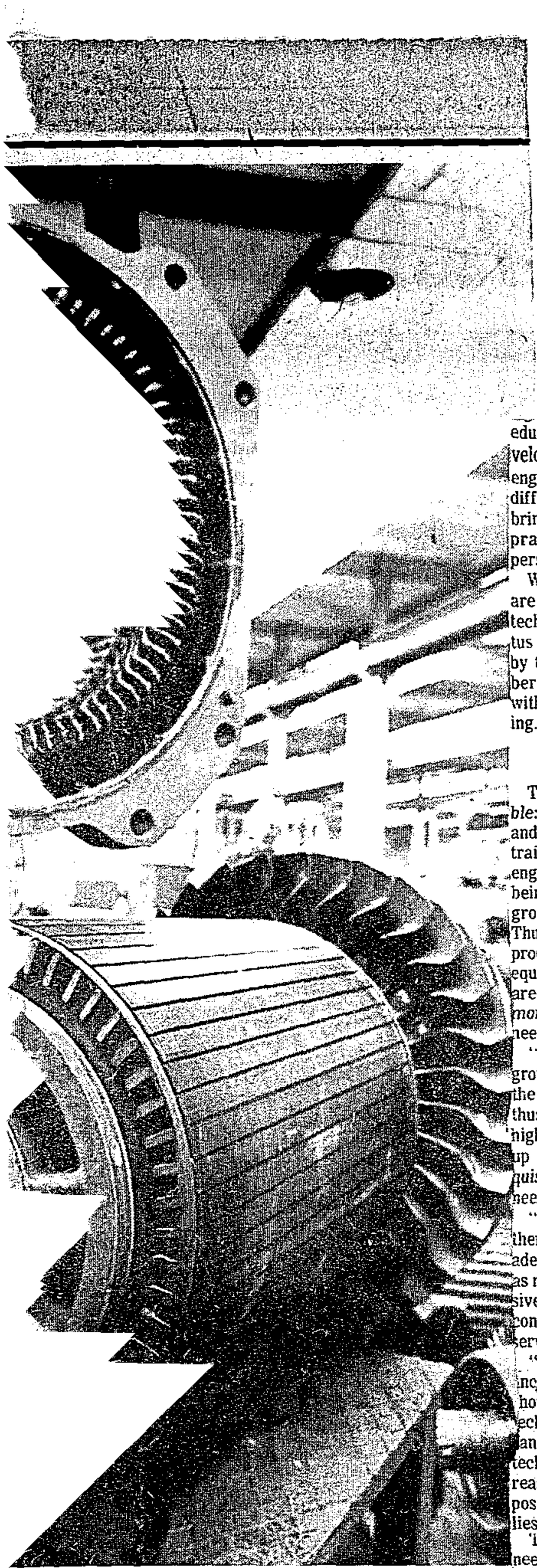
## Prototype

In 1975 Siemens equipped a streetcar in Nuremberg with the new 3-phase traction motor



speed control in use up till now entails considerable energy loss, especially when starting: this is now done without steps and thus almost no energy is lost. In addition the braking energy is fed back to the contact lin that it can be used again.

In the case of traditic drive this energy was lost heat. The 3-phase traction m requires less maintenance



education (Cates) should be developed parallel to university engineering courses but with different emphasis designed to bring out the best talents of the practical engineer-orientated person.

When the recommendations are implemented, the practical technologist will have new status and will fill a gap created by the tapering off of the number of overseas immigrants with advanced technical training.

## Creative ability

The report says in its preamble: "*It is evident, both overseas* and in South Africa, that in the training of the undergraduate engineer, greater emphasis is being placed on scientific background and creative ability. Thus more of the routine of production, the maintenance of equipment and the fault-finding are being handed over to the *more practically trained engi*neer and senior technician.

"The *technician group*, the group between the artisan and the professional engineer, has thus expanded greatly as its highly trained members move up to take over duties relin*quished by the professional engi*neer.

"In the middle ranks too, there is a greater demand for adequately trained technicians as more complicated and expensive equipment is provided to control processes and to conserve operative manpower.

"At the lower end, there is uncertainty as to when a person should qualify to be called a technician and on occasion, artisans and operators are termed technicians solely for prestige reasons." The report makes proposals to eliminate these anomalies.

The new structure of engineering training will be:

practical industrial experience before their appointment and contact with industry through visits and subsequent work periods will be needed.

## Other ideas

Other recommendations in the Goode report are:

- Cates should revert to the semester system of training.
- Cates laboratories should be improved, especially where new courses are involved.
- The integration of apprentice and technician courses should be discontinued and courses for more advanced students should be re-structured to meet their individual needs.
- *Short single purpose* courses for specific technologies should be introduced.

Four main streams of practically oriented technologists will emerge in future. At the present National Diploma in Technology and Higher National Diploma levels, a student will take the equivalent of six subjects to obtain a newly created Higher National Diploma and complete in-service training to make a four-year course.

This strengthens the concept of parallelism between colleges for advanced technical education and universities originally recommended in the Van Wyk de Vries Commission's report on universities.

The HND will be the entrance qualification for a Diploma in Technology (Dip Tech) or could lead to the Goverment Certificate of Competency obtained by passing Legal Knowledge and any further subjects that the Commissioner of Examiners may require.

The HND, like the National Diploma of the present, will indicate the specialist field of study of the student. Students failing to reach the required standard for the HND should

— the first commuter rail vehicle in West Germany to take advantage of this new development.

Since then this prototype has been thoroughly tested over tens of thousands of kilometres of normal operation. The results were so convincing that orders were placed for eight double motor cars with 3-phase traction motors for the new subway line in Nuremberg.

A second prototype was put into service in the Vienna subway line which opened in the spring of 1978 and a descendant of this new generation of vehicles will soon be running in Mülheim (North-Rhine Westphalia).

The overwhelming majority of passengers remain unaware of what is different about these vehicles: how the dc current taken from the contact rail or *contact line is converted to 3-*phase current in the vehicle and how the constant-current dc — link converter — a newly-developed electronic device — "responsible" for this process functions and controls the electrical energy in proper doses according to the load on the motor.

This new technology also contains the positive aspects of the new type of drive. In contrast to the "old" motor it uses 20 percent to 25 percent less current *while maintaining the same per*formance.

*The stepwise closed-loop*

so dispensing with parts such as collectors and carbon brushes for the current supply. It thus gets sent to the workshop less often, which also helps to keep costs down.

The passenger also notices what has changed shortly after entering the vehicle: thanks to continuous control the train now travels smoothly and without any jolts.

15/1/80 RDM 178 176 179

# First three blacks break the apprenticeship barrier

By Sieg Hannig
Labour Reporter

The first blacks in South Africa to be indentured as apprentices in terms of the Apprenticeship Act have plenty to smile about.

"It's a dream come true," said Mr Vincent Mkhaliphi. His colleagues are Mr Isaac Fokane and Mr Marshall Mkhwanazi.

In about three years they expect to draw more than twice their present wages when they become fully qualified electricians.

And that does not make any allowance for additional income available to them as part-time or full-time electrical contractors serving their neighbours and friends in electricity-hungry Soweto.

All three are conduit installers who have worked for several years for Siemens, the electrical company responsible for their advancement prospects.

And all have received one year's remission from their apprenticeship period because they have passed the tough examinations which trade unions have set for would-be conduit installers.

Mr Mkhaliphi received full marks in these examinations.

Mr Fokane already has the theoretical background required for a trade test, having obtained an NTC 2 from the Jabulani Technical High School in Soweto.

"They are expected to play an important part in our involvement in the electrification of black townships," commented Mr Johan Trotskie, Siemens' group personnel officer.

Mr Trotskie paid tribute to the trade unions, employers and the Department of Manpower Utilisation for their assistance in making these men the first black apprentices indentured in "white" South Africa.

Mr Vincent Mkhaliphi (left), Mr Isaac Fokane and Mr Marshall Mkhwanazi have good reason for their smiles — as South Africa's first black indentured apprentices, they will have a chance to more than double their income within three years.

# SA will not have every Tom, Dick and Harry

21/1/80 (79)

Own Correspondent

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

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

Training of black artisans remained the priority to overcome the shortage of skills. The open-door policy was primarily to overcome the short-term shortages of trained manpower now that South Africa stood on the threshold of an economic boom.

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

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

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

# Warnings on plan for immigrants

Own Correspondent

JOHANNESBURG. — Plans to ease restrictions on overseas immigration to South Africa evoked warnings yesterday on the need to proceed carefully to avoid black resentment and with it a consequent deterioration in race relations.

Details of the plans were published in a Sunday Times report quoting the Minister of the Interior, Mr Alwyn Schlebusch. A similar report was published in Rapport under the heading: "SA oils gears for immigrants."

The shortage of skilled workers and the rising tempo of economic growth were given as two reasons for the decisions to facilitate speedier overseas immigration.

Mr Schlebusch was not available for comment yesterday, but according to both reports he is expected to announce soon an increase in the present travel grant of R275 to immigrants, as well as waiving a requirement that overseas artisans have firm employment offers before being allowed into the country.

Warning of the danger of black resentment at a sudden inflow of white immigrants, Mrs Helen Suzman, Progressive Federal Party MP, said: "It must be made absolutely clear that the move is to relieve the present shortage of skilled workers and not to delay permanently black advance."

She suggested two steps to avoid misunderstanding — an immediate advance in the training of black workers and a publicity campaign to explain the motive as economic growth in the interests of all.

She said that even with accelerated training of blacks for skilled work, there would be an interim shortage of skilled workers, which would have to made good through overseas immigration.

"But immigration of overseas skilled workers should be in addition to, not instead of, of training of black workers," she said.

The Prime Minister's economic adviser, Dr Simon Brand, said: "Past experience has shown that when the growth rate reaches about five percent there are severe difficulties in the supply of skilled labour."

Projections of future economic growth, he said, identified skilled labour shortages as one of the contraints that had to be overcome.

Even if the highest priority were given to the training of black workers, it would take some time before the supply would match the demand in an expanding economy.

Dr Brand, who has repeatedly recorded his concern about rising black unemployment, emphasized that to reduce unemployment, a higher rate of economic growth was needed and to get faster economic growth, the shortfall in skilled labour had to be made good.

Dr Francis Wilson of the University of Cape Town had a different perspective — that importation of skilled workers from overseas was a stop-gap measure to avoid a fundamental restructuring of South Africa in the direction of a non-racial society.

"As long as South Africa relies on overseas skilled workers, for so long are we going to avoid restructuring of our education and training system to provide our own skilled workers," he said.

South Africa should be aware of the "politicial dimension" to any programme to encourage overseas or white immigration.

This was that the new, white immigrants would be eligible to qualify for South African citizenship at a time when South African-born blacks were being stripped of theirs in terms of the homeland policy.

One of the fundamental problems was the industrial colour bar, which restricted the levels to which blacks could rise and therefore put a ceiling on the number of skilled black workers, Dr Wilson said.

Bishop Desmond Tutu, secretary-general of the South Africa Council of Churches, said of the prospect of accelerated overseas immigration: "It will exacerbate already tense race relations. The new whites will soon enjoy rights will indigenous people are denied."

He agreed with Dr Wilson that increased immigration should not be viewed as a temporary measure to solve a problem, but as a means of avoiding the real problem of training blacks and removing

enous people are denied."

He agreed with Dr Wilson that increased immigration should not be viewed as a temporary measure to solve a problem, but as a means of avoiding the real problem of training blacks and removing the colour bar.

A 1978 amendment to the Citizenship Act reduced the period of residence for an immigrant to become a South African citizen from five to two years.

Any male immigrant under the age of 25 automatically becomes a citizen by naturalization after two years unless he specifically declares his wish not to become a citizen (in which case he loses his permanent residence permit.)

Citizens by naturalization after two years become liable for military service in terms of an amendment to the Defence Act made at the same time as the Citizenship Act amendment.

The Cape Times

TUESDAY, JANUARY 22, 1980

179 236 177 154

# South Africans first

THE government would be advised to move with great circumspection in stepping up the rate of immigration. It would be unfortunate in the extreme if a new immigration policy was seen to be filling jobs with men and women from abroad while born-and-bred South Africans, because of the colour of their skin, were not being offered the opportunity to do the jobs in question. The priority should remain the scrapping of racial restrictions and the rapid expansion of training of young black and brown South Africans in the requisite skills. If there is still a shortfall, as the economy revives, there will be a good case for selective and tightly-controlled immigration of people equipped with the specialist skills the country needs in an expanding economy. There are certain categories of skilled worker, no doubt, in which there is simply no prospect of the demand being filled locally. Some skilled workers, such as those engaged in the manufacture of machine tools, are indispensable in an expanding economy. And they create new jobs. In such instances, there can be no objection to selective recruitment abroad.

But any thought of a policy of mass immigration — a new wave of 1980 settlers, as some have gushingly suggested — should not be entertained. In the Western Cape, particularly, it is difficult to convey how much bitterness and resentment would be generated by such a policy. In the Cape Peninsula, for all the talk of an economic boom, the rate of growth remains modest. Coloured school-leavers, holders of matriculation certificates, are having great difficulty in finding good jobs in the Peninsula. Coloured school-leavers, generally, have a very limited choice available to them. If these young people had easy access to fields which have hitherto been barred to them, by customary or statutory apartheid, and if there was always access to the appropriate technical and tertiary education, the situation would be rather better. But it takes little imagination to gauge the effect on inter-group relations of workers being imported from abroad for jobs which could be done as well by born South Africans, if it were not for racial discrimination.

Immigration policy, like all other matters of importance to all sections of the population, should be executed in consultation with community leaders, including black community leaders, so that any policy which is embarked upon rests on a broad basis of consent — and will not undermine the inter-racial atmosphere. Those immigrants who do come to these shores should be received with appropriate warmth by all communities, and made to feel at home as soon as possible. If they are seen to be taking the bread out of the mouths of blacks, however, their value to South Africa will be dubious indeed.

# Homelands hold on skilled workers

24/1/80

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JOHANNESBURG — The Department of Co-operation and Development's regulations do not prevent skilled homeland black workers from working in the cities, a department spokesman said yesterday.

However, cases handled by the Black Sash advice office indicate this prohibition is the result of administrative directives issued by the West Rand Administration Board, not the department.

The spokesman, Mr Johan Eyssen, was reacting to reports that skilled homeland workers had been turned away by labour officers who said there were sufficient skilled workers in the cities.

Mr Eyssen said any black worker from the homelands could be registered for employment in the cities if an employer indicated he needed the worker.

He added, however, that the relevant homeland government would have to agree that his services were not needed in the homeland. "If they say he is needed there, the request would be refused," he said.

The importation of skilled workers represented no threat to the country's own labour force, the Minister of Manpower Utilisation, Mr S. P. Botha, said in an interview.

He gave an assurance it was the government's intention to accelerate vocational training for blacks.

However, to train the domestic labour force, particularly blacks, was not an overnight operation.

South Africa had an urgent need for trained workers to fill the gaps until the training programmes attained the necessary momentum.

"I personally believe, and the government supports me, that the training of our indigenous labour force is not going ahead fast enough and must be accelerated. It is my commitment to see this process is speeded up."

The minister pointed out that strategic projects like the expansion of Sasol would not be possible without the assistance of imported skilled workers. "We cannot wait five years, for instance, for the needed number of domestically trained workers to advance so vital a project." — DDC

The currently accepted criteria for malnutrition consider 60% of the expected weight for age as a cut off point for severely malnourished children. Those between 60% and 80% (3rd percentile Boston standards) are underweight for age, whereas those below 60%, depending on their clinical condition, are either marasmic or marasmic-kwashiorkor.

Another method of obtaining a measurement of malnutrition is the strip which measures the mid-upper arm circumference.[3] Even tho is somewhat conservative, it can be easily used by unskilled staf is a valuable screening procedure as it will identify those that overtly malnourished.

No uniform measurement of nutritional status is available in Sout Africa. A collation of published results appears in Table 1, Once again, there is a marked variability in the results.

### 1.4 What Statistics are necessary?

The difficulties of collecting reliable statistics from developing areas are manifest. The impossibility of obtaining complete data should not prevent the collection of limited but useful data. A series of well-planned sample surveys on a national scale to measure infant mortality and nutrition could provide a baseline for planning. The urban system of health care is much more complex than that in the rural areas. Information on all aspects of the health service system is essential, especially when it departs from the price system of the private economy and goes in for direct quantitative planning. Unfortunately, the collection of data can only be described as capricious. Very seldom are terms such as patient or attendance defined, with the result that data are not uniformly collected in various institutions or even within a given one. The adoption of a uniform system of data collection, which is analysable and analysed, is an urgent priority.

## 2. PLANNING THE HEALTH SYSTEM

### 2.1 Health Problems in Southern Africa

Some indication has been given of the type and scale of ill health in Southern Africa. This section deals with the analysis of the causes of ill health given by some of the authors. The dynamics of the problem of ill health are clearly relevant to any attempt to plan for its solution.

When people converge on a subject from different angles, there is seldom a common understanding of where problems lie. It was a reflection of the



interdisciplinary nature of this conference that, although there was a unifying concern over the need to make a greater impact on health without a vast expansion in resources devoted to health care, a difference of approaches was apparent.

# A donation for Urban Foundation

MR D G Swingler, chairman and chief executive of Reckitt & Coleman this week presented a cheque to the Urban Foundation in Cape Town as part of the company's donation of R100 000 over five years.

When handing over the cheque to the executive director of the Urban Foundation, Mr J Steyn, he said his company had been impressed with the Foundation's progress and regarded this donation as part of their policy of improving the quality of life for black employees.

Mr Steyn said that one of the Foundation's priorities this year would be black education, with 40 to 50 percent of their resources being directed towards education and training.

He added: "Training is a solution to unemployment which is highest in the untrained areas of the population. There is already an increased demand for technically trained people due to the upswing of the economy. The Foundation will, therefore, be directing 40 to 50 percent of its resources towards education and training for blacks in 1980, with a particular emphasis on technical training."

Mr Swingler chairman and chief director of Reckitt & Colman (left) presents a cheque to Mr J Steyn.

Post 25/11/80

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# Minister defends artisan training

KING WILLIAM'S TOWN — Answering criticism on programmes by the government to train black artisans and tradesmen, the Minister of Education and Training, Dr F. Hartzenberg, said efforts by his department to equip black children for a career in industry "are unparalleled, if not unique".

Speaking at Dimbaza, Dr Hartzenberg said tremendous progress had been made over the past few years in black education and training.

"In an effort to equip black school-leavers better for a career in industry, my department embarked in 1975 on a system of industrial orientation and for this purpose technical orientation centres were established in all the major black townships," he said.

"These centres are placed in densely populated industrial urban areas and draw pupils from higher primary and junior secondary schools in the immediate environment.

"It will interest you to know that 14 technical centres are in operation in all the major black urban areas in South Africa.

"During 1979, 17 118 pupils a week attended these centres. It is estimated this figure will rise to about 35 000 a week during 1982 because by then seven additional centres should be in operation.

"In this regard I would like to mention that in the Eastern Cape, technical centres are in operation at New Brighton and Uitenhage.

"A centre for the Ciskei at Mdantsane is nearing completion and should start functioning early next year.

"Representations for the establishment of a technical centre at Grahamstown have been received and my department is investigating its viability."

Dr Hartzenberg rejected criticism that the present education system for blacks was not producing school-leavers capable of fulfilling the requirements of industry.

"I must admit I do not think any education department is capable of producing school-leavers

"I must admit I do not think any education department is capable of producing school-leavers capable of fulfilling all the requirements of industry.

"It is not possible to do this because the aim of any education department is to provide a general education to equip a child for his future with more specific ultimate aims such as technical education.

"In this regard—I think my department has made tremendous progress over the past few years and I think our efforts to equip black children for a career in industry are unparalleled, if not unique."

# Reversal of labour reforms to be sought

By Sieg Hannig,
Labour Reporter

Calls for complete reversal of thorny labour reforms will be debated at the two-yearly congress of the 200 000-strong white Confederation of Labour in Pretoria next week.

The calls appear in a "strictly confidential" report compiled on instructions of the confederation's executive by a special committee headed by Mr P. J. "Arrie" Paulus, leader of the Mineworkers' Union.

The report is down for debate next Thursday, a day after the opening speeches which are to be heard by Dr J. de Wiebiers, chairman of the commission responsible for the labour reforms.

The most controversial recommendations from Mr Paulus's committee are:

- That the confederation continue to reject the granting of trade-union rights to blacks.
- That the Minister (of Manpower Utilisation) be seriously requested to restore the principle of job reservation to the Statute Book, or to provide legislation ensuring security to the white worker.
- That the Minister be requested to prohibit supervision over whites by people of other races.
- That the confederation express itself strongly against the training of black apprentices in "white" areas — and consider action to be taken if the Government permits this.
- That the Government be asked to have black strikers sent back to their homeland or country of origin summarily and that they be prohibited from re-entry to South Africa.
- That the confederation demand that white workers' industrial councils remain white as long as Parliament remains white.
- That legislation be demanded to prohibit existing and future "mixed" and "parallel" trade unions and federations of unions.
- That the existence of any organisation which appears to be a trade union be prohibited unless it is registered in terms of the law.
- That the confederation urge the Government to prohibit all foreign labour codes which have not been approved by the State, since foreign companies should not upset South Africa's social order.

The five-man committee which compiled the report supported the creation of the National Manpower Commission and the Industrial Court.

It deplored, however, that the commission included races other than white and group interests other than the State, employer and workers' bodies.

It also called for the term "unfair labour practice" to be defined in law rather than being left to the Industrial Court's discretion.

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State Pres. address

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The governments of the national states, concerned as they are about the problem of unemployment, have taken the initiative in launching youth action programmes to enable young people to train for useful occupations and thereby become more involved in the development of their states.

In view of the country's need for more and better-trained manpower, the Government is doing everything in its power to extend education services for Blacks and to provide for the rapidly growing number of pupils. The main increase in numbers has now shifted from the primary to the secondary level where the growth rate was 83% last year. The improvement of the qualifications of Black teachers is consequently receiving special attention.

In-service training is making an important contribution towards supplying skilled manpower for commerce, industry and agriculture. More than 280 000 Black workers have received training in approximately 1 700 approved courses at in-service training schemes, and over 20 000 have been trained at public in-service training centres.

# Black training is facing crunch

S. Times (Business) 2/2/80

By BILL CAIN

**THE vast, elaborate and well-intentioned machinery developed for training blacks in South Africa for skilled jobs is in need of deep and sweeping reform.**

This is the view of many experts analysing the problems now facing official and private sector training programmes.

Controversy over the expected new wave of immigrants has fuelled the debate.

Government, employers, white unions — and blacks — are all targets for the critics. And, piecemeal, planners are now advocating all sorts of instant remedies for the technical and artisan shortfall.

Finding the right man for the job is already proving difficult. And if Finance Minister Owen Horwood's 5% annual growth target comes anywhere near fruition, even semi-skilled workers will be hard to get.

From now on advice on how to beat the bulge in demand will be plentiful as cohorts of new industrial consultants and training experts emerge to create another fast-growing industry.

We know the problem and the prognosis. Even at the depths of recession three years ago, 100 000 skilled vacancies — 40% of them for blacks — went begging. And Pretoria statisticians have predicted a 21% skilled manpower shortage within 12 months.

By 1990 — which in the business world is just around the corner — they forecast a minimum 750 000 shortfall in skilled and semi-skilled workers, almost 200 000 unfilled professional and technical vacancies and a staggering 1,4-million shortage of office staff.

Something has to give.

Veteran professional training manager Peter Berry says that fundamental to any significant progress will be the need to change shopfloor and office attitudes.

"What we've got now is a sandwich with aspiring blacks at the bottom and skilled immigrants at the top squeezing untrained whites in the middle. They are the meat and somebody is going to get hurt," he warns.

Mr Berry adds that vital to economic expansion is quashing the ingrained notion that one group of workers is being threatened by another.

Employers must change their attitudes towards training and up-grading workers. Mr Berry accuses many companies of training for training's sake, with batches of blacks put through courses only to discover they are part of a cosmetic package that includes tax rebates.

"The black man may be seen as lethargic, but he is no fool. It is no good building up his aspirations and not fulfilling them. He knows that after weeks of training he'll go back to the factory and still sweep the floor."

The Department of Education and Training's chief planner, Marius Krige, also criticises management for tardiness in using the eight black Government training centres and a wide range of in-house courses.

"Since the scheme started in 1974 it has been in the newspapers and on television. If employers don't know about it now they never will. One centre is under 50% used and the others 60% or more underutilised."

Mr Krige says the centres, built at an average R250 000 each, and around 350 in-house or factory-floor training schemes, are doing the job for which they were designed and will consider and run any acceptable programme put up by an employer keen to up-grade his workforce.

Labour incentives include a tax allowance of up to R1,90 for every R1 spent on training.

Mr Berry agrees that the cash come-on is a fair deal. But he believes the whole Government training scheme for blacks should be drastically revamped if not totally replaced.

His main criticism is that it is bound up in red tape. Employers who have to lay out training funds are not sure whether they will qualify for the tax rebate. There are grey areas on Government norms for approving courses and often long delays in bureaucratic decision making.

Mr Krige explains that his department is doing the job it was given and throws much of Mr Berry's accusations back at commerce and industry.

"Employers should expect to fill in a few forms. Sometimes we, too, are confused when we go to inspect a training programme and find the company has done absolutely nothing.

"So they can expect delays. We often wonder whether companies go into this for training for training's sake — or just to qualify for tax allowances," says Mr Krige.

Government cannot do it all. This throws the bulk of the manpower problem back on employers and tradesmen who feel threatened by black and immigrant rivals.

# De Beer calls for a new deal'

6/2/80

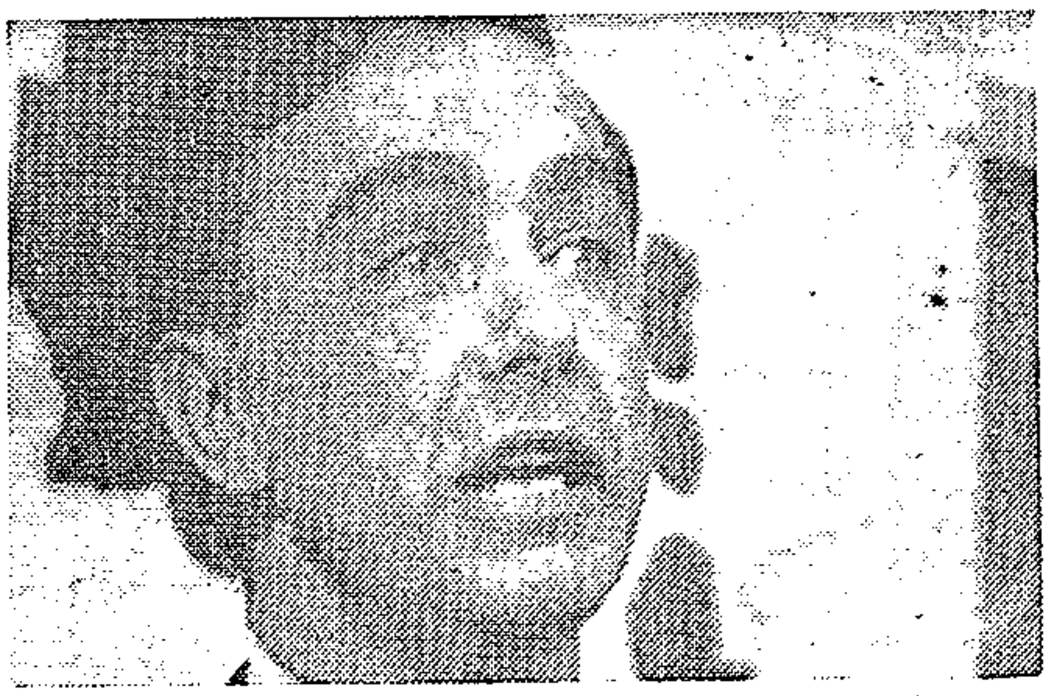
THE ASSEMBLY. — South Africa had begun to make important progress in industrial relations and would have to do the same in the political field, Dr Zac de Beer, the Progressive Federal Party' chief spokesman on industrial affairs, said yesterday.

The vast majority of black workers were now to have access to trade unions and if they did not advance politically at the same time they would be sure to use their industrial rights to gain their political aims, as economics and politics were inextricably linked, Dr De Beer said during the No Confidence Debate.

"And our search for a new political dispensation must be grounded on mutual agreement. Government by consent and consultation with one another are the principles that will have to apply if we are to have stability and progress in our land."

Anybody who thought they could maintain stability by improving the economic lot of black people without giving them effective political rights was deluding himself.

The principle of freedom of association in labour would have to be implemented without delay. It was basic to the free enterprise system to which the Government was now firmly committed and free enterprise meant not only freedom for managements to decide how to buy and sell products, but also for workers to decide how to sell their labour.



Dr Zac de Beer . . . political rights vital

Free association would also prevent separate unions, which were a recipe for disaster. Separate racial unions for the same industry could only lead to competition, conflicts and clashes.

South Africa would only have a healthy and balanced economy when it had greatly improved the quality of education and training among the mass of the population.

At a time when there was serious unemployment among unskilled workers, there was also a large shortage of skilled labour.

"We are today paying the dreadful price of the Verwoerdian Bantu Education Policy, which aimed to educate black people only for unskilled work. Until we have eliminated every trace of that. we shall continue to suffer for it."

Until there was a single education system for all children, with the same standards for everyone, the economy would suffer a shortage of skilled labour.

Criticising the slowness with which certain industries were accepting the training of black apprentices, he said that unless the situation improved quickly the Government would have to look at the whole system and find other ways to train artisans and skilled tradesmen.

There were too certain laws still in force which prevented employers from gaining access to a free-moving labour force.

The Physical Planning Act limited the number of black workers who could be employed by any business in an urban area. This was a serious obstacle to effective development, and could also have the effect of further increasing unemployment.

Influx control disrupted a free economy by preventing free competition in the labour market. The Riekert recommendation for greater mobility for Section 10 blacks would bring a measure of relief, but it appeared that a great deal of red tape was slowing the process.

Dr De Beer said another issue of great importance for progress was the provision of adequate housing and related services for the black urban labour force. This too was being hampered by a lot of red tape. — Sapa.

# John Wiley says no, but . . .

THE ASSEMBLY. — The Leader of the South African Party, Mr John Wiley, said in the Assembly yesterday that his party could not support the motion of No Confidence in the Government introduced by the Leader of the Opposition, Dr Fredrik van Zyl Slabbert.

Instead, Mr Wiley moved an amendment calling on the House to censure the Government because it had failed "to stand consistently upon the principle of non-interference in the domestic affairs of South Africa".

The Government had also failed "to abolish the means test, to protect fixed income earners from the ravages of inflation and to combat unemployment".

In addition, the Government had neglected to bring about satisfactory working conditions in the essential public services.

The Government had rectified many things, said Mr Wiley, which the SAP had criticised in the past.

The Public Service had been streamlined and the Prime Minister, Mr P W Botha, had held talks over a wide front with coloured, Indian and black leaders in Soweto and the homelands.

"He even consulted South Africa's foremost businessmen and explained his intentions to them."

The SAP welcomed those developments and because of them could not support the Official Opposition's motion of No Confidence.

He believed, however, that the Government deserved severe censure on several points.

It was essential for South Africa to avail itself of the services of an effective security police force to combat subversion on university campuses, in black nationalist movements and communist-led organisations.

"What cannot possibly be condoned is the misuse by a political party in power of a branch of the Security Police to further its own political activities or to keep it in power."

He called on the Government to state unequivocally whether the allegations were true or false that members of the police had interfered with the telephones and mail of legitimate politicians in South Africa.

The police were to be congratulated on their successful combating of crime and terrorism.

They were working long hours under strenuous conditions at low rates of pay. — Sapa.

TABLE I

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

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

| | W | | A | | C | | B | |
|---|---|---|---|---|---|---|---|---|
| | M | F | M | F | M | F | M | F |
| 0-1 | 0,17 | 0,13 | 0,00 | 0,21 | 0,16 | 0,16 | 0,04 | 0,06 |
| 1-4 | 0,06 | 0,07 | 0,07 | 0,00 | 0,07 | 0,08 | 0,03 | 0,04 |
| 5-24 | 0,09 | 0,05 | 0,07 | 0,05 | 0,06 | 0,04 | 0,05 | 0,04 |
| 25-44 | 0,36 | 0,33 | 0,21 | 0,26 | 0,54 | 0,55 | [illegible] | [illegible] |
| 5-24 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,01 | 0,02 | 0,02 |
| 25-44 | 0,02 | 0,02 | 0,08 | 0,08 | 0,08 | 0,05 | 0,06 | 0,07 |
| 45-64 | 0,09 | 0,12 | 0,39 | 0,88 | 0,18 | 0,42 | 0,24 | 0,61 |
| 65+ | 0,39 | 0,59 | 1,61 | 2,59 | 0,81 | 1,26 | 1,04 | 1,44 |
| ALL | 0,08 | 0,08 | 0,12 | 0,18 | 0,18 | 0,26 | 0,22 | 0,33 |
| No. | 114 | 173 | 43 | 63 | 316 | 307 | 455 | 530 |

| | B | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | M | F | | | | | | |
| | 2,31 | 1,96 | | | | | | |
| | 1,02 | 1,29 | | | | | | |
| 5-24 | 0,02 | 0,02 | 0,07 | 0,08 | 0,21 | 0,21 | 0,20 | 0,22 |
| 25-44 | 0,06 | 0,03 | 0,17 | 0,20 | 1,14 | 0,78 | 0,36 | 0,45 |
| 45-64 | 0,25 | 0,13 | 0,75 | 0,45 | 3,30 | 1,37 | 2,15 | 1,27 |
| 65+ | 1,04 | 0,72 | 1,61 | 1,98 | 5,48 | 2,78 | 5,45 | 2,93 |
| ALL | 0,19 | 0,15 | 0,56 | 0,45 | 3,33 | 2,69 | 1,66 | 1,61 |
| NO. | 399 | 315 | 198 | 159 | 3792 | 3146 | 3472 | 2593 |

# Boost for labour relations

**Political Staff**

THE Government yesterday launched a high-powered campaign to 'sell' its new labour policies.

At a Press conference, the Minister of Manpower Utilisation, Mr Fanie Botha, announced that a committee to launch and administer the country-wide programme — Manpower 2000 — had been formed.

On the committee were representatives of commerce, industry, education and trade union leaders.

'Manpower 2000 is an information and education project aimed at creating a new awareness and attitude in the country so that the numerous problems and deficiencies in the manpower situation can be overcome,' he said.

Mr Botha said that the promotional programme had not been initiated to overcome resistance to the Government's new labour policies by certain trade union leaders.

'There is a sense of responsibility among trade union leaders and they are more positive in their approach than is generally thought,' he added.

The Manpower 2000 programme would be officially launched by the State President, Mr Marais Viljoen, in Johannesburg on March 31.

The main objectives were:

- To further the rationalisation of vocational guidance and all forms of training;
- To identify problems and provide solutions;
- To increase productivity;
- To promote re-training and in-service training programmes;
- To create employment opportunities;
- To promote a peaceful labour force.

'An enormous task lies ahead for the country and the people in training and the creation of jobs. There will be 50-million people in South Africa by the end of the century and they will need jobs,' said the Minister.

SKILLS TRAINING

# War-time analogy

FM 22/2/80

The furore over skilled immigrants is not over whether they are needed. They are (*FM* last week).

The outcry is an indictment of a political and economic framework which has deliberately neglected to train the vast pool of human resources within the country.

In a *Survey of African Training* in 1975, the *FM* noted: "If we started today with a crash programme to meet the needs of the economy a mere five years hence we might just do it. But," it cautioned, "if past experience is any guide we won't start today and we won't meet these needs."

Many changes have, of course, been initiated. Through the recommendations of the Van Zyl Commission, which were enacted in 1976 as the Black In-Service Training Act, several black training schemes were launched and tax concessions were established.

In addition to the original eight public in-service training centres with over 8 000 trainees in 1979 sent by companies, and over 70 000 trained on company premises, government has introduced an extensive technically oriented programme in black education. Yet, in spite of these packages of plans and concessions, the supply of skilled blacks still comes in a trickle. What has gone wrong?

Firstly, most of the public in-service centres have been grossly under-utilised. Even the best known, Chamdor, near Krugersdorp, and established to serve the greater Witwatersrand area, admits that it operates at 50% capacity. The recession is cited as the major cause of the slow intake.

**SAB's Sutton . . . a considerable effort is needed**

The centres are, moreover, used mainly by small to medium companies which cannot afford to meet the outlay of sophisticated training equipment. Also, only employed blacks can be sent to the centres, and this provision has undoubtedly put a limit to employees who could be released in recessionary conditions.

The "poaching" of workers coming out of the centres, whose stay was made possible by leave payment, is also cited as a deterrent.

Joos Lemmer, principal of Chamdor, suggests that a central training fund, which he believes will be more effective than levies, should be set up to monitor an industry's skilled personnel needs and co-ordinate training. He suggests that the fund should be drawn from a special development allotment by each company, along the lines of French companies.

Ron Marsden, of the National Management and Development Foundation's Black Advancement Division, says that government should "inject more funds into training. The problem with tax concessions is that they come after a year and they are caught up in red tape." This does not provide a real incentive to business. And Bill Sutton, of SA Breweries, tells the *FM*: "We need a considerable effort if we are going to meet the skills shortage and to cope with the growth rate. Not enough is done and a lot of rethinking is needed."

The numerous plans and schemes to train blacks for technical positions will continue to be Sisyphian exercises in the face of the myriad of policies and conventions that circumscribe blacks. The consensus of concern lies in the educational background of blacks. The whole social environment in which blacks live needs to be overhauled for an investment in and commitment to training to take place realistically. A speaker in an SABC-TV documentary on training referred to the war-time experience of training a huge population in a short time to man the economic machinery. The analogy could prove all too apt.

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# ARRIE'S ALL-WHITE DREAM SHATTERED

By MAUREEN GRIFFIN

## Union leader predicts Paulus extremists will quit Confederation

THE rift that split the 200 000-strong white Confederation of Labour this week was caused by one man's impossible dream: arch-verkrampte Arrie Paulus thought he could keep trade unions white.

This was in spite of the Wiehahn Commission's recommendations and subsequent legislation granting union rights to blacks.

While all around him were bowing to the inevitable, the general secretary of the whites-only Mineworkers' Union was announcing to anybody who'd listen: "I'm a racist for my men." He accused the Minister of Manpower Utilisation, Mr Fanie Botha, of committing "treason" towards white workers by accepting the recommendations of the Wiehahn Commission.

Never reticent about his feelings, his outspoken condemnation of the Government and his undisguised determination to oppose it have now resulted in the almost certain disintegration of the SA Confederation of Labour, the conservative umbrella body whose affiliates are in many instances unions representing either Government or quasi-Government concerns.

His union is one of the largest affiliated to the confederation. He enjoyed the support of its head, Attie Niewoudt, and the comradeship of right-wing hardliner Gert Beetge, HNP supporter and secretary of the Blanke Bouwerkers Vakbond (White Building Workers' Union).

Together Paulus and Beetge led the confederation's verkrampte faction with their 18 000 MWU members and about 6 000 BBWV members solidly behind them and the president, "White Attie", firmly on their side.

But when Paulus — a good unionist when it comes to protecting white miners from what he sees as the encroachment by blacks upon once exclusively white-held jobs — drew up a report urging fellow unions to oppose Government labour reforms, the confederation began to crumble.

According to Sarel van den Berg, general secretary of the Johannesburg Municipal Employee's Association, the report — marked "strictly confidential" — was attached to the agenda of the confederation's annual conference in Pretoria about three weeks ago.

"It urged the confederation to revert to complete opposition to Government labour reforms, and astounded most of us as we had assured the Minister of Manpower Utilisation that the confederation had voted 13-11 in favour of his implementation of the Wiehahn recommendations," said Mr van den Berg.

This week the South African Association of Municipal Employees, with 41 000 members, summarily withdrew from the confederation.

SAAME's president is Attie Niewoudt, and he has been forced out of the position of president of the confederation by virtue of his union's withdrawal. SAAME has dissociated itself from the Paulus report.

There is speculation that the five Railways Staff Associations affiliated to the conference will be the next to withdraw. They have a joint membership of about 30 000.

Mr Andre Malherbe, president of the Trades Union Council of South Africa, said his umbrella body would welcome any unions that broke away from the confederation.

"It is very heartening to me that the executive of SAAME and obviously the membership are enlightened enough to see that change is necessary and inevitable."

Arrie Paulus, the man who started it all, could not be contacted for comment.

Attie Neiwoudt refused to comment when the Sunday Tribune called him at his office.

"There is nothing I can say. I have decided to make no comment at this stage."

○ See Union leaders walk out on Bifsa — Page 1 Finance.

# White union leaders walk out on Bifsa talks about blacks

. . . accused of bullying

TWO trade union organisations have torpedoed advanced plans for the introduction of black artisans into the building trade — despite the huge lack of skilled manpower in the industry.

And now Bob Stevenson, president of the Building Industries Federation of South Africa (Bifsa) says that if the Goverment does not do something the building industry will grind to a halt.

Bifsa had been negotiating with the Pretoria-based white Building Workers' Union and the Johannesburg-based Amalgamated Unions of the Building Trade Workers over the past four months on the question of the gradual introduction of black artisans into white areas.

It had expected to reach an agreement at a meeting on February 11, but to its shock and amazement representatives of the two unions staged a walk-out at the meeting.

Stevenson said in an interview the walk-out had put Bifsa in a difficult spot as the building industry was suffering from a huge lack of young men to be trained as artisans. Pressure had increased, especially in the Witwatersrand, since a building boom began late last year.

"I am disappointed they stalled us for four months. I had been pressured by my members that we should go ahead but I wanted to bring in the unions so as to avoid any friction."

Stevenson said that Bifsa was under the impression that Gert Beetge, president of the all-white Pretoria union, had come under the influence of the Confederation of Labour and that he was under instructions to adopt an obstructive attitude.

He did not know why R. Beech, president of the Johannesburg-based union, also had the same attitude.

He said that because of the "about turn" attitude of the union officials he had no option but to write to the Minister of Manpower Utilisation asking him to repeal the Black Building Workers Act as soon as possible and in the meantime, to grant builders exemptions from the Act to train black apprentices.

He said the shortage had come about because white youths were no longer coming forward and there were not enough Coloured youths in the Transvaal with the required educational standard.

They were fortunate in Natal because now even matriculated Indian youths were joining the trade.

"We have asked the unions to provide us with white artisans but they have not produced a single candidate," he said.

Asked to comment, Beech said he had walk-ed out beca Stevenson had ado "a bullying attitude".

"He spoke to me a he was the senior a was a junior. I ar trade union official I expect to be treate an equal," he said.

His union had no jection to blacks bec ing artisans but t first want a guaran that white, Coloured Indian workers wo

Mr R.B. Miller MP. (N.R.P.) Durban North. in Part appropriation debate Hansard 4 Col. 1519 179



view of these problems. Tax concessions and fringe benefits are given to companies which train Blacks in particular for skilled jobs. In fact, a figure of R3 million was mentioned by the hon. the Minister of Finance last year as the cost of tax concessions to the State. He also predicted that it would cost in the region of R10 million for a full fiscal year. However, the problem we have in South Africa—and the hon. the Minister of Manpower Utilization may be able to confirm this—is that the in-service training centres we have for training these people in technical skills, suffer from a dearth of applicants, despite the tax concessions and the fiscal benefits available to companies. There is a very simple reason for this. My first appeal to the hon. the Minister of Finance is therefore to take active policy decisions. The problem is that the majority of the Blacks working in our factories are not so literate that they can benefit from training for the higher skills. Their fundamental training in the three "Rs"—reading, writing and arithmetic is such that although they have the intellectual capacity, their formal training has, for historical reasons, been lacking and therefore they cannot benefit from the training for the higher skills. This in itself is causing a bottleneck. The eight in-service training centres the hon. the Minister of Manpower Utilization's department has built up, in particular the one in Pinetown, are suffering from a dearth of numbers, because the industrialists cannot afford to send these people, who have had insufficient formal education, to go and benefit from that training. I should like to make an appeal to the hon. the Minister of Finance to see what he can do to provide a tax incentive and fiscal relief for companies to give in-service literacy training to their Blacks in the fundamental three "Rs". The attitude of the hon. the Minister and his department to that has always been that it is not his function to take over the function of basic education for people of South Africa, but if one looks at the facts, one sees that these people are predominantly over the age of 25 years. We are not taking over basic education of the Blacks. Those people will never be going back to school again. So unless the hon. the Minister can see his way clear to providing some kind of fiscal incentive to companies to provide in-house training on their own premises, not at the in-service training centres, I am afraid we are going to sit with massive productivity, inflation and unemployment problems.

That is a real bottleneck in the system at the moment. Labour is not mobile, it is locked into the semi-skilled and unskilled jobs. If we can train these people—and there are thousands of them who could make use of the in-service training centres—provided the hon. the Minister of Finance gives some incentive to the companies to do this, we shall find that the mobility of labour will move upwards into semi-skilled and ultimately into skilled jobs. It is common knowledge that we shall be short of 50 000 skilled artisans in this country by the year 1984. The numbers cannot be made up from the White population. The industries which are going to be hardest hit by the shortage of 50 000 artisans are going to be the mining industry and the engineering industry. If they suffer we are in serious trouble in South Africa. We must start the upwards mobility of labour, up the skills ladder. The hon. the Minister of Finance can play an active role in promoting that development.

I have already mentioned the agricultural sector, but a further sector which requires close attention is the building industry. The building industry is one of the most labour-intensive industries in South Africa. Here again I should like to appeal to the hon. the Minister of Finance to take a positive lead. There are some 400 000 mortgage-bond holders in South Africa and, for historical reasons, these are predominantly Whites. The average individual of those 400 000 is paying something like 30% of his total income on his house—on capital, interest, rates and taxes and maintenance. Those 400 000 are the stable core of society in South Africa. They are the anchor of the ship of South Africa around which the boat turns. These are the people who really have their roots in South Africa. They are committed to living here, like many other people in this sector of the economy, but I am talking specifically about those people who have made a considerable investment in real estate and therefore the wealth of the nation. A home is an Englishman's castle, but I should like to say that the hearth and home of the South African is his kingdom. I believe that the hon. the Minister of Finance, in working out how he is going to distribute the wealth of this country, should



give some recognition, some acknowledgement and some financial help to those 400 000 people and to those who went before them who are prepared to invest one third of their life's income in real estate and the soil of South Africa. I want to ask him directly to apply his mind and his departments to apply their to providing relief for these people.

Building costs are soaring. It costs approximately R250 per sq. meter to build, and that is for a very modest home. The average householder today is paying R79 per month in rates and taxes. Then there is still maintenance which probably uses up another R400 to R500 per year. These are the homes of the future generations in South Africa. No home and no family can develop a resistance to change—not to change in the sense of an adverse change but to the onslaught on South Africa—unless we encourage home-ownership. I want to ask the hon. the Minister whether he would see his way clear to making interest paid on mortgage bonds for homes tax deductible for income tax purposes. I believe the hon. the Minister will be pleasantly surprised to find how little this will cost the State and how much it will help the citizens of South Africa. This is a benefit which can be spread to all population groups without any trouble at all. I believe that we can have the opportunity, with the income that this country has generated, to show our appreciation to and give an incentive in the future for people to invest in real estate and homes in South Africa. By doing so we solve many problems in one. The building industry, as I mentioned earlier, is labour intensive. It can make use of the present unskilled labour force, it can help to generate new semi-skilled occupations and it can create skilled occupations and opportunities for people of all population groups. The effect on the building industry will be momentous if the hon. the Minister will change from a passive, reactive type of philosophy to active initiation and taking the lead in this direction.

In accordance with Standing Order No. 22, the House adjourned at 18h30.

## WEDNESDAY, 27 FEBRUARY 1980

Prayers—14h15.

**QUESTIONS** (see "QUESTIONS AND REPLIES")

## COPYRIGHT AMENDMENT BILL

Bill read a First Time.

## PART APPROPRIATION BILL

(Second Reading resumed)

Mr. R. B. MILLER: Mr. Speaker, following the point I raised with the hon. the Minister of Finance yesterday, I want to say that it would appear to me to be customary for the hon. the Minister to coin a phrase which epitomizes his financial strategy for each fiscal year. If my memory serves me correctly, I think for 1978 the hon. the Minister of Finance coined a slogan which epitomized his strategy as being one of constraint by financial discipline. For the fiscal period 1979-'80 the well-known phrase "growth from strength" was coined by the hon. the Minister. The extent to which the hon. the Minister has succeeded in fulfilling that expectation of "growth from strength" will obviously be the subject-matter of considerable debate during the main budget debate next month. However, in respect of possible phrases the hon. the Minister could coin for 1980-'81, I should like to make a very strong plea to the hon. the Minister that the slogan for this year should be "invest in our people".

*In other words, I should very much like to see that the slogan for 1980-'81 should be "invest in our people". It is undoubtedly ascribable to the acumen, the determination, ability and perseverence of the people of South Africa that we in South Africa are finding ourselves in such a fortunate position today as far as the economy of the country is concerned. It is their skill and ability that has made all this possible. It is their strength that has made South Africa what it really is as far as her economy is concerned, namely the jewel of the word.

# New education deal

NM 3/3/80 (50) (177) (956) (179)

RECENT Government moves to improve the content and quality of black education are a source of encouragement to all who have the interests of South Africa at heart.

As the nation moves into a predicted era of unprecedented industrial expansion and prosperity there is a manifest need for the manifold skills which flow from a sound schooling system.

Today's shortage of trained manpower stems largely from legislation which prevented blacks from performing virtually any kind of specialised work, but the position is now thankfully being ameliorated by the phasing out of job reservation.

The Prime Minister's next priority, and one that will undoubtedly invest his verligte policies with greater credibility, is the implementation of the Government plan to introduce compulsory education in black schools as soon as adequate classroom accommodation, qualified teachers and school books become available.

The process will undoubtedly be protracted, but it is crucial enough to warrant sacrifices by the taxpayer. And the least one can expect of the students who are going to benefit is that they should co-operate rather than call for boycotts.

The fact that Botswana with its limited resources has introduced free education only 14 years after becoming independent illustrates the importance with which the Khama Administration views the matter. Industrialised South Africa will rely even more heavily on the schools for their future factory personnel.

During the 1978-79 financial year the Government spent ten times more on the education of each white child than on each black child, and in the same period the number of black secondary school pupils in the Johannesburg area alone more than doubled, with an average of nearly 700 scholars per school.

This microcosm shows how urgent is the need for a crash programme not only to expand the overall development of education for blacks meaningfully in order to meet their entire training requirements, but also to set aside the large sums required to build the thousands of classrooms that will phase out double sessions and improve teacher-pupil ratios.

ADM 4/9/80. (179)



# 'Training SA workers still main priority'

BLOEMFONTEIN. — Outlining the manpower problem, the Minister of Manpower Utilisation, Mr Fanie Botha, said yesterday that although increased overseas immigration was necessary in the short term, the training and employment of South Africa's own people must remain a main priority.

And he stressed that the training of members of population groups other than whites had to be speeded up to meet the demands of industrial growth.

Opening the national conference of the South African Association of Municipal Workers in Bloemfontein he said South Africa's prosperity depended on whether enough trained workers could be found to meet the demand.

It was continually stressed that there were not enough whites to fill the need, and that members of other race groups would have to be trained and utilised urgently to alleviate the ever-increasing shortage.

South Africa was at present having difficulty finding enough skilled labour to meet the demands created by the economic upswing. It appeared that the upswing would continue and cause even greater demands.

Mr Botha said estimates had shown that by 1990 there would be a shortage of more than 1 400 000 office workers, 180 000 technical and professional personnel and 759 000 skilled and semi-skilled workers.

Although more workers of all race groups had entered the professional, semi-professional and technical occupations in the last few years, this increase was not sufficient to cope with the present economic improvement.

This could hinder industrial growth.

It was necessary to acquire trained personnel immediately. For this reason, the Government had decided to encourage and increase the immigration of trained artisans.

The economy would grow by 400 % in the next 20 years, Mr Botha said.

At present there was total employment among whites, but in future new posts would have to be filled by either immigrants or blacks.

The sensible solution would be to train the unemployed and to recognise the employment needs of coloureds, blacks and Asians.

Mr Botha said productivity in South Africa was too low in relation to relatively high salaries — in terms of international standards its productivity was among the lowest in the world.

If South Africa wished to build its economy to better the living standards of all its people, it was necessary to give serious attention to improving the productivity of its manpower.

South Africa could only compete on overseas markets if prices were competitive, and this could not be achieved if salaries were not based on productivity.

If productivity was not increased, inflation would grow, the growth rate would drop and unemployment would get worse.

Mr Botha gave Saame an assurance that the Government would not take away its right to negotiate collectively through the Industrial Reconciliation Act.

He said the Government considered the maintenance of this right a prerequisite for good relations and mutual trust.

It was also necessary to give white workers the assurance that they would not be crowded out.

More training opportunities would be opened, so that they could better their positions.

The Government would devise improved instruments to safeguard whites against unfair threats to their work situation. — Sapa.

Post 4/3/80

# More go to brick classes

(35) (179)

**THE Brick Development Association reports a significant increase in the number of blacks who enrol and pass the various amateur bricklaying classes in the townships.**

The association believes that an important function of the course is to give the man-in-the street enough skill to handle most household jobs efficiently.

Very often students on the course discover they have an interest and the aptitude to become professional builders and then go ahead for formal training to become fully-fledged artisans.

The part-time bricklaying courses being run by the BDA are held in various centres in the Pretoria-Witwatersrand-Vereeniging areas and are attracting scores of eager amateurs.

### ON SATURDAYS

The classes are run on Saturdays at a nominal fee of about R40 for a complete set of lectures and practical lessons.

Students bring tools to use during instruction, but can buy at very low prices should they so desire.

So, if you want to do all those odd jobs around the house, you can take up some of these courses and start your own house!

But before you excitedly tackle that job to save on building costs, remember these points:

- Never tackle any job unless you are absolutely sure you can do it competently.
- Never make any structural changes to any administration board structure without prior plans and approval from the local authority.

You can have a good time and fun building such improvements as walls, driveways, patios, garden fixtures and small house repair and maintenance jobs that do not require prior board approval.

That will save you a lot of money and give you much satisfaction at the same time.

# PIONEER COMPANY IN ADULT EDUCATION

(79) Post 6/3/80

Mr Peter Krumm, managing director of Envirotech, congratulates Mr Moses Ndlovu for a distinction in mathematics.

**ADULT EDUCATION is fast catching up in industry — with some companies conducting their own adult educational programmes.**

By CHRIS MORE

One such company is Envirotech, which has initiated a unique adult education programme.

Envirotech candidates achieved a 50 percent pass rate in subjects as varied as accountancy and applied sciences in the programme.

The programme has now been extended to a co-operative one involving 10 Isando companies.

According to Mr Clive Acton, human resources director of Envirotech, no fewer than three distinctions and first class passes in mathematics and applied sciences were achieved by five of the 15 employees of his company who recently sat for public examinations.

The Isando educational scheme is designed to give all employees the opportunity of improving on their academic qualifications and promotional opportunities.

Tuition is in English, Afrikaans, Accountancy, Business Economics, Mathematics, Physical Science and several N1 level technically orientated subjects. In addition to Envirotech, the companies involved are: Elmco, Wyeth Laboratories, North Abrasives, Fenner, Caterpillar, SKF, Scherag, Lily Laboratories and Beechams.

Mr Acton, who heads the Committee of Sponsoring Companies, says: "We have managed to achieve 260 subject registrations from employees of the participating companies. This represents a five-fold increase in less than a year. The favourable response has convinced us that this simple scheme could be employed by other companies in various areas throughout South Africa."

# DMS offers new business courses

**THE PRESSING need for developing the management potential of all race groups at lower levels has led the Damelin Management School to institute four new courses for 1980.**

This brings its number of diploma courses to 12.

Mr Rex Drew, principal of DMS, said that people were becoming more aware of the lack of expertise further down the management line, but so far have had little opportunity of overcoming it. "The talent is there, certainly, but it is dormant at the moment.

The four new courses comprise professional advertising, smal business management, personnel and training management and marketing and sales management.

Mr Drew said the three month course in advertising (two hours on Monday and Thursday evenings or two hour sessions on Saturday mornings) is aimed at people who handle advertising budgets, not just those working in advertising agencies.

Damelin has also assembled a five point course concentrating on marketing and sales, accountancy and finance functions, personnel management, law for the laymen and principles of employment.

The course will be a distillation of all the techniques used in greater detail by top-line management in large firms but orientated specifically towards the needs of the owner/proprietor of a small operation. The five month course is on Saturday mornings with two-hour sessions.

The Personnel and Management course is designed to equip the personnel clerk and personnel officer with the necessary knowledge and skills to function more effectively. A large part of the curriculum is devoted to industrial relations.

The Marketing and Management course will appeal to people of all races, combining both disciplines in an incisive all-round view of the opportunities open to sole proprietors and others

For any further information contact Melanie Millin, Public Relations, 648-1220/1/2/3/4.

# Let us know!

**IF your school plans a special occasion such as a parents day or will visit or be visited by another school, let Education POST know.**

**You must also let us know when important visitors are coming your way, or when there have been promotions in your area.**

**But we are not confined to schools. Other educational institutions can also make use of our facilities to let everybody know what they are doing in the educational sphere, be it the granting of a bursary to needy students or the launching of an educational project.**

**Education News caters for all your educational tit-bits. So send them to us at PO Box 6663, Johannesburg 2000. Or you can call at corner Blumberg Street and Commando Road, Industria.**

# First black Masters of Afrikaans varsity

**FOR the first time in any Afrikaans University in South Africa, two blacks will receive Masters Degrees at a graduation ceremony at the University of Stellenbosch today.**

Mr Gorden Mputa and Mr Richard Malinga are lecturers in the Department of African Languages at the University of Stellenbosch.

The degrees will be conferred by the chancellor of the university and former State President, Mr B J Vorster.

Mr Mputa was born in Emgcwe in the Nqamakwe district of the Transkei and has been lecturing at Stellenbosch since 1959.

Mr Malinga a former high school principal at Peelton, near King William's Town, has been with the Department since 1973.

Both will continue studying for doctorate degrees.

# African History seminar

**THE Centre for Continuing Education has organised a weekend seminar on the subject "The History of Africa", to be held on March 8 and 9.**

The seminar, which will be conducted by Mr Robin Hallett, former Senior Lecturer in African History at the University of Cape Town and now living in Britain, will be held at the Glyn Thomas House Men's Residence, Baragwanath Hospital.

Aspects of the seminar include the importance of African history — how to find out about the history of Africa; the people of Africa — the growth of African economies — the emergence of African states; the impact of Europe — the slave trade and African Nationalism — post colonial rule.

333 106 178 179 13/3/80 DD

# Ciskeian job breakthrough

EAST LONDON — A breakthrough in the registration of Ciskeians as apprentices outside the homeland has been madem

The Ciskei Transport Corporation in collaboration with Ciskeian authorities have indentured six motor mechanic apprentices who will undergo training in South Africa.

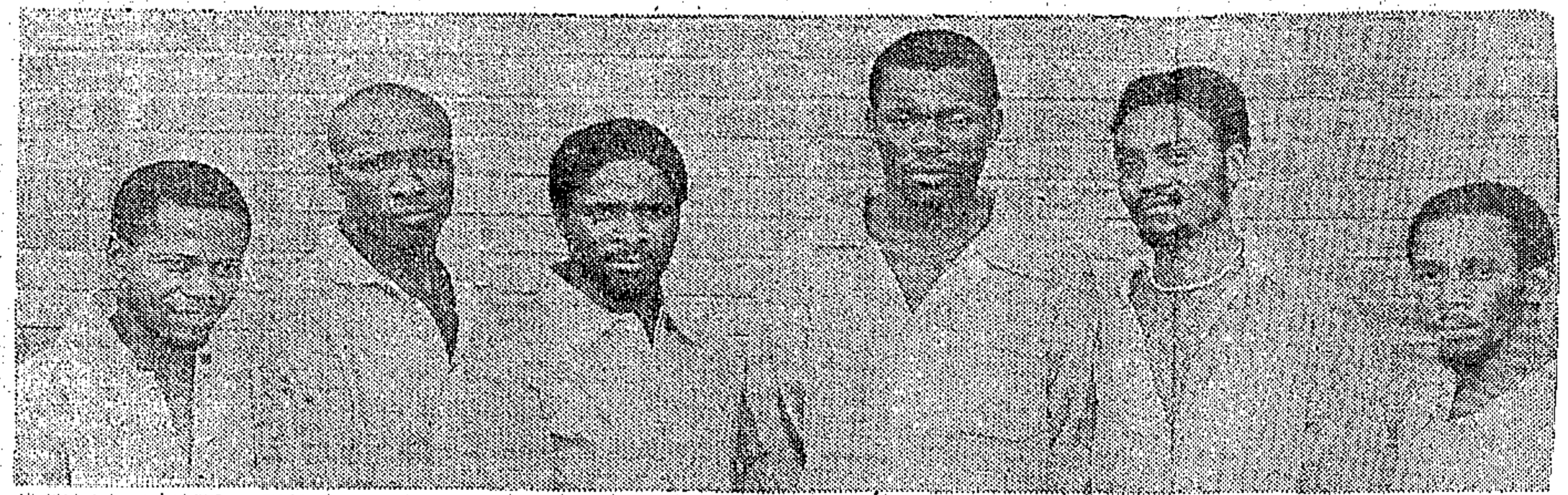
The chief training officer of the company, Mr B. van de Weg, said yesterday the company was negotiating for the apprentices to do their first three months of theory at a technical college.

The senior inspector of apprenticeship in the Ciskein Mr P. J. Nell, said the Department of Manpower Utilisation had supported the move because CTC was a "closed" firm which had specific aims to train black people.

When the Ciskei approached the firm it had already started planning for an apprenticeship scheme. It was hoped that more Ciskeians would be registered as apprentices soon, Mr Nell said.

The local officer in charge of apprenticeship at the Department of Manpower Utilisation, Mr Robbie Engelbrecht, would not comment on what progress was being made with registering black apprentices living and working in South Africa.

However, the owner of a Parkside garage, Mr Des Ally, confirmed yesterday that officials of the department had visited his business and said he could go ahead with completing application forms to register black apprentices in his service. — DDR



The Ciskeians apprenticed at the Ciskei Transport Corporation are from left: Mr M. Naka, Mr M. Zaza, Mr D. Mlonyeni, Mr P. Runqu[illegible] Mr S. Didishe and Mr F. Makayi.

# It's long overdue, is union reaction

179

RDM 6/3/80

Staff Reporter

THE Government should long ago have trained all race groups in skilled jobs instead of training only whites, the general secretary for the National Union of Clothing Workers, Mrs Lucy Mvubelo, said yesterday.

She was reacting to a speech by the Minister of Manpower Utilisation, Mr Fanie Botha, that the country was having difficulty finding enough skilled labour to meet demands created by the economic upswing.

The Minister spoke when opening the national conference of the South African Association of Municipal Workers in Bloemfontein on Monday.

He emphasised that the training of members of various racial groups, including blacks, coloureds and Indians to do skilled jobs would be speeded up to meet the demands of industrial growth.

Mrs Mvubelo said the scheme to train all race groups, not only whites, to do skilled work should have been speeded up by the Goverment long ago. "I am looking forward to a stage when there would be an expediency in training blacks to do skilled jobs," she said.

A social worker, Mr Shimane Kumalo, said training of blacks in all spheres has always been a great need. Training would enable them to earn competitive wages.

He said: "The emphasis should not only be on training people who are employed or those at industrial training centres. Failures during training should also be catered for as the dropout rate is high."

Referring to white immigrants, Mr Kumalo said their services may be fulfilling a need at present, but the immigration system was going to create problems for both the Government and blacks who would be squeezed out.

INDUSTRIAL TRAINING

# Buying in bulk

179

FM 14/3/80

Training an unskilled labourer to artisan level takes several years. One solution to the skilled labour shortage is to break down a skilled job into its elements and replace one qualified artisan by a number of semi-skilled workers.

It also provides job enrichment at all levels and reduces the wage bill, says Paul Dawson, manager of P E Consulting Group's training services.

The idea has paid off at Rossing uranium mine in SWA. In a pilot study on one of its plants, a four-month job analysis and training programme changed the labour complement from 17 qualified fitters and 25 unskilled labourers to 4 fitters and 27 semi-skilled workers, with a wage bill saving to the company of around R160 000 a year.

Says Dawson: "Although the wage bill went down, the labourers' wages went up from an average R350 a month to around R450 a month, after they had been trained for their bigger jobs. As there is a desperate shortage of artisans, it was easy to find other jobs for the displaced fitters."

The rationale behind this scheme to optimise labour utilisation is that in many industrial jobs normally done by artisans there are repetitive, routine tasks which do not require their hard-won skills. These tasks can be isolated and assigned to semi-skilled workers working under the supervision of qualified artisans.

The methods of the successful pilot study will be extended to other sections of the mine, which employs 4 000, and should provide more jobs to the local population as well as upgrading the jobs and pay of those already employed. It also upgrades the status of the qualified artisans by putting them into supervisory roles where their technical skills are more effectively employed.

Thorough preparation is the key to the success of this experiment, claims Dawson. Four steps are required. The first is the process of task/skills analysis, where every part of the artisan's job is identified and broken into tasks which can be managed by less skilled workers. This is followed by on-the-job training of unskilled staff who have been selected by aptitude tests. Finally, trainees are thoroughly tested before being allowed to assume their new duties.

The new jobs created by the task skills analysis fall on a scale of increasing complexity. This means that a labourer with the necessary skill can rise by progressing through a series of jobs and, by passing recognised trade tests, reach the level of a qualified artisan in little longer than it would take had he been apprenticed in the normal way. However, in this system, his commencing pay and increments are better than an ordinary apprentice's.

The idea provokes a fiery response from trade unionists. Says Ben Nicholson, general secretary of the SA Electrical Workers Association: "We will resist this with every means at our disposal. This fragmentation of jobs is exploitation of labour in its most blatant form. It lowers standards of work and prevents people achieving their full potential by confining them to a narrow aspect of the job. It's just a way to get artisans' work done for less than half the price. Anyway, I don't believe that black mine labourers in SWA are getting anything near R350 a month — R100 is far closer."

Says Dawson, "I can vouch that the starting salary of the lowest grade labourer on this mine is R201 a

"What people do not seem that a demand is growing fo new type of worker — the There are just not enough ar these jobs where their skills Besides, they are more badly far higher levels."

Financial Mail March 14 1980



EXAMINATION RESULTS IN FACULTY ARTS AS AT 29 02

YEAR : 1

| STUD NO | SURNAME | FIRST NAMES | COURSE | DESCRIPTION |
|---|---|---|---|---|
| STU13-9 | | | | |
| 15016 | B.A./LL.B. | | | |
| 153982X | STRACHAN | ANDREW KENNETH | 109104 | LATIN 1 |
| 1565290 | VISSER | VIVIEN ELIZABETH | 117101 | POLITICAL SCIENCE I |
| 1535477 | MAINE | VINCENT CHARLES | 004101 | PSYCHOLOGY 1 |
| | | | 102101 | AFRIKAANS |
| | | | 107101 | ENGLISH I (PRE-1980) |
| 1568388 | ZACHARL | SAVINE RUTH | 004101 | PSYCHOLOGY 1 |
| 157915X | ZACKON | JEFFREY | 102101 | AFRIKAANS |
| | | | 107101 | ENGLISH I (PRE-1980) |
| * TOTAL NUMBER OF STUDENTS | | | 30 | |
| | DEAN | | | |

C.T. 15/3/80 (179)

# Whites must be trained to train others for civilization — Janson

HOUSE OF ASSEMBLY. — It was the task of the white man to speed up the closing of the gap in the level of civilization between white and black in South Africa, the Minister of National Education, Mr Punt Janson, said.

Whites had to ensure that they maintained their advantage in education in the interim period as the task of educating and training the other groups would be their responsibility.

Mr Janson spoke during the debate on a Private Member's motion affirming the importance of the selection of white teachers with special reference to the objectives of the education policy and the requirements of the education system.

He did not want to be accused of being derogatory in any way when he said that the other race groups did not enjoy the same level of civilization as whites. This was because they had not had the same opportunities and it was wishful thinking to expect this gap to be closed within 10 or 15 years.

"In the interim we will be faced with the challenge to maintain our advantage in order to be equipped to train and educate those other sectors of the community.

Mr Janson

"We want to give white education the very best," Mr Janson said, "and then we want to give the other peoples the best possible in the shortest possible time." That was the challenge facing the educators of South Africa.

He had had discussions with teachers on the Craven Week arrangements and they had been held in a responsble fashion, deviod of political motives and with arguments based entirely on what was in the best interests of education as a whole.

He was not in favour of a single umbrella education department for all. Education was also the task of transmitting culture, not just the injection of knowledge.

He was not ashamed of his language or an apologist for his people's role in South Africa's development. He felt it was a pity that some people had adopted such attitudes in order to gain the favour of others.

"Love for one's own creates love and respect for another's possessions," he said. The black man was not ashamed of his own language and culture. A Unesco report on Africa had shown that, in its own words, the role of the vernacular was important both as a medium of education and sociologically as a means of identity within the community to which the individual belonged.

The motion was withdrawn at the suggestion of Mr Janson. — Sapa

15/3/80

# Call for 99-year lease in urban townships

EAST LONDON — The Associated Chamber of Commerce (Assocom) has called on the government to introduce a form of 99-year lease in urban areas adjoining black states.

Commenting on the implementation of the Riekert report on manpower utilisation, the chamber said the shortage of housing in these areas was thought to be the root of many manpower problems.

In a statement released as a result of a meeting with Cabinet members last week, it was suggested a scheme similar to the 99-year lease could be introduced in tribal areas to provide security which would enable building societies to make advances to black residents.

The chamber said additional housing should be provided in urban areas to accomodate migratory black labour, and said it felt the Riekert proposals on influx control would not have much impact on migration.

"It is likely there will be an increase rather than a decrease in the incidence of unlawful employment," the statement said.

This would worsen the problem of squatters, which was already causing headaches.

Turning to the commission's suggestions on influx control the chamber said they would drive a wedge etween urban and rua blacks if implemented.

"Assocom agrees that the uncontrolled migration of blacks to urban areas would give rise to serious social and welfare problems.

"But it fears the measures proposed by the commission will not solve these problems and are likely to give rise to further distortions in the labour market and to other dangerous economic and socio-political problems."

They congratulated the commission on their suggestion that the "present plethora of legislation" controlling labour should be replaced by two consolidating Acts of Parliament.

However, the chamber warned there should be consultation between the technical committee appointed by the government and the private sector.

Assocom called for the termination of the present system of black labour bureaux and said there should rather be an official employment service for all race groups, under the control of the government department.

Turning to the question of in-service training, the chamber said the Riekert recommendations closely followed their own beliefs.

However, there was a "divergence of views" where tax concessions were concerned: Assocom rejected the commission's suggestion that tax concessions be phased out for employers who offered in-service training.

"This argument is rejected by Assocom, who believes the fault lies in the cumbersome procedures at present necessary for obtaining approval for courses under the in-service training Act." —DDR

IN FACULTY ARTS
YEAR : 1

| FIRST NAMES | COURSE | DESCRIPTI | AS |
|---|---|---|---|
| ~~[illegible]~~ | ~~100410~~ | ~~PSYCHOLOGY~~ | |
| JANE | 115101 | FRENCH I | |
| ~~[illegible]~~ | ~~[illegible]~~ | ~~PSYCHOLOGY~~ | |
| | ~~[illegible]~~ | GEOGRAPHY I | |
| | 911101 | MATHEMATICS | |
| | ~~911102~~ | ~~MATHEMATICS~~ | |
| | 104101 | ARCHAEOLOGY | |
| ~~[illegible]~~ | ~~[illegible]~~ | ~~FRENCH I~~ | |
| [illegible] | 107101 | ENGLISH I (F | |
| ~~[illegible]~~ | ~~[illegible]~~ | ~~CULTURAL HI~~ | |
| [illegible] | 604101 | PSYCHOLOGY | |
| | 103202 | SOCIAL ANTH | |
| | ~~[illegible]~~ | ~~GEOGRAPHY I~~ | |
| [illegible] | 101103 | AFR LANG IN | |
| | 502113 | HISTORY OF | |
| ALISON JANE | 106104 | ECONOMICS I | |
| [illegible] | 107101 | ENGLISH I (F | |
| | ~~[illegible]~~ | ~~ENGLISH LAW~~ | |
| ARITA | 115102 | FRENCH INTER | |
| | 115120 | DRAMA I | |
| [illegible] | 110101 | HISTORY I | |
| | 117101 | POLITICAL SC | |
| | 107101 | ENGLISH I (F | |
| LIFFORD | 106104 | ECONOMICS I | |
| | ~~[illegible]~~ | ~~HISTORY I~~ | |
| ANCIS CORNELIUS | 117101 | POLITICAL SC | |
| ~~[illegible]~~ | ~~107101~~ | ~~ENGLISH I (F~~ | |
| | 911101 | MATHEMATICS | |
| | 911102 | MATHEMATICS | |
| ~~ETHEL~~ | ~~916103~~ | ~~ANIMAL BIOLO~~ | |

# Training plan for black businessmen

Political Reporter

CONCRETE steps to meet the burgeoning black unemployment problem in the greater Durban area are likely to be taken at a seminar on Wednesday.

A need to train black businessmen in management was identified at an earlier seminar, and seven white experts have pledged to support a training project.

Dr Zac de Beer, a PFP MP, will address the multiracial seminar, which will be attended by representatives from a wide range of organisations in Natal.

Mr Austin Gird, Natal regional director for the PFP, said yesterday that the meeting was not a political get-together, but an unemployment seminar.

Members of several organisations, including Inkatha, the PFP, the Reform Party and the Labour Party, would attend as individuals.

Mr C Blake, a director of companies and a management consultant, had offered to supply his boardroom for training and to lead management courses for black businessmen.

Mr Gird said that local businessmen — unlike their Johannesburg counterparts — wanted whites to go into the townships to monitor and provide guidance.

AS AT 29 02 80

EXAMINATION RESULTS IN FACULTY ARTS

YEAR : 3

| STUD NO | SURNAME | FIRST NAMES | COURSE | DESCRIPTION | SYM | RS |
|---|---|---|---|---|---|---|
| STU13-9 | | | | | | |
| 15036 | R.A./LL.B. | | | | | |
| 1018348 | HACK | BRYAN GEGIL | 602101 | PUBLIC INTERNATIONAL LAW | | |
| 1154740 | HARPER | GREGORY MARK | 602101 | PUBLIC INTERNATIONAL LAW | 2- | |
| 1143386 | LACOMS | DENISE ELLEN | 604201 | ROMAN DUTCH LAW | | 1 |
| 1030696 | LEWIN | DIANE | 603202 | ROMAN LAW & JURISPRUDENCE | I3 | |
| 1003444 | LOWE | BRIAN ANTHONY | 603202 | ROMAN LAW & JURISPRUDENCE | IUP | |
| 0944406 | MAYO | HENRY | 603202 | ROMAN LAW & JURISPRUDENCE | IUP | |
| 1022534 | WILLIAMS | MICHAEL DAVID | 603202 | ROMAN LAW & JURISPRUDENCE | IUP | |

* TOTAL NUMBER OF STUDENTS 7

DEAN

REGISTRAR

# Relly calls for training boost

179

STAR 19/3/80

Mr Gavin Relly, deputy chairman of Anglo American

By Elizabeth Wilson, Labour Reporter

Mr G W H Relly, deputy chairman of Anglo American, today called for the rapid and radical expansion of industrial training at all levels to meet South Africa's manpower needs in the 80s.

Opening the Chamdor In-Service Training Centre at Krugersdorp, Mr Relly said that if the country was to achieve a 5 percent growth rate a year it would require an additional 18 000 black artisans a year, and many times that number of black production workers.

He said that if blacks and whites were to compete for the same jobs in industry, it was vital that they were trained in common institutions and subjected to common qualifying tests.

He urged that the Chamdor Centre be used to allow all race groups to receive the same training.

The education and training of workers of all races should, he said, be administered by one department — or more than one if necessary — but the basis of the division should not be racial.

Mr Relly stressed that the "separateness" of the present education system would affect aspects of industrial education and training and urged that one department should organise education.

Mr Relly urged employers to view training as an investment yielding benefits over a lifetime.

At present it was being treated as a working cost written off in the year in which the expense occurred.

He said that even if South Africa achieved a 5 percent a year growth rate there would still be large numbers of black unemployed.

"Unless people can participate in our private enterprise system as they ought to, there remains a threat within the system to us all," he said.

EXAMINATION RESULTS IN FACULTY ARTS

YEAR : 1

| | STUDNO | FIRST NAMES | COURSE | DESCRIP |
|---|---|---|---|---|
| 1 | STU13-9 | | | |
| 3 | 13010 | EXAMINATION RESULTS IN FACULTY ARTS | | |
| 5 | | | | |
| 7 | | | | |
| 9 | STUDNO | FIRST NAMES | COURSE | DESCRIP |
| 11 | | | | |
| 13 | 1620048 | SUZANNE ELIZABETH | 106103 | ECONOMICS |
| 15 | 1589550 | SALLY-ANN | 107101<br>116120<br>111101 | ENGLISH I<br>DRAMA I<br>CULTURAL |
| 17 | | | | |
| 19 | 1621952 | CHERYL | 102101 | AFRIKAANS |
| 21 | 1539450 | PENELOPE JILL | 102202 | SOCIAL ANT |
| 23 | 1577894 | DAVID | 104101<br>110101 | ARCHAEOLOG<br>HISTORY I |
| 25 | | | | |
| 27 | 1565053 | LINDSEY JEANNE | 911101<br>916103 | MATHEMATIC<br>ANIMAL BIO |
| 29 | 1539990 | HEVELEY RUYNON | 116120 | DRAMA I |
| 31 | | | | |
| 33 | 1536210 | ROBERT GEORGE RENESON | 004101 | PSYCHOLOGY |
| 35 | 1385724 | COLETTE | 107101 | ENGLISH I |
| 37 | 1537960 | CASSANDRA ELAINE | 107101 | ENGLISH I |
| 39 | 1404520 | ANNA TERESA | 904101 | GEOGRAPHY |
| 41 | 1623840 | MICHAEL EDWARD | 106102 | ECONOMIC H |
| 43 | 1559310 | MARGIA ELIZABETH | 107101 | ENGLISH I |
| 45 | 1589190 | ANDREW SYMON | 003101<br>004101 | SOCIOLOGY I<br>PSYCHOLOGY I |
| 47 | | | | |
| 49 | 1564150 | ARNO JACQUES ERASMUS | 901101<br>910108 | COMMERCIAL<br>STATISTICS |
| 51 | 1623107 | GAVIN MARK READ | 101103 | AFR LANG IN |
| 53 | 1614800 | GIULIETTA | 107101 | ENGLISH I C |
| 55 | 1538637 | GILLIAN DESMURAY | 115101 | FRENCH I |
| 57 | 1528660 | MICHAEL BRUCE | 004101 | PSYCHOLOGY |
| 59 | 1573590 | PAMELA JOAN | 104104<br>115102<br>115103 | ECONOMICS II<br>FRENCH INTER<br>ITALIAN INTE |
| 61 | | | | |
| 63 | 1597440 | LUIGINA | 214102 | PHYSICS IN |
| 65 | | | | |

20/3/80 (179)

# Anglo attacks lack of manpower planning

Own Correspondent

JOHANNESBURG. — Mr Gavin Relly, deputy chairman of the Anglo American Corporation, yesterday hit out sharply at the lack of manpower planning hampering the economic recovery.

He also called for black and white workers to be trained in common institutions and subjected to common qualifying tests.

Opening the communal centre at the Chamdor In-service training centre near Krugersdorp, Mr Relly said one of the "most devastating" criticisms which could be levelled at the private sector, the government and trade unions was the lack of foresight and planning to ensure an adequate skilled manpower supply in anticipation of an economic upturn.

In some cases this was due to "sheer bloody-mindedness", he said.

"We find ourselves in this position for the umteenth time.

"Once again we are bewailing the fact that the manpower to take advantage of more favourable economic conditions is not available.

"It must never happen again that South Africa is kept from progress through this lack of foresight," he added.

## Gaydon confident

JOHANNESBURG. — With an improving profit trend now established Gaydon Southern Holdings is confident that earnings per share will show a further improvement in 1980, the chairman, Mr H W Joynt, said in the annual report.

The motor industry was predicting a growth in passenger car sales of eight percent in 1980, as well as growth in the replacement parts market. The group also had firm export orders for 1980, he added.

In 1979 group pre-tax profit was R1,05m (R524 000) on turnover of R27,58m (R28,39m). Earnings per share totalled 8,6c (3,2c). — Reuter

## Financial rand

JOHANNESBURG. — Standard Bank's financial rand quotation: 87/87,75. — Sapa

Unless otherwise stated all financial news in this issue was compiled by B/Day and published by E V Hone [illegible]

UCT

AS AT 29 02 80 EXAMINATION RESULTS IN FACULTY ARTS PAGE 2

YEAR = 1

| STUD NO | SURNAME | FIRST NAMES | COURSE | DESCRIPTION | SYMBOL | | | |
|---|---|---|---|---|---|---|---|---|
| 15016 | B.A./LL.B. | | | LATIN I | | | | |
| 1539882X | STRACHAN | ANDREW KENNETH | 109104 | POLITICAL SCIENCE I | | | | |
| 1565290 | VISSEK | VIVIEN ELIZABETH | 117101 | | UP | 1 | 50 | 1 |
| 1535477Z | WAINE | VINCENT CHARLES | 004101 | POLYGHNOLICY I | ABS | | | |
| | | | 102101 | AFRIKAANS | F | 7 | 28 | |
| | | | 107101 | ENGLISH I (PRE-1980) | F | | 44 | |
| 1568388 | ZACHERL | SABINE RUTH | 004101 | POLYGHNOLICY I | F | 7 | 39 | 1 |
| 1579115X | ZACKON | JEFFREY | 102101 | AFRIKAANS | UP | 1 | 50 | 1 |
| | | | 107101 | ENGLISH I (PRE-1980) | SNX | | | |

* TOTAL NUMBER OF STUDENTS 30

DEAN

# Black artisans can cut costs claim builders

STAR 5/2/80 (35) (126) (179)

By Frank Jeans

Spiralling costs which are pushing house prices to unrealistic limits could be checked if the way were cleared for black artisans to enter into white-dominated areas of the building industry.

And there is little doubt that Government action to ease or repeal the Black Building Workers' Act is imminent. It is hoped that the Act will be altered to allow black builders into white areas.

According to reports, representations by the Building Industries Federation (Bifsa) urging "top priority" for the training of black skilled workers are also being considered by the Minister of Manpower Utilisation, Mr Fanie Botha.

A decision is said to be expected "within days."

A Bifsa spokesman today saw the pending change in the law as a "positive step to grant the industry relief" from its chronic labour shortage.

He emphasised, however, that the industry would not be in favour of endangering white labour relations, and saw the need for proper control of the use of black workers.

"We have no choice but to look to blacks to provide the manpower the industry needs if it is to fulfil the challenges which lie ahead," the spokesman said.

EXAMINATION RESULTS IN FACULTY ARTS

YEAR : 3

AS AT 29 02 80

PAGE 1

15036

| STUDENT NUMBER | SURNAME | FIRST NAMES | COURSE | DESCRIPTION | SYMBOL |
|---|---|---|---|---|---|
| 9118340 | [illegible] | [illegible] | 602101 | PUBLIC INTERNATIONAL LAW 2- | ( 67) |
| 1154740 | [illegible] | GREGORY MARK | 602101 | PUBLIC INTERNATIONAL LAW 2- | ( 67) |
| 1144342 | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| 1030596 | LESLIE | DIANE | 603202 | ROMAN LAW & JURISPRUDENCE I3 | ( 53) |
| 1003447 | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| 0944406 | [illegible] | HELEN | 603202 | ROMAN LAW & JURISPRUDENCE I3P | ( 50) |
| 1022537 | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |

* TOTAL NUMBER OF STUDENTS 7

REGISTRAR (ACADEMIC)

C. O O O O O

## DEPARTEMENT VAN ONDERWYS EN OPLEIDING

No. R. 518 — 21 Maart 1980

WYSIGING VAN KENNISGEWING BETREFFENDE DIE OPLEGGING, BETALING EN INVORDERING VAN 'N HEFFING TEN BEHOEWE VAN DIE EMTHONJENI- OPENBARE INDIENSOPLEIDINGSENTRUM, PORT ELIZABETH, KRAGTENS DIE WET OP INDIENSOPLEIDING VAN SWART WERKNEMERS, 1976 (WET 86 VAN 1976)

Ek, Ferdinand Hartzenberg, Minister van Onderwys en Opleiding, handelende kragtens artikel 14 (4), gelees met artikel 15 (2) van die Wet op Indiensopleiding van Swart Werknemers, 1976 (Wet 86 van 1976), wysig hierby Goewermentskennisgewing R. 2677 van 30 November 1979, soos volg:

Paragraaf (b) van die aanhef word hierby gewysig deur die vervanging van die woorde "Kaap-Middellandse Administrasieraad" in die tweede en derde reëls, deur die woorde "Administrasieraad vir die Oos-Kaapgebied".

F. HARTZENBERG, Minister van Onderwys en Opleiding.

## DEPARTMENT OF EDUCATION AND TRAINING

G.G. 6892 179

No. R. 518 — 21 March 1980

AMENDMENT OF NOTICE REGARDING THE IMPOSITION, PAYMENT AND COLLECTION OF A LEVY FOR THE BENEFIT OF THE EMTHONJENI PUBLIC IN-SERVICE TRAINING CENTRE, PORT ELIZABETH, IN TERMS OF THE BLACK EMPLOYEES' IN-SERVICE TRAINING ACT, 1976 (ACT 86 OF 1976)

I, Ferdinand Hartzenberg, Minister of Education and Training, acting in terms of section 14 (4), read with section 15 (2) of the Black Employees' In-Service Training Act, 1976 (Act 86 of 1976), hereby amend Government Notice R. 2677, dated 30 November 1979, as follows:

Paragraph (b) of the preamble is hereby amended by the substitution for the words "Cape Midlands Administration Board", in the second and third lines, of the words "Administration Board for the Eastern Cape Area".

F. HARTZENBERG, Minister of Education and Training.

STAR 27/3/80

# Training incentives

179

Every taxpayer is going to be better off—but social pensioners have little to smile about, says the budget committee of the Wits Graduate School of Business Administration.

The windfalls to taxpayers would increase economic growth by way of increased consumer spending, said a spokesman. Among the good points he noted were incentives for labour training and encouragement of small businesses.

But he said the pension increases were not enough to cope with the high rate of inflation.



AS AT 29 02 80 EXAMINATION RESULTS IN FACULTY ARTS PAGE 2

YEAR : 1

| STUDNO | SURNAME | FIRST NAMES | COURSE | DESCRIPTION | SYMBOL |
|---|---|---|---|---|---|
| STU13-9 | | | | | |
| 15016 | [illegible] | | | | |
| STUDNO | SURNAME | FIRST NAMES | COURSE | DESCRIPTION | SYMBOL |
| 1539224 | STRACHAN | ANDREW NEIL | 1101 | POLITICAL SCIENCE I | 2 |
| 1595266 | VOSSEN | VIVIEN ELIZABETH | | | |
| 1535277 | [illegible] | [illegible] | | | |
| 1563[illegible] | [illegible] | [illegible] | | | |
| 1579157 | ZACKON | JEFFREY | 1101 | POLITICALS I (PRE-1980) | UP 50% |
| * TOTAL NUMBER OF STUDENTS | | 30 | | | |

# There's more cash for training and education

(179) RDM 27/3/80 (50)

THE ASSEMBLY. — A large boost in the funds available for manpower training was announced by Senator Horwood.

With the revival of the economy, skilled manpower would become a major bottleneck and the Government had for some time been providing funds for the promotion of industrial training.

"The Department of Education and Training, which plays a key role in the training of blacks outside the black states, reflects an increased expenditure, in excess of 32%, to an amount of R240,4-million in the printed estimates.

"To this amount I would like to add an additional R4-million for the creation of urgently needed school accommodation on the East Rand, an amount which will be included in the supplementary estimates."

Total direct expenditure on education for all people by the central Government alone would increase to R944-million in 1980-81, compared with a level of R432-million only five years ago.

The totals did not include expenditure by the provincial authorities or the black states, nor any extra tax expenditures allowed as deductions from taxable incomes.

Sen Horwood said attention was being given to representations to extend the present tax concession on donations to training colleges and certain secondary educational Institutions.

"Furthermore, there may also be merit in looking in future to the establishment of a central training fund to ensure that the financing of all training functions is co-ordinated."

Taking into account those further concessions and additional expenditures, he estimated the aggregate expected expenditure at R13 083-million. — Sapa.

EXAMINATION RESULTS IN FACULTY ARTS

17000 BACHELOR OF ARTS (HONOURS) YEAR = N/A PAGE 1

STUD NO SURNAME FIRST NAMES COURSE DESCRIPTION SYMBOL

~~1017955X SHEILA JASMINE HOWARD 105743 LATIN HONOURS 2+ (70) 4½ 1017955X~~

1207760 NIHIN VIVIENNE 1097701 HEBREW HONOURS 3 4 1207760

TOTAL NUMBER OF STUDENTS 2

REGISTRAR (ACADEMIC)

Economic Hist. Hons 1 80%

# Training move welcome, but...

Post 28/3/80

179

THE KwaZulu Chief Minister, Chief Gatsha Buthelezi, has said he welcomed the emphasis on training blacks to take their place in the economy as mentioned by the Minister of Finance, Senator Owen Horwood, in his budget speech in Parliament.

However, the amount of R240-million set aside for the purpose was "far from adequate."

Although he did not have a comprehensive picture of the Budget, he thought it would have been a good idea if more money set aside for immigrants was ploughed into black training.

"I would have liked to know how much of the gap was bridged. This to me is a crucial area which, if it was bridged, could almost guarantee peaceful change in South Africa.

"It would further be seen as real change as distinct from what people see as cosmetic changes.

"In financial terms I have no idea how much will be spent for black housing, education and acceleration of homeland development and consolidation. While all these things are very welcome as a concrete expression of the Government's intent, the disparities between what is done for whites, the privileged group, and blacks as the underprivileged, will determine the extent to which blacks can interpret these gestures as evidence of a real process of meaningful changes in South Africa.

"After all, we blacks face a backlog," the chief said. He described the R5,50 increase per month on pensions for blacks as "ridiculous."

At this moment in history the complete bridging of pension benefits for all race groups was the only thing that could satisfy blacks. That was the only kind of action which could bring about peaceful change in South Africa.

For example the bread price was being increased from April 1. "That is a real April Fool's decision," the chief said. This affected blacks, the most underprivileged group in the country. Most black pensioners, for example, would have to pay the same price for bread as white pensioners." — Sapa.

Mr Fanie Botha

# 'All now have union rights'

FOR the first time in South African history blacks now enjoyed the same trade union rights as others.

And all South Africans irrespective of colour could now be trained as artisans, the Minister of Manpower Utilisation, Mr Fanie Botha, said in Durban yesterday.

Addressing a seminar of the Natal Chamber of Industries, he said the process of orderly evolvement of South Africa's labour relations had been started with the changes made to the Industrial Conciliation Act last year.

"I agree that it cannot be claimed at this stage that the process has been completed. on the contrary a lot of work still has to be done," he said.

One of the issues which needed attention was the concept of full recognition of freedom to association with regard to trade unions. The concept implied also the freedom not to associate and thus the whole closed shop practice was still at stake.

"We can at least say (at this stage) that some obvious bottlenecks have received attention and that

# Reds pledge to help Lusaka

LUSAKA — Soviet Deputy Foreign Minister Leonid Ilitchev has promised that the Soviet Union would support Zambia in repelling South African military raids into the country's Western Province.

Mr Ilitchev, who is leading a five-man delegation to African Front-line States, yesterday said the Soviet Union would not sit idly by while South Africa continued to attack Zambia's Western Province on the border with Namibia.

He said Swapo was "the legitimate representative of the Namibian people and the Soviet Union will continue to support the movement."

The minister's comments coincided with reports here saying that South African troops had occupied parts of Western Province hunting Namibian guarillas until Monday when they pulled out of the area through the Katima Mulilo border post with Namibia.

# 'Enough spent on black training'

(179) RDM 28/3/80.

By HELEN ZILLE and STEVEN FRIEDMAN

THE Minister of Education and Training, Dr Ferdie Hartzenberg, said yesterday he was "satisfied with the amount of money allocated" by the Government to black technical training.

He was reacting to suggestions that the Government's allocation of money to black training would not produce enough skilled manpower to meet the labour demand which is expected as the economy picks up.

But Dr Hartzenberg also revealed that the department was planning 12 new black technical institutes in white areas. These will be erected in the next four to six years, according to a department spokesman.

There are only two black technical institutes in white areas.

Observers interpret the fact that the Government is planning to drastically step up building these institutes as confirmation that black and white skilled training will remain separate in the future.

Trade unionists and labour observers believe that separate training for black and white artisans will mean that black skilled workers will be relegated to "second-class" status.

First reports on the Budget indicated that only R2-million had been allotted to black technical training.

But Dr Hartzenberg said yesterday that that amount only covered the erection of two new technical schools as well as the running costs for technical centres for schoolchildren.

The majority of money for black training is reflected in the budgets of the Departments of Public Works, Co-operation and Development and Manpower Utilisation, he said.

His department was chiefly involved with technical education for school pupils, rather than adults, he added.

But, besides the R2-million, Education and Training has also budgeted R4 680 000 for Technicons in the homelands, Dr Hartzenberg said.

Public Works was paying R2 700 000 for new training centres and institutes and Manpower Utilisation R2 070 000 for capital projects.

In addition, 63% of black children in the homelands were educated by Co-operation and Development, and technical training was included in this education.

Most of the post-school technical training programme falls under Manpower Utilisation, whose policy is to finance programmes through tax concessions to the private sector. The Government is examining extending these concessions.

Dr Hartzenberg estimated that tax concessions to industrialists for training "could amount to as much as R30million".

The Secretary for Education and Training, Mr Joubert Rousseau, added that 99 000 black workers passed through private training schemes which qualified for tax concessions.

STU13-9 EXAMINATION RESULTS IN FACULTY ARTS AS AT 29 02 80 PAGE 1

14210 B.A./PERFORMERS DIP (SPEECH & DRAMA) YEAR : 1 14210

| STUD NO | SURNAME | FIRST NAMES | COURSE | DESCRIPTION | SYMBOL | | | |
|---|---|---|---|---|---|---|---|---|
| ~~152337J~~ | ~~MAGODLA~~ | ~~DUMILE~~ | ~~116120~~ | ~~DRAMA I~~ | ~~ARS~~ | | ~~1~~ | ~~152337J~~ |
| 152366Q | POGRUND | JENNIFER SOLANGE | 115101 | FRENCH I | F | ( 45) | 1 | 152366Q |

* TOTAL NUMBER OF STUDENTS 2

DEAN REGISTRAR (ACADEMIC)

# Buthelezi doubtful on Budget

(17) 10/3/80

UKUNDI — The Kwazulu Chief Minister, Chief Gatsha Buthelezi, said he welcomed the emphasis on training blacks to take their place in the economy as mentioned by the Minister of Finance, Senator Owen Horwood, in his Budget speech in Parliament yesterday.

But the amount for the purpose was "far from adequate".

Although he did not have a comprehensive picture of the Budget, he thought it would have been a good idea if more money set aside for immigrants was ploughed into black training.

"I would have liked to know how much of the gap was bridged. This is a crucial area which, if it was bridged, could almost guarantee peaceful change in South Africa," he said.

He described the R5,50 increase in pensions for blacks as "ridiculous" and said the rise in the bread price was a "real April fool's decision".

UCT

(179) Star 1/4/80.

# Train SA labour says Amic's Relly

By Jean Moon

The chairman of Anglo American Industrial Corporation (Amic), Mr Gavin Relly, calls for labour reforms in South Africa in order to maintain long-term growth.

The effective use of manpower is at the core of this challenge and it is telling that a country with an enormous labour surplus is once again facing an acute skills shortage. But the blame lies with the private sector as well as the government.

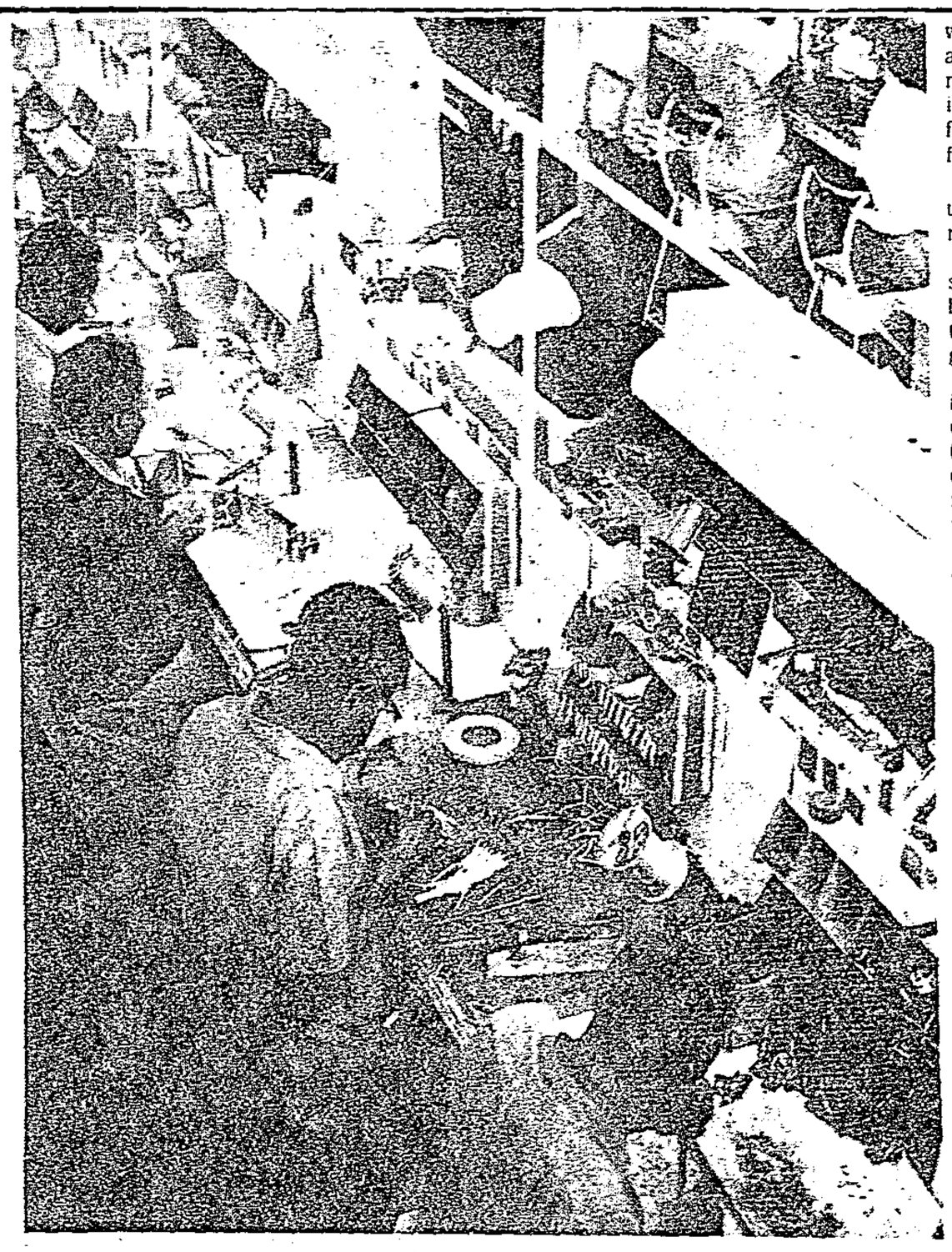
"The brutal fact is that unless South Africa can train and improve its total labour force to an efficiency at least equal to that of its competitors, it will lose out to the competition particularly from the East in many fields," said Mr Relly.

Amic's growth in the decade with an average earnings growth of 27 percent a year has been achieved despie the economic difficulties of the mid-seventies.

The market value of the group's listed investments at December 31 was R138,8m, reflecting a 192,7 percent appreciation over book value of R47,4m. Despite the disposal of Amic's interest in Romatex subsequent to the final year end, market values have increased further and the group's listed investments at March 10, 1980, were valued at R173,1m.

Amic's investment portfolio performed well with investment income rising to R11,72m, while the group's export performance was again highly encouraging.

The export revenue of Amic's subsidiaries and major investments increased by nearly 45 percent to R230m, reflecting the further development and penetration of export markets for group products.



# Labour deal for blacks in danger?

CAPE TIMES 2/4/80

179

**The government last year agreed that blacks could be trained for skilled work in the "white" areas. But the "small print", which is expected soon, could relegate skilled blacks to "second-class status". STEVEN FRIEDMAN analyses expected developments.**

2/4/80

HOW serious is the government about removing race discrimination in labour? Is the new labour deal ushered in by last year's Wiehahn Commission report in danger of self-destructing?

Those questions would have seemed absurd to most labour observers a year ago. But they are increasingly being asked, albeit in private, by some of those who believed firmly this time last year that major change was on the way.

They have been fuelled by speculation that black skilled workers will be relegated to "second class status" compared to their white counterparts.

"If we do this, I don't see how we can justify it to anybody. It would be simply indefensible," a prominent businessman complained recently.

"You cannot tell black workers that they can can become artisans in the "white" areas and then add, George Orwell fashion, that some skilled workers are more equal than others," he argues.

In other words, you cannot tell people that they are allowed to do the work but are not allowed to fully reap the benefits of doing it.

Fears about the future of black artisans seem inexplicable to many.

Besides recommending the recognition of black trade unions and the end of job reservation, the Wiehahn Commission last year approved the training of blacks for skilled work in the "white" areas.

A new Wiehahn report on training is due soon and is expected to reiterate this proposal, while recommending the repeal of the Black Building Workers Act, which excludes blacks from skilled building jobs in the "white" areas.

And, while black unions have complained that the new labour dispensation is simply a new way of weakening them, it has been assumed, even by government critics, that the training of skilled black manpower is one area to which the authorities are totally committed.

After all, the government continually announces new plans to train blacks.

But allowing people to do skilled work doesn't have to mean affording them skilled status.

Wiehahn — and the government — have thus far spelled out principles. As so often with change in SA, it is the details of how principles will be applied which are often more important than the principles themselves.

Last year, the heady post-Wiehahn days saw the announcement of principle. This year, the small print will begin to emerge. And there is more than a little concern about what it might say.

But how real are these fears that skilled blacks may be welcomed aboard, but then told they have to sit at the back of the bus again?

They are based primarily on information that the government will be asked by its advisers to allow skilled black training — but in separate institutions.

And that, observers insist, will lead to the development of two training systems — a superior one for whites and an inferior one for blacks.

There are already signs that two systems are in the offing. The government is planning to build 12 new technical institutes for blacks. According to officials, these institutes will be used for artisan training.

At present, there are only two such institutes in the "white" areas and the plans show a marked stepping-up in facilities for black artisan training.

But they also show a long-term commitment to separate black training.

In addition, trade unionists report that some employers are already introducing an "artisan aide" system in some factories.

This system, currently in use in a few industries such as the mines, allows blacks to do parts of an artisans job, but denies them artisan status.

A "two-tier" system is, then, definitely more than an idle thought.

At present, the chief obstacle to black artisan training is the fact that blacks cannot attend technical colleges where apprentices receive their all-important theoretical training.

Government labour adversers are expected to recommend that blacks only be allowed into these colleges as "a transitional measure", and then only if there are no other facilities for them.

That would exclude them from the training facilities enjoyed by whites who are trained in terms of the Apprenticeship Act.

While apprentices spend much of their training learning the nuts and bolts of their job from a skilled man, it is their theoretical training which wins them their artisan's "ticket".

Instead, "workers who for some reason do not have access to technical colleges" (blacks in non-officialese) will be trained either in In-Service Training Centres or in centres established under the Training of Artisans Act.

The In-Service Centres — there are now 16 — were set up some time ago to cater for black workers.

At present, they are not equipped for full artisan training and many observers believe they would not be equal to the task.

The Training of Artisans Act enables whites who have missed the apprenticeship boat to become artisans. Men who have worked in industry for some years are offered a year's training and then become artisans.

The proposed technical institutes could become centres under this Act. This would mean that blacks would by-pass the full apprenticeship route.

It is accepted by observers that those white workers who miss this route do not have the same status in employer eyes as ex-apprentices.

This "second-class" status would become the lot of black workers simply because they are black, observers argue.

Other expected developments would entrench the "two-tier" approach. Firstly, the government is likely to be asked to increase the educational qualifications for apprentice status from Std 7 to Std 8.

This is a long-standing trade union demand, suggested as a means of improving standards.

But it would put apprenticeship out of the reach of many black workers, making it easier to slot them into the "second-grade" system.

There will be a "decentralization" of trade tests. This could enable "lower-level" centres to issue their own certificates, making it unnecessary for some workers to be trade tested. But employers would, of course, be aware of the difference in standards.

In addition, there is a widespread belief that standards of apprenticeship training will be increased while those of the second system would be eased.

It is possible now for apprentices to become artisans without passing their trade tests.

The authorities would apparently like to decrease the number of apprentices who by-pass the tests, thus increasing ex-apprentices' status.

But perhaps the most significant expectation is that the government will be asked to order an investigation into the "deskilling" of skilled jobs.

Part of the artisan's task would be removed from his job definition and handed over to semi-skilled workers.

It would thus be easier to enable black workers to perform skilled tasks, while not granting them skilled status.

There is even a suggestion in some official circles that a distinct "graded artisan" system be developed.

Officials are likely to argue that separation does not mean inferiority.

The black training centres and the in-service centres could be upgraded to offer the same theoretical training as technical colleges now offer whites.

Indeed, black workers could be fully apprenticed and attend theoretical classes at separate, but equal, institutions.

The deskilling proposals ocuild be defended on the grounds that technology has rendered some tasks which were skilled no longer skilled.

In other words, the separation principle need not mean that blacks will be relegated to becoming second-class skilled workers.

But men like Anglo American vice-chairman Gavin Relly — and many white unionists — insist that training can only be equal if it is integrated.

The standards in the black centres can never be the same as those in the white ones, they say.

In crude terms, the (white) man with the full certificate will always get the job first.

But some white unions are also likely to see such a system as a danger for their members because it would "dilute" skills and make is easier for employers to replace them with semi-skilled workers.

Blacks, of course, would simply see a separate system as inferior. After two decades of Bantu Education, that is hardly surprising.

If the authorities really are considering this system, they would, therefore, be provoking the wrath of important groups.

It seems inexplicable that they would do this. But so many signs are pointing in that direction.

# Unemployment can be beaten, says Horwood

(75) (179) (247) (335) STAR 10/4/80

By Hugh Leggatt, Political Correspondent

CAPE TOWN — The Minister of Finance, Senator Horwood, expressed faith today that the unemployment bogey could be beaten.

He said the Government was serious about major investment in the education and training of blacks, and that private companies were also hard at work on the challenge of raising skills.

Opening a new chemical plant in Kempton Park, the Minister said: "Investment in plants and machinery must be supplemented by investment in education and training, that is to say, human capital."

Higher productivity was the only long-term way of beating the hoodoo of inflation.

The Government was assisting in numerous ways to encourage employers and employees to improve output per man hour.

**EMPHASIS**

It was disquieting, however, that the average cost of labour per unit was outstripping increases in production per man-hour.

The Department of Education and Training planned to spend more than R240-million this year on training and educational facilities for blacks.

Nevertheless, the largest part of industrial training was being provided by individual firms.

"I firmly believe that we have the capacity and the will to train our own people to assume increased responsibilities by raising their skills early and significantly," he said.

can choose a 'bundle' of goods commodity is, say food, it will bring maximum

choose that bun

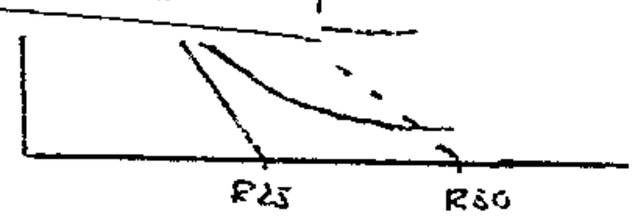
Question 5

If a household income Y, is given 2 commodities say, food and choose any combination of good tho giver satisfactr ld are said to be indifferent. But t more of one goo old sacrifices for good B, the less willing the ho surrender one of good A for one of good B. The erence curve.

food

A household may have any number of indifference curves

Now let us get line. Say the household has an income of R income of R costs R2 a unit and clothing costs R4 a unit. line will look something like this.




clothing.

Now let us assume that the price of clothing drops to R2 a unit. The resultant budge line is dotted.

The question now is whether this will necessarily increase the consumption of either commodity A or B. Real income has increased by R25 and the point (b) on the new budget line seems the logical place to jump to. An increase in the buying

# Builders hail black curbs removal

STAR 10/4/80 (32) (33) (177) (178) (179)

By Sieg Hannig

The building industry was overjoyed today at the news that major restrictions on the use of black labour in "white" areas are being lifted in the face of trade union opposition.

"It's the greatest news for the building industry ever," said Mr Bob Stevenson, president of the Building Industries' Federation (Bifsa).

Mr Z L "Basie" Pretorius, director of the Master Builders' Association, said: "This is particularly welcomed by our association as we are the hardest hit of all areas."

The restrictions lifted are those under the Black Building Workers' Act.

Mr R Beech, general secretary of the 19 500-strong Amalgamated Union of Building Trade Workers, said the building industry was now no better — or worse — off than any other.

Restrictions under the machinery provided by the Apprenticeship Act had allowed only four blacks to become indentured in "white" areas so far, he pointed out.

But Mr Lou Davis, executive director of Bifsa, said: "We are now able to use our wealth of training facilities in extending the labour force we so critically need.

"Now the use of black labour in white areas depends solely on cordial negotiations between trade unions and employers.

"We are confident that the unions, within the limits of their philosophies and ideals, will assist us to the benefit of the whole building industry to broaden the availability of labour."

Mr Beech said many coloured youths would become building apprentices given the opportunity — but employers wanted blacks.

Mr Davis denied this.

"My industry will make a place for anybody."

He also promised "fair reward for adequate skills."

The lifting of restrictions is to be published in the Government Gazette tomorrow.

The Minister of Manpower Utilisation, Mr Fanie Botha, said the shortage of building artisans had become so acute that certain building projects were in jeopardy of being suspended or delayed.

This could have had a serious effect on the economy.

Mr Botha said the number of building apprentices had dropped from 1 597 in 1975 to 473 last year.

He had consulted the trade unions but these had refused to agree to overcome the shortage by training blacks.

If any worker feared unfair competition or improper labour practices, he could resort to the protection of the Industrial Conciliation Act.

# Angry union men to resist black artisans

NM 11/4/80

179

32

139

32

Mercury Correspondent

JOHANNESBURG—Angry members of registered unions in the building industry yesterday warned that a Government decision to allow blacks to do skilled building work in white areas would endanger peace in the industry.

They also said the decision 'blatantly broke a promise that blacks would not become artisans in white areas'.

## Development

But in a further development yesterday it emerged that black workers would not become building artisans in the 'white' areas — at least for several years.

There are no plans as yet to take on blacks as apprentices.

The two registered unions in the industry still have the power to control change through the Industrial Council.

While he emphasised that union members were angry about the decision, Mr Richard Beech, general-secretary of the Amalgamated Union of Building Trades said yesterday: 'We still control access to the job.'

He added that the unions would 'work out ways to increase our control of the job. We have control, but we want to exercise it more effectively.'

The director of the Building Industries Federation, Mr Lew Davis, yesterday said employers would consult the unions before introducing changes.

'We realise we would be endangering industrial peace if we did not try to work out a formula with them. We are confident they will agree,' he said.

A joint statement from the AUBTW and Mr Gert Beetge's white Building Workers' Union yesterday expressed 'deep dismay' at the change.

'The trade unions are convinced that the only motive for the demand for blacks is cheap labour,' the statement said.

The president of the Building Industries Federation (Bifsa), Mr Bob Stevenson, said in Durban yesterday that the industry was very pleased the Government was to allow skilled black workers in urban areas.

Mr Stevenson said Bifsa had asked for, and had been granted, exemption from the Black Building Workers Act which, until now, had prohibited skilled building work by blacks outside the black areas.

## Intention

The Bifsa president made it clear that it was not the intention of the building industry to squeeze out coloureds, Indians and whites.

Neither was there any question of exploitation of black building workers. They would be taken on at exactly the same rates of pay and under the same conditions as other workers.

11/4/80 AD 33 178 179

# Black builders: joy and anger

**JOHANNESBURG**
**The granting of exemptions to enable black artisans to work in white areas in skilled building work was both welcomed and deplored yesterday.**

The Minister of Manpower Utilisation, Mr Fanie Botha, said he had come to the decision after careful consideration and because the serious shortage of skilled building artisans was worsening. This could possibly result in delays or suspension of building projects that could cause serious social and economical problems.

A notice to give effect to his decision would appear in today's Government Gazette.

The Minister said he had received urgent representations, especially during the past year, from the building industry, as well as from individual employees, to repeal the restrictive measures of the Black Building Workers Act which prohibits blacks from doing skilled building work outside black areas.

The director of the Building Industries Federation, Mr Lou Davis, said the announcement was the most positive reaction in years.

He said the building industry had been frustrated for years in its attempts to extend its work force because of difficulties in attracting white workers.

"For this reason it became obvious to us that we would have to employ the services of all race groups, white, Coloured and black, in serving the economy of our country."

The industry was not able to train black workers to do artisan tasks and help them to make a contribution to the economy. This would further augment the country's total labour force and work to contain present inflation by preventing "artificial wage demands because of the shortage of hands."

Angry registered unions warned that the decision would endanger peace in the industry.

Unionists also said the decision "blatantly broke a promise that blacks would not become artisans in white areas" and said they would attempt to increase their control over jobs in the industry as a reaction to the decision.

But it emerged yesterday that black workers will not become building artisans in the "white" areas — at least for some years.

And there are no plans yet to train blacks as apprentices.

The two registered unions in the industry still have the power to control change through building's industrial council.

While he stressed that the unions were angry about the decision, Mr Richard Beech, general secretary of the Amalgamated Union of Building Trades (AUBT) said: "We still control access to the job."

He added that the unions would "work out ways to increase our control of the job. We have control, but we want to exercise it more effectively."

Mr Davis, said employers would consult unions before introducing changes.

"We realise we would be endangering industrial peace if we did not try and work out a formula with them. We are confident they will agree," he said.

But he added that employers "will make it clear to the unions that we must have more skilled workers. We have a real and pressing skills shortage."

A joint statement from the AUBT and Mr Gert Beetge's white Building Workers' Union yesterday expressed "deep dismay" at the change. "The trade unions are convinced that the only motive for the demand for blacks is cheap labour," the statement said.

It added that the decision "places in danger the peace which has characterised the industry for more than 30 years and accused Mr Botha of "weakening the trade unions' bargaining power."

The unions said there was no shortage of artisans in the industry, but that there was definitely a shortage of building materials and accused employers of not training sufficient artisans over the past ten years.

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SHORTAGE OF SKILLED LABOUR BECOMING SERIOUS, SAYS EXPERT

Sun Exp 13/4/80

175

179

# Artisans get big pay increases as economy booms

355

**ARTISANS in virtually all sectors of industry are receiving very large pay rises as the economy booms and demand for skilled personnel heats up.**

P-E Consulting Group's Mid-Term Salary Survey, published this month, shows that wage increases for some artisans during the past seven months were as high as R150 a month.

Average wages for fitters and turners on the Witwatersrand rose from R720 in July last year to more than R850 by the end of February 1980.

P-E's Mid-Term Salary Survey also shows that bricklayers, for instance, received large wage increases during the same period.

Their monthly pay rose from R764 to over R900 during the past seven months.

"We have reached a situation in which artisans have recognised the extent to which their market value has escalated in terms of wages and working conditions," says Martin Westcott, a director of P-E.

"Unless the pace of Black advancement into the semi-skilled and skilled trades is accelerated, the shortage will become so serious that continuous economic growth will be jeopardised," says Westcott.

In recent years, systems have been evolving to help solve the short-term training requirements of industry for skilled labour.

The training of semi-skilled personnel to take over some of the functions of the qualified artisans was an attractive solution and one of the most frequently employed.

"Some of the gaps are being filled by semi-skilled workers to allow the artisans the time to concentrate on the more sophisticated tasks.

"In one recent example a large company was able to overcome its critical skills shortage by training Blacks to take over some of the tasks artisans were handling.

"At the same time the programme resulted in a huge cost saving as the number of artisans employed was reduced."

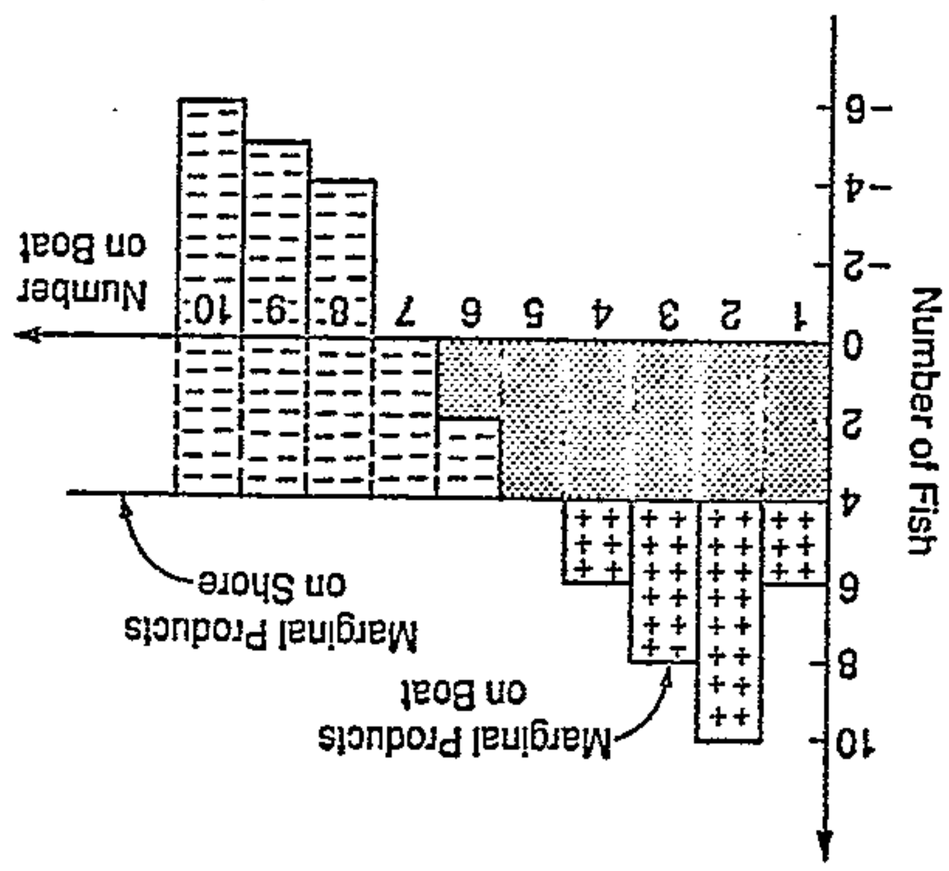
Westcott adds that in some sectors the shortage of artisans has become so severe that companies are recruiting artisans overseas — at inflated wages and benefits.

And to retain artisans many companies are offering increasingly attractive benefits.

Some have placed their hourly-paid staff on the monthly payroll. Others are offering pension and medical aid schemes as incentives.

Figure 9-1. Marginal Products on Boat

The vertical bars represent the marginal product (in fish) on board the boat. The horizontal line at 4 fish is the marginal product (in units of fish) on the shore. The areas occupied by plus signs denote the gain by having fishermen on the boat, while the areas marked with minus signs are the losses of having too many people fish on the boat.




Exploring cost



which had to be seen to be not believed.

At the time of the filming of the BBC series — in 1966 — he was is 67, but refused to be daunted by the long, gruelling hours. he was utterly determined to get it right. to try

# Artisan lack hits growth

By HAROLD FRIDJHON

INCREASED economic growth is being inhibited by the thorny problems relating to the training and use of technical personnel, says Dr Wim de Villiers in his chairman's review of General Mining for the year to December 1979.

He says that while the population of South Africa increased by 22% in 1970-1978, and the gross domestic product rose by 31%, the increase in the number of artisans and apprentices was only 5%.

A further problem lies in the imbalance between the training content of apprenticeships and the job requirements for qualified artisans. This causes dissatisfaction among both employers and employees with the presewnt apprenticeship system.

Apart from the fact that the artisan job content does not meet the demands of the workplace situation, the present system makes little distinction between the more advanced specialised trades and more general artisanship.

Dr De Villiers says that industry requires a system which differentiates between at least three categories of artisans — general artisans, combined trade jobs (such as general maintenance artisans) and specialist artisans.

If such a system could be put into practice, the demand for artisans would be reduced by as much as 40% while the demand for trained aides and assistants would increase by 18%. And, says Dr De Viliers, this should lead to the better use of the limited number of trained artisans in the economy.

Reviewing the progress of the General Mining group last year, Dr De Villiers says that the turnover of the group amounted to R3 202-million. Group income before tax rose from R152-million to R218-million with earnings a share 56% higher at 235c and with dividends 67% up at 100c a share. Net asset value was 2 428c a share compared with 1 367c in 1978.

Dr De Villiers reports that a satisfactory growth rate has been maintained since 1971. Earnings a share have grown from 39c in 1972 to 235c last year, a compounded growth rate of 29,3% a year.

Dividends are up from 18c to 100c — a growth rate of 27,8% a year — and the net asset value a share rose at a compounded rate of 23.6% a year from 550c to 2 428c.

# R500 000 job training drive launched

STAR 16/4/80 175 179

By Sieg Hannig

A nationwide drive to raise R500 000 for training and job advancement was launched in Cape Town today by the National Development and Management Association.

Half the target of at least R500 000 over three years had been subscribed by 10 leading firms, said Mr Paul Penzhorn, executive director of the NDMF.

He stressed that even leaders in the field of training and advancement needed help to overcome problems, while the vast majority of smaller firms did little on a concerted basis.

"This usually leads to poaching of staff and is highly inflationary," Mr Penzhorn said.

"We face continued unemployment of unskilled workers unless our (economic) growth rate can be increased well above the 5½ percent target.

"This will never be achieved without massive inflation — unless the Republic has sufficient resources of well-trained and motivated workers."

A similar warning was sounded last night by Dr Simon Brand, the Prime Minister's economic adviser.

An economic growth rate of 5 percent for a good deal of the 1980s was a realistic possibility, but the skilled manpower shortage would have to be overcome to achieve this, he said on television.

# Unions in bid to allay fears

(179) RDM 17/4/80 (189)

Labour Reporter

IN A move to allay the fears of skilled white workers, metal unions yesterday called for a crash programme to improve educational facilities for all.

The call was made at yesterday's meeting of the South African Co-ordinating Council of the International Metalworkers' Federation, which was attended by representatives of registered unions only.

Mr Ike van der Watt, chairman of the council, said yesterday that he would immediately seek a meeting with the relevant Ministers to discuss the planning of such a programme.

A leading registered unionist, Mr Ben Nicholson, said the call had been issued because "of the difficulty of convincing skilled workers to let people of other races into skilled jobs".

He said white skilled workers were apprehensive about allowing other races into skilled jobs because they feared black education was inferior. "They believe we would be lowering the standard of skilled jobs and placing their jobs in jeopardy."

The purpose of the campaign was to "raise educational standards for all and thus convince skilled workers that their jobs are not in danger of going to less skilled labour", he said.

Registered unions have been under fire from their black counterparts for "blocking black job advancement" and the call is also seen as an attempt to allay these fears.

The shortage of "fully motivated and qualified" teachers for all races in subjects like maths and science meant that there was "a real danger that South Africa will not be able to train the technical personnel which is needed", said a statement issued by the unions yesterday.

The unions also complained about a "widespread stress" on academic rather than technical education and the understaffing in all education systems and added: "The present situation may lead to widespread and permanent poverty among all population groups."

The unions said they realised that the Government is "limited in the steps it can take to improve the situation", but expressed dismay at "the apparent lack of urgency displayed by all in this matter".

The statement said that black education was the most disadvantaged area and added that the amount voted for it in [illegible] Budget "falls far short [illegible] of this group".

POLITICAL comment in this issue by Allister Sparks, John Ryan, Chris Day, Martin Schneider; newsbills by Peter Burkell; headlines and sub-editing by Mike Stent; cartoons by Bob Connolly; all of 171 Main Street, Johannesburg.

STAR 17/4/80

# Escom plans to build R40-m training centre

260 175 179

By Charlene Beltramo

Escom has announced plans for a R40-million multiracial training centre to be built at Kaalfontein, near Halfway House, in an effort to combat its serious skilled labour shortage.

Its staff turnover of 15 percent is costing Escom a minimum of R35-million a year, or the equivalent of six to nine months' salary for each staff leaver, a spokesman said.

Staff members at the commission number 45 000. By 1985 it is estimated it will have a staff of 60 000. This will reflect the commission's plans to double generating capacity within the next eight to nine years.

At present Escom does a good deal of its recruiting overseas, and has seven training centres.

Most of these will be absorbed into the new centre at Kaalfontein.

It is estimated the centre will cost R27-million, but rising building costs will probably push the figure to R40-million.

The centre is expected to be completed by 1985. Escom hopes to train an average of 1 200 people at the centre each year.

The commission has no firm black training programmes at present, other than in English comprehension, but it hopes to initiate these within the next few years, depending on the outcome of talks with the white unions.

# R40m for Escom training centre

17/4/89 DD (179)

JOHANNESBURG — Escom will spend an estimated R40 million in the next five years on a sprawling university campus-style employee training college here.

The centre, aimed at centralising Escom's training schemes and running courses for about 6 000 employees a year, will be situated on a 120 ha site will be built in three stages and be completed in 1985. It will start operations next year.

The centre will cost even more than the planned R32 million expansion of Escom's controversial Sandton headquarters, Megawatt Park.

Escom announced nationwide electricity tariff increases last week, but said the cost of building the training college and the erection of a replica of Megawatt Park would have a negligible effect on tariffs. — DDC.



Joint, Team Production

We examined specialization in the preceding chapter; now we examine another source of enhancement: team work. People work with other people or with other people's resources to jointly produce output. Two of us, navigator and pilot, operate an airplane. Two of us operate a sugar mill: I as the operator, you as rolling mill operator. Three of us operate a fishing boat, as helmsman, as engineer, and handler of the nets. Four people perform surgery on a patient: a surgeon, anesthetist, surgical aide, and attending nurse. Two lawyers work together on a law case jointly creating their strategy. The magic of team work is that one plus one equals more than two: physical or mental effort is reduced, or quality is enhanced that need not be explained. (We need not explain, for example, why two people pushing a car can push it farther than one person could push it for twice as long.) Instead we examine how people are guided to teamwork, on a team that is known as a *business firm*. We also inquire into what influences how those firms are organized and internally controlled, and how each member's reward (pay) is determined. We first examine a few control techniques; we assume temporarily that all possible participants are identical in ability.

In exploring these basic issues, we can ignore features such as whether the enterprises are small or large, unionized or nonunionized, conglomerate or single-product, local or multinational, new or old, retailing or manufacturing, corporation or proprietorship. We pass over administrative problems like how to select personnel; to plan production schedules; to arrange for

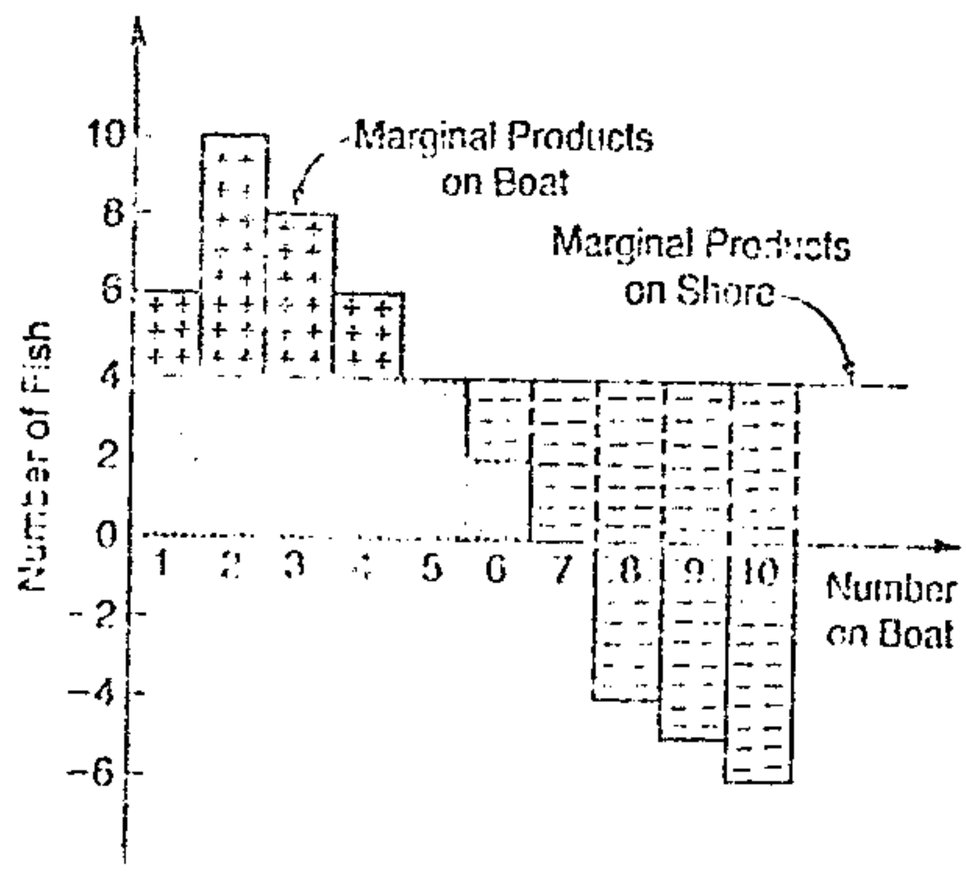



**Figure 9-1.** Marginal Products on Boat

*The vertical bars represent the marginal product (in fish) on board the boat. The horizontal line at 4 fish is the marginal product (in units of fish) on the shore. The areas occupied by plus signs denote the gain by having fishermen on the boat, while the areas marked with minus signs are the losses of having too many people fish on the boat.*

purchases, storage, keeping tax and accounting records; to persuade politicians on proposed legislation or regulation; and an incredible array of varied tasks that occupies a businessman's time.

To isolate essentials, assume that 1000 similar people in a community do nothing but fish from the shore, each always catching four fish daily no matter how many people fish. A boat is found; some can now fish out on the ocean. Everyone is interested only in how many fish are caught; fishing from shore or a boat is equally pleasant or arduous. Table 9-1 summarizes the details. The discoverer and sole user of the boat catches

independent (i.e., that none of them could be expressed as a linear combination of the others). We shall call this a regime of Complete Contingent Markets. From (1.12) each agent has the same marginal rate of substitution between every pair of state claims, hence in equilibrium the trades $t^i$ result in a Pareto-efficient allocation.

Consider instead a "stock market economy". This will be defined as a situation where there are F distinct types of tradable assets, each consisting of some total vector of state claims $\omega^f = (\omega_1^f,\ldots,\omega_S^f)$. Individual i has an untradable endowment $\omega^i = (\omega_1^i,\ldots,\omega_S^i)$ of tradable <u>shares</u> $(\bar{\alpha}_1^i,\ldots,\bar{\alpha}_F^i)$ of the F "firms" in the econo

If each firm' et value $V_f$, the individual's decision problem is folio $(\alpha_1^i,\ldots,\alpha_F^i)$ subject to his marketable weal

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His final consumpti $+t^i$ where:

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The individual then o to maximize :

$$u(\omega^i, \alpha_1^i \qquad ) \qquad (1.15)$$

subject to (1.13) and (1. ; he expands or contracts his holdings in the different cted marginal utility of a dollar invested in each asset is ed marginal utility of wealth, $\lambda^i$, that is:

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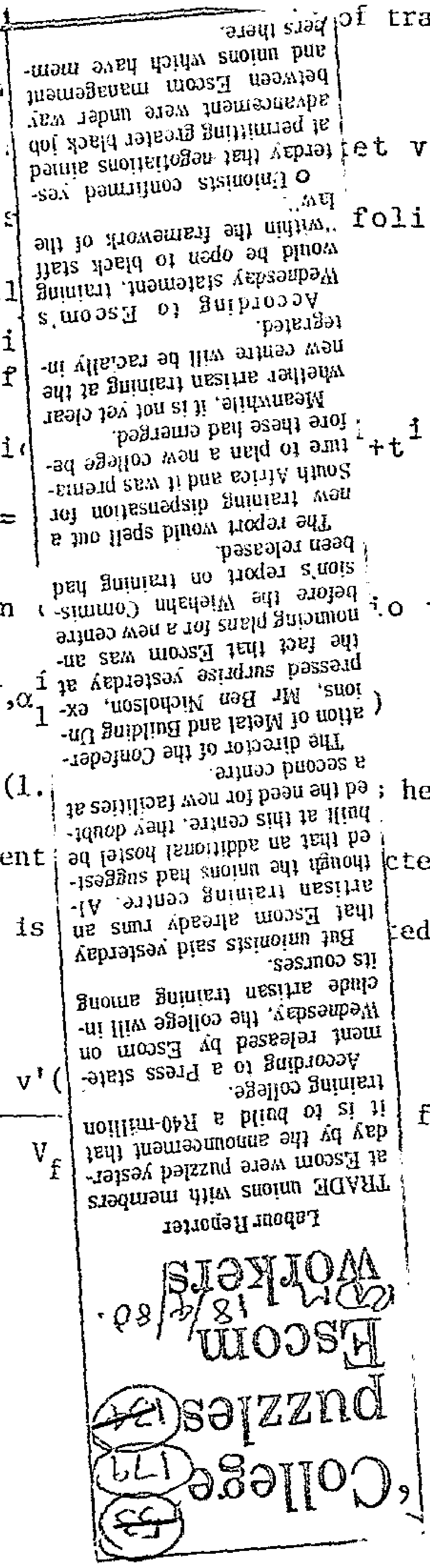

## 'College puzzles Escom workers'

53 179 ~~134~~

CDM 18/4/80.

Labour Reporter

TRADE unions with members at Escom were puzzled yesterday by the announcement that it is to build a R40-million training college.

According to a Press statement released by Escom on Wednesday, the college will include artisan training among its courses.

But unionists said yesterday that Escom already runs an artisan training centre. Although the unions had suggested that an additional hostel be built at this centre, they doubted the need for new facilities at a second centre.

The director of the Confederation of Metal and Building Unions, Mr Ben Nicholson, expressed surprise yesterday at the fact that Escom was announcing plans for a new centre before the Wiehahn Commission's report on training had been released.

The report would spell out a new training dispensation for South Africa and it was premature to plan a new college before these had emerged.

Meanwhile, it is not yet clear whether artisan training at the new centre will be racially integrated.

According to Escom's Wednesday statement, training would be open to black staff "within the framework of the law".

o Unionists confirmed yesterday that negotiations aimed at permitting greater black job advancement were under way between Escom management and unions which have members there.

# Give training priority — PFP

(179)

RDM 18/4/80

THE ASSEMBLY. — The Budget did not do enough to stimulate the creation of new job opportunities, Dr Alex Boraine (PFP Pinelands) said in the Assembly yesterday.

South Africa faced the paradox of high unemployment on the one hand, and an acute shortage of skilled labour on the other, he said in the Budget debate.

The blame for the latter problem lay with the private sector, but Government planning on manpower over the last 30 years was a "comedy of errors".

"The obvious answer to this acute problem is to regard training with a new sense of urgency and to give it a new priority — a priority different in scope and commitment to anything ever before in our history."

When it was considered that the unemployed were largely young and disenfranchised, the problem also took on serious political implications.

"If the unemployment problem is severe in the black urban areas, it can only be described as calamitous in the rural areas. The call for unblinkered rural development is one which is long overdue and one which we ignore at our peril."

Most unemployed were not victims of cyclical unemployment, Dr Boraine said, but of structural unemployment. They were willing to work, they were in fact looking for work, but could not find it.

He noted the Cillie Commission had found that lack of work for new job seekers had been an aggravating factor in the Soweto unrest in June, 1976.

"Any law which places restrictions on the ability of a man to receive or provide employment should be lifted, and right now."

Growth needed to be encouraged at virtually any cost if the unemployment problem was to be solved. Even a rate of 5% a year would not solve it.

The campaign to "Buy South African" should be resuscitated to reduce the country's dependence on foreign products, to save foreign exchange and create jobs for people in South Africa, he said. — Sapa.

# Pour money into education, urges deputy of Anglo

Staff Reporter

THE deputy chairman of the Anglo American Corporation, Mr G W H Relly, said at the weekend that the country should devote far greater resources to education and training and that the thrust should be based on long-term planning and not be subject to the whims of annual Budgets.

Speaking at the University of Durban-Westville graduation ceremony, Mr Relly, said there was a need for this country to start with a clean slate and with this should go the assumption that everybody was entitled to write on the slate, and was, in fact, able to write on the slate.

"It is clearly not possible to give exactly equal advantages to everyone, as no country has the resources to spread the educational jam equally unless it is so thin as to be useless," he said.

This was particularly true in a country like South Africa, with a burgeoning population where the rate of increase could easily consume the growing national wealth even before it was created, he said.

For the very reason that facilities and teachers and trainers would always be relatively limited in relation to the growing population, it was vitally important that the facilities provided were, and were seen to be, fairly available to all sections of the population, he said.

"It is vital that the quality of education should not be different or thought to be different across the country," said Mr Relly.

He said it seemed clear that capitalism in itself and in a country of limitless resources such as South Africa was not enough to guarantee the happiness of man.

"The problem in human affairs, and particularly in our complex South Africa where we are trying to weld into a political and economic arrangement cultures which range almost from neolithic to nuclear, is that precise goals are difficult to agree on and sometimes dangerous to work to because deviations are so easily seen to be a symptom of bad faith."

It seemed difficult to come to any other answer, in trying to solve our problem, than that South Africa should have a Bill of Rights.

"We would be mistaken if we did not recognise that there is a good deal of caution in South Africa about Bills of Rights, not least of course because Bills of Rights by definition strike at discrimination, and it would not be easy to have a Bill of Rights in South Africa and maintain at the same time the Group Areas Act, the Mixed Marriages Act and the like," he said.

The diversity and free development of minorities also have to be protected through the constitutional structure, he said.

Required:

A revised budget (if you think revisions are called for), adhering as far as possible to the same order as the data above, showing which [illegible] explaining your [illegible] would last 12 months. Both jobs to be offered.

(f) Office and general expenses amount to about £1,800 every year.



(b) Manual labour is hired locally from week to week.

(d) All the plant needed for Southampton has been owned for some years. £1,6000 is the year's depreciation (straight-line) in the financial accounts. If the Hull job is taken, less plant will be required, and the surplus items will be hired out for the year on similar work at a rental of £750. Interest is based on a memorandum entry, at 5% of original cost, in the cost records.

# On-site training sought

**By Kingdom Lolwane and Phil Mtimkulu**

**THE Furniture, Bedding and Allied Workers' Union will urge on-the-job training for blacks to prepare them for more senior positions, the national secretary, Mr M Lalaram, said yesterday.**

He told more than 1 000 Fawu members at the Johannesburg City Hall, his union would start the training and promotion of more blacks to "facilitate progress in production."

He said it would always be of immense value to a country to have specialist jobs, rather than "buying" immigrants for these jobs.

Now that Job Reservation had been scrapped, he said, the Government should channel more money into training blacks.

"We need more apprentices, and this will be for the benefit of the country itself," he said.

"We have been assured by the Minister of Labour that we will be registered this month. Now we can operate freely and legally," he added.

He said his union wanted to see all workers being represented on an integrated basis.

"We do not want to operate like liaison committees or works committees," he said.

● A new branch of the National Union of Textile Workers (NUTW) was inaugurated in the Eastern Province on April 13.

Mr Obed Zuma, secretary of NUTW, said this was their second branch and it would cover Port Elizabeth and Uitenhage at present.

The branch's inauguration showed the success of the Federation of South African Trade Unions (Fosatu) policy close co-operation.

"Workers in the textile industry in Port Elizabeth and Uitenhage approached Fosatu and were subsequently organised by the Eastern Province Regional Council of Fosatu," he said.

"This co-operation between Fosatu affiliates has led to a branch with about 1 400 paid-up members and close on 2 000 paper members. In addition, stop order facilities have been achieved at a Port Elizabeth plant," said Mr Zuma.

# 'Shopfloor bars must drop to preserve peace'

(179)

RDM 24/4/80

THE ASSEMBLY. — The chief Opposition spokesman on manpower, Dr Alex Boraine, yesterday urged the Government to accept multi-racial trade unions to promote and preserve industrial peace.

Government policy was already moving towards the acceptance of mixed unions in accordance with the Wiehahn Commission's recommendation on freedom of association, Dr Boraine said. There was a need to accept these recommendations.

"It seems clear to me that the fairly general use of ministerial exemption indicates that the Government policy is moving towards the acceptance of mixed unions."

The acid test would be the application of black unions for full multiracial status, including the right to have racially mixed branches and a mixed executive.

The Government should move ahead "not merely by exemption, but to enshrine in the laws of our land the concept of freedom of association".

Competing but racially separated unions operating in the same enterprises would damage the prospect of industrial peace.

Industrial conflict, if it came, would emerge on the shopfloors.

"We must give far greater attention to shopfloor mechanisms," Dr Boraine said

White trade unions had not been strong on the shopfloors as they had enjoyed many other advantages. "But all this is going to change for all workers and we must be ready for it."

South Africa also had to recognise that the days of the passive black worker were over.

Dr Boraine suggested:

- The beefing-up of works committees at local level;
- The incorporation of the Industrial Court into the judicial system under a Supreme Court judge;
- The strengthening of black trade unions and
- The acceptance of freedom of association.

He associated himself with a finding of the Wiehahn Commission in its first report, that "further economic development is dependent on the adequate education and training of the workforce".

The private sector had to share part of the blame as it often hid behind the Government or the white trade unions.

Some employers took the attitude that in boom periods there was simply no time to train workers while in slack periods they excused themselves by saying they could not afford training programmes.

The Government had made it clear that it had no objection to the training and placement of blacks in white areas, but many firms complained that red tape was strangling their attempts to set up training schemes. — Sapa.

# Jobs policy becomes a labour of love . . .

Argus 24/4/80 (177) (179) (~~166~~) (~~170~~)

**View from the Gallery by John Battersby**

THERE is nothing like the Government's reformist labour policies to achieve near-consensus in the Assembly and yesterday's budget debate on the manpower utilisation vote had traditional political enemies showering each other with compliments and praise.

It is true that in no other area, with the possible exception of sport, has the Government taken such visible strides towards normalisation and the removal of racial discrimination.

## AMUSED

But insofar as many of the changes flowing from the Wiehahn and Rickert Commissions are what the opposition has been preaching for decades the spectacle of veteran Government speakers preaching the wonders of labour reform is not without its irony.

As Mrs Helen Suzman (PFP Houghton) put it she could not help being wryly amused at the National Party's chief labour spokesman, Mr Jood Henning, underlining the necessity to train black workers after he had ardently supported job reservation for many years.

'Year after year I have listened to him play on the fear and prejudice of white workers,' Mrs Suzman said.

## IRONIC

'Now he and the honourable member for Stilfontein (Mr Koeks Rossouw) are cooing like doves about the training of black workers.'

It was indeed ironic to see the former miner, and colleague of the fiery leader of the Mineworkers' Union, Mr Arrie Paulus, speaking up for racial equality and rebuking Mr Paulus for his intransigent stand.

The veteran, Mr Rossouw, is one of the characters of the Assembly and, although his permanently hoarse voice and gruff manner help in creating a certain distance between him and the opposition, he speaks with a sincerity which made his remarks all the more astounding.

And even the distance between Mr Henning and Mrs Suzman seemed to close fractionally.

While he indicated by way of interjection that he was just as disgusted with her as he had been in 1970, she replied by saying that she was not as disgusted with him yesterday as she had been then.

Mrs Suzman also congratulated the verligte MP for Randburg, Mr Wynand Malan, for his remarks on the closed shop principle, during which he rebuked Mr Paulus, and referred him to thoughts on the subject by the former leader of the HNP, Dr Albert Hertzog.

Even the opposition's interjector-in-chief, Mr Horace van Rensburg, who draws moans of disapproval from the Government benches every time he rises to speak, had only praise for the Minister of Manpower Utilisation, Mr Fanie Botha, and his department.

'The Minister's speech rose up like a light in this House,' Mr van Rensburg began.

# 14 blacks to get artisan training

DD 26/4/80 (179)

CAPE TOWN — The government has approved 14 applications for blacks to be trained as artisans and a further 36 applications are receiving attention.

Officials of the Department of Manpower Utilisation disclosed this yesterday as increasing attention is focused on issues surrounding the training of skilled black workers on the eve of the tabling of the second Wiehahn report, dealing with training.

Mr Fanie Botha, Minister of Manpower Utilisation, said yesterday employers were free to apply for indenturing of blacks as apprentices "where shortages existed".

He also said no legislation emanating from the second Wiehahn report would be tabled this year, and only "technical" amendments to the Industrial Conciliation Act would be tabled and there would be no other amendments.

Mr Botha said while no legislation emanating from the second Wiehahn report would be tabled this year, there were no legal restrictions on the training of blacks as artisans. It had not been government policy to approve applications up to last year but employers were now free to submit applications.

Dealing with the role of apprenticeship committees, Mr Botha said applications were initially submitted to the committees who then submitted their recommendations to the registrar of apprentices. The government could override their recommendations.

Mr Botha said he had identified a "number of deficiencies" in the Apprenticeship Act which would have to be "modernised and restructured" pending the second Wiehahn Report. — DDC.

# NDMF project for developing people

STAR 29/4/80

(175) (179)

The National Development and Management Foundation has devised a special project "Advancement at Work" aimed at systematic and more rapid development of people of all races at work.

In Cape Town recently a nation-wide drive was launched to gain the financial and other support needed. A meeting attended by representatives of 20 major financial, industrial and commercial organisations based in the Cape Peninsula was hosted and chaired by Mr Paddy Wilson, chairman of Mobil Oil, a major sponsor of the project.

A number of influential organisations have already pledged themselves to support the project financially and by providing expertise. The aim is to raise a minimum of R500 000 over three years of which about half has already been subscribed to by ten companies.

According to Mr P W Penzhorn, executive director of the NDMF, the Advancement at Work project fits into the "Manpower 2000" concept by placing the accent on practical action within corporations and business organisations.

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LABOUR LEGISLATION

# Few changes

FM 2/9/

Adjustments to legislation on the Industrial Court and possibly the National Manpower Commission (NMC) will be the only changes in labour legislation this year. But the more controversial aspects of the Industrial Court will not be tinkered [illegible]

The FM learns that government plans to [illegible] changes to legislation on the Industrial Court. These could include giving the court the power to subpoena witnesses, giving force of law to decisions by the court, allowing evidence to be heard under oath and adjusting the wording on the court's bargaining powers, which is embarrassing at present.

Professor [illegible] says he has no intention of putting the industrial court on the same footing as other courts in the country. The two most important aspects that distinguish the industrial court from other courts are the presence of appeal to the Supreme Court and the power of the court to prevent employers or employees from [illegible] as well as on disputes of right. An employer cannot, for example, prevent an dismissal under a collective agreement which implies the interpretation of existing law or contract. A dispute of interest involves what an agreement should contain.

The main criticism of present legislation is the absence of appeal. Legal sources say the technical [illegible] would probably be met by the establishment of the right of appeal. And [illegible] argument is that [illegible] the court to disputes of right [illegible] is also the Wiehahn commission's intention.

The FM learns the National Manpower Commission may be given more powers. At present the anticipated powers have not been recommended in [illegible]. But a government spokesman says they may come in [illegible] later. Last week the Minister of Manpower Utilisation, Fanie Botha, said no legislation relating to the second Wiehahn report on training would be made this year.

Jaap Cilliers, Manpower Utilisation's director-general, points out that the Apprenticeship Act is [illegible], and government has already changed its policy on African apprentices being trained and working in "white" areas.

However, there is still the problem of training facilities, which are not available for African apprentices in "white" areas. The theoretical training of the 14 African apprentices, whose applications have recently been approved by government, will have to be by correspondence. Cilliers says government still has to make a decision on facilities. But apparently government has been advised that Africans should be trained in separate facilities. This has been severely attacked, since, say critics, the training will be inferior, and African artisans will be afforded second class status.

# AHI call for Govt move on black training

179

RDM 8/5/80.

PORT ELIZABETH. — The low standard of black education and its effect on industrial training programmes was a key point of discussion at the industrial sector congress of the Afrikaanse Handelsinstituut in Port Elizabeth yesterday.

Mr Bernie Bredenkamp of the Rustenburg Sakekamer said it was essential that the situation be given serious consideration by the Government, as it placed an unnecessary burden on industry and commerce.

For years, businesses had hired employees on the basis of scholastic achievement, but this was a fallible method.

The problem of a comparatively low standard of education was compounded in the workplace by the normal adjustment problems of the worker in a strange milieu, culture and sophisticated production technology.

"It is an accepted fact today that 85% of the country's workers are unschooled or half-schooled," Mr Bredenkamp said.

"Australia spends R16 per capita every year on industrial training, and South Africa spends about R2.

"In highly developed countries, between R100 and R150 per capita is spent a year on industrial training."

Mr Bredenkamp said between 50% and 60% of the known difference in the wage gap between whites and blacks could be attributed to the different levels of education.

He identified the main obstacles to the training and utilisation of black labour as including:

- Lack of knowledge about training facilities in various areas;
- Lack of planning in companies' industrial relations operations;
- Lack of awareness of some companies of their own personnel needs.

In discussion after the paper delivered by Mr Bredenkamp, a number of delegates expressed concern at the lack of use by commerce and industry of available training facilities.

One speaker said his university had specifically evolved a training programme aimed at the small business unable to send staff on long and expensive training programmes.

He said the response had been poor.

Opening the national congress yesterday, the president of the AHI, Dr Martin van den Berg, told Afrikaans businessmen they would have to support adjustments necessary in the national interest, whether or not they personally profited from them or were happy about them.

Some of the structural changes involved in securing South Africa's future were welcomed by all and would bring benefits, Dr Van den Berg said, but others called for sacrifices by some groups. — Sapa.

8/5/80 (129) (166) (179)

# Wiehahn warns

PORT ELIZABETH — South African businessmen were urged yesterday by Professor Nic Wiehahn, president of the recently-established Industrial Court, not to regard trade unions and other worker organisations with enmity.

He warned the Afrikaanse Handelsinstituut congress here that a negative response from businessmen to worker organisations in the 1980s would draw a counter-reaction from workers that would only lead to trouble in industrial relations and other areas.

Trade unions were a fact of the industrial community and attempts to ignore them or attack them were counter-productive, short-sighted and indeed stupid.

"Businessmen and employers still holding the battle axe in their hands against trade unions are fighting a losing battle."

Prof Wiehahn said the 1980s were going to call for the greatest co-operation between the state, employer and workers.

He said some of South Africa's trade unions received instruction in trade union practices in Europe and the United States, many of the negotiations tactics being derived from diversities in the Eastern bloc.

Prof Wiehahn emphasised that more attention would have to be paid to training high-level executives in companies for personnel relations.

He called for South Africa to develop its own code of fair employment practices to replace foreign employment practices introduced by multinational companies. — SAPA.

PROF WIEHAHN

Post 8/5/80 (179)

# Chances for specialist training

**THE Business Equipment Association is looking for 76 matriculants to train as technicians, but responses to advertisements which started to appear at the weekend, have been "disappointing".**

The 76 will be trained in electronics and electromechanics in a two-year course.

According to the association's training director, Mr Simon Costley, there is a shortage of skilled technicians in the industry.

The association represents 200 companies, and 16 of its leading members are sponsoring this programme.

For the first year, the trainees will be resident at the Chamdor Training Centre near Krugersdorp and will get pocket money.

In the second year, the trainees will be working in companies in the industry. They will be paid during this practical training.

**CERTIFICATES**

At the end of the course — which deals with all business equipment from computers to calculators — the trainees will get business equipment technician's certificates.

Applicants who must have matric with mathematics, should phone 39-4451 or call at the National Institute for Personnel Research, Empire Road Extension, Johannesburg. Closing date is May 16.

"We started advertising at the weekend, but thus far we have had a disappointing 33 responses," Mr Costley said yesterday.

"Where are the black matriculants to fill the great shortage of skilled workers in the country?"

NOTICE 320 OF 1980

DEPARTMENT OF EDUCATION AND TRAINING

THE BLACK EMPLOYEES' IN-SERVICE TRAINING ACT, 1976 (ACT 86 OF 1976)

NOTICE OF INTENTION TO IMPOSE A LEVY IN AID OF THE APEX PUBLIC IN-SERVICE TRAINING CENTRE, BENONI

The Minister of Education and Training intends, in terms of section 14 (3) of the Black Employees' In-Service Training Act, 1976 (Act 86 of 1976), to impose a levy of 5c per month per Black employee on all employers in the fixed area of the Apex Public In-Service Training Centre at Benoni, namely the area of the Administration Board for the East Rand Area, engaged in the industries listed below in respect of which training is provided at the said Centre:

(1) Biscuit Manufacturing Industry as defined in Government Notice R. 1998, dated 24 October 1975; (2)

(2) Bread and Confectionery Industry; (7)

(3) Brewing Industry; (8)

(4) Brush and Broom Manufacturing Industry as defined in Government Notice R. 567, dated 7 April 1972; (4)

(5) Building Industry as defined in Government Notice R. 149, dated 24 January 1975; (5)

(6) Business Equipment Trade and Industry; (1)

(7) Canvas Goods and Allied Products Industry; (49)

(8) Catering Trade as defined in Government Notice R. 1829, dated 5 October 1973; (62)

(9) Cement Manufacturing Industry as defined in Government Notice R. 620, dated 11 April 1974; (50)

(10) Cement Products Industry as defined in Government Notice R. 1977, dated 3 November 1972; (51)

(11) Ceramics Industry as defined in Government Notice R. 2017, dated 10 November 1972; (23)

(12) Chemical and Allied Products Industry; (9)

(13) Cinematograph and Theatre Industry as defined in Government Notice R. 166, dated 2 February 1979; (3)

(14) Civil Engineering Industry as defined in Government Notice R. 924, dated 5 May 1978; (52)

(15) Clothing Industry as defined in Government Notice R. 1323, dated 15 July 1977; (24)

(16) Coal Trade as defined in Government Notice R. 656, dated 21 April 1972; (54)

(17) Coffin Manufacturing Industry as defined in Government Notice R. 691, dated 28 April 1971; (11)

(18) Commercial Distributive Trade as defined in Government Notice R. 1829, dated 5 October 1973; (27)

(19) Cold Storage, Bacon Curing and Small Goods Manufacturing Industry as defined in Government Notice R. 1580, dated 3 September 1976; (26)

(20) Commercial undertakings which have Blacks in their employ to perform work mentioned in the definitions of "shop" and "office" in section 1 of the Shops and Offices Act, 1964 (Act 75 of 1964); (28)

(21) Condensed Milk and Other Milk Products Industry; (29)

(22) Cordage and Matting Industry as defined in Government Notice R. 1132, dated 28 June 1974; (61)

KENNISGEWING 320 VAN 1980

DEPARTEMENT VAN ONDERWYS EN OPLEIDING

DIE WET OP INDIENSOPLEIDING VAN SWART WERKNEMERS, 1976 (WET 86 VAN 1976)

KENNISGEWING VAN VOORNEME OM 'N HEFFING TEN BEHOEWE VAN DIE APEX- OPENBARE INDIENSOPLEIDINGSENTRUM, BENONI, OP TE LÊ

Die Minister van Onderwys en Opleiding is van voorneme om ingevolge artikel 14 (3) van die Wet op Indiensopleiding van Swart Werknemers, 1976 (Wet 86 van 1976), 'n heffing van 5c per maand per Swart werknemer van alle werkgewers te hef wat in die vasgestelde gebied van die Apex- Openbare Indiensopleidingsentrum te Benoni, naamlik die gebied van die Administrasieraad vir die Oos-Randgebied, betrokke is by die nywerhede hieronder genoem ten opsigte waarvan opleiding by genoemde Sentrum verskaf word:

(1) Besigheidstoerustingsbedryf en -nywerheid; (6)

(2) Beskuitnywerheid, soos omskryf in Goewermentskennisgewing R. 1998 van 24 Oktober 1975; (1)

(3) Bioskoop- en Skouburgbedryf, soos omskryf in Goewermentskennisgewing R. 166 van 2 Februarie 1979; (13)

(4) Borsel- en Besemnywerheid, soos omskryf in Goewermentskennisgewing R. 567 van 7 April 1972; (4)

(5) Bounywerheid soos omskryf in Goewermentskennisgewing R. 149 van 24 Januarie 1975; (5)

(6) Breinywerheid, soos omskryf in Goewermentskennisgewing R. 426 van 25 Maart 1977; (40)

(7) Brood- en Banketnywerheid; (2)

(8) Brounywerheid; (3)

(9) Chemiese en Verwante Produktenywerheid; (12)

(10) Dameskousnywerheid, soos omskryf in Goewermentskennisgewing R. 964 van 30 Mei 1968; (37)

(11) Doodkisvervaardigingsnywerheid, soos omskryf in Goewermentskennisgewing R. 691 van 28 April 1971; (17)

(12) Drankvervaardigingsnywerheid, soos omskryf in Goewermentskennisgewing R. 354 van 8 Maart 1974; (45)

(13) Druk- en Nuusbladnywerheid; (56)

(14) Eetbare Neute- en Versnaperingsnywerheid, soos omskryf in Goewermentskennisgewing R. 3104 van 15 Augustus 1969; (26)

(15) Eethuishouerbedryf, soos omskryf in Goewermentskennisgewing R. 1829 van 5 Oktober 1973; (25)

(16) Elektrotegniese Ingenieursnywerheid, soos omskryf in Goewermentskennisgewing R. 1112 van 2 Junie 1978; (27)

(17) Elektrotegniese Kontraknywerheid, soos omskryf in Goewermentskennisgewing R. 1112 van 2 Junie 1978; (28)

(18) Glas- en Glaswarenywerheid, soos omskryf in Goewermentskennisgewing R. 1097 van 29 Junie 1973; (32)

(19) Haarkappersbedryf, soos omskryf in Goewermentskennisgewing R. 1240 van 8 Julie 1977; (33)

(20) Hoedenywerheid, soos omskryf in Goewermentskennisgewing R. 890 van 21 Mei 1976; (48)

(21) Hotel- en drankbedryf; (35)

(22) Hyser- en Roltrapnywerheid, soos omskryf in Goewermentskennisgewing R. 1112 van 2 Junie 1978; (43)

# Private sector taken to task over black jobs

STAR 9/5/80 (179) ~~325~~

By Pieter de Vos

PORT ELIZABETH — The private sector gravely neglected the black labour crisis, Dr Hennie Reynders, chairman of the National Manpower Commission, told businessmen at the annual congress of the Afrikaanse Handelsinstituut here. He said the private sector had not yet even made a start in using the extensive training facilities available.

Judging by the lack of business response he often wondered whether the shortage of skilled labour was as acute as he was told.

The topics discussed at the congress seemed to be dominated by the concern over the labour position.

Mr Frans le Riche of Sentrachem proposed that each businessman employ at least one more worker.

Professor J J Human said labour opportunities must be increased by about 1 000 jobs a day to bring unemployment down to an acceptable level.

The Handelsinstituut should encourage further financial support for the small businessman, he said.

Businessmen are showing good profits at the moment and the prospects are that profits will improve further, but we have become selfish."

He said more employment opportunities should be created immediately.

Dr Martin van den Berg, outgoing president, was another speaker who gave attention to the training of labourers.

One of the problems which prevented fuller use of the labour source for mining and industry was the generally low level in training and education, a delegate from Rustenburg said.

# Vaal Triangle depends on trained labour

(179) (34) (10/5/80)

By SIMON WILLSON
Industrial Reporter

PLANNING for the Vaal Triangle would be meaningless unless labour productivity in the region improved, Mr John Riddell, chief works manager at Iscor, Vanderbijlpark, said yesterday.

He said at a one-day symposium at Vanderbijlpark on the industrial development of the Vaal Triangle that an abundant supply of labour in the region needed to be developed.

"The responsibility for raising the levels of training and education at primary, secondary and technical levels rests with industrialists, who should collaborate with the State," Mr Riddell said.

"Efforts must be made to ensure that training schemes at technical colleges, technikons and universities become sophisticated and streamlined so that the necessary skills and knowledge can be passed on as quickly as possible."

Mr Harmut Hoffman, assistant chief engineer for the Transvaal Roads Department, said the P-156 freeway linking Vereeniging and Vanderbijlpark would be the busiest road in the Vaal Triangle before the end of the century.

Construction of the highway system would begin in 1984, and in the meantime vehicle flow monitoring would be continued to assist in streamlining present traffic.

The P-156 would have an estimated traffic count of 48 000 vehicles a day by the year 2000.

The recommendations of the guide plan on the development of the Triangle issued by the Office of the Prime Minister last week had been of major assistance in planning for the Vaal Triangle area, he said.

The guide plan, which outlines the intended evolution of the Vaal region over the next 20 years into a megalopolis, was officially presented to the symposium by the Minister of Mines and of Environmental Planning and Energy, Mr F W de Klerk.

Yesterday's symposium was the fourth of 20 such discussions on the Government guide plan which have been organised this year by the South African Institution of Civil Engineers.

Mr A V Rabie, director of housing of the Orange-Vaal Administration Board, said the Triangle had a rosy future as regards the supply of labour and meeting black residents' housing needs if the excellent cooperation between interested parties could be expanded.

Only about 3% of the area's available black labour force of 191 000 men and women were currently employed.

But the board had established a work orientation centre which had catered for the needs of 4 000 black workers and had contributed to the training of more productive black workers in more advanced jobs.

Mr L H James, chief engineer of the Rand Water Board, told the symposium that demand for drinking water from the board's systems would double by the year 2020, but the Vaal River network would be incapable of meeting demand by 1993.

Alternative supplies of water would only become available in time if various projects currently under consideration by the board were implemented.

These projects included the Lesotho Highlands project based on storage dams in the Highlands supplying water to the Sterkfontein Dam in the Free State.

Additional development of the Tugela-Vaal link was also being considered, as was linking the Vaal and Orange rivers and sub-dividing Vaal Dam to reduce evaporation loss, Mr James said.

10/05/80 ARGUS

# Training facilities not used — Reynders

(179) (173) (85)

**DR H J J REYNDERS, chairman of the National Manpower Commission, this week questioned whether the shortage of skilled labour was as acute as was made out.**

He told the annual congress of the Afrikaanse Handelsinstituut in Port Elizabeth that he often wondered about this because of the private sector's grave neglect of the black labour crisis.

Topics discussed at the congress seemed to be dominated by concern over the shortage of skilled labour.

Yet the private sector had not even made a start in using the extensive training facilities that were available.

Dr Reynders said it was this lack of response from the business community that made him wonder whether the shortage of skilled labour was as acute as he was told.

### 1 000 A DAY

Professor J J Human said labour opportunities must be increased by about 1 000 jobs a day to bring unemployment down to an acceptable level.

More employment opportunities should be created immediately as businessmen were showing good profits and prospects were that these would increase even further.

Mr Bernie Bredenkamp was one of the delegates who called for increased Government spending on training for specialised industrial skills.

### ONE MORE

Mr F J H le Riche appealed to businessmen to make better use of the labour force in South Africa and said each business could afford to employ at least one more worker.

Mr J Knoetze, public relations manager of the Rembrandt group, told the sectoral mining and industrial session that South Africa might have been mistaken in the past to base its economy so firmly on the capital-intensive model of highly developed Western countries.

The nations of the East had shown over the past two decades what economic power lay hidden in the proper use of labour in a climate which favoured growth.

With its human and raw material resources, South Africa offered unequalled opportunities for entrepreneurs in the 1980s, he said.

# Millions of blacks must be trained fast, says Nat

S Tim 13/5/80 (179)

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THE ASSEMBLY — The biggest immediate task facing South Africa was to prepare the country's millions of untrained blacks for the economy, Mr Gert Terblanche (NP, Bloemfontein North) said yesterday.

Speaking in committee on the Industries, Commerce and Consumer Affairs Vote, he said the Government and the private sector was already doing much in this regard, but what was needed was a "crash programme" providing for short, intensive courses.

"Universities will have to be plucked from their medieval rut of arts and science to make greater provision for the technical explosion," he said.

One of South Africa's greatest assets was its huge labour potential, but it had to be trained fast.

"Expert hands — white, black and coloured — can make this decade the 'golden eighties' for South Africa," Mr Terblanche sid.

If that happened, nothing would stop the country from triumph. — Sapa.

# Skills training for metal workers

STAR 14/5/80 (179)

By Sieg Hannig

More skilled workers are to be trained for the metal and engineering industry. This undertaking follows the 14 percent pay boost announced for workers in the industry.

Over a year, the pay increases for skilled workers who are in short supply will be considerably higher than the 14 percent affecting all of the 500 000 workers in these industries, a trade union source admitted.

But this threat of inflation is hoped to be offset by the creation of a training board for the industries, said Dr Errol Drummond, director of the Steel and Engineering Industries' Federation.

He said the board, run jointly by employers and trade unions, would coordinate the various existing training schemes.

It would set targets to overcome skills shortages through revised training methods, planning and monitoring of the manpower position.

Dr Drummond described the 14 percent rise as realistic in the light of the present economic circumstances.

But Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, said: "We are only recovering what we have lost in the past year. It is not the workers who are responsible for inflation."

The increase, effective from July 1, will raise the wage of the lowest-paid labourer by 12c an hour to 92c an hour.

Artisans will get a 39c an hour rise which will put their minimum wage on R3.14 an hour.

Those artisans earning more than the minimum will also get an increase of at least 39c an hour, since the 14 percent increase in every category's minimum wage will be paid across the board to all.

The holiday bonus is also being increased by 14 percent.

Allowances for workers employed away from home are being raised by 15 percent. And employer and employee contributions to the pension fund will increase by one percent.

# Boraine: Allay white miners' fears

(179) 7/5/80

THE ASSEMBLY. — White miners' fears about their future in the mining industry should be set at rest by allowing employees to participate in the evaluation of jobs, Dr Alex Boraine (PFP Pinelands) said yesterday.

Much would depend on South Africa's labour force if the country were to reap the benefits of its incredible mineral riches, Dr Boraine said in discussion of the Minerals and Energy Vote.

The Government miners' training college had experienced a drop in the number of applications by students.

The shortage of skills in the industry had led to inflated wages being paid for a small select number of jobs.

To allay white suspicions of the Paterson plan, employees should be allowed to evaluate jobs in collaboration with employers.

It should also be made absolutely clear to miners that the extension of training to other groups should not be seen as a threat.

The Chamber of Mines had stressed that there would be no reverse discrimination in the mining industry, Dr Boraine said.

Mr P J Clase (NP Virginia) said White miners had accepted the assurances of the Chamber of Mines.

They also accepted the position that there were not enough white workers and there was a need to allow blacks into the industry.

But they feared that in terms of the Paterson plan, their vacant jobs would be degraded when they left the mining industry so that blacks could take over.

Dr Boy Geldenhuys (NP Randfontein) stressed the importance of mining in the economies of the homelands.

BophuthaTswana already had a significant chrome and platinum output while Lebowa's chrome production could make the state of greater strategic importance to the West than Nigeria was at the moment. — Sapa.

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GK 6998 16/5/80

## NOTICE 349 OF 1980

## DEPARTMENT OF MANPOWER UTILISATION

It is hereby notified that the State President has, in terms of section 10 (4) of the Interpretation Act, 1957 (Act 33 of 1957), assigned the administration of the provisions of the Black Employees' In-Service Training Act, 1976 (Act 86 of 1976), to the Minister of Manpower Utilisation with effect from 1 June 1980.

(16 May 1980)

## KENNISGEWING 349 VAN 1980

## DEPARTEMENT VAN MANNEKRAGBENUTTING

Hierby word bekendgemaak dat die Staatspresident, ingevolge artikel 10 (4) van die Interpretasiewet, 1957 (Wet 33 van 1957), die uitvoering van die bepalings van die Wet op die Indiensopleiding van Swart Werknemers, 1976 (Wet 86 van 1976), met ingang van 1 Junie 1980 aan die Minister van Mannekragbenutting opgedra het.

(16 Mei 1980)

# Training laws may be needed

STAR 17/5/80

(179)

By Sieg Hannig

Legislation may be necessary to get the average employer to start a concentrated training effort, says the National Productivity Institute in its annual report.

The report says it's a myth that workers become redundant when productivity increases.

Keeping productivity levels constant will not solve South Africa's unemployment problem.

On the contrary, increased productivity generates more jobs by increasing the rate of economic growth, the report argues.

And South Africa's low productivity is largely caused by a lack of skilled manpower.

"It will require a major effort, possibly even legislation, to get the average employer to start a concentrated training effort," the report says.

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                          POSITION-MISMATCHES
                               PERFORM POSITION-CONTROL-BREAK
                               PERFORM TARGET-CONTROL-BREAK
                               PERFORM UPDATE-CURRENT-POSITION
                               PERFORM UPDATE-CURRENT-TARGET
                               GO TO END-CORRES-TEST.
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                   TEST-4.
                       IF SOURCE-MISMATCHES AND
                          TARGET-MATCHES AND
                          POSITION-MATCHES
                               PERFORM POSITION-CONTROL-BREAK
                               PERFORM TARGET-CONTROL-BREAK
                               PERFORM SOURCE-CONTROL-BREAK
                               PERFORM UPDATE-CURRENT-SOURCE
                               GO TO END-CORRES-TEST.
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                   TEST-5.
                       IF SOURCE-MISMATCHES AND
                          TARGET-MATCHES AND
                          POSITION-MISMATCHES
                               PERFORM POSITION-CONTROL-BREAK
                               PERFORM TARGET-CONTROL-BREAK
                               PERFORM SOURCE-CONTROL-BREAK
                               PERFORM UPDATE-CURRENT-SOURCE
                               PERFORM UPDATE-CURRENT-POSITION
                               GO TO END-CORRES-TEST.
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                   TEST-6.
                       IF SOURCE-MISMATCHES AND
                          TARGET-MISMATCHES AND
                          POSITION MATCHES
                               PERFORM POSITION-CONTROL-BREAK
                               PERFORM TARGET-CONTROL-BREAK
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# Training for black staff attacked at labour talks

RDM 27/5/80 (179)

By GERALD REILLY
Pretoria Bureau

LABOUR Leaders yesterday condemned a large section of private sector employers for neglecting in-service training of black workers.

They called for an urgent intensification of education and training programmes "or the boom balloon will burst".

They were commenting on a finding of a recent survey by the School of Business Leadership of the University of South Africa that in spite of substantial tax concessions, the private sector was "dragging its feet" in terms of real training — "especially of the technical side of black education".

At a conference on "black advancement" in Pretoria last week, it was claimed there was limited black advancement action on the part of employers.

A warning was sounded that the growing black urbanisation would result in a new generation who would not be prepared to accept the status quo

It was stated, too, that the average white manager had little understanding of black workers because of the political emphasis on separation.

The president of the Trade Union Council of South Africa (TUCSA), Mr André Malherbe, said that while there were a limited number of private sector organisations with comprehensive training programmes there were many others making no or far too little effort to train black workers.

"Some employers are taking the easy way out. They are poaching black staff from organisations with training programmes."

Mr Malherbe said he supported a levy scheme whereby employers would pay a levy to the Government for the establishment of training centres. Those organisations with in-service training programmes would be able to claim rebates on the levy.

Mr Malherbe said the Government should use "a bit more muscle" to ensure employers played a maximum role in training their black workers.

The president of the Garment Workers' Union, Senator Anna Scheepers, said it was essential for the economic and social welfare of the country that employers were made to involve themselves in training their workers for better paid jobs.

"Poaching of trained black staff from companies with training programmes by others who have none is becoming a menace."

Sen Scheepers agreed with leading economists that the "economic boom could burst" unless swift action was taken to greatly accelerate the training of black workers.

An Afrikaanse Handelsinstituut economist, Dr P J D Viljoen, agreed far too little was being done to step up the selection and training of black workers in the private sector. A heavier emphasis should also be placed on the selection process, he said.

A spokesman for the Association of Chambers of Commerce said Assocom had urged its members to take advantage of tax concessions available for training their black workers.

"We are also urging them to be prepared to place people of all races in jobs provided they are capable of doing the work," he said.

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# Grave shortage of draughtsmen

(175) (179)

RDM 30/5/86.

Financial Reporter

UNLESS there is a marked increase in the number of draughtsmen and technicians in South Africa, the planned growth rate in the economy is unlikely to be realised because the existing workforce will be unable to cope, says the South African Association of Consulting Engineers.

The association conducted a manpower survey among its 210 registered firms. Their present staff members in the draughtsman and technician capacities totalled 2 465. The present shortfall is 546; the expected deficit by March 1983 will be an additional 1 054.

What makes the situation worse is that about 20% of the staff employed are still undergoing training and this percentage will have to rise substantially if the shortfall is to be made up.

The association urges employers and Government agencies to increase in-house training and the financing of training.

Roughly half of the draughtsmen and technicians now being trained are getting some financial assistance with 44% of firms contributing to this training.

With about 35% of the registered firms having fewer than four staff members and unable to give financial assistance, additional help can only come from the 21% of the firms which are not helping.

The association urges these firms to review their training policies, but even this will be insufficient to solve the problem.

## DEPARTMENT OF EDUCATION AND TRAINING

No. R. 1061 30 May 1980

BOITHUSONG PUBLIC IN-SERVICE TRAINING CENTRE, BLOEMFONTEIN.—REPEAL OF GOVERNMENT NOTICE AND IMPOSITION, PAYMENT AND COLLECTION OF A LEVY IN TERMS OF THE BLACK EMPLOYEES' IN-SERVICE TRAINING ACT, 1976 (ACT 86 OF 1976)

I, Ferdinand Hartzenberg, Minister of Education and Training—

(a) acting in terms of section 14 (4) of the Black Employees' In-Service Training Act, 1976 (Act 86 of 1976), hereby repeal Government Notice R. 1929, dated 23 September 1977, with effect from 1 June 1980;

(b) acting in terms of section 14 (3) of the aforementioned Act, hereby impose the following levy at the request of the governing body of the Boithusong Public In-Service Training Centre, Bloemfontein, and after consultation with the Co-ordinating Council for In-Service Training of Black Employees, which shall be payable in terms of the provisions contained in the Schedule hereto; and

(c) acting in terms of section 15 (2) of the aforementioned Act, hereby authorise the Administration Board for the Southern Orange Free State Area, the Administration Board for the Orange Vaal Area and the Administration Board for the Northern Cape Area to collect the said levy on behalf of the governing body of the Boithusong Public In-service Training Centre.

F. HARTZENBERG, Minister of Education and Training.

## DEPARTEMENT VAN ONDERWYS EN OPLEIDING

GG 7042 179

No. R. 1061 30 Mei 1980

BOITHUSONG-OPENBARE INDIENSOPLEIDING-SENTRUM, BLOEMFONTEIN. — INTREKKING VAN GOEWERMENTSKENNISGEWING, EN OPLEGGING, BETALING EN INVORDERING VAN 'N HEFFING KRAGTENS DIE WET OP INDIENSOPLEIDING VAN SWART WERKNEMERS, 1976 (WET 86 VAN 1976)

Ek, Ferdinand Hartzenberg, Minister van Onderwys en Opleiding—

(a) handelende kragtens artikel 14 (4) van die Wet op Indiensopleiding van Swart Werknemers, 1976 (Wet 86 van 1976), trek hierby Goewermentskennisgewing R. 1929 van 23 September 1977 met ingang van 1 Junie 1980 in;

(b) handelende kragtens artikel 14 (3) van voormelde Wet, lê hierby, op versoek van die beheerliggaam van die Boithusong- Openbare Indiensopleidingsentrum, Bloemfontein, en ná oorlegpleging met die Koördinerende Raad vir Indiensopleiding van Swart Werknemers, die volgende heffing op, wat betaalbaar is ooreenkomstig die bepalings wat in die Bylae hiervan vervat is; en

(c) handelende kragtens artikel 15 (2) van voormelde Wet, magtig hierby die Administrasieraad vir die Suid-Oranje-Vrystaatgebied, die Administrasieraad vir die Oranje-Vaalgebied en die Administrasieraad vir die Noord-Kaapgebied om genoemde heffing namens die beheerliggaam van die Boithusong-Openbare Indiensopleidingsentrum in te vorder.

F. HARTZENBERG, Minister van Onderwys en Opleiding.

Continue quote: ... # IB the state is challenged and it will use all the power at its disposal! Once it wins, it

# Job-training plan gets good start

STAR 10/6/80

179

Political Correspondent

CAPE TOWN — The Government has received nearly 200 applications from firms for registration of in-service training schemes for their employees.

Mr E A Cilliers, director general of manpower utilisation, said today that the private sector was starting to react positively to the new dispensation of the In-Service Training Act, which came into operation last October.

There was, however, much more that could be done by the private sector in view of the great need for trained manpower to sustain economic development.

"Much still has to be done in connection with the retraining of workers, which has a bearing on technical development, the reclassification of work and the abolition of job reservation.

"The Act permits employers to register their projects for in-service training officially and to receive a tax concession for such training.

"This dispensation is for whites, coloureds and Indian workers and is a sequel to a similar scheme instituted in 1976 for blacks."

Applications for registration of in-service training schemes affected about 73 000 workers. The total number of training courses applied for was roughly 1 300.

The Government had so far registered 719 courses affecting 18 000 workers.

● Yesterday the powerful Confederation of Metal and Building Unions met Seifsa, the industrial council for the metal industry, and urged that all apprenticeship training be done through one system, not through in-service schemes, unless approved by the industrial councils.

227/80/K (B) PV

179

10/6/80

PERSVERKLARING DEUR MNR E A CILLIERS, DIREKTEUR-GENERAAL, MANNEKRAGBENUTTING OOR INDIENSOPLEIDING IN DIE PRIVATE SEKTOR

SPERTYD FOR IMMEDIATE RELEASE

Byna 200 aansoeke is van ondernemings ontvang wat skemas vir die indiensopleiding van hulle werkers ingevolge die Wet op Indiensopleiding, 1979, wil registreer.

Mnr E A Cilliers, Direkteur-generaal: Mannekragbenutting het vandag in Kaapstad bekend gemaak dat die private sektor positief begin reageer op die nuwe bedeling vir indiensopleiding wat in Oktober verlede jaar in werking getree het. Dit wil egter voorkom of nog veel meer deur die private sektor gedoen kan word en sal moet word gesien die groot behoefte aan opgeleide mannekrag wat vir volgehoue ekonomiese ontwikkeling en groei noodsaaklik is, het hy gesê. Veel is ook te doen in verband met die heropleiding van werkers wat onder andere met tegnologiese ontwikkeling die herklassifikasie van werk en die wegdoen met werkreservering gepaard gaan.

Die Wet laat werkgewers toe om hul projekte vir indiensopleiding amptelik te registreer en om dan ook 'n belastingtoegewing vir sulke opleiding te verkry. Dié bedeling is vir Blanke, Kleurling en Indiërwerkers en volg op 'n soortgelyke een wat in 1976 vir Swart werkers ingestel is.

Mnr Cilliers sê dit is duidelik dat die private sektor 'n goeie begin gemaak het om sy kant te bring, veral wat betref die instelling en verbetering van opleidingsgeriewe en werkverryking en die ontwikkeling van nuwe onderwysgeleenthede vir alle werkers.

Sedert die inwerkingtreding van die Wet op 1 Oktober 1979 is groot getalle navrae ontvang wat 'n teken is van lewendige

2/.....

belangstelling in opleiding. Sowat 190 aansoeke om die registrasie van indiensopleidingskemas is tot datum ontvang en volgens beramings wat deur die betrokke werkgewers gemaak is sal sowat 73 000 werkers hierdeur geraak word. Die totale getal opleidingskrususse beloop sowat 1 300. Tot datum is die registrasie van 719 kursusse rakende sowat 18 000 werkers geregistreer en sowat 660 kursusse rakende sowat 55 000 werkers is in die proses van afhandeling. Vyftig aansoeke om die registrasie van opleidingsentrums waar werkers van verskillende werkgewers opgelei word is ontvang waarvan 14 reeds geregistreer is. Uit daardie 14 word 130 opleidingskursusse aan sowat 6 000 werkers aangebied. By die oorblywende 36 sentra die aansoeke waarvan nog aandag geniet sal opleiding in 420 kursusse aan sowat 38 000 werkers aangebied word.

Daar was begryplike probleme wat gepaard gegaan het met die oorplasing van funksies van een Departement na 'n ander en die proses is eers op 1 Junie afgehandel wat sal meebring dat uitstaande aansoeke en navrae wat in die toekoms ontvang word vinniger hanteer sal kan word. Die Departement is juis nou besig om aandag te gee aan die opknapping van die administratiewe en inspeksiewerk, ook wat die opleiding van Swartes onder die 1976 wetgewing betref en wat vanaf 1 Junie oorgeneem is van die Departement van Onderwys en Opleiding.

Aangesien die Regering self 'n hoë prioriteit aan die verdere opleiding en indiensopleiding van werkers gee, is dit volgens mnr Cilliers verblydend dat die private sektor alhoemeer op hierdie wyse geleenthede vir vordering en vooruitgang skep. Dis tog een van die hoekstene van die vrye markstelsel dat ondernemings juis so te werk sal gaan tot hulle eie voordeel asook die van hulle werknemers en die van die land in die algemeen. So sal ook 'n betekenisvolle bydrae gemaak word

tot die handhawing van arbeidsvrede en die verskaffing van werksekuriteit aan almal.

UITGEREIK DEUR DIE DEPARTEMENT VAN BUITELANDSE SAKE EN INLIGTING OP VERSOEK VAN DIE DEPARTEMENT VAN MANNEKRAGBE-NUTTING

KAAPSTAD
10 JUNIE 1980

(479)

# Govt set to 'move fast' on training

11/6/80

Labour Reporter

THE Government has registered 719 private training courses affecting about 18 000 white, coloured and Asian workers, the Director-General of Manpower Utilisation, Mr Jaap Cilliers, announced yesterday.

He said the Government would be able to move quickly now.

He also revealed that the in-service training of black workers, which had been administered by the Department of Education and Training, has been transferred to his department since June 1.

The announcement was released on the eve of the release of the Wiehahn Commission's report on industrial training which will be tabled in Parliament today.

The courses have been registered in terms of the new In-Service Training Act, allowing employers to claim tax concessions for the training of white, coloured and Asian workers if their training schemes are registered.

A similar Act for black workers was in force for some years and the new Act was introduced after registered unions complained that employers had no financial incentive to train their members.

A further 660 schemes involving 55 000 workers were in the process of being registered and the authorities had received applications for the registration of courses affecting another 73 000 workers, said Mr Cilliers.

Mr Cilliers said he had issued the statement to "let employers know that we are now administering training for all races and we will be able to move quickly from now."

# Govt favours separate training

CAPE TIMES 12/6/80

(179)

Political Staff

THE government has accepted in principle a key recommendation by the Wiehahn Commission that black apprentices should be trained mainly in separate training centres.

This is among the main points which emerged from the government's white paper on the commission's second report on training which was tabled in Parliament yesterday.

The government also accepted a recommendation that other facilities should only be used for theoretical training of "certain apprentices" — apparently blacks — where facilities for them were not readily available.

Commenting further, the white paper said this was acceptable "provided that appropriate arrangements are made at such centres to the satisfaction of all concerned in consultation with the State and interested parties".

However, the government also accepted recommendations which approved trade testing facilities being used for the testing of all apprentices and trainees.

Most of the commission's recommendations have been accepted, while some have been accepted with qualifications and others referred to various bodies for further investigation.

On the commission's proposals for the restructuring of the National Apprenticeship Board into a National Training Board, the white paper said it supported such a board in principle.

But its composition and functions should first be investigated by the Departement of Manpower Utilization in consultation with interested bodies.

This would also apply to proposals for the broadening of the scope of apprenticeship committees.

The establishment of a trade test committee will also be deferred pending an investigation by the National Apprenticeship Board.

## Military service

On the commission's recommendations regarding military service, the white paper pointed out that these issues were being investigated by a special committee appointed by the Manpower Board.

The recommendation that the minimum educational qualification for training in terms of the Training of Artisans Act should be raised to Standard Eight would also be referred to the National Apprenticeship Board for further investigation.

In an introduction, the white paper said it would not be possible to bring about all adjustments arising from the government's decisions immediately.

But the government expected all government departments and official institutions to make the necessary adaptations "as soon as possible in the interest of South Africa and all its inhabitants".

RAND D

# Training for future: Wiehahn spells it ou

(179) RDM 12/6/80.

## List of skilled jobs may be pruned

By STEVEN FRIEDMAN
Labour Reporter

YESTERDAY's Wiehahn report made a number of recommendations that could lead to a significant restructuring of the present skills training dispensation.

Chief among these is the suggestion that the National Apprenticeship Board examine existing designated trades to determine whether "any of their operations ought to be deskilled and whether their existence is still justified".

It should also examine whether higher admission qualifications for apprentices are necessary and submit its views to the National Manpower Commission, the report recommends.

"De-skilling" is the process whereby a job, or some aspects of it, are opened up to workers who do not have to possess artisan qualifications and has been watched over carefully by artisan trade unions.

The commission also recommends an investigation into the "desirability and feasibility" of a system of graded artisan training.

Other measures suggested by the commission include:

- That the National Manpower Commission together with the Defence Manpower Board give consideration to encouraging a levy system to promote and finance training;
- All training legislation should be consolidated "with the least possible delay" according to guidelines laid down by the Riekert Commission;
- That a National Training Board be established, which would be a broadened version of the National Apprenticeship Board and the two existing In-Service Training Councils;
- This board would have subpoena powers, would "monitor and control" the effectiveness of training and would investigate the establishment of a central training fund;
- Raising the minimum age qualification for admission to training centres under the Training of Artisans Act from Standard 7 to Standard 8 for certain trades — a move which is designed to raise the standard of non-apprentice trainees;
- The introduction of improved incentives for the attainment of higher qualifications for artisans;
- An investigation into the decentralisation of trade test centres (there is only one in existence at present). These should be transferred to the Department of Manpower Utilisation and uniformity of standards should be ensured;
- The establishment of regionally-based industry training schemes should be encouraged. This would save training costs by pooling employer resouces and would help to enforce uniform standards;
- Stricter control over employers who are permitted to run approved training schemes to guard against loss of skills and "fruitless expenditure";
- Continuous review by the Department of National Education in conjunction with the National Apprenticeship Board of practical and theoretical training under the 1951 Training of Artisans Act, and
- The establishment of a trade test committees with State, employer and worker representatives;

## 'Keep mixing to a minimum'

Labour Reporter

THE Wiehahn report has recommended that blacks be trained as apprentices — but that this training take place mainly in racially separate institutions.

The commission recommends that provision be made for both the practical and theoretical training of black apprentices at the 16 black in-service training centres or "other similar institutions where facilities do not exist or where they are inconveniently situated or are unsuitable".

These centres, which are now administered by the Department of Manpower Utilisation, were set up under the 1976 Black In-Service Training Act.

The commission also recommends that where theoretical training facilities are not available for certain (presumably black) apprentices, consideration be given to the use of existing facilities for theoretical training "as an expedient".

This should, however, only be done "subject to suitable arrangements being made at such centres".

Observers interpret this to mean that the bulk of black apprenticeship training would take place at the separate centres, but that the existing technical colleges and training centres where non-blacks receive theoretical training could be used on a makeshift basis.

A similar recommendation has been made in connection with centres set up under the 1951 Training of Artisans Act, which allows certain workers to be trained as artisans without passing through the apprenticeship system.

The commission found, however, that it was "desirable and in the interests of uniformity of standards" that black apprentices undergo their trade testing "at existing and newly-established centres as is the case with apprentices of other population groups".

In another controversial recommendation, the Commission calls for consideration by the National Manpower Commission of ways and means of "co-ordinating and standardising the training efforts within neighbouring independent and self-governing black states".

It is not clear whether this refers to the black homelands or neighbouring Southern African countries.

Blacks training for a trade — but how many shopfloor doors will the Wiehahn Report really open for them?

SUNDAY TRIBUNE, JUNE 15, 1980

# Govt goes colour blind on labour

15/6/80 Sun TRIB

179

By MAUREEN GRIFFIN

THE GOVERNMENT this week committed itself to the colour-blind development and use of labour and mobility of black workers on a scale never before reached.

A Government White Paper embodying acceptance of most of the recommendations of the second Wiehahn report on labour legislation says labour, regardless of race, colour or sex, must be developed, used and conserved to the optimum extent.

And new regulations announced on Friday give effect to Riekert Commission recommendations, including the granting of rights to urban blacks to work in other areas.

Recommendations of the Wiehahn Commission include:

- That the National Manpower Commission and others encourage a levy system (on employers) to promote and finance industrial training and training in industrial relations;
- That consideration be given to the sharing of existing training facilities (across racial barriers) where no such facilities are readily available to "certain apprentices or trainees;
- That approved trade testing facilities be utilised for the testing of all apprentices, including blacks;
- That employer organisations devise ways of providing accommodation such as hostels for apprentices;
- That serious consideration be given to the deferment of compulsory military training for apprentices in key trades.

In a message on Friday, Dr Piet Koornhof said the aim of the amended black labour regulations stemming from recommendations by the Riekert Commission is to improve relations between employers and black employees and also to improve the quality of the lives of black employees.

The amendments include:

- The provision of detached labour bureaux that could be employment offices in black residential areas or labour assembly centres to be established in the vicinity of national states;
- The abolition of statutory obligation on an employer to have himself registered as an employer and to notify vacancies;
- The abolition of the obligation on an unemployed black to have himself registered as a workseeker at a labour bureau;
- The adjustment of the procedure whereby a labour bureau is advised of employment, making it unnecessary for the employer and employee to go to the bureau in

# Speed-up in training of thousands

(179) RDM 17/6/80.

By STEVEN FRIEDMAN
Labour Reporter

THE Government has registered 719 in-service training courses affecting some 18 000 white, coloured and Asian workers, according to the Director-General of Manpower Utilisation, Mr Jaap Cilliers.

In addition, some 660 courses affecting about 55 000 workers were in the process of being registered and the department had received applications for the registration of courses affecting another 73 000 workers, he said.

These applications would be dealt with "expeditiously."

These courses are being registered in terms of the In-Service Training Act, which allows employers to claim tax concessions for the in-service training schemes for non-black workers which receive Government registration.

The Act was introduced last year after registered union complaints that employers were training black workers in preference to those of other races because the 1976 Black In-Service Training Act allowed them to claim tax concessions for approved black training schemes.

The implementation of the new Act has come under heavy fire from some employers who complain that red tape has prevented the authorities from registering all but a handful of schemes.

Earlier, Mr Cilliers issued a statement releasing figures on the number of schemes registered thus. He denied that he had done so in order to reply to criticism of the pace at which the scheme was being implemented.

Pointing out that the statement came shortly before the Wiehahn Commission's report on training, he said the department was eager to inform employers that "we are now in a position to move quickly on training."

Mr Cilliers also revealed that Black In-Service Training Centres, which are administered by the Department of Education and Training, would be transferred to his department on July 1.

He said the private sector was "beginning to react positively" to the new scheme but added that it could "still do more in-service training of workers."

His statement also confirmed Government concern about the pace of re-training for non-black workers.

One of the conditions many registered unions have set for black job advancement is the re-training of their members for higher posts to enable blacks to move into positions lower down the jobs ladder.

"Much still has to be done in connection with the re-training of workers which, inter alia, has a bearing on technical development, the reclassification of work and the abolition of job reservatoin," he said.

He said the Government placed a "high priority" on training and re-training.

# 'Employers have duty to provide skilled workers'

STAR 19/6/80

(179)

By Sieg Hannig

There are still some obstacles in the way of skilled manpower training — but the ball is "firmly in the employers' court."

This is the message of labour experts at a meeting held in Johannesburg yesterday by the Institute of Personnel Management to assess the latest Wiehahn Report.

"Stark survival reasons," linked with economic growth, inflation and the need to create 1 000 new jobs daily, demanded large-scale training efforts, said Mr Andrew Levy, chairman of Assemp (Associated Commercial Employers).

Mass immigration was not the answer.

If all 1,5-million economically active whites were in leadership positions, South Africa's leadership group still would be 500 000 short of the ratio of countries such as America.

Yet only three out of every 1 000 urban blacks had a diploma or degree in 1970, while 57 out of every 100 had no more than a Standard 3 education.

Employers would have to resort to adult education to educate workers to the required level — although education was the Government's responsibility, Mr Levy said.

Commerce and industry also would have to join forces and apply pressure on the Government to ensure that recent statements and intentions were put into practice.

While the Government's White Paper on the latest Wiehahn Report had gone "far beyond the scope" of the report, the changes still had to be transmitted down to its officials, Mr Levy said.

He also called for the urgent provision of a system of incentives and rewards to encourage greater training efforts among employers.

Referring to resistance to change, he said this had not proved as terrifying as had been expected in the case of the integration of facilities. The same might apply on the training front.

But Mr Levy cautioned employers to "take the trade unions along" by consultation. The Industrial Court might provide relief if trade unions hampered progress, he said.

# Experts optimistic on black training

By Sieg Hannig

There was no reason to believe training of black apprentices would be inferior to that of other race groups, two prominent labour experts said in Johannesburg yesterday.

They are Professor S M Swart, director of the University of South Africa's Institute of Labour Relations, and Mr Dick Sutton, president of the Institute of Personnel Management.

Speaking at an IPM seminar on the second Wiehahn report, Mr Sutton said it was difficult to understand the outcry since separate training facilities for blacks were recommended only where facilities were non-existent or inadequate.

Furthermore the commission had expressed itself in favour of trade-testing at the same centres for all races.

It was difficult to see why training should be inferior even if it were separate, Mr Sutton said.

He said inferior training facilities for non whites had been tolerated for many years.

And much of the work done by so-called artisans was not really skilled work.

# Call for non-racial training schemes

CAPE TIMES 26/6/80 (179)

JOHANNESBURG. — The head of the Anglo American personnel department, Mr Norman Morgan, yesterday called for the establishment of a non-racial training scheme for technical staff in the country.

Speaking at a symposium here, he said the scheme was necessary to ease "the acute technical staff shortage" being experienced at present.

The country had to import skilled technicians at great cost from overseas, and he urged the private sector to train South Africans while funds were still available.

Mr Reg Sfakianos of the Civil Engineering Industry Training Board, said the present shortage of skilled technicians could only be made up by immigration. However, the country could not continue to rely on immigrants alone.

"It has been said the Republic will require 400 000 additional managers by 1990, but this is totally impractical from local sources as not even the training infrastructure for producing such numbers will be ready in that time," he said.

He asked for new training methods as South Africa had no need for the sophisticated methods used overseas.

It was later agreed that the private sector should take the lead in developing its own training facilitities as the government was awaiting some lead. — Sapa

# SA pays dearly for black neglect

(179) RDM 27/6/80.

By SIMON WILLSON

**ALL SOUTH Africans were beginning to pay dearly for the failure to educate and train the black population, Mr Phil Sceales, chairman of the United Building Society, said yesterday.**

He said at the United's annual meeting in Johannesburg that the economic boom conditions which SA was approaching emphasised the acute shortages of trained, skilled labour.

These shortages led to substantial wage increases for skilled employees which stimulated the general inflationary pattern while the vast pool of unskilled non-white labour remained where it was.

"The best counter to inflation is, first and foremost, increased productivity, and it is therefore encouraging to see that the Government is taking steps to permit black apprentices to be indentured and to provide technical training facilities for them."

Mr Sceales said there had been a remarkable change in the past year or two to Government attitudes to the fact that urban black home ownership was both unavoidable and indispensable to a stable community.

If blacks in not only Soweto but in all the urban areas had owned their own homes in 1976 there would not have been riots, he said.

"During the year (under review) the 99-year leasehold scheme did at last get off the ground, but the progress was still regrettably slow. Serviced, surveyed stands are still not freely available for new building, but during the year our staff interviewed some 2 000 applicants and the scheme is slowly beginning to move."

Up to April 30 this year, 222 leases had been registered of which 194 were mortgaged.

"Some (blacks) enjoy the 30-year right of occupation which enables them to build or improve a house, but it is not his porperty and it is not home ownership.

"It is a vast improvement on the subsidised lease and is consequently being taken up by the black community. It would appear that they think through this procedure they are becoming the owners of their own homes.

"If that is so there will be another sad day of reckoning when they find that this is not the case," Mr Sceales said.

It was most important that as many blacks as possible were encouraged to acquire their own homes because in the long run it would cost the community far less than supporting and increasing the amounts of sub-economic housing.

Mr Sceales said the United's assets rose by R494-million in the year to March 31 to R3 131-million — an increase of 18,7%.

The United had lent more than R1 000-million on mortgage, a rate of R3 300 000 a working day. Dividends paid to shareholders had exceeded R100-million for the first time, he said.

# Shortage of skills: De Beer blames education policy

Cape Times 28/6/80

179

Staff Reporter

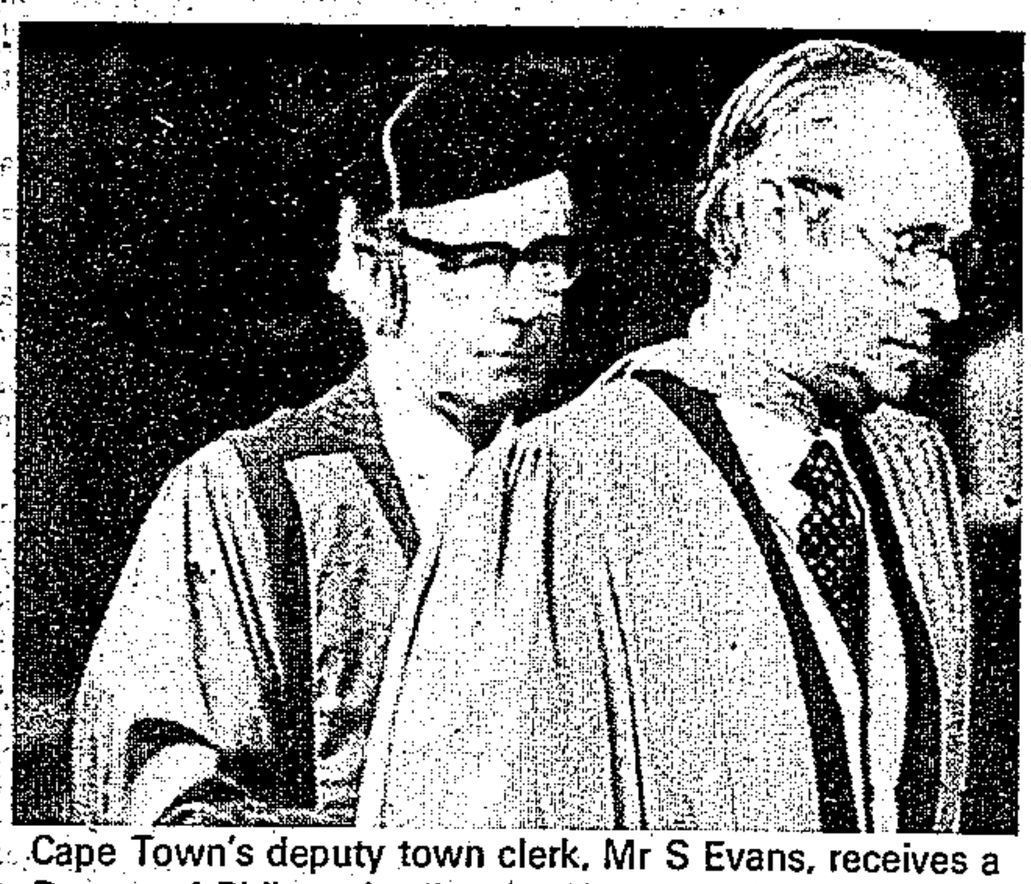
THE South African educational system has over the decades not produced the people required by the economy and this "threatens to throttle our development", the chairman of Anglo American Corporation, Dr Zach de Beer, said yesterday.

Dr De Beer was speaking at the University of Cape Town's mid-year graduation ceremony held in the Jameson Hall yesterday when more than 450 degrees were awarded.

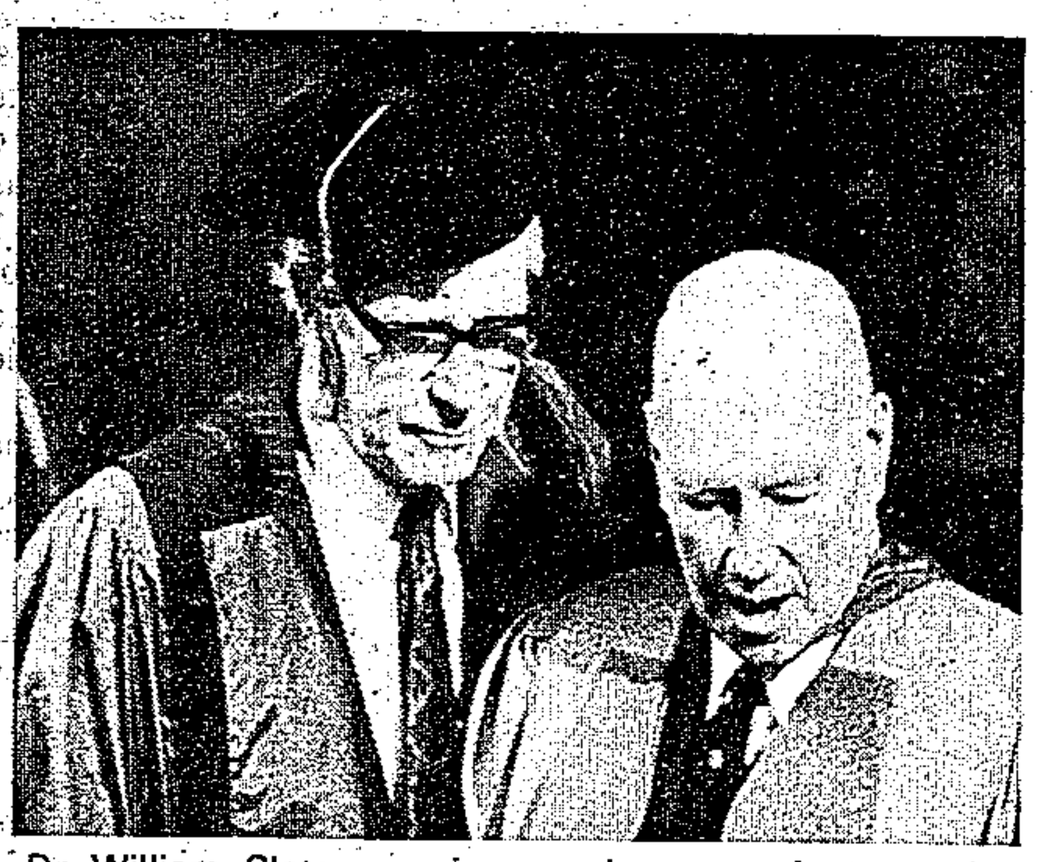
He said that the serious shortage of skills was due to segregated education and trade union exclusiveness.

"Education should be the same for everyone, under a single administrative direction," he said.

He briefly outlined the history of labour recruitment in this country, saying that the highly-skilled workers imported from England at the beginning of the century formed unions practising rigid exclusivity.



Cape Town's deputy town clerk, Mr S Evans, receives a Doctor of Philosophy degree. He is hooded by Mr F C Robb, President of Convocation.



Dr William Slater, receives an honorary doctorate in Social Science.

Dr I D du Plessis, receives an honorary Doctor of Literature degree.

## White privilege

British artisans came with a tradition of jealously-guarded crafts which eventually became confused with the defence of white privilege, he said.

At the same time, the school system was developing on a segregated basis with the gap in school standards widening.

The number of whites qualifying for skilled work, together with immigrants "trickling in" had for a long time been sufficient to meet the needs of the economy but this was no longer so, he said.

"There is a fundamental imbalance between the pattern of our economic development and our industrial training.

Today there existed a situation in which "good jobs go begging while black South Africans go hungry — and that has very serious implications for the stability of our society".

## Central planning

Dr De Beer said that the solution would be a society based on individual freedom with some central planning.

"The state — through business or universities — should provide powerful incentives to ensure that a sufficient number of candidates train for the jobs estimated to be required," he said.

A total of 23 doctorates, including three honorary doctorates were awarded at the ceremony.

For the first time in its history, the university awarded an honorary doctorate in Social Science, conferred on Dr William Slater for his "long service to the community".

The Chancellor, Mr Harry Oppenheimer, awarded 326 degrees in all faculties as well as 100 masters degrees and 48 honours degrees.

Cape Town's deputy town clerk, Mr S Evans, was awarded the degree of Doctor of Philosophy in the Faculty of Law for his thesis on Extenuating Circumstances in the South African Law of Murder.

# Hunt on for Soweto power teams

Sun Exp. 29/6/80

179

**MORE than 100 senior civil engineers and civil engineering technicians are urgently being sought abroad in a massive recruiting drive by the LTA building group to cope with its huge R500-million order book.**

*An estimated 6 000 semi-skilled workers from Soweto will have to be found and trained to* install the massive R30-million electrical reticulation job that starts in August.

To date, LTA has only won the tender to instal about 40% of the whole reticulation contract, but expects to win the balance which should be announced shortly.

The contract is actually being carried out by the LTA subsidiary — Industrial Electrical Company (IEC). However, the sting in the tail is that the total contract must be completed within three years, with the first lights on two years from now.

The company will have to work at a cracking pace to get this done. Reticulation for some 40 000 will have to be installed within the first two years, and the pace doubled the following year to complete the balance of 80 000 homes.

*But that is only the start of the job. IEC is also tendering — and believes it has a good* chance of winning — the contract to install the wiring in every one of Soweto's 120 000 homes.

To do this it is expecting to employ about 50 sub-contractors who will be given electrical outlets, piping and wiring in kit form for easy installation in each house.

While IEC is doing the reticulation for most of Soweto, the equipment is being supplied by Tessacom — a consortium in which it is partnered with GEC and Siemens.

Estimated costs are around R250 a house — less than a tenth than for the average White home. Government, however, through the administration boards, will install the services and probably levy a monthly service fee — much like the telephone rental charge — of around R9 a month.

Obviously, to cope with the sheer volume of the contract, there will simply not be enough trained artisans around.

For this reason the company expects to be undertaking a massive training programme of semi-skilled labour with the final job being okayed by an approved electrician.

Much of the work could probably be done far quicker by machine, but LTA will be under very strong pressure to use as much Black labour as possible. It is starting soon on a test project to see just how well local labour can be trained to fit the job.

LTA starts a test project soon to determine how best to go about the project — quicker with less manual labour, or be finished on time using modern machinery.

A recent survey in Soweto, just completed, showed a 100% demand for electricity among respondents.

RDM 5/7/80

# Bifsa training plea

(179)

Financial Reporter

A CALL for a major labour training programme to combat the threat of a wages explosion has been made by the Building Industries Federation of SA (Bifsa).

Its journal, SA Builder, says that "the pressure of wage demands has become a spectre in the building industry from the level of labourer, through middle management, up to top employees". There can be no doubt that "the wage explosion will be with us over 1980, bringing in its wake harmful short-term effects".

The answer to the problem lies in "training, training, and more training".

The bleak future for the industry presented a year ago has deterred the investment of capital in training.

Mr Bob Stevenson, president of Bifsa, says construction workers have the lowest productivity across the whole spectrum of the SA industrial scene.

During the slump the industry lost many good artisans and site management is hindered by the need to keep a check on the human factor.

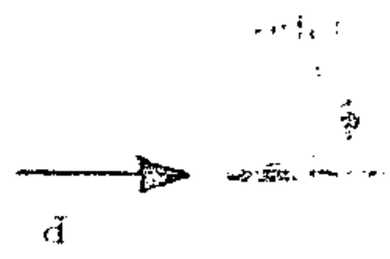
"The manager of the future will have to be something of a superman if the industry is to provide every member of the public with a suitably priced property," says Mr Stevenson.

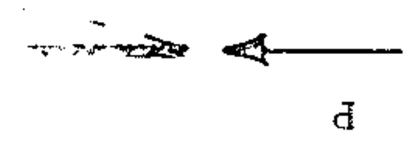
The problem, according to Bifsa, lies in "the misfortune of our historical attitude towards the training for all manner of labour and staff requirements".

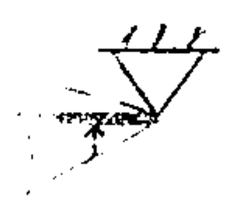
To survive and grow, the building industry requires all available hands, says Bifsa.

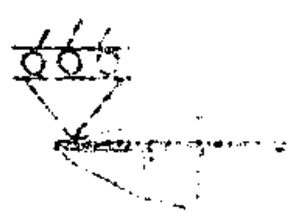
It recognises that in the first instance there may be no way that productivity can be improved by employers "cracking the whip". It advocates the relatively longer-term measures of introducing more competition into the labour market and improving the quality of labour.

Use of training facilities will benefit both employers and employees, says Bifsa. It sees more job satisfaction and improved profit margins as the results of the effective use of well-directed labour.









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11/7/80 ARGUS

# Skilled labour —call to plan ahead

179

THE acting director-general of the Department of National Education, Mr S C Naude, said in Cape Town yesterday that the present shortage of skilled labour could be due to a policy of training manpower only when required.

Speaking at the official inauguration of the Maitland Technical College badge, he said: 'It would appear that training programmes are adjusted to the immediate needs instead of the projected requirements.'

In three years' time there would be an estimated deficit of 300 000 people trained in the technical, administrative and management fields.

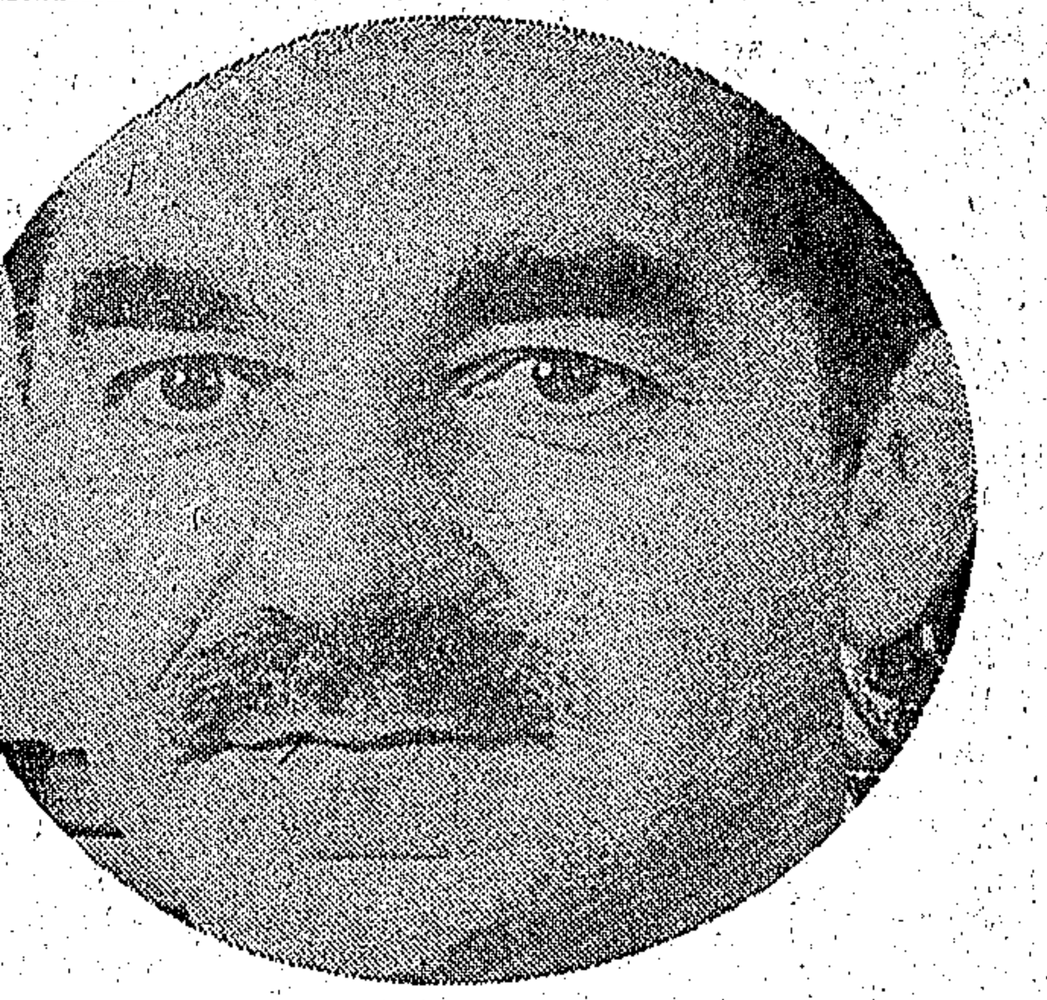
'There is no doubt South Africa is entering a period of industrial and economic progress. This expansion will lay great stress on sound education and training.

'During the following 20 years it can be expected that the process of urbanisation will snowball and possibly 90 percent of whites will live in the towns. Work opportunities, and educational and training facilities must be provided.

'Decentralisation of industrial growth-points will spread the population and also create work for other population groups.

'To achieve technological independence, our technologists will have to exploit our existing resources to the full. This would necessitate dedicated research and vigorous recruiting campaigns.

'Training should be looked upon as an investment not an expense,' Mr Naude said.



GENE LOUW . . . 'A special need for non-white managers.'

## Coloured exceptionally capable—Louw

18/7/80 ARGUS.

# 'TRAIN BLACKS FOR TOP JOBS'

(179)

Provincial Reporter

**THE Administrator of the Cape, Mr Gene Louw, today called on private enterprise to train all races for managerial posts and to make the fullest use of the 'exceptionally capable coloured population.'**

Mr Louw made this call while pleading with South African companies to treat workers' grievances with 'skill, fairness and righteousness' to avoid conflict.

Opening the 1980 Western Cape congress of the Association of Chambers of Commerce (Assocom), being held at Ceres, Mr Louw did not refer directly to labour unrest in proposing steps to end what he described as 'an undesirable situation.'

'By suppressing any form of confrontation and not creating the environment where employees can air their grievances and express their opinions, management is only smothering any chance of creative ideas being gener-

### In charge

'Those people in charge of training programmes must realise the importance of learning how to handle conflict so that the maximum benefit can be attained,' Mr Louw added.

Mr Louw said management had also to identify and train 'under-utilised groups.' There was an acute shortage of qualified managers in the country, with the white population unable to supply all the management potential required for economic development.

### A need

'There is a special need for the training of non-whites as managers,' Mr Louw said.

'There can never be any doubt that the over-riding goal of our country, and of the Cape Province in particular, at all times will be to develop, train and utilise the existing labour force's optimum potential.'

Mr Louw said that since 1970 the Western Cape had been lagging behind the rest of the country in its growth. He called for a thorough examination of the availability of money, land and labour for the development of the Western Cape, and for this information to be used to create balanced growth.

### Opportunities

'We must create job opportunities for the rich labour resource of the fast-growing and exceptionally capable coloured population,' he added.

'With the help of their talents, the Western Cape can grow to be one of the most productive industrial areas of the country — especially if we can find a solution for our fast-growing railway transport costs because of distances from the Western Cape.

● Louw on Sunday trading.—Page 2.

TRAINING

# Getting it right

(179)

In his chairman's report this week, Anglo American chairman Harry Oppenheimer made a disturbing disclosure: that while blacks made up 64% of all pupils receiving primary and secondary education, only 9% received technical training at secondary level, and an almost negligible 1,7% of technical students — 400 out of 24 000 — at a tertiary level.

Yet it is precisely in this sphere that the country needs trained people. And, as the economy continues to expand, the need can only get greater. A galloping inflation rate is already partly reflecting the increased price everyone is paying for the shortage of skilled people. Bidding for the available skills is pushing up the cost of employing those who have them.

What must be done? How can more people be trained more effectively and more quickly to equip them with the technical skills that are the engine room of a modern industrial society?

For one thing, vocational guidance officers directing blacks must make them aware that the way to the corridors of power in industry does not lie through the clerical offices. It lies on the factory floor, in the workshops and in the laboratories.

As Errol Drummond, director of Steel and Industries Engineering Federation (Seifsa) says: "A vacuum is developing in the artisan areas of employment as many blacks are attracted to white-collar jobs. The primary problem is that people are not correctly directed."

This view is supported by Lou Davis, executive director of the Building Industries Federation of South Africa (Bifsa). "Blacks don't want to gravitate to the building industry. They appear to prefer white-collar jobs," he says.

But the truth is that the real wealth lies in getting equipped to perform a trade, not in working as a clerk.

There are other problems. One is the blocking mechanism of white trade unions who perceive black advancement as a threat. The time has come for this myth to be exploded, for the threat is only in the minds of the trade unionists. They cannot be allowed to hold SA back.

Figures show the enormity of the problem. Stellenbosch University Professor Jan Sadie estimates an oversupply of 1,1m unskilled and semi-skilled people by next year rising to 1,6m by 1990 and a simultaneous shortage of 7m and 1,3m in the higher skilled categories.

According to Stanley Mogadime of Wits Graduate Business School: "If large-scale unemployment is to be avoided, a total of 370 000 jobs a year, or 31 000 a month will need to be created." And most of them will need technical training.

As early as 1974, the Van Wyck de Vries commission stated: "Too many people who are not university material are admitted to universities." Says Theo Shippey, director of the Cape technikon: "At least 10-15% of those entering university would probably be better off in a technikon." According to Prof Bozzoli, retired principal of Wits: "The technician is the person most demanded in industry today. His training is less costly than that of an engineer and takes less time." A 1976 survey showed an immediate need for 2 000 black engineering technicians.

The need is there. A lot of the facilities are there. Now let's get the message across. Everyone will benefit.

# DIRECTORS NEED TRAINING

9/8/80 ARGUS (179)

## —Survey finding

**by DEREK TOMMEY, Financial Editor**

existed which would help them.

The survey says management training courses in South Africa seldom pay any attention to the function of directors. The result is that when managers become board members they are at a loss about their new functions as directors.

Many directors are appointed because of their names and not because of their abilities as directors.

### Objectivity

Many directors also hold cross-directorships, which can cloud their objectivity.

Chairmen participating in the survey also complained that the average age of many boards was too high, that poor remuneration resulted in poor quality directors, that lack of shareholder interest deprived boards of a necessary stimulus and the management often provided boards with insufficient or irrelevant information.

To strengthen boards, Mr van Heerden suggests that the Institute of Directors in South Africa should be developed into a more active and representative body.

### Trade unions

As the pressure from consumer groups, trade unions and other similar bodies gets stronger, the need for directors to express their views as a body will become more pronounced, he says.

Secondly, he suggests that much more use could be made of audit com-

The use of such committees presupposes the use of efficient outside directors and perhaps should lead to less nepotism.

Thirdly, he believes that the Johannesburg Stock Exchange should insist that all quoted companies should have two or three independent outside directors on their boards.

Many companies with share listings do not accept the responsibility this entails and the Johannesburg Stock Exchange is often too lenient in its treatment of companies, Mr van Heerden says.

He also suggests that consideration should be given to restricting the number of directorships a person can have.

Finally he believes the development of a strong Shareholders' Association could contribute towards the development of a better directors' corps.

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lding and construction

POST. 179 20/8/80

# 'Race laws restricting skilled workers'

Mr Sam Motsuenyane

By JOE THLOLOE

**THE PRESIDENT of the National African Federated Chamber of Commerce (Nafcoc), Mr Sam Motsuenyane, yesterday called for the scrapping of discriminatory laws if the black businessman was to contribute to the training of skilled workers.**

He said one of the laws, the Land Act, was a "resounding negation of capitalism."

Mr Motsuenyane was speaking at "Skills Growth 80's", a symposium on labour held in Johannesburg.

Other speakers at the symposium:

- Called for the opening of all education institutions to all racial groups.
- Called for common training centres.
- Said whites will not be able to provide enough people in the leadership group to maintain a high economic growth rate.
- Called for a training levy on all employers.

Mr Motsuenyane said blacks must be given "greater opportunity to share more equitably" in the wealth and resources of the country.

"Ownership of land is paramount to the development of black capitalism. To this end all discriminatory laws must be scrapped. Laws like the Land Act, Group Areas Act, Separate Amenities Act and Black Urban Areas Act, etc.

"Blacks must be seen as full citizens of South Africa, entitled to all rights enjoyed by the whites.

"In such an environment black entreprenuers could no doubt make quite an impressive contribution to skills development in the country," he said.

He said it was unfortunate that all the changes in the country had come after crises and pressures from inside or outside the country. He said the Government had given black businessmen more opportunities after the 1976 unrest.

Mrs Lucy Mvubelo, secretary of the National Union of Clothing Workers, said: "Training facilities are now being made available but the tendency is still black centres, coloured centres and Asiatic centres. Training must be centralised and must be combined.

"If we are to work together let us get to know each other at the training centres. Let us develop common standards, common interests and concepts."

She said incentives for training should not be given to employers only.

Dr B Urban Lombard, a human resources manager for a milling company, told the symposium: "Looking at the population growth figures and more specifically those for the whites, it is clear that this race group will not be in a position to provide sufficient numbers in the leadership group to keep up or stimulate a high economic growth rate."

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# Optimum training policy essential

Star 27/3/80

(174)

CAPE TOWN — The Government is committed to a policy of optimum training and utilisation of labour, irrespective of race, colour or creed, says Mr M van Noordwyk, director, Department of Manpower Utilisation.

But, he says, far too many employers are not willing to do anything positive to alleviate the critical shortage of skilled labour.

Mr Van Noordwyk was speaking at a seminar in Cape Town on the registration of training schemes, organised by the National Development and Management Foundation in association with Manpower 2000.

He said the Government alone could not train workers, and a system of tax concessions had been introduced to encourage the private sector to train workers instead of enticing skilled workers from other firms by offering higher pay.

"There are 31 000 factories in South Africa. If each factory trained just a few workers a year, it would go a long way towards solving the problem.

"About 250 000 people are entering the job market every year and work has to be created for them. Surveys indicated that at a growth rate of three percent 23 people out of every 100 will be unemployed by 1987.

"We should strive for the highest possible growth if we want to overcome this problem. The need for training is now and not in the distant future, he said.

Some 100 000 blacks were trained at in-service training schemes last year.

Replying to questions Mr Van Noordwyk said management training was one of the grey areas which the department was closely examining. He drew a distinction between education and training, and said firms which sent people to educational courses would not be entitled to tax concessions.

# In-service centres for black labour heading for failure

Star (Pretoria) 27/3/80

(174)

West Rand Bureau

In-service training centres for black labour are heading for failure because of the lack of support from industry and commerce.

This was the warning sounded out at a seminar organised by the Manpower 2000 commission and attended by about 200 top industrialists and businessmen in Krugersdorp yesterday.

They were told:

- There could be a complete breakdown in the labour structure of some trades by 1985 because of the shortage of apprentice artisans.
- Seven of South Africa's eight in-service training centres are under-utilised, despite double tax rebates given to employers.
- Centres are being hampered by trade union opposition to certain training courses and the modular training concept, by which semi-skilled blacks can rise to full artisan status.

Mr Con Burton-Durham, chairman of the Chamdor in-service training centre's governing body, said there had been a huge struggle since 1975 to entice the private sector to support in-service training but we reach a blank wall when we try to identify specific needs. People just aren't interested."

Mr Burton-Durham warned that if industry and commerce did not grasp the government's labour initiative, they would be guilty of "subversion against the state."

Several speakers at the seminar called for the formation of a co-ordinating body to improve training programmes and take over the function of the data bank.

Mr Sakkie le Roux, chairman of the Waltloo in-service training centre near Pretoria, said many companies were developing and jealously guarding their own programmes because of the lack of joint planning.

He also said qualified instructors in all fields should be shared and stressed the training of black supervisors as a priority.

"It is humiliating to train a black man up to a certain level and then have to say 'the rest is verboten.' We must get rid of this concept."

Several proposals were put forward for investigation by the Manpower 2000 commission, including calls for opening up of unions to avoid the obstacles of union opposition to training.

'FRUSTRATED MASSES TO THE NORTH'

# Minister warns of skills needed by the year 2000

2/9/80 ARGUS

179

Argus Correspondent

BLOEMFONTEIN. — At the present rate people are being trained in South Africa it would take 60 years to train the five or six million people who will need jobs by the end of the century, Mr Fanie Botha, Minister of Manpower Utilisation, said in Bloemfontein.

He was speaking at the launching of a regional committee for the Manpower 2000 National Committee in the Free State.

During the last year 96 000 people were trained and had their skills improved, but at the present rate it would take 60 years to train all those unskilled people wishing to enter the labour market, Mr Botha said.

By the year 2 000 Africa would have 80-million unemployed and unless South Africa trained the five or six-million people entering her labour market, then they could identify with the 'frustrated masses to the north.'

*MR FANIE BOTHA ... tells of 20 years from now.*

## Appeal

The Minister said that in 20 years these people had to be trained and had to be given job opportunities.

He appealed to those leaders in commerce, industry and other skilled fields to help to make the country's economy strong enough to generate and accommodate the work opportunities needed.

'These two factors are to be considered in the mobilisation of people and to balance the needs of the country in various occupations,' Mr Botha said.

## 'Unaware'

This would involve total planning by his department through the National Manpower Commission, but the task had to include the help of all the people of South Africa.

Often the private sector seemed to be disorganised and unaware of how many black, brown and white matriculants there were each year.

'The private sector and Government seem at times to be moving past each other,' Mr Botha added.

The only way South Africa could become one of the 10 most powerful countries in the world by the end of the century was by improving the skills of her inhabitants and improving the ratio of leadership to worker beyond the present one to 42.

Cape Times 3/9/80

179

# Bursaries for engineering

Staff Reporter

TO promote education in the metal and engineering industries, the Steel and Engineering Industries Federation of South Africa is making bursaries available at three black universities.

The bursaries, each for R1 500 a year, will be available in the second year of the two-year preliminary engineering course at the universities of the North, Zululand and Fort Hare.

Application forms for 1981 can be obtained from The Head, Education and Training Division, Box 1338, Johannesburg, 2 000. Applications close on September 30.

# Training centres planned as a Sullivan spin-off

STAR 3/9/80 (179) (531) (421)

Labour Editor

Several training centres for workers of races other than white are to be opened in South Africa soon as a result of the Rev Leon Sullivan's labour initiatives.

This was announced in Johannesburg today by Mr Daniel Purnell, executive director of the international council engaged in the implementation of the Sullivan Principle of fair employment practices.

He said one of the party who is with Dr Sullivan on his first South African visit, Mr Garry Robinson, had been paving the way for the training centres on two previous visits.

Yesterday Dr Sullivan met the local committee which was "very, very busy with the opening up of the training centres," Mr Purnell said.

Dr Sullivan, who arrived yesterday, will have a busy day today meeting black community leaders and the chairman of the task forces assigned to promote the implementation of the six Sullivan Principles.

Later he will meet the National African Federated Chamber of Commerce and the American Chamber of Commerce before spending the evening with trade union leaders.

Among the labour leaders will be Mr Scakes Sikhakhane, chairman of the Consultative Council of Black Trade Unions in the Transvaal, and Mr Ronnie Webb, senior vice-president of the Trade Union Council of South Africa.

Representatives of the Federation of South African Trade Unions are to meet Dr Sullivan on Friday.

A Fosatu spokesman said today: "Fosatu's major problems with the Sullivan Principles are that they are too vague on the issue of recognition for representative unions and that there are no enforcement powers to ensure that companies do not merely pay lip service to them."

# Education programme

11/9/80 (WM) RDM (179)

BARLOWS tractor division has introduced an adult education programme designed to improve the academic qualifications of its black employees.

A total of 60 adults have enrolled for the initial course, aimed at Standard 8 and matriculation levels.

# Untrained welders waste money

By Sieg Hannig
Labour Editor

An estimated wastage of R500m a year is attributed to lack of training in welding in South Africa says Mr Chris Smallbone, executive director of the South African Insitute of Welding.

He says the steel and engineering industry has fewer than half of the welding apprentices it would like to have.

And the expansion of steel production indicates that South Africa will have to double its number of welders over the coming 10 years.

"This manpower problem has prompted leading companies to provide about Rim in cash and equipment for the creation of a welding training centre in Johannesburg," Mr Smallbone said.

He hoped the training centre, to be run by his institute, would be ready by the middle of next year.

The centre would provide training right up to engineering level for welders of all races.

It was expected to cater for the training of about 400 welders annually in five to 10 week courses.

# Plea for training of mine blacks

20/9/80

DURBAN. — Blacks would have to be trained to fill widening gaps in the ranks of skilled mineworkers and their wages would have to be increased if the mining sector was to make a significant contribution to reducing unemployment in South Africa, said Mr G Langton, managing director of the gold and uranium division of the Anglo American Corporation.

He said at the "Work for the future" conference in Durban that little progress had been made in getting acceptance by the white workforce of the necessity to use the total population for skilled positions.

Unions would have to be convinced that management's motive for accelerating the training of blacks was not to cause an oversupply of people in any job category, but to create the necessary supervision for increases in the unskilled labour force.

"It takes three to five years to train an artisan, and we cannot afford to wait that long to see our strength grow.

"This is the reason all industries in the country have been forced to resort to immigration, a policy which is really unacceptable but is unfortunately unavoidable," he said.

Black miners' wages would have to rise in spite of drops in productivity.

STAR 25/9/80 (179)

# Job reservation over soon

Own Correspondent

Job reservation will be abolished by the end of the year, says the Minister of Manpower Utilisation, Mr Fanie Botha.

Addressing the Pretoria Press Club last night, Mr Botha said that of the 28 categories originally protected only two remained.

These were for certain posts in the Cape Town municipality and the mines.

He said less than one in 900 people were affected by job reservation. He had granted extensions to the two categories because of certain problems they had faced.

Mr Botha said one of the biggest challenges facing South Africa was the development and training of all sections of its population.

At present about 88 percent of the people employed in industry by the private sector did not have any formal training.

In-service training and education was aimed at cutting this figure, but if South Africa wanted to develop its full potential then ideally this figure should be brought down to nought.

At the moment 96 000 people out of a total of 5,5-million untrained workers were being trained a year.

At this rate it would take 60 years to wipe out the backlog, and training programmes would in the future have to be stepped up to train 500 000 or one-million people a year.

Mr Botha said changes to legislation had allowed for all workers on the factory floor to be represented, but the country could not allow two systems to operate.



'nuclear surface tension'.
The lower values for heavy nuclei ($A \gtrsim 120$) can be attributed to the enhanced Coulomb repulsion of the protons in these nuclei.

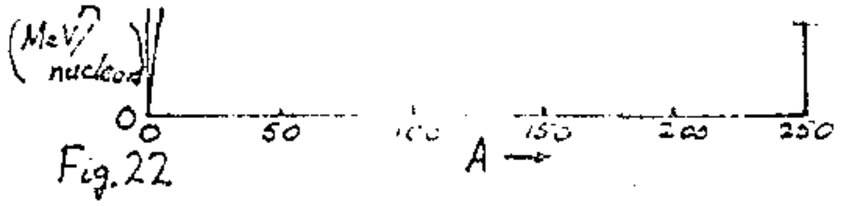


Fig.22

If we fuse light ($A \lesssim 10$) nuclei into medium nuclei or if we split (fission) heavy ($A \gtrsim 200$) nuclei into medium nuclei our final system will therefore be more tightly bound than the initial system (fig.22). In other words, there will be a further release of energy (like latent heat) which will be liberated as the kinetic energy of the reaction products. In order to produce fusion one or both of the initial nuclei must have sufficient energy to overcome their mutual Coulomb repulsion, so as to reduce the nuclear separation to within the range of the nuclear force. Fission occurs spontaneously in some very heavy nuclei and is thus a form of radioactivity in these cases. It may also be induced as a nuclear reaction, for example by bombarding a heavy nucleus such as $^{235}U$ with neutrons (fig. 23). The product nuclei (fission fragments) produced exhibit a range of $A$ values, average $A \approx 117$, are initially highly excited and are usually unstable in their ground states and therefore radioactive. Two or three neutrons are also released in the fission process and these are important in the production of self-sustaining fission chain reactions. Most of the energy released in each fission ($\sim 200$ MeV) appears as the kinetic energy of the fission fragments.

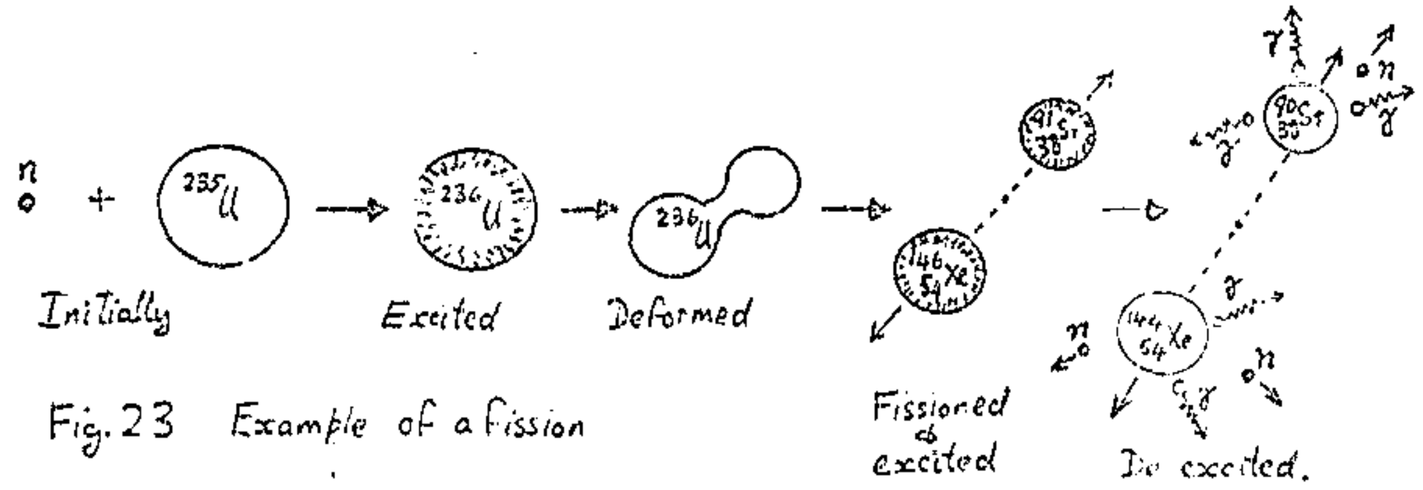


Fig.23 Example of a fission

...nts of Nuclear Radiations

...ns (particles) having kinetic energies ...een ~ 0.1 MeV and a few × 10 MeV) ...s. The interactions of these ...e basic to many phenomena and to ...echnology. Examples are the ...ation, the design of radiation ...ent of radiation dose.

...with matter

...of particles (radiations) we will consider the electron, proton, alpha particle, neutron and gamma photon (e, p, α, n, γ). Within these the charged particles form a natural group or subset which it is convenient to consider together.

(a) Charged particles (e.g. e, p and α) interact predominantly with the atomic electrons in matter. Their interactions with nuclei are extremely rare, in comparison, at the energies we are considering. The interactions lead to the ionization and electronic excitation of the atoms in matter in a process which can be viewed as a series of collisions between the incident particle (e, p or α) and the electrons of the absorber atoms. The particle loses kinetic energy in these processes and it will carry on losing energy until it is brought to rest (assuming that the absorbing medium is thick enough to completely stop the particle). The distance (thickness) required to bring the particle to rest is called the range of that particle (in that particular medium) at that particular incident energy.

The range of the particle therefore depends on the rate at which it loses energy along its path of travel, that is on the energy loss per unit distance ($-dE/dx$) along this path. The energy loss ($-dE/dx$) depends on the density of the medium and the charge and the velocity of the particle. It is higher for a higher charge or a lower velocity. If we compare alphas and protons at the same energy, for example, the alphas have a higher charge and (owing to their larger mass) a lower velocity. Therefore, in a given medium, ($-dE/dx$) is larger for alphas than for protons of the same energy and the alpha range is less than the proton range for the same incident energy (see tables below and fig.24(a)). Furthermore, for either particle, the velocity decreases, and hence ($-dE/dx$)

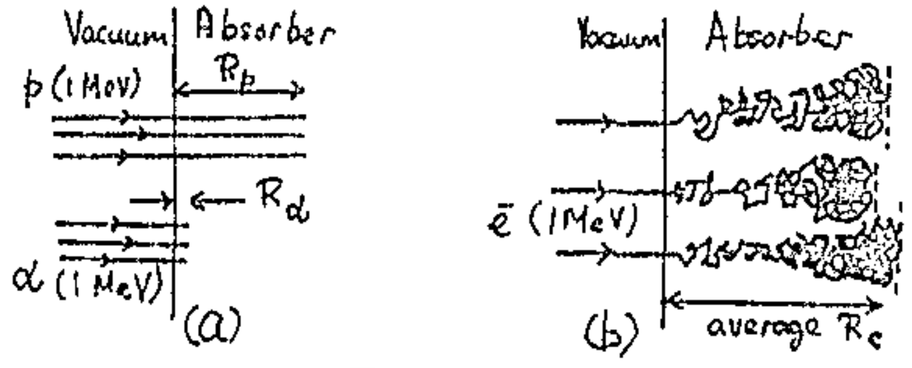


Fig. 24

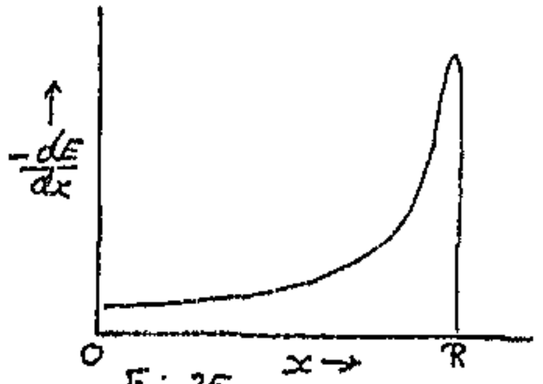


Fig 25

# "TRAIN," SAYS BOTHA

FM 26/9/80 (179)

Last week's unusual announcement by Minister of Manpower Utilisation Fanie Botha — that management had to deal with "representative" worker bodies — has been followed by an equally surprising statement relating to tax concessions.

On Monday Botha announced that employers who train apprentices can claim a double deduction on expenses incurred during training. This sparked headlines and confusion in equal measure, as the concessions were in fact gazetted on October 1 last year. At the current 42% rate of company tax employers save, net of tax, R84 out of every R100 spent.

SA's chronic skilled labour shortage has become so desperate largely thanks to 30 years of neglect by government, but Botha obviously feels the private sector needs some prodding. In an interview with *News*, mouthpiece for the NDMF he said: "Unfortunately some employers are lagging behind in this respect — despite tax incentives and other encouragements by the government. They tend to leave training and re-training to others, and to entice trained workers away from other employers."

A spokesman for the department says the Minister's announcement is an attempt to "encourage employers to train apprentices in the light of the present shortage."

Employers can, according to the tax concessions, deduct 200% of their theoretical training expenses for all apprentices. This, the spokesman says, is to cover employers during the non-productive months of an apprentice's training.

These expenses may include those incurred through:

- Correspondence courses;
- Salaries and benefits paid to apprentices while they attend technical classes; and
- Salaries while apprentices undergo their first trade tests.

Although employer organisations recognise the importance of the tax cuts, they feel the areas of major concern are an inadequate educational system and the attitudes of white unions, some of whom still strongly oppose black apprenticeship training.

Says Errol Drummond, director of the Steel and Engineering Industries Federation of SA (Seifsa): "Educational training is the greatest need at present. Many employers do not come from an industrial background and the present educational facilities are hopelessly inadequate."

Although the most concervative white unions have begun to "accept reality, we are still tied by public opinion and cannot move too far ahead of it," says an industry spokesman.

# Labour shortages management's future 'headache', warns Manpower

NM 1/10/80 Finance Reporter

**LABOUR shortages, not inflation, will be managements' biggest headache in the last quarter of this year, warns Manpower Temporary Services.**

While companies already faced inflation on all fronts, even worse were 'lost economic opportunities if they fail to find a solution to their manpower shortages'.

So says Mr Ralph Parrott, chairman of Manpower, in his company's latest quarterly survey of employment prospects for October to December.

Describing immigration as short-term relief at best, Mr Parrott says: 'The real need is a national effort to train available labour and no more time can be lost in talking about it'.

In spite of Government changes, employers were not allowing many blacks to be trained in work 'for which they are obviously suitable'.

## Incentives

Few had used Government incentives to encourage training and probably 80 percent of training was done by 20 percent of companies.

While few foresaw or planned for the boom, management had to identify its training problems, such as 'totally inadequate' facilities, for the untrained and attitudes towards the need for training.

In its analysis, Manpower found a national average of 22.6 percent of companies would increase their white labour this quarter to 19.2 percent last quarter. The figures for blacks were 21.2 and 19.1.

Only 1.4 percent would cut white staff now, while 2.9 percent did last quarter, and 3.9 percent would drop black staff numbers, from 4.2 percent.

## Natal increase

Natal's average white staff increase was above the national average and the Cape Vaal Triangle and OFS. Its average black staff increase was also above the national average and all other areas except Johannesburg. It was on a par with the Witwatersrand.

The full list of companies planning increased labour requirements for the last quarter is: from left, percentage increase whites this quarter, last quarter, percentage increase blacks this quarter, last quarter:

Banking and insurance 27.1, 33.9, 22, 23.7; brick, pottery and cement 17, 13.5, 31.9, 21.2; building, construction 43.2, 35.9, 31.6, 35.9; building housing 23.4, 23.9, 23.6, 33.6; chemical and paint manufacture 14.8, 9.8, 22.2, 9.8.

Civil engineering 22, 21.4, 22, 28.1; clearing and forwarding 12.7, 10.2, 16.4, 19.2; clothing and knitwear 6.3, 6.1, 16.7, 16.1; computers 23.7, 22.5, 12.3, 7.5; domestic appliances and metal goods 25, 20.2, 20.9, 12.9; electronics and electrical engineering 23, 25.5, 23, 21.3.

## Farming

Farming and horticulture 8.7, 10.6, 13, 17; fishing and shipping 23.5, 21.1, 15.4, 19.4; fertilizer ink manufacture 8, 6, 16, 1.8; foundries, steel mills and mechanical engineering 23.4, 20.9, 18.4, 20.9; central government 19.3, 8, 11.5, 4.

Provincial government 21.8, 21.3, 18.8, 19.2; local government 23.7, 21.6, 18.2, 23.4; hotels, tourism and catering 17.9, 16, 19.6, 12; leisure products 19.1, 23.8, 14.9, 14.3.

Mining precious metals 8.3, 15.4, 8.3, 15.4; base metals 33.5, 14.3, 25.3, 0; coal 8.3, 0, 8.3, 9.1.

Paper, printing and publishing 10.3, 12.7, 13.8, 10.2; pharmaceuticals 16.7, 25.7, 13.9, 22.9; retailing 28.8, 29.2, 25, 29.2; timber manufacture 13.5, 17.4, 23.1, 21.7; tobacco and liquor 24, 8.3, 22, 12.5.

Vehicle manufacture 23.3, 23.6, 28.8, 31.4; vehicle retailing 29.4, 24.4, 25.5, 21.4

# Govt creates new council to control all training

179

Pretoria Bureau

The Minister of Manpower Utilisation, Mr Botha, today announced the establishment of a new training council which would control all new manpower training measures in South Africa.

Opening the international conference of the Association of Personnel Service Organisations (APSO) in Johannesburg, Mr Botha said a new Training Act should be ready for submission to the next sitting of Parliament.

This Act would co-ordinate six different training acts.

Mr Botha said the proposed new training council would become the only controlling body on the application of the new measures to regulate the training of workers.

The new council would take over all the present functions of the three existing boards concerned with training.

He said the council would also be given more authority than that exercised by the three existing boards.

The council would control the monitoring of training standards and the co-ordination and promotion of all forms of training.

AUTHORITIES

"To ensure that the national training council performs all its functions as effectively as possible, it is also envisaged to appoint persons on the council who are authorities in the field of education and training," he said.

Mr Botha said the Department of Manpower Utilisation was considering renewing the employment service it of-

# 'Let us find jobs for black workers'

By Sieg Hannig
Labour Editor

A face-to-face appeal to permit employment agencies to place black job seekers was made to the Minister of Manpower Utilisation, Mr Fanie Botha, at an international conference in Johannesburg today.

The appeal came from Mr Ralph Parrott, president of the Association of Personnel Service Organisations of South Africa (Apso).

He spoke at the opening of a combined conference of Apso and the International Confederation of Private Employment Agency Associations.

In a reply to the appeal at a Press conference after the opening, the Minister said: "I shall pay attention to this matter and believe that a place for private agencies in the placement of black workers can be found in co-operation with the State."

One thousand of the 1 400 new jobs that needed to be created every working day during the next 20 years would be for blacks, Mr Parrott said.

"It is a strange anomaly that our industry is still legally debarred from handling black workers."

Mr Parrott also called for the elimination of the section of the Physical Planning Act which reduced the opportunity to create jobs.

Commerce and industry also had to accept the challenge of creating opportunities for blacks.

"We can no longer fall back on and blame the national philosophy," Mr Parrott said.

"We now have to put both our money and our actions where until recently we have only had our mouths."

"As a result of the recession and especially the work of the Riekert and Wiehahn commissions and the National Manpower Commission, the service is now being examined closely.

"The department must prepare for a total service to all population groups in the future," he said.

STAR 2/10/80 (178) (34)

# Anglo training apprentices 'flat out'

Labour Editor

Only 500 of the Anglo American Corporation's 5 000 black team leaders have a Standard 6 education or better, Mr Phil Nathan of Anglo American has revealed.

This couldn't really constitute a threat to skilled white workers, he told a manpower planning conference of the National Development and Management Foundation in Johannesburg this week.

He said Anglo American was operating its mines with only 60 percent of the rockbreakers it had 10 years ago.

The reason was that fewer whites were coming forward while blacks were not admitted to these jobs.

The country had only one apprentice for every five artisans, while a normal ratio would be one apprentice for every three artisans.

Anglo American was "overtraining like hell" by training one apprentice for every 2,2 artisans in its employment. Last year it had to turn away about 500 white youngsters who wanted to become apprenticed.

The only cure for this problem was the proposed training levy for apprentices, Mr Nathan said.

The director of the National Manpower Commission, Dr P J van Aswegen, said it would definitely not benefit South African shareholders in the long run if they refused to vote more money for training and education.

It was easy to argue for higher dividends and against more money for the housing of workers. But share prices would drop if there were stones flying.

He said companies should not expect the Government to do their manpower planning for them. The Government could help with indirect measures such as levies

LABOUR

# Employment prospects soar to a new high

STAR 2/10/80 (179)

By Sieg Hannig
Labour Editor

South Africa's employment prospects have soared to a new high, with more than one in five employers looking for more workers, black and white.

But now the employment boom is being seen as signalling problems for managements caught up in inflation and lost opportunities arising from manpower shortages.

This is the assessment of Mr Ralph Parrott, chairman of Manpower, which produces quarterly employment surveys.

Johannesburg is in the lead again, with more than a quarter of its employers intending to take on more staff of all races in the coming quarter.

In the construction industry, 43 percent of employers are looking for more white staff and 38 percent for more blacks — the biggest demand of the 30 sectors listed.

And all of the sectors are planning more staff increases than decreases.

"The real need is a national effort to train available labour," says Mr Parrott.

"No more time can be lost in talking about it."

Among the list of reasons for South Africa's inadequate training efforts he cites:

Employers resenting training people who then go off to better jobs.

- The tendency to poach staff rather than to train workers.
- Supervisors being reluctant, because of the boom, to take workers off the job for training.
- Not enough emphasis on training at Technikon level.
- Still no evidence that employers are prepared to allow blacks to be trained in significant numbers, in spite of labour reforms.

# Skilled labour is the key to progress

(179)

NM 7/10/80

**THE creation of Manpower 2000, a national project under the chairmanship of the Minister of Manpower Utilization, Mr SP Botha, is likely to prove one of the most imaginative steps ever taken by the Government to solve South Africa's labour problems.**

The scarcity of skilled labour is among the most critical problems facing the country and has hampered economic growth for many years. Progress is dependent on overcoming the chronic shortage of skilled labour.

It has been estimated that nearly 40 percent of South Africa's labour force is classified as unskilled as against 13 percent in America and 5,5 percent in Australia.

The problem is further aggravated by the fact that to prevent the Black unemployment figure from escalating even further during the next 20 years a minimum of 1000 new jobs will have to be created every working day.

Chronic unemployment is socially, economically and politically untenable. Industrial unrest is something no country can afford. In a speech made in 1979 Mr Fanie Botha said during the next 20 years there would be some 8m new job seekers, most of them Black, in South Africa.

South Africa's capacity for economic expansion and growth is limited by shortages of skilled and professional manpower - this in a country with an almost unlimited supply of manpower potential.

The anomalous situation exists that while there is an over-supply of untrained manpower, there is an acute shortage of both skilled and semi-skilled workers. Any further revival in the economy will lead to even more serious problems than are being experienced today.

The Manpower 2000 project was launched earlier this year in an effort to get the entire population of South Africa to appreciate how enormous the [illegible] of the future is and to unfold the country's latent potential for human development.

The key goals of Manpower 2000 are to rationalise and promote vocational guidance and training, stimulate and improve productivity, retraining and in-service training, create more employment opportunities thus eliminating friction and to build confidence in the future of South Africa.

A major part of the project's efforts is being directed at schools and eductional institutions who have an important role to play. A comprehensive careers guide handbook is being prepared and is due for publication early next year.

The guide, the first of its kind, will help workseekers make the right career decision in choosing from a wide range of professional, technical, administrative and artisan careers. It will contain information on salaries, job prospects and so on.

Mapower 2000 is run by a national committee on which leaders from all walks of life and race groups are represented.

A Durban regional committee was formed in July this year under the chairmanship of Mr Glynn Taylor and a full-time secretary, former journalist, Mr Peter Sutton, has been appointed.

Members serving on this Committee include academics, business leaders, representatives of trade unions, universities, technicons and educational institutions for all population groups in Natal.

The Government sees the private sector as a partner in its labour strategy.

In a recent review Mr C J Saunders, chairman of the Tongaat Group said: 'The development of the full potential of South Africa is dependent upon social and political stability and progress of its people. A fair measure of the responsibility for social progress at least lies on the shoulders of employers.'

# Put the emphasis on training

(179) NM 7/10/80

**BY Mr Glyn Taylor, deputy managing director C G Smith Sugar and Natal chairman of Manpower 2000.**

AFRICA's economic progress is currently limited not so much by a shortage of capital as by a shortage of skills and knowledge which, in turn, limits the capacity of the economy to absorb capital into productive investment.

Management's interest and attention must, therefore, shift from the procurement of capital to the provision of education and training, that is, from investment in material capital to investment in human capital.

These were the broad findings of a recent executive symposium on 'Manpower Training and Development in the 80s' held under the auspices of the National Productivity Institute, the Institute of Personnel Management (South Africa) and the US-SA Leader Exchange Program.

The symposium put numbers - by occupational category - to South Africa's training needs for the period 1979-87. On an assumed real GDP growth of 4,5 percent a year the pre-entry and 'initial training' requirement alone ran into millions, or several hundred thousand persons a year.

When training for productivity improvement was added the numbers increased substantially.

Our existing training infrastructure and resources are nowhere near capable of handling this requirement.

There are neither enough training establishments nor enough training practitioners to take the load that will be generated by the growth of the economy.

Management's attitude towards the issue seems to be largely one of complacency, notwithstanding the fact that companies are having to bid up the price of skilled labour as it becomes progressively more scarce.

Not nearly enough effort is being put into the training and development of even semi-skilled personnel, let alone skilled, despite generous tax concessions.

Perhaps it is a question of the carrot and the stick. The donkey - in this case the business sector - has not really moved forward to bite the carrot and so the stick must now come into play.

This would take the form of a universal training levy, payable by all employers, irrespective of whether or not their own companies availed themselves of the training facilities and schemes that the economy overall so badly needs.

The second report of the Wiehahn Commission, which dealt specifically with training, steered the issue towards the National Manpower Commission and the National Training Board.

There is obviously the need for policy formulation and co-ordination at the national level but there are strong arguments supporting the operation of a training levy on a sectoral basis with the business institutions concerned playing a strong role.

This would mean levies and training schemes operated by such sectors as the mining industry, steel and engineering, the motor industry and so on.

In the South African sugar industry such a scheme already operates, thanks to self-initiative. All sugar millers and cane growers contribute towards industrial and agricultural training centres established at Mount Edgecombe, near Durban.

Outside commentators have described the industrial training centre as the finest in the country.

MANUFACTURING

# A new growth surge?

An *average* economic growth rate of more than 5% a year during the Eighties is the prediction of Finance Minister Owen Horwood. If so, it means another spell like the Sixties, when the economy raced along at a spanking annual clip of nearly 6%, and a whole generation of managers forgot (or never learned) how to handle adversity.

In those days, manufacturing was a growth leader, dragging the economy along behind it.

Clearly, this is not going to happen if the biggest sector of the economy, manufacturing industry, stumbles along as it did during the Seventies, with an average growth in output of 3.5%.

Manufacturing is also the sector with the greatest potential for increasing employment — another priority — so there's a lot hanging on the performance of the sector. (Even at current prices, manufacturing last year accounted for 22.2% of gdp, exceeding mining's 18,2%.)

Can SA industry meet the challenge? It has got off to a very good start: in the first seven months of 1980, manufacturing output was 10,3% higher than in the same period of 1979. That must be seen against the context of output that has been rising now for nearly three years from the depths of the last recession.

There's no way of avoiding the fluctuations of the business cycle. Growth cannot be maintained at that high level. The question is, when growth slows down, *how much* will it slow down?

Many of the portents are good. At the beginning of the sad Seventies, for example, there was a serious lack of infrastructure, which was a constraint on productive output. Then in the first half of the decade, the rush to rectify the imbalance created its own imbalances. Heavy infrastructural investment inhibited the expansion of more productive investment opportunities in manufacturing.

But, says Standard Bank economist Andre Hamersma, "we begin the Eighties without really significant infrastructural bottlenecks."

### Constraint

Another major constraint of the Seventies, which has now virtually disappeared, is the balance of payments. It imposed a ceiling on growth which has now been raised substantially, mainly because of the high gold price. The healthy energy situation, with an increasing share of liquid fuel needs now coming from Sasol, is an important element of this.

The government's fiscal and monetary policies are also much sounder, and unlikely to lead to the boom and bust cycle from which we have just emerged. Additionally, the private sector is being encouraged to expand, while the growth of the public sector is being deliberately curbed. Public services are being rationalised and a new demand for efficiency is being made within the civil service.

The significance of this lies in the capital/output ratio, which is significantly lower for the private (productive) sector of the economy than for the public sector. In other words, you need less capital for a given volume of production in the private sector than in the public sector.

For example, the ratio of fixed investment to output (gross domestic fixed investment divided by contribution to gross domestic product) last year was 0,15 in mining, 0,25 in manufacturing, 0,11 in construction, and 0,12% in wholesale and retail trade. But in electricity, gas and water it is 1,0, and in community, social and personal services it is 2,52.

The major constraint now facing the economy is the availability of skilled manpower — a constraint which was not in evidence during the Sixties at all.

"You have a nasty chicken and egg situation," says FCI executive director Dr Johan van Zyl. "As long as growth rates are high, you can rely on the manufacturing sector to train its own skilled and semi-skilled labour simply because it is profitable to do so.

"But if it looks like the growth momentum will sag fairly seriously, they will think again."

In the Sixties, the white population of SA was better able to satisfy the skills requirements of the country, and any shortage was easily met by importing people from abroad. Today, the situation is radically different, and black training is a critical requirement for economic growth.

### Shortage

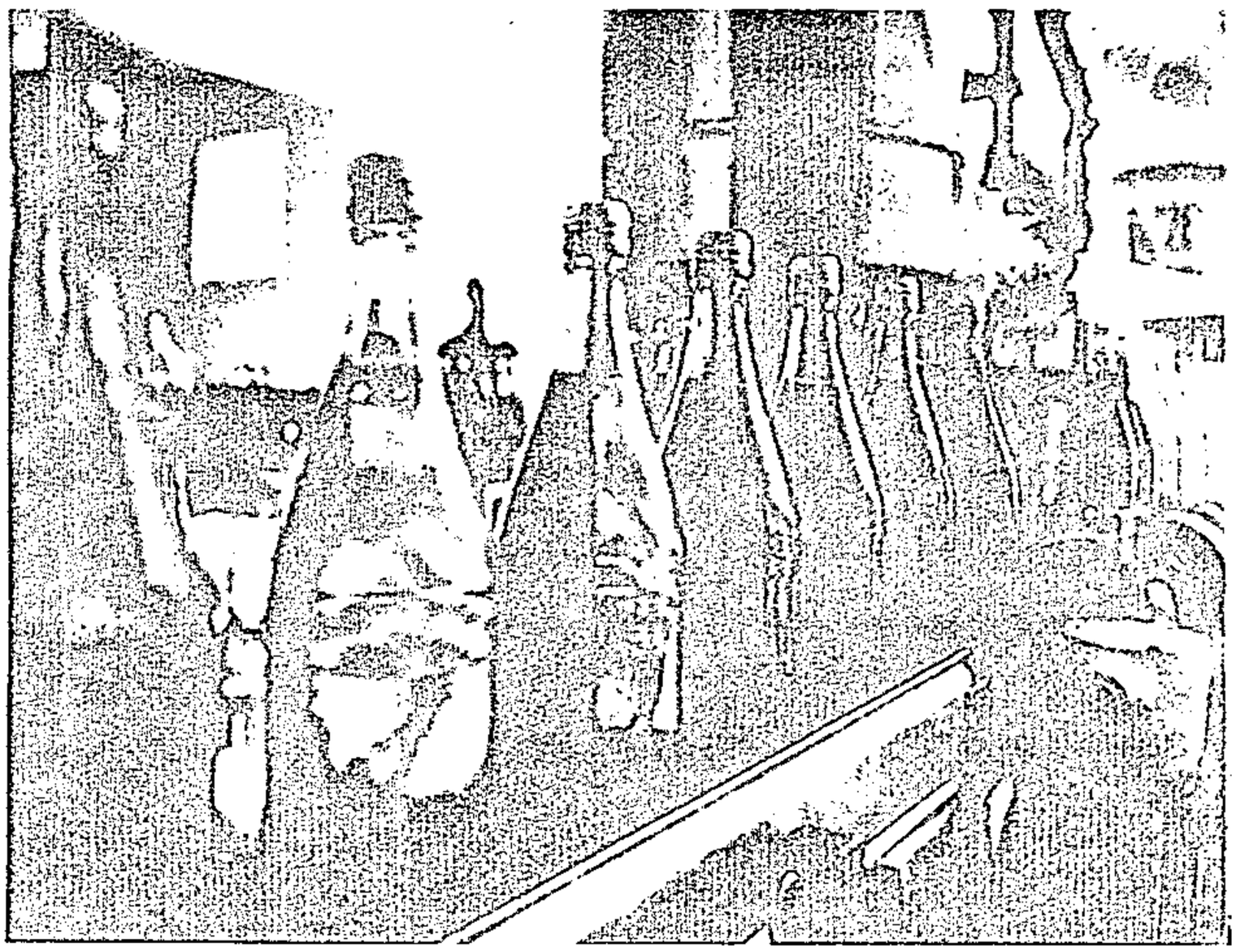
Partly in response to the shortage of skills, partly because of legislative restrictions on the employment of blacks, and partly because of rapidly rising black wages, there has been an increasing tendency during the last 10 years to switch to more capital intensive methods of production.

Van Zyl notes that the cost of labour (broadly defined to include not only wages but also training costs, labour unrest and political influences) has risen more than that of capital. There has been a big move to close the wage gap, which makes any employer think twice about taking on more black workers.

If there was fast growth, that would not matter, but with the somewhat lethargic growth rates we have been suffering, there has been a worrying limit on the expansion of employment opportunities.

Normally, capital intensity would be increased by businessmen because it is profitable to do so. But this has not been happening. People are mechanising for the wrong reasons, sometimes at any cost, and as a result there has been what Van Zyl calls an "alarming slump" in the productivity of capital.

The National Productivity Institute's combined productivity index of labour and fixed capital was lower in 1978 than in 1970



**Conveyor belt . . . productivity of capital is low**

sors are unwilling to allow staff to be taken off the job for training.

Parrott argues that many school-leavers are "inadequately educated to enable them to be trained by commerce and industry," and that as matters stand over 80% of training is being done by 20% of employers. Furthermore, "at best (immigration) can only provide short-term relief."

The Wiehahn proposals to create a National Training Board, and the imposition of a general levy on employers for training, will create "understandable problems," but cannot be "brushed aside when no other solution has yet been found."

Until such longer-term measures take effect, there remains the social and economic cost of "frighteningly large numbers of unskilled coming on to the job market every day."

EMPLOYMENT FM 17/10/80

## Bottlenecked

(179)

Expansion in 30 main commercial and industrial sectors is being bedevilled by pressures on skilled and semi-skilled labour — and there seems no easy way of overcoming the problem. This emerges from Manpower's quarterly *Survey of Employment Prospects* for October-December 1980.

Of the 1 200 companies surveyed, 20.6% planned to increase their white staffing in the current quarter, and 21.2% their black complement (compared with 19.2% and 19.1% in the last quarter). The major indicated growth sectors were construction (a planned 43.2% increase of white staff, 38.6% black), base metals mining (33.3% white, and black), and electronics and electronic engineering (32%, and 28%).

As Ralph Parrott, Manpower Transvaal and Cape chairman, notes, greater prospects exist for employment in all geographical regions (except the OFS). But these prospects (in a "burgeoning economy") are subject to continuing pressures on "limited resources of skilled and semi-skilled labour."

So while such predictions have hitherto been hailed as indicating improved economic conditions and a return to prosperity, many employers now see them "as signalling further problems for management already caught up in a never-ending spiral of costs on all fronts and, even worse, lost economic opportunities if they fail to find a solution to their manpower shortages."

The shortages are not of skilled managers (one observer puts this shortfall as low as 4%), but mainly of skilled artisans (20%-30%). Many factors indicate a continuing crunch at this level. Parrott notes the following:

- Ruthless poaching of staff is seen as easier than training;
- Personnel are not only changing employers in search of higher wages (at the same, or lower, level of productivity) but are switching comparatively freely from industry to commerce; and
- The current boom means that supervi-

MANPOWER

# The training morass

(179) FM 17/10/80

Government's tax incentive scheme for industrial training has become bogged down in red tape and cumbersome registration procedures.

In theory, employers can benefit from generous tax concessions (84% of training costs) for training schemes registered for white, coloured and Asian workers under the In-Service Training Act of 1979.

But industrialists are finding that it's not so simple in practice. It can take between three and seven months to register a training scheme — a time factor which ignores the urgency for training.

"We're deluding ourselves with the objectives. We need to train today," says Leonard Fine, a management consultant and director of a multimedia training company. "Government's motives in the training area are extremely honourable but things have got too complicated. Some people have thrown up their hands in despair."

Since the introduction of the In-Service Training Act in October last year, the Department of Manpower Utilisation has received applications for the registration of 260 training schemes, of which only 151 — comprising 1 432 individual courses — have been registered. Another 74 applications have been made for registration of private training centres. About 51 centres, offering a total of 1 000 courses, have so far been approved.

Mike van Noordwyk, Director of Manpower Utilisation, admits there have been delays and that some applications have not yet received attention. "We are concerned about the backlog and are doing everything in our power to eliminate red tape, speed things up and rationalise the registration scheme." But he adds that employers are also at fault. In many cases, he says, course material submitted is inadequate, does not comply with the department's requirements for registration and has to be sent back for revision.

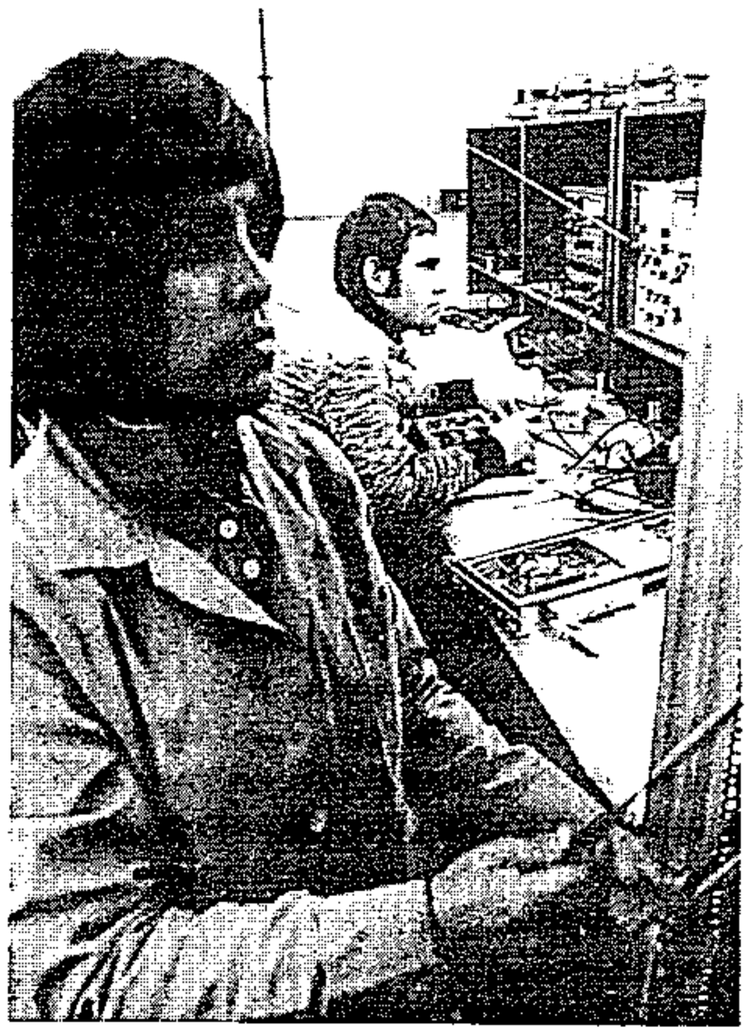
"Although we have only registered 151 schemes, another 80 are being processed at present," says Van Noordwyk.

A number of training instructors, however, are not familiar with the department's requirements and find it difficult to structure courses accordingly. Others have had difficulty gaining clarification on the criteria for registration.

The Department of Manpower Utilisation has meanwhile published a pamphlet on registration procedures, which has been distributed to employers' organisations, trade unions and other interested bodies.

A major reason for the slow start is a staff shortage within the department itself. Only four inspectors are available in the entire country to vet schemes. Van Noordwyk concedes this is totally inadequate but says three more vacancies have been advertised. He predicts that the "initial mad rush" will ease off by the end of the year and says, once the backlog is taken care of, "seven inspectors will do."

An industrialist says: "The introduction of the In-Service Training Act was widely publicised and generated a lot of interest. But it shifted the administration of in-service training from the Department of Education to the Department of Manpower Utilisation, which was not geared to meet the demand in terms of staff. It's time-consuming at the moment because a large number of companies climbed on the bandwagon. But the system is being improved all the time. It looks better now than it did three months ago. Training men are talking to one another and picking up the pattern of the thing," he adds.



**Training . . . government incentives not working well**

Simon Costley, training director for the Business Equipment Association Training Scheme (BEATS), questions whether school inspectors are qualified to judge the adequacy of training schemes in an industrial environment.

Says Van Noordwyk: "We *are* liaising with industrial councils and employers organisations on this very issue with a view to speeding things up and getting input."

According to Leonard Fine, all a company should need to qualify for tax concessions is a certificate from its auditors to confirm that the money is being spent on training. "If the scheme were to operate in this way, it would be similar to that for export incentives," he says. "No quality controls are necessary. Managements will be discriminating about writing off people for training and will make sure the training is productive."

Reg Sfakianos, director of training for the Civil Engineering Industry Training Board, believes tax concessions should rather be applied to "encouraging a national training programme. We have been expecting something which the In-Service Training Act could not give — extra people for national manpower requirements."

BEATS' Costley adds: "Few companies have a policy of recruiting staff in addition to their immediate needs to keep them in a training situation. Most are reluctant to spare a full-time worker for training." (Tax benefits apply only if trainees are already employed within industry.)

Government has meanwhile accepted the Riekert Commission recommendation that the tax concessions be phased out and replaced by a national training levy. "If concessions are phased out, I can't see it happening within the next few years. It would be a gradual process," says Van Noordwyk.

As Fine says: "It's about time someone cut through the whole issue and said: 'What are we trying to do?'"

# Labour turnover is now alarming, says Minister

STAR 17/10/80

179

By David Breier,
Pretoria Bureau

Labour turnover in South Africa has reached alarming proportions causing unheard of manpower losses, the Minister of Manpower Utilisation, Mr SP Botha, said in Pretoria today.

Mr Botha was addressing a ceremony for black students who qualified for the Personnel Management Diploma of the University of South Africa's School of Busines Leadership.

Mr Botha said that turnover, specially in the lower technical operations specifically among operators, was often about 70 percent.

"What is more, these workers usually change jobs afted being partially or fully trained and must then be retrained at tremendous cost when employed by other firms," he said.

Mr Botha added that workers were sometimes "bought" by another firm but he said other factors were working conditions and a lack of genuine interest in the welfare of employees with poor prospects for job advancement.

Mr Botha asked the new personnel officers to pay special attention to the field of labour relations.

"It is inevitable that members of different population groups will in future increasingly have to do the same work and it is essential that this should occur in an atmosphere of harmony," he said.

He told the new personnel officers they had a duty to help ensure that channels of communication between white and black workers, employers' organisations, trade unions and the State remained open.

"Suspicion and distrust must make room for security, happiness and human dignity for all workers," he said.

Mr Botha also said that special emphasis must be placed on increased productivity and training.

# Training boost for Natal blacks

NM 18/10/80

(179)

Mercury Reporter

AN INCREASING number of black students in Natal are realising the importance of a technical education, Mr W J M Lotz, regional director of the Department of Education and Training, said yesterday.

Mr Lotz, speaking at the annual prize ceremony at the Lamontville Technical Centre, said that in the past the black man was not interested in technical training because it was associated with manual labour. Consequently many potential students turned to 'white collar jobs', while companies continued their search to fill the numerous posts available to technically trained students.

## Changed situation

He said blacks who had sufficient technical training could earn salaries of up to R700 a month and more.

'It is thanks to centres like the Lamontville Technical Centre that the situation has changed.'

He said the centre had proved to be a valuable example to the Education Department, with the number of enrolled students increasing from 1 546 in 1979 to 1 729 this year.

His department had opened 14 similar centres in Natal and planned four more.

## Satisfied

'Although the Natal Education Department has recently increased its annual budget to R248 million to cope with expanding the technical centres,' Mr Lotz said, 'a plan is being considered whereby a new timetable will enable double the number of students to enrol next year'.

The principal of the school, Mr S Tregoning, said in his speech that he was extremely satisfied with the examination results at the school.

'A total of 91,6 percent of the pupils attending the school passed their exams at the end of last year,' he said.

SPEECH BY THE HONOURABLE S P BOTHA, MINISTER OF MANPOWER UTILISATION: CHAPTER PROJECT: SKILLS GROWTH '80: GOLDEN CITY JAYCEES - 19 AUGUST 1980 AT 17H30 IN THE BALLROOM, CARLTON HOTEL, JOHANNESBURG

EMBARGO: 19 AUGUST/AUGUSTUS 1980, 20H00

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Let op tyd en datum van EMBARGO STRENG

Mr. Chairman, ladies and gentlemen I wish to thank you for the invitation to be present here tonight to address you on a strategy for manpower development in the eighties. I must congratulate the Golden City Jaycees for their initiative in arranging a simposium on one of the most important issues of our time namely manpower and the solutions towards meeting labour needs in the eighties.

With the government having accepted the recommendations of the De Kock Commission, the Riekert Commission and the Wiehahn Commission, at least in principle, South Africa can now move faster towards achieving the following manpower goals:

Providing employment and income opportunities for all the residents of South Africa.

Assuring / .....



Assuring that the supply of skilled manpower required for economic growth is available, and preserving the skills and protecting the welfare of skilled workers irrespective of race, colour or creed.

It is a well-known fact that these goals can best be achieved if there is a high economic growth rate. Such a growth rate brings its own problems, but these are in the areas where the answers are, at least to some extent, known and tested.

Een van die eerste en belangrikste ekonomiese probleme wat ons in Suid-Afrika in die gesig staar is die tekort aan goedopgeleide en geskoolde werkers om die huidige ekonomiese vereistes

die / .....

te danke aan vordering op die gebied van kennis dit wil sê aan opleiding.

To link up with the project Manpower 2000 which the State President launched earlier this year, I must appeal to all employers and employees to become committed to training, retraining and self development. We have a free enterprise system and under such a system it should be possible for every individual whether he is Black, White or Brown, to get to the top in the work situation. At the launching of Manpower 2000 I expressed the view that the manpower battle will literally be won on the classroom floor which I consider of prime importance for development of our manpower resources. Consequently it is my view that schools, educational institutions such as technical colleges and universities have a

cardinal / .....



cardinal role to play in the development of the Republic's labour force. However it is also our duty as parents, guardians and employers to ensure that the youth of today will be inspired to utilise every available means to improve his education, his abilities and his skills, no matter what his field of study or occupation will be.

Once the classroom teacher has had the opportunity of developing the pupil, it is his employer's duty to supply such training as is necessary to his newly acquired employee to enable him to fulfil his duties in a competent manner and to develop his skills.

The / .....

The income tax allowance on training also applies to costs incurred by the employer in respect of employees who attended courses at these centres. During 1979 more than 8 000 trainees attended the public training centres for a total of 16 016 trainee weeks. These centres are undoubtedly making a valuable contribution to the development of the country's Black labour force and I am sure that commerce and industry are already reaping benefits from the training given at the centres. Indications are that the training facilities at these centres will in future be utilised to an even greater extent.

The in-service training of the other racial groups is governed by the 1979 legislation.

Since / .....



Since the coming into operation of this legislation on 1 October 1979 employers showed keen interest in having their training schemes registered. To date my Department has received 202 applications for the registration of in-service training schemes. Over 70 000 workers will receive training in more than 1 000 different courses. Fifty-nine applications for the registration of private in-service training centres have thus far been received. At these centres about 700 courses will be offered to an estimated 50 000 workers.

Although it cannot be regarded as the Government's responsibility to supply trained workers to commerce and industry, the Government is not only involved in campaigning for better training and

providing / .....

annual growth rate of the Republic, together with the natural loss of artisan staff due to retirement and other reasons, will in effect cause the present intake of learners to be not nearly sufficient to cope with future demands.

Projections have been made by various bodies using different methods with a view to establishing future shortages of artisans. Although I greatly appreciate such enterprising efforts which clearly indicate that training for the future is essential, I do not wish to make predictions in this regard. There are too many factors which could influence a categorical prediction and I would rather concentrate on the factor of demand and supply. Once an employer has established his future demand he would have to study the supply factor. Here I must issue a warning to Industry to desist from the common practice of enticing

trained / .....



trained employees away from their present employers by offering higher wages. This is a major problem in the spiralling cost factor. It cannot bring about any relief in the overall manpower situation and can only cause future financial problems.

The skilled labour force can, of course, be supplemented to a small extent by immigration. We do encourage immigration on a limited scale for the logical reason that it is to our benefit to draw highly skilled men from the industrialised countries overseas because they bring with them their knowledge of the most advanced and sophisticated methods developed in their countries of origin. This form of cross-pollination is of great value to any country but immigration does not offer any real solution in the long term.

We / .....

the same curriculum as his White counterpart, but he will be faced with the same examination questionnaire. There is no doubt in my mind that the various educational authorities are doing a great job in this respect.

Although there is no legislative obstacles to the indenturing of Black apprentices and the Government has indicated as a matter of policy that persons of all population groups should be permitted to be trained as apprentices I am disappointed at the response from industrialists to apply for the engagement of Black candidates as apprentices. I realise that there are trade unions which have certain reservations in allowing their members to train Black apprentices, or to support the indenturing of Black apprentices at apprenticeship committee level. These reservations are obviously based on their fear that their members

might / .....



might eventually have to relinquish their occupations to Blacks. In this regard I must explain that the newly established Industrial Court was brought into effect for the very purpose of protecting and allaying the fears of employees who might find themselves in such a situation.

I trust therefore that such trade unions will co-operate in future by inspiring their artisan members to train Black apprentices for the benefit of our community and country as a whole.

The Government, in endeavouring to fulfil its aims with regard to manpower, will naturally also have to lean heavily on the assistance and advice of the National Manpower Commission, the

Industrial / .....

the highest possible level of the working ability of the country's labour force with due regard to the individual talent and interest of every worker and the present and future needs of our economy. To obtain the optimum utilisation of our manpower we need not only provide sufficient job opportunities, but should provide effective vocational guidance and, also, increase productivity by making the best use of the workers that are available at any given moment. To conserve the country's manpower everything possible should be done to maintain industrial peace, to protect the mental and physical health of every worker and to retain trained workers.

It is clear that these objectives cannot be achieved without the assistance and co-operation of organised industry and labour, the State, every employer and employee, in fact every

citizen / .....



citizen who is either directly or indirectly involved with labour.

I would therefore appeal to all concerned to assist the Government in achieving these goals. There can be no doubt in our minds that our ultimate success in this regard will not only benefit the country as a whole but every inhabitant.

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ISSUED BY THE DEPARTMENT OF FOREIGN AFFAIRS AND INFORMATION AT THE REQUEST OF THE MINISTRY OF MANPOWER UTILISATION

UITGEREIK DEUR DIE DEPARTEMENT VAN BUITELANDSE SAKE EN INLIGTING OP VERSOEK VAN DIE MINISTERIE VAN MANNEKRAGBENUTTING

19 AUGUST/AUGUSTUS 1980

PRETORIA

RDM 23/10/80

# Training, education are the 'major issues'

Staff Reporter

THE Department of Manpower Utilisation had made great progress in meeting some of the recommendations of the Wiehahn and Riekert commissions, the department's director-general, Mr E A Cilliers, said yesterday.

He told the Assocom congress in Johannesburg that the major manpower challenges for the future were education and training of the workforce, creating employment opportunities and maintaining sound industrial relations.

In the field of training, the following developments had taken place:

- The completion of a study on top level manpower by the National Manpower Commission;
- The approval of 116 applications for the indenturing of black apprentices up to the end of September this year and the registration of more than 6 500 other contracts of apprenticeship; and,
- The establishment of schemes for training adult artisans and the upsurge in establishing in-service training schemes.

He said much remained to be done in education and training, industrial relations and job creation.

"We still find ourselves in the anomalous position where we have both a surplus and a shortage of labour. We still have labour unrest and threats of labour unrest."

ASSOCOM CONGRESS (179) FM 24/10/80

# Dilemmas of growth

The overriding theme of the keynote addresses of the 76th Assocom Congress in Johannesburg this week was the likely effect of skilled manpower shortages on the economic future of SA.

Commenting on the present state and future prospects of the SA economy, Standard Bank MD Conrad Strauss made the point that the inflation rate was being fanned "by a number of extraordinary factors," one of which was the skilled labour shortage.

The immediate response, he said, had been to push up overtime work to unprecedented levels and to step up overseas recruiting campaigns. Neither of these, however, offered rapid or comprehensive solutions. "And adequate supplies of skilled black labour will not be available in the short term to bring meaningful relief to the labour market."

Strauss concluded that this represented a bottleneck that could not be immediately overcome, but which remained a long-term challenge. "Part of the problem is surely the system of differentiated education," by which "black children leave school inadequately equipped — both psychologically and technically — to cope with the demands of a modern economy."

Strauss called for the equalising of black and white education in terms of both funds and syllabuses. He also suggested that some of the blame for the lack of industrial training of workers must be allocated to the private sector, which did not realise that education and training was a long-term investment, and not properly the subject of belated reactions to resource scarcities.

Strauss' views were supported by regional speakers in the ensuing discussion, one of whom pointed out that by the year 2000 only 16% of the economically active population would be white, as opposed to about 21% in 1980. Strauss nonetheless unveiled basic economic scenarios for the year ahead. A gold price peaking at $1 000 in 1981 would mean a substantial BOP surplus, continued appreciation of the rand or exchange control relaxation or both, and the possibility of SA becoming a capital exporting country. On the other hand, an average of $450 would drain foreign exchange reserves, raise interest rates, and depreciate the rand.

The most likely possibility, however, he said, was for a gold price averaging about $600, much the same as this year's level. This would mean "continued rapid growth in imports against sluggish export earnings," which would eventually turn the BOP current account around from this year's R3 000m average surplus, to a R500m deficit.

The engine of growth in 1980, private consumption expenditure, would probably fall from an anticipated rate of over 9% this year to 8% next year as demand dried up, credit tightened, and supply bottlenecks emerged. However, the slowdown in the growth rate of fixed investment would be less marked, probably dropping to 8% in 1981 from 10,6% this year. And interest rates could rise fairly rapidly in 1981 as a result of demand for funds, coupled with "mildly restrictive monetary policies and the expected shift in the current account position."

Strauss also made the point that next year's budget, while possibly again reducing taxes slightly to achieve a structural balance between direct and indirect taxation, would eschew any form of inflationary financing (like excessive borrowing from banks). This kind of structural adjustment in taxation in the 1981 Budget was hinted at recently by the Finance Director-General Joep de Loor at a seminar in Frankfurt.

**Standard Bank's Strauss . . . fearing inflation from manpower shortages**

Overall, said Strauss, the present upswing will probably peak in mid-1981, and the GDP growth rate will fall to about 5,5%, compared to around 7% this year. This 5,5%, however, "is well above the average achieved in the 1970s, and much higher than the bulk of SA's trading partners can expect next year." And it would make the current growth phase "the longest period of uninterrupted expansion in the South African economy since World War 2."

Strauss testified to the difficulty of predicting further ahead. But he echoed the claim made by Reserve Bank governor-elect Gerhard de Kock that the structural nature of the business cycle was changing. A combination of a high gold price, the rapid expansion of fixed investment, fiscal concessions and the gathering resurgence of the European and US economies, would probably make the next downswing "remar[illegible] mild and brief."

Another keynote [illegible]er, Anglo American economist Aubrey Dickman [illegible]ut in a nutshell the th[illegible]e of a sound growth base meeting structural resourc[illegible]tages. SA's problem, he said, "will b[illegible] manage the financial bounty which has [illegible]ed to us, and should remain available given appropriate adjustments in interest rates, while taking further bold and imaginative measures to enable the supply side of the economy to match up to the extraor[illegible]inary opportunities to finance sustained growth that now present themselves."

# 3 500 skilled men needed right away

Own Correspondent

DURBAN — A shortage of 3 500 skilled artisans is hampering growth in the building industry, says Mr Bob Stevenson, president of Bifsa.

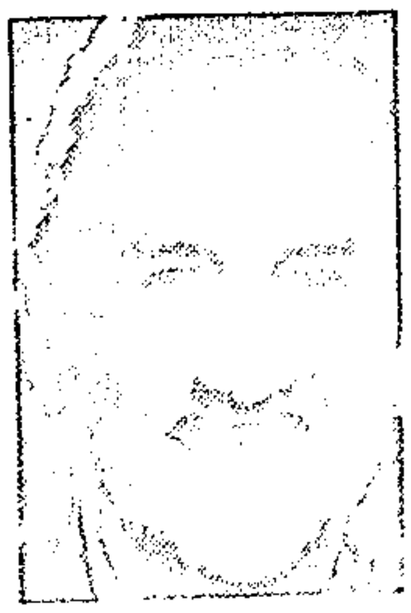
Mr Stevenson said yesterday: "In order to keep pace, we will require an average additional 2 500 artisans annually up to the end of this century. In fact, the building industry will then have the ability to absorb 4 500 artisans a year."

Despite the current upsurge, building activity was still 10 to 20 percent below levels of the early 1970s. It would take about two years to regain these levels.

"I am confident that this high level of activity will be maintained virtually throughout the 1980s," he said.

It was estimated that since the building slump bottomed in 1978, activity so far had increased by 30 to 40 percent.

"This range is also borne out by the volume increase in the sale of such commodities as bricks, cement and timber."



MR BOB STEVENSON

Although building industry growth in the next 10 years was set at 4,7 percent in the latest economic development programme, Mr Stevenson said it was disconcerting that the industry's share in the South African economy had gradually decreased despite the pressing housing needs.

Mr Stevenson said it was with pride that Bifsa could record having spent R17-million on training since 1971 and planned to spend another R50-million over the next five years.

# Unionist tells of skills crisis in building industry

STAR 28/10/88

By Frank Jeans

DURBAN — A new trade union war could loom over racial barriers in South Africa's most labour-intensive industry, building.

Speaking yesterday at the Building Industries Federation (Bifsa) congress in Durban, Mr George Beech, general secretary of the Amalgamated Union of Building Trade Workers of South Africa, condemned skills dilution and job fragmentation.

Mr Beech warned intransigent white workers that they were about to pay for having developed a polarisation between blacks and whites in the building work force.

Said Mr Beech: "We are now reaping the true fruits of the situation in the way of a near-catastrophic skills crisis which is seriously threatening our country's ability to grow and generate wealth.

"There is a limit as to how long black workers, especially now with better education and skills, will be prepared to always remain at the bottom of the occupational ladder."

The union leader drove home the point to delegates when he said that with the skills shortage in this country at present it would be economic suicide not to allow complete upward and every other sort of mobility for black workers.

Blaming the white union establishment for "polarisation on racial lines" Mr Beech said that the blocking of black worker mobility was not all the fault of the Government.

## Intransigent

Powerful sections of white labour wanted it, asked for it and welcomed it.

"Now, however, black workers have full access to the system, and I don't think it needs much for the way of common sense to realise that their newly obtained power is going to be used and used inexorably effectively."

The union leader had no doubt that black workers would use their new position to achieve not only better conditions of employment and wages but also new status.

"We must face the fact that massive and sustained unemployment is a major destabilising factor in any society," said Mr Beech.

To put it in a nutshell: let us bring everybody up, and properly up, not half way or three-quarter way up, and certainly no one down."

# State urged to aid job training

Property Editor

DURBAN. — An appeal to the Government to do more to help the building industry in financing job training was made yesterday by Mr Bob Stevenson, outgoing President of Bifsa.

Mr Stevenson urged the Government to drop its subsidy in the form of tax relief for the cost of apprentice training in favour of a more national concession policy.

"With greater financial support we believe that the Government could give impetus to its ideals for the Manpower 2000 drive by subsidising the central Bifsa training fund rather than giving dissipated tax relief to individuals builders."

The building industry needed to train an average of 2 500 artisans each year until the end of the decade. It had spent R12-million on training since 1971 and planned to spend R70-million over the next five years.

In spite of repeated requests for Government assistance, all this had been financed by loan capital generated from within the private sector.

One of the industry's training objectives, he said, was to get back to a situation where tradesmen were capable of personal job pride.

"Unfortunately we are faced with a situation where the industry has lost its charisma. For some reason or other it is no longer fashionable to work as an honest well-paid tradesman. For the average youth today white collars and glitters are the attractions that count."

Equally important was the need to improve productivity in the industry and in this he was convinced that the industry had to support of its employees.

"If we are to beat inflation each and every man, whether on the building site, in the workshop or making bricks or steel pipes, has to give just a little more of his effort without asking for more pay and perks."

Another problem facing the industry was the rising cost of building materials coupled with price control on most building components. The industry had made representations to the Government and the Competitions Board had been asked to investigate whether price control was desirable on bricks, cement, sand and stone.

Mr Stevenson said the industry was still in a state of shock after weathering the worst recession in its history. Better planning was imperative and he urged the Government to assist by committing funds for building projects on a three-year, rolling average basis instead of an annual basis.

(179)

# No spoon-feeding says R

Rive . . . sheer folly

## Whites 'wrong in not training blacks long ago'

LONDON—The chairman of the Soweto Planning Council, Mr Louis Rive, said last night black South Africans did not want spoon-feeding or handouts — they needed help to develop their own abilities, culture and character.

Mr Rive, in an address to the South Africa Club in London, said: 'My basic belief is that only a people can truly and permanently uplift itself, I do not believe that the black people in South Africa want to be spoon-fed.

'They are too proud and inherently too strong for that.

'It would be sheer folly to underestimate the potential, the strength of character and culture of the present generation of South African blacks, who do not want, nor need, handouts.'

Mr Rive, who is a former Postmaster-General of South Africa, said the Government planned to spend tens-of-millions of rands on additional primary and secondary education, and it was essential that the private sector make 'a more meaningful contribution in respect of commercial, managerial, artisan and technical training'.

He said that in line with the policy to transfer greater power to blacks, training in local government and public administration was extremely important and was receiving active attention.

'To me, this is one of the shady areas,' he said. 'It was wrong of the white man not to acknowledge the need to assist, guide and train blacks to enter the areas of greater specialisation and sophistication long ago, realising, apart from any other consideration, that the source of white supply was totally inadequate.'

It would be disastrous for the black man not to realise that he must equip himself before he can effectively perform at the different levels of government.

Mr Rive said blacks mus have a greater share in th country's economy and mus be helped to achieve this, an there should be no exploit tion of blacks by whites.

'There must be adequat protection until the black ma himself wants all protectio to be abolished. This is th acid test of the white man' sincerity.'

Speaking about Soweto it self, Mr Rive described it a 'no longer a slum, but it is i general a drab and dreary place'.

Nevertheless, it compare more than favourably wit many of the vast residential areas of the major cities of Africa, Latin America and India.

He said housing was the first priority, and the existing shortage was estimated at 33 000 houses.

'I hope the provision of houses on a large scale will gain momentum in the near future,' he said.

But Mr Rive added that he did not think large-scale sub-economic housing projects should be launched at this stage.

'More than 80 percent of homes are in the sub-economic class. We should now concentrate on bett economic housing — who want and can better homes, to be modated, and the vacu in the sub-economic c be filled by those wh nothing at all.'

Dealing with the problems that Sowet Mr Rive said that thr its history it had been tim of politics. It had been regarded as a do town, and until recent or no permanenc permitted.

He said Sowetans from different ethnic and while a subst

MANPOWER FM 7/11/80

# Sound foundation

179

A year ago, the Prime Minister enthused the private sector with his call for it to play a role in the development of SA. One outcome was the Manpower 2000 project, focusing on various aspects of the labour scene.

Now a letter signed by Francis le Riche (head of Manpower 2000), Dick Sutton and Dennis Etheredge has gone out to businessmen to participate in launching a Manpower Foundation of Southern Africa.

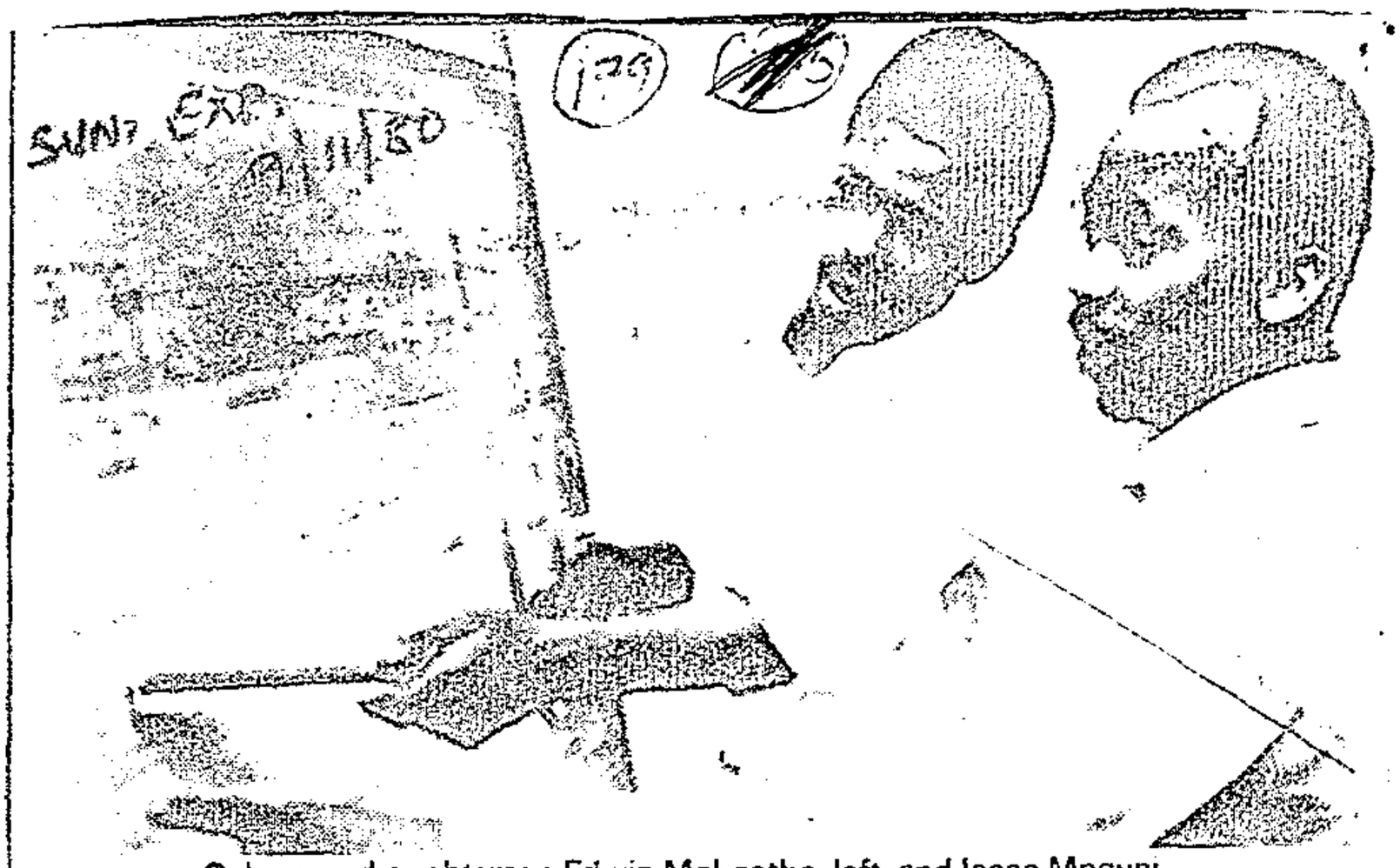
The letter states that responses to the PM's "unprecedented call" have not measured up to the challenge "because the private sector is not co-ordinated for this purpose," and because it has been caught up in "what may well prove to be the biggest post-war economic upswing."

The Manpower Foundation plans to take over the mandate from the limited Manpower 2000 project, and to be an action-oriented organisation which can "mobilise the enormous existing goodwill in the business world, to co-ordinate the abilities of all relevant individuals and organisations and to liaise between the private and public sectors."

Main targets will be "the dismal rate of job creation," improvement of the educational system in the light of the skills shortage, and equipping management to handle the "fundamentally changed rules in labour relations, particularly unionism."

"For the purpose of this initiative," the letter states, "the large parastatal industry-type employers should be regarded as a part of the private sector."

The launch meeting will be at the Carlton Centre on November 20 at 15h30; and the initiative brought to the attention of the PM at a banquet on November 25.



○ Trainee draughtsmen Edwin Mokgotho, left, and Isaac Mngunt

# Black draughtsmen chosen

THE crippling shortage of qualified draughtsmen has prompted a company of consulting engineers to launch its own training scheme for Black draughtsmen technicians — with a surprising response.

Johannesburg-based Henny and Aalbersberg Incorporated recently took on trainees selected from a list of many applicants after exhaustive tests.

"Our only alternative," said Peter Stamm, director of Henny and Aalbersberg in charge of the training scheme, "would have been to import qualified draughtsmen technicians from overseas, but we decided to train locally.

"We were surprised at the large number of matriculated Blacks with good mathematics and science marks who made application," said Stamm, "and we feel that with this vast reservoir to draw from, such local training is the only real solution to the shortage of skilled staff in this field."

South Africa also suffers a shortage of engineers and, with the back-up of well-trained draughtsmen technicians, an engineer will be more able to concentrate on pure engineering aspects such as improved design and quality control, says Stamm.

At present, Henry and Aalbersberg's trainees are occupied with the in-house programme which covers the basics of engineering drawing. Thereafter, they will take on a civil-engineering technician course.

Outstanding trainees will ultimately be sponsored in a degree course in engineering.

# Call for foreign aid to train blacks

Post 21/4/80

179

Own Correspondent

PORT ELIZABETH. — A call for foreign aid to the black, coloured and Asian population of South Africa, instead of sanctions talks, was made in Port Elizabeth yesterday by Mr J N Reddy, executive chairman of the South-African Indian Council.

Addressing the annual meeting of the Midland Chamber of Industry, he also urged the motor industry to consider establishing a multiracial vocational training centre on the lines of the sugar industry's in Natal.

Mr Reddy said that if lobbyists, particularly in the United States, were genuinely concerned about the wellbeing of South African blacks, they should abandon their negative approach by encouraging companies and the US government to promote the progress of blacks, coloureds and Asians.

Many analysts agreed that South Africa could not be brought to its knees by threats of boycotts and sanctions and there was a need to recognise that this strategy had outlived its usefulness. People of colour in South Africa could be categorised as part of the developing or underdeveloped sector.

The three groups should be given the aid accorded other African nations, he said.

Mr Reddy said the launching of the Small Business Development Corporation would also enable the private sector to play an important role in the economic development of the black, coloured and Asian communities.

The predicted shortage of administrative staff and skilled manpower in South Africa clearly showed the need for educating, training and employing an increasing number of black, coloured and Asian workers, he said. The question should be asked if it was not time for vocational and worker training institutes and technikons to become multiracial.

This would ensure that young men and women who would have to work together were not denied the opportunity to study and train together whenever possible. The fellowship, understanding and mutual respect born on the campuses could prevent the likelihood of problems arising when members of different race groups had to do the same work in factories, offices or workshops.

"There is no reason why the motor industry in Port Elizabeth and Uitenhage should not explore the possibility of a multiracial vocational training centre."

He said the sugar industry's multiracial training school had made it possible for young Asians, whites, coloureds and blacks to get to know each other, enabling them to work together as qualified tradesmen free from suspicion and fear.

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# WANTED in SA: 700 000 top workers

23/11/80 SUN TIM (179)

**SOUTH AFRICA needs 700 000 fully trained people by 1987 to fill jobs expected to arise in the professional and management class and at the skilled worker level.**

That was the challenge which faced many top businessmen who, as the embryo of a labour body, the Manpower Foundation of South Africa, met this week in Johannesburg.

The new body — which will be formally established in the first half of 1981 — is part of the business community's response to Prime Minister P W Botha's call to the private sector at his Carlton Hotel "summit" last year to assist in the Government's "total strategy".

It will be aimed at meeting South Africa's expected acute manpower shortage in the next decade and reflects Government and employer concern at the state of labour relations generally.

A steering committee is to report back by March next year on how the Manpower Foundation will operate and take over the activities of "Manpower 2000", the project launched by the Government to stimulate interest in the training of skilled labour.

The committee will be "across the board", say the foundation's organisers. It will include members of the black, Indian and coloured community.

Mr Dennis Etheredge, chairman of Anglo American's gold and uranium division — who is one of the key organisers — told the Sunday

By DAVID JACKSON

Times that a figure of 700 000 trained people needed to occupy additional posts by 1987 had been calculated by the National Productivity Institute.

*It covered the entire jobs spectrum through professional and* management level, office and clerical jobs, foremen and supervisors through to skilled workers.

These were positions not available now but which were expected to be created and would have to be filled.

"At our present speed and meth*ods of handling it, we are not going* to be able to cope," Mr Etheredge said.

Co-organiser Mr Francis le Riche, deputy-chairman of Sentrachem, said:

"We need to train, quite apart from agriculture, a minimum of 100 000 people a year, mainly blacks, to keep the economy going.

"I don't believe we have the training facilities for more than about 15 000."

## Enthusiasm

The new organisation, which in effect will have direct access to the Cabinet, will try to assist and encourage the Government and the private sector in devising a major programme to train more people.

All this would lead ultimately to more jobs being created.

Mr Le Riche, who is also deputy chairman of Manpower 2000, said the private sector — which employed about 5,5-million workers — needed to do a lot more to "pep itself up" in the training field.

"A survey we made showed that the in-service training centres started by the Government in 1975 were occupied less than 50 percent up to April this year when Manpower 2000 started.

"But there is terrific enthusiasm for the new project.

"We had more than 500 people at this week's meeting, many of them chief executives.

"Some of us have a guilty conscience in that we should have done this long ago but we are making a start now."

Mr Le Riche cautioned however, that South Africa was in an anomalous situation in that while it believed in the free-market system, it was also a developing country.

"There is no way we can create a lot of jobs and satisfy the needs of our people while at the same time opening our doors and flooding the market with textiles and goods from countries such as Taiwan and Japan."

He believed there would have to be a degree of protection for local industries.

"This is a major problem area we are facing and it is something we will have to resolve with government and the public and private sectors.

"Our economy is running at full steam. The next big phase of creating thousands of jobs means that private enterprise will have to take smaller profits. It will need a national effort and a delicate balance will have to be struck.

"Once the Manpower Foundation is established next year it may have to look at this type of problem and at least act as a sounding board and an advisory unit from the private sector to government."

DRIVE ON MANPOWER CRISIS

# Building industry's R50-m for training

Sun Times Bus. 23/11/80 (179)

By Andrew McNulty

THREE major new training centres are to be opened at main centres by the Building Industries Federation of South Africa (Bifsa) as part of a far-reaching new R50-million drive to solve the manpower crisis facing this vital industry.

The money will be spent during the next five years in a programme which by 1985 will treble 1980's apprenticeship intake to 1 800 and double the year's non-artisans in training to 5 000.

The sum is nearly 200% more than the R17-million spent by the industry on training since 1971.

In addition to a R2,2-million centre at Springs opened this year, work starts in 1981 on new permanent centres in Durban, Port Elizabeth and Cape Town, to cost more than R10-million.

The centres — which are to have no colour bar — will provide capacity to train at least 50 000 skilled people before the year 2000.

About R28-million will be spent on practical training to 1985.

This was revealed to Business Times by Lou Davis, executive director of Bifsa.

The budget is based on minimum requirements and could be increased.

The project is part of a programme aimed at putting the industry on its feet and ready to meet a staggering housing shortage after a recession that caused thousands of builders to leave the industry.

Other areas of critical concern are:

- Productivity: A "disaster area" but capable of a rapid fourfold improvement with training and an improved industrial-relations climate.
- Capital investment: At least R50-million must be spent now by the industry just to replenish existing plant that needs replacement.

However, Mr Davis says, spending is unlikely to to be near this rate for reasons including uncertainty about profitability and the Government's resistance to requests for a reintroduction of the capital-investment allowance in the construction industry.

"Average year-on-year real growth in the building industry from 1971 to 1979 was zero. This is partly a result of vicious bargaining.

"But the industry is now ill equipped to meet the demands put on it by growth of demand and population."

- Industrial relations: Despite the repeal of the Building Workers Act, there remain patches of disagreement with trade unions.

"We are endeavouring to get as many apprentices into building as possible. We must have the support of the unions to do this.

"What is crucial is that talk of rate for the job is now anathema to us. Today we talk of rate for the skill."

The skills shortage is the top priority. About 3 500 to 4 000 skilled workers must be trained annually to meet the industry's forecast 5% average growth rate to the end of the decade.

Bifsa has calculated that the R3 000-million building industry must achieve average growth of 8% if it is to solve the country's massive housing shortage.

The current shortfall is 300 000 housing units for all races — before allowing for population growth.

Mr Davis says only 473 artisans were in training last year although this improved to 600 in 1980.

"We have taken a completely pragmatic view of our needs and believe this budget will be adequate.

"But this is totally financed by the industry. In view of the depth of the problem additional financial assistance should be forthcoming from the Government," Mr Davis says.

Bifsa employs a training staff of 70 to 80, which could be increased dramatically in the next three years.

Clearly, one of the biggest challenges will be to attract enough apprentices to fill the schools.

FM 28/11/80
QUALITY OF LIFE

# R256m boost

(179)

Employers committed to improving the quality of life for employees could well follow the example of Transvaal Consolidated Land and Exploration Company (TCL), a Barlow Rand subsidiary.

According to the latest company report, the Rand Mines group — which manages TCL subsidiaries, and some associated ones — has committed a massive R256m for the period 1980-1984 to this end. This is in line with the company's commitment to the "removal of discrimination in pay and benefits," and the principles embodied in Barlow Rand's group code of employment practice.

The company will be embarking on extensive housing, training and literacy programmes. Work is underway on a projected 877 houses for black married employees on the Rietspruit coal mine and "considerable progress is being made on the mines to upgrade existing single and married accommodation, schooling, recreation and various other facilities. Particular attention is being given to reduce the numbers of persons in rooms in hostels and to improving the privacy of single employees."

In addition to sustained efforts by the group to improve existing in-house training, plans for the establishment of two major training facilities at an estimated cost of R7m are being pursued — a new technical training centre to be located near Virginia and a multiracial training college at Crown Mines. The college will offer tuition in subjects such as metallurgy, engineering, mining, surveying, administration, accounting, computer science and personnel management.

A recent survey on the mines revealed a very low level of educational attainment, so the company has committed itself to an adult education programme specifically directed at illiterate and semi-literate employees.

However, most fundamental to the success of any programme directed towards improving employees' quality of life is an improved wage structure. According to the report, the group is continuing attempts to close the wage gap, substantially uplift the earnings of the lower-paid, and integrate the remuneration structure.

# 'Educate blacks in working of free enterprise.'

NM 24/11/79 (179)

JOHANNESBURG—There is a vital need to educate blacks in the workings of the free enterprise system, believes Mr M Mahanyele, manager (Community Affairs) at Ford Motor Company.

Addressing the 75th annual meeting of the Commercial Exchange in Johannesburg on Thursday, Mr Mahanyele said that because they do not understand the system, more and more young blacks are rejecting capitalism.

The less-privileged members of our communities do not understand free enterprise,' he said; 'but they certainly understand the continual shrinkage in the buying power of the rand.'

Mr Mahanyele called for meaningful changes to what he called the useless black homelands policy, and to the in-service training courses, which he feels are serving no purpose at all.

'The economy of all homelands is proving to be more diseased than the other maladies that afflict these regions.

## Homelands

'None of the homelands is economically viable or agriculturally self- sufficient. The land tenure system could do with far more than just tractors and fertiliser.'

Here the need to move away from a 'soup kitchens approach to one of economic self-sufficiency based on firm business principles has been demonstrated beyond any doubt,' Mr Mahanyele said.

Mr Mahanyele said recent relaxations in restrictive legislation have enabled blacks to diversify in business.

The support and lobbying by well-disposed white business houses and associations has played a part in helping some blacks to succeed in their endeavours to become part of the free market system.

SKILLS TRAINING FM 5/12/80

# Not managing

(179)

Managers are a rare breed, and black managers virtually non-existent. It is estimated that blacks constitute less than 0,1% of managers in SA against a ratio of black workers to white of three to one. This can only serve to brake economic growth.

SA will need 700 000 managerial and supervisory people by 1987, according to the National Productivity Institute, and indications are that neither South African whites nor immigrants will meet the need. Some 400 000 will have to come from the black communities, making it probable that junior to middle management positions will be held mainly by blacks in the near future.

As things stand, productivity and growth are losers. The ratio of supervisor/manager to worker in SA is 1:42, compared with 1:16 in Japan, 1:11 in Australia, and 1:6 in the US. Black managers would improve the ratio, [illegible] be in a better position than whites to motivate workers.

Of major importance, of course, is education. The number of blacks who pass higher forms has been mediocre. In 1979 9 891 blacks passed matric [illegible] gaining university entry. But this [illegible] pro-rata black matric candidates [illegible] would alter the situation with a [illegible] 40 000 sitting the exam. Yet even this does not mean a significantly increased provision of executive level blacks. In 1979 [illegible] black universities granted 772 degrees, the vast majority in the arts and social sciences and none in engineering and related technical areas where there are no faculties.

Clearly, existing educational institutions will have to undergo substantial changes if they are to satisfy demand. As it is, most black students are far from [illegible] feel and thrust of the corporate world. Opening white universities, technikons and other institutions to all, or allowing black students to spend time at these centres, as the accounting profession is already considering, might provide a head start.

## Corporate ghettoes

The marketing and personnel fields are better served. However, confining blacks to what are now bitterly called "corporate ghettoes" is generating resentment mingled with an ambivalent attitude towards the whole capitalist we[illegible] is a feeling among blacks [illegible] placing them in these areas [illegible] away from white colleagues [illegible] their horizon.

Orienting blacks tow[illegible] enterprise calls for greater [illegible] out-side the office at places [illegible] porate politics" are discussed [illegible] deals are made. The numerous restrictions on inter-racial mixing, perhaps on the wane, perpetuate the estrangement of blacks from the field of management. The Black Management Forum, recently formed to break these barriers, is a step in forging social links between white and black managers (FM August 8).

Yet, while the government has placed many stumbling blocks in the path of black advancement, the black community has itself worsened the situation through negative attitudes. Success, according to Dr Nthato Motlana, is shunned by blacks, and a veiled accusation of "Uncle Tom" is levelled against those who live up to corporate expectations of competition and hard work. The attack on achievement, and its related middle-class lifestyle, is aggravated by calls from Pretoria to create a "black middle-class" as a "stabilising force." But at a recent seminar black managers conceded that the drive for success was often lacking and that their identification, on racial grounds, with black workers had to be drastically modified when it came to managerial-worker relationships.

The path to black managerial development is certainly strewn with handicaps.

Yet the need is not only crucial to SA's growth but the prospects are certainly beckoning to blacks. And that is the bottom line of the problem.

Sunday EXPRESS Business

# Upgrade training — but beware of the charlatans

179 S. Express 14/12/80

• Dr Jan Visser
. . . 'need is vast'

**THE National Productivity Institute is to go ahead next month with plans to *establish an organisation to control* the professionalism of all industrial training in South Africa.**

A similar attempt earlier this year virtually failed but now the NPI plans to look for support from firms that are already well established in industrial training.

Director Dr Jan Visser regards the need for such a body as a matter of prime urgency. "South Africa's training needs are so vast and there are so few professional trainers around that the field is now wide open for charlatans to climb on the band wagon and make a fast buck — by offering virtually nothing," he says.

**By DAVID PINCUS**

There is certainly a parallel to draw from. In the early Seventies, when South Africa was desperately short of management skills, a similar breed of trainer got in quickly, made a lot of money, then got out just as quickly, before their legacies of a long list of bankruptcies caused by the inept management they produced caught up with them.

Many of those trainers were failed businessmen. Something similar could well be developing now, in spite of legislation calling for the registration of all training programmes.

"I am not trying to suggest that all trainers are not professional in their approach to training. There are obviously many who are and the people they train are properly trained," Visser said.

"But there are probably many who, although they may possess the skills they try to impart, lack the ability to train. Then there must be those who are themselves in need of training, and lack many of the skills they try to impart.

"The NPI does not have any firm ideas of how such a controlling body should operate, but feels that it would have to set and control a uniform set of standards. Some form of certification based on achievement may well be required.

"The NPI estimated that about 7,5 million people would have to be trained for industry in the next eight years. The requirement for next year could be a relatively modest 750 000 people, but this could escalate to 2,5 million by 1988. That's an enormous body of men. To train them properly we need a large body of professional trainers.

"We could make a start by bringing retired artisans and engineers into the fold and teaching them how to impart their knowledge, but that on its own isn't the answer.

"We will need young, motivated people who are prepared to make training their careers. To get them, the training profession will have to compete with the private sector, it will have to compete with industry by offering salaries and conditions at least as good as those industry offers.

"We will obviously also have to use advanced training methods. The training methods we use now, many of which are more than 50 years old, will never be able to cope with the vast body of men who will have to be trained.

"We cannot continue using old methods. We will have to revise our thinking.

"For example, I question whether it is really necessary to take four years to train a plumber? Would it not be possible to train one who would be just as good in 18 months by introducing computer-assisted methods and skill and task training?"

Arthur Hammond-Tooke, chief economist of the Federated Chamber of Industry, felt that South Africa was at last on the right track as far as industrial training was concerned.

"By the end of September 151 private industrial training schemes were in operation. They catered for 40 000 trainees. There were 36 private centres registered in terms of the In-service Training Act that catered for 165 000 trainees a year, as well as 450 schemes registered under the Black Employees Training Act, which could cater for 100 000 blacks a year," he said..

• Arthur Hammond Tooke
. . . 'bottleneck must be broken'

"In addition, a number of large companies are getting together to establish a large scheme where costs and facilities will be shared. I am told that R500 000 will be spent on the facilities alone.

"Industry only got the green signal for training last year. Before that it was going through a recovery period, from the recession, and growth was slow and hesitant.. When you are pressed to find sufficient work to keep your existing labour force fully occupied, you are hardly able to spare the time to train others."

If South Africa was to continue to grow at a satisfactory pace the bottleneck in skills would have to broken.

One stumbling block, identified by Freda Dowie, also an economist with the FCI, more than a year ago, was that many Blacks could not be adequately trained because their education level was too low.

But a start had been made in overcoming that problem. In the Isando area, for example, 11 firms banded together to uplift the educational level of their Black employees.

Clive Acton, director of human resources of Envirotech, who tested the scheme on a pilot basis, told the Sunday Express:

"We use lecturers from the formal educational system and allow our employees time off from work on full pay, on condition that they devote an equal number of hours of their own time to attend classes."

STAR 14/12/80

# Bills aim to take race out of labour

By David Breier
Pretoria Bureau

Three draft Bills to desegregate labour bureaux and abolish race and sex discrimination in industrial training were published in the Government Gazette today.

The Bills are based on recommendations of the Wiehahn and Riekert reports, published over the past two years. They have been published to enable the public to comment on them.

If necessary they will be amended before the Bills are laid before Parliament. Public comment should be in by January 10. The three Bills are:

- The Manpower Training Bill, which aims to consolidate all existing acts dealing with training.

These are the Apprenticeship Act, the Black Employees In-Service Training Act, the In-Service Training Act (for whites, coloured people and Indians) and the Training of Artisans Act (for adults). The Bill will be completely non-discriminatory and will apply to all forms of industrial training.

It will set up a National Training Board to replace the Apprenticeship Board. The board will have much wider powers and will deal with all aspects of industrial training and not only apprentices.

It will include representatives from employers, employees and the Government and will co-ordinate training schemes.

### GUIDANCE

- The Guidance and Employment Bill will establish guidance and placement centres for all population groups.

This Bill will also control private employment offices and will cover the old Registration for Employment Act for white, coloured and Indian people and the Black Labour Act.

- The Wage Amendment Bill, which aims to streamline and rationalise the workings of the Wage Board.

This board will no longer have to go through the red tape of putting determinations before Parliament, although its wage determinations will be open to inspection.

### IMPROVEMENTS

It involves improvements to administrative procedures without introducing fundamental changes.

More radical legislation is expected to be introduced at the next parliamentary session.

The Government is also expected to put clamps on the rights of trade unions to obtain support from outside the country. Neighbouring countries supplying labour to South Africa may be obliged to sign an undertaking to withdraw any workers who take part in illegal strikes.

# UIF more easily accessible

Unemployment insurance benefits for blacks will be more widely accessible in the New Year.

This has been announced by Dr P J van der Merwe, Deputy Director-General of the Department of Manpower Utilisation.

He said this move came after one of the recommendations of the Riekert Commission, which suggested that labour bureaux of the administration boards should deal with the payment of these benefits.

However in Johannesburg it has been decided for administrative reasons to retain the existing arrangements for unemployment insurance

The Department of Manpower Utilisation, at 15 Market Street, will continue to deal with applications for benefit by men and women who register for employment at the labour bureaux in New Canada and Polly Street.

Pass rate in 'coloured' schools for 1979

# Race and sex lines go in new draft laws

RDM 20/12/80

By STEVEN FRIEDMAN
Labour Reporter

ALL references to race will be abolished in Government training legislation, and sex discrimination in official wage determinations will be prohibited in terms of draft legislation released by the Department of Manpower Utilisation yesterday.

However, the Bills leave open the question of whether blacks will be able to receive artisan training in the same institutions as whites — this training is segregated at present.

The Bills also introduce new controls on training in labour relations.

These controls are, however, not as strict as they were expected to be.

The abolition of sex discrimination in wage determinations issued by the Wage Board would raise statutory minimum wages for substantial numbers of black women workers at the lower ends of the wage scale.

The three Bills are the Manpower Training Bill, Wage Amendment Bill, and Guidance and Employment Bill.

They were released by the department yesterday. Interested parties have three weeks from yesterday to submit comment to the authorities.

The training Bill consolidates all existing government training legislation into one non-racial law.

It leaves open the possibility, however, that black apprentices will continue to be trained by correspondence or in separate institutions — a situation which has led to fears that black artisan training could be inferior.

It also makes it an offence for anyone other than a trade union, federation of unions, industrial council or educational institution to offer labour relations training unless the training courses they offer are approved by a Government registrar.

Controls over labour relations training were expected in the Bill, but it was thought that they would be wider than those laid down.

Unions — particular those which are unregistered — rely heavily on this worker training and they feared the Government would seek to control this training directly.

It is not clear from the Bill whether unregistered unions will be allowed to conduct training free from control, but it appears they will be.

The Guidance and Employment Act sets up voluntary guidance and placement services for workers on a non-racial basis.

It does, however, give the Minister of Manpower Utilisation wide powers to make regulations governing the centres and it is unlikely that the full details of how they will be run will emerge until the regulations are published.

The Wage Amendment Bill prohibits for the first time sex discrimination in wage determinations issued by the Wage Board.

The board sets minimum wages for workers not covered by industrial councils and affects only a minority of the country's workforce.

However, most determinations have substantial sex differentials in minimum wages

To Page 2

## Race and sex out in new draft laws

RDM 20/12/80

From Page 1

for the lower paid and the Bill would eliminate these.

Domestic servants and farm workers are excluded from the board's ambit and the new Bill does not seek to change this.

The Bill also scraps the system whereby determinations have to be published in the Government Gazette for objections.

The Manpower Training Act consolidates six existing training Acts into one non-racial Act. Among the measures:

- It sets up a National Training Board with wide powers to subpoena witnesses and collect information. The Board will co-ordinate training and advise the Minister on policy matters. It will also investigate a system of "graded training" for apprentices.
- The Minister is prohibited from setting different conditions for apprenticeships on grounds of race, colour or sex.
- It sets up a national training levy towards which employers may have to contribute and establishes a system whereby a group of employers running a training scheme may recommend that a levy be imposed on other employers, and;
- A system of training advisors who have wide power to conduct investigations will be introduced.

The president of the Association of Chambers of Commerce, Mr I J Pinshaw, said the Bill represented "another step in the implementation of the Wiehahn and Riekert reports."

Star 19/2/82

(179)

# SAAF pilots training quicker in new scheme

Own Correspondent

The South African Air Force has introduced a new pilot training system. Some pilots will be operational six months earlier.

After a basic flying course the new scheme will have most pilots transferring immediately to the type of aircraft they will fly permanently.

As in the past, all pupil pilots will report to the Central Flying School at Dunnottar near Springs where they will receive 133 flying hours' instruction on Harvards.

After successfully completing the course pilots will be asked what type of aircraft they want to fly, and after a selection board has considered each pilot's ability the decision will be made.

### IMPALA ROLE

It is at this point that the new scheme will come into operation, said the Senior Staff Officer, Flight Training, Colonel D D Deans.

Instead of all pilots then being sent to Langebaan Weg in the Cape for 115 hours flying training on the Impala Mark 1, only chosen fighter and transport pilots will report there.

Helicopter pilots will be sent to 87 Advanced Flying School at Blomespruit, outside Bloemfontein, for training on the Alouette III.

Light aircraft student pilots will be sent to 84 Advanced Flying School at Potchefstroom where they will be trained on Cessna, Bosbok and Kudu aircraft.

### DAKOTA START

The first course under the revised system, for helicopter pilots, has already started. The first new light aircraft course will be held in February next year, after 84 AFS has been established.

Its first commanding officer will be Commandant A L Klopper.

It is planned to start transport pilot training on Dakotas for eventual employment on C130 Hercules and C160 Transalls.

MANPOWER — TRAINING

15/1/81 — 31/12/81

# NDMF hits at Manpower Bill

Labour Reporter

Business leaders fear the Department of Manpower will get virtual dictatorial powers if draft legislation published last month is passed by Parliament.

The general managers of the National Development and Management Foundation, Mr Ron Marsden and Mr Tony Kedzierski, said new powers contained in the Manpower Training Bill gave officials powers with no apparent checks and balances.

The draft Bill, gazetted on December 19, gave managements a little time to reply to the recommendations, which replace earlier apprenticeship and in-service training acts.

Major complaints about the draft Bill were:

- The Minister's power to shift costs of administration and training of apprentices wholly to the private sector.
- Training advisers would have the right to inspect property or possessions of those directly linked to a training scheme.

## LEVY

Mr Marsden and Mr Kedzierski called for checks and balances to be introduced if the Bill were made law.

They called for a maximum levy to be established so the private sector would not be seriously harmed by any levy impositions.

Corobrick's new Welkom brick plant, one of the works which will be able to benefit from Bifsa's new training programme.

S. Times 25/11/81

# Bifsa training plan to cost R10-m a year

(32) (179)

By Vera Beljakova

BIFSA (Building Industries Federation of SA) has launched an ambitious, R10-million-a-year training programme.

"Our projects aim at training a suitably qualified labour force for the future," says Mr J A Vorster, Bifsa's national training manager, who explains the industry's five training phases:

- Phase 1 — Training of construction workers — formerly known as labourers, who were required only to provide a strong body. Bifsa now intends training these workers to use their brains as well as their brawn.
- Phase 2 — Training of operatives, or those who perform certain skilled tasks within designated trades. Many semi-skilled people are untrained for the work assigned to them, thus impeding progress and efficiency for themselves, their bosses and obviously the client.
- Phase 3 is for a three-year apprenticeship training course leading to artisan status. Practical institutional training now forms an compulsory part while qualified instructors provide pre-planned training.
- Phase 4 includes supervisory training, consisting of courses for foremen and technicians leading to national diplomas for construction supervisors and building surveyors.
- Phase 5 is for professional training through B Sc courses in building management at six South African universities.

BUILDING

ARCHITECTURE

(Continued)

Mrs. Thornton White Prize
For the best work in
first year.

Miss M F J Sandilands

S A Brick Association Prize
For the student who has made
best use of bricks in his
design work.

**Kasselsvlei: training centre for adults**

257. Dr. A. L. BORAINE asked the Minister of Manpower Utilization:

(a) How many Coloured persons have registered for each of the courses available at the training centre for adults at Kasselsvlei and (b) what weekly allowance will they be paid?

The MINISTER OF MANPOWER UTILIZATION:



(a) So far 94 Coloured persons have accepted training in the following courses—

| | |
|---|---|
| electronics mechanician | 16 |
| electrician/electrician (construction) | 18 |
| fitter and turner | 20 |
| plater/boilermaker | 20 |
| panelbeater (including spray painter/auto body repairer | 20 |
| Total | 94 |

(b) Weekly allowances payable up to 31 March 1981—

trainees without dependants: R20,00 p.w.
trainees with one dependant: R30,00 p.w.
trainees with two dependants: R40,00 p.w.
trainees with three or more dependants: R50,00 p.w.

Weekly allowances payable as from 1 April 1981—

trainees without dependants: R35,00 p.w.
trainees with one dependant: R45,00 p.w.
trainees with two or more dependants: R60,00 p.w.

# Bifsa earmarks R50-m for training

By Frank Jeans

The tremendous task facing the building industry in training to match the big programmes ahead are clearly underlined by the latest figures from the Building Industries' Federation (Bifsa).

These show the industry will have to train 200 managers, 600 technicians, 4 000 skilled artisans, 12 000 operatives and about 16 000 labourers.

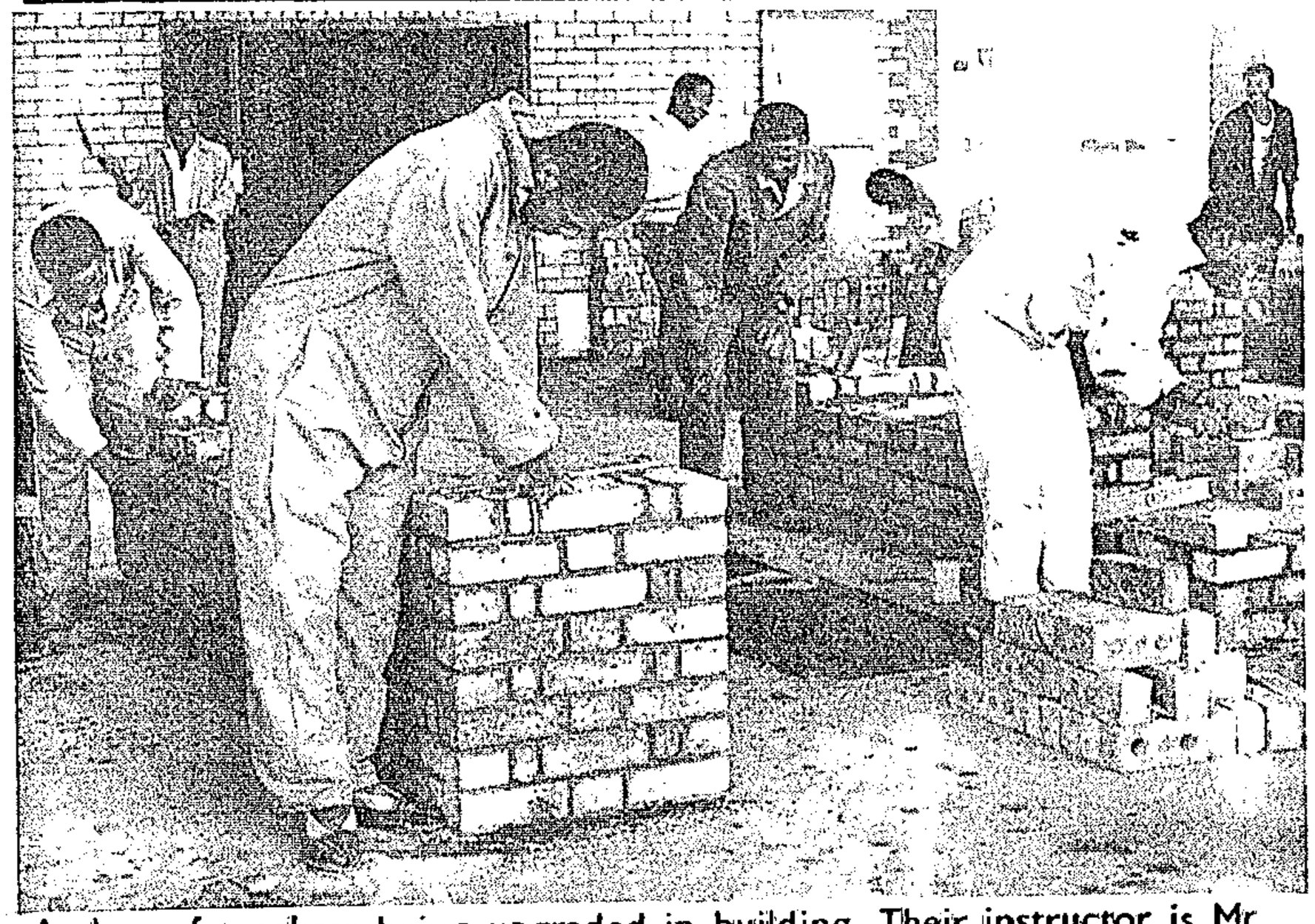
It is for this reason that Bifsa is setting its sights high by allocating R50-million for training programmes for all races over the next five years.

Helping to get the message through a sustained marketing campaign, Bifsa has published a well-projected brochure on education and training.

Bifsa makes the point that one problem of the past was that many semi-skilled people in the industry performed activities for which they had never been properly trained, nor did they have the opportunity to fully learn.

"This has been rectified and it is now possible to attend modules of two-week duration at one of six in-service training centres of the four Bifsa training centres," says the brochure.

# Training in a variety of skills



A class of teachers being upgraded in building. Their instructor is Mr E Venter, assisted by Mr B Magano.

## Upgrading is the aim of the Molapo Tech

Sowetan 11/3/81

**"THE spear of the nation is knowledge," is a saying by Mr Faan Louw, principal of the Molapo Technical School.**

"I knw politicians won't like me saying this," he added, "but it breaks my heart to see blacks sweeping the floors and doing other types of manual work while men and women of other race groups are properly trained in a variety of skills." He went on; "there's power in knowledge and not in numbers."

**By MANDLA NDLAZI**

Mr Louw, who has a staff of 10 whites and 24 blacks said the pattern might change in the future with the training in a variety of skills now offered to blacks at his school.

Mr Louw said there were teachers from Soweto's primary schools, who were being upgraded in skills like electricity, technical drawing, welding, woodwork, building and metal work. He said they were also given instructions in applied science and Mathematics.

Scores of pupils, he said, came in for practical vocational guidance, "and this assists them in finally making a decision on what course to pursue.

A number of Johannesburg firms were also sending their employees for theory and practical training in electronics, he added.

The Regional Director of Education and Training, Mr Jaap Strydom, had earlier told **SOWETAN** that 140 teachers were being upgraded for technical directions in skills like electronics, and computer science at this school.

### PRIMARY SCHOOL

He said these teachers were drawn from primary schools, but their posts had been filled by those who qualified last year at the Soweto Teacher's Training College in Pimville

shortage. He said his department did "proper planning" to avoid a shortage.

"Education for reality," said Mr Strydom, was what his department was planning for. He said the group of teachers who qualified last year at the local Teachers' Training College were moved into these primary schools to fill the gaps when schools reopened this year.

And Mr G J Rousseau, Director-General of Education and Training touched on the issue when he addressed a gathering at the Country Club in Auckland Park this week.

### TECHNICAL DIRECTION

Among other points he told the crowd that, "at present we have 140 teachers undergoing retraining at Molapo Technical Centre. The technical directions that we are catering for at the moment are woodwork, metalwork, welding, electronics, electricity, building and technical drawing."

Mr Rousseau said, "a further development has been the organisation of a computer science course in conjuction

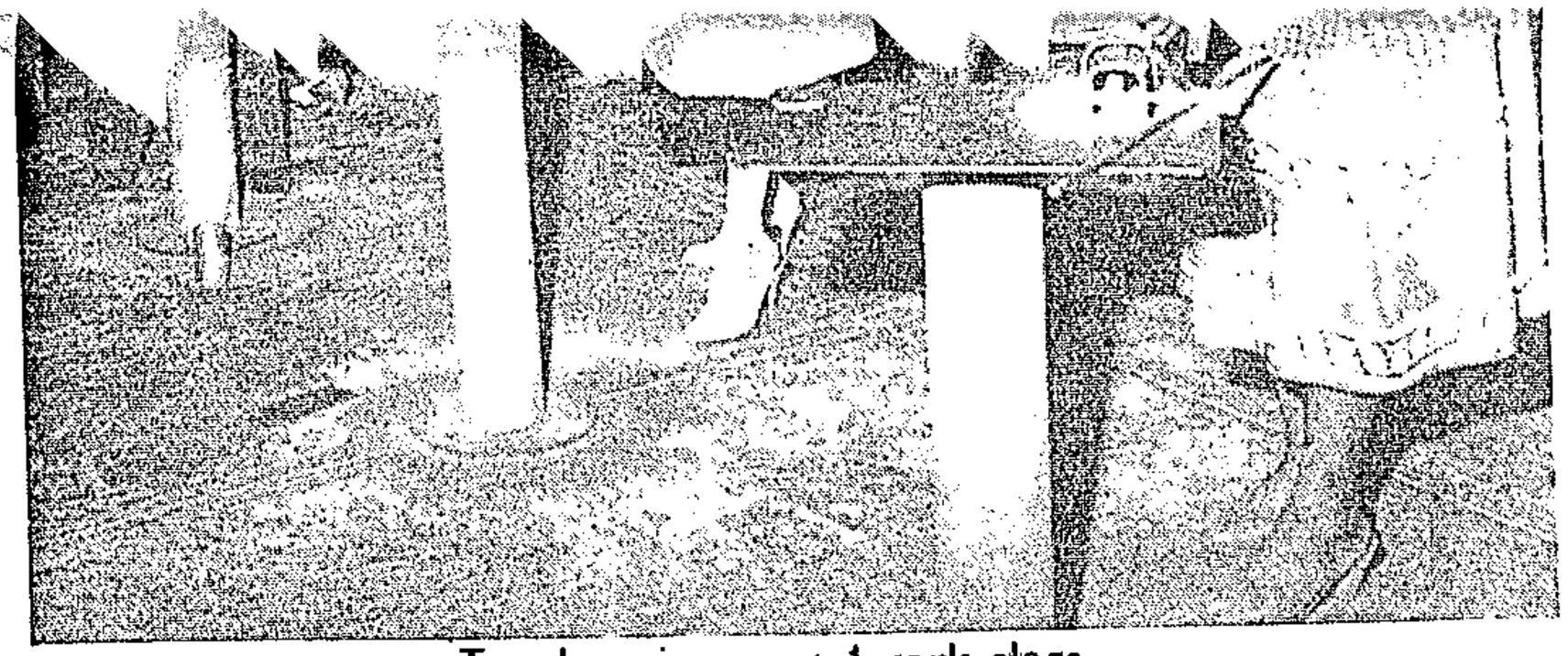
"In this way," he said, "we closed a gap that could have caused a shortage."

Mr Strydom said the teachers at Molapo were being upgraded because "there is a great demand for these subjects in Soweto's schools and schools in other parts of the country due to the country's present industrial growth."

He emphatically denied that the 140 teachers who were drawn from the local primary schools had caused a

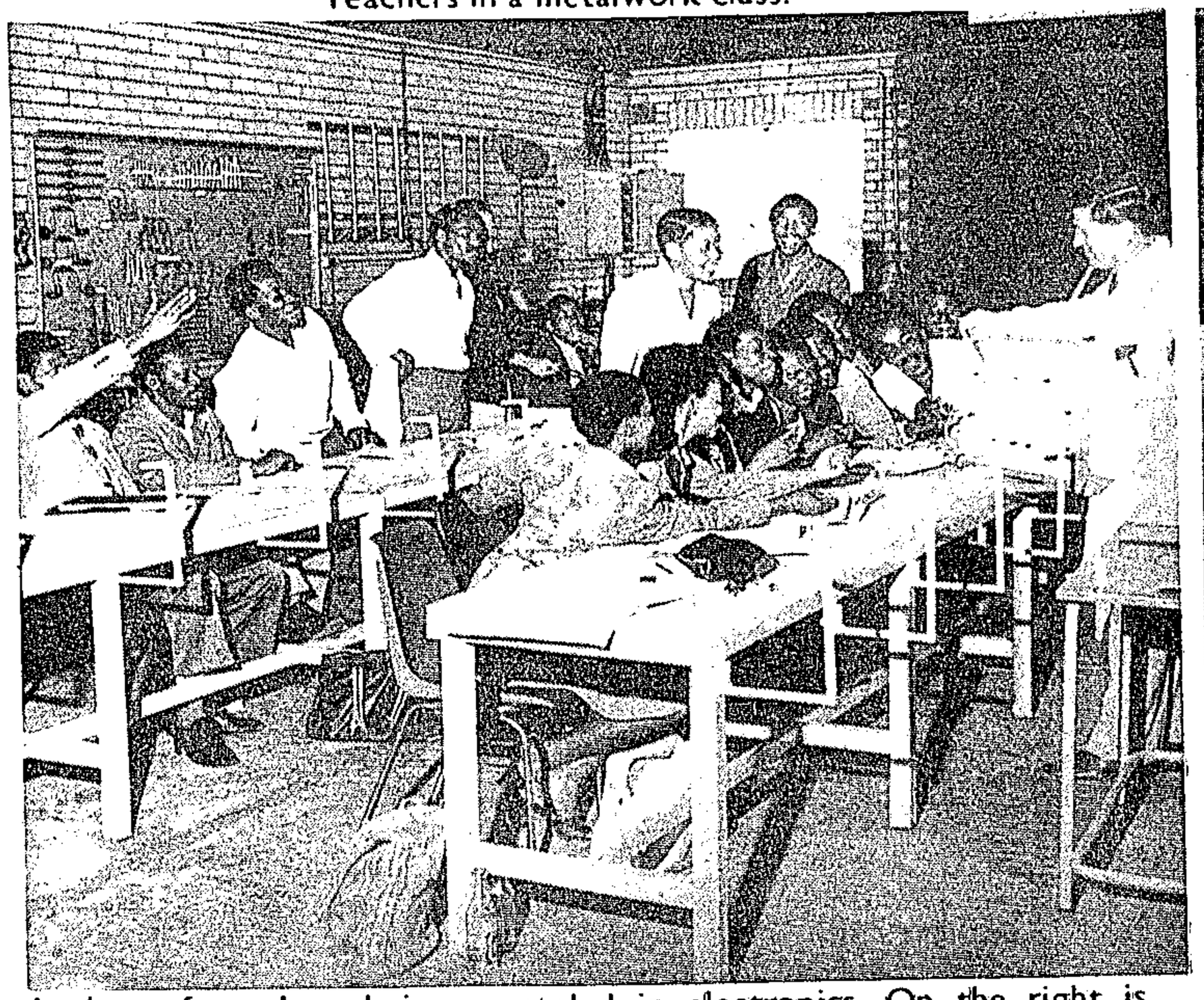
present there are 18—20 teachers undergoing training under this scheme. It is our intention to introduce computer science as a subject at some Secondary Schools in Soweto next year."

He said about 3 000 pupils a year were being trained in building, electricity, woodwork and welding at Molapo. "We have also," he said, "108 teachers at present undergoing training as guidance teachers in secondary schools." He said commercial subjects had not been neglected.



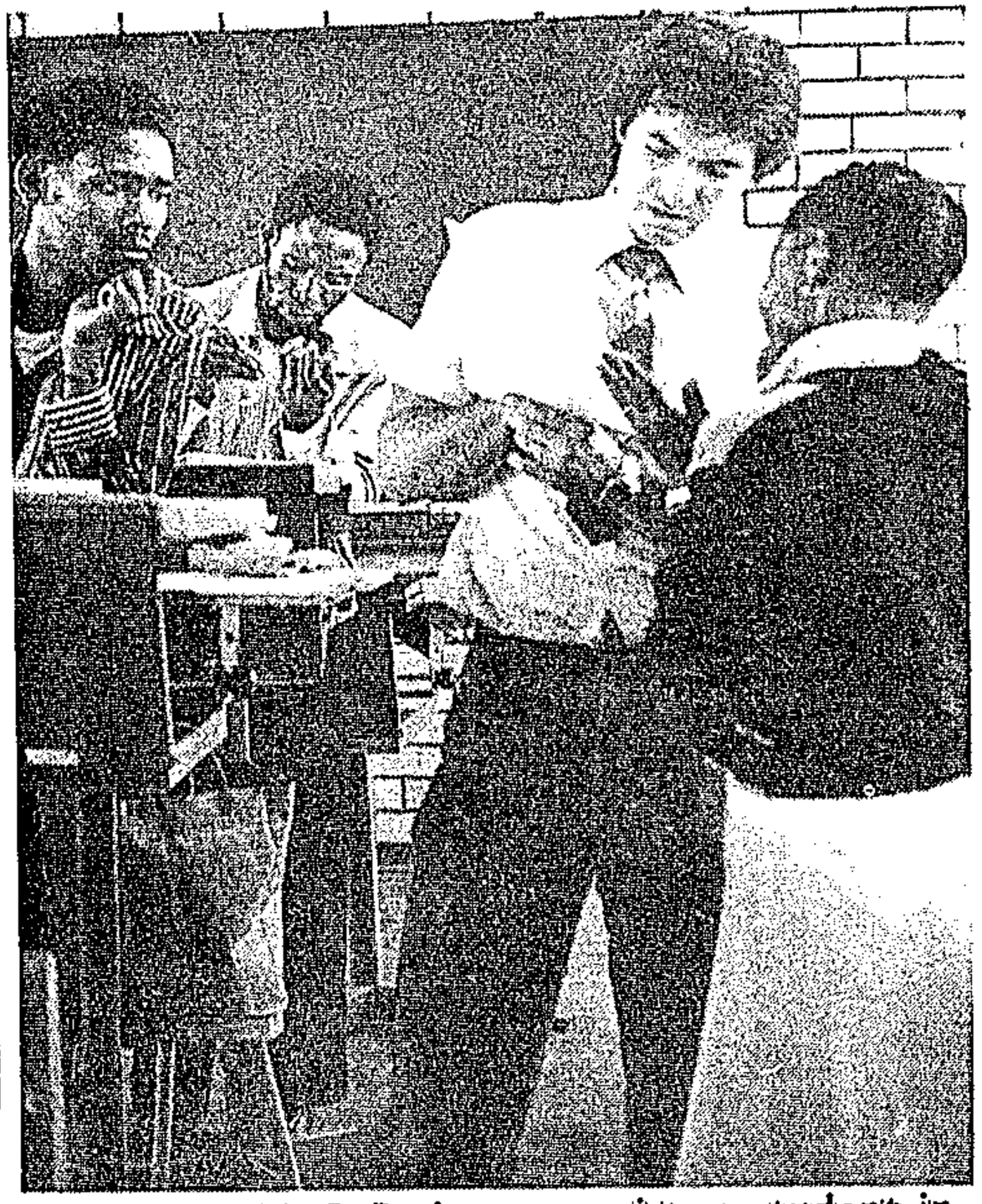
Teachers in a metalwork class.

# Pictures by Bongani Mnguni



A class of teachers being upgraded in electronics. On the right is instructor, Mr R L Coetzee.

Mr Faan Louw, principal of the Molapo Technical School "There's power in knowledge and not in numbers," he says.



Instructor Mr R Radmeyer assists a student in the technical drawing class.

## 3. DAIRIES

### 3.1 INKOMO DAIRY

The dairy in Inkomo is exceptional in that it was started through local initiative, and from very small beginnings, with much less outside capital and management involved than in other Dairy Schemes in the Homelands.

It was started in 1974, when a special dairy camp was allocated to ± 20 signed up members. At that time, the cows were milked at the house of N.M., whose idea it had been to start the dairy and who is the main driving force behind it. Members make use of communal facilities, the returns to each member are from the milk from their own cows. They began by selling milk to local cafés but the demand was very limited. When they had built up a large enough supply, they began to sell to bigger shops in Idolophu and in early 1977 they got a contract to supply one of the two hospitals in Umhlaba. (The milk was all transported in N.M.'s van).

They built the dairy building from local-cut stone which was collected from ruined houses and a spring in the mountains was boxed and pipes laid down to the dairy so that running water could be supplied. Each member is meant to pay R136.60c total, although only ten have paid so far and three have paid in full. The total amount paid by all the members together is R879.50c.

The project is in a sense the showpiece of Umhlaba, visitors and government officials who visit Umhlaba are always taken on tours of it. Because it is always cited as a "community project", the government and various other organisations have helped it substantially. The government did all the surveying and planning for the building and also provided the roof, and door and window frames. Furthermore, they sent government workers to do all the work in boxing and piping the water and they contributed four men, paid by the Department of Agriculture, who were involved in building the dairy for the whole of the year that it took. The milk cooler was paid for by the Anglican church and another organisation has promised to buy the hammer mill which N.M. wants for grinding feed.

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If one considers these inputs and the R879 paid by th
obvious that the costs per job created are miniscule c
per job which Norman Reynolds estimates for the govern
Keiskammashoek in the Ciskei. (4)

On the guided tours N.M. said that the amount earned by
month varied between a R30 minimum and R105. In view
low costs in establishing it, the dairy would seem pre

On closer examination, however, one finds a very diffe
that described on the tours, (since the other dairy mem
parties of visitors will come, they generally are not
the story given by N.M.)

Whereas N.M. says that the entire dairy has a contract
the hospital, only she and her brother and another man
hospital. She has the only transport and from July 19
take anyone else's milk. All the other people want
but cannot. They have tried various other ways of ma
failed. Now those that still sell, sell from their h
come to buy". Because they are selling locally, some
their cattle from the dairy camp (further away) to the
This is because of the labour needed to bring the milk
the location.

While the members all still consider themselves as par
herding, milling and selling is being done on a strict
with the exception of N.M. and the two other people.

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example of jealousy.

Sexpress 22/3/81

# Training of Blacks pays off

LEADING manufacturers are showing massive increases in manpower productivity since the introduction of Black training programmes and sophisticated production techniques.

Quoting results from the country's only interfirm comparison survey, P-E Consulting Group senior consultant Chris Morley says the majority of companies which participate in the survey have achieved considerable manpower productivity improvements.

"On average all companies which participated increased manpower productivity over the last three years by at 4%," he says.

"But many of the participating companies recorded compounded productivity increases of more than 50%, while some have doubled manpower productivity performance over the last three years."

Morley says the Survey, which P-E produces as a free service to the manufacturing industry, provides a clear indication that pessimism over national productivity levels is unwarranted.

"Many employers adopt the attitude that poor productivity is a fact of life which they have to live with," he says, "but some of the leading companies which participate in our survey have shown this to be a fallacy."

"The implementation of Black advancement programmes incorporating career pathing and training pays dividends."

Morley says that although initial investment in productivity improvement programmes may appear high, the benefits are often swift and can result in spectacular cost savings.

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BLACK ADVANCEMENT

# Is affirmative appropriate?

FM 27/3/81

Affirmative action is one of those subjects guaranteed to set the temperature of any debate rising. Rightly so. Forced advancement to redress past discrimination has been a policy hotly propounded, and equally hotly damned, by serious and reasonable people in plural societies such as the US and SA.

In America, of course, the results of various affirmative action programmes set in motion from the Sixties on are now being critically assessed. In SA, some question whether the policy, as it is understood overseas, can *ever* be applicable to social conditions here. As Ron Marsden, general manager of the National Development and Management Foundation (NDMF), points out: "In the US you have the problem of a smaller group historically deprived by the majority — it's the other way round here."

However, given the burgeoning need for ever more and more skilled manpower in SA, few would argue the need for big employers, at least, to become constructively engaged in black advancement. Stellenbosch University's Professor J L Sadie has estimated that the executive component of SA's economic community numbers only 926 000; unskilled and underemployed people number 15.1m. The managerial burden simply cannot be carried indefinitely by whites. But is affirmative action the answer?

Perhaps the truth is that, to persist with the attitude that supervisors must be white — or to keep legislation on the books perpetuating that situation — would be to reinforce a damaging form of affirmative action which began in the Thirties with the so-called "poor-white problem." The historical results of that became all too apparent in recent years with the belated recognition that various public services were becoming both understaffed (by whites) and incompetent. Enlightened public servants like Louis Rive and Kobus Loubser took appropriate (not affirmative) action.

But, the issue of black advancement based on economic needs aside, affirmative action in the SA context *is* being increasingly debated. This is partly due to the gradual working through of the various employment codes — local and multinational — and partly because of the tradition of Western liberalism in the English-speaking business sector. Here it is useful to juxtapose radically opposing views and assess their merits.

Dr John Marcum, vice-chancellor of the University of California (Santa Cruz), says of the American experience: "Affirmative action is predicated on the assumption that the costs of exclusion, costs in social stability, lower economic productivity and political coercion, will ultimately outweigh the short-range costs of compensatory educational and employment initiatives. It sets and measures its success by targeted goals."

Opponents of affirmative action can convincingly use the free market concept of economic freedom to put their case, as does Leon Louw, executive director of the Free Market Foundation: "The most offensive aspect of affirmative action is the way it humiliates blacks. It implies that they are inferior, that they are not good enough to handle legal equality with whites. It is the most devious and arrogant form of white pseudo-liberal paternalism.

"Not only that, but its actual results in the US have been the opposite of what was promised. The income gap between whites and blacks has grown, black unemployment has risen to the highest levels in history and racial hostility is increasing."

In SA, prominent blacks asked for their opinion by the *FM* saw the issue in terms of the need for black advancement — but certainly did not come down firmly on the

side of affirmative action per se. Committee of Ten leader Dr Ntatho Motlana, for example, said: "Affirmative action does not mean that you have to favour a black with less qualification over a white with better credentials. (But) in SA blacks are not qualified simply because they have been kept out. My approach would be that universities and technikons should reflect, in their enrolment, the demographic composition of the country. There is no reason why, for example, Wits should have over 12 000 white students and 900 black when the proportion in the country is one to four."

Here, basic education and later training are related issues. Per capita expenditure on black and white education remains grossly discriminatory in favour of whites, though educationists note that the ratio has narrowed over the past few years in favour of blacks.

Without a sound literacy/numeracy base, lasting skills simply cannot be imparted to the disadvantaged — whatever the economic (or even liberal) arguments. A recent estimate shows that SA spends 4,1% of its gnp on education, compared with 6% and over in Western Europe and the US — and even more in "developing" countries, a category in which SA, realistically speaking, belongs.

This is not to say that educational expenditure, as a percentage of gnp, should suddenly be boosted by 2%. Problems cannot be solved by simply throwing money at them — particularly not in education, where long periods are required for training to take hold and bad planning can lead to bottlenecks. The Urban Foundation's Dr Robin Lee, for example, observes that "in Western Europe and the US, after the post-war baby boom, resources were ploughed into primary education. But after the surge was over, you had the situation of schools standing empty."

A leading educationist, Franz Auerbach, agrees. "The real question is by how much more educational expenditure can and should rise than in the past, not for it to do so abruptly."

Lee feels the emphasis should fall on adult education. "Any modernising society is going to require occupational change. People changing their jobs in middle life, and so on. So the adult educational system should become one for continuing education."

His personal opinion is that this can be facilitated by companies adopting "organised advancement programmes. And the larger number of them doing so probably subscribe to one or another of the employment codes."

### Meaningless quotas

The NDMF's Marsden argues that such programmes should place the emphasis on quality, not quantity — not, that is, on meaningless quotas. "You can victimise people by passing legislation to help them. The climate has to be right and you have to get the right people onto the management courses." There is also a problem of expectations: "Treat people in the programmes like idiots and they will perform like idiots — a self-fulfilling prophecy. You have to have a meaningful measurement of black advancement.

"The danger is that some people, if a programme comes unstuck the first time, have a tendency to become set against all programmes. It takes time. People tend to forget how long it personally took them to train."

In fact, Marsden says, black progress into skilled and managerial ranks has been very evident over the past 18 months — "and this movement upwards has been in relation to actual needs," not the product of affirmative action, as defined in the US. It has been *appropriate* action.

But recalcitrant white attitudes remain an obstacle. So others stress an even more positive approach and perceive a need to channel and measure advancement in a way that implies looking at numbers. Moses Maubane, GM-designate of the African Bank, is one. "Unless there is an agency to make blacks move up and across to certain positions, there won't be progress. Representatives of employer groups should set targets for black advancement. Meaningful participation of blacks requires that they should be involved and integrated in all facets of the corporate world. Those who say there are not enough qualified blacks are blind to the fact that blacks are not given exposure to acquire the experience."

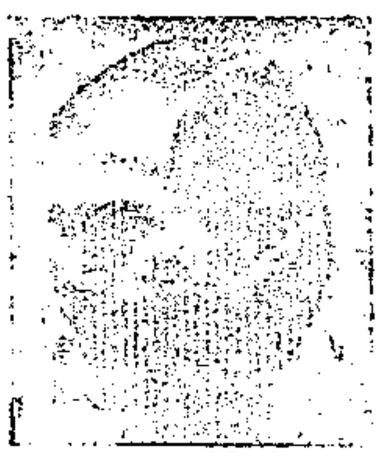
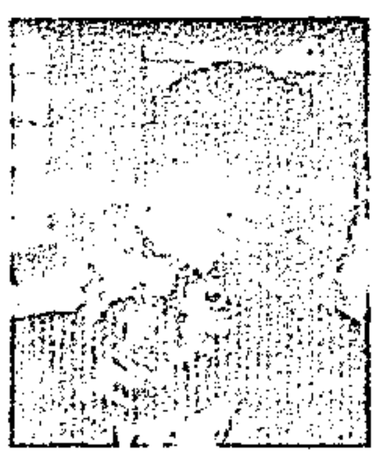
Here the codes — apart from appealing to managements conscious of foreign pressures — have played their part in consciousness-raising. Though the codes, as the *FM* has noted (March 13), have come in for a fair amount of criticism for their paternalism, they do help clear the way for a freer operation of merit advancement — simply because they challenge ingrained supremacist attitudes. The Urban Foundation, notes Lee, supports codes which "aim at the removal of discrimination based on race — the ideal is an equalisation of opportunities."

A question which is likely to become increasingly important in the near future is the extent to which the state should become more involved in training and advancement programmes for adult blacks — that is, in appropriate action. The Human Sciences Research Council (HSRC) committee currently investigating all aspects of education is expected to report towards the end of June. In the meantime, it has drawn up a set of 11 guiding principles which it has circulated to its participants. Principle seven is of paramount importance: "The private sector and the state shall have a shared responsibility for the provision of non-formal education."

A principle and a Cabinet commitment are, of course, worlds apart. However, given the fact that the HSRC is inherently a conservative body, any of its educational recommendations are likely to carry weight in Pretoria. If appropriate action means the diversion of private and public resources to make up the educational and skills backlog of the past — in practice, bridging and other courses for adult blacks — the HSRC looks set to lay the groundwork for greater government engagement in this field.

What private companies — multinational or otherwise — and the unions will have to say about that is another question altogether.



**Louw, Williams, Lee, Motlana . . . assessing the concept**

# Training of black doctors slated

RUSTENBURG — Black doctors "churned out" by medical schools in South Africa were "completely useless, uneducated, wrongly motivated and impossible to re-educate," according to the Bophuthatswana Minister of Health and Social Welfare, Dr K. P. Mokhobo.

Addressing black doctors, he said the "apartheid mentality" was firmly rooted in the minds of many blacks. "Bantu" education had left "an enormous toll" and the current "directionless" medical education was "a tragedy".

He said he was looking forward to the day when a medical school was set up which addressed itself to a majority society in a realistic way — "a place of proper education, not narrow indoctrination with irrelevant medical facts."

Bophuthatswana was not responsible for its social, political and economic problems, because the Batswana had never determined that their country be raped, plundered and confiscated.

"We did not deliberately plan resettlements, We did not create Winterveld. We did not build matchbox hovels for our people."

Bophuthatswana, "like any other post-colonial desert," was not the first independent nation left with poverty, disease and ignorance by the colonial powers.

"The only sin we are accountable for was to decide on the road to self-determination at any cost and regardless of these daunting disadvantages. However, we are paying the price with no regret," he said. — SAPA.

*Economics of Health in South Africa Volume II : Hunger, Work and Health.* Francis Wilson and Gill Westcott (eds.). Ravan Press, Johannesburg and David Philip, Cape Town, 1980. (R4,00)

BOOKS

*Farm Labour in South Africa.* Francis Wilson, Alide Kooy and Delia Hendrie (eds.). David Philip, Cape Town, 1977. (R9,00)

*Economics of Health in South Africa Volume I : Perspectives on the Health System.* Gill Westcott and Francis Wilson (eds.). Ravan Press, Johannesburg and David Philip Cape Town, 1979. (R4,00)

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The Conference on the Economics of Health Care

in

Southern Africa.

University of Cape Town, 25th - 29th September, 1978.

The Cost Effectiveness of Intensive, Supervised, Short-course Ambulatory Chemotherapy for the Treatment of Pulmonary Tuberculosis.

Summary.

An endeavour is being made to ...

Not being an accountant nor an indifferent book-keeper, much less an inner member of the hierachy of State Health, the Medical Research Council, the South African National Tuberculosis Association, or even the Provincial Administration or a Local Authority, it is extremely difficult to obtain what accurate details exist (1) for, apart from anything else, financial statistics are usually restricted to the few, and bulk figures are not easily broken down and re-grouped for specific purposes.



To avoid being thought partisan, an endeavour will be made to give, as far as is possible, internatinal statistics. These are few and far between and are seldom published in medical journals.

Two Principles.

(1) The rapidity of change has brought about t... anomaly in that the financial provisions of the Health Ac... have encouraged the institutionalisation of infectious diseases, particularly for diseases ... to hospitalise all patients until they are returned to work and that they are no longer in need of any further therapy.

(2) Linked to the above financial provision is the medical analogy that intensive, short-course chemotherapy requires, especially for a reasonable cost-effective outcome, the complete re-orientation of the outpatient service and not, as at present, the mere substitution of the more expensive, purchase price drugs into the old scheme of things.

Otherwise, both these schemes fall between the two pillars, that of cost and that of effectiveness.

Please C 1/4/81

for 179

better

# training

Own Correspondent

PORT ELIZABETH. — Completely inadequate provision for black education for decades had produced a chronic shortage of skilled manpower in virtually every field, Dr Derek Henderson, vice-chancellor of Rhodes University, said last night.

Speaking at the first of Rhodes' 1981 graduation ceremonies in Grahamstown, he said it was now obvious that this was the greatest impediment to the economic expansion essential if there was to be any prospect of fulfilling even the most modest expectations for a better life for the great majority of South Africans.

He said the economy was so desperate for these skills that "the very seed-corn" for the future was being consumed. Skilled teachers, black and white, and specially in the key subjects of maths and science, were being sucked into the economy by prospects of better pay and less stifling work conditions.

Demographically whites, now numbering 17 percent of the population, would reduce to about 11 percent by the turn of the century.

Whites could thus not provide all the advanced professional, managerial and technical skills needed for a burgeoning economy.

During the 1990s black potential university entrants would outnumber all others combined. Black enrolment at Rhodes was already approaching 7 percent, a foretaste of a clearly discernible trend. But some black students, because of inadequate schooling and vastly different economic and cultural background, were having difficulty in adapting.

## Compelled

Dr Henderson said: "We are moving into circumstances in which we shall be compelled to provide remedial programmes. In our own long-term self-interest we should become involved in improving the school situation and contributing to continuing education and in-service training."

Pleading for greater flexibility from education authorities, Dr Henderson said: "The most pervasive of all the obvious shortcomings in the various education systems has been demotivation and loss of morale."

If the authorities could not see their way clear to abandon ... and cumbersome permit system," they should allow a healthy proportion of black students at white universities plus the leavening of white staff in black educational institutions and vice versa.

This would be of enormous educational and human benefit, Dr Henderson said.

S. Times 26/4/81 (179)

# Survey to probe training programmes

By Andrew McNulty

THE National Productivity Institute (NPI) is carrying out a countrywide survey into training activities of commerce and industry.

Detailed questionnaires will be sent to 8 500 chief executives during the next 10 days as a first step in the survey, which has been commissioned by the Manpower Commission.

Louis Pepler, deputy exective director of the NPI, says that the questionnaires will seek facts and opinions, and are aimed at identifying bottlenecks in the industrial education system.

A series of interviews will follow the questionnaires.

"We have a chronic skilled manpower shortage and need to establish why the system isn't working adequately. Results will be used in discussions and planning involving the Government, employers, employer and employee bodies and educational institutions."

Dr Hennie Reynders, chairman of the Manpower Commission, says: "Many may be surprised to learn how much is being spent by the private sector on industrial training. It is probably a lot more than many of us think.

"But the crunch comes when one looks at the efficiency of the training. We still have a long way to go before we can be compared with the standards of countries such as Japan and West Germany."

Mr Pepler says it is hoped that the questionnaires will be returned in a month and that the survey will be completed in about three months.

# Call for huge surge in money on training

S. Times 24/5/81 (179)

By Stephen Orpen

SOME R500-million has been spent by South African employers on training the country's black workforce.

Yet per capita expenditure on training is still insignificant in international terms.

"We have an economically active population — excluding Transkei, BophuthaTswana and Venda — of about 10-million and only about R50 is being spent to train each individual," notes Martin Westcott, managing director of Human Resource Development, the P-E Consulting Group subsidiary.

He admits that gross expenditure on training is increasing rapidly, but contends that the bulk of the money spent on "training" represents low-key and sometimes informal induction training.

"Actual hard cash laid out by companies for the purchase of specialised external training programmes amounts to about R15-million a year," he says.

"This compares with a leap in total training spending to about R100-million a year.

"It is important that recent efforts by the Government and business leaders to promote training at all levels has resulted in a dramatic increase in spending on white training.

"But the blacks, who make up more than 60% of our workforce, are still grossly underrated as potential skilled workers."

He points out that this attitude will result in a further widening of the wage gap and an inability by commerce and industry to improve the country's dismal productivity performance.

Mr Westcott says that, while some progressive organisations are active with sophisticated training programmes for black workers, the majority of South African companies still believe that returns on black-worker training does not justify the cost.

"My company is fortunate in that we have been involved in a number of large-scale black training projects. We have been able to see at first hand the benefits associated with training the black worker."

The most notable results have been in productivity increases, decreased absenteeism and staff turnover, and an alleviation of the serious skills shortage in some areas.

Quality control costs have also been slashed.

"Many companies have appointed or are about to appoint training officers. This is encouraging. But the employer should not think it ends his responsibility. It is only a beginning."

Mr Westcott adds: "We are disturbed that, despite incentives like Government tax concessions for training, there is still strong resistance to budgeting realistic amounts for training.

"The per capita expenditure of training our workforce must rise to at least R150 before any noticeable results will be achieved."

# Barlow Rand push training

CT 27/5/81 (179)

By ALEX PETERSEN
Financial Reporter

THE BARLOW RAND group of companies is increasing the number of its literacy training centres around the country in an effort to increase the skills of black employees.

The programme is part of a continuing drive by the group to boost their industrial relations efforts, as part of which a number of companies within the group have recently appointed personnel officers to newly created positions.

Commenting on the appointments, Mr R T Hofmeyer, Barlow Rand's personnel director said from Johannesburg yesterday that the stress on personnel officers and literacy centres was part of a continuing emphasis over the last three years by the group to improve labour relations.

"Given the current state of rather sensitive industrial relations in the country, the main emphasis is, on one hand, to to avert conflict situations before they arise, and on the other hand to improve skills."

Mr Hofmeyer said that the number of training centres — aimed at increasing literacy, numeracy and communications skills among black staff — would soon be increased from 36 to 45. These centres will then be providing training to 4 500 workers a year.

The training, said Mr Hofmeyer, was an important element necessary for the group to operate within its own code of employment practices, so that more workers could be eligible for promotion opportunities.

The group was also evolving appropriate grievance procedures and disciplinary codes, to "ensure that in any situation of dispute, there are clearly defined procedures through which disputes can be resolved".

Barlow Rand are widely seen as leaders in the field of industrial relations, and in November last year the group publicly committed itself to negotiating with unregistered trade unions. At that time the group's executive chairman, Mr Mike Rosholt, gave details of a memorandum prepared by Barlow Rand for the Institute of Directors which criticized employers who would only deal with black unions which they saw as "responsible".

"This usually means that they favour the more compliant type of union, an aproach which could cause serious problems for them later on."

The memorandum added: "If employers accept that unions are essential to channel conflict, their chief concern should be the extent to which the union enjoys worker support. All other considerations are secondary".

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PLEASE CIRCLE ITEMS REQUIRED

KDM 23/5/81

# All-race mines training plan gets Govt go-ahead

Pretoria Bureau

THE Minister of Manpower Utilisation, Mr Fanie Botha, has approved a scheme for training employees of all races in the mining industry, submitted to him by the Chamber of Mines and the Federation of Mining Unions.

Details of the scheme, which will be implemented throughout the mining industry, will be published in the Goverment Gazette tomorrow.

Employers will finance training under the scheme — negotiated in terms of the Industrial Conciliation Act — on a basis agreed with the trade unions.

The mining industry will be responsible for the administration of a fund which will be used to finance training, and to provide financial aid to employers for awards and subsidies for the training.

Mr Botha said yesterday: "One of the main objectives of the scheme is the training of apprentices and the raising of the status of artisans in the mining industry."

Provision was made for the determination of training standards, the certification of trainers and for other matters relating to the promotion of "meaningful" training, he said.

"The establishment of this scheme once again demonstrates what can be achieved within the framework of existing legislation by mutual co-operation between employers and employees.

"It is tangible proof of the mutual trust which exists between employer, employee and the State.

"This mutual trust and co-operation is the cornerstone on which the Goverment's manpower policy rests," Mr Botha said.

The scheme was the fourth of its kind established by a group or association of employers not subject to industrial council control.

Last year, about 11 000 people were trained under similar schemes in other industries.

"The importance of training and retraining cannot be over-emphasised.

"As outlined in the White Paper on the second part of the recommendations of the commission of inquiry into labour legislation, the Goverment is irrevocably committed to a policy of optimum development, utilisation and preservation of all our manpower," Mr Botha said.

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REPUBLIC OF SOUTH AFRICA

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179

## GOVERNMENT NOTICE

### DEPARTMENT OF MANPOWER UTILISATION

No. R. 1134 29 May 1981

INDUSTRIAL CONCILIATION ACT, 1956

TRAINING SCHEME FOR THE MINING INDUSTRY

I, Stephanus Petrus Botha, Minister of Manpower Utilisation, hereby—

(a) in terms of section 48A (2) of the Industrial Conciliation Act, 1956, declare that the provisions of the Scheme which appears in the Schedule hereto, excluding those contained in clauses 2 and 10, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 May 1984, upon all employers and employees who are engaged or employed in the Mining Industry in the Republic of South Africa, excluding the port and settlement of Walvis Bay; and

(b) in terms of section 48 (3) (a), as applied by section 48A (3) of the said Act, declare that in the Republic of South Africa, excluding the port and settlement of Walvis Bay, and with effect from the second Monday after the date of publication of this notice and for the period ending 31 May 1984, the provisions of the said Scheme, excluding those contained in clauses 2 and 10, shall *mutatis mutandis* be binding upon all persons who are not employees and who are employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of such persons in their employ.

S. P. BOTHA, Minister of Manpower Utilisation.

SCHEDULE

MINING INDUSTRY OF SOUTH AFRICA

SCHEME

In accordance with the provisions of the Industrial Conciliation Act, 1956, arrived at by the Mining Industry Engineering Trades Training Board, for the establishment of a fund for the training of employees in the Mining Industry.



## GOEWERMENTSKENNISGEWING

### DEPARTEMENT VAN MANNEKRAGBENUTTING

No. R. 1134 29 Mei 1981

WET OP NYWERHEIDSVERSOENING, 1956

OPLEIDINGSKEMA VIR DIE MYNBEDRYF

Ek, Stephanus Petrus Botha, Minister van Mannekragbenutting, verklaar hierby—

(a) kragtens artikel 48A (2) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Skema wat in die Bylae hiervan verskyn, uitgesonderd dié vervat in klousules 2 en 10, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Mei 1984 eindig, bindend is vir alle werkgewers en werknemers wat betrokke is by of in diens is in die Mynbedryf in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai; en

(b) kragtens artikel 48 (3) (a), soos toegepas by artikel 48A (3) van genoemde Wet, dat die bepalings van genoemde Skema, uitgesonderd dié vervat in klousules 2 en 10, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Mei 1984 eindig, in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, *mutatis mutandis* bindend is vir alle persone wat nie werknemers is nie en wat in diens is in genoemde Bedryf by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van sodanige persone in hul diens.

S. P. BOTHA, Minister van Mannekragbenutting.

BYLAE

DIE MYNBEDRYF VAN SUID-AFRIKA

SKEMA

Ingevolge die Wet op Nywerheidsversoening, 1956, ingestel deur die Mining Industry Engineering Trades Training Board, vir die instelling van 'n fonds vir die opleiding van werknemers in die Mynbedryf.



Sien fuel text sec Gly

## Telecommunications face breakdown

# Critical staff loss hits Post Office

STAR 30/5/81

(179)

Own Correspondent

South Africa is facing a breakdown of it's telecommunications services.

This is because a critical staff shortage has brought the Post Office's telecommunications services to "the edge of chaos" says the South African Telecommunications Association.

The situation is so bad, the association says, that unless urgent and drastic steps are taken to improve salaries and fringe benefits such as housing subsidies, the Post Office will not succeed in averting total inefficiency in telecommunications services.

## Compete

"The Post Office's competitive position is seriously weakening so that it cannot even compete with other government departments — not to mention the private sector — when it comes to attracting and retaining staff.

"On the contrary, the exodus of highly trained personnel with years of experience is increasing daily," the association

says.

This week the Post Office appointed a special six-man committee to tackle the problem.

Mr William Ridgard, Deputy Postmaster General in charge of staff and posts said the committee started its work on Tuesday.

"The staff shortage in telecommunications," he said, "is a country-wide problem and the committee's first task will be to identify areas with the most pressing problems.

## Task

"The committee also has the task of looking at how we can cope with the present situation. It will investigate ways of attracting people to the Post Office's telecommunications services as well as the causes of so many resignations.

"We are recruiting overseas and are using as many women with the right qualifications as possible to try and contain the present situation," he said.

A major problem, Mr Ridgard said, was a shortage of people with the right qualifications to enter telecommunications services.

"The solution will come when more and more blacks are trained in this direction and we are doing everything possible to encourage them to become qualified for a career in the Post Office's telecommunications services."

8/6/81

# Call for improved black training facilities

179

Mercury Reporter

A CONCERTED effort was needed to improve institutional training facilities for blacks according to Mr Clarry Blake, the managing director of a Durban industrial consulting firm.

This follows the publication of a White Paper in which the Minister for Manpower Utilisation, Mr Fanie Botha, said the Government was prepared to have another look at training blacks at white institutions to relieve the skilled manpower shortage.

Mr Blake explained: 'At present black training has largely been left in the hands of organised industry which has been highly unsatisfactory.'

## Fewer

He added it would be possible to open white institutions at apprenticeship level as fewer whites would be entering trades while more and more blacks would.

Mr Blake said it was also important to encourage industry to develop more adequate training facilities as there would be many blacks in the labour market who would not be able to be catered for by the institutions.

'This could be done by tax incentives to make it worthwhile for industrialists to develop their own training programmes.

'But we are 20 years behind and no longer able to dictate the pace at which the change will take place, this is being dictated to us.'

He said this change was essential as political stability in South Africa would be fought on the shop floors not on the borders.

## Change

Mr Barry Clements, public relation officer for the Natal Technikon said, in response to the possible opening up of white institutions to blacks, that he had noticed a change in the department of National Education's policy as there had been a tremendous increase in the number of black students at the Technikon.

'At one time we only had [illegible] students.

[illegible] there are 118 black students,' he said.

'In spite of the fact that the Council of the Technikon decided some time ago that anybody could apply for entrance providing they fulfilled the entrance requirements, the provision remains that non-whites can apply only for courses that are not being offered at their own institutions.'

He said that although national education had taken great strides he did not see it speeding up any further.

Dr M S Muir, head of the planning department at the University of Natal (Durban) said they had been aware of the relaxation of policy for some time which had enabled more black students to attend white universities.

## Staff

'But black students still have to get ministerial permission to attend our university,' he added.

Dr Muir said: 'If there is an increase in the number of non-whites at first-year level then we will be able to handle it, but we will need to increase the staff if it spreads to second and third-year students.'

He said the university had for some time been working towards coping with an influx of 'disadvantaged students'.

'The black student finds himself at a disadvantage in having to work in a foreign language and in confronting an academic standard higher than the one he is used to,' he explained.

CT 9/6/81 (179)

# Plan to establish centre for in-service training

Staff Reporter

AN in-service training centre which will cater for industries in the Western Cape is likely to be set up before the end of the year.

The secretary of the labour affairs division of the Cape Chamber of Industries, Mr J Colinese, disclosed yesterday that questionnaires concerning the need for such a centre had been sent to the organization's 1 100 members.

"Very favourable" responses had been received from more than 10 percent of them, he said, and replies were still coming in.

Information gleaned from the questionnaires would be tabulated by the Chamber and discussions would then be held with the Emthonjeni in-service training centre in Port Elizabeth, under the auspices of which the centre in the Western Cape would be established.

The director of the Emthonjeni centre, Mr Dieter Kusel, was quoted in the latest information circular of the Cape Town Chamber of Commerce as saying that "Cape industrialists" were "short-sighted and selfish" in their attitude to worker training. Mr Colinese said the criticism did not apply to the Western Cape. "There has been quite a lot of activity in this area with regard to both training on higher levels and basic training," he said.

Mr Colinese mentioned that the questionnaires returned so far indicated that the greatest need for basic training was in different types of welding, store-keeping, fork-lift driving, small plant maintenance, supervisory, mechanical and electrical skills.

## DEPARTMENT OF INDUSTRIES, COMMERCE AND TOURISM

No. R. 1252 12 June 1981

NOTICE IN TERMS OF THE CREDIT AGREEMENTS ACT, 1980

I, Dawid Jacobus de Villiers, Minister of Industries, Commerce and Tourism, hereby exempt in terms of section 2 (2) of the Credit Agreements Act, 1980 (Act 75 of 1980), the bodies mentioned in the Schedule from the provisions of the said Act.

D. J. DE VILLIERS, *Minister of Industries, Commerce and Tourism.*

SCHEDULE

BODIES

1. The Ciskei National Development Corporation Limited.
2. The KaNgwane Economic Development Corporation Limited.
3. Lebowa Development Corporation Limited.

## DEPARTEMENT VAN NYWERHEIDSWESE, HANDEL EN TOERISME

No. R. 1252 12 Junie 1981

KENNISGEWING KRAGTENS DIE WET OP KREDIETOOREENKOMSTE, 1980

Ek, Dawid Jacobus de Villiers, Minister van Nywerheidswese, Handel en Toerisme, stel hierby, kragtens artikel 2 (2) van die Wet op Kredietooreenkomste, 1980 (Wet 75 van 1980), die liggame in die Bylae vermeld vry van die bepalings van die genoemde Wet.

D. J. DE VILLIERS, Minister van Nywerheidswese, Handel en Toerisme.

BYLAE

LIGGAME

1. Ciskeise Nasionale Ontwikkelingskorporasie Beperk.
2. KaNgwane Ekonomiese Ontwikkelingskorporasie Beperk.
3. Lebowa Ontwikkelingskorporasie Beperk.

## DEPARTMENT OF MANPOWER UTILISATION

No. R. 1220 12 June 1981

BLACK EMPLOYEES' IN-SERVICE TRAINING ACT, 1976

IMPOSITION, PAYMENT AND COLLECTION OF A LEVY IN AID OF THE APEX PUBLIC IN-SERVICE TRAINING CENTRE, BENONI

I, Stephanus Petrus Botha, Minister of Manpower Utilisation—

(a) acting in terms of section 14 (3) of the Black Employees' In-Service Training Act, 1976, hereby, at the request of the governing body of the Apex Public In-Service Training Centre, Benoni, and after consultation with the Co-ordinating Council fir In-Service Training of Black Employees, impose the levy set out in the Schedule, which shall be payable by all employers of Black employees engaged in the industries specified in paragraph 3 of the Schedule in respect of which training is provided at the said centre in the area of the Administration Board for the East Rand Area;

(b) acting in terms of section 14 (3) (c) (vi) of the said Act, hereby determine that the employers referred to in paragraph 4 of the Schedule are exempted from the obligation to pay the levy; and

(c) acting in terms of section 15 (2) of the said Act, hereby authorise the Administration Board for the East Rand Area to collect the said levy on behalf of the governing body of the Apex Public In-Service Training Centre.

SCHEDULE

1. *Amount of basis of levy.*—5 cent per Black employee per month.
2. *Date on which levy shall become payable.*—1 July 1981.
3. *Industries in respect of which training is provided:*

(1) Biscuit Manufacturing Industry as defined in Government Notice R. 2072, dated 20 October 1978; (2)

## DEPARTEMENT VAN MANNEKRAG-BENUTTING

No. R. 1220 12 Junie 1981

WET OP INDIENSOPLEIDING VAN SWART WERKNEMERS, 1976

OPLEGGING, BETALING EN INVORDERING VAN 'N HEFFING TEN BEHOEWE VAN DIE APEX OPENBARE INDIENSOPLEIDINGSENTRUM, BENONI

Ek, Stephanus Petrus Botha, Minister van Mannekragbenutting—

(a) handelende kragtens artikel 14 (3) van die Wet op Indiensopleiding van Swart Werknemers, 1976, lê hierby op versoek van die beheerliggaam van die Apex Openbare Indiensopleidingsentrum, Benoni, en op aanbeveling van die Koördinerende Raad vir Indiensopleiding van Swart Werknemers die heffing op in die Bylae vermeld, wat betaalbaar is deur alle werkgewers van Swart werknemers wat in die gebied van die Administrasieraad vir die Oos-Randgebied betrokke is in die nywerhede in paragraaf 3 van die Bylae genoem, ten opsigte waarvan opleiding by genoemde sentrum verskaf word;

(b) handelende kragtens artikel 14 (3) (c) (vi) van genoemde Wet, bepaal hierby dat die werkgewers vermeld in paragraaf 4 van die Bylae, vrygestel is van die verpligting om die heffing te betaal; en

(c) handelende kragtens artikel 15 (2) van genoemde Wet, magtig hierby die Administrasieraad vir die Oos-Randgebied om genoemde heffing namens die beheerliggaam van die Apex Openbare Indiensopleidingsentrum in te vorder.

BYLAE

1. *Bedrag en grondslag van heffing.*—5 sent per Swart werknemer per maand.
2. *Datum waarop heffing betaalbaar word.*—1 Julie 1981.
3. *Nywerhede ten opsigte waarvan opleiding verskaf word:*

(1) Bedryfsuitrustingnywerheid, dit wil sê die nywerheid waarin werkgewers en werknemers met mekaar

Sir full text see GG. 7613.

Religious Denomination

Height

Weight

Health Insurance Scheme

Vaccination marks

Presence of hospital/clinic card or number

11. Housing and Sanitation

11.1 Number of living rooms in homestead

11.2 Ownership or not

11.3 Type of water supply

11.4 Type of sewage

11.5 Refuse disposal

11.6 Presence of - telephone
- transport
- garden - ornamental
- vegetable

11.7 Any improvements to building?

Having collected this data we will have:

1. Measured the available services and funds
2. Obtained Population information giving
   - Birth rates
   - Mortality rates both total and Infant
   - Fertility rates - birth spacing
   - Family structure
   - Population structure
   - Masculinity rate at home
   - People per room



3. Rates for Illness
   - Disability
   - Vaccinations - B
   - S

   TB - sputum positiv
   - infection risk

   Sero positive disea

   Glucosuria

   Any special project

4. State of Nutrition
5. Level of Water Supp
6. Socio-Economic Stat
7. Family Factors

   Rates of - divorce
   - illigiti
   - masculin

   Indicators of self
   - home ownership
   - garden
   - improvements
   - home/selfcare rat

What can be done with t

1. In any place with disturbing rates or any problem attention can be given to it directly

# Unique training scheme

SHORTAGES of building artisans has prompted the BophuthaTswana Government to tackle a unique training programme intended to put a new type of building "operative" into the field in large numbers.

The aim of the concept is to satisfy the immediate need for skilled workers while at the same time providing scope for the trainees for becoming artisans in time.

The training programme will produce a nucleus of skilled men for use throughout BophuthaTswana. Plans are to turn the scheme into a national training effort, and to this end President Lucas Mangope has appealed for support from commerce and industry to establish a national training centre in Mmabatho.

The system will not replace the traditional apprenticeship system but will supplement it, producing skilled workmen who assist the qualified artisans, relieving them of routine tasks.

The system is not unlike in concept to the system of engineering training how being implemented by the engineering profession in South Africa to supplement the ranks of professional engineers.

Categories of workers being produced under the system are: like the system itself, unique. and include indentured apprentices, trainee artisans, operatives, mechanical operators and assistants.

Broadly, three categories of training are provided according to educational qualifications.

Courses at the outset include bricklaying, steel shuttering, concreting and scaffolding. Later the curriculum will be extended to include glazing and painting. Specialisation is to receive emphasis

The scheme was initiated by the Stocks group of companies. Stocks originally established a training school to meet its own needs. The idea took root and has been extended to encompass a training school for the territory.

(179)

2. cont.....

(1) Plot this as possible, preferably using graph pape

(2) Now suppos n successive years the annual "crop" amo , 70, 40, 50, 80, 60, 50, 40, and 70 mil. Calculate and tabulate the gross valu hese years, if the demand curve scheduled of each of the ten years.

(3) Calculate alue of the crop over the ten years, and would yield this value.

(4) Construct ice would have to be received for each o d schedule in order to make the gross year equal to the average annual gross valu the same paper as the demand curve. (I elasticity).

(5) From the d amount which must be offered on the mar prices discovered in part (4). From these howing how much the government would have otal output.

(6) Draw up a the government would have to buy or sel ssive years of part (2). Would the govern greater than the amount it would have to bu es the answer mean that stabilizat a crop is impossible?

* *

# Training essential, warns Hartzenberg

Star 18/6/81 (179)

If South Africa's manpower demands were not met through training it might mean economic disaster, Dr Ferdie Hartzenberg, Minister of Education and Training, said at Sandton today.

Addressing the regional congress of Assocom, he said the training of the country's blacks and provision of manpower were more than mere statistics.

"Behind the statistics are people, individual human beings who are struggling for a place in the sun for themselves and their families to whom a bigger earning capacity may mean more than simply getting more money," Dr Hartzenberg said.

They were people who needed self-fulfilment and happiness.

Dr Hartzenberg outlined the variety of training his department offered in meeting the manpower demands of the country.

"It is certainly not necessary for me to labour the point of the necessity of meeting these demands . . . of the economic advantages of doing so or, conversely, of the economic disaster to follow if it is not done."

He said projections indicated that 1990 would produce about 22 400 black matriculants with university exemption, over and above an expected 44 600 Senior Certificate candidates. — Sapa.

# Manpower training gets boost

Star 19/6/9

(179)

Northern Transvaal Bureau

PIETERSBURG — Manpower 2000's Northern Transvaal regional committee, under the chairmanship of Pietersburg's town clerk, Mr Jack Botes, has taken bold steps to harness and train the region's vast unskilled labour force.

After a survey of the area's manpower needs and problems the committee has moved on to a campaign to motivate employers to step up their on-the-job training.

Mr Botes has deplored the tendency of companies to "buy" workers trained by others and says this merely encourages inflation.

Mr Botes says definite steps must be taken to "capture" students who do not qualify for, or do not excel in, academic courses and attract them to technical careers.

His committee has recommended to Manpower 2000's national executive that a brochure, pointing out the advantages of technical careers, should be published and sent to all students "who don't make the grade in degree courses."

The committee, which represents the private and public sectors of all race groups in the major towns and homelands of the area, has also suggested the establishment of a fully fledged Technikon near the University of the North.

# · field needs evolution

nallenging era, time the founda- ·ountry's future be laid.

ɜrrain presented allenge, he said, ɜr things it was unrest could be ·asily. It was in a sense of bal- oility and good ll the country's ɜeeded if South ɔrosper.

id South Africa that no other veloped country ɜeptional popula- ɜn; it had a high pment despite a h-level manpow- mv was being slowed because of the backlog of trained people: and its State administration was beginning to suffer as a result of personnel shortages, while, at the same time, it had a high percentage of unemployed.

"That is why the Government has already taken measures to make greater provision for the training of all population groups to bring about a bigger participation in the economy, to catch up on backlogs and to ensure greater efficiency."

Today there was better security and protection for all workers than at any other time, Mr Botha said.

The formulation, finalisation, transfer and implementation of policy in the labour terrain had brought greater clarity, understanding and co-operation during the past two years than in any other period.

The trade union composition was: 88 white, 54 coloured, 21 black and 42 mixed.

"With a few exceptions South Africa's labour dispensation enjoys wholehearted support."

The Afrikaner, the Englishman and the Tswana worker, just like workers of other population groups, were protected in their work situation as never before. They belonged to trade unions of their own choice and shared in the fruits of labour peace as never before, Mr Botha said. — Sapa.

# Govt, said to train blacks

IF SOUTH Africa's manpower demands were not met through training it might mean economic disaster, Dr Ferdie Hartzenberg, Minister of Education and Training, said at Sandton yesterday.

Addressing the regional congress of Assocom, he said the training of the country's blacks and provision of manpower were more than mere statistics, however.

"Behind the statistics are people, individual human beings who are struggling for a place in the sun for themselves and their families, to whom a bigger earning capacity may mean more than simply getting more money," Dr Hartzenberg said.

He said projections indicated that 1990 would produce about 22 400 black matriculants with university exemption, over and above an expected 44 600 Senior Certificate candidates.

"It is evident therefore that we will have an assured source of educable young people ready and eager to enter into the adult world where they will play their part in the conomy of the country," Dr Hartzenberg said. — Sapa.

42.

National rates are then applied to the region's population to obtain for each, condition, the expected bed utilization rates for each area. (This will be independent of regional differences in the availability of hospital beds.) The utilization rate by condition for each area is then weighted by the SMR. Thus 'the population, weighted for age and sex by national bed utilization for each condition should be adjusted to take account of condition-specific SMR's for each region. SMR's for conditions unlikely to lead to death, e.g. skin diseases should not be used. For conditions of pregnancy, childbirth and puerperium, SMR's should be replaced by an index of fertility rates standardized by age.

iii) Mukoriso's index

This is discussed elsewhere(37).

B. PERSONNEL

In order that such personal health services as exist should have a maximum impact on health status, allocation of these services should be related to 'need'. The ideal rationing criterion for services likely to be scarce (such as specialist consultation and hospital admission) is the one most closely related to 'need'. Price rationing has some claims in this

# Blacks train on aircraft maintenance

Argus 24/6/81

179

Argus Correspondent

JOHANNESBURG — South Africa's first group of black aircraft repair shop assistants in aircraft maintenance have embarked on a 13-week training programme at the Chamdor in-service training centre, near Krugersdorp.

The four trainees have successfully completed the first five weeks of the course, which involves the handling of tools and basic metalwork skills, reports the Manpower Projects monthly bulletin.

'During the remainder of the course, the trainees will undergo an intensive course in the ground handling of aircraft, and in routine duties such as cleaning, removing and installing of parts, says Mr Joos Lemmer, director of Chamdor.

## INSPECTION

They will also carry out some of the service functions embodied in the 100-hour inspection of light aircraft, he says.

Successful participants in such a course may be permitted to go further and qualify as aircraft engineers.

'A second course is proposed during the second half of this year, also to be run at Chamdor,' Mr Lemmer said.

FM 18/9/81

MANPOWER TRAINING

# Career schools call

(179)

Unless action is taken soon, SA's skilled manpower shortage will result in runaway inflation. Exports will be priced right out of the world's markets and a generation of revolutionaries will be created due to a mismatch between the present system of education and the requirements for developing SA and its peoples.

The warning comes from Professor Willie Rautenbach, chairman of the Trustees of the Technical and Vocational Education System for SWA/Namibia.

Rautenbach, a professor in nuclear and applied physics at the University of Stellenbosch, believes urgent attention has to be given to vocational training.

"The developmental prospects for SA, irrespective of its natural resources, are very bleak if we do not take this route," he says in an article appearing in the latest edition of *Barlows '81*, corporate magazine of the Barlow Rand group.

"Shortages of skilled people will continue pushing salaries to unrealistic levels. Out of desperation industries will try to automate, which will increase production costs still further.

"This will price our products out of world markets. What may be even more serious is that we will not be able to create enough jobs for our increasing population. This will lead to bad socio-economic conditions and unrest and tear the fabric of SA apart."

Rautenbach says the only answer is the formation of a number of pace-setting, private and specialised "career schools" similar to those run with great success in Israel and Taiwan. In SA, these schools would start training skilled workers from standard eight level.

"SA's present academically orientated system of education is not designed for the needs of a developing country," he says. "It is therefore of the utmost urgency to develop effective, efficient and balanced systems of education in southern Africa and to implement the essential changes as rapidly as possible."

The first stage of the solution would be to establish a private, non-profit making company responsible for starting career schools to train artisans. "Systems of technical education like this would have a direct impact on the economy almost immediately. Three years after establishing career schools, the first batches of pupils would be moving into industry."

Rautenbach calls for a feasibility study to be conducted as soon as possible and says that government should then be approached with some suggestions. It would be possible to open the first of these schools in 1983 if action is taken now.

# Threat to skilled manpower

Argus 24/7/81

179

Education Reporter

SOUTH AFRICA is in danger of lowering the quality of training in its attempt to increase skilled manpower, says Professor Mike de Vries, rector of Stellenbosch University.

Professor de Vries was speaking last night to the South African Akademie vir Wetenskap en Kuns on the demands of post secondary school training.

He said whites already contributed about 70 percent of skilled labour. White men contributed 82 percent. The white birth rate was dropping and, as a result, the availability of white pupils who would qualify for further training would drop.

## INCREASE

'The contribution of white men in the labour market cannot increase,' he said.

Furthermore, nearly six percent of the students presently at autonomous universities had an IQ lower than 100.

The Manpower Commission had recommended that an increase in the contribution by blacks must be considered a high priority.

If the present academic staff was spread over more departments or more universities there was a strong possibility that academic standards would drop.

*Professor Mike de Vries*

The next 15 to 20 years would give rise to problems of maintaining what had been achieved, let alone improving.

'The demands are implacable: produce more qualified people and produce a high quality product. To do this, certain essential decisions are necessary,' Professor de Vries said.

First, the whole spectrum of post secondary school training must be centrally planned and, if necessary, controlled by one department.

Secondly, this central body should lay down guidelines for the total utilisation of present facilities and, thereafter, to make projections relating to needs, staff availability and regional supply in the training areas.

The projections would be used to decide where and when more amenities should be introduced.

# Training facilities to stay separate

HOUSE OF ASSEMBLY. — While the government has accepted the admission of non-whites to white universities and technikons, its policy remains that separate provision should, as far as possible, be made for the training of the different population groups.

This is the view expressed by the government in a White Paper tabled yesterday dealing with recommendations made to it in the report of the National Manpower Commission (NMC) on high-level manpower (HLM) in the Republic.

The commission recommends that the Department of National Education further promote the more effective utilization of universities and technikons by, amongst others, giving consideration to further differentiation of the system of subsidies and more generous provision for the training of non whites at white institutions "in accordance with the directives laid down in White Papers on the Wiehahn and Riekert commissions".

The White Paper says the government is prepared to have another look at existing arrangements and the Department of National Education should take a lead in this.

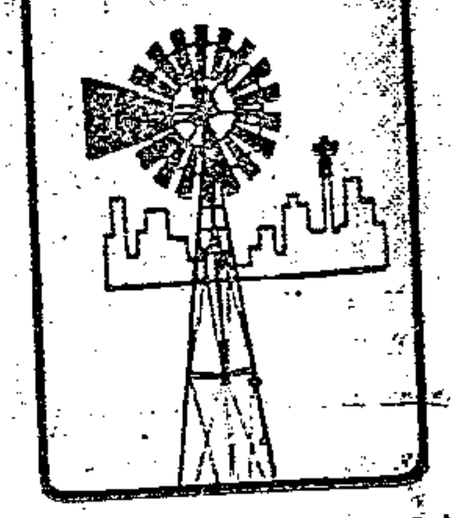
It says the government concurs with a recommendation that the private sector should be more accommodating in granting special leave to those wishing to improve their qualifications.

"Secondly, the Department of Finance will give urgent attention to the possibility of further tax concessions, in addition to those already in existence, of the kind mentioned in the recommendations." — Sapa

# Training—the key to modern labour

Hannes Ferguson

Farming



A black farm worker driving a R20 000 tractor. This is a familiar sight.

A row of broken-down tractors in a co-op workshop . . . another common sight.

The solution is obvious: better training and better motivation for responsible work. Some of the repair to the black worker's wage if he were properly trained.

From an earlier "Star" investigation of black wages on maize farms in the western Transvaal it was clear that within the supply and demand framework of the labour situation, two factors determined the wage level: the maize price and the workers' degree of skill.

The maize price having stagnated, the only remaining way a black worker can expect a better wage is to become a more skilled worker.

So from both the employer's and the employee's point of view, it is important that adequate training facilities for workers be created. Proper training for the job is also a necessary part of the process of turning the farm labour force into a modern full time, well paid, well fed and well housed one.

This was the background which led to the establishment of the Boskop Training Centre near Potchefstroom by the South African Agricultural Union four years ago.

In 1980 875 students were trained in 9 750 man-days. The average duration of the courses was about 12 days.

The results obtained by these courses have been gratifying.

Boskop is certainly no more than a drop in the ocean. But it is at least a starting point. It is the only training centre of its kind in South Africa, so farmers from all over the country make use of its facilities.

The Boskop Training Centre was established just before the rearrangement of training services between Government departments was published. Most of the R2-million capital costs have been contributed by the Department of Co-operation and Development.

Now the responsibility for all in-service training has been transferred to the Department of Manpower. Boskop will be one of eight training centres established mainly for industry.

This had led to Boskop's financing being disrupted. Administration boards had promised large donations, but they are being held back because responsibility for Boskop has been transferred to another department.

Boskops budget is about R400 000. The SA Agricultural Union can contribute R100 000. Student fees, paid by their employers, bring in another R100 000. Now the SAAU faces a deficit of R200 000.

Industrial training centres, which fall under the same legislation are being financed by a levy on all employers within the relevant administration board area. This cannot be done in the case of Boskop, which at present serves a much wider area.

The SA Agricultural Union has appointed a training Advisory Council. The need for many more Boskops is urgently felt, and ways and means to finance them have to be found.

The Agricultural Training Advisory Committee would pave the way for a fully fledged agricultural training council under the Black Employees In-Service Training Act of 1976, or any other new consolidating legislation still to be passed.

The SAAU had better hurry. A loss of R200 000 may soon have to be faced.

# 250 techs needed to train blacks

Financial Reporter

HIGHER education for more blacks and greater standardisation of products were the most important requirements for improved productivity in South Africa, said Dr Albert Wessels, chairman of Toyota South Africa, in Johannesburg last night.

He said at a National Productivity Award dinner at the Carlton Hotel that at least 250 technical colleges were needed to provide proper training for blacks for the manufacturing industry.

"I fear that it may be impossible in the next decade to raise the productivity level of blacks to the same extent as the wage increases which they expect."

Industrialists and political administrators were confronted by a complex problem, the solution of which would determine South Africa's competitiveness and economic growth.

Higher productivity is initiated not on the factory floor or service centre but in the offices of top management. A worker, whether he is behind a machine, or at a desk, or cash register, can never be more efficient than his superiors who plan and programme his task for him.

"Productivity should be seen as a company effort and should not be delegated to individual sub managers."

A school system under which more blacks would go at least as far as Standard 8 was a priority to achieve higher national productivity. Factory management would not be able to make any significant improvements in productivity unless the quality of the workers was improved.

Whites were no longer available as ter level foremen and they would have to be replaced by blacks. This would only be possible when technical training for blacks became available, Dr Wessels said.

"By 1987 the manufacturing industry will need 80 000 lower-level foremen, of which 60 000 will probably be non-whites. To maintain this number of foremen an annual addition of 20 000 will have to be made to this workforce."

Only about 0.8% of all black pupils currently received trade or technical training.

It would be easier to build the 250 technical colleges than to fill them and strong resistance among blacks to technical training would first have to be broken down.

Such training remained unattractive to blacks, although most of them would have to make their careers in industry or services and the emergence of black entrepreneurs and social and political leaders was needed to counter this resistance, Dr Wessels said.

The awards were presented:

- Mount Edgecombe Sugar Experiment Station, in recognition of work done in the training of sugar-cane workers;
- Goodyear, for "exceptional overall productivity improvement". The improvement was largely in energy saving;
- Consolidated Metallurgical Industries, for innovation in developing a more cost-effective method of belt fixing which saved more than R2 million a year;
- Fisher, for innovations in the recovery of phosphate and making South Africa's the cheapest in the world;
- Onderstepoort Veterinary Research Institute for developing a method of producing rabies vaccine to step up output from 200 000 doses annually to 1 500 000 doses during the rabies epidemic last year.

Merit awards to go to:

- Van Aard [illegible] for training computer programmers;
- Chamber of Mines Safety and Mine Control [illegible];
- Pennies Shipping, Port Elizabeth, for improved and more methods of loading and transporting asbestos. It reduced a loading process [illegible];
- Iron Mutch, as part of the international Wolphram [illegible] group [illegible] in productivity improvement.

Sunday Express

S. Express 9/8/81 (179)

# Tax concessions boost training

Business Reporter

GENEROUS tax concessions for companies which send employees on courses approved by the Department of Manpower Utilisation are resulting in a massive boost for commercial training operations.

More firms are now realising that it pays in more ways than one to make a contribution towards overcoming the skills crisis.

One of the biggest training groups believes the concession has contributed to the fact that many firms are now training at all levels — not just the management skills bought in the past.

"Our training practice has grown steadily over the past five years, but the tax concessions have provided a significant additional increase in turnover in recent times," says Martin Westcott, MD of Human Resource Development, the P-E Consulting Group subsidiary.

The tax concessions mean that companies can claim 84% of training costs from the Receiver of Revenue so long as employees attend courses approved and registered by the department.

Westcott says that HRD's training practice has grown nearly 600% over the last five years and a signifiant proportion of growth this year can be attributed to the tax concessions.

"Companies which were not spending money previously on professional training services are now investing heavily in such training for all levels of staff.

"And, apart from the obvious benefits for the training companies, productivity will improve significantly in those companies which are committed to training."

HRD now has 35 of its courses registered with the department. They range from supervisory skills training to leadership programmes.

"More than 2 000 people will attend HRD's public courses this year and many more will receive in-company training from our training staff," says Westcott.

"Courses for production foreman and supervisors are particularly attractive while we are also heavily involved in Black advancement programmes.

"And improvements in productivity as a result of these courses are frequently immediately obvious and quantifiable in terms of cash savings."

Westcott said that competition amongst training organisations was fiercer now than ever before and that this could be attributed to the fact that entry costs were low in many areas.

In the past there has been no means of policing standards in some of these organisations but the registration procedure had resulted in a much needed quality control check.

"There are a large number of small operations competing head-on with the larger companies.

"It is a healthy situation and one which calls for astute management and continuous product development."

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# Counter to unemployment

Argus 12/8/81 (Hoo 179)

THE Manpower Training Bill was aimed at countering unemployment, Mr C J Ligthelm (NP Alberton) said in the Assembly yesterday.

He said the legislation covered a wide field of labour, including farm workers, and it made no distinction between sex or race.

'We estimate that three percent more qualified workers will enter the labour field when this Bill is in force,' he said.

The purpose of the legislation is the training and retraining of unskilled as well as skilled workers. Skilled workers must be retrained to enable them to adapt to new developments.

'It also provides for the training of unemployed workers.'

He said training of workers would help to alleviate poverty and would protect against unemployment. Workers in South Africa had a great challenge facing them and this would increase in the future. — Sapa.

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closing of the cemeteries, whatever other grievances it had disguised, had provoked an unequivocal reaction. If this instance of lower order organisation had been ethnically based, then so were the rationalisations for its occurrence. At its roots lay the fear of displacement, of loss of control by the middle-class. This was succinctly articulated in the Lantern of 30th January 1886. Apparently an employer of Malay labour had found his men unwilling to work on the Monday after the 'Riots':

"'We', his men openly told him, 'are to have our turn now, you have ruled over us long enough'."

The warning was obvious. The opposition by the Malays to the

"...There has been so much of organisation in the opposition of the Malays, and so much of half smothered Asiatic fanaticism on the one side, and of dangerous resentment on the other, that the situation is alarming..."[117]

The Malays were not free from their "ancestral tendencies" to "run a muck".[118] The Times in a sub-leader on 19th January, declared that crowds must not win otherwise, "...we allow the

# 'A milestone' Manpower Bill

Parliamentary Staff

THE Manpower Training Bill — debated in the Assembly yesterday — was a *'milestone' in South* Africa's manpower development, according to the Minister of Manpower, Mr Fanie Botha.

Mr Botha introduced the second reading of the Bill, which has been described as one of a 'trilogy' of bills introduced by the Minister during this session, destined to have far-reaching effects in labour.

Essentially the Manpower Training Bill provides for:

- Combining the various training Acts into one Act.
- A new tripartite body, the National Training Board, composed of the State, employers and unions.
- Training committees which are required to be representative of all employer and employee groups in respect of all aspects of training.
- A Manpower Development Fund.

### WELCOMED

As with the Labour Relations Amendment Bill, which passed unobstructed through its second reading yesterday, the Manpower Training Bill was welcomed by both opposition parties.

The chief Opposition speaker, Dr Alex Boraine (PFP Pinelands), said he hoped the new emphasis on training and the co-ordination and regulation of training of manpower by the department in general, and this Bill in particular, would serve as a 'spur and strong encouragement' to make the best possible use of all of South Africa's available manpower.

Introducing the Bill, Mr Botha said the Republic was presently experiencing a serious shortage of trained workers in a variety of areas, while it also had large numbers of unskilled workers who did not work.

'Besides this, it has been calculated that about 200 000 new workers are annually entering the labour market, some properly equipped but the majority not sufficiently equipped for the demands

*Dr Alex Boraine*

of a modern technological century,' he said.

He had no doubt the legislation he had introduced would make a 'meaningful contribution' to the development of the country's total manpower situation and its economic development.

Opening the debate, Dr Boraine said that for generations South Africa had neglected to afford opportunities for training to the vast majority of its work force. Not too long ago blacks were regarded as 'replaceable units of labour.'

All this had changed dramatically. Both the public and private sectors had speeded up their training programme.

The Government had accepted the 'qualified' admission of blacks to white universities and technikons, but it appeared its policy unfortunately remained that separate provision should, where possible, be made for the training of the different population groups.

This was 'shortsighted in the extreme and counter-productive.'

'I urge the Minister to reconsider this decision and to make every facility for training open to all,' said Dr Boraine.

Dr Boraine also advocated that control of all technical training, including technical colleges and technikons, should be removed from the Department of National Education to report under the Department of Manpower.

### OBSTACLES

'I am aware that this may sound revolutionary, but I believe it makes a great deal of sense and would assist South Africa to meet the critical demands of the next 20 years,' he said.

Mr Ron Miller (NRP Durban North) said his party supported the Bill, but warned the Government to 'start planning now' for certain 'structural' obstacles that would be encountered as a result of the Bill.

Chief among these was the low literacy rate among the majority of workers, who had an average of six years' formal schooling.

This had come about because schooling for blacks was inadequate.

Parliament

# Parties bowled over by a maiden...

Argus 12/8/81 (179)

## Praise for Ken Andrew's plea on education

Parliamentary Staff

THE PFP MP for Gardens, Mr Ken Andrew, delivered his maiden speech in the Assembly yesterday with a plea for adeqate expenditure on education and training.

Speaking during the second-reading debate on the Manpower Training Bill, he said expenditure on education and training would result in greater prosperity for all through faster economic growth.

Mr Andrew, who defeated the Minister of Industries, Commerce and Tourism, Dr Dawie de Villiers, in the general election, clearly made a favourable impression on members of all parties.

He spoke with quiet confidence and supported his plea with strong, well-formulated arguments.

In his view, he said, it was almost impossible to spend too much on education and training. It had been estimated that in straight economic terms expenditure on education paid for itself seven times over.

Provision in the Bill for the establishment of a Manpower Development Fund had the potential to make a considerable contribution to the training of skilled and semi-skilled workers.

He hoped this would be generously supported with funds appropriate by Parliament.

Training was a key to growth in the economy, to broadening the country's tax base by increasing the number of economically productive people, and to raising standards of living.

It was also the key to having more money available to tackle the problems of housing, poverty and education itself.

Mr Andrew also made a plea for three groups who, he said, had been 'sadly neglected' — women, adults with little or no formal education, and senior citizens whose skills were often discarded.

Speaking immediately after Mr Andrew, Mr R P Meyer (NP, Johannesburg West) congratulated him on a speech which, he said, merited high praise.

Mr Meyer referred humorously to the result of the Gardens election as 'a less pleasant experience.'

MANPOWER TRAINING (179)

# Pulling up socks

FM 14/8/81

The National Manpower Commission (NMC) has recommended that the government should not impose a general training levy on all SA employers, but says that employers should be encouraged to make a voluntary contribution to manpower training.

NMC chairman Dr Hennie Reynders says the NMC's opposition to a compulsory levy is in line with the principles of a free enterprise economy. However, says Reynders, the Minister of Manpower should have the power to force industries which lag behind in training "to pull up their socks."

The recently published Manpower Training Bill makes provision for this. It allows for the registration of group training centres on the request of a group or association of employers in a particular industry and area. At the request of the governing body of the centre the Minister can impose a levy to defray the costs. Employers whose employees are trained at such centres will be entitled to tax concessions.

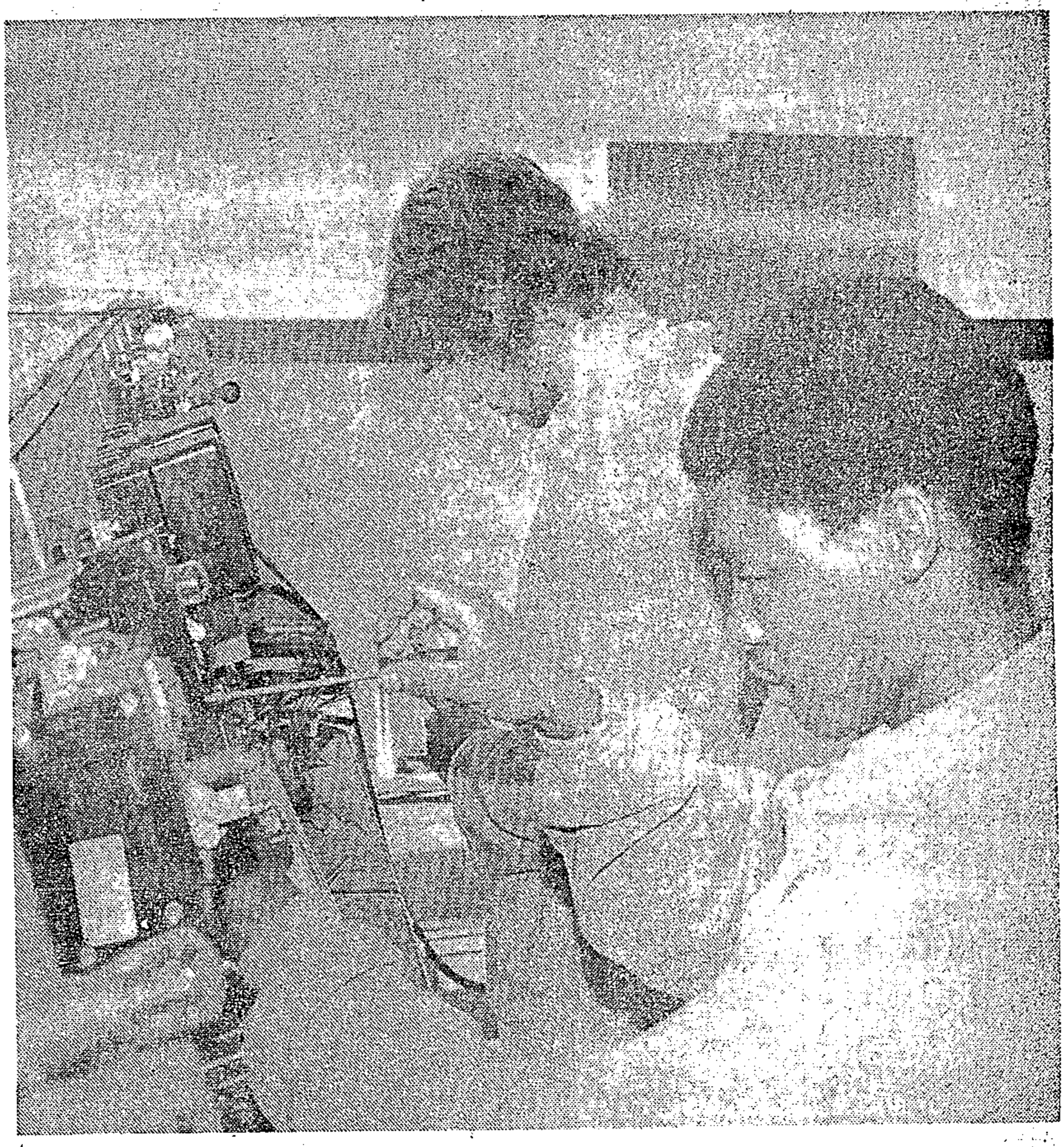
However, the Bill also gives the Minister wide-ranging powers to impose training levies on all employers or specific groups of employers. Department of Manpower sources say the government hopes employers will participate in the group training centres, thus making it unnecessary for the Minister to use his powers.

The Bill also provides for the establishment of a National Training Board on which the State, employers and employees will be represented. It will attempt to co-ordinate and promote training and will replace the National Apprenticeship Board, the Co-ordinating Council for In-service Training of Black Employees and the Council for In-service Training.

In terms of the Bill, the Minister can also award grants-in-aid to registered trade unions, employers' organisations and federations who conduct labour relations training schemes.

(179)

APPRENTICESHIP



Electronics trainees at Duvha Colliery. Each man progresses at his own pace but the training is fully integrated for the first time in South Africa.

# No race barriers in new training centre

Star 17/8/81 (179)

Report and pictures by Bob Davis

Black and white engineering apprentices are being trained side by side at an Eastern Transvaal coalmine — and there have been no objections.

The training involves boiler-making, electronics and fitting.

The trainees — the blacks are likely to be the first to finish — will work on the mines for equal pay, leave conditions and housing allocations.

Full integration started the day they joined the apprenticeship centre established at Duvha Colliery at a cost of R500 000, of which about R100 000 was spent on equipment.

Training manager Mr Michael Hardman explained that the integrated training of the 11 black and nine white youths was an expression of Rand Mines' philosophy of equal opportunities for all.

"Integration takes place at all levels," Mr Hartman said, "in the workshop, the dining room and the change rooms."

The 20 apprentices were selected purely on merit in terms of basic qualifications — standard eight with science and maths and the passing of an aptitude test.

The Criterion Referenced Instruction method was adopted in the training programme because it allowed each apprentice to progress at his own pace instead of at the groups' pace.

But because the white apprentices would have to do military training, the blacks were likely to be the first to qualify.

Most of the black apprentices were the sons of Rand Mines employees, while the whites were recruited in the nearby town of Witbank.

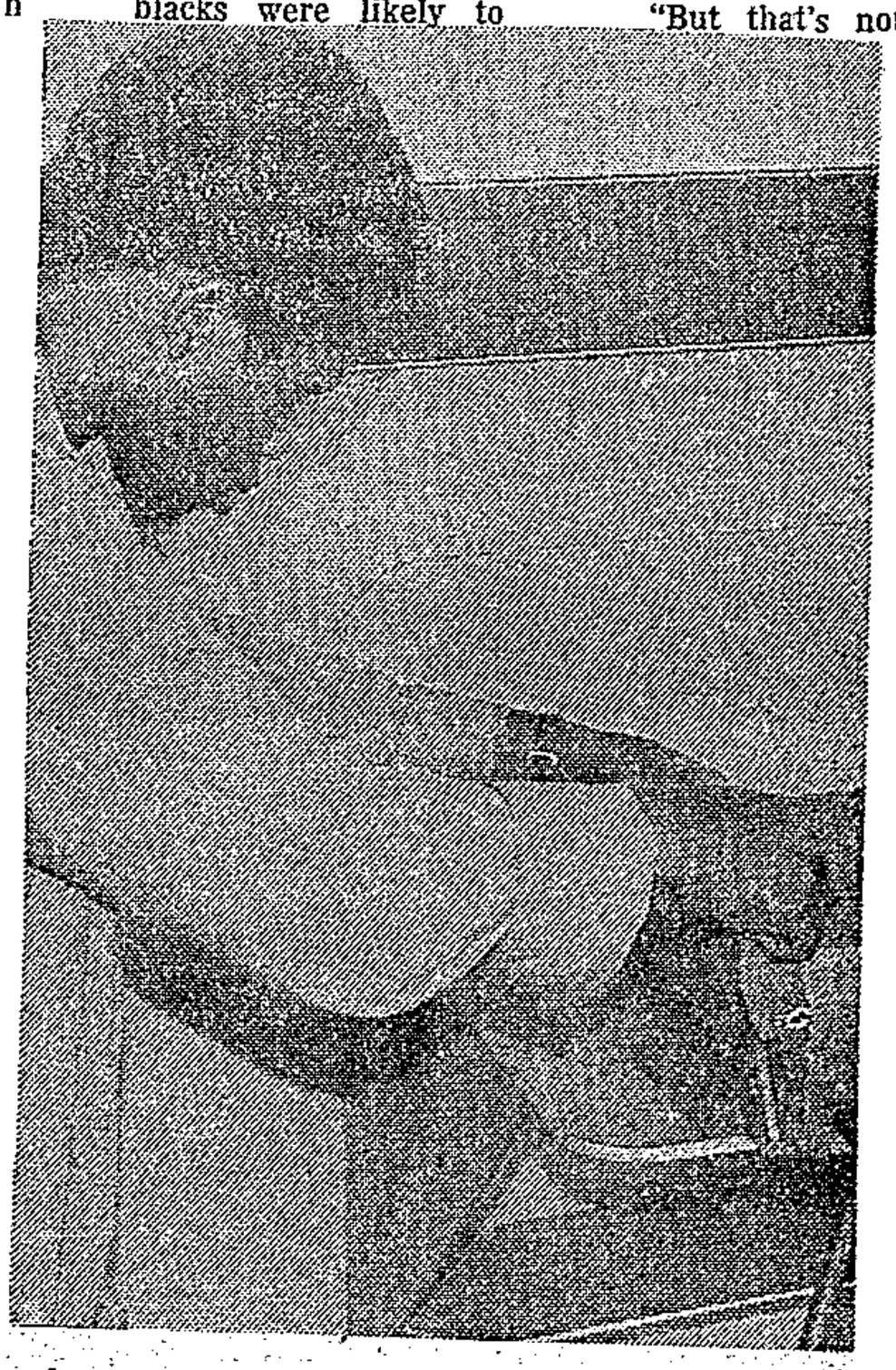
"The only differentiation is that the white apprentices attend technical college in Witbank and the blacks have to go to Pietersburg," Mr Hardman said.

"But that's not our doing, it's because the technical colleges are not integrated."

Had there been objections from any quarter?

"No," said Mr Hardman. "The Apprenticeship Act in South Africa is colour blind. If a man has the basic qualifications and aptitude, he can be trained to be an artisan, and the mines are desperately short of the skills we teach here."

Training manager Mr Michael Hardman and one of the instructors in the integrated mine apprentice training scheme.



Apprentice training at the Rand Mines Training Centre. Each trainee sets his own pace.

Star 17/8/81

# Black employment crisis

Sowetan 21/8/81 (179)

By ZB MOLEFE

**A PLACEMENT and advancement firm has predicted serious unemployment of skilled black labour if recruitment is not stepped-up.**

Managing director of the firm, Mohale Mahanyele, was commenting on the intention of a number of South African and multi-national companies who have spoken out on the need to increase numbers of blacks in professional, managerial, technical, supervisory and clerical jobs in all sectors of the economy.

Mr Mahanyele added that this was also considering that estimates by 1990 are a minimum 750 000 shortfall in skilled and semi skilled vacancies. Added to this is the almost 2-million professional and technical vacancies, of which 40 percent were for blacks.

He went on: "Black university graduates and many matriculants who graduated last year, walk the streets in search of jobs. Added to these are qualified computer operators, personnel officers, typists, clerks."

The computer industry, Mahanyele pointed out, was another area where blacks were left out. "Blacks who qualify on the same machines, the same school, obtain the same qualifications, and in certain instances better results on average find themselves unwanted."

This is so, despite the fact that there is an acute shortage in all levels of jobs in the computer industry, argued Mahanyele. Out of a total of 1,211 computer operators nationwide there were still 1,672 vacancies available.

Even companies well-disposed towards blacks such as supermarkets, banks and semi-State bodies which handle black affairs have a policy of barring the employment of blacks as computer operators.

Why then must companies fail so lamentably in recruiting and advancing even small numbers of blacks capable of doing skilled jobs, Mahanyele asked.

"'Blacks complain that white, coloured and Asiatic recruitment and advancement is to a great extent ascribed to social criteria and superficial presentability without much reference to innate abilities," said Mahanyele.

# Govt, business must boost black training

Star 27/8/81 (179) (176)

The neglect of black education in South Africa is hindering economic progress and poses a threat to social and political stability.

Experts agree that the only solution to the problem is massive intervention by the Government and the private sector.

If this does not happen the country will be unable to cope with the socio-economic and political challenges of the 1980s and beyond, warns Dr Kenneth Hartshorne, consultant to the Centre for Continuing Education in Johannesburg.

### INFERIOR

Writing in "Optima," the quarterly magazine of the Anglo America Corporation, Dr Hartshorne says the neglect of black education over a period of 30 years has resulted in an entire generation of young blacks being subjected to an education system gravely inferior to that provided for whites.

In his presidential address to the Johannesburg Chamber of Commerce last week, Mr S I Matus said that if the country was to maintain its momentum it would have to come to grips with the crying need for adequately educated black people.

"We live in an environment which has outstripped its management potential, a situation which has its roots in a system where the black population finds it almost impossible to achieve the same educational standards as those of whites," he said.

Dr Hartshorne writes that there are more than a million black people who have not received sufficient basic education for direct induction into industrial training programmes.

### DIFFICULT

Young blacks who have completed all or part of their secondary education still find it difficult to meet the demands of modern society because of the low quality of the education system, he says.

Although Dr Hartshorne sees the renovating and restructuring of the system as the clear responsibility of the Government, he points out that this would have to be a long-term programme.

While it is necessary for the Government to undertake immediate and radical action in some specific areas, the private sector will also have to provide short-term and medium-term solutions by accepting a burden of education and training far beyond what would normally be expected of it.

### TRAINING

Through technical and industrial training the private sector can play a major role in supplementing State systems of formal adult education, Dr Hartshorne says. The skills required are of many kinds: academic, technical, communicative, social.

In his presidential address Mr Matus said that if the State could not provide the funds to bridge the gap, substantial contributions would have to come from white parents and the private sector.

Dr Hartshorne sees these compensatory actions as short-term solutions.

# Call to fight skilled shortage

**Parliamentary Staff**

THE Government was yesterday called on to design a national interim plan to combat unemployment.

The call was made by Mr Andrew Savage (PFP, Walmer), who said a national interim plan would ensure the economy was handicapped as little as possible by a shortage of skilled workers in the period before new labour legislation started supplying the skilled recruits necessary.

'The position at present is ridiculous. If the State put up public servants' salaries by 50 percent tomorrow, it would make no difference at all,' he said.

'Private enterprise would increase salaries immediately and pass increased costs on to the consumer . . . Employers are bidding for a scarce resource in a runaway auction.'

**TEN POINTS**

He gave a ten-point interim plan which would help ease the skilled labour shortage in the short-term:

- Encourage married women into the labour market by taxing them separately.
- Educate and train servicemen in idle periods.
- National service for young women.
- Keep retired people working with financial inducements.
- Encourage immigration of skilled labour.
- Encourage job creation in established areas, not in the bush.
- Use tertiary education institutions to capacity.
- Consider daylight saving, which ups productivity.
- Simplify jobs by cutting complex operations into smaller ones at less pay.
- Encourage small businessmen.

Star 31/8/81

# McAlpine training school's success

179

A training school for open-cast colliery workers is making great strides at Kilbarchen near Newcastle, Natal.

Established by the McAlpine group of companies, recently listed on the JSE, the school is attracting considerably attention from the rest of the mining industry.

Established by Bill Gillespie, a man who was closely involved in the Zambian takeover of the Copperbelt mines, the school has received the approval of the Department of Manpower Utilisation and the Civil Engineering Training Board.

The school produces trained men in the areas of plant, draglines, rotary-drill operators and general maintenance.

Recent additions to the curriculum are mechanics and supervisory training. Future plans are to train pump-maintenance men.

Theoretical and practical-training methods feature in the operations of the school.

The scope of undertakings can be gauged frm the activities which range from upgrading semiliterate workers to management training for senior staff.

## RECRUITMENT

The lower echelons of training are completely in-house developed and are thus custom-designed for local conditions. As a matter of policy local people are recruited to the school and existing staff are put through courses to improve their work performance. As they progress up the training ladder, appropriate wage increases are awarded.

The mechanics are to undergo a six-month training course designed to bring them to a stage where they can maintain sophisticated plant and machinery under supervision.

A further six-month trial period in the field will follow, after which a more-advanced theoretical course will be tackled. Operators need to undergo only a fortnight's training to become basically familiarised with their machinery.

An important feature of the course is a disciplined check of machinery on a daily basis. This has produced big savings in maintenance.

The operators of units such as scrapers, graders, bulldozers, and front-end loaders are upgraded through further courses, the ultimate aim of which is to make them multi-skilled.

Mr Gillespie says that in the long-term there is a view to accepting trainees from outside the McAlpine group. Company men only are now being inducted.



not be hit by the section as it was then worded. The 1959 amendments were intended inter alia to bring such transactions within the net of the section and based on the decision in Smith's case (supra) the amendment has achieved this result.

## Indians: training in trades

169. Dr. A. L. BORAINE asked the Minister of Manpower:

(1) What training facilities and courses are available for the training of Indian persons (a) as (i) welders, (ii) electricians, (iii) carpenters, (iv) motor mechanics and (v) blasters and (b) in other trades;

(2) how many Indian persons were enrolled for each such course in 1979 and 1980, respectively?

The MINISTER OF MANPOWER:

(1) The training of Indian persons in trades is regulated by two Acts administered by the Department of Manpower, namely: the Training of Artisan Act, 1951 and the Apprenticeship Act, 1944. Training can also be provided outside the scope of these two Acts but statistics thereon are not available.

(a)

| | Training of Artisans Act, 1951 | Apprenticeship Act, 1944 |
|---|---|---|
| (i) Welders ..... | 12 trainees can be accommodated annually | Unlimited. Depends on the needs of industry |
| (ii) Electricians ..... | 12 trainees can be accommodated annually | as above |
| (iii) Carpenters ..... | Nil | as above |
| (iv) Motor Mechanics ... | 12 trainees can be accommodated annually | as above |
| (v) Blasters ..... | Nil | Nil |

The work of a Blaster is not designated as a trade in terms of the Apprenticeship Act, 1944 and the Department of Manpower is not involved in any such training and has, therefore, no statistics in this regard.

(b) Training of Artisans Act, 1951
12 trainees can also be accommodated in each of the following trades:
Fitter and Turner; and Radiotrician

Apprenticeship Act, 1944
Training can be provided in approximately 300 different trades.

(2)

| | Training of Artisans Act, 1951 | | Apprenticeship Act, 1944 | |
|---|---|---|---|---|
| | 1979 | 1980 | 1979 | 1980 |
| Welders ..... | 8 | 12 | 1 | 4 |
| Electricians ..... | 8 | 12 | 20 | 38 |
| Carpenters ..... | Nil | Nil | 11 | 41 |
| Motor Mechanics ..... | 8 | 12 | 33 | 56 |
| Blasters ..... | Nil | Nil | Nil | Nil |
| Other Trades ..... | 16 | 24 | 182 | 332 |

Coloured persons: training in trades

Hans 5 Q.C. 270

168. Dr. A. L. BORAINE asked the Minister of Manpower:

(1) What training facilities and courses

219/81



are available for training Coloured persons (a) as (i) welders, (ii) electricians, (iii) carpenters, (iv) motor mechanics and (v) blasters and (b) in other trades,

(2) how many Coloured persons were enrolled for each such course in 1979 and 1980, respectively?

The MINISTER OF MANPOWER:

(1) The training of Coloured persons in trades is regulated by two Acts administered by the Department of Manpower, namely: the Training of Artisans Act, 1951, and the Apprenticeship Act, 1944. Training can also be provided outside the scope of these two Acts but statistics are not available.

(a)

| | Training of Artisans Act, 1951 | Apprenticeship Act, 1944 |
|---|---|---|
| (i) Welders | Nil | Unlimited. Depends on the needs of industry |
| (ii) Electricians | 20 Trainees can be accommodated annually | as above |
| (iii) Carpenters | Nil | as above |
| (iv) Motor Mechanics | Nil | as above |
| (v) Blasters | Nil | Nil |

The work of a blaster is not designated as a trade in terms of the Apprenticeship Act, 1944, and the Department of Manpower is not involved in any such training and has, therefore, no statistics in this regard.

(b) Training of Artisans Act 1951
20 trainees can also be accommodated in each of the following trades:
Electronics Mechanician;
Fitter and Turner
Panelbeater/Auto body repairer
Plater/Boilermaker

Apprenticeship Act, 1944
Training can be provided in approximately 300 different trades.

(2)

| | Training of Artisans Act, 1951 | | Apprenticeship Act, 1944 | |
|---|---|---|---|---|
| | 1979 | 1980 | 1979 | 1980 |
| Welders | Nil | Nil | 26 | 30 |
| Electricians | Nil | 20 | 24 | 48 |
| Carpenters | Nil | Nil | 75 | 184 |
| Motor mechanics | Nil | Nil | 43 | 52 |
| Blasters | Nil | Nil | Nil | Nil |
| Other Trades | Nil | 80 | 692 | 1 092 |

NOTE: The Department of Internal Affairs operates a training school for Coloured persons at Bellville where 40 Coloured persons are trained annually over a period of three years in the trades of motor mechanic and diesel mechanic.

Further details about the aforementioned training school as well as details about theoretical courses for Coloureds are obtainable from the Department of Internal Affairs.

INDUSTRIAL TRAINING

# More hands needed

(179) PM 4/9/81

Industrial training, important as it is to the future prosperity of the country, is often one of the first areas of expenditure to be curtailed in an economic slowdown.

In an attempt to pre-empt any such cost-cutting in training programmes, chairman of the Natal Committee of Manpower 2 000, Glynn Taylor, told a group of training executives visiting the Pinetown in-service training centre that they should spend money on training in the lean years as well as the good ones.

Taylor says he can see signs that industrialists are preparing to penny-pinch on training. But he warns that it is a very short-sighted view which could cause trouble for employers in any future upturn.

The way Taylor sees it, it is vital for industrialists to make an investment in training in the valley periods to benefit from adequate skilled manpower in the peaks.

"If we had persevered during the recession of the late Seventies, we would have been better placed to meet the dramatic growth rates that followed," he says.

There is another disturbing trend which Taylor has identified: the tendency of companies to poach staff in areas where skilled manpower is in short supply by offering cash car[illegible]

"We poach skil[illegible] r from one another in increasing measure, bidding up the price in the process and indulging in short-term strategies to solve long-term problems."

Despite this tendency, Natal industrialists generally have a positive approach towards training. The Pinetown in-service training centre was established in 1976 in response to the Van Zyl Commission's report three years earlier. To date, 6 000 workers have enrolled in 50 different courses.

Although it was originally established to cater for blacks, the centre has now been given permission by government to offer its training services and facilities to all.

The centre is government-financed and all courses are government-approved but in all other ways it is totally autonomous. It is run by a governing board drawn from local employer organisations and income is derived from training course fees and cash donations.

Government has recently allocated R348 000 for extensions to the centre and tenders are expected to be invited by the Department of State Auxiliary services next month.

# Farmers approve levy for training skilled workers

Farming Correspondent

To get the training of farm workers off the ground, farmers would finance a crash programme themselves out of a levy to be imposed on all agricultural produce.

The annual congress of the Transvaal Agricultural Union held in Pretoria yesterday voted in favour of an urgent programme to accelerate the training of skilled farm workers.

The training of workers in agriculture was to receive highest priority from the agricultural unions. Training increased the productivity of agriculture, made higher wages possible and improved labour relations.

Only one training centre for farmers existed. This was situated at Boskop, near Potchefstroom.

Boskop was entitled to request administration boards to impose a levy to finance the centre out of a levy imposed on all agricultural employers and collected by the board.

Farmers however, did not want this kind of financing and the congress asked that the Minister of Agriculture be asked to approve a levy on all agricultural produce sold to finance a much broader scheme. Training should be decentralised, and Boskop would become a training centre for instructors.

The whole programme was to be co-ordinated by a central agricultural training council.

Star 10/9/81

179

# Mixed education ban hits training

Labour Reporter

Companies are said to rely on their own initiative to provide theoretical training for black apprentices because of the Government's stance on "mixed" education.

This was the message from the annual general report of the Highveld Steel Corporation released this week.

The report noted that Highveld was refused permission by the Department of National Education to make use of the Witbank Technical College for black apprenticeship training.

This was contrary to the Wiehahn Commission recommendation — that existing training facilities be used where there were no separate facilities.

Because of this rejection Highveld had had to establish theoretical training for black apprentices with the aid of the Department of Education and Training.

A spokesman for Highveld said the department was building a technical college for blacks in Witbank.

The head of the Steel and Engineering Industries Federation of South Africa, Mr Sam van Coller, said that the federation had a policy of non-racial training and was looking at a scheme for training at the Boksburg Technical College.

"observe indicator"

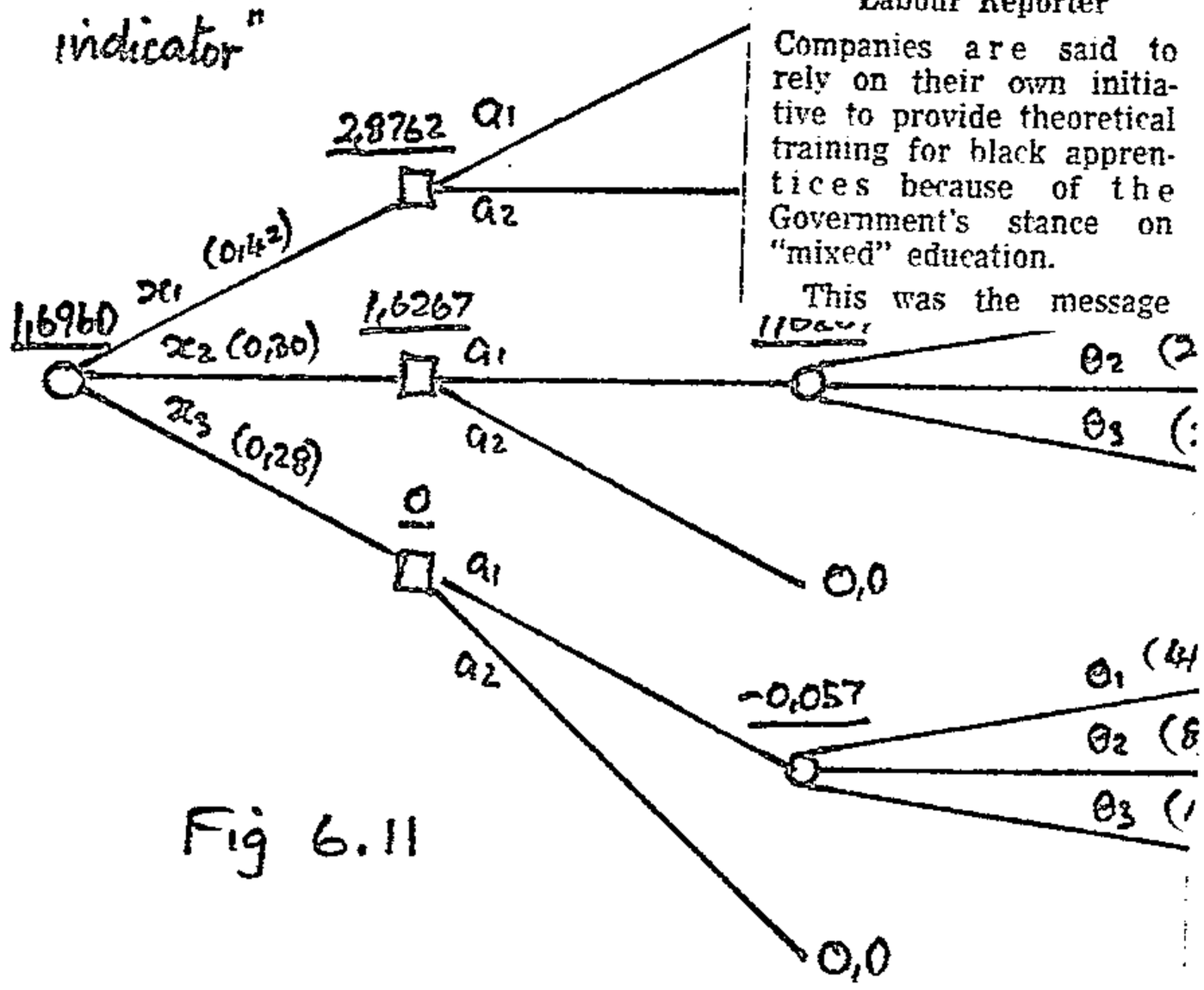



Fig 6.11

It would therefore be worthwhile to f further information.

It is possible to incorporate several stages of uncertainties in a decision tree, using the "rollback" process to arrive at optimal decisions at each stage. The principle (which we have used in Figure 6.11, is to work from right to left on the tree, and as each decision node is reached, choose the action with the highest expected payoff, replacing all branches spreading from this node by this expected payoff. For example, when considering an indication $x_1$ in Fig 6.11 we note that action $a_1$ (2,8762) has a higher expected payoff than $a_2$ (0,0). If $x_1$ did result in practice we would therefore choose $a_1$. The decision node at $x_1$ is then given the expected payoff of 2,8762. The node at $x_3$ is given the value for action $a_2$, as its payoff (0,0) is better than that for $a_1$ (−0,057).

An artist's impression of Toyota South Africa's new trai

Star 15/9/89 (179)

Toyota the country's leading motor manufacturer, has opened a training facility for technical staff servicing vehicles at its dealerships throughout southern Africa.

The new R1-million training centre is part of an R8-million development scheme at Toyota South Africa's Sandton headquarters.

The scheme includes new warehouses, offices, conference centre, computer suite, vehicle museum, motor sports facilities and extensive parking areas.

Already the Toyota assembly plant at Prospecton, Natal is training enough employees annually to populate a medium-sized university.

In addition, over 14 000 staff from Toyota and Hino dealers have been trained in all aspects of vehicle servicing.

Now, with the new premises and equipment in Sandton, over 100 dealer technical staff at a time can be instructed in vehicle servicing and maintenance procedures.

With the increased reliability and ease of maintenance of modern cars, trucks and light commercials, the training emphasis now is on ensuring maximum economy of operation, particularly engine tuning.

The chairman of Toyota South Africa, Dr A J J Wessels, said at the opening ceremony he welcomed the growing awareness in South Africa of the importance of training.

"The training of manpower at all levels is an essential prerequisite for industrial development," said Dr Wessels.

S. Express 20/6/(82) (179)

# Plastics to boost skills

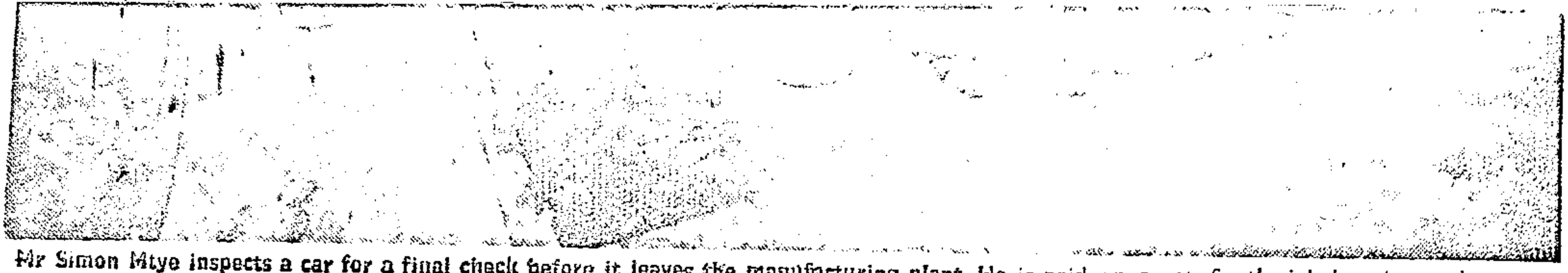
Business Reporter

THE Plastics Federation is holding a crash training programme to alleviate the shortage of skills in the plastics industry.

A recent survey revealed that the biggest need for training lies at operator and artisan levels.

The federation, through its subcommittee, the National Council for Plastics Education, has designed six-week courses which are practically orientated and suited to the needs of trainees in terms of timing and immediate on-the-job application.

Trainees will attend lectures one day a week and sit for a one day exam.



Mr Simon Mtye inspects a car for a final check before it leaves the manufacturing plant. He is paid on a rate-for-the-job basis at the same level as a white doing the same work. ● Photos: Graham Gainsford.

# 'We have to prepare for the next upswing'

Star 23/9/81 (142) (179)

By Bob Davis

Making, maintaining and selling cars and trucks will increasingly be in black hands in future and black ownership of new vehicles will become a major market force.

Mr Loot Muller, managing director of Datsun, which employs 3 500 black workers and 1 500 whites told The Star, "We have to prepare now for the next upswing in the economy and black workers are essential to every phase of expansion."

Mr Muller said, "We can import workers from Europe or America to make our vehicles but in the long term that is not a satisfactory solution."

"We and South African industry in general will have to spend more time and money than ever before on training our own people."

He said there were generous government subsidies to encourage training programmes and Datsun had decided to launch a five to 10 year scheme to meet its own demands.

Training whites was a fairly easy matter because of the higher educational standard of the group but there were not enough whites available.

Datsun had therefore decided to get involved with training black workers at school level by identifying potential workers at an early age and financing them through matric and technical colleges.

"And on an in-company level, where we plan to extend training facilities, we have found that we have to start with literacy classes."

He said the training of black workers was one of the greatest challenges facing the South African economy and the success with which any particular company or industry as a whole met the challenge would determine viability in the market.

"At Datsun, we use black workers to a very great extent.

"We have trained men in the fields of manufacture, industrial relations, computers, clerical and materials control."

Mr Muller said there appeared to be a reluctance among black workers to enter the financial field of bookkeeping and accountancy and his company would spend more time and money to make these jobs more attractive.

As far as legislation was concerned, there were no laws preventing black artisans and clerical staff to reach the highest levels in South African commerce and industry.

"The government leaves it to us in the business world to decide whom to employ and what jobs to give them."

Mr Muller said the motor vehicle industry had had two good years and everyone had made a lot of money, "which now gives us the opportunity to finance the type of expansion we will need to meet the next upswing."

He said many industrialists ahd discovered in the past two years that they were not geared to sustain the type of growth that had been experienced and they would have to make use of a possible lull to get ready for a greater demand level than South Africa had ever experienced.

His own company would spend more money on advertising in the next two years to maintain a high sales volume.

"And because of the closing of the wage gap between blacks and whites and because of the training that is taking place and that is to take place, we will have production volumes which will be very much in excess of any thing we have had in the past."

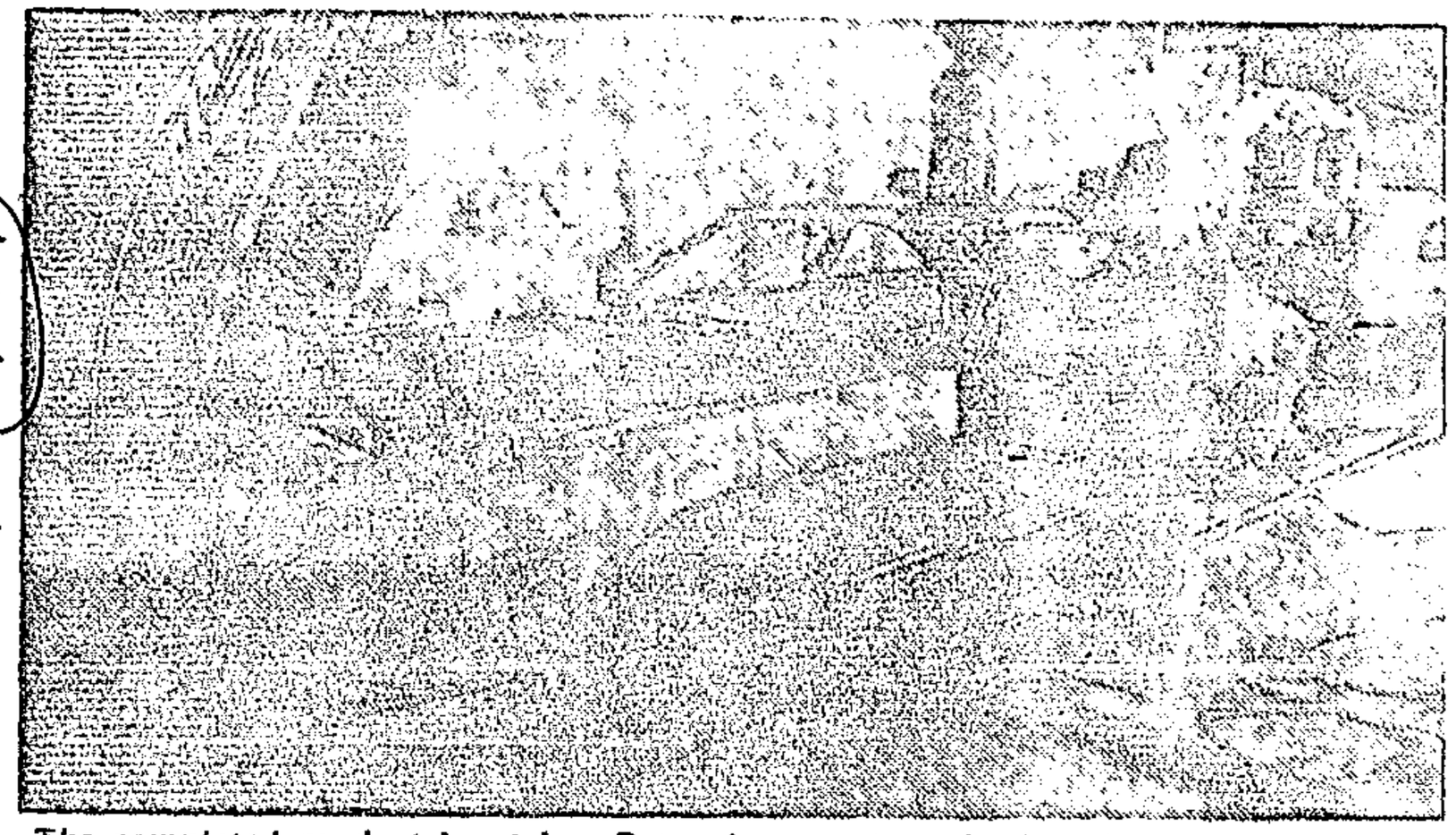
Mr Muller said the higher production volumes would be essential, because blacks would become a major buying force of new cars and many more other products which were now beyond their financial reach.

Mr Loot Muller, managing director of Datsun, "we will have black mechanics, car salesmen, clerks and storekeepers and we must train them now because the next upswing in the economy will result in higher production levels than ever before in South Africa."

# get black boost

# Prestige sports car built in SA

Star 23/9/81



The completed product has taken Datsun's name into the board rooms around the country.

Black hands are hand-making a prestige South African sports car in terms of a management decision which has boosted morale at a 5 000-man Roslyn vehicle plant.

Mr Loot Muller, managing director of Datsun, said the car was launched six months ago when his company realised import permits would become less readily available and that a locally made sports model would find a ready market.

He said the car did not meet the Government's 66 percent local content demand, being made mostly from imported parts.

"We had to boost the local content of our other vehicles to beyond the 66 percent level in order to meet government demand on an overall level."

At a selling price of R25 000, the car compared well with other sports cars on the market and although it was making money for the company, there was a further motive in launching a prestige car of the type for the top end of the market.

"We wanted to get into the market at boardroom level and that is where this car is selling.

"We've never been able to compete in that market before and our name is now entering senior executive level," Mr Muller said.

The car, the Datsun 280 ZX, had won the sports car of the year award in America for a number of years running and had not previously been available in South Africa.

But apart from providing the company with a prestige product, its presence in the vehicle plant at Roslyn had had marked effect on worker morale.

"The team making the car (14 black men) was carefully selected and they are the best we have.

"They work in a separate line, where the car is hande-made and quality checked at each step."

Mr Muller said other workers subsequently said, "we can also make a prestige product," and there had been keen competition among the 5 000 workers at the plant to get into the select team and to step up the quality of other vehicles.

Mr Trevor Greyling, Datsun's Press officer, said there had been very little advertising or publicity for the car," but customers now have to wait three months for delivery and we refuse to make more than 50 a month because that would sacrifice quality."

Letter to Auditors:

Accountants, p. 1.

Group Directors Report, Annual Report, 1978 p. 10.

18. A.P.C.: E.D. 14, "Accounting for the Results of

# Spotlight on worker crisis

Ev. Post 26/9/81 (179)

By Fred Roffey

Business Editor

THE importance of sound industrial relations and the proper training and skills upgrading of black workers was emphasised by a number of top speakers this week.

South Africa's manpower crisis was spotlighted in Pretoria at the annual convention of the Institute of Personnel Management, where three of the speakers were from the East Cape — Mr Rod Ironside, assistant managing director of General Motors South African, Prof Roux van der Merwe, head of the industrial relations unit at the University of Port Elizabeth, and Mr Brian Robinson, manpower resources manager of Volkswagen South Africa.

The theme of the convention was "The second industrial revolution — Southern African dilemma".

Various speakers looked at the problem under three main headings:

- Equipping a Third World population for employment in high technology industry.
- Management and manpower resourcing for a transitional economy.
- Industrial relations in a transitional economy.

The president of the Institute of Personnel Management, Mr Dick Sutton, said: "Time is running out. Managers and personnel specialists in South Africa must take initiatives in stepping up the pace of resolving our escalating manpower crisis.

"The alternative will be stagnation in our socio-economic prospects and an inability to solve the problem of unemployment.

"There is no single issue which can be singled out for attention.

"A short-term approach on a broad front is needed.

"Our human resources, more particularly the black population, must be equipped as quickly as possible to bridge the technology culture gap.

"We need to come to grips with the recent counter-productive developments in management/labour relations."

The convention attracted a number of international speakers, including Dr Saul Gellerman, chief executive of Saul Gellerman Consulting Inc, from the United States, and Mr Israel Meidan, director of the Israel Institute of Productivity.

Earlier this week, the chief executive of the Association of Chambers of Commerce (Assocom), Mr Raymond Parsons, warned that the problems of black unemployment and the need for job creation were still with South Africa.

He was giving an address on "Economic policy — handling the downswing" to the Maritzburg Chamber of Commerce.

Mr Parsons said the recent boom had "demonstrated only too clearly the extent to which our future economic performance will be decided by the rate at which we upgrade the total skills of our total labour force".

He suggested that a critical examination of certain State services — to see which could be handled by the private sector — could well make a major contribution to alleviating the current critical manpower shortage in the public service.

"Available manpower and financial resources could then be concentrated in those spheres of State activity where the State alone can provide the necessary essential social services or infrastructure," said Mr Parsons.

In the less than 20% category (5) that substantive evidence where significant emphasis wei equity stake, for instance where the investee had a long-term loan from the investor, which is, in essence, like equity. The existence of significant influence is, in this case, to be evaluated on the facts and circumstnaces, the term of the loan and restrictions in the loan agreement.

It is interesting to note that the A.S.C. in S.S.A.P. 1 adopted an absolute 20% level, but did not consider evidence to the contrary, or evidence to the contrary in less than 20% situation. (6). It is thus not surprising to find an

ROBOT BANKING

# Green light

The days of many small bank and building society branches are numbered. Many are expected to be replaced by machines — automatic tellers — within the next two years.

"For the price of two tellers' salaries (R12 000 year), an automatic teller could be paid for in four years," says UBS general manager Mike de Blanche.

He believes that the cost of automatic tellers will decrease while tellers' salaries will inevitably rise with inflation.

High CBD rentals, building costs and ongoing expansion all support the concept of automated mini-branches. And De Blanche estimates that the breakthrough could be achieved in only two years.

He points out that an automatic teller does the work of two humans and does not take holidays, require additional staff, overtime pay or salary increases.

"You write off the R28 000 cost of the machine over five years and thereafter it's pure profit," says De Blanche.

Labour savings could be vast. The UBS would need 200 people to provide the same facilities as its existing "team" of 93 automatics.

It plans to have 150 operating early next year. "As far as I'm concerned it can only grow," says De Blanche.

Although automatic teller transactions frequently involve small amounts, volumes show a minimum 10% increase every month — 120% a year.

A disadvantage of the system is possible mechanical breakdowns, but UBS has ironed out most of its teething problems.

NBS cash card division manager, Brian Ness-Harvey, concurs with the UBS view that traditional small branches are likely to be replaced by machines within two years.

But existing staff need have no fears. "We certainly don't want to replace people with machines," he reassures. "We stand to gain better utilisation from the current workforce by introducing more machines."

Ness-Harvey sees the overall concept of the electronic funds transfer system (EFTS) growing very fast. NBS now has two machines and plans to have 20-40 in the next 12-18 months.

But Standard Bank's general manager of corporate systems Bill Jones says mini bank branches without staff is a pipedream.

Jones says there will always be a need for a personalised banking service. "Banking is after all people."

However he adds: "We can't go on with spiralling staff costs. We will have to keep our heads above water by using as much automation as we can."

Standard plans to have 200 automatic tellers by the end of 1992 to cater for expansion.

Further, he believes automation will provide a better service and remove the time constraints of normal banking. Others are also getting into the act. For example, SA Perm is experimenting and will join the automation club "soon."

# Spend more on training—call

Argus 2/10/81 (179)

Argus Correspondent

DURBAN. — South Africa needs 2 500 industrial production engineers and 10 000 production technicians but is unlikely to get them because of the failure of training systems and programmes.

The warning comes from Dr J H Visser, executive director of the National Productivity Institute, who is urging Natal industrialists to spend more on training not only of their workers but also of themselves.

At a seminar in Durban he said that too many managers were interested only in selling and did not give enough attention to 'production, production planning and control which automatically brought a drop in productivity.'

It was, he said, the responsibility of management to ensure that productivity increased. It was not the responsibility of the man on the shop floor.

'If you want to do better,' he told his large audience, 'you will have to change.'

'Formal education systems do not meet our requirements,' he said, 'and black education has got to go in the direction of career education instead of learning just academic subjects.'

Dr Visser urged industrialists to sponsor the education of black teachers in science, mathematics and allied subjects to fulfil the demand for skilled people in the future.

# Blacks moving into high gear

C. Herald 3/10/87 (179) ~~176~~

**MAKING, maintaining and selling cars and trucks will increasingly be in black hands in future and black ownership of new vehicles will become a major market force.**

Mr Loot Muller, managing Director of Datsun, which employs 3 500 black workers and 1 500 whites, said last week. 'We have to prepare now for the next upswing in the economy and black workers are essential to every phase of expansion.'

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'We and South African industry in general will have to spend more time and money than ever before on training our own people.'

### SUBSIDIES

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### GREAT EXTENT

'At Datsun, we use black workers to a very great extent.

'We have trained men in the fields of manufacture, industrial relations, computers, clerical and materials control.'

Mr Muller said there appeared to be a reluctance among black workers to enter the financial field of bookkeeping and accountancy and his company would spend more time and money to make these jobs more attractive.

As far as legislation was concerned, there were no laws preventing black artisans and clerical staff to reach the highest levels in South African commerce and industry.

'The Government leaves it to us in the business world to decide whom to employ and what jobs to give them.'

Mr Muller said the motor vehicle industry had had two good years and everyone had made a lot of money, 'which now gives us the opportunity to finance the type of expansion we will need to meet the next upswing.'

### NOT GEARED

He said many industrialists had discovered in the past two years that they were not geared to sustain the type of growth that had been experienced and they would have to make use of a possible lull to get ready for a greater demand level than South Africa had ever experienced.

His own company would spend more money on advertising in the next two years to maintain a high sales volume.

'And because of the closing of the wage gap between blacks and whites and because of the training that is taking place and that is to take place, we will have production volumes which will be very much in excess of anything we have had in the past.'

Mr Muller said the higher production volumes would be essentially caus[illegible] force of new cars and many more other products which were now beyond their financial reach.

# Jobless training details out soon

RDM 6.10.86 (179)

Labour Reporter

THE Government is soon to announce details of job training schemes for the unemployed, the Deputy Director-General of Manpower, Dr Piet van der Merwe, said yesterday.

Dr Van der Merwe also repeated Government announcements made last month that apprentices will now be able to choose whether they wish to undergo military training before or after their apprenticeship.

He said R9-million had been set aside for the present book year for the training of the unemployed.

Details of schemes to train the jobless would be announced "soon" and the Government planned to begin training the first group after the new Manpower Training Bill became law on November 1.

Dr Van der Merwe also said that 318 apprenticeship contracts for blacks had been registered this year, compared to 82 last year.

Between 9 000 and 10 000 apprenticeship contracts a year have been registered for the past decade, he added.

The number of registered training schemes for the training of whites, coloureds and Asians had increased from 207 to 370 in the first seven months of this year, while the number of registered black training schemes had grown from 409 to 518.

# Call for all-race trading

Argus 6/10/81 (179)

THE Cape Town Chamber of Commerce wants white central business districts of cities and towns to be opened immediately to businessmen of all races.

It says so in a motion it will put before the 1981 congress of the Association of Chambers of Commerce in Durban next week.

The chamber also wants the congress to urge the Government to:

- Phase in the opening of other business areas still restricted to a particular race group, to businessmen of all races.
- Repeal laws prohibiting the use of black, coloured and Asian managers in white-owned businesses in white urban areas.

The congress, usually attended by several hundred businessmen from all parts of the country and by high-level State officials, is one of the key events in the business calendar.

Cape Town president, Mr Tony Silberberg, will present a background report which claims that only a 'miniscule proportion' of the city's total business area is involved in an area which the Department of Community Development is thinking of opening to all population groups for business, trade or professional purposes.

That area is in central Wynberg, confined to a strip between the railway line and the Main Road: 'a less important and small part only of the Wynberg business area.'

This, as far as Cape Town is concerned, 'can hardly be regarded as progress,' and at that rate 'it will be years before we will see trading areas of any significance being opened up for occupation by members of the various racial groups.'

The Prime Minister, Mr P W Botha, at a conference with business leaders in 1979 had said the Government accepted in principle that certain trading areas within the group area of one population group could be opened to others.

'However, the chamber cannot agree that the principles enunciated by the

(Continued on Page 3, col 3)

# Bank has secondary education scheme

RDM 7/10/81

179

By STAN HLOPHE

AN IN-HOUSE educational scheme for non-clerical staff — the first of its kind in a commercial organisation in South Africa — has been launched by Barclays National Bank.

Twenty-eight candidates consisting of cleaners, messengers, drivers, and machine operators, selected from the bank's branches on the Witwatersrand are being trained at the company's In-House Secondary School in Johannesburg.

The bank's managing director, Mr Bob Aldworth, officially opened the school yesterday.

Mr Aldworth said the school's annual budget was R250 000. It cost R8 000 a year — including salaries — to train each student.

He said books, tuition and anything else required for the course was free. The school is fully equipped with a library, study/reading and lecture room and manned by two qualified teachers, Mr Boet van der Riet, principal, and Mr David Moroe.

Mr Aldworth said after a preliminary course in literacy, basic maths, and study techniques lasting about two months, the potential of the student was evaluated to see if a further course might be recommended.

Suitable students then embarked on a 15-month programme of intensive study aimed at gaining matriculation standard.

He said the students were currently doing a junior achievement training programme offered by the Centre for Small Business at the University of the Witwatersrand. They would write examinations set by the Joint Matriculation Board.

# Call to speed up training of black labour

Argus 7/10/81 (~~176~~ 179)

Argus Correspondent

PRETORIA. — South Africa will have to revamp its education and training programmes, or face the economically unacceptable and politically explosive situation of about 25-million unskilled workers, mostly blacks, by the end of the century.

Speaking at a teacher training symposium at the University of Pretoria the executive director of the South African Federal Chamber of Industries, Dr Johan van Zyl, said projections showed that the ratio between the executive, the highly skilled, semi-skilled and unskilled classes in the labour force would widen if the present training tempo was maintained.

## MOBILITY

Upwards mobility through education and training would have to improve greatly merely to maintain the current ratios, but more was demanded.

He said unless the socio-economic structure of the population was greatly improved the high economic growth rate could not be maintained.

To do this education and training would have to play an absolutely strategic role.

Dr van Zyl said by the year 2000 400 000 people, outside agriculture, would have to be provided with employment.

Whites alone could not meet the demand for skilled labour and by the end of the century more than half the schooled labour force would have to be drawn from the black, coloured and Indian populations.

This focused attention squarely on the education and training especially of blacks.

There was a great problem with large numbers of blacks with no or a very low education level.

They were ill-equipped for the labour market, which was becoming more complicated in the technical age.

In many instances they could simply be untrainable and therefore unemployable. To a large extent this problem arose because of the costs involved in training such people and the result was that some businessmen simply switched to machines and more mechanised methods of production to avoid these training costs.

# New scheme eases way for artisans

(178) (176) (177) RDM 13:10 87 (182) (53) (179)

EMPLOYERS and registered trade unions in the giant metal industries are to meet today to ratify a new artisan training scheme for the industry which employers see as "a step forward".

By STEVEN FRIEDMAN

The scheme sets out standards by which workers can become artisans without becoming apprentices first — the first such scheme to be negotiated since blacks became eligible for artisan work.

Unlike previous schemes, the plan lays down educational and training standards for workers who wish to become artisans through this route. They must also be older than candidates previously had to be.

This has led to charges — in an anynomous letter to the Rand Daily Mail — that the criteria have been toughened in order to "keep blacks out". The scheme is likely to affect blacks in particular as most black workers missed the opportunity to become apprentices.

The director of the Confederation of Metal and Building Unions, Mr Ben Nicholson, confirmed that the unions had asked for more rigorous educational and training standards before non-apprentices could become artisans.

But he strongly denied that this was an attempt to control the influx of black artisans.

"We were pushing for this long before blacks became eligible. If anything, we're protecting them by ensuring that they get adequate training and a qualification which will be accepted anywhere in the industry," he said.

## Binding

An employer source said the plan was a "step forward". He said it was planned to gazette the agreement, which meant it would be legally binding.

"Obviously, artisan unions are concerned that standards in skilled jobs are maintained. But we believe the agreement will provide an acceptable formula for training skilled workers of all races," he said.

The new scheme combines features of the journeyman recognition scheme, which has expired, and a separate artisan training agreement.

Both enabled workers who had missed the chance to become apprentices, to become artisans.

Both were negotiated at a time when blacks had no access to artisan jobs.

The new scheme lays down that workers must be at least 25 years old to qualify and that they must have attained an educational level which will be decided by the industrial council.

Employers must now train these workers and test them at each stage of their training.

According to Mr Nicholson, the educational level required will differ from trade to trade. But in no trade will prospective artisans need a higher education level than that required of apprentices — usually Standard 7.

# New scheme eases way for artisans

(178) (176) (179) RDM 13:10:81 (177) (53) (179)

EMPLOYERS and registered trade unions in the giant metal industries are to meet today to ratify a new artisan training scheme for the industry which employers see as "a step forward".

By STEVEN FRIEDMAN

The scheme sets out standards by which workers can become artisans without becoming apprentices first — the first such scheme to be negotiated since blacks became eligible for artisan work.

Unlike previous schemes, the plan lays down educational and training standards for workers who wish to become artisans through this route. They must also be older than candidates previously had to be.

This has led to charges — in an anynomous letter to the Rand Daily Mail — that the criteria have been toughened in order to "keep blacks out". The scheme is likely to affect blacks in particular as most black workers missed the opportunity to become apprentices.

The director of the Confederation of Metal and Building Unions, Mr Ben Nicholson, confirmed that the unions had asked for more rigorous educational and training standards before non-apprentices could become artisans.

But he strongly denied that this was an attempt to control the influx of black artisans.

"We were pushing for this long before blacks became eligible. If anything, we're protecting them by ensuring that they get adequate training and a qualification which will be accepted anywhere in the industry," he said.

## Binding

An employer source said the plan was a "step forward". He said it was planned to gazette the agreement, which meant it would be legally binding.

"Obviously, artisan unions are concerned that standards in skilled jobs are maintained. But we believe the agreement will provide an acceptable formula for training skilled workers of all races," he said.

The new scheme combines features of the journeyman recognition scheme, which has expired, and a separate artisan training agreement.

Both enabled workers who had missed the chance to become apprentices, to become artisans.

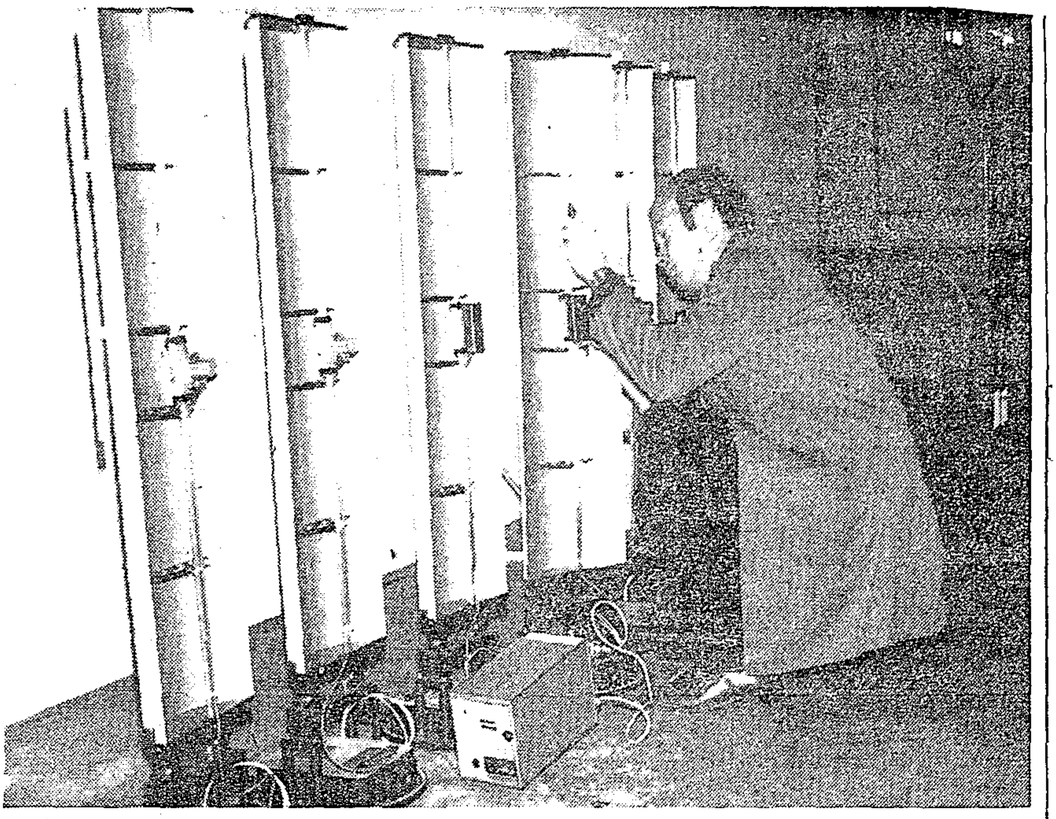
Both were negotiated at a time when blacks had no access to artisan jobs.

The new scheme lays down that workers must be at least 25 years old to qualify and that they must have attained an educational level which will be decided by the industrial council.

Employers must now train these workers and test them at each stage of their training.

According to Mr Nicholson, the educational level required will differ from trade to trade. But in no trade will prospective artisans need a higher education level than that required of apprentices — usually Standard 7.

(179) 13/10/81



LOCAL content in these micro-wave sensors is around the 90 percent mark. Here a Debex quality control technician carries out a final check on the equipment.

# Businessmen see need for security after bomb blasts

NM 13/10/81

179A

Finance Reporter

**THE bomb attacks on Durban business premises this year highlight the troubled times in which we live, and today's industrialists are becoming increasingly conscious of the need for good security as a result.**

In his search for equipment, the South African businessman is surprisingly well served on the local scene, with a range of complex electronic aids available which are well up to world standards.

However, while a number of companies supply various types of electronic security gear, only a few of these are large enough to carry the complete equipment ranges necessary for the immediate installation of full security systems.

The overheads involved in maintaining useful stocks of sophisticated equipment can be considerable — Debex Electronics, for example, has just over R1 500 000 tied up in stores.

The field narrows even further when the industrialist starts looking for organisations which can boast design, research and development graduates on the payroll, guaranteed technical back-up and quick reaction repair and servicing.

## One-stop

One company which has introduced a novel concept on the South African scene is Debex Electronics, where management has gone for a 'one-stop' supply approach, particularly for complete integrated systems.

In the opinion of the general manager, Mr Gerry Keogh, today's industrialist needs a service where his staff have only to make one telephone call to set a complete operation in motion.

worth over R1 000 000 for the supply of systems to major industrial and mining plants.

Current tenders could bring a similar amount in the next few months, a clear indication of a trend toward the allocation of more generous security budgets by South African industrialists.

## Types

There are many types of electronic equipment available today, all of which can be used in virtually limitless permutations to suit individual schemes.

In general terms, there are conventional and night vision CCTV cameras with a long list of discretionary accessories such as tracking, pan and tilt units, zoom lenses, bomb-proof casings, video time lapse recorders, motion detectors and sequential switching fittings.

For early warning of intruders approaching buildings or perimeter fences, a number of advanced sensors which use electro-magnetic fields or microwave beams are available, while a wide selection of small vibration, microwave and heat sensors can be used on windows, doors, vaults and underground.

One of the latest weapons to be added to the security officer's armoury is microdose X-ray, a new development from the U S which, due to an extremely low and therefore harmless X-ray emittance, can be safely used for frequent and indiscriminate checking of people, mail and packages. Since the recent introduction of this aid, local interest has been enormous and a number of units have been supplied to industrial and mining operations.

## Staff

Any system is of course only as good as the guard staff it is designed to warn, and the security control point for well protected plants could well include card access facilities, one or more CCTV monitors, microprocessing control, recording and communications facilities and mimic panels to give the exact location of any activated alarm on the premises.

Most of these complex aids are at present imported, although a very small number of the larger companies like Debex have enough expertise, staff and facilities to produce advanced electronics such as microwave sensors and micro-processing units with local content levels around 90 percent.

'Wherever possible we try to produce our own equipment if it is economically feasible,' says Mr Keogh.

'If not, we will import and use what we consider the best among new international products, first evaluating and field-testing the gear under South African conditions.

'It is vital that only first-class equipment is used in such an important role as the protection of assets and perhaps even life.'

# Borman warning on skilled labour

DD 16/10/87 (179)

EAST LONDON — The desperate shortage of skilled people in the Border area could hamper the future development of the region, Mr Leo Borman, the regional chairman of Manpower 2000, said here yesterday.

Opening the 35th annual conference of the Federation of South African Stationers, Mr Borman said a survey carried out in this area showed that there was an immediate need for 800 skilled people with a future requirement of over 3 000.

"This demand is particularly great in the technical areas of fitters, turners, machinists, electricians, engineers of all kinds as well as trained foremen and supervisors. Vacancies also exist in the field of computers and personnel management."

Mr Borman said it was expected that the Prime Minister, Mr P. W. Botha, would announce far-reaching incentives at the Carlton conference next month to encourage greater industrial growth in the decentralised areas. "But I fear the development here will be hampered by the lack of necessary trained staff and a technikon to serve the Ciskei-Transkei— Border areas is essential if we are to grow to meet our employment responsibilities."

MR BORMAN

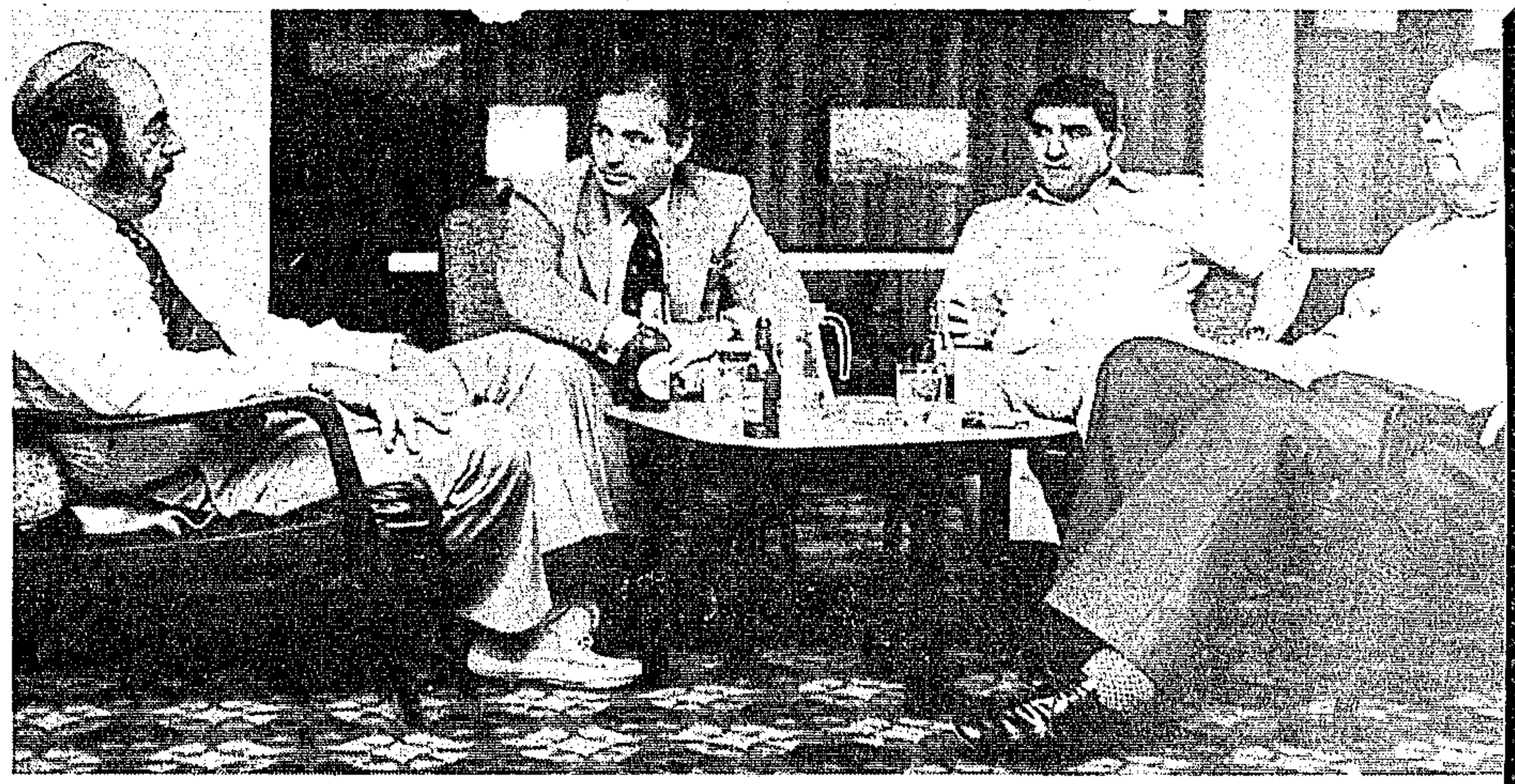
Mr Borman said more in-plant training had to be provided by industry for its own employees and said it was disheartening to know that fewer than 500 black people were undergoing apprenticeship training in South Africa.

He asked why, in a situation of vast numbers of unskilled workers with many behind them unemployed, was there such a totally inadequate number of trained and skilled people?

This problem was due both the the relatively recent emergence of the manufacturing sector in the South African economy and an antiquated school system which was steeped in theory and had little practical value.

Mr Borman said the recommendations of the De Lange Commission of Inquiry into education were of tremendous importance. "The continuation of an unequal decentralised education system within the various race groups will cause a total collapse not only in industry and commerce, but also in other areas such as health."

He said all education at institutions should be equal and of the same standard for all races, so that all people qualifying would have the same qualifications and be prepared for the unsegregated industrial fields. — DDR.



**Delegates to the federation of South African Stationers conference in East London relax after yesterday's session. They are: (from left) Federation President, Mr S. Maxwell of Cape Town, Mr S. Blades of Durban, Mr S. Sapire of Port Elizabeth and Mr D. Bedford of Cape Town.**

# New board's members named by Minister

KDM 23·10·87 (179) (16)

By RIAAN DE VILLIERS

THE Minister of Manpower Utilisation, Mr Fanie Botha, yesterday announced the membership of the first National Training Board to be appointed in terms of the new Manpower Training Act.

Mr Botha also announced that the Act, passed by Parliament during its last session, would come into operation on November 1.

The chairman is Dr P J van der Merwe, Deputy Director-General of Manpower, and the vice-chairman Mr S Naude, retired Deputy Director-General of National Education.

Mr Botha announced the names of the 20 other board members and pointed out that they included one coloured, one black and one woman.

In a statement, Mr Botha said the main functions of the board would be to advise him on policy matters arising from application of the Act and matters relating to manpower training.

The board would play an important role in the co-ordination and promotion of manpower training and in implementing the Government's general aim regarding training, which was that the country's workers, "irrespective of race, colour or sex, must be developed and utilised to the optimum".

## Consultation

The members had been appointed after extensive consultation with various organisations and with due regard to their expert knowledge of training and the interests they represented.

Eight were from employer ranks, four from employee ranks, five were State representatives and three were independent experts, he said.

Dr Van Der Merwe described the new Act as a "milestone".

GENERAL NEWS

# Boost for manpower training

Star 23/6/81

179

The Minister of Manpower, Mr Fanie Botha, yesterday announced the formation of a National Training Board to cover the interests of manpower training irrespective of race, colour or sex.

At a Press conference in Pretoria, Mr Botha said the board would spearhead the provision of skilled workers of all population groups.

The board would consist of a chairman, a vice-chairman and 20 members as well as 12 alternate members. It would have one black, one coloured and one woman member.

The members of the board would represent the interests of employers, workers and the State but not specific organisations.

The board had been appointed in terms of the Manpower Training Act which would come into operation on November 1. Its members, who would serve for three years, would advise the Minister of Manpower on training policy.

The chairman would be Dr P J van der Merwe, deputy Director-general of Manpower. The vice-chairman would be Mr S C M Naude, retired Deputy Director-general of National Education, Mr Botha said.

"They were appointed because of their expert knowledge or experience of manpower training development and the interests they represent in the national economy," Mr Botha said.

Eight members would represent employers and four would be from employee ranks. There would be five State officials and three independent experts in the manpower field.

Mr Botha said that more members from employer ranks had been appointed because of the important role employers had in training the labour force.

"The board will play an important role in implementing the government's general aim in ensuring that the country's workers be developed and used to the optimum irrespective of race, colour or sex," Mr Botha said.

Mr Botha said he thought one of the first priorities of the board would be the co-ordination of existing manpower training programmes.

The board will take over the functions of three bodies — the National Apprenticeship Board, the co-ordinating Council for In-service Training of Blacks and the co-ordinating Council for In-service Training. — Sapa.

# Call for more technikons

CT 24/10/81

Staff Reporter

SOUTH Africa must increase its number of technikons "four-fold" to correct the present imbalance in technical education, delegates to a seminar on "Training for Growth and Industrial Peace" were told yesterday.

Speaking on "Technikons: A New Giant in Education and Training", the Director of the Natal Technikon, Mr Allen Pittendrigh, said academic courses taken for matric exaggerated this imbalance.

As a result, the danger existed of students emerging from schools who were qualified in relatively useless fields. They would thus be unemployable because of their qualifications.

He said there was an urgent need to maintain an annual employment growth rate of "as much as 10 percent if we are to prevent growing unrest caused by unemployment".

Management and the State must look largely to the education of the black community "in seeking manpower solutions for the future", and management must involve itself more fully with the running, selection and anticipation of courses in the Technikons.

This formed part of one of the primary duties of Technikons, namely that they should "anticipate training needs, and not have to start training only when the need arises".

# TRAINING CENTRE

S. Tribune 25/10/81 (179)

Property Reporter

A R1-million training centre is being built by Pretoria Portland Cement to help overcome a serious shortage of skilled manpower in the industry.

The centre, at the Slurry cement factory in the Western Transvaal which provides opportunity for practical work, will include single quarters accommodation for 40 people. The project should be completed next July.

PPC's deputy group personnel manager, Ben Viljoen, says the centre will concentrate on intensive tuition for specific critical job areas, giving the trainee "scientific and practical training in terms of his job requirements".

Dave Scott, manager of the training centre

# SAR to spend R62m on new college for Blacks

EXPRESS 25·10·81 179

**A R62-million training college for South African Railways — which will train 8 500 Coloureds, Indians and Africans a year — is to be built between Tembisa and the SAR college at Esselen park.**

It is hoped tenders will go out next January. The successful tenderer will have to start work on the site on April 1, 1983 and hand over the completed complex by December 1987.

Courses will last between a month for labourers and five-and-half months for drivers.

The college will produce, among others, stationmasters and station foremen, ticket collectors, conductors, drivers for

## PLANS TO TRAIN 8 500 A YEAR WITH 15 IN EACH CLASS

By ARNOLD DAVID

SAR buses and its containerisation services, track maintenance men and leader trackmen.

Train marshallers and carriage and wagon inspectors as well as SAR Police recruits will also receive their training there.

The college will accommodate 2 000 people at a time and provision will be made to extend it to take another 500.

Bertie Geel, SAR's assistant personnel director, says training will be intensive.

"We believe that a lecturer cannot handle a class of more than 15 people so will not allow more than that is a class.

"To be able to do that we will build 108 classrooms in the complex.

"When they receive practical instruction, groups will be reduced to not more than five and, to make matters easier, we are going to build a block for each of the crafts and disciplines being taught."

Geel stressed that accommodation and facilities would be on a par with those for Whites.

"We are already well advanced on the road of equal conditions and pay for all."

The complex will have four dormitory blocks that will each accommodate 500 people.

The blocks will function as independent units with their own kitchens, diningrooms, toilet facilities, recreation areas and will have fully-equipped laundries and TV rooms.

The main, or administration, block will also cater for indoor recreation and will have a hall with a stage.

The hall will also be used for cinema shows.

The sports facilities will include one rugby field and three soccer fields, one of which will form part of a large stadium that will also cater for athletics.

"The purpose of the college is to provide formal training. It will not replace on-the-job training," Geel said.

# Govt promises R9-m to train SA unemployed

Star 29/10/79 (335) (177)

Own Correspondent

The Government is to spend R9-million to train South Africa's unemployed in the current fiscal year.

Details of the training schemes would be announced soon, the deputy director-general of the Department of Manpower, Dr P J van der Merwe, said today. The intention was to start training the first group of unemployed people as soon as possible.

Dr van der Merwe, who is also chairman of the newly appointed National Training Board, was speaking at the bi-annual congress of the Institute of Administrators of Non-European Affairs in Durban.

South Africa had a problem of too few trained people on the one hand, and of ineffective use of available trained staff on the other. About 500 000 people were unemployed and 270 000 entered the labour market every year.

The Government had committed itself to three broad manpower policy goals:

- The optimum conservation of the labour powers of all workers through the promotion of labour peace and the provision of security measures.
- The development and improvement of the knowledge, skills and abilities of all workers to the highest possible level.
- The optimum utilisation of the skills of all workers.

"The Government has made it clear these objectives will be pursued within an economic system based on free market principles," said Dr van der Merwe.

Labour peace, security, skills and productivity were the foundations on which South Africa's labour dispensation for the present and the future was built. These were bolstered by fundamental principles "fully enshrined in South Africa's labour legislation."

# Building industry looking at new training scheme

Star 29/10/84

(179)

Trade unions and employers are discussing the final details of an agreement designed to open job opportunities in the building industry to all races.

The executive director of the Building Industries Federation of South Africa (Bifsa), Mr Lou Davis yesterday said the parties were "smoothing out the wrinkles" in the agreement, which would be negotiated in the industry's industrial council early next year.

He said the agreement would introduce a "new concept of learnership" for building workers unable to meet the educational qualifications required for normal apprenticeship.

"For historical reasons many workers — and particularly blacks — cannot be indentured as apprentices because they lack the Standard 6 or 7 level demanded of them.

"The new scheme will introduce a new stratum of training to allow these people to progress to artisan or even craftsman level over a longer time."

Mr Davis stressed that the same standards would be demanded of trainees as of apprentices.

Although one party to the building industry's industrial council, Mr Gert Beetge's White Building Workers Union, had in the past resisted black job advancement, Mr Davis praised all the unions for "their responsible attitude" to the scheme.

# Use training centres, Botha tells employers

RDM 29-10-81 (179)

**THE Minister of Manpower Utilisation, Mr Fanie Botha, last night chided employers for making too little use of the training centres set up by the Government to counter the acute shortage of skilled workers.**

By GERALD REILLY

Addressing the Benoni Afrikaanse Sakekamer, the Minister warned that the economy would be retarded unless the skilled manpower shortage was urgently relieved.

The legislative foundations, he said, had been laid to ensure labour peace, productivity and security in the years ahead.

These foundations could only be laid because employers and workers were consulted and were prepared to work together, in the interest of South Africa.

If this was possible on the labour front it was also possible on other fronts.

"However, let there be no doubt there are many problems which will have to be faced in the future," he said.

The first and most important of these was the increasing demand for and acute shortage of trained workers.

The economy had to lean heavily on the white group to meet the demand for skilled labour, he said.

## Potential

In search of a solution, blacks had to be taken into account, he said. Their contribution to high-level manpower was far too low, and if it could not be urgently raised the country could not reach its growth potential.

This low contribution was because they were not properly trained and did not have the necessary skills, Mr Botha said.

Here was the contradiction — an acute shortage of trained labour, and a surplus of untrained workers, he added.

It was no longer possible for whites to provide all the skilled workers, and unless the problem was tackled with speed it could have serious consequences in the socio-economic and other areas.

The immediate target had, therefore, to be to launch training programmes in which employers, workers organisations and the State would each make a contribution.

The Minister said the State had at great cost helped with the establishment of eight in-service training centres for blacks. This was besides three training centres for adult whites, coloureds and Asians. There were also plans to provide more similar centres.

These centres were erected under pressure from commerce and industry, but there were still complaints that their full potential was not being exploited.

Mr Botha said employers were entitled to tax concessions as encouragement to make use of the centres.

"In a moment of desperation you ask yourself — what more must the Government do to convince the employer firstly of the seriousness of the trained manpower shortage, and secondly to spur them into action to combat the shortage.

"Employers must not stand aloof from the rightful needs and aspirations of their workers. It is expected of employers to maintain sound relations with their workers," the Minister said.

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PLEASE CIRCLE ITEMS REQUIRED

# More fuel to aid voters

PRETORIA. — Fuel selling hours would be extended until 9pm on November 4, the day of the SA Indian Council election, the office of the director-general of Mineral and Energy Affairs announced in Pretoria last night.

The concession would enable the Indian community to cast their votes, the statement said.

Notice of the extension will be gazetted today. — Sapa.

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RDM 30/10/81

# Big drive to train those hands

By GERALD REILLY

THE massive manpower training effort being made in the public and private sectors involved more than one million workers every year, the deputy director of the Department of Manpower Utilisation Dr P J van der Merwe said yesterday.

Speaking at the congress of the Institute of Administrators of Non-White Affairs in Durban yesterday, he pointed out that conservative estimates were that South Africa had 10 million pairs of working hands.

Every year 270 000 new workers joined the labour force.

The problem was, Dr Van der Merwe said, not too few hands, but too few trained ones.

Dr Van der Merwe said the Government had set aside R9-million for the training of unemployed workers this year.

Details of training schemes would be announced soon.

## Positive

Dr Van der Merwe said there had been a positive reaction from the private sector in the field of training. The number of registered schemes for whites, coloureds and Asians had increased from 207 in the first nine months of the year to 405.

For blacks the number of schemes had increased from 409 to 533.

If the training efforts of the State and provincial departments and State corporations were taken into account with the private sector effort, more than a million workers were included in training programmes every year.

The foundation had been laid for a dynamic period of manpower development in South Africa.

Dr Van der Merwe said at the end of 1980 there were 29 000 apprentices under training.

The annual intake had fluctuated between 9 000 and 10 000.

(A start had also been made with the training of black apprentices outside the national states. So far this year 318 were registered compared with 82 last year.

Approval had also been given for existing tax concessions to be extended for apprentice training.

Apprentices would now also have the choice of doing military training before or after the completion of their apprenticeships.

More than 230 000 workers had been included in training programmes which qualified for tax concessions.

The concession enables employers to claim 200% of actual training costs as an expenditure for tax purposes, Dr Van der Merwe said.

(179)

THIRTEENTH ANNUAL RE...

REPRINTS/HERDRUKKE (gratis)

No. 14 Brand, Politics and African Trade Unionism in Rhodesia since Federation.

17 Groenewald, Sosiale Afstand by Afrikaans-sprekendes: Verdere Toeligting met 'n Steekproef van Studente.

18 Van der Horst, Women as an Economic Force in Southern Africa.

PLEASE CIRCLE ITEMS REQUIRED

MANPOWER (179)

# Boosting training

FM 30/12/81

Government has appointed a National Training Board representing State, employer and employee interests to promote and co-ordinate manpower training throughout SA.

The board was appointed in terms of the Manpower Training Act which comes into effect on November 1. Its members will serve for three years and their main function will be to advise the Minister of Manpower on training policy. Headed by the Deputy Director-General of Manpower, Dr Piet van der Merwe, the board has eight employer representatives, four from employee ranks, five government officials and three independent experts in the manpower field.

Because blacks comprise the largest group in SA's workforce, some labour observers are surprised that only one black person, Wells Ntuli, Anglo Transvaal Consolidated Investment's group manpower consultant, has been appointed to the board.

Among board members are Errol Drummond of the Steel and Engineering Industries Federation of SA, Wessel Bornman, general secretary of the SA Iron and Steel and Allied Industries Union, Len Davis, executive director of the Building Industries Federation, and Jimmy Zurich, president of the Artisan Staff Association and chairman of the Federal Consultative Council of the SAR & H Staff Associations.

# Minister spells out board's role

STAR 6/11/84

179

Own Correspondent

Mr Fanie Botha, Minister of Manpower, has made it clear that the newly formed National Training Board falls under his direct control.

Speaking in Pretoria yesterday, the Minister stressed that although the board was to have executive powers, it would only be able to use them at his discretion.

The primary role of the board, he said, would be to advise him on matters of policy arising from the new Manpower Training Act, and matters relating to training.

The board's advisory functions were very wide, said Mr Botha, and it need not feel inhibited in making recommendations.

He pointed out the board's goal as being "the development to the highest possible level, of the knowledge, skills and talents of the total work force bearing in mind the differences in individual aptitudes."

While not wanting to dictate to the board, Mr Botha suggested the following guidelines for the board to give it's attention.

- The co-ordination and rationalisation of existing training programmes, showing a significant rise in productivity.
- The use of mass media, in particular radio and television, for training purposes.
- The determination of priorities as far as training was concerned.
- Liaison and co-operation with the independent national states.
- The promotion of training through labour relations.

Mr Botha praised the board for it's initiative, saying seldom before in South Africa's labour history was so much expected from a small group in such a short time.

The board's role was not simply to promote training opportunities for every worker, but also to prove as a source of inspiration to him.

24 November 1981

# Balancing labour and training

Industrial Work

(179)

24/11/81

By Dennis Bird

THERE is a distinct danger of the over-reliance on training to solve SA's manpower problems says James Lynch, MD of Impact Management Consultants of England, a recognised international manpower planner.

He says training is obviously important for the future of the country and its peoples, but if we become a technological society – micro-electronics, bio-technology etc., these technical advances will decrease the use of labour.

Lynch suggests that the Republic should look at those areas of business where the impact of technology will be less acute and where labour will always be needed, building and construction, agriculture and the service industries.

"The secret is to make the best use of people, give them an opportunity to develop their potential."

Lynch also suggests that SA can jump forward in education technology for Black people and states that if we started today, it would take two generations to get the level of semi-skilled workers with a few craftsmen and business owners.

By the third generation, Blacks would have a good middle class structure.

"There are models for this type of natural progression all over the world" he says.

He warns that the situation will get worse the longer this educational programme is left because the rate of technology change is so rapid that opportunities are being missed.

He makes the following recommendations to SA's industrial leaders:

- Don't fall into the situation where you have alternate heads from different racial or religious groups. You are only courting danger because society demands that the best person should have the job.

- At a national level, industry must become more involved in influencing training and education.

- At industrial level there is a need for closer co-operation between companies in the same industry so that training can be pooled. This should not be at the behest of government and must be controlled by industry and not government.

- At company level, total human resources systems must be implemented – business plan, the manpower needs, then training. The problem is that many companies spend a great deal of money on training and then cannot offer a career development plan to the man who has been trained.

Other areas of progress, according to Lynch, are: motivation – positive motivation in allowing the individual to develop without artificial restraints.

On the education side he warns that it must be planned and structured to meet the needs of the country.

(James Lynch will be conducting Effective Manpower Planning seminars in SA early next year).

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# Overseas staff recruitment is money well spent — Ovcon

174

Engineering Week 26/11/81

The cost of recruiting a single technically qualified and experienced building or civil engineering worker from Britain averages nearly R6 000, according to a leading Cape Town company.

Nevertheless, Ovcon director Jan Kaminski says his company is pleased with the results of three recruitment campaigns it has conducted in the past year.

To date, 17 members of staff have been recruited for positions such as project managers, assistant contract managers, senior surveyors, planning engineers, senior and general foremen, junior and site engineers.

The cost of the campaigns averaged out at some R5 650 to R6 000 per recruit. This figure covers:

- Cost of advertising in the UK;
- Travel expenses of candidate to attend first interview by consultants;
- Travel expenses of director to the UK;
- Travel expenses of candidate to attend second interview by company director;
- Consultants' fees (payable 50% on acceptance of offer and 50% on commencement of employment);
- Balance of airfares (ie special immigrants' rates, less department's customary 80% of adult fare contribution);
- Allowance for removal expenses;
- Allowance in respect of first month's accommodation.

Twelve of the staff engaged by Ovcon are married and five single. The time from acceptance of the offer to work in South Africa until arrival in this country has averaged around six months.

Anybody considering mounting such a campaign should obtain literature on the subject from the Department of the Interior.

A useful publication is: *Memorandum for the guidance of employers wishing to advertise for and who recruit immigrant personnel overseas.*

Jan Kaminski

employees for the purposes of a manufacturing or similar trade in an economic development area, the training may cost as little as 5,5c in the rand after tax.

The position of individuals and partnerships could be even better — for them the minimum second deduction can mean that their training could cost them nothing at all after tax.

A single new Act, the Manpower Training Act (MPT) takes the place of (and considerably streamlines) the Black Employees' In-Service Training Act and the In-Service Training Act, which have been repealed with effect from November 1.

The MPT also consolidates and up-dates most of the legislation affecting apprentices and the training of artisans. It also provides for the creation of various types of training institution, which require to be registered under the MPT by the Registrar of Manpower Training — who is an officer in the Department of Manpower.

The new types of institution are in addition to training facilities provided under a binding industrial council agreement, which require to be approved, but not registered, by the Registrar.

### Levy Payable

But there is a worm in the apple: the Minister of Manpower may impose a levy payable by employers to further the purpose of the MPT.

In regard to the operation of the tax concessions, the Commissioner for Inland Revenue (CIR) enjoys important discretionary powers, subject however to objection and appeal.

The CIR may decide whether expenditure incurred outside SA is allowable; what proportion of training expenses was incurred on industrial or similar training in an Economic Development Area; what is "similar" to a process of manufacturing, and, of particular importance, what proportion of a company's expenditure relates to the training of employees and so qualifies as "training expenses."

Because approval of an assessment con-

## INING INCENTIVES

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## w dispensation

FM 27/11/81

system for training incentives — ing great opportunities for tax sav- — was inaugurated on November 1. 1981, when the Manpower Training Act 1981 and various amendments to section 11*sept* of the Income Tax Act came into effect.

Addressing a recent BSP seminar in Johannesurg, Costa Divaris (a co-editor of *Businessman's Law*) questioned some of the economic logic behind the new provisions, but urged that these doubts should not deter businessmen from taking advantage of the major tax benefits available through knowledgeable use of the new system.

The tax concession is provided by section 11*sept* of the Income Tax Act, and is known as the "employees' training allowance." It amounts to a second deduction of training expenses over and above the ordinary deduction under section 11 of the Act.

The training expenses have to be incurred by the taxpayer in the course of his trade in respect of employees employed by him for the purposes of that trade. But training in the course of mining does not qualify for this additional deduction, although a company engaged in mining and in another trade could claim the second deduction in its non-mining trade.

A company liable for tax — that is a company without an assessed loss — would save 84c in tax (that is double the normal rate) out of every rand spent on training expenses. In other words, qualifying expenses would cost the company only 16c in the rand after tax.

If, in addition, the company is training training expenses amounts to exercise of his discretion by a Revenue officer, it becomes final and binding after two years (if the taxpayer has revealed all material facts) and not only after three years — the normal period of prescription for assessments.

There are also complicated rules governing the recoupment of training expenses. Under certain circumstances these rules can lead to a double recoupment for the taxpayer. There are also subsidies, understands Divaris, for the remuneration of instructional and other staff employed for training purposes in economic development areas.

Another special provision governs amounts received by employers from industrial council funds. There are also rules for determining when company premises are used "wholly or mainly" for training.

It is important not to put new machinery into a training programme, because then the company will lose its investment and initial allowances. So a company should put new machinery into its production line and take out the old to use for training.

The allowance may be used in various ways. If a company does not want to set up its own group training centre, it may send its employees to someone else's group training centre. The company may then claim as qualifying expenses the employees' remuneration while they are off the job and being trained, the fees payable for training and the employees' travelling expenses.

But groups of companies should beware if they have set up private training centres for use by all group companies. The Registrar cautions Divaris, will scrutinise the scale of fees very astutely to make sure the double deduction is not being abused through inflating the scale of fees charged within the group.

# Bifsa boost for major training centres

179 1/12/81 Industrial Week

By Lynn Carlisle

WITH an eye on forecast labour shortage in the building industry, the Building Industries Federation of South Africa (Bifsa) is to inject an initial R9-million for the construction of three major training centres.

The centres — at Bellehar (Cape Town), Port Elizabeth and Mariannhill outside Durban — will be commissioned over the next 18 months. They form part of a new strategy to overcome the skilled worker shortage and to increase the productivity of workers already in the industry, says Bifsa executive director Lou Davis.

"We are restructuring certain labour principles, details of which will also be announced in January," he tells Industrial Week.

A new concept in training apprentices and semi-skilled workers of all races will be the proposed introduction of technikon staff to teach at the centres.

"At present we make do with hired facilities in these areas but see the centres, which will be expanded when necessary, as an answer to providing an additional 2 000 skilled artisans needed in building each year," says Davis.

The first clod of earth has been turned at the R2,9-million Mariannhill centre which will ultimately turn out around 200 fully trained apprentices and about 500 semi-skilled workers annually.

It is due for its first intake in early-1983 and most trainees are expected to be Indian.

The R3-million centre at Bellehar is well placed for Coloured and White apprentices and will be completed in October next year.

Tenders for Port Elizabeth's R3,2-million centre will be let in mid-1982 and is scheduled for completion at the end of 1983.

Personal Prefs

Public — not tec

Satisf

# Train, train, train, train

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Industrial Week 1/12/81

Three Mercedes-Benz truck tractors have been loaned to the In-Service Training Centre at Waltloo in Pretoria. These trucks belonging to UCDD (Pty) Limited, general representatives for Daimler-Benz in South Africa will be used for professional driver training.

"The concept of in-service training was initiated by various companies in 1975", explained Johan Potgieter, who heads up the centre.

"In 1976 the Department of Co-operation and Development as it is now known, awarded tax deductions for approved courses, The Government then commissioned eight in-service training centres and the Waltloo centre today serves Pretoria, Northern Transvaal and North-eastern Transvaal".

These centres are not subisidsed and function independently in respect of financing. "Although we are a non-profit institution we must carry the cost of running the centre ourselves and the only income we have is the tuition fees which is R300 per pupil per driver training course," said Johan.

If UCDD did not assist us with these three vehicles we would have had to increase our fees considerably as we would then have had to carry not only the cost of the vehicles but also the insurance premiums, the maintenance and service costs, and licences".

The three vehicles of which two are articulated are utilised by the students in their practical training.

Students learn to manipulate the vehicles in various situations such as when parking, in city traffic, on open roads and on dirt roads. They also learn to check and inspect the vehicle and its load before they actually drive the vehicles. During training the students also verbalise their inspection rounds and say why certain checks are conducted.

During practical driver training the instructor accompanies the student who is driving and a system applies whereby the student constantly reports everything that he sees on the road.

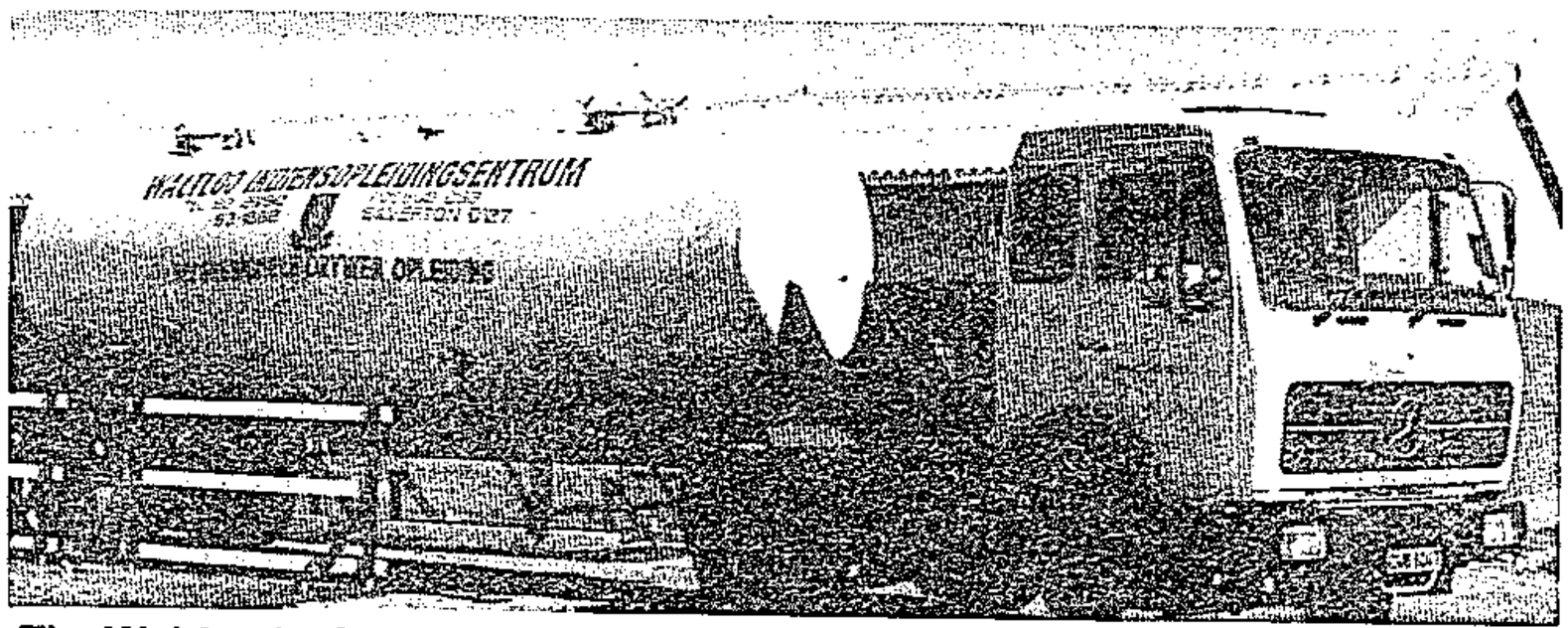
A maximum of 12 students is permitted per two-week course. Thus intensive practical and theory training can be given.

Theory training includes everything from the obvious road signs and rules of the road to the not-so-obvious responsibilities of the drivers, accident procedures, reporting of defects and preventative maintenance.

Students are tested and sit for examinations and certificates of competence are issued to all successful candidates..

"Professional driver training is essential for any concern, as not only is the investment of the company in terms of vehicles and goods, protected, but lives and private property are also protected", said Johan.

"Everybody benefits by this scheme, the driver becomes better qualified, the company has the advantage of more professional employees and is eligible for tax deductions, and the public are assured of safer drivers".




**The Waltloo In-Service Training Centre near Pretoria where drivers have the opportunity of using the Mercedes-Benz trucks to acquire a professional driving standard.**

# Education: 'Conflict looming'

C. Times 5/12/81

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Staff Reporter

THE president of the South African Institute of Management, Mr Dennis Etheredge, yesterday questioned the government's rejection of the De Lange Committee's proposal for a single national education system and predicted "something of a conflict looming over the content of black education".

He was speaking at a conference on the use of computer-based education in adult training programmes at the University of the Western Cape. The conference, hosted jointly by the university and the SA Institute of Management, was attended by about 300 business leaders and academics.

Mr Etheredge said the Minister of Education, Dr Gerrit Viljoen, had argued that separate education departments could best cater for the interests of individual groups with different cultural, traditional and religious values.

Mr Etheredge said: "Be that as it may, what we need is economic growth; we want to be a modern State with an improving standard of living for everyone. To achieve this, we must concentrate on the sort of education that involves people in industrial and commercial activity.

"We will not be concentrating on traditional values, but on subjects such as maths and science, which have no emotional content and are not responsive to the old values which concern the minister. I am not interested in the politics of the matter, but only in the right sort of education — and don't let us pretend that the education which blacks now receive fits them to participate in a Western industrial society," Mr Etheredge said.

He said South Africa's shortage of skills in the technological field was having an adverse effect on growth and on research and development work in the public and private sector. Mr Etheredge attributed the country's shortage in skilled high level manpower to "an attitude among young people against technical education, which many of them regard as a lesser form of education".

Mr Etheredge said the government had to "get formal education on the right lines", by providing adequate facilities and trained teachers while the private sector provided training for workers with little or no formal education.

# Basics of education need 'overhauling'

Staff Reporter

EVEN a superficial evaluation of formal education showed that its basic structure was in need of overhaul, according to Professor J P de Lange, chairman of the De Lange Committee report on educational reform.

Speaking at the adult education conference at the University of the Western Cape, Professor de Lange, who is also the rector of the Rand Afrikaans University, said the traditional structure of formal education was too manpower intensive and expensive to cope with the need for life-long education.

"It cannot really cater for the array of individual differences and it has become too academically orientated. The values underlying it tend to ignore the fact that education is also a way of ensuring that a country can earn its living in its given situation."

It was "highly unlikely" that the traditional technology of education could cope with the present and future need for education.

Professor De Lange also said the introduction of computer-based education would result in improved quality of learning and a less manpower-intensive system of education. He urged educationists to be "constantly aware" of the need for renewal in the basic technology of education.

# Call for aid to train unskilled

Staff Reporter

FREE and compulsory education for blacks had to be introduced to supplement the use of technological advances such as computer-based education, the president of the National African Federated Chamber of Commerce (Nafcoc), Mr Sam Motsuenyane, said yesterday.

Addressing the adult education conference at the University of the Western Cape, he said the training of black people in technical and related fields was "grossly inadequate".

"It is common cause that hitherto very little effort was directed to the training of the black population in technical and related skills. There were 16 technical institutions for blacks in 1979, where only 3 000 students were enrolled. And in the last two years, only two technikons were opened for blacks," Mr Motsuenyane said.

Quoting from the findings of the recent Commission on United States Policy toward South Africa, he said 82 percent of African workers held unskilled or semi-skilled jobs while only nine percent held clerical positions.

"Any effort seeking to find a bridge by which under-educated adults can gain competence in tertiary-level studies should primarily address itself to the under-educated mass of the black section of the labour force," Mr Motsuenyane said.

He said the state, private sector and the individual should share the costs of training and upgrading the workforce.

Computer-based education should not only be employed at universities, but also at technical colleges, technikons, factory plants, large hostel dwellings and premises where a large labour force was employed, he said.

# Coloured nurses to begin training in 1982

Express Post 29/12/81

DURBAN — Coloured nurses would begin training at Durban's Addington Hospital in the new year, said Dr Johan Vorster, Director of Hospitals in Natal.

He said a total of 30 student-nurse posts had been created for coloureds. Ten student nurses would begin their training during January and others would follow, with further intakes of student nurses.

Dr Vorster said the coloured student nurses would take the Nursing Council registration and enrolment courses and would carry out ward duties in the hospital.

Black nurses had worked in the renal unit for about two years, while patients of all races were treated in the eye clinic and the renal unit, he said.

A spokesman for Addington Hospital said 124 student nurses were expected early next year, including 63 white and 10 coloured diploma-course student nurses, 22 social-science student nurses and 29 pupil staff-nurse trainees.

A total of 42 student-nurse posts would be vacant out of the 511 student-nurse posts at the hospital.

At present, there were 166 vacant student-nurse posts, but 25 school cadets were now coming to the end of their stint at the hospital, and 16 coloured and Indian ward attendants were filling in.

A further 25 school cadets would take over from the current batch. — Sapa

SKILLS SHORTAGE

# Spreading the blame

FM 20/3/81 (179)

The shortage of skilled labour is now so severe that the immigration authorities themselves have not got the staff to process would-be immigrants to SA.

The problem has its roots partly in the current economic boom and partly in massive strategic projects initiated by government and the public undertakings.

Construction at Sasol 2 and 3 is currently employing around 26 000 workers, most of them skilled or semi-skilled. Thousands more are working on projects such as Escom's giant new power stations, new facilities for the Uranium Enrichment Corporation and coal hauling facilities for the Railways. Armscor has nearly trebled its output in the last three years and 90 000, obviously mostly skilled, are now employed in armaments manufacture.

Government policy on local manufacture by the private sector has also led to heavy demand for skilled labour. The motor industry is an outstanding example and General Motors MD Lou Wilking says that labour requirements have nearly doubled in the past two years.

"In 1979, about 8 000 different items totalling 135m pieces were produced locally for motor vehicles," he says. "Next year, the local content programme will require 18 000 different items totalling 265m pieces.

"An industry cannot digest a 100% growth in two years without labour strain and inflationary effects."

Many employers blame the skills shortage on government's immigration procedures, which require a three-month period to process the application of a would-be immigrant.

A government spokesman, however, says, and quite rightly, that companies which cannot plan their manpower requirements on a three-month lead time have no right to criticise others.

"And if they think that three months is a long time," he says, "let them try emigrating to Canada or the US where it can take a lot longer."

Chief director of immigration Rudolf de Wet says that immigration procedures are being streamlined. He points out that 29 228 immigrants entered SA in 1980, just short of a government projection of 30 000 immigrants for the year and more than 50% above the figure for 1979.

Last year the department increased its staff complement and currently employs more than 30 British nationals at the London office alone. De Wet says that he needs more SA staff, presumably for the more sensitive aspects of the work.

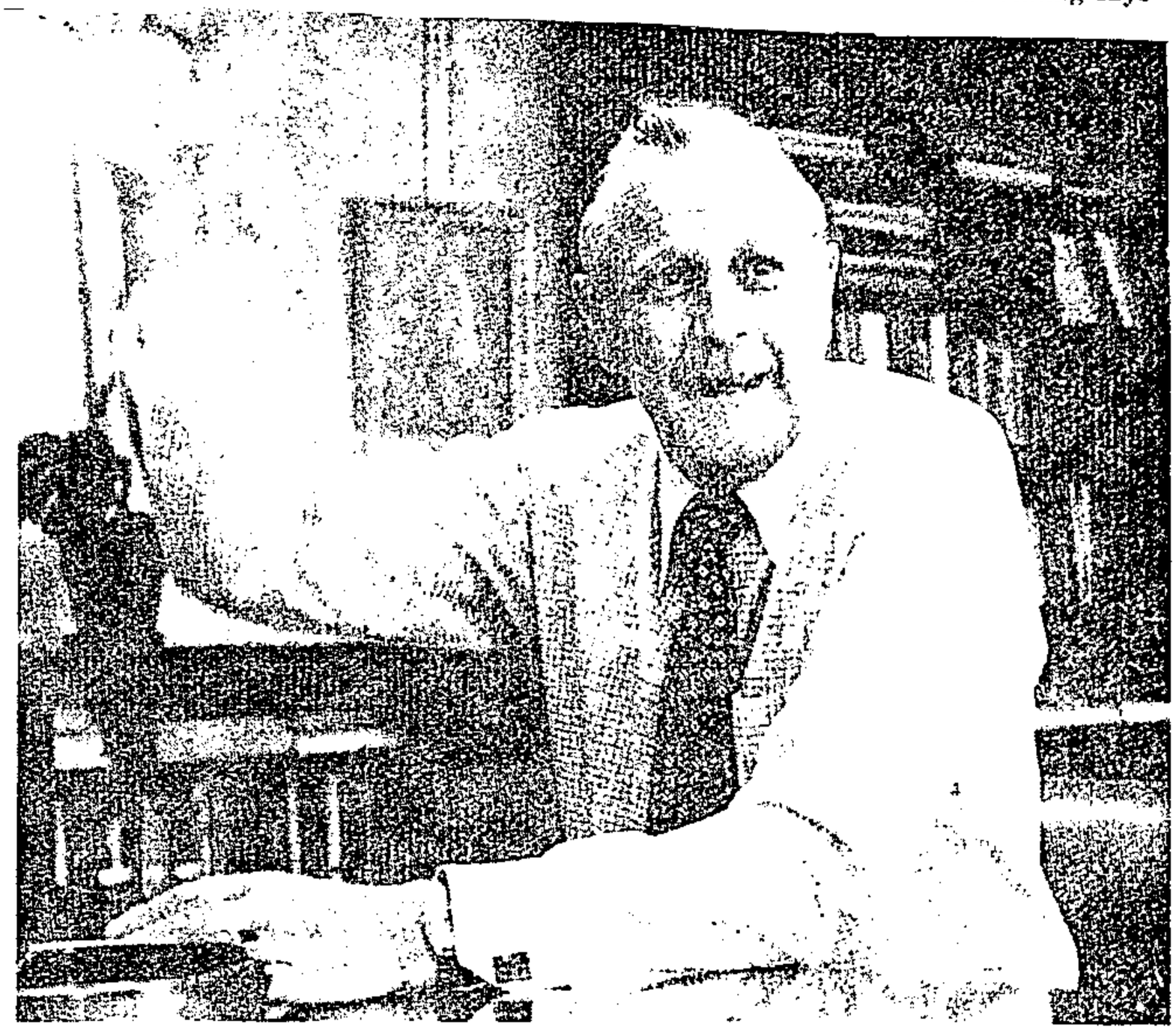
Even so, he believes that more than 30 000 immigrants will arrive in 1981, although immigration will probably not be as high as the figure of 50 000 immigrants for 1975. This is partly due to the department's own staff shortage, and to what De Wet describes as the little known fact that despite the unemployment in the UK, skilled workers are still not easy to find.

Government also has the view that employers should not be given too much incentive to take the easy way out of their staff shortages by importing labour.

Emigration dropped from 15 171 in 1979 to 10 129 last year, making the net gain of 19 099 last year more than six times the figure for 1979. De Wet says: "For each application, we have to ask ourselves if there is a South African, of any colour, available for the job."

Many immigrants are people of SA origin from Zimbabwe who have a legal and natural right to live in SA. According to De Wet, most of them are suitable for employment here. He says that his London and Salisbury offices are the most busy. But whereas the London office is actively recruiting immigrants, the Salisbury office has its hands full dealing with the flood of unsolicited applications.

Immigrants are also exacerbating the housing shortage, says De Wet, and this is now particularly bad in the PWV complex, where 70% of them find jobs.



Manpower's Reynders . . . industry must play its part in the training process

The problem clearly runs deeper than immigration red tape. Arthur Hammond-Tooke, of the Federated Chamber of Industries, says that the skills shortage poses a serious dilemma for the country of resolving the conflicting needs of a short- and long-term problem. "The present circumstances could be used to justify the wholesale importation of labour," he says, "but the more we import, the smaller will be the incentive to train our own people. Production workers in developed countries spend about 15% of their time receiving paid, on-the-job training. In SA, we are still light years away from that figure."

Government, industry and the professions must share blame for not having done enough to develop local talent.

For example, precious little has been done to arrest the decline of interest among youngsters in the engineering profession, where shortages are particularly acute. Professor Dirk de Vos, president of the SA Council for Professional Engineers, estimates that there were 690 first-year engineers in 1973, but only 300 in 1979; and that there will be only 250 engineering graduates from SA universities in 1980-81 to fill between 400 and 600 vacancies.

President of the SA Association of Consulting Engineers, Ken Andre, says that engineering organisations are not doing enough to attract and train engineers of all races and that the shortage is due neither to a brain drain of skills away from the country nor to poor pay. On the contrary, he believes that engineeers are very well paid and that their remuneration has been boosted by the spiralling wages of draughtsmen and technicians, who are also in short supply.

Chairman of the Manpower Commission, Dr Hennie Reynders, also castigates employers for not fully exploiting indigenous labour resources. "There are still problems regarding the theoretical training of black artisan apprentices," he concedes, "but last year less than 100 black apprentices were registered by the private sector. And there are still a number of unemployed black matriculants. Industry should go out and look for them and not assume that they do not exist."

There is clearly a need for government, the private sector and the professional associations to devise a national policy on immigration and training as the problem has business, social and political implications. One suggestion is that a "local content" labour programme be devised where employers are given "labour import permits" on the basis of the commitments they make to develop local resources.

In the short term, at least until the present boom has passed, government should encourage getting in more workers on one- or two-year contracts. Hammond-Tooke says that government should distinguish between immigrants, who are future South Africans, and contract workers, who are here to do a job and then leave.

If the red tape required to get in contract workers was cut, the present labour squeeze would be greatly eased.

MANPOWER - TRAINING

1982

JAN. — DEC.

# Socialism will come unless SA changes

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ARGUS 28/1/87

IN the further creation of wealth and its equitable distribution lay the only hope of a firm base of stability in South Africa and the survival of the free enterprise system, Mr Mike Rosholt, chairman of Barlow Rand, told a businessmen's meeting in Johannesburg this week.

The alternative, he said, would be its replacement in due course by some form of socialism — 'and the dire consequences we have observed over the years in many countries to the north of us.'

Mr Rosholt said the government was publicly committed to basic change in the socio-economic field. 'And even if at times we are exasperated by the pace of change there can be no turning back. Nor can the private sector stand aloof . . . in the move towards a more just society.'

## SATISFIED

'The private sector should examine its own performance. Are we in business satisfied we are taking full advantage of the government's amendments to laws and regulations, particularly in the field of labour?

'Of equal importance has been the significant change in the past few years in intergroup attitudes. Are we taking this factor sufficiently into account in formulating our labour policies? Are we really keeping pace with the developing scene in this country?

'A growing number of businesses are keeping pace. But all are involved in this process, the private sector should not be satisfied with its performance.

On the subject of the elimination of discrimination in the work place Mr Rosholt said: 'It is of the greatest importance that businessmen accept the basic fact that discriminatory practices and the achievement of the full economic potential of South Africa were 'just not compatible.'

## OBSTACLES

There were in fact very few remaining governments obstacles to a businessman eliminating discriminatory labour practices in his own business.

Are we in business really moving on the elimination of discrimination or are we merely paying lip service?

'In common with many other companies our group concluded some years ago that a major objective should be its elimination and the promotion and preservation of the dignity and self-esteem of all our employees. This called for a full commitment to such concepts as selection and promotion solely on the basis of ability, the provision of similar benefits for all employees and the acceptance of some responsibility for their quality of life outside of the work place.

As a start we introduced a written code of employment setting out our objectives and calling for a definite commitment to its principles by every employee. To ensure that the commitment was carried out we introduced direct monitoring of performance . . . with annual face to face presentations by the chief executive of each of our divisions to our board, to executives and staff of other divisions and to selected outside specialists on labour matters.'

On remuneration Mr Rosholt said: 'There is absolutely no law or government regulation which prescribes discrimination in remuneration or which deals with the quantum which can be paid to anyone — other than minima laid down in certain industries.

Quite rightly, remuneration is considered to be a matter which can only ultimately be settled by negotiation, formal or informal, between employer and employee.'

Of education and training, Mr Rosholt said: 'There is now a general consensus among businessmen that here lies the key as to whether or not South Africa will ultimately be able to take full advantage of its great natural resources — human and material.

**'There are very few remaining Government obstacles to a businessman eliminating discriminatory labour practices in his own business,' says Mr Mike Rosholt, chairman of the giant Barlow Rand organisation.**

Are we all doing sufficient training within our own organisations? Taking maximum advantage of government external training programmes and incentives? Making sufficient effort in the indenturing of black apprentices? Or are we just sitting back complaining of the impossibility of doing so?

There is no question that indenturing of blacks is a far easier process now than it was in the past.

In the wider national sense, the black population group will not be trained sufficiently to use its skills to the utmost and consequently to share in the fruits of the private enterprise system. This will inevitably lead to a rejection by it of the system, with all the implications on the stability of the country.

'But what is sufficient? How much should we be investing in training? While in no sense seeking to boost our own achievements — because we know we are not doing sufficient, mainly because we do not yet have enough trainers or training establishments — our budgets this year call for a 30 percent increase in expenditure over last year.

'Our training costs, capital and revenue, direct and indirect, including salaries and wages paid to employees while undergoing training in company time, were R24-million. This represents R123 per employee on our strength of 196 000, although of course not every employee received training during the year.

'If as a country we spent an equivalent amount on each of the 10 million of our economically active labour force, the national bill would be R1,2-billion. This may sound a very great deal of money, but it represents only 2 percent of our 1980 gdp.

## TRAINING

I would suggest we shall have to spend more. But whatever the figure should be, it is quite clear that both the public and private sector will have to face up to significantly increased investments in this area.

'But can one talk of effective training when basic education is lacking in so many of our employees? A survey of our group some three years ago showed that 60 percent of our black employees were either illiterate or semi-literate and had had six years of formal education or less.

'It was clearly futile to talk of training, particularly technical and supervisory, for the majority of those people. And so in an attempt to remedy this situation, we introduced literacy and numeracy schools, staffed by professional black teachers. We now have 60 such schools providing employees with two hours a day of basic education — in company time — for 10 to 15 weeks depending on the level of literacy and numeracy with which they start.

## EXPENSE

'On any given day we are now dealing with 1 800 employees and in a full year some 6 000 will pass through our schools. The expense, part of our overall training costs, is significant but we believe that only such basic educational courses, followed by specialised job training, will produce the skilled labour which our forward plans call for.

'And that is why the ultimate response of government to the De Lange report of the Human Sciences Research Council is of such immense importance. Hopefully it will bring about a complete overhaul of our national educational system on a non-discriminatory basis.'

# 'Skilled labour is the key to creating wealth'

DDM 7/8/82 (179)

DURBAN. — Manpower, and not capital, income or material resources constituted the basis for the wealth of an area, the Director General of the Department of Manpower, Dr P J van der Merwe, said last night.

"Clearly, if you are unable to develop the skills and knowledge of your people and to utilise them effectively in your economy, you will be unable to develop anything else," he told the 31st regional congress of the Chambers of Commerce in Natal at the Wild Coast Holiday Inn.

Dr Van der Merwe said virtually no manpower planning was done at the regional level. This would have to receive priority if regional development was to be successfully promoted.

"I believe that we have succeeded in creating a policy, legal and institutional framework which provides for effective manpower planning at the national and regional level and that it is now up to the people of each region to get on with the job.

"Manpower planning can only be done effectively by skilled planners and only if the planning is done where the people are, where people live and where they work."

Dr Van der Merwe appealed to employers to give jobs and training to graduates of Government-established training facilities.

The Government had done more than it had been given credit for and it was up to employers, unions and employees to do their part.

Changes envisaged for next year included the repeal of the Shops and Offices Act and the Factories, Machinery and Building Work Act and their substitution by the Conditions of Employment Bill and the Machinery, Occupational Safety and Occupational Hygiene Bill.

Further legislative changes in future would relate to registration of trade unions, the levels of collective bargaining and the functions of the Industrial Court.

Dr Van der Merwe said he was very confident about the future labour outlook.

"We have a framework of which we can be justifiably proud, we have labour market institutions which can monitor developments and make timeous recommendations to the Government and we have enough responsible employers and employees." — Sapa.

# New artisan training scheme gets underway

By Hugh Poulter

**THE NATIONAL Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry have formulated a new artisan training scheme that will be introduced immediately.**

Based on the Metal Industries Artisan Training Agreement implemented in 1979, the new Artisan Training and Recognition Agreement for the Metal Industries has the advantage of offering special training for 40 trades as opposed to the six trades previously offered.

"The training, which will take from 80 to 125 weeks depending on the trade, is broken up into modules and tasks," says Constantine Demetropulo, general secretary of the NIC for the Iron, Steel, Engineering and Metallurgical Industry.

"The scheme is controlled all the way along the line with each task and module being tested, and the artisan receives recognition at the end of the course," says Demetropulo.

"The new agreement has two main advantages over the old journeyman system, a great deal of time saved and the stringent control and testing of the training. It has been approved at highest council level and I expect industry to react extremely favourably."

After a total of 88 weeks modular training, Dorbyl Heavy Engineering's Allan Peinke became the first trained artisan (turner) under the existing scheme.

The NIC minuted that the test piece done by him reflected "the high standard of training given at DHE's Vanderbijlpark Works".

The scheme replaced the so-called Journeyman Recognition Scheme which functioned for 15 years and had served the purpose for which it was established.

Peinke was presented with the first MIATA journeyman certificate by DHE chairman Doug Ellis.

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DAILY DIS

D. Dispatch 7/1/82

# Minister: more training needed

PRETORIA — South Africa could not maintain the growth of past decades unless more people were trained, the Minister of Education and Training, Dr Ferdie Hartzenberg, said yesterday.

Launching the first council of Vista University in Pretoria, he said: "Vista derives its right of existence from the fact that it will not only develop the urban black communities in South Africa, but also make an indispensable contribution to the economical development of the country in general."

Dr Hartzenberg said there had been "phenomenal" progress made with the education for blacks in recent years. The enrolment of black students at the existing four residential unversities had increased from 481 in 1960 to 7 975 in 1981.

In the late seventies university education facilities had expanded to such an extent that branches of the universities Fort Hare, Zululand and the North, were established in Zwelitsha, Umlazi and Qwaqwa respectively.

The demand for post-secondary education by urban blacks justified the establishment of Vista University.

There was also an urgent need to provide part-time training and after-hours tuition for the large number of potential students who were breadwinners, and unable to study full-time or away from their homes.

Although Unisa played "a very important part" in this regard, it became evident that besides correspondence courses, there was also a need for contact tuition for blacks at post-secondary level.

Dr Hartzenberg said Vista university would be temporarily seated in Pretoria and would:

- Provide courses conducted after hours for teachers.
- Offer degree courses to student teachers at training colleges.
- Provide full-time and/or part-time university training for prospective teachers. — SAPA.

# Video car-driver training programme is first in SA

(79) E. Post 8/11/82

NEW ON THE MARKET

THE first video comprehensive car-driver training programme to be produced in South Africa has been presented to the National Road Safety Council in Pretoria.

It will interest companies involved in training their employees to drive.

The programme which comprises 18 five-minute training modules was produced by the Durban-based company Inconotrain for Hertz, and its production was supervised by the Institute of Advanced Motorists of South Africa.

Hertz will use the programme to train its drivers countrywide and will also be making the programme available generally as part of a corporate responsibility project, promoted by concern for road safety and because South Africa has one of the highest rates for death and injury from accidents in the world.

The company will make the tapes available to interested companies, institutions and local authorities, while the Institute of Advanced Motorists will help in training instructors to run the video courses.

Mr Noel de Viliers, managing director of the company, points out this new training programme incorporates an important section on freeway driving.

"As far as we know there is no specific instruction manual nor audio-visual programme to teach drivers how to operate their cars on freeways.

"Nor is provision made in the testing for drivers' licences for testing drivers on freeways or motorways — in fact learner drivers are not allowed on motorways at all.

"In our course, the main elements of freeway driving are carefully detailed and the real driving situation can be viewed on the television monitor.

"Thereafter, there is a review of the points made, followed by a practical lesson and, if necessary, a further review," he says.

The course has been produced in both official languages as well as several black languages and will be generally available from January

GENERAL NEWS

# Shopfloor conflict a risk to industry

179

Labour Reporter

The potential for conflict on the shop floor between black and white workers was an obstacle to utilising manpower in South Africa.

This was one of the findings in an extensive study report released last week by the Human Sciences Research Council (HRSC) on the subject of manpower requirements from 1977 to 1987.

Inter-group conflict on the shop floor was seen as one of several obstacles to utilising all population groups, fully the study found. Other obstacles included:

- A trained but untapped non-white labour force does not exist.
- Large scale training of blacks in an industrial society was not a simple matter.
- White workers tended to protect their bargaining positions.
- Wildcat strikes and damage to property which showed the militant mood of many black workers could influence employers' employment practices.

The HSRC report says recent labour legislation has removed most of the legal barriers in the way of full manpower utilisation but that these obstacles as well as others still exist.

Increases in the levels of training and education of blacks are essential, the study states.

The HSRC makes several recommendations to the Government and employers for meeting future manpower needs. These include personnel training and recruitment of skilled foreigners, manpower planning, use of labour intensive technology and techniques, family planning and stimulating the informal sector of the economy.

# Training scheme for farm labour

RDM Mail Reporter 19/1/82

THE South African Agricultural Union has instituted a scheme to co-ordinate the in-service training of farm labourers.

The aim of the Agricultural Manpower Development Services is to promote manpower training in all branches of agriculture.

To be known by its Afrikaans acronym, Lamod, the scheme will introduce training facilities throughout the country.

SOWETAN

(179) Sowetan 22/1/82

# A milestone for motor industry

**A LEADING South African motor manufacturer has opened the industry's most modern training facility for technical staff servicing vehicles at its dealerships throughout southern Africa.**

The new R1-million training centre is part of an R8-million development scheme presently underway at the company's Sandton headquarters. The scheme includes new warehouses, offices, conference centre, computer suite, vehicle museum, motor sports facilities and extensive parking areas.

Developing the skills of their own and their dealers' technical staff has been an integral part of this company's long-term development strategy. An assembly plant at Prospecton, Natal, is training enough employers annually to populate a medium-sized university, the company maintains.

And the company also boasts that it has trained over 14 000 staff in all aspects of vehicle servicing.

The growing number of passenger and light commercial vehicles and heavy trucks on South Africa's roads manufactured by this company has necessitated more skilled service staff at dealers, it explained.

This has led to more than doubling training capacity at it's headquarters.

Now, with new premises and equipment in Sandton, over 100 dealer technical staff at a time can be instructed in vehicle servicing and maintenance procedures. With the increased reliability and ease of maintenance of modern cars, trucks and light commercials, the training emphasis now is very much on ensuring maximum economy of operation, particularly engine tuning.

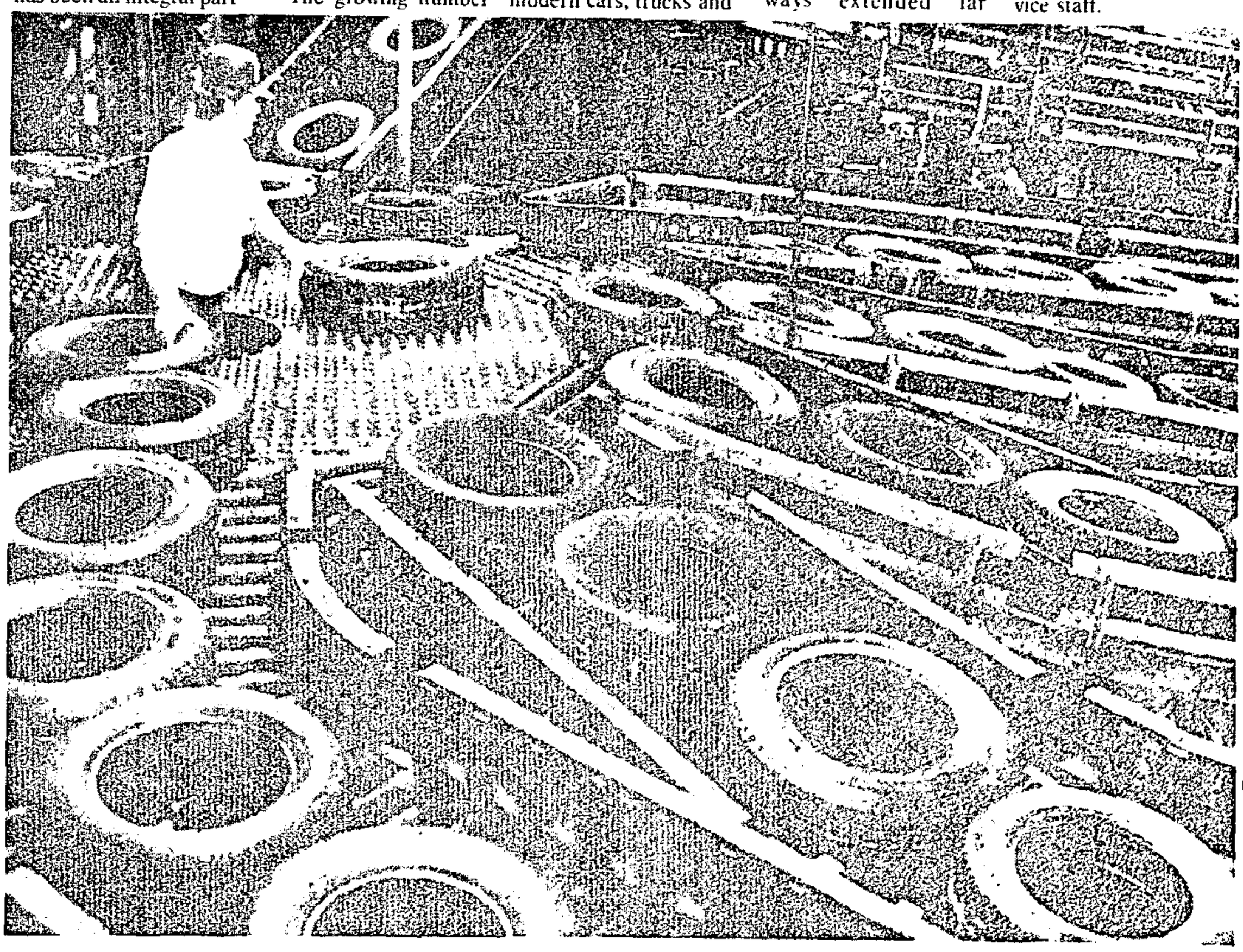
At the opening ceremony of the new training centre, chairman of the company, Dr A J J Wessels, said he welcomed the growing awareness in South Africa of the importance of training.

"The training of manpower at all levels is the most fundamental prerequisite for industrial development," said Dr Wessels.

"Our training has always extended far beyond the confines of our own organisation. It was designed for our dealers and offered to fleet owners and to the technical and maintenance sections of government departments and local authorities."

He added that the opening of the extended training facilities should be seen as a milestone in implementing a training policy embracing the entire organisation.

The centre will also distribute information about technical improvements and collate and study technical suggestions from dealer service staff.



# The radial revolution hits American markets

TYRE FACTORY: This plant in New York produces more than 40 000 tyres a day to keep pace with the American swing to radial ply tyres.

**AT LONG last, the American car industry has standardised on radial tyres — several years after their European counterparts, and even two years behind South Africa.**

All 1982 models rolling off US assembly lines are fitted with radials. According to the Goodyear news bureau, it is the first time since the 1968 model year that one tyre construction has been standard for all US tyre companies.

Up until 1969, the only construction used was cross-ply. Then came bias-belted tyres — still with a cross-ply carcase, but with a belt under tread. In 1970, they captured 88 percent of the new car tyre market.

But radials were also starting to make their appearance, even though they earned only a meagre 1,2 percent of the new car market that year.

Eleven years later, all 82 new car models are on radials, of which 24 use 13-inch wheels, 30 have 14-inch wheels and 28 are on 15-inch wheels.

Goodyear supplies more tyres to the car manufacturers than any other tyre company and is the only tyre manufacturer supplying to all the US car makers, including Volkswagen of America.

(179) D. Dispatch 22/1/82

# Civic and business leaders in drive for training facilities

By TOM LOUW
Business Editor

EAST LONDON — The City Council and organised industry and commerce have joined forces in a move towards the establishment of enhanced technical training facilities in the East London area.

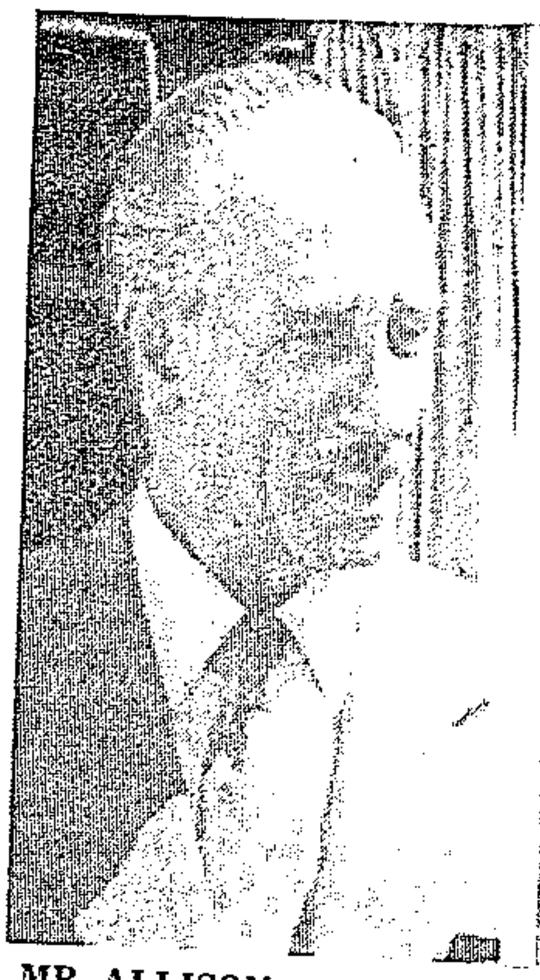
Various training institutions are being examined — from technical high schools and in-service training centres to technikons — with a view to formulating proposals to meet the special needs of the Border area.

Recent news reports have pointed to acute shortages of workers in virtually all skilled occupations in the East London area. The skilled trades — notably fitters and turners — are in the greatest demand, but vacancies span the whole business spectrum from school-leavers for junior clerical jobs to middle management.

It is in the skilled trades that the greatest need for training institutions exists. Increasingly, industrialists are saying that the academic bias in the South African school curriculum is unsuitable to the requirements of a technological age.

The head of one firm said to me this week : "These youngsters come out of school with a Standard 10 qualification and they know nothing. Surely the school syllabus could be modified to give more attention to the kind of training that commerce and industry can use and build on."

He pointed to another problem. People tend to regard the artisan as somehow inferior and so they do not want their children to go into apprenticeships.



MR ALLISON, representing commerce.

MR SPRING, East London's Mayor.

"Yet the skilled tradesman is basic to our economy", he said. "Perhaps we all need to learn again the dignity of working with our hands".

The shortage of artisans is nation-wide and members of the government have gone on record repeatedly as saying that the white population cannot make up the deficiency and people from other racial groups must be brought into the trades.

A start has been made. The East London-based motor assembly firm, CDA, has provided an example with its own in-service training centre which has cost R1,2 million. There apprjntices of all races are being trained for all the skilled trades required at CDA.

One difficulty that has been encountered in training black apprentices is that no facilities exist in this area for the theoretical classes which are an essential part of the training course. The CDA centre is big enough to run its own classes, and does so; other employers who may wish to train black apprentices in smaller numbers will have problems in this regard.

The requirement as far as the skilled trades are concerned would thus seem to be an expansion in facilities offered at technical high school and technical college level. The most urgent need is for these facilities for black trainees. At the same time it is pointed out that more courses are needed for Asian and Coloured youths as well.

The next need is for training for middle management — the training provided at a technikon. Here again the need is to cater for all races, but a multi-racial technikon, as such, is not allowed for in present government policy. All that is possible is for a technikon for, say, whites to be permitted, on an individual exemption basis, to admit some black students.

Industrialists are not convinced that this arrangement would be adequate. Mr Leo Borman, head of CDA and chairman of the local Manpower 2000 committee, says what is more urgent is to set up technikon for Asian,Coloured and black students. He points out that white students would still be able to go to the Port Elizabeth technikon.

He says there's a crying need for middle management and provided the training is sound, skin colour is immaterial. His own company is embarking on a major expansion programme and there will be numerous openings for middle management, and just not the people to fill them.

The various possibilities were discussed at a meeting in East London, attended by the Mayor, Mr Errol Spring, Mr Borman, Mr W. Kruger of the Sakekamer, Mr R. Allison of the Chamber of Commerce and Mr S. van Coller, director of the Steel and Engineering Industries Federation.

Mr Van Coller's advice was that the local committee should make a study of existing training establishments at all levels, and then formulate proposals to put to the Prime Minister.

He said that with the future developments envisaged through the decentralisation proposals, East London must have a very good chance of getting support from the top.

On the basis of this advice, the East London evelopment committee has begun a study of the various possible arrangements.

# New training course by PE shoe group

E. Post 27/1/82

179

By FRED ROFFEY
Business Editor

A SHOE group based in Port Elizabeth takes a big step forward in boosting the image of South African footwear by offering product knowledge training courses for retail staff to the whole of the industry.

The courses enjoy substantial tax concessions.

One of the aims is to avoid situations whereby shoe shops lose sales through lack of product knowledge on the part of the assistants.

Other "sales lost" situations arise from ill-fitting shoes — shoes a customer should never have been advised to buy in the first place.

The result is that the customer says: "I'll never shop there again."

To avoid these and other situations, the Edworks group has launched product knowledge courses which covers aspects such as:

- Recognition of basic styles and constructions of footwear.
- How the shoes are made.
- Footwear industry terminology.
- Recognition of materials used and their basic properties.
- Basic quality and fitting properties.
- The suitability of items offered for the customers' particular needs.

"Unless the shop assistant understands the product and its terminology, there can be no proper feedback to the producer, neither can there be proper information for the purchasing public," said the group training executive of Edworks, Mr Ken Riches.

"Our course caters for retail shop asssistants wherever the shop is situated, whether in the busiest part of a city, in a small town or an outlying district.

"It can do this because it is conducted through the post and backed up by a team of professional trainers.

"The course is registered with the Department of Manpower for full tax concessions of up to 200%."

Mr Riches emphasised that the course was not "just another correspondence course".

He pointed out that for a company to qualify for tax concessions, the trainee or student must carry out the training and study within normal working hours.

A minimum of four hours a month over an eight-month period was required.

"The training material is suitable for any type of store and is not confined to the Edworks type of market," he said.

"Each month for eight months, starting in March each year, the student will receive a comprehensive set of lecture notes printed in booklet form, and a tutorial work book containing instructions, lecture revision, projects, exercises, programmed instructions, and a problem for the student to solve.

"Each month the student will sent his completed work to the Edworks training centre for marking and assessment by the appointed tutors.

"It will then be returned to the student.

"The student will be given a terminal test paper in the ninth month."

Mr Riches added that successful students would receive a Government-approved diploma endorsed "Product Knowledge — Footwear Retail."

Another course being conducted through Edworks's Government-registered training centre is one on supervisory management.

The one-week course will be held in the centre from February 1 to 5. The deadline for enrolments is this Friday.

The course is registered with the Department of Manpower and qualified a company for the 200% tax concessions for approved training.

The fee for the course is R100 for each delegate, and a company can claim this amount plus the delegate's wages and expenses while attending.

The supervisory management course is not restricted to the footwear industry. It has been planned to apply to personnel in all types of industry.

EVENING POST, FRID

179

# Training school for maids formed

E. Post 29/12/82

Post Correspondent

JOHANNESBURG — A training school for domestic servants has been started here to help improve the quality of their work and, according to the founder, some of them are earning up to R250 a month.

Mr Mel McDaniel, director of Readi Maid Services, said he was prompted to form the organisation after an investigation revealed that some affluent white families were "underpaying their maids and making them live under unsatisfactory conditions".

The school would improve their plight and put them in a better bargaining position with their employers, he said.

Prospective employers are charged a fee the service — and have to answer a questionnaire to the satisfaction of the organisation

Sowetan. 29/1/82

# Manufacturing maids for madams

179

**MAIDS are made — or so it seems.**

By CHARLES MOGALE

For the aunties who for donkey's years have been trampled on by society, ignored and grossly mistreated, there seems to be hope for a bright tomorrow, thanks to Readi-Maid Services.

Director of the services Mr Mel McDaniel has devoted his life to "making a better deal for these poor people and make them look forward to something".

The impression one gets when taken on a tour of the school is that Mr McDaniel is no idle-promise-man. And the hopeful look in the faces of his pupils — about one hundred job-hunting maids — endorses the belief.

Readi-Maid Services operates from a suite on the fifth floor of the inconspicuous Fleetway House in Bree Street, Johannesburg.

It is what could be called a school for maids, but is actually more closely described as a college for housewives.

It is an institution where everybody seems overcome by emotional gratitude.

"I gave up my job as a senior executive of an international company to help these people. They are human beings like me, have feelings like me, and since I started, I have never been happier. Their gratitude means the world to me."

Maid-of-the-year award winner Mrs Martha Buthelezi actually fights tears as she tells of her R90 to R440 a month zoom within four months of joining Readi-Maid.

"I can't say how I feel, son. I am satisfied! I am happy with my job, happy with everything: I can pay the rent; clothe myself and send the children to school. When I was taken up by these people my kids were roaming the streets.

Mr McDaniel who upgrades the maids' quality for free, turned away 54 house-holders last November because they wanted him to supply maids while they would not keep "the simple basic human needs" which are essential if he is to talk shop.

"I spend a lot of time telling householders where to get off. If they won't accept basic human conditions, well, they won't get human beings from me either," he said.

The simple conditions are:

- a basic salary of R80;
- bed;
- permission to receive visitors;
- working clothes to be supplied;
- reasonable working hours;
- time off and
- exemption from doing extra duties like cleaning cars.

"We are not asking for wall-to-wall carpets and television sets. But aren't our requirements basic human needs? A woman does not do a garden and clean cars to earn a living and maintain her pride and dignity," he said.

Prospective employers are given forms in which they fill in the progress of their employees. These are sent back to Readi-Maid who then select the maid of the month and ultimately maid of the year.

"The employers are saying they are happy with us, but what is more golden to us is the letters of gratitude we receive from the maids themselves," he said pointing to a letter on his notice board, written in scrawly hand and not exactly impeccable English — but full of love and thanks.

As for the training, which ranges from safety to top grade home economics, Mr McDaniel said: "They know now it is more for themselves than for their "madams". I tell them that if they hurt themselves because of carelessness or ignorance, their employers can always get replacements immediately, but their children can't get other mothers."

Perhaps indeed, maids are made.

MADE IT: Maid of the year award Mel McDaniel of Readi-Maid Serv with the maid of Decemi

# Cell deaths: officials to be questioned

Sowetan 29/1/82

189

By JOSHUA RABOROKO

BOPHUTHATSWANA

tice Mathebe, Mr Lucas Modise and Mr Emmanuel Sethakga, all employed at the Bapong Tribal Authority offices

the circumstances surrounding the their death.

The appearance of the

PUTCO

# SO YOU WANT TO

S. Tribune 333 (179) 31/1/82


A Putco driver sets off on an early morning trip.

## It's a tough school as 600 every month try to get behind the wheel at Putco

"I WANT to be a driver." This oft-repeated request becomes almost a parrot cry to Putco ears.

Every month, an average of 600 hopefuls apply to be admitted to Putco's drivers' training centres. Of these about 108 finally make the grade.

Who are the lucky applicants? Men who have passed several tests and can meet certain requirements.

All applicants must have a Code 10 licence for a heavy vehicle, and preferably a public driving permit as well. They must have had two years' experience driving heavy vehicles, and they should be older than 26.

Exceptions are made for a non-average candidate, but generally a driver should be taller than 1,5 metres and weigh more than 68 kilograms because the work is strenuous.

Standard 6 is the minimum educational qualification, and by the very nature of the job, sober habits are a must.

The driver training centres are at Wynberg, Durban, Putcoton and Sandfontein, and each centre eploys expert personnel to process applicants.

A Putco official explains:

"The decision to employ a trainee driver is made on the basis of various tests — a literacy test, a numeracy test, psychometric tests for foot and hand co-ordination as well as speed of reaction and a medical and eye test.

"The job history of the applicant as well as his pre-employment driving test are also taken into consideration.

"Once a trainee driver has been accepted, he is registered and taken into one of the training schools, all of which have been registered with the Department of Manpower Utilisation. Training courses begin every week and last for 21 working days.

In order to qualify as a Putco driver, the trainee has to pass theoretical tests based on road signs, general theory, reporting of accidents and way-bill and set-right machines.

He must also succeed in practical tests: Basic driving in heavy traffic and keeping to time on routes.

But that is not the end.

The man who passes all these tests is transferred to a division and re-tested. He is then made familiar with all the types of buses used in the division. Once he can handle them, he is allocated to a 'shepherd' driver who supervises him on his routes for up to 12 days — until there is certainty that the probationer is capable of handling his route.

At the end of this period he is re-tested and, if found satisfactory, is given a shift of his own under supervisors and inspectors.

He then drives his buses for a three-month probationary period until a final report is made.

If the divisional manager is satisfied, the probationer is appointed a Putco driver and issued with a certificate.

With all these tests and checks, it is not surprising that Putco drivers are among the best on South Africa's roads. Their high standard of training helps to keep our roads safe.

For a man accepted as a Putco driver, there are ample opportunities for advancement. Drivers who prove themselves can be promoted to many senior positions. They can become inspectors and dispatchers of buses, right up to the scale of depot superintendent.

Putco has 3 561 drivers.

The driver establishment was increased by 49 persons a month in the past financial year to cope with the growing bus fleet. About eight drivers a month were promoted to higher positions.

In keeping with its policy of employing only the best people for the job, Putco accepted only one in every six applicant drivers.

# PROSPECTON...

...e operation in Natal gears itself for

# Mission for typing types

179

Sowetan 5/2/82

**THE Civic Centre Typing School is a mission of the Methodist Church to help unemployed black and coloured women who wish to become typists.**

The pupils are given tuition in typing, English language and general office skills and are also assisted in finding employment at the end of the course.

The school is run by two personnel officers, a secretary and an ex-pupil, all four on a voluntary basis.

Lessons are conducted every Saturday morning and pupils are expected to practise daily at the church. The school takes 15 pupils each year. A nominal fee of 50 cents is charged, payable only once a week.

When the pupils are placed in employment and have received their first salary cheque, they are then asked to donate R50 towards the typing school. This is used for maintenance of typewriters and tuition material.

The course takes plus minus 6 months to complete. Only women between the ages of 25-35 and with at least Form Three education are eligible for admission.

"We have found that any education lower than that does not enable the typist to correct grammar and spelling mistakes in the letters she types," said Ms Michele Muller, the principal.

Those who are interested and eligible for admission may go to the Civic Centre Methodist Church for entry examinations tomorrow at 9.00 am.

Tomorrow is the only day when new applications will be considered as the typing lessons will commence on February 13.

The address is 114 Rissik Street, Braamfontein, opposite the YWCA.

# A boost for women

IN THE DRIVING SEAT . . . Mrs Lea le Roux and Mrs Truia van der Berg hope to be Johannesburg's first women bus drivers. .

Picture: DANIE COETZER

~~210~~ 179 RDM 9/2/82

# Women training as Jo'burg bus drivers

By DAVID CAPEL

TWO women are training as bus drivers at the Department of Municipal Transport — and will soon be behind the wheels of Johannesburg buses.

Mrs Lea le Roux and Mrs Truia van der Berg are Johannesburg's first potential women bus drivers.

It will be several weeks before they actually transport passengers. Mrs Van Der Berg already has her extra-heavy duty licence, and Mrs Le Roux will be tested shortly.

Mrs Van Der Berg, a former taxi driver, says she enjoys transporting people and being on the road.

"I have been waiting a long time for women to be allowed to drive buses — it is something that has always appealed to me," she said.

Mrs Le Roux is not oblivious of the hassles of being responsible for dozens of passengers. Her husband, Pieter, has been a bus driver for many years.

Both said they wanted to treated as equals by their male colleagues.

"We don't want doors opened for us. We can do these things ourselves," they said.

MANAGEMENT TRAINING

FM 12/2/82

# Calling on black hands

(179)

Affirmative action to push blacks up the management ladder has long been a favourite sundowner conversation piece, but now major companies are actually *doing* something about it. And it is interesting to note that altruism, which usually accompanies the affirmative concept, is one of the last things on corporate minds.

Management, after all, is as short-handed as most other business sectors with at least 175 000 posts vacant. Ironically, it is a sector of the labour market least likely to run into trouble with white hardliners.

By now most large companies have established their own in-house training schemes, while private consultancies and inter-company associations are appearing everywhere. Just two major groups co-operating in this way are Anglo American and Barlow Rand.

The 175 000 statistic on management staff shortfall comes from Nasser Associates' Martin Nasser. And he says the figure is understated.

"In South Africa," he says, "we are working with a ratio of one manager to 42 staff. In Australia the figure is 1:11 and, in the US, 1:6. We are really pushed for men at the top."

The shortfall of management skills is mainly in the lower to middle management range.

Barclay's personnel manager Steve van Zijl explains: "The current demands of the SA economy have substantially increased the number of blacks holding supervisory and management positions. As companies are concerned with profits, productivity is a priority. And the best way to train blacks to fill the large gaps, they find, is to send them on development programmes."

Image building in the black market is another major consideration. Blacks account for a significant percentage of SA's buying power and will represent an even greater share as time goes on. Most concerns appear to accept the need to establish a good image in the black market if they are to get their share of future business.

Others, of course, have further considerations to think of. The multinationals operating in SA, for example, face pressure from parent companies abroad anxious to show critics at home that they are actively supporting black advancement in SA.

Companies and organisations catering for the demand for training skills are many and diverse. Some take the form of consortiums designed to share ideas on successfully promoting blacks to higher level jobs; others are private consultancies which claim to provide SA business with professional help in achieving a non-racial allocation of skills.

Also, some universities have recently set up specific centres geared to the promotion of black skills.

Prominent are Wits' SAB-sponsored Centre for Developing Business (CDB), Black Management Foundation (BMF) Nasser Associates and Unisa's School of Business Leadership.

As black advancement is a new area, the industry does not have defined standards. Consequently, clients often have to take the word of "experts" on trust.

Methods employed differ with the emphasis ranging between assertion training to the installation of the principles of free enterprise.

**Management trainees ... learning the ropes**

Wits CDB head Stephen Black admits that black management training money is often spent ineffectively. "What is needed," he argues, "is an impartial body to research the industry; to look at what is being spent, evaluate the methods being used and monitor success rates. But," he cautions, "the body must co-ordinate and act as a sounding board rather than as dictator to the industry.

Black skills need to be developed, he adds, and the greater the number of organisations geared to meet this demand effectively, the better. "The CDB is continually upgrading the services it offers.

About 100 students have joined the Management Advantage Programme since it was established. Class attendance is non-racial and most students are company-sponsored. Most "graduates" take up positions as personnel officers, marketing managers and administrators.

Van Zijl also sees little danger of overtrading. Newcomers to the training field are welcome, he says. "It is true that many personnel consultants are jumping on the bandwagon. But in my view, there is plenty of room for them.

"We will not survive if we do not train personnel for management positions and, because of the vast shortages, we have to do it fast," he adds.

Van Zijl says blacks made up 1,3% of total managerial staff in 1981 compared to 0,7% in 1980. The figure is expected to rise to 2,6% by 1984.

But more important than merely increasing the number of blacks in managerial slots, argues Van Zijl, is setting up systems that aid blacks to effectively fulfil management functions.

The recently formed Centre for Black Advancement (CBA) has introduced syndication into the market. Says CBA head Dave Jackson: "We have tested the concept and it has shaped up well.

"Many SA businesses are grappling with the problems of black advancement — but are doing so in isolation. They are, therefore, frequently making the same mistakes.

"In response to this problem, CBA offer companies a vehicle for streamlining the process."

The syndicate, says Jackson, structures opportunities for the exchange of corporate experience. "Companies are able not only to swop historical data but also to develop new strategies and possible solutions."

The solution to the management manpower problem thus lies on the doorstep. With so many willing hands waiting to be trained, the wonder is that there should be shortage at all.

In Cape Town so that is why I write to you.

The volume control is a farce. Slips away when I have it on loud and blasts me out of my skin when it goes off in the morning after I have set it for 'soft'. There is nothing more

(179) Star 16/2/82

# Kotze challenge to engineers on training recruits

The Minister of Community Development, Mr S F Kotze, threw down the challenge to the engineering profession to play an important role in the training of new recruits.

Speaking at a lunch to celebrate the registration of the 10 000th member of the South African Council of Professional Engineers (Sacpe), Mr Kotze said:

"The Government is making a substantial contribution towards education and training, but it is expected that people from the professional ranks will come forward and put the shoulder to the wheel at the universities and at other training institutions."

**REGISTERED**

The Minister, in urging greater contribution from the profession, said that South Africa still had a long way to go in the training of blacks.

"It will not help to wait until the pressure is too great," said Mr Kotze. "We must do the preparatory work now."

Professor D W de Vos, president of the Sacpe, said that together with the 3 000 engineers in training, more than 13 000 engineers had already been registered.

**CONDITIONS**

"This is more than four-fifths of the engineers in South Africa who qualify for registration — the highest percentage in any country as far as I am aware," he said.

"This number has been reached despite that only consulting engineers in private practice — fewer than 1 000 — are obliged to register in terms of the Professional Engineers' Act and that engineers in the public service must be registered in order to qualify for appointment in professional positions as first engineers."

Professor de Vos said the conditions under which companies and municipalities and other corporate bodies might perform engineering work had now been detailed.

(179)

# Poor wages blamed for shortage of mechanics

~~30~~ 125

E. Post 20/2/82

By SALLY KERNOHAN

POOR wages are to blame for Port Elizabeth's critical shortage of motor mechanics — but blacks are now poised to pick up the tools.

Motorists are finding that jobs on their cars — usually done in a day — are taking up to two days and in some cases, as long as a week.

Dealers told Weekend Post this week that wages — a first-year apprentice earns R69 a week before deductions — was one of the reasons for the shortage.

Mr S C Williams, service manager of a major Port Elizabeth dealership, said the biggest problem facing dealers was that youngsters were no longer entering the trade "because of poor pay".

"Neither is the trade attracting the right type of person for this very reason," said Mr Williams.

Other dealers agreed with him. Another reason given was that companies, with their own fleet ownership workshops, were attracting journeymen at higher wages and better working conditions.

Pay rates for workers in the motor repair industry will increase by between 20% and 40% from the end of June.

But the increase has come too late.

Mr Bill Hayward, national secretary of the National Association of Automotive Components and Allied Manufacturers (Naacam), lays the blame squarely at the door of the motor industry.

"I can't accept poor wages as an excuse," he told Weekend Post.

"The industrial agreement for the motor industry prescribes minimum wages and conditions.

"But in a free enterprise system, the employer is at liberty to pay a man what he is worth."

Mr Hayward said there had been "insufficient initiative on the part of employers in regard to all races".

"And this applies to all industries and all artisan fields," he said.

"Industry as a whole has been slow off the mark to provide in-service training for blacks.

"Provided you apply selective recruitment, aptitude testing and proper training, you can produce workers of a good standard, regardless of race."

Mr Hayward accus[illegible] dus[illegible] [illegible]ge of having "too many prejudices".

"We shall have to rethink and provide employment for our indigenous people — surely preferable to recruiting people from overseas at additional expense," he said.

But Port Elizabeth is in a better position than most other places.

Besides the in-service training centres operated by the big three motor manufacturers in the Port Elizabeth-Uitenhage area, Port Elizabeth is also lucky to have a unique in-service training centre on its doorstep.

At the Emthonjeni Training Centre in Struandale, in-service training for all races in all the operative spheres of practical work is provided.

And on Wednesday, the Mayor of Port Elizabeth, Mr H van Zyl Cillie, will turn the first sod in a R1,7 million expansion programme at the centre.

This new project will provide the centre with 2 821 square metres of additional space.

The extra space will provide for a new welding workshop, and a new workshop for training in the motor trades including diesel mechanics and auto electricians.

There will be another workshop for mechanical work, too.

EVELYN HOLTZHAUSEN

Mercury 22/2/82

179

# Railways to train black firemen

**Mercury Reporter**

INDIAN, coloured and black trainees are being accepted by the South African Railways for training as firemen on steam locomotives.

Their starting salary is to be the same as that for whites, R382,50 a month, according to a spokesman for the SAR's Durban system manager's office.

A Std 6 school certificate, and the ability to speak English or Afrikaans are basic requirements for the job, and applicants should be in good physical health.

Applications were at present being invited, and application forms for employment could be obtained from the nearest station master or from Employment and Registration offices of the SAR & H, the spokesman said.

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ACCOUNTING A

SOLUTION TO: GL5

(1) Premiums Treated as Business Expense

01, Jan 1: Insurance Expense 300
Bank 300
being payment of premium

Dec 31: Income Statement 300
Insurance Expense 300
being closing entry

Years 02 and 03 - same as 01

04, Jan 1: Insurance Expense 300
Bank 300

Jan 2: Debtor (Insurance Company) 24 000
Income from Life Policy 24 000
being accrual of proceeds receivable

Jan 2: Incom from Life Policy 24 000
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# Incentives needed for training plans

(179)

Industrial Week 2/3/82

By Madden Cole

**A TRAINING expert has warned it will take at least two generations for SA's low productivity rate to be brought in line with that of industrialised nations — provided Government assistance is available.**

What the country needs are more incentives for private registered training schemes and not less, as suggested by Department of Manpower's Nick Hitchcok, says Dr PS de Bruyn of Parscon Production Planning and Control Systems.

Dr De Bruyn was commenting on the article which appeared in Industrial Week on January 26.

Hitchcock's recommendation was based on the allegedly substandard training practices offered by many companies who in turn reaped generous tax rebates.

The ideal situation would be to phase out the present rate of tax concessions as the training schemes of many companies were strongly suspected of being "a waste of time and money," he said.

"The country cannot do with less industrial training which will result if tax concessions are withdrawn.

"As it is not enough training is being provided at the moment," he said.

Parscon's Dr MA Muchnik who recently completed a study tour in America, pointed out that if Hitchcock's recommendations were accepted it would stabilise SA's low productivity position internationally.

White supervisors are one of the reasons for the country's low productivity rating. In many cases they lack basic qualifications to train staff.

## Guidance

"This in turn keeps down the productivity potential of the Blacks as they are not receiving proper guidance and training," Dr de Bruyn explained.

"And with Blacks who have only a standard six qualification or lower, the position is more critical as their potential to improve is strictly limited

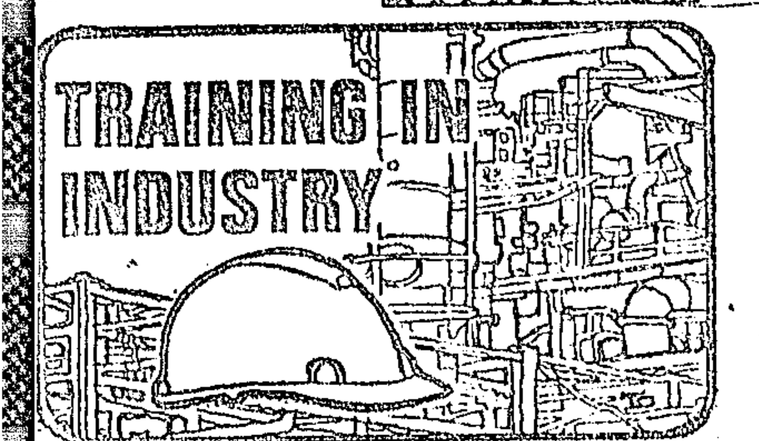
"So it will take at least 20 years for training schemes to filter down and raise the productivity at this level of the labour force."

At present only R2 per economically active person was being spent on training compared to R60 in other industrialised countries.

"We thus have a long way to go."

Before any steps are taken to abolish tax incentives, Dr de Bruyn would like industry to be given the opportunity to monitor and co-ordinate its own training schemes.

"This is part of the problem as industry and Government have still to come to grips on how to evaluate training. This is a long term and expensive process."




Written by STAN KENNEDY

# Artisan level in three years

Artisan training, conducted by the Department of Manpower in conjunction with the Education Department, is provided at four centres — Westlake, Vereeniging, Bellville and Durban.

Minimum qualifications for electrician, electrician (construction), electronics mechanic and radio mechanic is Standard eight. For carpenter and joiner, fitter and turner, motor/diesel mechanic, panelbeater/spraypainter, plater/boilermaker, plumber and welder, it is Standard six.

Applicants must be over 21 or have completed their initial period of military training. Indentured apprentices are not eligible for training at the centres.

The full course takes three years, of which a year of intensive training is given at the centres. The last two years must be served with an approved employer.

Trainees at the centres are expected to attend classes up to the National Technical Certificate, Part II, level.

A trainee who has passed the NTC, Part II, can qualify for a trade test after the first year of practical training. If he passes, he becomes a fully-fledged artisan.

A trainee who does not pass the NTC, Part II, can apply for a trade test after 18 months in employment.

At the centres, trainees are paid R35 a week (no dependants), R45 a week (one dependant) and R60 a week (two dependants).

Applications for training at these centres should be made to any office of the Department of Manpower.

# Scope for all in the motor industry

Star 3/3/82

As one of the biggest and most important industries, the motor industry, is unusual in its varied scope in offering careers to youth.

Whether a trainee's talents lie in the practical field of working with his hands, or in the theoretical or administrative fields, the industry provides for most vocations.

There are openings for operators, craftsmen, draughtsmen and designers, leading to technical director; for salesmen and saleswomen to sales director and for clerks to company secretary, accountant or financial director.

To attract apprentices to the industry wages were increased recently by 75 percent.

In the first year trainees receive R69 a week, rising to R78 a week in the second year, R88 a week in the third year and R119 a week in the fourth and fifth years.

In 1980 more than 4 560 apprentices were under training, with another 1 285 having registered for new contracts.

"We are hoping in the medium-term to wipe out the shortage of artisans, particularly because it is now possible to indenture black apprentices as well," said Mr Vic Fourie, national secretary of the Motor Industries' Federation.

The maximum period of training is five years but a trainee can write a trade test after two and a half years, depending on the trade and the qualifications obtained during apprenticeship.

Apprentices must first be indentured to an employer, who releases them for 13 weeks in the year to attend a technicon. Here they study for the NTC Part II, which, if passed, makes them qualified journeymen.

### MENIAL TASKS

Mr Fourie said the training of blacks, coloureds and Indians was in the process of being finalised, and the Motor Industries Development Fund had agreed to give R100 000 to equip a workshop at Chamdor, Krugersdorp.

Blacks, coloured people and Indians were being trained as repair-shop assistants at eight public training centres. "If they are used correctly, they can do five-eighths of the work of a qualified journeyman.

"This will contribute to alleviating the artisan shortage substantially and will relieve the aristan from menial tasks."

# 84% tax rebate is available

There are big tax incentives for employers in agriculture, commerce and industry who develop the skills of their workers.

The Income Tax Act 1962 provides for tax allowances to employers whose workers have attended a group training centre or a private training centre, or employers have conducted training schemes for their workers.

Tax allowances are only granted for those schemes that are registered and approved by the Registrar of Manpower Training.

The Department of Manpower states that "the allowance contained in the Income Tax Act provides that in addition to the normal deduction for training expenses, an allowance equal to 100 percent (or 125 percent if the employer is a maufacturer in an economic development area) of the training expenses may be deducted from his income."

"This, in effect, means that 200 percent of the training expenses are allowed as a deduction. The tax saving for companies, at current tax rates, amounts to 84 percent of the training expenses," says the department.

The navigating officer uses a sextant to give him his position.

# Opportunities for marine officers

Within the South African Transport Services schemes exist for the training of marine navigating and engineer-officers on all types of harbour craft, and in port operions.

Depending on ability, the training can lead to promotion to master (certified) pilot and port captain in the case of certificated navigating officers. Prescribed training for marine engineer-officers equips them for appointment as marine superintendent (engineering) and higher graded posts.

### COURSE FOR MATRICULANTS

A matriculant engaged as marine navigating officer trainee is trained at sea and ashore as a cadet for about three-and-a-half years, and as an officer for a similar period. The training is provided by Safmarine on behalf of the South African Transport Services.

Apart from correspondence and full time study courses provided by the South African Merchant Navy Academy General Botha, Cape Town, training at sea covers mainly chart work, navigational duties, radar operating, ship handling, cargo work and general seamanship.

# Lack of skills a big problem

The economy has undergone a process of progressive industrialisation in the past 60 years, leading to the situation where the manufacturing and service sectors have overtaken mining and agriculture as the most important contributors.

Socio - political change has, however, not kept pace with the industrialisation, resulting in a worsening shortage of skilled labour, says Mr Martin Westcott, managing director of Human Resource Development.

### CRITICAL FACTOR

"Economists now isolate this shortage as a critical factor in the long term growth plan for the manufacturing sector and the economy as a whole."

He points out that the economically active population will be about nine million by the end of the year. Nineteen percent will be white and 70 percent black, with the balance coming from other race groups.

### NEW ENTRIES

But only 12 percent of the economically active population hold technical, managerial or skilled jobs and a massive 56 percent fall into the unskilled category.

At current and expected rates of economic growth, about a million jobs a year will need to be created to absorb new entries into the labour market without increasing unemployment.

It is estimated that by 1990 there will be a shortage of 750 000 skilled and semi-skilled workers, and nearly 200 000 technical and professional staff.

Less than one percent of the black population hold degrees or diplomas and only five percent are educated to Standard Eight.

Mr Westcott says that by 1990 the proportion of blacks holding professional and managerial jobs will have to increase from less than three percent to 25-30 percent of the work force if the economy is to sustain anticipated rates of growth.

Education and training on a massive but systematic and planned scale provides the only solution to the manpower problems facing the industrial sector, he says.

He admits that employers frequently have valid cause for dissatisfaction with training programmes. While there are many effective and sound train programmes, there also a high propor which state their ob tives in vague te and teach skills wh cannot be measured.

"It is not uncom for a company to vest heavily in a ning programme to find that the ex ted benefits do materialise.

He advises employ when selecting a ning programme to sure that

- Candidates quire practical skills.
- The course tent and standard instruction fit the pabilities of the staff
- The training gramme has a t record of success.
- That a reputa professional organ tion is backing the gramme.

# Low motivation all too common

The acute shortage of suitably qualified people in industry is focusing attention on Dale Carnegie training courses, says the Johannesburg presenter, Mr Terry Ostrowiak.

He says that Dale Carnegie personal growth training is designed to help people feel confident and self-assured. Too many go through life feeling less happy, less pleased with themselves and accomplishing less than they should.

Everyone has "super power" potential, but most people live a life of low motivation.

"Dale Carnegie training develops self-assertiveness and the ability to get along with others in fam social and occupatio relationships.

"The traini processes enable peo to communicate id in an orderly and suasive manner. T builds positive a tudes towards a son's ability to han the day-to-day proble of one's life and wo says Mr Ostrowiak.

"Enthusiasm increased by look on these problems challenges that can solved with the ri methods used in training.

"As a result of t ning, people deve new, positive attitu towards their jo along with a better derstanding of the company's goals."

Star 3/3/82

# R11-m paid out in apprentice incentives

A practical incentive to employers in the metal industries to train apprentices is proving of great worth.

The Steel and Engineering Industries Federation of South Africa (Seifsa), representing 46 employer associations and 3 500 member companies has agreed on two schemes with the trade unions party to the Metal Industries Industrial Council.

They are the Metal and Engineering Industries Education and Training Fund for apprentices and artisans, and a supplementary scheme for operators.

The first scheme works on the basis that each employer pays a levy according to the ratio of apprentices to artisans on his staff.

The scale ranges from R11.70 a month for each artisan if the employer has one apprentice to five or less artisans, to R46.80 a month for each artisan if he has one apprentice to more than 15 artisans.

The stimulus to taking on apprentices is paying off and last year the fund paid out R11 million in grants to employers.

The supplementary scheme for operators is also an enticement to employers but the grants are somewhat lower, as many of the courses run for only a few weeks.

Operator training covers all population groups and is aimed at improving their skills.

"We do not run programmes for apprentices at industry level but rather provide incentives to employers to train them," says Mr David van Coller, Seifsa's director.

"But we are looking at the possibility of establishing our own apprentice training centres because of the continuing shortage of skilled people.

"We are having discussions with the trade unions and government on the shape and scope of these centres.

In 1980 Seifsa members indentured 4 000 apprentices; in 1981 approval for indenturing more than 5 000 was obtained, and this year it is aiming at increasing the number to 5 500.

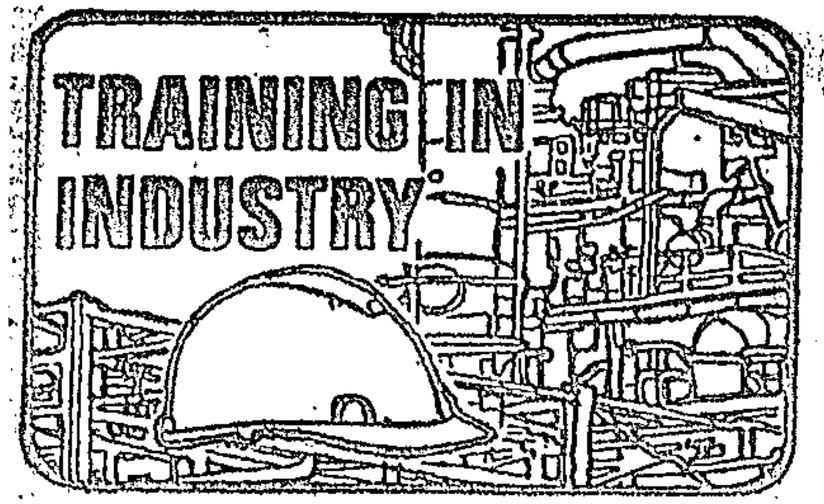
people remember 10 percent of what they hear, 20 percent of what they see, and more than 65 percent of what they hear and see simultaneously.

"This means that by using audiovisual teaching aids, the lecture can be up to three times more effective than using a lecturer or handbook alone.

"It has also been found that by incorporating audiovisual in structured training programmes, training objectives can be achieved more effectively and economically," says Mr Strydom.

(179) Star 3/3/82

(179) 3/3/82




Written by STAN KENNEDY

# Job variety keynote of SAR Police

Star 3/3/82

For men and women with the sense of adventure, there is a variety of interesting vocations for trainees of the South African Railway Police.

Examples are a special task force which is trained to release hostages from buildings and hijacked aircraft; training in the identification, handling and making safe of explosives, and instruction in the methods and techniques of investigation and the gathering of evidence.

24-WEEK COURSE

All recruits undergo basic training, which lasts 24 weeks and is applicable to all races and sexes. White men and women, as well as coloured and Indian men, and coloured, Indian and black women do their training at the Training College, Esselen Park, while black men go to Bloemfontein for their training.

ACCENT ON LAW

Training includes the handling and use of certain firearms, drill, physical exercise, self-defence and swimming. They are taught criminal law, statute law, criminal procedure law, police duties and administration of the force; Railways Acts and Regulations, investigation of crime, and an introduction to criminology and ethnology.

During the last four weeks of training, women attend an advanced course in first-aid, while the men follow a course in counter-insurgency.

There is also training for security guards — whites, coloureds, Indians and blacks — especially for the guarding of national key points and strategic assets.

# Building trades need new type revolutionary

Star 3/3/82

The building industry is replanning its entire craft-training programme at a cost of millions of rands to raise standards and facilities, reports Mr L E Davis, executive director of the Building Industries Federation of South Africa (Bifsa).

"The new programme will not only ensure that building gets the high-quality craftsmen it deserves, but will allow young men with aptitude and ambition to reach the highest standard in the shortest time," he says.

MANAGEMENT

Many people still think today of a career in the industry as one full of hard labour and mud. Mud and cement there are, but there are now greater opportunities to reach top management positions than in most other industries or professions.

"Science and technology have advanced faster in the past 30 years than in all the centuries before.

"As living standards rise, so do the demands on the industry's resources; in fact, over the next 20 years it is likely to double its current output in money terms."

He says a major revolution in building methods is taking place to meet the growing size and complexity of modern requirements, a revolution where every aid of scientific management is being brought into play, including computers.

The industry, therefore, needs men who can lead and manage the revolution. There is a growing demand for various skills and education to meet the job opportunities it is creating.

A casual glance at any site reveals the intricate nature of building operations today.

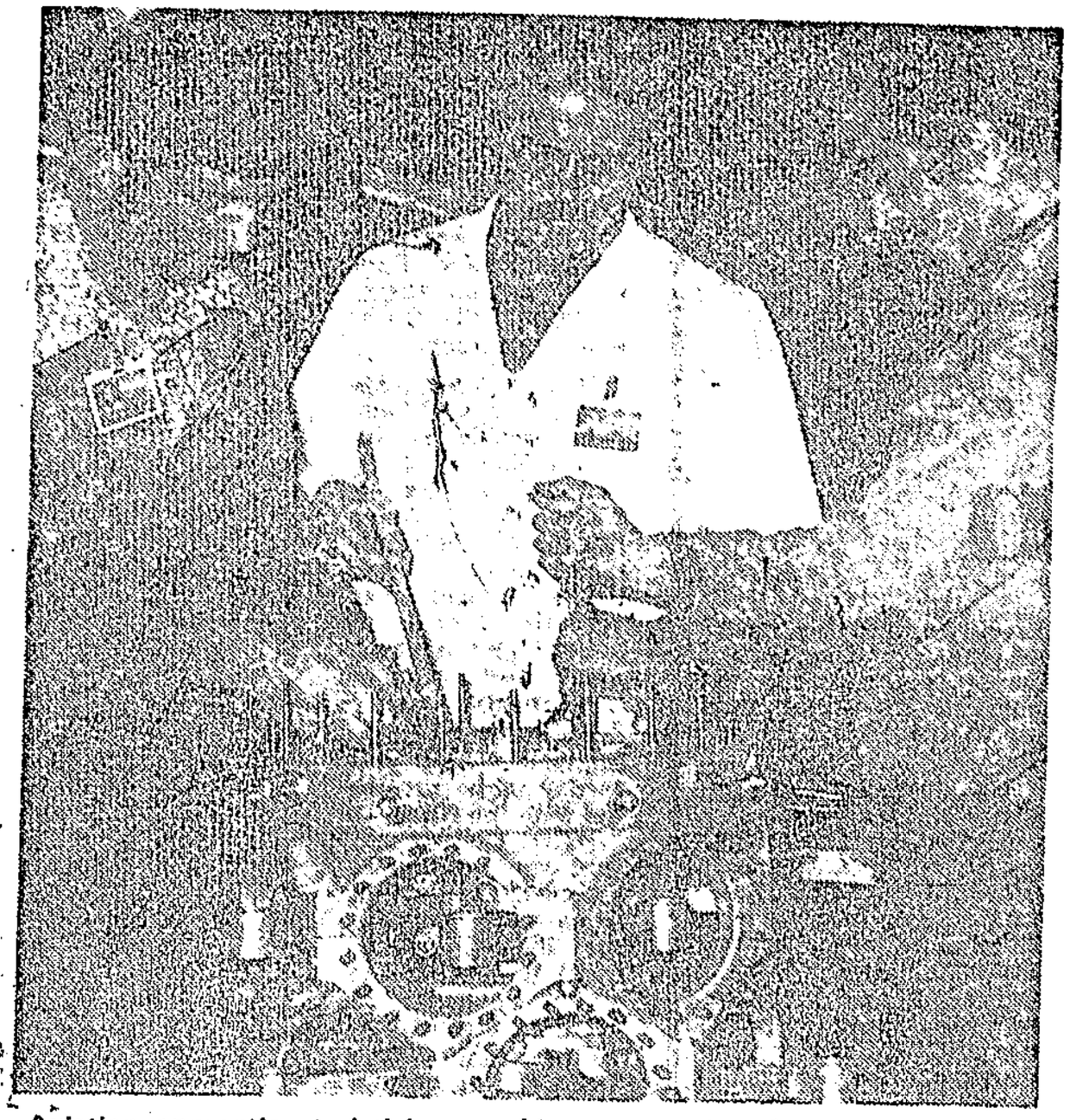
The machinery used to swing a section of curtain wall into place, or to throw tons of concrete in a limited time, hide a wealth of leadership, organising ability and craftsmanship.

Such skills are required to co-ordinate all the jobs and processes needed to keep the contract running smoothly, in line with overall plan and progress charts.

But the skills have to be learned. To meet all the new challenges, the industry has introduced training schemes to teach recruits — craft trades, supervision and management.

TECHNICONS

The industry is playing its part in meeting the country's growing manpower shortage by providing technical training and by offering courses at technicons for construction supervisors and construction surveyors," says Mr Davis.



Aviation apprentice technicians working on an aircraft engine under the supervision of an instructor.

# 13 trades to learn in SAA

Star 3/3/82

Aviation technicians in the South African Transport Services receive initial training as apprentices in one of the 13 trades needed to maintain more than 30 aircraft and support equipment.

The trades are as diverse as aircraft mechanic and painter, electroplater and motor mechanic. The usual period of apprenticeship is three years during which the apprentice is trained in all aspects of the tade.

The first six months training is in a well-equipped school where the apprentice learns the basics of the trade from specialist instructors. Later he is assigned to the various overhaul workshops and maintenance hangars in accordance with a strict schedule. He learns by watching, assisting and doing.

In the hangars he is part of a crew; in the workshops he works under qualified technicians.

For three months a year he attends full-time lectures at a technical college. The subjects for a radiotrician include mathematics (a must for all apprentices), electronics, communications. For a metalworker the main subjects are technical drawing and aircraft structure theory.

Even after qualifying, training continues. For example, the now-qualified air mechanic assigned to the long range-aircraft hangar will later be sent with other recently-qualified technicians on an intensive theoretical course on Boeing 747 maintenance.

Such a course, in the airline's own technical school, lasts 12 weeks.

When a later model of the 747 is added to the fleet it is back to school again for the technicians, and their supervisors, to learn the differences between old and new.

# Newspapers cut dividend

# Merit 'only criterion' in training

MAGUS 4/3/82

(179)

Property Editor

THE building industry is on the threshold of concluding agreements with the trade unions which will embody the principle of advancement with merit — and merit alone — being the only criterion, says the president of the Building Industries Federation, Mr Leon Glaser, of Cape Town.

Mr Glaser was speaking at Belhar where the first sod was turned for the site of a new building training centre.

The agreements would be uniform throughout the country, he said.

Once the agreements had come into force, an apprentice who did not pull his weight and did not pass his theory or his practical would stay at the lowest grade of artisan and would not become a craftsman or master craftsman.

The way to the top jobs would also be open to those who did not have the academic qualifications for an apprenticeship. Other routes would be open to them if they had manual dexterity.

## CHEAP LABOUR

'The old concept that labour is cheap in South Africa must be got rid of and it must be realised that the steps on the road to productivity include proper training at all levels from the general worker right up to and including the managing directors. We cannot afford to squander our human resources any longer,' Mr Glaser said.

The building industry needed to train an extra 200 000 workers if it was to fulfil its tasks in constructing the building needs of the country by the year 2000.

More than 700 apprentices will be trained each year at the new Belhar centre.

# Black pupils to be groomed for engineering

By Jon Qwelane

Because of the acute shortage of civil engineering technicians and technologists, both the Institution of Civil Engineers and the Federation of Civil Engineering Contractors are to develop black pupils with potential for training in engineering.

The president of the Institution of Civil Engineers, Mr C Skeen believes that "at least 500 graduate engineers and 1 000 civil engineering technicians will have to be trained each year to meet the demand."

The profession is currently training only about half this number, and South Africa has produced fewer than 20 black civil engineer graduates, he said.

A committee to implement the project under the leadership of Mr Skeen and Mr Con Roux, chairman of the Civil Engineering Industry Training Board, has determined there are three areas from which potential trainees could be drawn: the rural areas, the womenfolk and black students.

It's important, says the committee, that in the effort to produce engineers and technicians from the black sector, emphasis be laid on maintaining an acceptably high standard to avoid discrediting the whole effort.

"Some harm has already been done and no further risks should be taken," said Mr Brian Phillips, training manager of the Civil Engineering Industry Training Board.

The committee has also recommended the development of a detailed strategy aimed at increasing the intake and achievement level of blacks as civil engineering technicians and civil engineers over the next decade.

The primary objectives would include:

- Increasing the status and attractiveness of a career in civil engineering in the minds of blacks.
- Increasing the number of black matriculants able to enter the field.
- Improving the deficiencies in teaching skills with particular emphasis on mathematics, science, language and engineering drawing.
- Increasing the exposure of black schoolchildren to engineering practice and principles with the objective of enhancing their awareness of the role of technology in society.
- Improving the limited technikon facilities available to blacks in engineering and increasing the numbers of blacks studying civil engineering by removing racial barriers in tertiary education, both at technikons and at universities.

The regional office for the Department of Education and Training has given access to SAICE and SAFCEC speakers to address educationists and vocational guidance teachers.

# Drawing the line at sharks

(179) 9/3/82 Industrial Week

By Lynn Carlisle

**GOVERNMENT must continue to provide good incentives to organisations running efficient training schemes, and withdraw its 85% rebate of total training costs abused by the "sharks", a training expert tells Industrial Week.**

Draughting the future of hundreds of trainees, Jim Smith — manager of Engineering Mangement Services (EMS) Training Centre, Germiston — says reported possible cuts in tax concessions to private registered training schemes will adversely affect much meaningful training of skilled workers.

"Financial aid cuts are bound to reduce the incentive to set up proper training, such as ours where outside firms — including Sasol — send trainees for draughting instruction," he cautions.

Government cannot efficiently and successfully hope to monitor training involving millions of rands with only four inspectors.

"Surely an answer is to have many more inspectors, and cut out training sharks. Then look hard at and support good schemes rather than look at the bad and withdraw financial support for the good and bad," Smith suggests.

He also believes a tax reduction policy will not work as effectively as a training levy scheme, partly because people and firms do not have to put anything into training to get anything out.

EMS provides basic training in draughting techniques and in the engineering disciplines in the civil, electrical, mechanical, structural and piping fields. About 80% of trainees come from firms outside of EMS and the parent Murray & Roberts group.

The EMS Training Centre turned out 104 junior draughtsmen and drawing office assistants in their first year of operation last year. It has been estimated that about 1 000 people with these skills will be needed annually.

EMS employ a modular system which permits trainees after passing an aptitude test, to advance at their own pace. It if flexible, training not being lost through sickness or military call-up, and they can return to their sponsoring companies for short periods during training.

"Training by the outmoded method of placing a trainee in charge of a senior draughtsman is unreliable and expensive," says Smith.

All trainees are expected to study in their own time, either by attendance at night classes or by correspondence courses, to attain technical qualifications determined by the sponsor company in consultation with EMS.

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EVENING POST, THURSDAY, MARCH 11, 1982

# United action' needed to solve training needs

(179)

By FRED ROFFEY
Business Editor

THE training and development of all South Africans, white and black, was probably the biggest challenge facing the motor industry over the next decade, but the danger was that the industry was not united in tackling the problem.

This was said in Port Elizabeth today by Mr Loot Muller, managing director of Datsun-Nissan South Africa, at a seminar on economic interdependence organised by the Midland Chamber of Industries and Barclays National Bank.

"We are all feverishly plugging away in seclusion doing our own thing and zealously guarding our trade secrets, but the fact is that we are wasting valuable time, effort and money while duplicating training programmes many times over," he said.

The full potential of the vehicle market could only be realised through close co-operation and planning, he said.

"Vehicle manufacturers and component suppliers are to a large extent interdependent.

"With our vast investments in facilities and people, we cannot afford to operate poles apart."

Mr Muller said another another worry was the role of organised labour.

It was increasingly important that South Africa improved the standard of its industrial relations activities and that the motor industry adopted a uniform approach.

He said that in the past two years there had been some "extraordinary" wage hikes without corresponding improvement in productivity.

"To keep the price of cars and the cost of motoring below the inflation rate, we will have to improve productivity," said Mr Muller.

"Although training and the better utilisation of labour will play an important role in this regard, it is debatable whether this in itself will be enough and indications are that we will be forced to re-examine our attitude towards automation."

He gave the following development trends:

- By 1985 the largest car in the US would be the size of today's medium-size car.
- V8 engines would disappear and 20% of cars would have six-cylinder engines, 20% diesel engines and the rest three or four-cylinder engines.
- About nine out of 10 cars would have front-wheel drive.
- Aerodynamics would play an increasing role in automotive design.
- Turbocharging was high on the priority list in vehicle design centres.
- Lighter materials were being used for engines and gas turbines, such as plastics, aluminium, magnesium, new lightweight steel and ceramics.

Short-range electric "commuter" cars would probably be manufactured in the US in the mid-1980s and GM thought there would be a good market for them.

"Ford is less sold on the idea and is experimenting with small commuters or utilitarian vehicles using small two or three-cylinder petrol or diesel engines," said Mr Muller.

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## NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

## WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

**Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University**

TRAINING PM 12/3/82

# Stitch in time . .

(179)

The private sector will sponsor the upgrading of vocational guidance in black schools if the Centre for Black Advancement (CBA) gets its way.

Dave Jackson of CBA has sent a proposal to a number of top businessmen urging them to support the scheme. The project aims to provide improved career guidance and basic business education for pupils in 1 000 black schools over a period of at least seven years at a per capita investment of R2,34/pupil.

If the scheme is a success, says Jackson, provision will be made for the updating and expanding of the system.

Jackson argues — in selling the concept — that the business community should recognise the significant savings to be achieved by providing modules of "bridging education" at school level rather than being forced into providing it once blacks are employed.

And in Jackson's view there are further benefits to be derived from contributing to the project. "The companies that sponsor the career project will obtain an unparalleled public relations benefit from the investment, in addition to deriving satisfaction from the knowledge that they are rendering an invaluable service to the people of SA in general and to the black community in particular."

Blacks, says Jackson, have scanty knowledge of the careers open to them and this deficiency affects school subject choice as early as Standard 6 and spills over into choice at post-graduate level. "Incorrect views lead to inappropriate choices and ultimately the business community bears the burden."

Jackson claims that the Department of Education and Training's Psychology Services Unit has indicated that it is eager to accept the assistance.

He stresses that the proposed project will not duplicate the functions of the recently established Career Centre in Soweto. "This will be nation-wide. We even anticipate liaising with other career groups."

# Black artisans can write tests in Durban

Mercury 18/3/82 179

Mercury Reporter

IT IS not necessary for black artisans in Durban's building industry to travel to Olifantsfontein, near Pretoria, to sit for their national builder's certificate, according to the secretary of the Industrial Council for the Building Industry in Durban, Mr Ken Davel.

Black artisans have been complaining about the new building certificate system, introduced in 1980 when the Black Building Workers Act was repealed, and many believed that the only way they could remain in the industry in Durban was to travel to the Central Organisation for Trade Testing at Olifantfontein and write the new builder's trade test.

Mr Davel said that the industrial council in Durban had set up its own testing facilities, similar to those at Olifantsfontein, where black builders could write a test to earn a certificate of registration.

He said, however, that it was in the best interests of black artisans to write the national test in the Transvaal because this would be recognised throughout the country and not only in the greater Durban area.

'This is a bit awkward for blacks, and can be expensive, but at the moment this is the only training centre in the country. The Government has indicated that they might set up more training centres, but I'm not sure when or where,' he said.

Mr Davel added that it was possible that artisans with the Durban industrial council's certificate might be accepted at other areas in the country because it was proof that they were sufficiently skilled in their work.

# Borman: open training to all

(179)

D. Dispatch 16/3/82

BY TOM LOUW
Business Editor

EAST LONDON — Two major problems facing South Africa were unemployment and inflation and they had a common factor — the bottle-neck created by a shortage of trained people, said Mr Leo Borman in an address to the Arcadia Rotary Club yesterday.

Mr Borman, managing director of CDA in East London, is also chairman of Manpower 2000 and a past president of the Federated Chamber of Industries of South Africa.

He said that throughout South Africa there were problems of shortages in all areas of senior, junior and middle management, in skilled specialists and semi-skilled workers. This had become the greatest restrictive factor in industrial growth.

To create employment for the vast number of black people coming onto the labour market every year, more than 1 000 new jobs had to be created every day from now until the year 2000. To achieve this it was essential to pay maximum attention to education and training policies. It was essential to embark on major programmes to up-grade human skills.

Much of the problem arose from the fact that in the past 50 years the world had seen immense scientific and technological change, but education systems were geared to the academic, the social and the arts. In South Africa education leading to matriculation or senior certificate after 11 or 12 years of schooling qualified those who passed for nothing in particular.

In the Border region, shortages of semi-skilled and skilled workers had already become a critical factor in development.

"There are not enough whites to man all the positions required, so that training must include all groups, and more and more senior positions will be held in industry on merit and qualifications and not only on colour," said Mr Borman.

He said the need here was firstly for an in-service training centre where training could be given in both theory and practical work for semi-skilled workers.

Secondly, facilities were required for training apprentices for fitting, turning, machining, electricians, tool and die making and other skilled trades, leading to national certificates for all races. In other words, he said, the need was for a technical high school or college open to all.

Thirdly, facilities were required for training junior, middle and senior management at diploma level; that is a technikon also for all race groups.

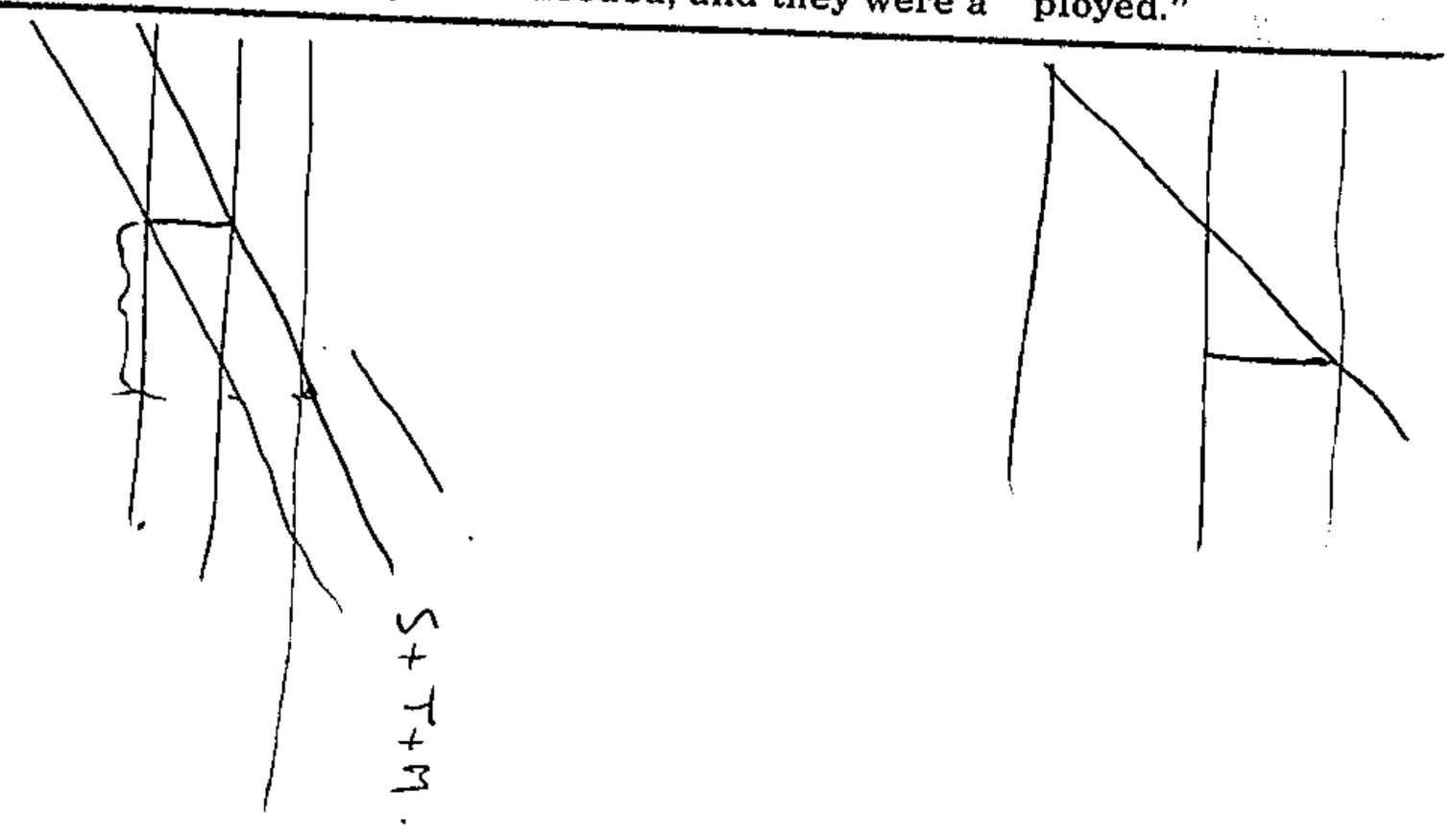
With all this, there must also be attention to the basics of reading, writing and arithmetic.

For all these institutions, instructors, teachers, lecturers and professors would be needed, and they were a most scarce commodity in South Africa.

Mr Borman pointed out that it was estimated that by the year 2000 black matriculants alone would increase from 23 000 to 182 000 and more than three times the present number of teachers would be needed.

South Africa had started late and the problems were enormous, "but if we regard our human component as our most important asset, and are prepared to spend the maximum amount on training and education, then . . . we can become the workshop of Africa and one of the great industrial exporting countries of the world," said Mr Borman.

"In so doing," he added, "we can raise the standard of living for all and remove the spectre of hunger and no hope of the unemployed."



# Black business leaders accuse big companies:

# Industry's captains don't want blacks in high places

(179) 21/3/82

By PAUL LANGE (179) S. Times 21/3/82

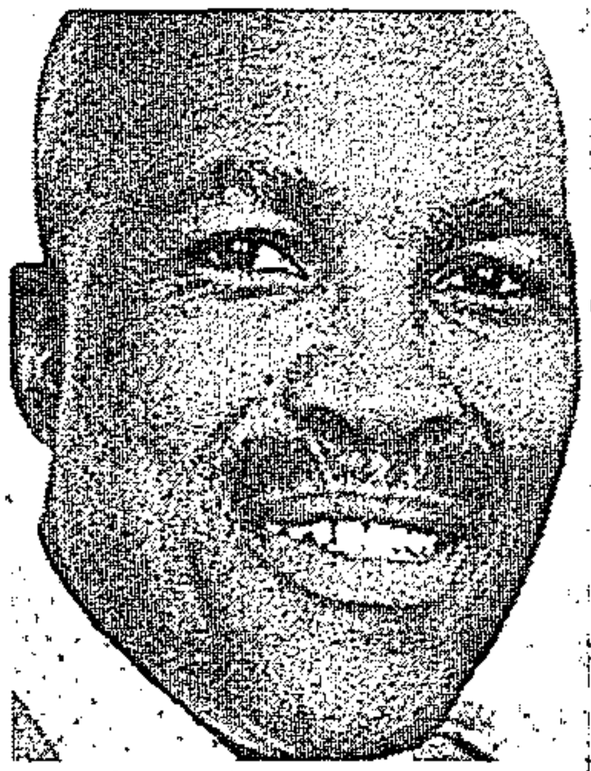
**THE liberal captains of industry don't want blacks in their management teams — and a graduated black has small chance of finding a position in commerce and industry.**

This was the charge levelled against big companies by black business leaders this week.

Scores of black graduates walk the streets unemployed.

Bitterness and a feeling of isolation is growing, according to black businessmen approached by the Sunday Times.

Many of the educated unemployed have qualifications higher than their white counterparts — who are offered jobs immediately by an economy hungry for trained personnel, it was claimed.



Mr Mohale Mahanyele

"This sort unemployment will continue while commerce and industry continue to believe the myth that the 'lower whites' in their companies will not be able to accept integration at management level.

"This myth must be exploded," said Mr Mohale Mahanyele, a BSc with numerous diplomas who is chairman of a personnel consultancy.

"Government departments have accepted the necessity of integration far more readily than the business world," he charged.

Mr Mahanyele's outspoken view was echoed by other black business leaders this week.

And even the huge representative body for commerce, Assocom, agrees that there are manifold problems.

"There is a stigma attached to attending a 'tribal' university," he said.

"One's colleagues in business believe the education is inferior.

"The actual learning process, particularly in social and political fields, is hampered with threats from the university administration.

"Even questioning in class can be regarded as activism. This makes university an often very frustrating place."

Mr Kgomotso Modise, 41, managing director of KMP Africa, a Soweto-based advertising agency and affiliate to the Afrikaans agency KMP in Johannesburg, is not a graduate.

KMP wants to employ black executives to help exploit the growing black market potential for their clients, he said.

## Problem areas

At the Johannesburg office where his company places both black and white staff, 44-year-old Mr Mahanyele has files on 100 black university graduates who have been unable to find employment on the Reef.

The situation elsewhere in the country is the same.

- A black graduate who completed his law degree two years ago could find employment only as a car salesman until last week when he was placed at a multinational company.
- A Soweto housewife has been looking for a job for over a year.

She is a fully qualified nutritionist, having obtained a BSc here before completing her Master's degree in America.

- BSc, MSc, UED — a young black woman's achievement, yet she remains unemployed.

The same applies to a black man with a BSc and a retail management diploma and another with BCom, accounting science, and a management accounting diploma.

Another remarkably successful black graduate, Mr Sam Mosikili, a top SAB executive, spoke out this week on the double standards that apply to the growing group of black graduates.

"You have to be twice as qualified and work twice as hard if you are black and want to achieve anything in commerce and industry," he said.

Mr Vincent Brett, secretary of Assocom's manpower committee, said: "We know there are a lot of problem areas.

## 'Stigma'

"However, there are employers who are working at solving these and doing a great deal to encourage black graduates to become involved in business."

Mr Mosikili said that vocational guidance for blacks was practically non-existent.

Students who want to enter business are not instructed on which courses will make them valuable in the job market.

Even large multi-national companies with a commitment to black higher education suggest courses for students using their bursaries which will not produce easily employable people.

Mr Reuel Khoza, 33, who heads a black marketing service company in Soweto and holds a BA with Honours and an MA from the University of the North, spoke out strongly on the issue of inferior tertiary education for blacks.

"They asked me to find someone with working experience and a degree in communications or an MBA.

"But a black is not encouraged to do these courses as they are only offered at white universities.

"Those few who do have the qualifications want to stay where they are rather than enter advertising," Mr Modesi said.

Mr Masikili said: "White middle-management types often through fear of losing their jobs or being forced to socialise with blacks, actually block bright blacks from achieving in a large company.

## Heavy stress

"The double-standard applies. A white whizz-kid on the way up is lauded for being aggressive, a go-getter for adopting a challenging attitude.

"The same behaviour from a black is labelled cocky, arrogant and liable to rock the boat," he said.

Mr Mahanyele believes management places an enormous stress on the young black graduate entering a company.

He becomes an experiment, his every move is monitored, he is instantly put on a management training course — whether he is management material or not.

SAB's Mr Masikili is adament that a large proportion of unemployed graduates will have to look at their own attitudes if they are to be successful in business.

"If there is no demand in commerce and industry for a graduate with an unmarketable qualification he must go back to school and study futher.

"A black will have to work harder than whites to survive in business.

"And working twice as hard will, in the long run, be to his advantage."

Meanwhile, black businessmen are concerned that bitterness associated with years of study, often a great expense to poorer families, and no jobs will have a dangerous negative influence on black middle-class attitudes, generally regarded as stable and productive.

A white management personnel consultant, Mr Ralph Parrott, who places both black and white graduates in management positions, said that the middle-management block which hampered black advancement was a "political reality".

However, he believed the situation was relaxing.

"Employers will accept black middle-management eventually — it is a fact of life," he said.

GENERAL NEWS

# RAU to host top education meeting

179

Star 23/3/82

A major international exhibition and a series of symposia on education and industrial training will be held at Rand Afrikaans University in July.

"Instructa 82," to be held between July 7 and July 13, will be largely devoted to manpower training in South Africa, the chairman of the symposium programme, Professor P J van Zyl, told a Press conference.

Professor P J van Zyl ... co-ordinator.

The conference aims to promote the latest educational media and techniques.

More than 50 companies and organisations have booked exhibition space.

A wide spectrum of teaching aids and methods will be covered, from the latest "blackboards" to sophisticated audiovisual presentations.

Overseas speakers will address some symposia.

The Star and Shell South Africa are among the sponsors of specific programmes. The Star's programme will deal with newspapers as a teaching tool.

There will also be programmes on school readiness, for Soweto teachers and parents, and on training techniques for illiterate people.

The National Institute for Personnel Research will hold workshops and presentations on the role of working women, selection of black engineering technicians, vocational guidance in the black community and the "mid-career crisis."

Instructa 82 will be opened by the Minister of National Education, Dr Viljoen. Inquiries 37-4250 and 726-7918.

## Africa at a glance

# Swazi ritual murder law may be altered

312 Star 23/3/82

The Star's Africa News Service

MBABANE — Swazi Prime Minister Prince Mabandla, referring to the spate of ritual murder trials and public controversy over acquittals, said: "If necessary the Government will amend the law to bring it into line with certain public feelings."

He denied reports that he had called for an

# 3¼-m workers in SA have no education

(179) (#) Star 26/3/82

Own Correspondent

Two-thirds of South Africa's work force have only primary school education, Mr Dennis Etheridge an executive of the Anglo American Corporation, said in Pretoria last night.

He was addressing the annual meeting of the Manpower Management Foundation.

He said of the 10 800 000 economically active workers in South Africa, 30 percent have no education, and 36 percent reached only primary school. These figures included whites.

This lack of education seriously hampered people who aspired to better positions, because they did not have the qualifications for further training.

Mr Etheridge added that only three percent of the workforce had education beyond matric, and a third of the population produced less than five percent of the gross national product.

The situation was a challenge to be put right. And there was also a real need for involvement by other races, because the initiative should not rest with the whites alone.

But more control and co-ordination was needed, said Mr Etheredge, because many organisations overlapped when trying to alleviate the problem.

Decentralisation was also a key factor to be taken into account by the Manpower Management Foundation, because problems could be solved more easily by people on the spot who understood the situation than by someone in a central office.

Notice should be taken of the Manpower Commission report, said Mr Etheredge, because it was important to determine what high-level management requirements were.

But the private sector was becoming more aware, and there was an increase in training schemes for employees.

There was a growing number of black apprentices, and a considerable increase in immigrants to fill skilled positions.

...rk

...ty policies ... time. ... split had before the ... appeared. ... Treurnicht ... unhappy ... Botha and the Cabinet decided that party policy needed to be speeded up.

About 100 people attended the mid-morning meeting where Dr de Klerk said a large group of people working together around a healthy, clear policy was probably one of the best weapons with which to overcome South Africa's problems.

...ureds

...V BOTHA

...rom the au... ...eat them de... they do not ... the backs of ... to fight on ... the enemy." ...a said he ...ote his life ...ng relations ... Afrikaners ...e coloured ... prevent the ...n coloured ...ing into the ...e enemy. ...s did not mean abolishing group areas and separate schools.

Earlier he alluded to rightwing groups including the new Conservative Party as joining the orchestra which aimed to destroy the NP.

Other members of the orchestra, which was "large and sometimes out of tune," included the United Nations, communist forces, Swapo, the ANC and the official Opposition.

The meeting was chaired by the Transvaal NP leader, Mr F W de Klerk, who described Mr Botha as "a man prepared to reform where reform is necessary."

Mr de Klerk said Mrs Susan Strijdom, the widow of the former Prime Minister, Mr J G Strijdom, "the real Lion of the North," had given her support to the meeting although she could not attend.

...D KATZMAN . . . in South Africa.

# ...allas' boss

# 3¼-m workers in SA have no education

(179) Star 26/3/82

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# Big subsidies towards hiring of Poles

28/3/82 S. Times

179

By Colin Bower

"WE'RE paying the price of job reservation," says the managing director of a company which is spending a conservatively estimated R5 500 a family to recruit Polish mechanics in Vienna, and establish them with their families in South Africa.

The figure he refers to excludes the 80% Government subsidy which he receives on the cost of air fares for the immigrants, and also excludes other hidden subsidies by way of tax relief his company enjoys on recruitment costs.

Although no figures were available to Business Times regarding the full cost to the economy of recruiting Polish skills, a fair estimate per person might be in the region of R10 000.

So far, the Department of the Interior has admitted 1 071 Poles, which would indicate a cost to the economy of about R10-million.

Of those admitted, about half are breadwinners.

Cheap or expensive skills?

The recruiting Government and private-sector companies, which include Rand Mines, Gencor, Anglo American, LTA, Escom, Iscor and Sasol, obviously believe that their outlay is worthwhile, though the cost-effectiveness of their decisions clearly depends on Government subsidies.

It could also be said that the purchase price for the quality of skills being purchased — often professional and multi-disciplinary skills — is reasonable.

On the other hand, it might also be said that R10-million would have bought a great deal in the way of educational and training facilities, thereby enabling South Africa to make use of its own human resources.

Money spent on training facilities benefits succeeding generations of students — money spent on outright purchase of skills offers benefits over a single working lifetime.

What the import of skills highlights is the cost to the country of years of inadequate education and training spending, and of restrictive labour policies.

Also, the costs of overseas recruitment give some indication of the amounts the country must be prepared to spend to procure its own skills.

According to representatives of recruiting firms, incentives and allowances to incoming Poles normally include an initial payment which could be equivalent to a month's salary, and help by way of either loans or outright payments to establish families in accommodation, and to provide them with transport.

Harold Johnson, managing director of Johnson Crane Hire, says that the eight Polish mechanics he has recruited are being provided with free accommodation for a month on arrival.

In addition, his firm is giving them all their basic household needs. "Our new employees are an investment, and we believe we must ensure that they are properly bedded in to their new society and home."

Rand Mines' overseas recruiting policy is not confined to the Polish, and personnel director Don King said: "We don't view recruiting as the answer to South Africa's skilled-labour shortage. The answer — and our policy — is to train our own vast labour potential here."

Annica Foxcroft, a director of Inter-man, a business communication skills and language training company, says that companies which do not take the cultural acclimatisation of their newly recruited Poles seriously will not be in a position to make full use of their outstanding skillls.

"These people often arrive frightened, uprooted and traumatised. To push them through a language laboratory does not amount to an adequate initiation programme."

(179) Guidance/placement centres 1/4/82
Hansard Q. Col. 545-546

486. Mr. R. B. MILLER asked the Minister of Manpower:

(1) How many (a) guidance and (b) placement centres (i) have been established and (ii) are operational in his Department;

(2) (a) how many vocational guidance officers are employed in such (i) guidance and (ii) placement centres and (b) how many such officers in each category are registered in terms of the Medical, Dental and Supplementary Health Service Professions Act, No. 56 of 1974;

(3) whether his Department is experiencing a shortage of vocational guidance officers; if so, what is the extent of the shortage?

The MINISTER OF MANPOWER:

(1) (a) and (b) All centres are designated "guidance and placement centres".

(i) and (ii) Eighteen centres under the direct control of the Department of Manpower function as guidance and placement centres while an additional 15 offices function as placement centres only.

A total of 364 offices of the Administration Boards, rendering services on an agency basis for the Department of Manpower, presently function as placement offices only.

(2) (a) (i) and (ii) 88 are employed in the Department's guidance and placement centres and its head office.

(b) 15.

(3) Yes. The services are currently being extended to make provision for all population groups and consequently the exact extent of these shortages cannot at present be determined. In the case of Blacks, the Department would probably be able to place as many as are available.

### Amount owing to private bodies by Government

372. Mr. H. H. SCHWARZ asked the Minister of Finance:

What amounts were owing to private bodies and persons by the Government, other than on bank facilities and stock issues, as at the latest specified date for which figures are available?

The MINISTER OF FINANCE:

R3 044 112 997 as on 28 February 1982. This does not include any amount in respect of treasury bills.

### Private training centres/in-service training schemes

(179) Hansard 1/4/82 Q. col. 539 – 540

385. Mr. G. S. BARTLETT asked the Minister of Manpower:

(1) What is the number of (a) private training centres and (b) in-service training schemes registered in terms of the Manpower Training Act, No. 56 of 1981, in the (i) Durban—Pinetown area, (ii) Witwatersrand—Pretoria area, (iii) South Western Cape, (iv) Port Elizabeth—Uitenhage area and (v) rest of the Republic;

(2) what is the total number of courses which (a) have been registered and (b) are awaiting registration in terms of the said Act?

The MINISTER OF MANPOWER:

The information is not readily available.

MANPOWER

# Process of change

FM 2/4/82 (179)

Manpower is the single most important determinant of future growth, says Gavin Relly, chairman of the Anglo American Industrial Corporation (Amic).

In his annual review, Relly says he remains hopeful that the current cyclical downturn will not be longer than normal, and that it will be followed by a renewed period of strong growth. "Whatever view is adopted, however, we must above all not postpone the manpower challenge which faces us."

Relly says it is pleasing that almost 500 black apprenticeship contracts were registered in 1981, more than double the 1980 figure. However, one problem which continues to impede an adequate supply of skilled workers is that technical training institutions continue to be racially segregated and, therefore, often under-utilised. "Hopefully the newly-created National Training Board will give attention to this matter in the near future," he comments.

Relly is not discouraged by the sharp increase in labour unrest last year. A total of 342 stoppages, involving 93 000 workers, was recorded, resulting in the loss of 226 000 man days. "Although these statistics give cause for concern, SA remains amongst the least strike-prone countries in the world. It is to be hoped that what we are witnessing at present is a transition phase, and that industrial unrest will decline as black workers become involved in established collective bargaining structures."

Relly says a system of industrial relations and employment practice audits has been introduced within Amic's subsidiary companies. Progress in this field depends on the business and financial circumstances of the companies involved, he says.

The chairmen's annual reviews of three Anglo mines — Elandsrand, Western Deep Levels and Vaal Reefs — also refer to such audits. However the chairmen, Harry Oppenheimer, Gerald Langton and Dennis Etheredge, indicate that the process of changing labour practices in the mining industry is a difficult one.

Talks are being held with trade unions and officials' associations in an attempt to eliminate job barriers to blacks, while also providing white employees with a greater feeling of job security. The chairmen say a smooth process of change and development faces formidable difficulties.

findings could be made ... said that a motor vehicle was a "lethal party when the car was older.

# Promise of more jobs and homes in E Cape

E. Post 3/4/82

● From Page 1

repair and body shop assistants, welders, forklift drivers, artisan aids and security guards, and other jobs.

"If a man is trained in an operative skill he will be employable and productive from the start.

"And the training will serve to encourage new establishments to locate themselves in the Eastern Cape because there will be this availability of higher skilled workers," said Mr Hayward.

The black housing crisis is being tackled from two directions in the region.

In a prompt response to the Prime Minister's request, a meeting has been held between representatives of the Institutes of Building Societies and Estate Agents, Chambers of Commerce and Industries, the three locally-based motor companies as well as the Community Councils of Port Elizabeth and Uitenhage.

An advisory committee is now considering ways of putting East Cape Administration Board houses up for sale and using the proceeds to finance new housing.

More importantly, a utility company is being formed to arrange finance for housing in all areas, white and black. It should be registered about the middle of next month.

The company would promote the growth of whole communities and any profits would be ploughed back for further developments.

Funding the company is not going to be easy, but the Urban Foundation may be able to assist and consideration may be given to raising a loan.

It is understood the company will not want to involve itself with infrastructure or the acquisition of land, which is regarded as the responsibility of the authorities.

A memorandum and articles of association for the company are now being drawn up with lawyers and these are expected to be presented at a meeting of the steering committee on April 14.

E. Post 3/4/82 179

# Plans promise big boost for jobs and housing

Weekend Post Reporters

TWO major schemes promise fresh aid for East Cape industry and relief of the chronic housing shortage in black and other areas.

Blacks stand to benefit on both counts.

One scheme — a Government-inspired initiative to train out-of-work blacks at a special centre in Port Elizabeth — comes as an extra stimulus on top of the economic concessions announced for the area this week.

The other scheme involves the formation of a utility company in Port Elizabeth, backed by industry, to provide funds for housing. It will be the private sector's response to the Prime Minister's plea for help from this quarter.

Both initiatives could help relieve to some extent the serious unemployment among blacks in the Eastern Cape, the highest rate in this race group in the country.

And both promise advancement for blacks on social and economic fronts.

The step to speed the training of blacks for industry is a timely one in view of the new concessions which, it is hoped, will encourage industrial expansion in the region and provide fresh jobs.

The move, coupled with the multi-million package of economic concessions and incentives (including rail rebates and cheaper electricity), makes the area increasingly attractive to industrialists.

Port Elizabeth is one of two centres in the country chosen to run the courses. Mr Bill Hayward, chairman of the board of the Emthonjeni In-Service Training Centre at Struandale, told Weekend Post.

The Government has promised an initial R500 000 for the centre to pay for equipment and salaries for this facility.

"We are now going to go hammer and tongs to prove to the Government that they are on the right track in establishing centres such as these," said Mr Hayward.

The other centre chosen is at Bloemfontein.

Emthonjeni's next step will be to survey all Eastern Cape employers to find what they require in some 90 different spheres of employment.

Some examples of the types of employment discussed in the survey would be

● Turn to Page 2

# Crisis in SA training

(179)

S. Times 4/4/82

By Vera Beljakova

CIM-Deltak ("the largest commercial training organisation of its kind in South Africa," according to MD Peter Mitchell) has increased its annual revenue to R2.1-million.

The company, which runs 24 000 courses a year, now expects to reach a turnover of R3-million by December 1982, with 70% of its revenue derived from computer training and its Computer Skills school.

Mr Mitchell has been hitting out at the head-in-the-sand attitude of South African industry, which, he claims, "is spending only 10% to 25% of the sums necessary to provide the country with an adequate management system".

"Industry and commerce must train now, before it's too late," he warns. "We are already behind in technological skills. Now we must catch up before we're left too far behind."

CIM-Deltak is particularly concerned about the low level of qualifications possessed by the average training manager.

"This problem is further compounded by the fact that the job is considered of a fairly low rank. Trainers should have the stature to report to the board.

"Instead, they enjoy little credibility here, so that they can't train staff to a sufficiently high level within the organisation.

"Furthermore," says Mr Mitchell, "the average Mr Trainer has been training for 25 years. He is set in his ways, possesses few new skills, has a narrow knowledge of modern technology and lacks commitment.

"In other words, an inflexible, dyed-in-the-wool, old-fashioned guy with a giant ego."

Another dampening factor on the South African industry is that few organisations are willing to release sufficient funds to make faster training possible.

With the escalating black birth rate, South Africa will be continually forced to find an increasing number of jobs to keep its population. "But we cannot offer unskilled jobs if there is no middle management to create these jobs."

On the subject of computer schools, Mr Mitchell feels it is unethical to enrol students who are unlikely to find employment on completing the course.

"Passing tests gives one only a 60% chance of finding a job," he says. "Too many schools give rise to false expectations and dabble in misrepresentation.

"Plenty of students do not find employment due to their personal appearance, sloppy habits and use of poor — if not bad — language."

On the subject of black training, Mr Mitchell says that, though blacks can be trained to the same level, it can take much longer to teach them.

"Thus we do not generally enrol blacks. We find it too difficult to place them aterwards.

"By contrast, Indians, Chinese and other Asians cope very well indeed in the computer world, so there is a big demand for their skills. Even the Cape coloureds are a mere 3% to 4% behind in performance.

"But here we encounter a different type of problem: while the black will work under the white, he will not labour under the coloured, which in turn could limit the coloured's usefulness in management."

# ...ncerts as ...nded to ...

...y Oppenheimer, shakes hands with Chief Gatsha ... of the donors at the hand-over c...

...Reporter

...10 000 Zulus ...approval at ...i stadium at ...turday after- ...Ir Harry Op- ...chairman of ...nerican Cor- ...eared on the ...h the Chief ...KwaZulu. ...Buthelezi.

...Mr Oppen- ...resented the ...angosothu ...Umlazi to ...KwaZulu on ...sponsors — ...uth African ...ium Chief ...esented Mr ...er with a ...bear and he ...he delight- ...this repre- ...mour of a ...g to tradi- ...tom.

...Oppenhei- ...y applaud- ...ld 500 dis- ...ests at the ...ceremony ...helezi was ...liberation ...a special

sense.

The Chief Minister was determined, the Anglo American chairman emphasised, that his people should be free in the widest sense — free from hunger and from want.

Mr Oppenheimer said this type of freedom would not be attained without adequate technical training.

He was of the opinion that South Africa could learn a lot from the recent history of black Africa. As new nations had attained their independence, he pointed out, great disappointments had come because the people lacked technical skills.

## Essential

Mr Oppenheimer was applauded again when he said the approval and co-operation of the Zulu nation was essential for any plan to re-organise South Africa into a country where social justice was done to all.

Chief Buthelezi referred to a decision by some students to boycott the handing-over ceremony and said no duress had been used on anyone to attend the technikon.

The mind boggled, he asserted, that students at

# SA 'has awakened to challenge'

(179) Mercury 5/4/82

**STOP PRESS**

The Natal Mercury
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Durban 319331
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### FALKLANDS CRISIS

(See Page 1)

London—Britain's Foreign Secretary, Lord Carrington, last night told the 1 800 people of the Falkland Islands, under Argentinian control since Friday's invasion, that they were still British. 'The Falkland Islands and its dependencies remain British territory inhabited by British people,' he said in a brief message beamed by the BBC World Service on its regular Sunday programme *Calling Falklands*. 'It is our firm objective to ensure that they are freed from alien occupation.' He quoted Prime Minister Margaret Thatcher as saying: 'Their allegiance is to the Crown.' — (Sapa-Reuter)

### KILLER STORM

New York—A massive storm that pounded the United States with 86 tornadoes and everything else pushed eastwards last night, punishing the Mid-West with a severe blizzard. At least 46 people died and hundreds were injured as the unusual early April storm dumped snow 4,8 m deep in the Sierra Nevadas last week before roaring across the heartland. Tornadoes wrecked homes and business in dozens of areas. Blinding blizzards with winds gusting to 113 km/h raked the Great Lakes area yesterday, blocking highways and stranding hundreds of motorists. About 200 people were injured by tornadoes in Texas and 80 in Arkansas. — (Sapa-AP)

Mercury Reporter

SOUTH Africa had awakened with a shock to the challenges of training in the labour field, the Director-General of the Department of Manpower, Dr Piet van der Merwe, said at the weekend.

He was launching a South African Sugar Association (SASA) brochure outlining the training programmes available for the Sugar Industry held at the association's Industrial Training Centre at Mt Edgecombe.

Dr van der Merwe who is also the chairman of the National Training Board said although the country had been late awakening to the challenges 'we have recently become more training conscious than ever before in the labour history of South Africa.'

On the very 'sensitive issue' as to whether facilities for training should be integrated or not, Dr van der Merwe said it was their policy that it was up to the employer.

## Training

But he said the department suggested that nobody should be compelled to undergo training under circumstances which they found unacceptable.

'Whatever way the training is organised by the employer there should not be a lowering of standards and in making arrangements for training facilities there should be maximum consultation with all parties involved,' Dr van der Merwe said.

'A great deal of consensus has been reached in so far as the trade unions and employers are concerned on the whole question of training of apprentices at training centres for specific periods of time.

'Trade unions believe that this type of training is producing better results.'

He said it was the department's philosophy that training was primarily the responsibility of the employer.

# Police probe mystery shooting

*Crime Reporter*

AN UNKNOWN gunman fired at least 10 shots from a 9 mm pistol at the premises of Squash International gymnasium in Main Road, Northdene, late on Friday, according to police.

The gym was closed at the time and the shooting was not reported until the owner, Mr B S Baker, discovered the damage when he came to open the gym on Saturday morning.

Bullets shattered a window, pierced a door and hit a brick wall. Police investigating the shooting found several bullet slugs in and around the premises.

Mr Baker was not available for comment yesterday.

# Jabs again

Mercury Reporter

THERE is still danger of an outbreak of rabies in Natal, and the Department of Agriculture and Fisheries will start an inoculation programme in Eshowe on April 14.

Durban's State Vet, Dr Matt Ekron, said that although no fresh cases of rabies had been reported in Durban all pets should be inoculated. The campaign would extend to Durban soon.

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Mercury 5/4/82

Political Re...

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Mercury Repo...

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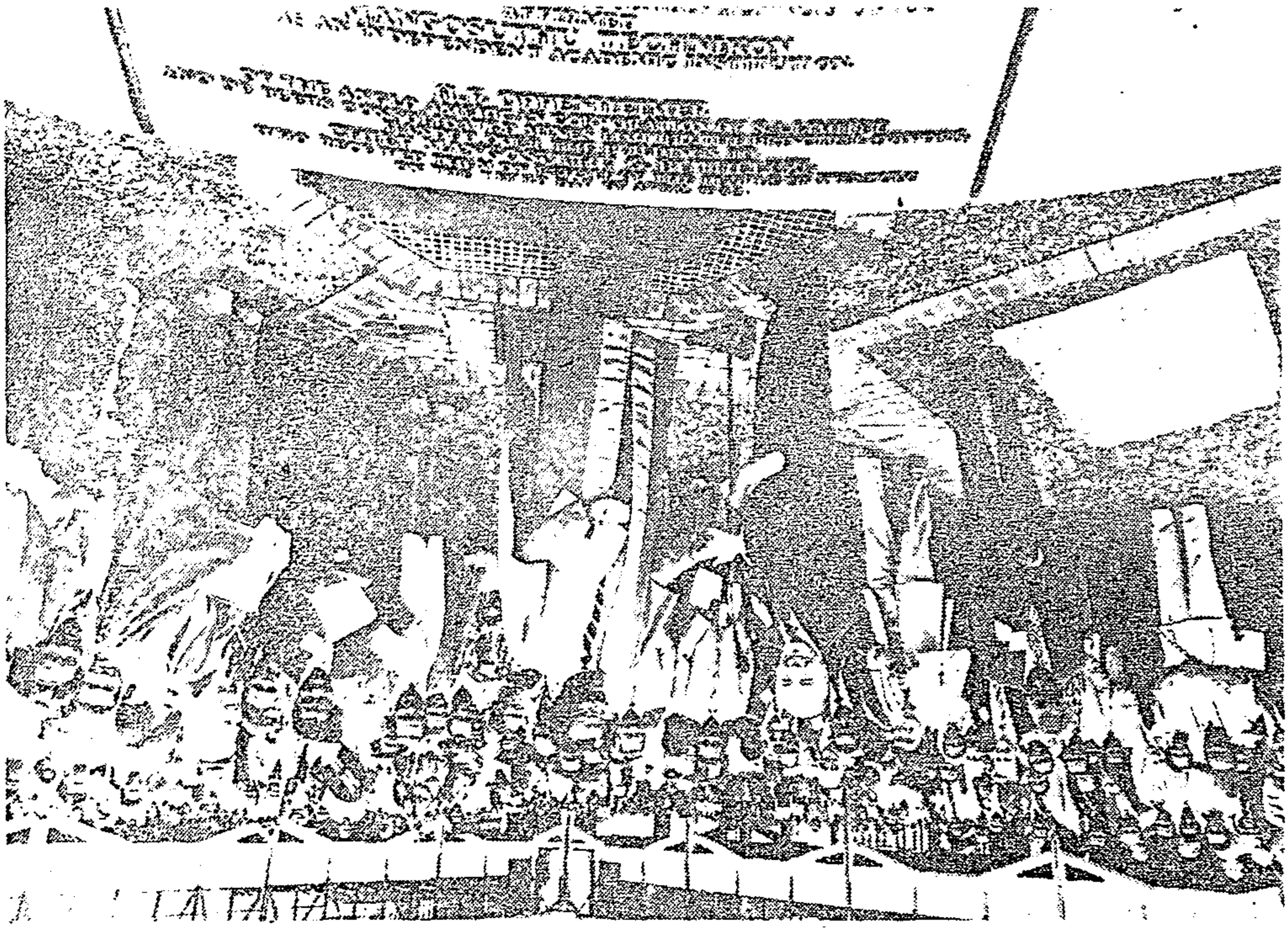

MR Harry Oppenheimer, shakes hands with Chief Gatsha Buthelezi after unveiling a memorial plaque on behalf of the donors at the hand-over of the Mangosothu Technikon.

179 Mercury 5/4/8

Mercury Reporter

A CROWD of 10 000 Zulus roared their approval at the Zwelithini stadium at Umlazi on Saturday afternoon when Mr Harry Oppenheimer, chairman of the Anglo American Corporation, appeared on the platform with the Chief Minister of KwaZulu, Chief Gatsha Buthelezi.

Previously Mr Oppenheimer had presented the R7 500 000 Mangosothu Technikon at Umlazi to the people of KwaZulu on behalf of the sponsors — all leading South African companies.

At the stadium Chief Buthelezi presented Mr Oppenheimer with a shield and a spear and he explained to the delighted crowd that this represented the armour of a hero according to traditional Zulu custom.

Earlier Mr Oppenheimer was loudly applauded when he told 500 distinguished guests at the handing-over ceremony that Chief Buthelezi was the leader of a liberation movement in a special sense.

The Chief Minister was determined, the Anglo American chairman emphasised, that his people should be free in the widest sense — free from hunger and from want.

Mr Oppenheimer said this type of freedom would not be attained without adequate technical training.

He was of the opinion that South Africa could learn a lot from the recent history of black Africa. As new nations had attained their independence, he pointed out, great disappointments had come because the people lacked technical skills.

## Essential

Mr Oppenheimer was applauded again when he said the approval and co-operation of the Zulu nation was essential for any plan to re-organise South Africa into a country where social justice was done to all.

Chief Buthelezi referred to a decision by some students to boycott the handing-over ceremony and said no duress had been used on anyone to attend the technikon.

The mind boggled, he asserted, that students at segregated universities and especially at the University of Natal's Medical School should masquerade as 'political puritans'.

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X

124 Cape Herald, Apr

# Tenants can council hous

ABOUT 240 tenants in Hanover Park and Heideveld and some in Schotsche Kloof are now able to buy their 'economic' houses from the Cape Town City Council.

This comes after months of debating by the Council on whether or not to sell rented houses to tenants.

Last week the council decided not to sell the major portion of its rented houses.

They argued that there was a constant demand for the hire of City Coun- —ellings and also a come people, they said.

The selling of some houses in Hanover Park, Heideveld and Schotsche Kloof is in line with the council's policy of selling certain houses when it is 'appropriate.'

The Council decided in principle in 1979 to sell the houses in Heideveld and Hanover Park to the tenants.

This had been delayed because the council had been awaiting Government permission.

The Council's decision came after considering

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# Official: training need realised

DURBAN — South Africa has awakened with a shock to the challenges of training in the labour field, according to the Director-General of the Department of Manpower, Dr Piet van der Merwe.

He was launching a South African Sugar Association (Sasa) brochure, outlining the training programmes available for the sugar industry, at the association's training centre at Mt Edgecombe.

Dr Van der Merwe, who is also the chairman of the National Training Board, said although the country had been late awakening to the challenges "we have recently become more training conscious than ever before."

On the very "sensitive issue" as to whether facilities for training should be integrated or not, Dr Van der Merwe said the department's policy was that it was up to the employer.

But he said the department suggested that nobody should be compelled to undergo training under circumstances which they found unacceptable.

"Whatever way the training is organised, there should not be a lowering of standards and in making arrangements for training facilities there should be maximum consultation with all parties involved," Dr Van der Merwe said.

"It is not the material resources, nor the capital, but the human resources in the industry that really determines the welfare of the industry," he said.

"A great deal of consensus has been reached in so far as the trade unions and employers are concerned on the whole question of training of apprentices at training centres for specific periods of time.

"Trade unions believe that this type of training is producing much better results."

Dr Van der Merwe said that in the early stages when apprentices were trained in their individual work places, the pass rate of trade tests was in the vicinity of seven to ten per cent but today the pass rate was 90 per cent.

He said the department believed training was primarily the responsibility of the employer.

"Employers individually and collectively should unite their efforts in meeting their own training needs," he said. — DDC.

# 30% of workforce is uneducated

Star 16/4/82 (179)

By Pieter De Vos

Of more than 10·8 million economically active people in South Africa, 30 percent had no education and a further 36 percent had only primary school education, Mr L A O Barth, president of the Manpower and Management Foundation of Southern Africa, said today.

"It follows that South Africa has an under-trained work force and that productivity is commensurately low," he said at a report-back session in Johannesburg.

This low productivity was a major ingredient in the high rate of inflation and in turn raised the cost of exports, without which the country could not possibly fund its development programme

Only through improved work performance could the wealth of the individual, business and nation be increased, Mr Barth said

"More pay for the same output is nothing more than a redistribution of wealth and not a creation of new wealth

"To a degree redistribution might be defensible in the short term, but it is not a long term solution to the development task," he said.

A key objective of the newly founded MMFSA, would be to stimulate private sector activities, particularly to counter the shortage of skills. Other related objectives are:

It would also strive to ensure that public sector policies and activities met the needs of the private sector.

The foundation is a merger of Manpower 2000 and the National Development and Management Foundation

MANPOWER TRAINING

## Regulating labour

(179) FM 16/4/82

Training is the main priority of the Department of Manpower, which has had its annual budget more than doubled in the past year.

The department's budget now stands at R63m — compared with R29m less than a year ago. Not only does this sharp increase reflect the department's growing importance in regulating labour relations, but also the expanding role it is playing in promoting manpower training. Says Manpower director-general Dr Piet van der Merwe: "Our major thrust is in the direction of training and retraining."

The passage through Parliament last year of the Manpower Training Act and the establishment of a National Training Board have done much to co-ordinate government efforts to promote skills training. Van der Merwe says the board has already submitted proposals for the training of unemployed people. A formal announcement of this project is likely to be made soon. Two pilot schemes are being launched in areas affected by unemployment.

Besides the numerous tax concessions available for training, the department has about R9m available this year for loans for approved training schemes. The first application for a loan from the Manpower Development Fund was approved recently. Employers are welcome to apply for such loans, subject to the following conditions.

- Loans are restricted to employers who have training schemes or centres which have statutory recognition;
- Applications from people who conduct a training scheme or centre for gain will not be considered;
- Loans will be considered for financing capital expenditure only;
- A loan will not be granted to defray spending incurred in anticipation of the loan being granted; and
- A loan can be redeemed over a maximum period of 20 years at the ruling government interest rate as fixed on the day the loan was granted.

(179) C. Herald 17/4/82

# RACIAL BIAS IN CAREERS GUIDANCE

By NAZEEM HOWA

**CAREERS guidance given in black schools seems geared to preparing pupils to fit into the system, according to Mrs Nondumiso Dlamini, a student advisor at the University of Zululand.**

Speaking at the guidance seminar at the University of Cape Town last week she drew attention to the different approaches adopted toward white and black pupils.

'In the black community it is aimed at guiding vocational decisions according to the needs of the country,' she said.

AIMED

'No wonder there is a cry that guidance in black schools is aimed at preparing our young people to fit into the system,' she said.

'Indeed, it smacks of that and will remain so until it is guidance in our own terms, based on our own philosophy,' Mrs Dlamini stated.

'An overview of education and guidance seems to show that education, politics and the economy are intertwined,' she said.

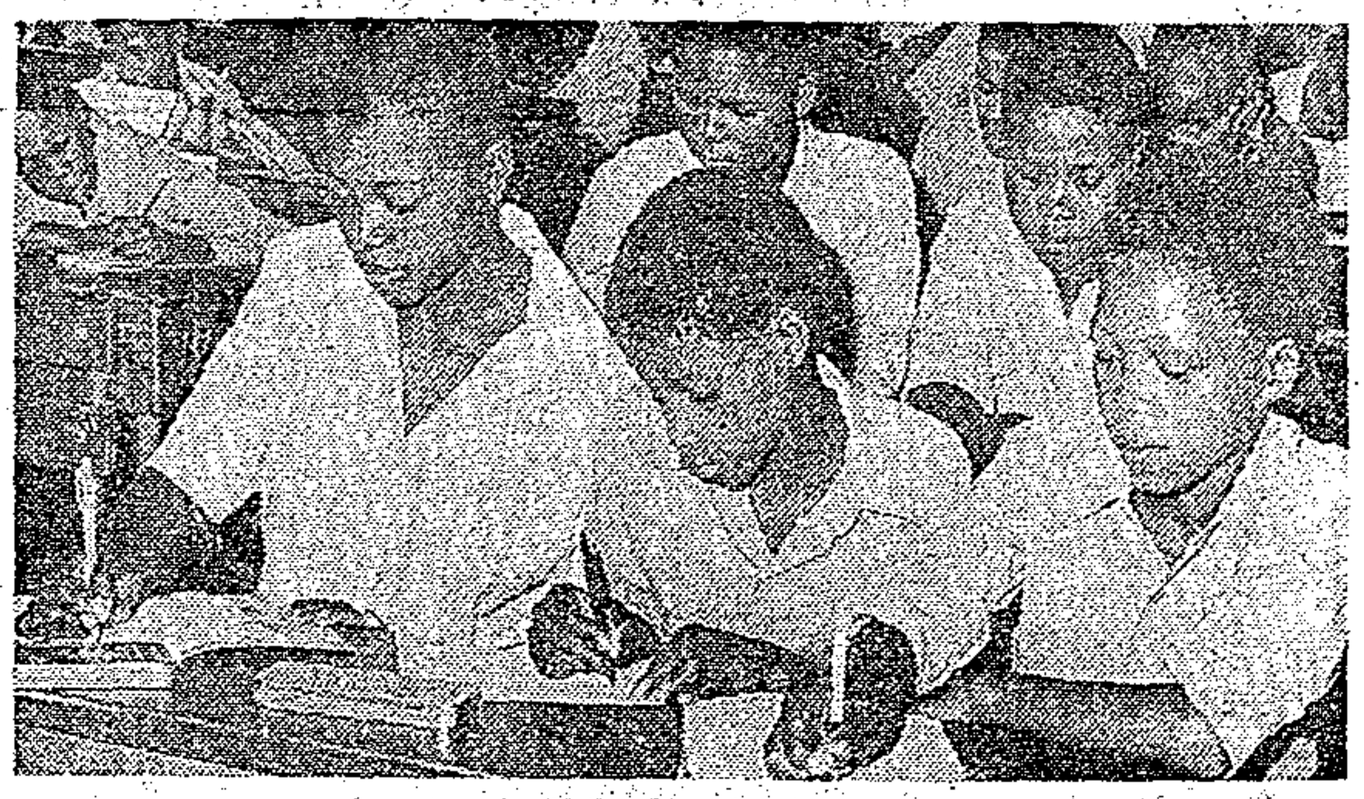
'When guidance developed it did not escape the influence of the Government's philosophies as it was regarded as an extension into education.'

'The guidance teacher/counsellor has to take note of the social, economic and political structure in which guidance is practised. But in this regard, black education is not based on black philosophy,' she said.

Mrs Dlamini also emphasised community involvement in social guidance.

'Social guidance is expected to be carried out in the school situation. However, it is an accepted fact that the school, with its brief to educate in a formal environment, cannot substitute for the home, where education, in its broadest sense, continually takes place,' she pointed out.

'When guidance developed, it did not escape the influence of the Government's philosophies as it was regarded as an extension into education.'



● DOES vocational guidance benefit them or channel them into prescribed directions?

**Libraries gave aid**

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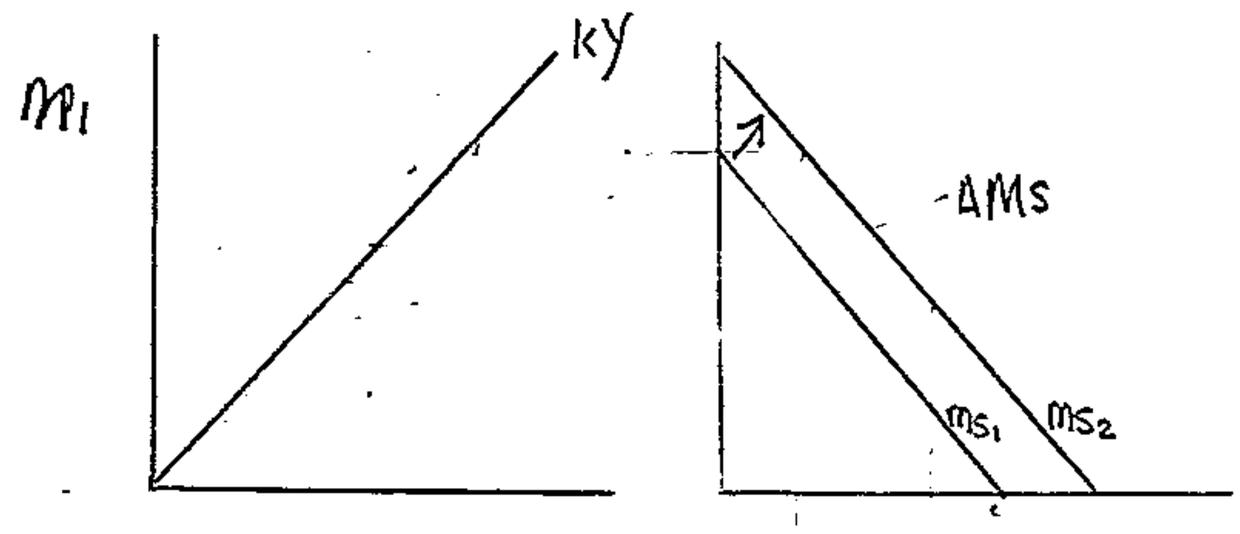


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# good career choice

BY DEVELOPING the careers section in school libraries the school counsellor can play an important part in helping pupils find out about careers, says Mrs Lizanne Penney, a careers counsellor and researcher at the University of Cape Town.

Mrs Penney delivered a paper on organising a school careers library at the conference on Vocational Guidance In A Developing Community held at the University of Cape Town last week.

'Pupils need information on further study, in-service training, careers for school-leavers, diploma-holders and about employers. The counsellor may need books on counselling, guidance and ideas for lessons.

TRAINING

'The Human Sciences Research Council (HSRC) and the Department of Manpower Utilisation are among those who produce books which contain both career descriptions and information about courses of study. Technical colleges, technikons, correspondence colleges and universities are the main source of information on further study. They sometimes also produce career books and pamphlets.

'Many of the larger companies also produce literature on careers, training and conditions of employment,' she said.

Mrs Penney suggests three necessities in running a careers library at a school:

The information should be up to date and as comprehensive as possible.

One should know what one has and should know where it is.

One should encourage the children to use it.

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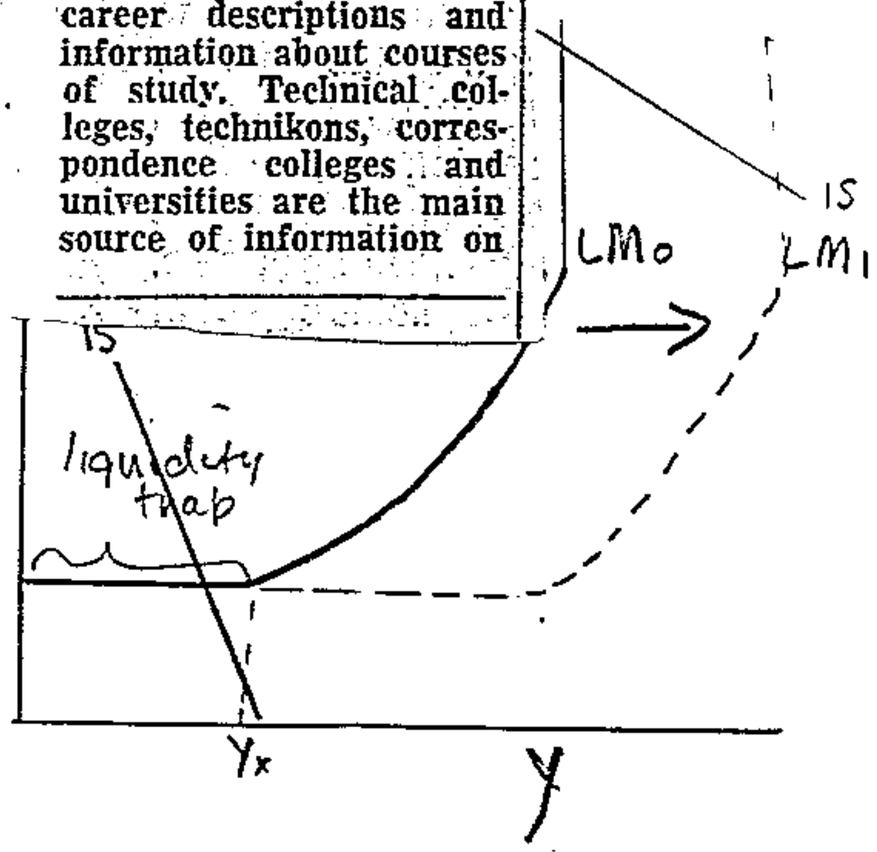


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# Border call for more training facilities

(179) E. Post 17/4/87

Post Reporter

EAST LONDON — An appeal for more training facilities in East London was made yesterday by a prominent industrialist, Mr Leo Borman.

Addressing the regional congress of Assocom, Mr Borman said he welcomed the Government's new economic incentives but the Border area still faced several problems.

Prominent among these were the need for more training and for more housing.

"There is a vast pool of unemployed labour which unfortunately is unschooled and untrained in the skills and trades required for industry," he said.

"In-service training schools, technical high schools and a technikon for all race groups are urgently required to accommodate the needs of the already existing and expanding industries as well as of any new industries," he said.

"Money, land, infrastructure, markets, incentives, unskilled labour in abundance — these are important factors — but without the necessary know-how and the specialist people, nothing can be achieved.

"Nobody can build a high quality economy with low-quality components and the human component has not been raised in quality fast enough nor in sufficient numbers.

"This only leads to poor productivity and continuing inflation making us less and less competitive in the market place."

Mr Borman said large-scale housing projects were required, particularly in the Border area.

He said the growth achieved in the Border in the past 10 years had not been unimpressive.

"If all the industries now situated in Dimbaza, King William's Town, Berlin, Butterworth, East London and the rest of this area were concentrated in one place we would have an industrial complex which would compare favourably with most other parts of South Africa," he said.

See report on Page 6

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(179) C. Herald 17/4/82

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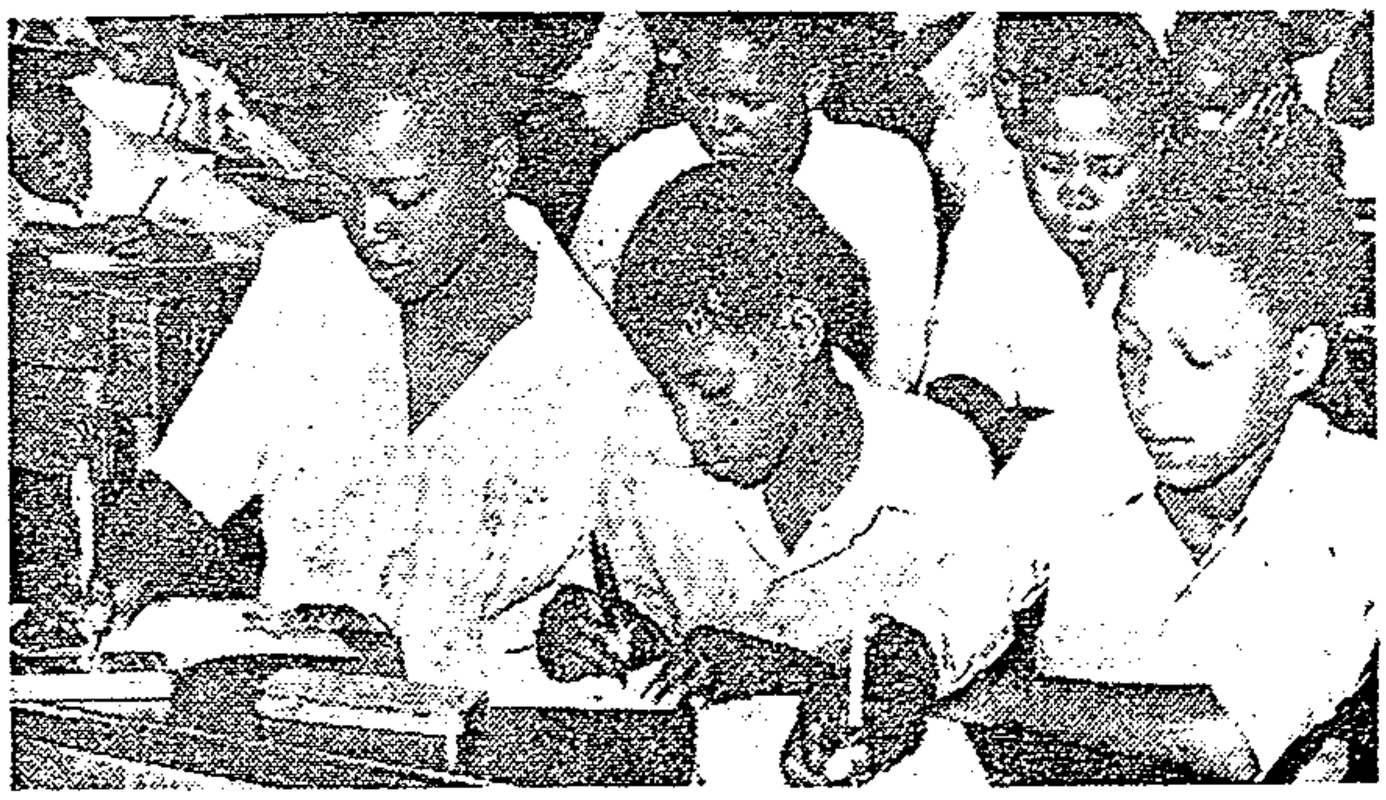

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# Libraries can aid

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# 18 000 affected by Dept shuffle

S P BOTHA: New boss of trade tests.

By John Raboroko

**The central organisation of trade testing in South Africa, formerly the responsibility of the Department of National Education, has been placed under the jurisdiction of the Department of Manpower.**

Announcing this the Minister of Manpower, Mr S P Botha said the transfer of jurisdiction was a logical consequence of the Public Service, especially since trade testing was of a practical nature and therefore directly related to legislation administered by the Department of Manpower.

"This training legislation also affected all population groups and people of all races were being tested at the Olifantsfontein Trade Testing Centre whereas the functions of the Department of National Education were confined to the education of the specific population group, Mr Botha said.

The centre, which is situated near the Olifantsfontein railway station, between Johannesburg and Pretoria, is responsible for the trade testing of apprentices and trainees who wish to become artisans.

Approximately 18 000 trade tests are carried out annually in about 200 different trades. The transfer will not affect the administrative work or the trade test arrangements.

Source Fam

19/5/82

# Govt plan to train jobless

ARGUS 20/4/82

179

Political Staff

BASIC training for the unemployed and apprenticeship credit for national servicemen were announced yesterday by the Minister of Manpower, Mr Fanie Botha.

In what he termed 'an important new scheme,' Mr Botha said R9-million had already been voted to train the unemployed.

The first group of work seekers will start their training soon.

Work seekers of all races will be considered, *provided:*

- They were registered as unemployed for at least six weeks;
- They could not be placed in employment;
- They had little job experience;
- They are between 15 and 30 years old; and
- They have not progressed beyond Standard 6.

It is intended that employers should subsequently provide trainees with more specific skills training.

Candidates will be trained free and will receive a subsistence allowance.

'Unemployment causes social problems and it is our duty to train unemployed people up to the point where they can be more easily placed in the labour market,' the Minister said.

He also said several important new steps had been taken to compensate national servicemen.

Apprentices would be given eight months' remission of training indenture if they had completed national service.

A second step was that apprentices, could now choose whether to perform their national service before or after their apprenticeship.

Those who had reformed national service could opt to learn trades at State training centres.

This included.

- Full-time, intensive training for one year at a centre;
- Weekly allowances of R35 to R60 while training:
- Lodging for a nominal R4 a week:
- Overalls:
- In-service training with approved employers for two years afterwards; and
- A guaranteed minimum wage in this period.

# PE to be site of training for jobless

20/4/82 E.Post (179)

Political Correspondent

CAPE TOWN — The Government is to launch a large-scale, free training scheme for unemployed workers — the first two pilot schemes to be sited in Port Elizabeth and Bloemfontein.

The Minister of Manpower, Mr Fanie Botha, said yesterday that all workseekers who had been unemployed for more than six weeks and did not have more than Standard 6 qualifications, would be considered for training.

Training would be for three to eight weeks and was intended to provide a general or semi-skilled experience.

Existing facilities such as group training centres and in-service training centres in the private and public sectors would be used

More than R9 million had been voted this year for the project and the first group of workseekers would begin their training soon.

Mr Botha said it appeared a large number of workers remained unemployed because they lacked basic skills after having left school too early.

"Unemployment causes social problems and it is our duty to train unemployed people up to a point where they can be more easily placed in the labour market."

The scheme is established in terms of the Manpower Training Act of 1981, and follows deep Government and private sector concern at the lack of skills among the country's army of unemployed.

During debate on the manpower vote in Parliament yesterday, Opposition speakers paid tribute to the Government for having greatly increased the amount of money available for training.

# R9-m Govt scheme to train unemployed

(179)

22/4/82 Star

Labour Reporter

The Government is to spend R9 million on a new training scheme for the unemployed.

The scheme was announced in Cape Town this week by the Minister of Manpower, Mr Fanie Botha.

Unemployed people with few skills who are registered work-seekers can be enrolled to receive training for three to eight weeks at a regional training centre.

The centres will provide the unemployed with basic skills required in jobs in a particular area, according to the department's training director, Mr Mike van Noordwyk.

He said the scheme had already been launched as pilot projects in Bloemfontein and Port Elizabeth where there were centres, personnel, equipment and expertise available.

The scheme was for all race groups, although black unemployed would be in the majority.

To qualify for the scheme the unemployed must be between the ages of 15 and 30 and have no more than a standard six education.

Mr van Noordwyk said that as planning progressed other training centres countrywide would provide this facility.

The Government is financing the scheme with R9 million from the Treasury.

"We are finalising certain guidelines for our regional offices. Applicants will do an aptitude test which will indicate their qualifications to train for semi-skilled work," Mr van Noordwyk said.

The pilot schemes were being confined to Government training centres, but as the scheme progressed the department intended to use "whatever we can get," Mr van Noordwyk said.

EDUCATION (179)

# Opening doors

FM 23.4.82

Industrial and in-service training, non-formal education and secondary school education will receive a much-needed injection of funds from a new trust established by the Urban Foundation (UF).

Registration of the Educational Trust is seen by UF officials as the culmination of their own and other organisations efforts to involve the private sector in education. It follows representations to government which responded appropriately last October by amending the Income Tax Act.

As the Act stood previously, only donations to universities and technikons were permitted to be tax free.

The amendment also means that funds can now be channelled into other existing and new projects.

Major businessmen and educationists will sit on the fund's board of trustees. These include Anglo American's Harry Oppenheimer, Rembrandt's Anton Rupert, Barlows' Mike Rosholt, Franklin Sonn, rector of the Western Cape Technikon and Professor Pieter de Lange, rector of RAU and head of the commission into education, the report of which was published last year.

One UF project already earmarked for funding is the construction of a R3,2m centre in Diepkloof, Soweto, which will provide tuition facilities for non-formal education. Another project is a research programme aimed at determining the nature and extent of non-formal education in SA.

A spokesman said the UF had firm commitments from its major donors that any tax benefits which accrue as a result of the tax concessions will be passed on to institutions and projects aided by the trust.

The foundation hopes other donors will follow suit, he said. In fact, that was one of the main purposes for the amendment.

S.A. THEATRE UNION

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| 1971 | | | | | |
| 1972 | | | | | |
| 1973 | | | 433 | 433 | + |
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| 1975 | | | 433 | 433 | ⋇ |
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| 1978 | | | 500 | 500 | ≠ |
| 1979 | | | 550 | 550 | ≠ |
| 1980 | | | 550 | 550 | ≠ |

Address: P.O. Box 3. Braamfontei 2017

Telephone: (011) 469 077

Officials: Secretary: Mr

Area of Operation:

Founded:

Registration: Yes

1980 - Receives permission from the Minister o to open its membership to all races.

1981 - Affiliates to TUCSA.

## Govt to give free training

(1884) (179) Sowetan 28/4/82

THE launching of a new scheme to provide unemployed persons with basic training is being regarded as an important breakthrough in easing South Africa's manpower shortage.

According to the Minister of Manpower, Mr Fanie Botha, preparatory steps have already been taken for this training, for which R9-million has been voted.

The Department is now organising pilot schemes for the training of unemployed persons at group training centres in Port Elizabeth and Bloemfontein.

Work-seekers of all population groups between 15 and 30 years old, who have not progressed beyond Standard 6, are eligible for training provided that they were registered as unemployed for at least six weeks and could not be placed on unemployment and have little job experience.

The duration of training will be from three to eight weeks. Training will be of a general nature and will be geared to employees' needs in various regions.

The Department will endeavour to place workseekers in employment positions on completion of their training. The intention is that employers subsequently provide trainees with more specific skills in the work situation.

Approved candidates will receive free training as well as a subsistence allowance.

Mr Botha pointed out that many work-seekers remained unemployed because they lacked basic skills, often because they left school early.

Under the scheme work-seekers would be trained up to a level which employers can build up on by means of in-service training.

D. Dispatch 29/4/82

179

# Alarming picture of SA's welfare services

by Political Correspondent BARRY STREEK

The crisis in the social welfare profession in South Africa has been analysed in depth by the chief opposition spokesman on health, Dr Marius Barnard.

He has concluded that the crisis has been caused by discriminatory salaries, salaries in general, lack of adequate service conditions, and the methods of subsidisation of social workers.

The evidence he has collected does, indeed, present an alarming picture.

The Department of Health and Welfare, for example, had 92 vacancies out of 438 posts — that is a 21 per cent shortage.

In five other government departments there are 332 vacancies for social workers. In the Department of Defence, for example, there are 54 vacancies out of a total of 118 posts. That is a 45 per cent shortage.

Dr Barnard says this is not a new problem. Last year, for example, there were 125 vacant posts out of a total of 244 in the Department of Co-operation and Development.

The Council for Social and Associated Workers, together with the Professional Association of Social Workers, has noted that at July 1 last year the nine different bodies employing social workers (five state and four private welfare organisations) had vacancies for 399.

Dr Barnard commented: "Taking into account that the norm set by the Department of Health and Welfare for the work-load of social workers is 60 clients/families, this could mean that 60 times 399 — 23 940 persons/families are not receiving service."

A joint delegation from three professional social worker bodies had an interview with the relevant ministers — the Minister of Health, Dr Lapa Munnik, the Minister of Internal Affairs, Mr Chris Heunis, and the Deputy Minister of Co-operation, Dr George Morrison — about the manpower crisis in social work.

Dr Barnard said these discussions highlighted existing vacancies, drop in student numbers, the present number of registrations compared with numbers registered in terms of previous legislation, and difficulties in recruiting staff.

The salaries, Dr Barnard said, were one of the reasons for this crisis.

As from April 1, 1982, white, coloured and Indian social workers commenced at R544,50 a month, while black men started at R452,50 and black women at R429,40.

**Dr Marius Barnard, PFP spokesman on health — a call for one body to handle the country's welfare services.**

But in order to retain staff, Dr Barnard said, one had to offer long-term salary benefits although the maximum salries paid to social workers did not reflect this.

The maximum salary for white, coloured and Indian social workers was R838,50, while black male social workers could not earn more than the starting salary of social workers of other races — namely R544,50; and the maximum for black women social workers was R521,50.

A memorandum had been submitted to Dr Munnik about these conditions and the Minister had noted that he fully supported the memorandum.

But, Dr Barnard said, "support and concern is not sufficient. Action is what is needed."

The government had divided the number of regional welfare boards racially and this had meant the creation of 24 such boards, whereas previously there were ten.

"The need for one state department for the rendering of welfare service to all population groups is urgent and essential.

"The Minister of Health's own department is somewhat of an anomaly. The health sector is for all groups, while welfare is for whites only," Dr Barnard said.

He added that the number of experts in the various fields of social work were not so numerous that they could be divided among the different organisations who, independently of each other dealt with the same problem.

"Working along parallel lines inevitably leads to duplication.

"The use of ad hoc liaison and joint consultation are cumbersome procedures leading to increased costs in regard, among other things, to loss of time and manpower hours.

"Where one organisation exists, problems can be discussed without unnecessary delay and expense."

Government itself had said a few years ago that it aimed to reduce the number of welfare organisations, but separate structures for different population groups not only increased the need for manpower, but also increased the number of organisations.

"There are at present about 4 700 registered social workers. This number simply does not provide sufficient people to man three government departments as well as separately structured welfare organisations.

"Our day-to-day living together and working together demonstrates

D. Dispatch 29/4/82

179

# Alarming picture of SA's welfare services

by Political Correspondent BARRY STREEK

Dr Barnard commented: "Taking into account that the norm set by the Department of Health and Welfare for the work-load of social workers is 60 clients/families, this could mean that 60 times 399 — 23 940 persons/families are not receiving service."

A joint delegation from three professional social worker bodies had an interview with the relevant ministers — the Minister of Health, Dr Lapa Munnik, the Minister of Internal Affairs, Mr Chris Heunis, and the Deputy Minister of Co-operation, Dr George Morrison — about the manpower crisis in social work.

Dr Barnard said these discussions highlighted existing vacancies, drop in student numbers, the present number of registrations compared with numbers registered in terms of previous legislation, and difficulties in recruiting staff.

The salaries, Dr Barnard said, were one of the reasons for this crisis.

As from April 1, 1982, white, coloured and Indian social workers commenced at R544,50 a month, while black men started at R452,50 and black women at R429,40.

**Dr Marius Barnard, PFP spokesman on health — a call for one body to handle the country's welfare services.**

But in order to retain staff, Dr Barnard said, one had to offer long-term salary benefits although the maximum salries paid to social workers did not reflect this.

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"There are at present about 4 700 registered social workers. This number simply does not provide sufficient people to man three government departments as well as separately structured welfare organisations.

"Our day-to-day living together and working together demonstrates that the welfare of all people in our country cannot be separated from each other," Dr Barnard said.

There were separate state departments dealing with welfare services, inter-departmental committees, separate regional welfare boards, various provincial and local authorities who rendered welfare services as well as generic and specialised private welfare organisations.

"In view of the shortage of manpower, finance and expertise it is unlikely that these organisations would render as effective a service should they be made to constitute separate structures for the different population groups.

"In addition, their present functioning is hampered by having to deal with three different government departments," Dr Barnard said.

Dr Barnard concluded: "Community development as a method of social work cannot be fruitfully used unless all communities are analysed as a whole unit. Thus the welfare of the South African community should be handled by one body rather than by a multiplicity of different state departments."

His dissection of the South African welfare crisis has exposed the problems: how long will it now take the government to move into action on the issue?

# Call for more skilled workers

Argus Bureau

PORT ELIZABETH. — The far-reaching recommendations proposed by the De Lange report on education had come at a time when South Africa was in "dire need" of a revised system that would be able to cope with the demands of the years ahead.

This was said by Mr P M Searle, managing director of Volkswagen of South Africa, at the Port Elizabeth Technikon's diploma ceremony yesterday.

Mr Searle said the recent economic boom brought into sharp focus the shortcomings of this country's educational system as vacancies for skilled manpower soared to record levels in all sectors of the economy.

At the same time, however, the boom brought little prosperity to the thousands of unfortunates who lacked even the most rudimentary skills required for employment.

"Steps must be taken to prevent the recurrence of such senseless paradoxes," he said.

Mr Searle said it was generally recognised that a minimum of 5,5 percent growth rate was necessary for South Africa to come close to employing the new job seekers of the future but this was impossible to achieve unless the shortage of skilled manpower was overcome.

**TRAINING RATE**

"To maintain an economic growth rate of even 4.5 percent requires an annual output of 23 000 artisans into the labour market and the present training rate of 10 000 a year is obviously inadequate."

| Year | Membership | | | | |
|---|---|---|---|---|---|
| | African | Asian and Coloured | White | Total | |
| 1970 | | | | 2 000 | Ø |
| 1971 | | | | 2 000 | Ø |
| 1972 | | | | 2 000 | Ø |
| 1973 | | | | 2 000 | Ø |
| 1974 | | 3 455 | | 3 455 | * |
| 1975 | | 4 223 | | 4 223 | * |
| 1976 | | 4 976 | | 4 976 | * |
| 1977 | | 5 086 | | 5 086 | * |
| 1978 | | 5 086 | | 5 086 | $ |
| 1979 | | 5 770 | | 5 770 | $ |
| 1980 | | | | 6 227 | $ |

# Learning the skills of an artisan

Mr DOC MAHOLA (second from left), a mason who is also qualified as a instructor, is training apprentices who hope to qualify as artisans. They will write trade tests after a 12-week practical training programme at the Emthonjeni Centre.

# Course to train staff of Community Council

E. Post 4/5/87

Post Reporter

TO ALLEVIATE the serious shortage of skilled artisans in South Africa, the East Cape Admistration Board, in collaboration with the Emthonjeni In-service Training Centre, has introduced a course for the training of Community Council staff.

The chief director of the East Cape Administration Board, Mr L C Koch, who opened the course, said it was necessary that employees remained competent in their positions in a fast-changing world.

No company could expect a "particular kind of performance from an employee" until he had been trained properly.

"Money spent on training is a sound investment, as productivity will increase and competent staff are motivated staff," he said.

The maintenance sections have been given priority because they ensured the well-being of the community.

"Without well-trained masons, carpenters and plumbers, no high-quality maintenance work can be done," he said.

Three groups, each consisting of eight to 10 employees, are to undergo intensive 12-week training programmes.

The first group are masons, who were selected on merit from the Port Elizabeth, Uitenhage/Despatch and Grahamstown Community Councils.

The next group will be carpenters, followed by a group of plumbers.

During this 12-week period, the participants will be evaluated to select candidates who can write their trade test at the Technical Test Training Centre of South Africa at Olifantsfontein.

# There's profit in training

28/8/82 (179) D-Dispatch

From page 18

Mr Kusel stresses that the courses are basically in-service practical training to supplement in-plant training which should be provided by employers. Courses run for varying periods of time and how much time an employee spends at the centre depends entirely on the employer.

The centre opened its doors for training in July 1976 with buildings and equipment to the value of R250 000 supplied by the government. At the moment the centre is being extended further at a cost of R1,7 million — which was again made possible by a grant from government.

But, according to Mr Kusel, this will be the last contribution from that source. "From now we are totally dependent on industry. Our viability and success will depend on finance and the product we put out."

A novel course — for the workseeker — was introduced on a trial basis very recently. Registered workseekers — with either the ECAB or the Department of Manpower — are selected for training at Emthonjeni, which advises the two bodies of the employment needs of industry.

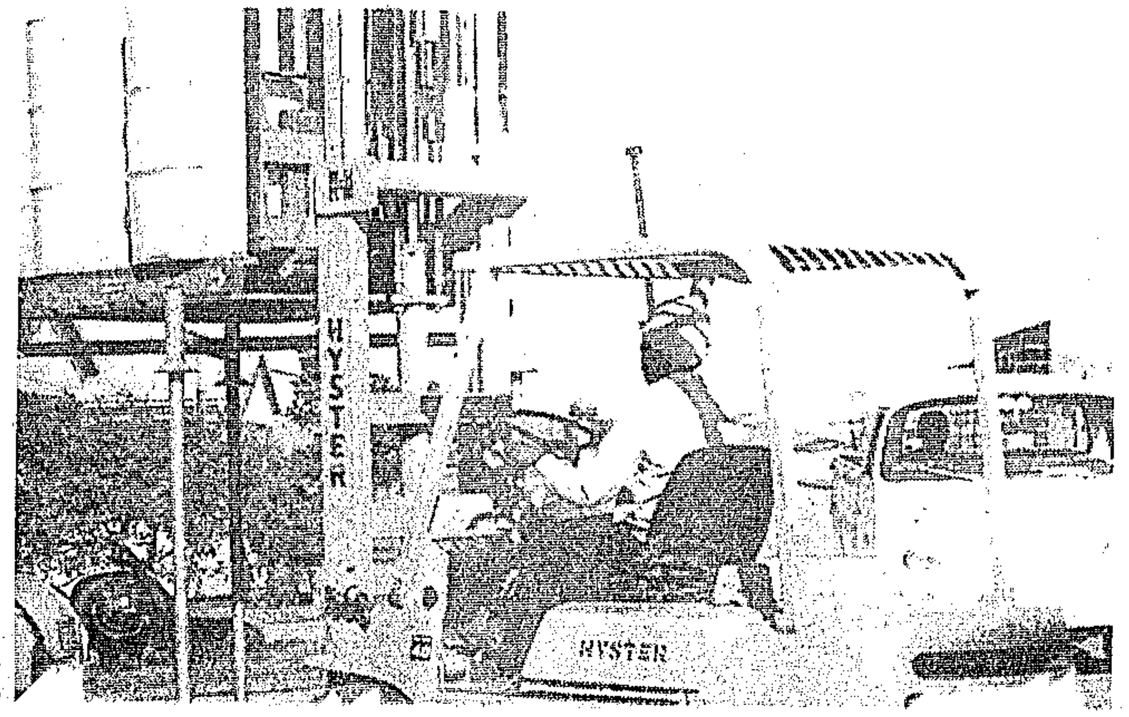
The workseekers are then trained at the expense of the government, which also pays them a basic wage while on course and provides for travel and accommodation expenses for workseekers not resident in the Port Elizabeth area.

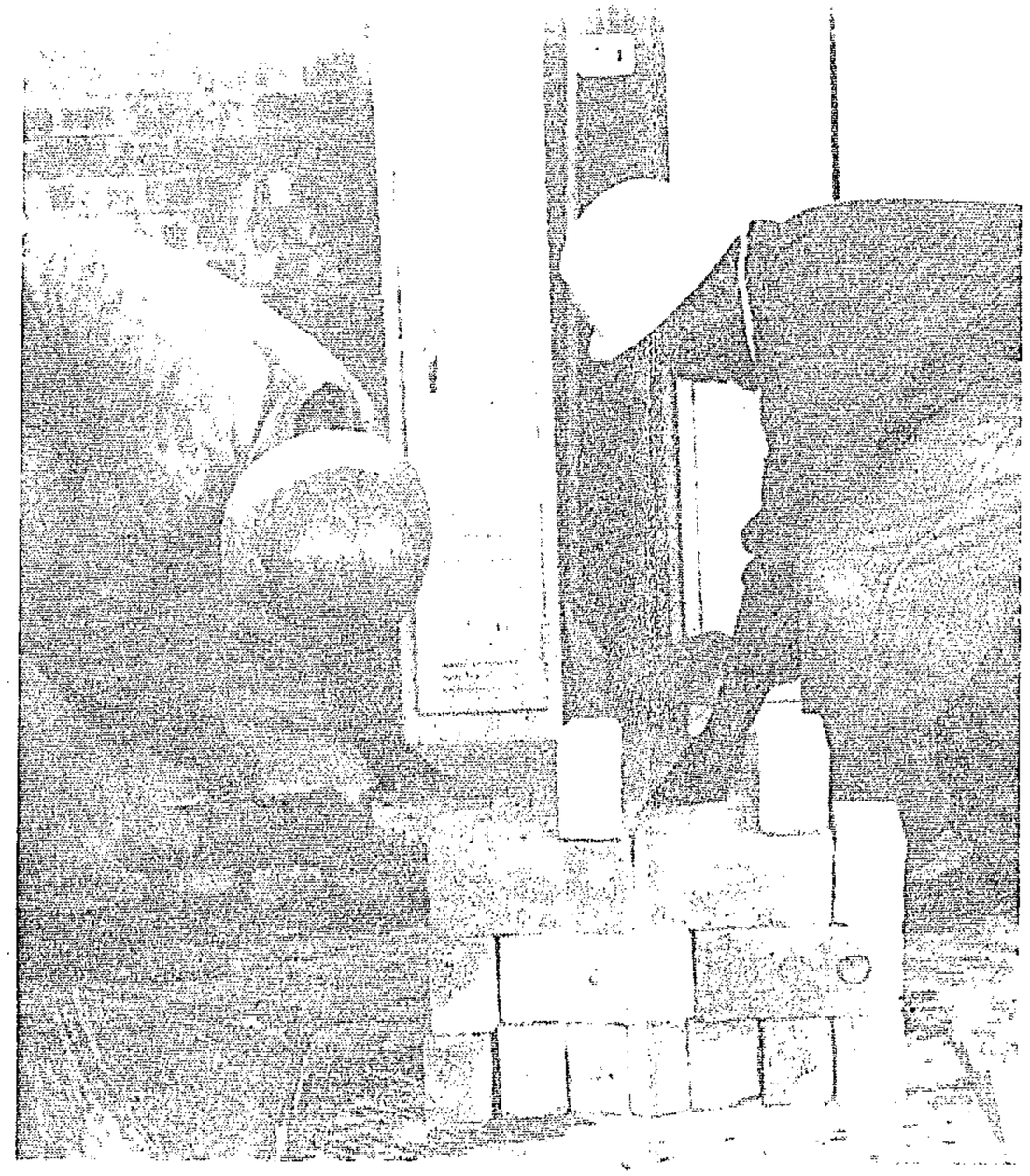
About 60 per cent of employees presently trained at Emthonjeni are black workers. Coloured and Indians constitute 30 per cent and the remainder are whites. Popular courses are those geared for drivers, heavy and light vehicle, and forklift drivers. The centre both trains new drivers and make "existing drivers professional ones", says Mr Kusel.

Emthonjeni, he says, is a "happy" institution, were the emphasis, by the multi-racial staff, is on co-operation and assistance.

"It is in the interest of all progressive industries," he says "to investigate the potential of the centre in the light of the ever-increasing need for trained personnel to sustain the tempo of the burgeoning economy of our country".

A group of employees who are currently following an industrial relations course at Emthonjeni.



ABOVE: Employees on a bricklayer's course get practical experience.

# New centre at Atlan

Classes commenced recently at the newly constructed Technical Training Institute situated in the industrial area of Atlantis.

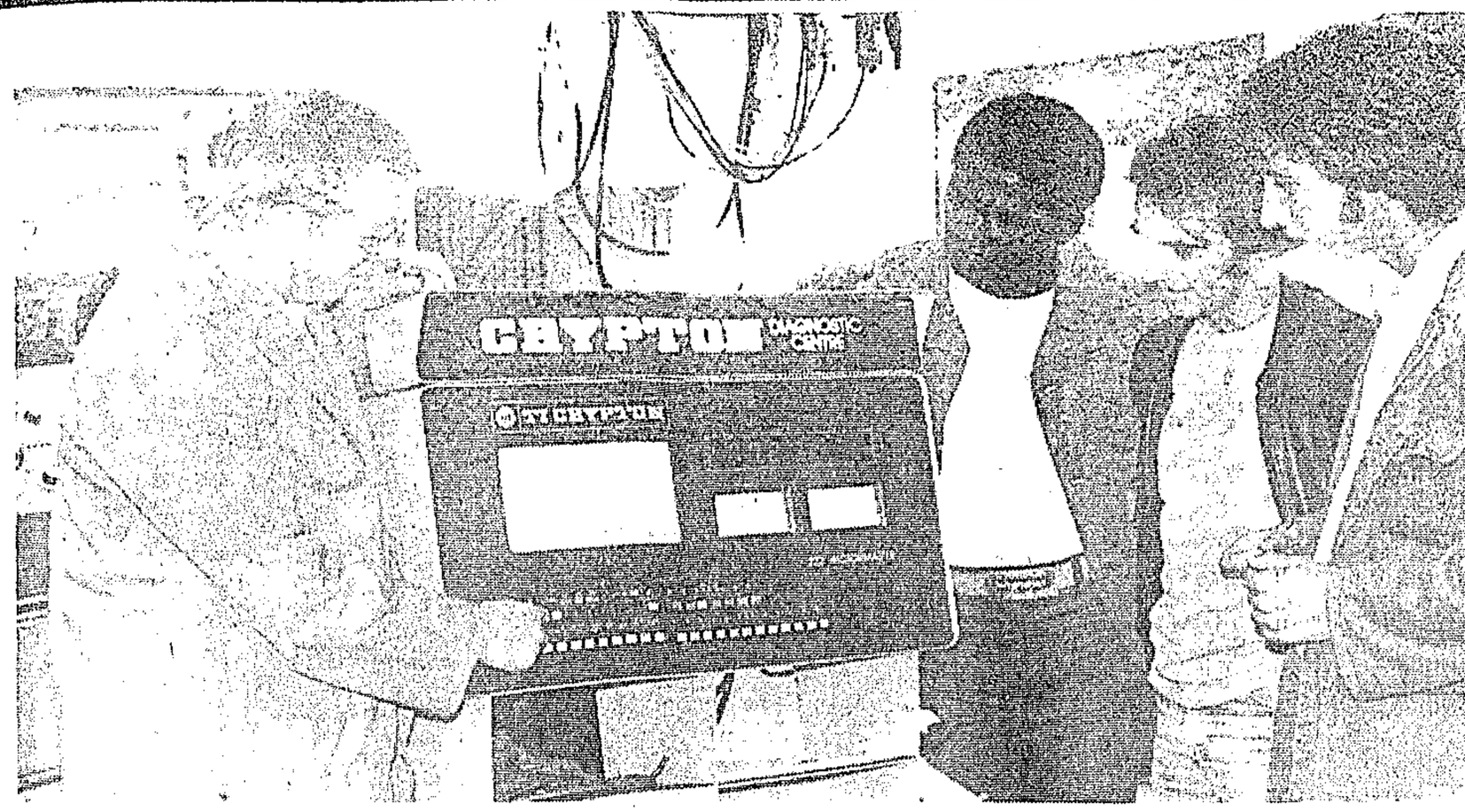
Designed to accommodate 120 pupils, training is available in the mechanical engineering and electrical engineering fields. Mathematics, technical drawing, physical science, fitting and machinery trade theory and electrical trade theory are offered in a standard national syllabus leading to the National Technical Certificate

The institute stems from a s the Industrial Development C the skilled manpower needs i specifically in Atlantis.

It is being run by a training su industrialists committee, a appointed by the Department

LEFT: Forklifting is a very popular course at Emthonjeni.

An apprentice fitter at work at Emthonjeni.




The centre offers a wide range of courses in the field of motor mechanics. Here three app
receive instruction.

# Tackling the big skills crisis

(179) D. Dispatch 28/5/82

By RONEL SCHEFF

A possible solution to industry and commerce's training problems has developed on the outskirts of the Windy City.

The small cluster of red-brick buildings at Struandale, known as the Emthonjeni Training Centre, has over the past five years come to the rescue of many an employer in the Eastern Cape.

And Mr Dieter Kusel, director of Emthonjeni, feels employers who have failed to make use of the centre's training facilities are doing themselves and their employees a disservice.

He cites the example of one employer who saved himself R35 000 in maintenance costs on machinery simply because he took the trouble to send 40 of his fork-lift drivers for training at the centre.

Registered as a non-profitmaking organisation, Emthonjeni is one of eight centres established throughout the country in recent years to meet the training needs of industry.

Mr Kusel explains that it operates as a total "service organisation" to industry, and that it was established by industry for industry.

While the centre is designed to meet the demands of employers in general, Mr Kusel points out that industry and commerce presently are the biggest users of the facilities.

The main aim is to supplement or improve the training of already employed workers. Medium and small employers in particular, who do not have sufficient demand for establishing training programmes in their own organisations, may use the centre to their advantage.

A wide range of course modules, ranging from operator training to advanced technical and to-

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er management courses, is available.

Emthonjeni is the only centre of its kind in the Cape Province and serves employers from Umtata to Cape Town. Thirty per cent of the centre's "business" comes from outside the Port Elizabeth — Uitenhage area, and according to Mr Kusel, 1 000 employees (a third of the total for the year) from the Border area received training at the centre last year.

But the major attraction of the centre for employers must be what comes their way in the form of tax concessions. Employers who participate in any of the centre's programmes can count on 200 per cent of their expenditure on training being deducted for taxation purposes.

And, what's more, the rebate for the training of black workers in an economic development area — as is the Border region — can be as high as 225 per cent.

As Dieter Kusel puts it: "Employers can just about make a profit through participating in our programmes."

tion form: "Where will the R4 million come from to establish it?"

Emthonjeni was established as a service to industry and commerce in the whole of the Eastern Cape. "As and when the demand expands we could start a small branch in East London. But it is up to industry to show that they need one and when they need one the matter will certainly been taken further."

"We are prepared to run any course, if viable, in East London. At the moment courses are run on a needs basis in the city," said Mr Kusel, adding that three recent courses, which required little in the form of equipment, proved very successful in the city.

At the head of Emthonjeni is a governing board, which is composed of representatives from commerce, industry and local and central government. A total staff of 30, including 16 instructors, are responsible for training, but from time to time industry seconds instructors to the centre.

**Continued on page 19**

A young workseeker is introduced to an

(179) E-Post 29/5/

# Workers' training boos

## Hard asset brokers in PE

Experts were on hand to give advice at the official opening this week of Bowman Hard Asset Brokers in Port Elizabeth, the appointed brokers to the Gold and Hard Asset Exchange in Johannesburg. They were (from the left): Mr PHILLIP BOWMAN, Mr ALAN BOWMAN, Mr PETER SCHOFIELD, and Mr RODNEY BOTHA. Mr Schofield said hard assets included gold, silver, diamonds, rare coins and stamps.

By Fred Roffey

Business Editor

THE training of workers and workseekers is surging ahead in the Cape Province, spearheaded by the most modern training methods used in the motor industry, particularly by the "Big Three" in the Eastern Cape — Ford, General Motors and Volkswagen.

Another big step forward has now been taken by a body which for a long time has played a leading part in training workers — the Emthonjeni Training Centre in Port Elizabeth.

It has launched a scheme for training workseekers and finding them jobs based on employer needs.

This is expected to make a substantial contribution to curbing unemployment, as the training is confidently expected to make workseekers more employable.

The scheme is open to all ethnic groups, and will not interfere with the training of workers already being sent to the centre by employers.

At the same time, the motor and other industries are continuing with moves to upgrade their training facilities and methods.

The latest example is the newly-constructed technical training institute situated in the industrial area of Atlantis.

Classes have just started in the institute, where training is available in the mechanical engineering and electrical engineering fields.

Mathematics, technical drawing, physical science, fitting and machinery trade theory and electrical trade theory are offered in a standard national syllabus leading to the national technical certificate.

The institute stems from a survey conducted by the Industrial Development Corporation (IDC) on the skilled manpower needs in South Africa and specifically in Atlantis.

This survey confirmed the acute shortage of skilled manpower, leading to the IDC decision to pursue the establishment of a technical institute in Atlantis.

With planning by local industrialists, a donation of R200 000 from Daimler-Benz of West Germany for equipment, and the involvement of the IDC, which provided funds for the building, the technical institute has become a reality in four months.

The board of governors of Emthonjeni Training Centre — it consists of representatives of the full spectrum of employer organisations in the Eastern Cape — has worked closely with the Department of Manpower to establish the workseeker facilities at the centre.

In the case of whites, coloureds and Asiatics, the Department of Manpower will screen workseekers to establish their employment record, their aptitude through tests used by the Institute of Personnel Research and other bodies, and their suitability for training and placement.

The East Cape Administration Board will in the same way process black workseekers.

"It is claimed there are 2 500 black workseekers in the Port Elizabeth/Uitenhage area alone," said the chairman of the board of governors, Mr Bill Hayward.

"It is not known how many of this number are genuine workseekers and for this reason strict screening will be undertaken to ensure employable and productive workseekers.

"The scheme is aimed at workseekers of a legal minimum employment age of 15 years, with an educational qualification in the order of Std 6.

"Employers who have vacancies in the various job categories can liaise with Emthonjeni and advise their needs.

"Employers are also invited to visit the centre while trainees are undergoing training to select

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## Computer seminars in E Cape

THE South African Institute of Chartered Accountants is holding seminars on mini-computers in several major centres, including Port Elizabeth and East London, in the next fortnight.

The Port Elizabeth seminar takes place in the Hotel Elizabeth on June 8 and the East London one in the Kennaway Hotel on June 10.

Applications to attend the Port Elizabeth seminar close on Tuesday next week, and for the East London meeting on Thursday.

The presenters will be Mr Roche Terblanche and Mr Willie van Staden, both of Price Waterhouse Associates (Pty) Ltd, of Johannesburg, and Mr Ian Wilson, of Price Waterhouse, Johannesburg.

## Record results for paint group

ADK INDUSTRIES Ltd, the newly JSE-listed paint and chemical group incorporating Shamrock Paints of Port Elizabeth, has just released its first set of results since listing, and all results are records.

Net income before taxation rose by 52% to R1 520 000, and after taxation to R976 000 or a 56% rise.

Net income was thus 25% above the forecast level.

Earnings of 47,6c a share are shown, with a dividend of 18c a share for each of the 2 050 000 shares being declared — again 20% above forecast.

This dividend will be paid to all shareholders registered in the books of the company at the close of business on June 18, 1982.

Chairman Mr Roy Meaker, whose previously listed group Eglin Engineering had a history of similarly sprinting growth, is satisfied with the results.

"We are still a lot smaller than the paint market's two giants, but we have set our targets and these results are better than projected.

"The results give us great confidence, so much so that we have increased the dividend over forecast" he said.

Managing director Mr Terry Bell, who like Mr Meaker is a chartered accountant in his 30s, is excited about 1982.

"Our group companies are all performing at record levels and all signs point to another year of growth and hopefully of good acquisitions," said Mr Bell.

# Big jump in number of black apprentices

ARGUS 2/6/82 179

**THE number of black apprentices jumped sharply last year to 495 from 82 in 1980, the National Manpower Commission says in its latest report.**

The total number of apprentices rose from 10 527 in 1980 to 11 967 in 1981, with the sharpest increases occurring in the building, metal and mining industries and the South African Railways.

The commission says the slow increase in the number of apprentices gives cause for concern, especially if account is taken of the number of apprenticeship contracts in operation.

Interest in in-house training schemes grew further in 1981. The number of training schemes registered for tax concessions rose from 562 to 690 and the number of training centres registered from 52 to 218.

The number of people trained under the schemes rose from 150 174 to 226 244 in 1981, while the number of people attending the centres rose from 25 538 to 77 275.

### WHITE PUPILS

The number of white pupils in South Africa last year increased by only 0,84 percent after rising by an annual average rate of 1,2 percent in the previous 10 years. The levelling off is expected to become even more marked in the years ahead.

The same trend is noticeable in the number of coloured and Asian pupils though it is far less marked.

On the other hand, the number of black pupils continued to increase, rising by 4,5 percent last year against an annual average increase of 2,6 percent in the previous 10 years.

Black pupils in matric increased last year to 43 000 from 30 000 in 1980.

The commission says the teacher-pupil ratio in black schools continues to improve, rising to 44.1 last year. In 1970 it was 65:1.

The drive to train more black teachers should bring about a further improvement.

Blacks at schools and colleges for technical education rose to 5 105 last year from 3 145 in 1980.

### TRADE UNIONS

In 1981 11 black and 15 mixed trade unions were registered. One of these was a new union while 14 extended their scope. By the end of 1981 there were 200 registered trade unions with a total membership of 1 050 000, of which about 260 000 were blacks.

It is estimated that membership of unregistered trade unions is about 100 000.

The commission says the significance of the development of black trade unionism should not be underestimated.

"Blacks are gaining a substantially improved position from which to exercise a significant influence on their conditions of employment. This will not only improve the quality of their lives but will also affect the cost structure of businesses, which in turn may lead to productivity improvements.

"The improvements in the conditions of employment often do not remain limited to businesses or industries directly involved in negotiations but spread to others — this is how the free-market mechanism works."

### ACTIVE POPULATION

The commission estimates the economically active population in 1980 (excluding Transkei, Bophuthatswana and Venda) was 8,7-million, which means there was an average annual increase of 1,6 percent from 1970. In this period the economically active black population rose by 1,2 percent.

People employed in the non-agricultural sector, based on sampling, rose by 144 000 or 3 percent in 1981. Job opportunities for blacks rose by 98 000 or 3,7 percent.



Chemical & Chemical Products, Coal, Rubber & Plastic Products

Black Allied Workers Union
Cape Explosives Industrial Workers Union
Chemical and Allied Workers Union
Chemical Workers Industrial Union
Chemical Workers Union
Durban Rubber Industrial Union
Engineering and Allied Workers Union
Engineering Industrial Workers Union of S.A.
Federated Mining, Explosives and Chemical Employees Union
Industrial Salaried Staff Association
General Workers Union
Metal and Allied Workers Union
National Union of Engineering, Industrial & Allied Workers
National Union of Motor Assembly & Rubber Workers of South Africa
S.A. Chemical Workers Union
South African Allied Workers Union (SAAWU)
Steel, Engineering and Allied Workers Union
[illegible] Union

# Tax-free cash subsidies for labour training

ARGUS 4/6/82

179

THE Minister of Manpower, Mr Fanie Botha, yesterday introduced a Bill providing for non-taxable cash subsidies for employers providing approved labour training schemes in decentralised areas.

This provision in the Manpower Training Amendment Bill replaces the existing system of tax rebates for training schemes.

"It is important to note that the subsidy will be payable to any employer except the State and that the training need not necessarily take place on the premises of the employer himself or in the same region," Mr Botha said.

"It could even take place in a self-governing or independent national state."

Employers in industrial development regions in self-governing states would also qualify for the cash subsidies, but this would have to be arranged with the co-operation of the governments concerned.

*Mr Fanie Botha*

In independent states, administration of the subsidies would be dealt with by the governments concerned, but the South African Government would contribute a rand for every rand contributed by the states themselves.

The Bill would be retrospective with effect from April 1 and the subsidy would be payable to employers who established themselves in the industrial development regions after April 1.

Employers established in the regions before then would be able to choose between the subsidy and the tax rebate.

The Bill went through all its stages with the support of all parties.—Sapa.

| Year | |
|---|---|
| 1970 | |
| 1971 | |
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| 1974 | 00 |
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al

Fosatu Annual Report Nov. 1980/81

215

Address: 125 Gale Street
Durban
4001

Officials: Secretary: D. Sibabi

Area of Operation: Transvaal, Natal, Eastern Cape

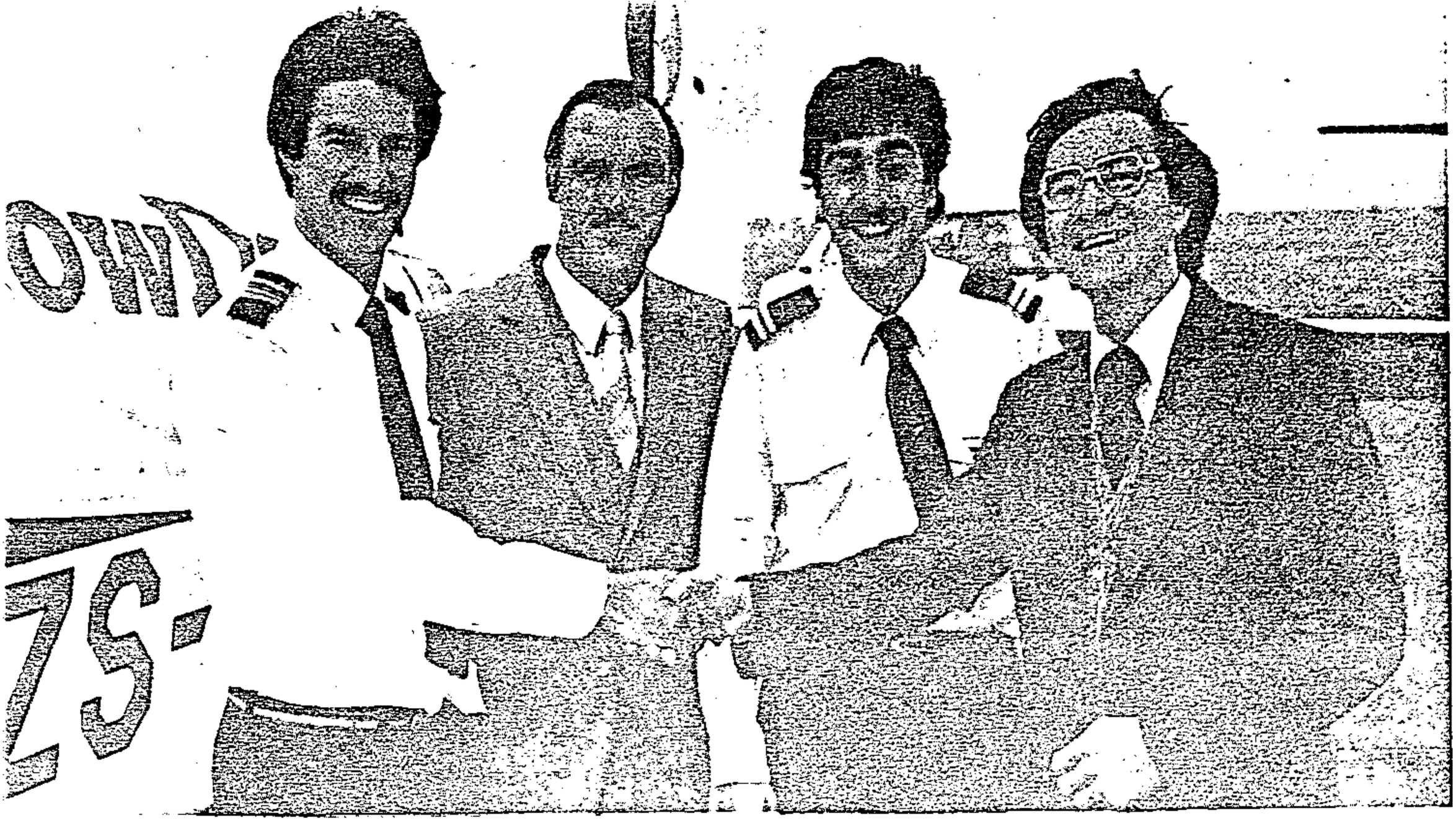
Founded: 1973

Registration: See note on FOSATU registration, p. 11

Recognition:

1) Tensile Rubber
2) Precision Tools
3) Automatic Plating
4) Hendrick Trailors
5) Hendler
6) Kraft Engineering
7) William Bros.
8) Scottish Cables
9) McKennon Chairs
10) Alusaf
11) Vosa
12) Craft Engineering
13) Selchain
14) Stone Street & Hansen
15) Barlows

Membership: 1981 = 24 300





# SA ignores past lesson

Industrial Week 179

8/6/82

By Hugh Poulter

**SOUTH African industry will be caught flat-footed during the next economic upswing unless management takes immediate steps to train personnel.**

If this is not done a similar situation to that of 1981 will occur where 154 105 positions for men and 34 242 for women stood vacant in the professional, semi-professional and technical sectors of industry.

These startling statistics were released by the Department of Manpower only last week.

More emphasis must be placed on training in order to catch up on the massive backlog that resulted in only 92.8% of the positions in these sectors being filled.

The report, which covers a period up to April 1981 says the hardest hit areas were the electronic and electrical sectors of industry which are suffering a 22% shortage in technicians.

## Duty

"South African employers have not been doing their duty," says Ed Verburg, economist for the Johannesburg Chamber of Commerce. "They have not trained enough people, maybe they think someone else will do it".

"There is also a serious shortage of middle management and now is the time that management should be concentrating on training personnel in preparation for the next economic upturn," says Verburg.

Paul Penzhorn, executive director of the Marketing and Management Foundation of SA, says SA has not been training enough personnel because management are not very training conscious.

"In times of recession management tend to cut training expenditure which is the worst thing they can do.

"We have the manpower in the country and the ability to train them and it is a top priority to do this," says Penzhorn.

Ed Verburg adds that another factor influencing the manpower shortage is the poor education system for Blacks, Coloureds and Indians.

"A large number of the unskilled people available are untrainable due to not having a sufficient educational background.

"It is vital that the Government improves the quality of schooling," says Verburg.

The civil engineering profession needs a further 795 employees to boost the existing 5 824 to full strength, according to the report.

## Students

Professor Gideon von Willich deputy president of the Institution of Civil Engineers says he is concerned with the lack of students entering the civil engineering profession.

"The number of students entering the civil engineering course at university is 17% fewer than 10 years ago and I think the shortage is going to get worse," says Prof von Willich.

"This is a result of the industry cutting back on bursaries when times are hard, the increasing glamour of other engineering fields and the relatively low salaries offered in the civil engineering profession."

## Coming events

- MANPOWER and Management Foundation — driver training seminar — June 16.
- BIRMINGHAM Chamber of Commerce trade mission June 18 to July 3.
- MARKETING Warfare seminar — main speaker Lieutenant-General Peter Walls. Carlton Hotel. June 22 to 23.
- ACADEMY of Applied Technology symposium on aluminium — June 24.
- PARSCON Production Management course (Theory and Practice) — June 28 - 30.
- THE Manpower and Management Foundation — two-day workshop for managers of small manufacturing businesses — June 30 to July 1.
- ASIAN International Security Exposition and Conference, Hong Kong, July 21 - 24
- A training session on Meta-Talk and Body Language for negotiators. Durban. 19 - 20 July. Johannesburg 22 - 23 July. Phone (011) 789-1574.
- INTERNATIONAL Coal Conversion Conference, organised by CSIR, Pretoria, will be held in Pretoria, August 16 - 20.
- NOSA's Regional Awards Function will take place at the Old Edwardian Society on August 27

27/6/82 (179) S. Express

# 'Surprise' result expected from the training survey

**SOUTH Africa's private sector might be doing a better job of improving the skills of its employees by training them than was commonly believed, said Dr Hennie Reynders, chairman of the Manpower Commission.**

By DAVID PINCUS

There might be a "pleasant surprise" in the results of the commission's nationwide survey of training, he said.

"But, even if I am right, it certainly does not mean we are doing nearly enough."

Replies to about 9 000 questionnaires sent out by the Manpower Commission last year are being assessed for the commission by the National Productivity Institute which is expected to complete the task in another two to four months.

Reynders said about 500 000 South Africans were trained by schemes registered for tax concession purposes last year.

"But there are a lot of training schemes about which we know nothing. Our questionnaire was designed to broaden our knowledge of them; to ascertain more accurately the total number being trained and gauge the kind of money invested by the private sector.

"Basically, our questionnaire was a fact-gathering exercise, but I believe we will be pleasantly surprised by the results and am hoping to discover over 500 000 South Africans were trained in higher skills last year and a lot more money than we originally thought is invested in training."

Reynders is well known for his belief that South Africa's inflation rate would be lower if it had a bigger reservoir of skills. This would benefit productivity and thus the rate of inflation.

He hoped there had not been a significant drop in the numbers being trained and the private sector had "finally got the message it must train during recession".

Hennie Viljoen, president of the Transvaal Chamber of Industries agreed.

"We found, to our cost, you can't train during an upsurge when you want output. It must be ongoing.

"Even though we are in a downward trend we need skilled labour, particularly black, to fill vacancies in management, technical occupations and the lower echelons of the skilled and semi-skilled occupations."

Andries Engelbrecht, chief of migration at the Department of Internal Affairs, said immigration would add substantially to the reservoir of skills this year.

He believed this year would exceed 1975's record immigration figure of 51 000.

About 40% of all immigrants would be either skilled professional or skilled technical people.

SALDRU SUBJECT HEADINGS

Revised edition

July, 1982.

The copy of . . . . . .

# Speed up training, urges Fanie Botha

29/6/82 (179) Industrial Week

By Hugh Poulter

**SPEED UP training programmes while the present recession lasts, so as to be ready for the next economic upswing, urges Manpower Minister Fanie Botha.**

He tells Industrial Week that the responsibility for training rests clearly on the shoulders of the private sector as Government has already provided adequate incentives to encourage training.

"Now is the time for this training to be speeded up," says Botha.

Earlier while speaking at the Olifantsfontein Trade Test Centre he made it clear that Government was not prepared to lower the standard of trade testing — regardless of the present manpower shortage.

"Trade testing will remain uniform for artisans of all race, creed and colour although the manpower shortage must be rectified," says Botha.

The testing centre, the only one in SA, now falls under the control of the Department of Manpower after being controlled by the Department of National Education for the last 25 years.

Botha hinted during his visit that the department would inject more funds into the multiracial centre in order to modernise equipment used to test the 175 trades covered by the testing centre.

Last year the centre, equipped with hostel and extensive workshop area, had 18 000 students sitting for the tests, some of whom came from neighbouring states.

Botha says the Olifantsfontein Test Centre could be compared with the SABS as the tests were of such a high standard and he would like to see the centre used for all trade testing in SA.

Industrial safety

(179) Industrial Week 29/6/82

# Training incentives spelt out

SADLY many cost accountants have failed to capitalise on the financial incentives offered by the State for training, says Bunny Matthysen, general manager of the National Occupational Safety Association (NOSA).

Matthysen urges management teams to consider the financial carrots offered in the form of tax deductions to promote training.

As an encouragement to industrialists Section 11 of the Income Tax Act of 1962, permits a tax deduction of 100% of the allowable expenses in arriving at the taxable income.

This means that the "profit before tax" figure may be further reduced, for tax calculation purposes by the course expenses.

The latter is a mere book entry as it involves no cash outlay. It should be noted that salaries and wages in this case may be considered as fixed costs and do not involve a further outlay, yet enjoy the double deduction.

The formula which can be used to calculate the tax saving, assuming company tax is 46%, is:

tax saving = 0,462W to ,924V

where W = wages and salaries paid to trainees during training

V = training costs such as course fees, subsistence and transport — out of pocket expenses paid to a third party.

Due to the potential loss in revenue which the State will suffer through the reduction in taxes payable, the Receiver of Revenue does not grant these tax concessions for any course willy-nilly.

The "agent" in the exercise, as it were, is the Department of Manpower — the approving authority. Each course for which application is made to be registered as one which will enjoy tax concessions has to be correctly documented, for "approval".

One type of course which could be considered is an inhouse one for the firm's own staff run at its own registered training centre. Other types of courses are those offered by certain specialist training institutions like NOSA running courses during working hours.

An "approved course" then is one which has been approved by the Department of Manpower after thorough investigation into entrance qualifications, course content, teaching methods, examinations and certification.

In order to enjoy the enhanced tax deductions for expenditure spent on training on courses approved by the Department of Manpower, certain information has to be collected for submission to the Receiver of Revenue.

The person preparing and checking the computation of the employer's tax liability will need to obain:—

- Confirmation that the applicable courses have been approved by the Department of Manpower.
- The accounts department are required to submit details of actual expenditure spent on course fees.

# R145m to train miners

(179) (1242) • Star • 29/6/82

The mining industry spent more than R145 million on training last year, and five major training centres for engineering workers on the mines have been completed — or are in the construction or planning stages.

This was announced by the president of the Chamber of Mines, Mr L W P van den Bosch. In an address at the chamber's 92nd annual meeting in Johannesburg yesterday.

Mr Van den Bosch said the cost of these trades training centres — three of them training apprentices of all races in shared facilities from the outset — would be R30 million.

The first black apprentices on the chamber's member mines had been indentured early this year in terms of a 1981 agreement with the Federation of Mining Unions, he said.

# Scheme helps less educated job seekers

179

D. Dispatch 30/1/82

BLOEMFONTEIN — A pilot scheme for the training of job seekers has recently been launched by the Department of Manpower, in co-operation with the National Manpower Commission and the National Training Board.

The scheme has been started in Bloemfontein (Bloemfontein Training Centre) and Port Elizabeth (Emthonjeni) and, if successful, will be extended to other approved centres.

In Bloemfontein five people have already been placed in employment in the commercial sector, while more than 50 are presently undergoing training. Courses include electrical, building, repair shop assistant, bricklaying, welding, painting and plumbing.

To qualify for the scheme a person must be registered as unemployed with the Administration Board, or the Department of Manpower, for a period of not less than six weeks. They must have little or no job experience, be at least 15 years and not more than 30 years old, with a scholastic qualification of not more than standard six.

Unemployed people of all race groups qualify for the training, after approval by employment placement officials of the Department of Manpower.

They must be motivated in favour of training and must have the potential to carry out semi-skilled labour.

An important feature of the scheme is that the participants get the rhythm of work and receive an allowance of between R9 and R12 a week. The Department of Manpower pays the full amount of the course. If the job seeker receives board and lodging from the training centre, the allowance paid to the person is reduced by R3 a week.

The goal is to train about 60 job-seekers at a time, with courses lasting from one to 13 weeks. The training will be done only in specific directions where a need exists.

An appeal has been made to employers to inform the training centres as to the type of trained people they need, so that training can be carried out in the most purposeful manner.

Each successful trainee will receive a certificate to show exactly what type of skill has been mastered. — SAPA.

# Top Paris designer dies

PARIS — Pierre Balmain, one of the world's best-known dress designers and a byword in fashion circles here, died in hospital yesterday. He was 68.

Balmain, a bachelor, headed one of the two great independent Paris fashion houses. His clients included Queen Sirikit of Thailand, Queen Fabiola of Belgium, the Empress of Japan, Marlene Dietrich, Sophia Loren and the Begum Aga Khan.

PIERRE BALMAIN

The hospital spokesman would not

re Cardin.

Balmain's prices were among the highest in

mes, July 4, 1982

# Training crisis in the industry

## Thousands wait in the queue

179

S. Times 4/7/82

**THE South African bus industry is revving itself up to cater for a pressing training need which will reach 32 000 by 1986.**

**Already 16 000 drivers and several thousand mechanics are standing in the training queue, which is lengthening at a startling rate in the face of a lack of adequate training facilities.**

A manpower survey of the bus industry has highlighted the serious imbalance which exists within the industry — at present only 10% of trainers are employed by undertakings with a bus fleet size of fewer than 50 buses despite the fact that these undertakings constitute 95% of all bus undertakings.

The remaining 90% of trainers are employed in the 5% of undertakings, each of which have more than 50 buses.

This situation results in the larger firms losing trained manpower to the smaller undertakings which cannot afford to train.

There is also little evidence of training based on long-term needs or objective manpower forecasts.

In recognition of the need for an organisation which can monitor training on an industrial basis and help eliminate the disparity between organisations' training facilities, national employer and employee organisations in the road transport industry are working hard to formulate a constitution for a new road transport industry training board.

These organisations have been working since May 1980 to determine the viability of such an organisation which would provide training on behalf of the small undertakings and advice and guidance for the larger ones in an effort to standardise the quality of manpower within the industry.

Their efforts were given a boost with the Manpower Training Act of 1981, which provided for the creation of a fund for this purpose and which gave the Minister of Manpower authorisation to make binding on employers the provisions of such a scheme, including the payment of a compulsory levy which will finance the operations of the training board.

At the joint committee's last meeting, minor amendments were made to the draft constitution, and it is expected that this revised draft will be approved by the committee at its next meeting in September.

The man who set the ball rolling on the initiative in January 1980 was Colin Pyle of the CSIR's National Institute for Transport and Road Research.

He told a road transport seminar of the fragmented state of the industry (both in the bus and freight sectors) and made suggestions as to how this situation could be resolved.

From the start, the committee established two working groups — one for the bus and one for the freight sector — to identify the training needs of the industry.

The Road Transport Training Committee was to consider the means of satisfying the training needs identified by the two working groups, and the training manuals panel was to consider the development of training manuals for use by the instructors in the industry.

The two working groups and the training committee have satisfied their objectives and the training manuals panel expects to produce its first manual by June 1983.

The bus sector committee found total training demand in 1982 to be 28 000 and forecasts that this will rise to 30 000 in 1984 and 32 000 in 1986.

The most urgent training requirements are for drivers, followed by apprentice mechanics, apprentice auto electricians, semi-skilled auto electricians, workshop supervisors, traffic superintendents, inspectors, apprentice body repairers, personnel clerks, middle management, trainee managers and mechanics.

The committee identified the need to train 16 774 drivers this year and 19 633 by 1986, 1 066 mechanics in 1982 and 1 247 in 1986, and 1 044 mechanic operatives in 1982 and 1 221 in 1986.

As a result of the findings of the working groups and sub-committees, the joint committee decided there was a need for a training scheme which could assist the South African road transport industry in improving the quality and quantity of its training at all levels.

The Road Transport Training Committee identified principles which will guide the development of training centres in the road transport industry. These included such considerations as full financial responsibility and determination of the scope of each centre by local demand.

"My view is that the board should have a clear idea of what training is presently taking place, and the best way of finding this out is to offer a training grant," says Mr Pyle.

"Companies applying for the grant will supply information on their training facilities, and in this way the board will get the information it needs regarding shortfalls in training and areas where it must direct most of its efforts."

The fund aims to ensure an adequate supply of properly trained men and women at all levels and in all trades in the industry, to bring an improvement in the quality and efficiency of industrial training and to encourage research into the improvement of industrial training.

It will provide incentives to employers in the industry by way of grants, subsidies, bonuses or other financial measures to educate and train employees.

**The most urgent training requirements are for drivers. With a serious lack of facilities, 16 000 are standing in the training queue.**

Speaking at a driver-training seminar organised by the Manpower and Management Foundation of South Africa recently, Mr Pyle said the policy of the training board will be an important element in achieving its objectives.

He added that the application of the board's policy to the different occupational sectors of the industry will depend largely on the individual characteristics of those sectors.

He says that training of managers and chief executives will be a key task in the management and administration sector, not only because of the impact which can be made on industrial efficiency, but also because the production of courses for managers will be one of the best ways to influence the industry and effect final acceptance for training at lower levels.

"From the available evidence, there are so few trainers in the industry that the training board should, as a matter of high urgency, develop courses with the bias needed by the industry and train competent trainers.

"The rotation of trainers between the industry and the training board environment should be encouraged," he says.

"The aim of the training board should be to improve educational, training and related activities to provide the industry with the measure of professionalism which in all occupations it deserves."

Industrial Week 6/7/82

179

# Govt funds basic training scheme

By Hugh Poulter

**THE Government is to supply R9-million to launch a new scheme which will provide unemployed people with three to eight week training courses.**

Workseekers of all population groups between 15 and 30 years old and who have not progressed beyond Standard six are eligible for training, provided they have been registered as unemployed for at least six weeks, could not be placed in employment and have little job experience.

According to the Minister of Manpower, Fanie Botha, preparatory steps have already been undertaken and the first training course should get underway soon.

The courses will be of a general nature and geared to employers' needs in various regions.

They will be held in existing facilities, such as group training and in-service training centres in the private and public sectors.

Approved candidates will be trained free of charge, during which they will receive a subsistance allowance.

But the aim of the courses is that employers will subsequently provide trainees with more specific skills in the work situation.

Botha says that many workseekers are unemployed becaue they lack basic skills, often because they have left school early.

Under the new scheme workseekers will be trained to a level at which employers could build on through their own in-service training.

"Unemployment causes social problems, and it is our duty to train unemployed people up to a point where they can be placed on the labour market" says Botha.

The Department also says that it will endeavour to place workseekers in employment on completion of their training.

It is now organising a pilot scheme for the training of unemployed people at the group training centres in Port Elizabeth and Bloemfontein.

The scheme was planned on the basis of recommendations by the National Training Board and the National Manpower Commission after employers in the private sector had been consulted.

# SA in a spot

Industrial Week 6/7/82

179

**THE SUBJECT was the shortage of welders and the efforts of the SA Institute of Welding (SAIW) to train personnel — when Chris Smallbone, executive director of the SAIW, Eric Langton, quality control manager of Engineering Management Services and a quality control inspector from a Durban shipyard were questioned by Priscilla Whyte, last week.**

**Question:** Welding is a key trade in the metal industries. What is its contribution to the SA economy?

**Smallbone:** In the US welding is related to 50% of the gross national product. In SA I would imagine it is similar.

## Critical

**Question:** According to figures published by the Dept of Manpower on 24 April 1981 the shortage of welders is roughly 4%. Is this really a critical shortage?

| | shortage |
|---|---|
| 11 529 artisans and apprentices | 529 |
| 9 927 operators | 297 |
| 21 456 | 826 |

**Smallbone:** I agree with the figures but by the end of the decade it is anticipated that we will need 40 000 personnel to do welding. A shortage of personnel is not just a matter of numbers.

At welder level we do not have the right numbers with the correct skills and the level of welding supervision in SA is relatively poor.

We have 2 000 supervisors but they do not all have the correct skills. It is only by training that we will increase productivity and decrease defects. By the end of the decade we will need 4 000.

The SAIW introduced the certificate scheme for supervisors and one of the objectives is to train the trainer. The problem in SA is one of communication, because of the different socio-cultural backgrounds of the welders and the supervisors, which becomes critical in the product chain.

## Ideal

**Question:** Technological advances — robotics and increased mechanisation — will they conflict with the conventional role of the welder in the long term?

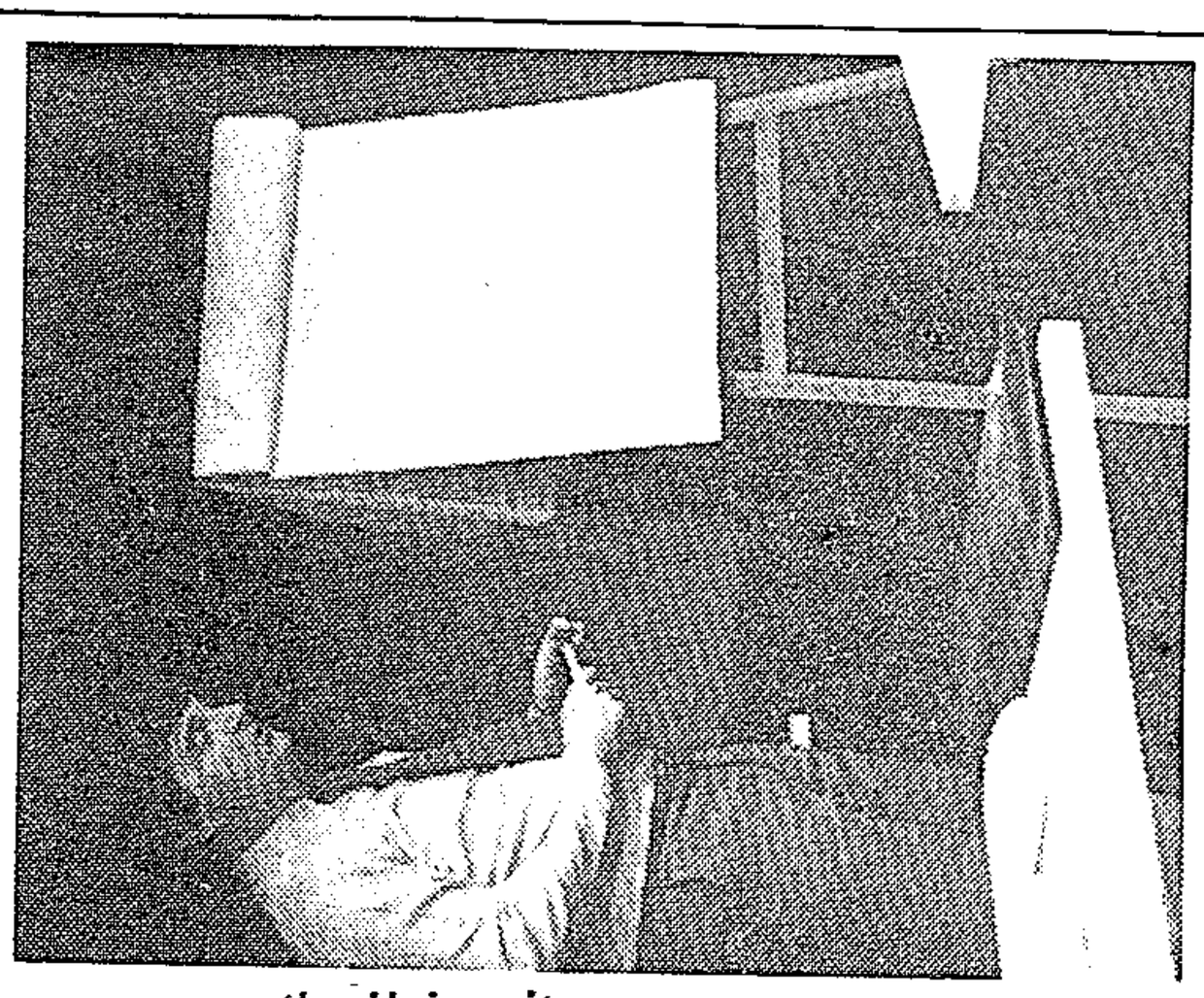
**Smallbone:** Robotics are ideal for certain applications but there is no way in SA that they will replace a fair proportion of welders.

**Quality control manager from a Durban shipyard:** We are experiencing a problem in getting welders to use the semi-automatic flux-cored process in preference to the stick electrode method, which is comparatively inefficient and low in productivity. We are meeting with resistance from supervisors and operators. The problem is the lack of training and in particular that of the supervisor.

## Invaluable

**Smallbone:** In the US 12% of all welding is flux-cored and 25% is mig-mag. This helps account for their higher productivity in comparison to ours.

**Langton:** The SAIW's course for inspectors is tremendous. It is detailed, which is a better method than picking up information haphazardly. The course subjects of materials technology, understanding defects and adherence to specifications in welding is invaluable. All the EMS inspectors are doing SAIW courses.



Chris Smallbone . . . training the trainer.

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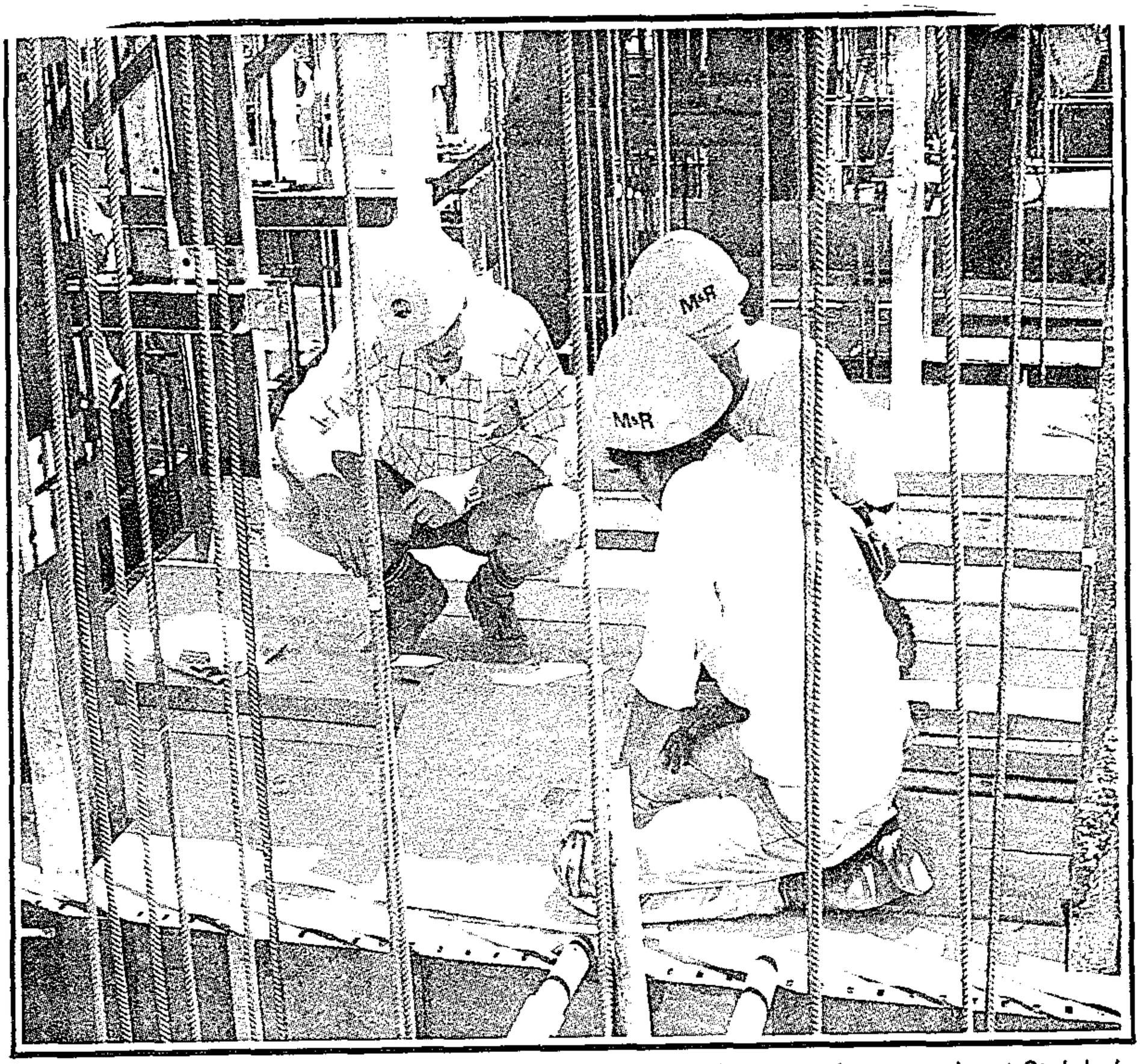


● A Murray and Roberts Buildings foreman explaining drawings to artisans on site at St John's Place.

CAPE TIMES 8/7/82 (179)

# Opportunities in building

EX-SERVICEMEN with a matric certificate and good passes in mathematics and science could make a career in draughting, construction supervision or contract surveying.

Murray and Roberts Buildings (Cape Town) sponsor technician training programmes in these fields.

The construction supervisor is the man between the professional engineer or building contracts manager and the skilled artisan. He knows enough about building design to ensure that the ideas of the engineer or architect are converted into practical projects.

## Costs

He is well enough acquainted with methods to choose those that are suitable for the particular task confronting him. He is conscious of the most effective and efficient ways of doing things and is constantly endeavouring to keep costs at a minimum by careful allocation of the men and machines at his disposal.

The technician in building surveying is concerned with the measurement of the finished work to ensure equitable pricing and payment. Draughtsmen are responsible for detailed drawings that help to convert ideas into reality.

Duration of the courses is four years, one half of which is spent "on site", learning by participation in the work according to a practical training programme. The other half is spent at a technikon. The company pays tuition fees and the technician's salary and a book allowance is provided.

In addition to the technician training scheme, the company sponsors a university bursary loan scheme for civil engineering and building management students which covers tuition fees, book allowance and residence fees.

Bursary holders are employed by the company during the July and December/January vacations.

The company pursues a policy of training and promotion from within and selects many of its future managers from the ranks of students.

E. Post 17/7/82

179

# Journeyman deal for semi-skilled workers

By SALLY KERNOHAN

AN important new deal for semi-skilled workers — mainly blacks — in the motor repair fields has been hammered out in the wake of countrywide shortages of skilled artisans.

When the new, main agreement for the National Industrial Council for the Motor Industry becomes effective at the end of next month, certain categories of semi-skilled workers will have the chance, for the first time, to become fully-fledged journeymen.

This opens up brighter prospects for hundreds of blacks in ancillary pursuits allied to the Eastern Cape's staple industry.

Until now blacks have been barred from being indentured as apprentices in the motor repair fields by the white Motor Industry Employees' Union.

But in terms of the new agreement semi-skilled workers in the categories of repair shop assistants, body shop assistants, motorcycle mechanics' assistants and others, will now have the opportunity of becoming qualified journeymen if they comply with certain conditions.

The conditions are that they must have an educational standard of at least Junior Certificate and have had five years' experience as a repair shop assistant.

If they meet these conditions, they can then become B/A journeymen, and 12 months later write their final trade test.

"We estimate that there must be at least 3 000 semi-skilled workers in South Africa who will already comply with these conditions and will have the opportunity of elevating themselves to journeyman status," said Mr Jannie van Huysteen, executive director of the Motor Industries Federation in Johannesburg.

"And this will open up another avenue to alleviate the shortage of motor mechanics which is being experienced in motor repair shops countrywide."

Mr Van Huysteen told Weekend Post the shortage was a direct result of the economic boom the country had just experienced.

"It stands to reason," said Mr Van Huysteen. "When there is more money, more vehicles are sold and we just did not have the skilled labour in the motor and diesel trades to cope with the repair demands."

He added that because of the economic downswing now being experienced, the shortage was not as great as a while back, but he cautioned that the economic situation was "very fluid" and called on all industry to train now, in anticipation of an economic upswing.

**Mr LUTHANO WELLINGTON JAKAVULA is the first apprentice motor mechanic from Ciskei to pass his final trade test with distinction at the Emthonjeni In-Service Training Centre at Struandale in Port Elizabeth. Three of his colleagues, Sicelo K Sikiwe, Phillip M Stofile and Herbert Exolani Madolwana, were also notified recently that they had passed their final tests with "B" symbols.**

"Now is the time to train," he said. "Not wait until we have another boom period when we have shortages in skilled labour again.

Mr Van Huysteen's sentiments were echoed by Mr Bill Hayward, chairman of the board of the Emthonjeni In-Service Training Centre at Struandale in Port Elizabeth.

"While there may be a slight slackening off in some areas of the economy, all employers are still looking for well-skilled competent staff," said Mr Hayward.

"But this slackening off must be considered as a temporary period of marking time and employers must use this period to make extensive use of the training programmes available."

Mr Hayward acknowledged there was a greater tendency to train blacks now, and to illustrate this he said Emthonjeni was now "bursting at the seams".

"We need more instructors and though our present building programme is due for completion at the end of this year, we are already having to plan for further extensions.

"We need more classrooms and other facilities, such as workshops, to cope with our intake of trainees."

Mr Hayward said the centre's board had still to do an in-depth study of what the extensions would comprise and what the cost would entail.

"But over and above the R1 700 000 expansion programme we embarked on this year, we are probably looking at a further R500 000 in extensions," he said.

19/7/82

# Careers advice project started for blacks

179

By JIMMY MATYU E-Post

A VOCATIONAL GUIDANCE project organised by the Careers Opportunities Research Information Centre (Coric) was launched in Port Elizabeth black schools today.

Coric, a branch of the Careers Development Programmes (CDP), launched the programme in consultation with the Port Elizabeth Chamber of Commerce, the Midland Chamber of Industries and Rotary.

They will spend three days at each school, starting at the Thembelihle High School in Kwaford. Others on the agenda are Cowan, Newell, Kwazakele and Loyiso High Schools.

Medical services, banking, building societies, commerce and manufacturing in industry have been chosen as themes.

CDP has opened the first Coric office in the University of Port Elizabeth Centre for Continuing Education in Bird Street and has appointed Miss Olive Noxolo Dlepu as project co-ordinator.

Among Coric's aims are the collection, collation, research and compilation of careers information for use in the schools and liaison with schools and industry.

They will conduct research into job trends and availability and hope to motivate students to remain at school.

CDP's chairman, Mr Winky Ximiya, has appealed to the black community for support and urged black businessmen to come forward and help the project.

The organisation's involvement with black schools dates to 1979 when supplementary classes in mathematics and physical science involving 400 pupils were conducted.

Mr Ximiya said Coric hoped black schools would begin to turn out a significant number of matriculants with the qualifications necessary to compete for specialised jobs in the private sector.

E. Post (79) (~~53~~) (118)

# Extra R500 000 needed for Emthonjeni growth

24/7/82

A FURTHER R500 000 will be required for expansions to the Emthonjeni Training Centre in Struandale, according to the centre's director, Mr Dieter Küsel.

Mr Küsel told BUSINESS POST this week that although construction of the training centre was not yet complete (financed by a R2-million grant from the State), it was already apparent that the demands from local industry would require additional facilities at the centre.

"Architects' plans for the expansions are currently being prepared and we are not certain of the exact costs involved, but it should amount to about R500 000," he said.

The non-profit training centre, which is run by a board of directors representative of industry in the region, already provides courses which cover a wide range of training needs.

"We offer some 90 modules," said Mr Küsel.

"Some provide intensive supplementary training for apprentices, others cater for heavy-duty drivers, fork-lift operators, storemen, and the like."

At a board meeting this week Mr Bill Hayward, of the National Society of Automobile Component Manufacturers of SA, was re-elected chairman of the training centre's executive for the eighth consecutive year.

Mr Les Swift (of Volkswagen and the Federated Chamber of Industries), was re-elected vice-chairman.

Other executive members elected are: Mr Andy Augustyn (PE's Chief Traffic Officer), Mr Brian Smith (Automobile Manufacturers Association), Mr Trevor Kay (the Building Industries Federation), and Mr John Poppleton (representing the City Council).

E. Post 28/7/87

# New VW training centre opened

179

VOLKSWAGEN's extensive apprentice training operation has moved into a new R1 million centre in Uitenhage.

Announcing this, the company's industrial relations director, Mr Ollie Rademeyer, said:

"Apprentice training — which accounts for R3 million of the total annual education and training budget of R4,5 million — has expanded to such a degree that our centre at the main plant in Uitenhage could no longer accommodate the people and equipment."

"Looking to the longer term and in view of the vital need to train apprentices, the company decided to provide a specialised facility and purchased the former Cam TRW plant in Uitenhage.

"This has now been refurbished and equipped with the most up-to-date machinery and equipment and now consists of workshops, lecture rooms and offices.

"Volkswagen at present has 222 apprentices undergoing training in six trades, consisting of toolmaking, turning, motor mechanics, machine fitting, electricians and welding.

"We also have people undergoing general pre-apprentice training," said Mr Rademeyer.

Last year, Volkswagen was the first company in South Africa to qualify black artisans through its apprentice training programme.

# Steel boss's battle against Govt red tape

29/7/84

**Mercury Reporter**

THE general manager of the Highveld Steel and Vanadium Corporation, Mr Reg Callinan, yesterday hit out at the policy of separate technical institutions for the different race groups.

Addressing a CSIR mini-seminar on industrial training in Durban yesterday, Mr Callinan said: 'It is ridiculous that black and white apprentices can do the same work on the factory floor, but can't sit in the same lecture room.'

He said when his company decided to introduce black apprentices 'only days after the Wiehahn Commission's recommendations', they contacted the education authorities on the possibility of using Witbank Technikon.

'But this was not to be, in spite of what the Wiehahn Commission had come up with.'

In March 1981, months after the company had made its application to the Department of Education and Training, Mr Callinan said they had been informed that the department had approved the establishment of a training college for blacks. 'But you know how long that takes.'

The company had eventually supplied the training centre and the classrooms.

This year they had taken on an Indian and a coloured for apprentice training 'and we are wondering whether we are going to have further difficulty because they cannot go to the same college as the others'.

'The education authorities should revise their thinking to bring it in line with Government thinking and I believe one department should handle all technical education.'

Earlier Mr Callinan said the company had been delighted with the Wiehahn Commission report and the White Paper which followed.

'We thought all our problems were over and we could employ all we liked,' he said.

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## NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book (s) are used.

## WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
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# Training is top priority for clothing industry

Cape Times 2/8/82

179

By ALEX PETERSEN

THE clothing industry is involved in a major programme to update training and increase productivity, and is also taking a serious look at areas where the level of technology can be improved.

Mr Simon Jocum, who heads up the Clothing Industry Training Board (CITB) said that the upgrading of training was at all levels of the industry, from machinists through to senior executives.

The move is a direct result of a seminar held at Sun City last year when several aspects of the industry came under fire. The seminar combined the clothing and textile industries as well as prominent retailers, and was aimed at a constructive airing of their differences.

Criticism of the industry came in particular from Woolworths chairman, Mr David Susman, who warned that unless the industry brought both its technology and productivity up to overseas levels, it would face a rough ride.

Mr Jocum, the immediate past-president of the National Clothing Federation, concedes that "a lot of that criticism was justified."

Since the conference the industry has commissioned a number of surveys, including one through the National Productivity Institute on low-cost technology, aimed at encouraging the smaller manufacturer to update.

Another survey has been undertaken on cloth utilization in the cutting room, to reduce wastage. At present fabric is over 50% of the garment cost. On the training front, moves have been made to upgrade both training in the industry's regional centres as well as in the technikons, which offer courses in production management.

Liaison with the technikon course directors has been improved to ensure that the courses meet the industries changing needs, and the CITB has arranged visits by leading overseas experts to keep the technikons abreast of new developments and trends, as well as putting a large sum towards training bursaries.

Efforts are also being made to lengthen the time students spend working in factories from the present four weeks to 20 weeks.

Another innovation, which has met with good response from the industry is a series of three-day seminars aimed at executives on various aspects of productivity and management.

"We have a lot of homework to do," says Jocum. "We must improve our productivity and technology in order to pay better salaries, and attract people to the industry."

In order to encourage individual firms to develop in-house training schemes, the CITB will provide training manuals, as well as advice in applying for the governments tax incentives.

3/8/82 Star

# R145-m for training of SA miners

179

Labour Reporter

The mining industry has committed itself to a multimillion rand programme for 1982 to overcome the skills shortage and improve existing skills in the industry.

About R145 million will be spent on training this year, according to the Chamber of Mines group publication, "Mining News."

The money is being pumped into the industry as an alternative to recruiting foreign labour.

The chamber's president, Mr W W Malan, states that the solution to the shortage of skilled personnel for the industry lies in "the vast pool of unskilled labour available on the sub-continent."

Another R30 million is being used to construct artisan training centres, the report states.

These are a centre at the Harmony Gold Mine for the Rand Mines group, a centre at Stilfontein for the Anglovaal group, a centre at Welkom for Anglo American and an engineering training centre near Ellisras for the Goldfields group.

The chamber has also introduced teaching programmes to improve skills called "criterion referenced instruction," the report states.

SKILLS TRAINING (179)

# Making work

FM 6/8/82

An East Rand group training centre has become the third participant in a government pilot scheme for training the unemployed.

e scheme is beginning to yield encourag- results.

In April the Department of Manpower nounced it would be using existing facili- s, such as group training centres and in- vice training centres, in the private and blic sectors to train unemployed people all races. Those eligible would be people tween the ages of 15 and 30 who had not ogressed beyond standard six, who had en registered as unemployed for at least x weeks and who had little job perience.

Group training centres in Port Elizabeth d Bloemfontein were the first to be ilised, and this week the Apex group aining centre in Benoni joined the heme.

The length of courses offered varies be- een three and eight weeks. Government ys for the training and the cost of housing ainees, and also gives them a subsistence allowance. Training is geared to employers' needs and the department tries to find jobs for people who complete their courses. They emerge from the scheme as semi-skilled workers and receive certificates stating their capabilities.

Almost all who have been trained under this scheme so far have been blacks and senior officials in the department are happy with results. There had been fears that training might raise expectations which could not be fulfilled. However, it has been possible to find jobs for most of those who have undergone training.

Officials say this has been achieved through close consultation with employers to determine their needs. "There is no purpose in training people in work for which opportunities do not exist," says Johan Fourie, director of Apex.

There does not seem to be any shortage of unemployed people with the right aptitude for the courses being offered. Fourie says tests completed during the selection process show that many unemployed people appear to have a higher potential than those who have jobs.

He says that despite the slowdown in the economy, demand for certain categories of semi-skilled and skilled labour remains high. He says that in his region there is an immediate demand for about 170 heavy vehicle drivers as well as many vacancies for welders A strong demand for trained workers is still being received from the building industry.

Each of the three centres taking part in the scheme has about 50 unemployed people undergoing training every week, and Apex hopes to double its complement by the beginning of next year. If the scheme continues to yield good results, it will probably be extended to many other parts of the country.

RDM 10/8/82 (179)

# Experts call for transport training

Pretoria Bureau

TWO transportation experts called for the establishment of a transport school or college for the formal training of people involved in the transport industry.

Mr R A F Smith, chief director of land transport in the Department of Transport, told the annual Transportation Convention in Pretoria yesterday that only 52% of bus transport managers in the country received any formal training.

He said in 1980 there were 800 000 commercial vehicles and 25 000 buses in SA. These were manned by 2 500 000 people.

Mr Smith said to correct the formal training deficiency schools in various centres must be established.

Mr G C Prinsloo, the executive director of the SA Bus Operators Association, also called for the establishment of a transport school as a body which could co-ordinate training activities and offer training at economic, management, engineering, technical and operating levels.

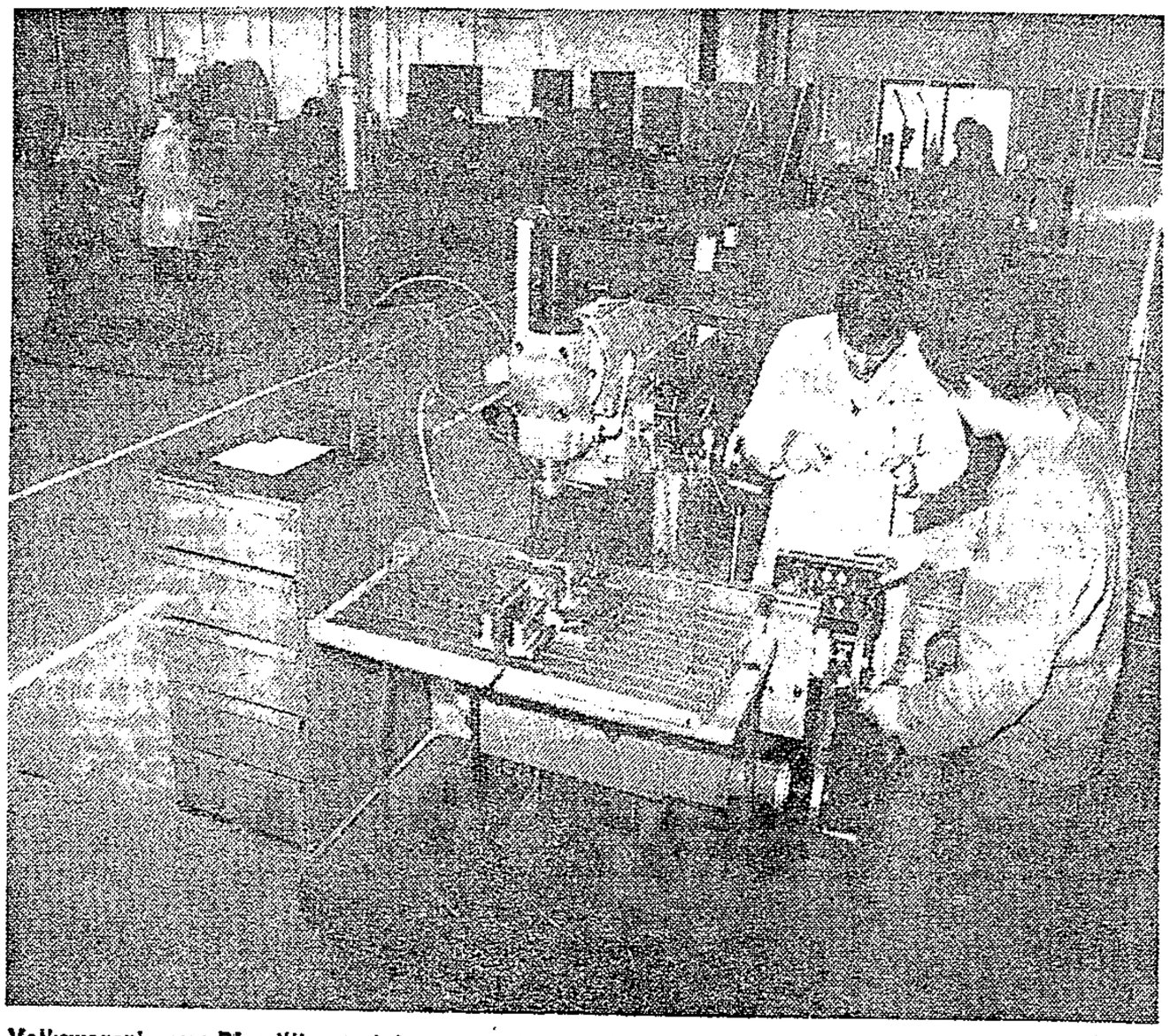
He said though training facilities were run by various bus companies, training was fragmentary and could lead to skills being taught which could not be put into practice.

The convention, which started yesterday, was attended by experts in the transport field from SA and abroad and ends on Friday.

It has become the most important transport event of the year and acts as an annual forum for the exchange of views and knowledge.

Mr A B Eksteen, director-general of transport, will deliver the main address today.

TRANSPORT



Volkswagen's new R1 million training centre in Uitenhage is equipped with the most up-to-date equipment. The company is training 222 apprentices at present.

# VW gets a R1-m training centre

179

Star 12/8/82

Volkswagen's extensive apprentice training operation has moved into a new R1 million centre in Uitenhage.

Industrial relations director Mr Ollie Rademeyer said apprentice training now which accounted for R3 million of the total annual education and training budget of R4.5 million.

"At present we have 222 apprentices undergoing training in six trades, consisting of toolmaking, turning, motor mechanics, machine fittings, electricians and welding. We also have people undergoing general pre-apprentice training," said Mr Rademeyer.

**BLACK ARTISANS**

Last year, Volkswagen was the first company in South Africa to qualify black artisans through its apprentice training programme.

"We will have many apprentices qualifying this year, but even taking this into account, the total number of apprentices in training will increase to just under 300 in 1983 and to more than 450 a year by 1987."

Mr Rademeyer said that greater attention was also being paid to the training of semi-skilled workers.

"We are now running such programmes aimed at improving the administrative, supervisory, inter-personal and technical skills of the supervisors. The emphasis is on equipping the supervisor with the necessary skills needed to perform his very important function rather than providing him with a lot of theory."

In addition, Volkswagen is concentrating on providing assistance in education to the community at large, running programmes such as:

- An ongoing careers guidance programme at local high schools.
- Extra lessons for Black matriculation pupils.
- A holiday school for teacher training.

Said Mr Rademeyer: "It is no good for industry to sit back and wait for education to be improved; industry has to get involved and play its part in providing better teaching and job opportunities."

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NOTE CAREFULLY

1. Enter at the top of each page and i of the block on this cover the nu question you are answering.
2. Blue or black ink must be used answers. The use of a ball point p able. Red or green ink may be u underlining, emphasis or for d which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

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# Plan to ensure top skills, top jobs

179 D-Dispatch

23/8/82

EAST LONDON — In order to prepare students for a well-paid future and management posts in industry, the liaison committee of the Buchule Technical High School in Mdantsane has formulated a list of objectives to better the service offered at the school and to promote community development.

The liaison committee has three main objectives in its drive to develop the school's efficiency in providing skilled manpower for industry.

● The creation of attractive job opportunities for students after they have successfully completed their courses.

This is to be achieved by giving the students guidance on technical skills most needed by industry at any one time.

The committee will liaise with final year students and personnel departments of organisations in the Border. It is hoped organisations will make a commitment to employ students who have qualified at the school.

● The committee will endeavour to develop an elite image for the school to enable it to increase the quality of students. This will entail a selection process for all interested students.

A promotional campaign directed at pupils in higher primary school and also at parents and employees of Border organisations will be used to achieve this aim.

A further step will be to create the image that success at the school will mean successful entry, at an attractive salary, into various organisations in the Border area.

● To assist the Ciskei Government in providing the school with the required material to conduct successful technical education programmes.

Community objectives of the liaison committee will include efforts to develop and promote industry in the Border region.

Specific community objectives planned by the committee are:

● To assist industrial development in the area through continuous development and supply of young artisans.

This will be accomplished by maximising the school's potential and providing guidance to educational authorities on the skills required at any one time.

Industrial concerns will be asked to assist in achieving this goal by commiting themselves to support for the school's activities, both financially and through provision of job opportunities for qualified students.

● To improve the image of labour in industry in general, with emphasis on increasing public acceptability of artisan employment.

An effective poster campaign directed at all higher primary schools is envisaged to achieve this goal.

Conducted tours of major industrial organisations in the Border and increased co-operation with the media is also planned.

● To promote and enhance the public image of Buchule Technical High School. This will be achieved by keeping the school's premises clean and equipment up-to-date. A selection process for students will also be employed. — DDR

D. Dispatch

# School geared to industry management

23/8/82

179

EAST LONDON — There is a big future in industry — if you prepare for it. That is the message to young black pupils of the Buchule Technical High School in Mdantsane.

Backed by big industry, the Buchule school aims to give young pupils a high quality education geared to prepare them for management posts in industry.

"We like to think our pupils will move into middle management positions," the principal of the school, Mr W. van der Vyver, said.

The school was opened in 1979 and the first matriculants from Buchule will leave at the end of next year.

"There are a lot of possibilities for those chaps who pass their matrics," Mr Van der Vyver said.

"With matric exemption, some may want to go onto university and do an engineering degree, although there will be nothing to stop them from doing a BA or any other degree.

"Others may decide to go to a technical college and train as a technician or technologist.

"Some may want to become apprentices and qualify as artisans."

The school has close links with industry, and most major local industries are represented on the school's liaison board. Matriculants from the school are guaranteed to have good contact with local industry.

At present the school is still developing, with 305 pupils and 22 teachers, and entrance is still wide open. Once the school is established, stricter entrance qualifications will be enforced.

"We are aiming to attract the better pupil who can handle mathematics and science," Mr Van der Vyver said.

Compulsory matric subjects at the school are English, Xhosa, mathematics, physical science and technical drawing.

Pupils then have a choice between motor mechanics, building construction, electricity or fitting and turning.

"A pupil doesn't make his choice when he comes into the school at Standard 6. In the first year he will do basic technical training involving all the courses offered. Once he has some idea of what the courses involve, he makes his choice."

Mr Van der Vyver said an indication of the quality of education the school aimed at was that technical study groups comprised no more than 15 pupils for every teacher.

To help establish even closer contact with more industries, Buchule Technical High School is holding its "open day" on September 1 which will be attended by Ciskei's President Lennox Sebe, the chairman of the school's liaison committee, the managing director of Da Gama Textiles, Mr C. B. Joosse, and the deputy chairman of the Barlow Rand group, Mr D. Dyer. — DDR.

RDM (179)

# Training centre receives R715 000

24/3/87

By SAM MASEKO
Pretoria Bureau

THE Minister of Manpower, Mr Fanie Botha, presented a R715 000 cheque in Pretoria yesterday to Chamdor as a loan for the training of manpower at the Chamdor Training Centre at Krugersdorp.

Mr Botha presented the cheque to the chairman of Chamdor's governing body, Mr Con Burton-Durham.

Mr Botha said the fund was financed out of money appropriated by Parliament, interest on loans and also donations.

"Assistance from the fund lies in the form of loans on a long-term basis at moderate rates of interest," he said.

Loans were also available to registered group training centres, private centres, and training schemes operated under industrial council agreements.

Mr Botha said the loan would be used to finance the building of additional workshops and classrooms at the centre.

Chamdor Centre was first sponsored by the Motor Industries Federation of South Africa when it was established in 1975. It had since received State subsidies to the amount of R939 000.

The private sector has also donated about R4 250 000, Mr Botha said.

He stated that loans were restricted to applicants who conducted training schemes/centres which were recognised in terms of the Manpower Training Act of 1981, or the Labour Relations Act of 1956.

Mr Botha added that 220 persons of all races could be trained at a time and since 1975 more than 20 000 persons had received training.

He said the aim was to to "take people off the streets". Each trainee was paid a weekly allowance and the full training was provided by the Government.

Star 26/8/82 (179)

# Training scheme will counter building crisis

The Building Industries Federation of South Africa will spend several million rands on training to upgrade the industry over the next few years.

The executive director of Bifsa, Mr Lou Davis, said this at the Affordable Housing Conference in Johannesburg, which ended yesterday.

Mr Davis said the federation was embarking on a training programme for craftsmen and middle management. Proficiency training for present workers would also be stepped up.

The building industry lost over 40 percent of its skilled craftsmen between 1976 and 1979. Many of these workers had not returned, Mr Davis said. Restricted manpower and shortages of materials added to the cost of housing when demand increased, he said.

For these reasons Bifsa was structuring a labour force that would allow any willing worker, regardless of race or creed, to be trained effectively.

Under the new dispensation, apprentices would be indentured for only three years but also receive intensive training of 18 weeks at a Bifsa vocational training institute during that time.

Over the next four years, R5 m would be spent on this aspect Mr Davis said.

Expertise of middle management would be upgraded and the existing skilled labour force would benefit from training courses.

Mr Davis said that regardless of mechanisation, innovative building or a reduction in standards of housing, the cost of building would increase as long as there was a shortage of skilled labour.

# Welders turn to blacks to solve labour crisis

Industrial Week 179 31/8/82

By Hugh Poulter

THE welding trade in SA will be completely manned by black personnel by the end of the decade, according to Chris Smallbone, executive director of the South African Institute of Welding (SAIW).

Smallbone said that at the moment most of the professional and managerial supervisory positions are filled by whites but considering that the white labour force is growing at only 1,7 %, in the future such positions must be filled to an increasing extent by black personnel.

By 1989 it has been estimated that 20 000 welders and welding operators will have to be trained to serve industry.

Of these approximately 16 000 will be non-white and 4 000 to 5 000 will be white.

Due to the lack of training facilities the SAIW is to build a R3-million multiracial training centre in Johannesburg with all finance coming from South African industry.

Chris Smallbone.

To date the Insitute has had cash donations and commitments from industry of financial support to the tune of R1,4-million and welding equipment worth R300 000 has already been donated.

A further contribution of R50 000 was made by AECI last week.

"Although formal education establishments such as Universities, Technikons and Technical Colleges are already in existence, an establishment for informal education work has not yet been available.

"It was with this in mind that the Insitute has approached industry for help in establishing a headquarters building from where better control and co-ordination on a national basis will be carried out," said Smallbone.

"The number of welders and welding operators must double by 1990 and the Government has set up various training

To Page 2

# More black welders

Industrial Week 179 31/8/82

From Page 1

centres to try to overcome this problem.

"It has also encouraged industry to set up training facilities for in-house training, however, not enough thought has been put into the co-ordination and the social problems that arise with these efforts."

"This serious manpower shortage in the welding trade is due to the neglect by the industry of their training needs during the past 30 years.

"This has been mainly due to ignorance of the role welding technology plays in any developing country," said Smallbone.

Smallbone said that he was delighted with the response from industry so far and he is confident that the R3-million target will be reached shortly

The centre, registered with the Department of Manpower, will train welders, instructors, supervisors, inspectors, non-destructive test personnel, engineers and technician engineers of all race groups.

Courses will be run for 48 weeks of the year and indications are that the Institute will be handling 600 to 700 trainees a year.

"Of these we expect to train 200 supervisors, 300 welders, 60 inspectors and between 60 and 70 engineers and non-destructive test personnel each year," said Smallbone.

# Concessions on training a boost

179

JOHANNESBURG — The training tax concessions implemented by government last year have provided a major boost for commercial training organisations, with South Africa's leading training and development practice reporting a 40% increase in turnover since implementation.

"The concessions have had a definite and powerful impact on our business," says Mr Martin Westcott, managing director of Human Resource Development (HRD) the country's largest commercial training practice.

"Conversely, many companies whose training courses are not registered with the Department of Manpower Utilisation and are therefore ineligible for tax concessions, have lost market share," says Mr Westcott.

"The department's criteria for registration are fair and have done a good job in providing much-needed standards in the industry. As a result programmes which do not qualify are being viewed with increasing scepticism by companies wishing to buy training," he says.

Mr Westcott says HRD had experienced a 40 per cent increase in training turnover since the implementation of the concession. A significant percentage could be attributed to the tax concessions.

"More than 20 training programmes offered by HRD are registered which means that companies pay only for 16 per cent of the cost of courses."

Mr Westcott maintains, however, that many companies are still unaware of the full implications of the training tax concessions. They have therefore failed to commit sufficient funds to training and are not reaping the benefits in terms of increased productivity.

"We are also concerned that many managers do not see the impact of the tax concessions on the budget they control. This is because the financial effect of the concessions are only built into the accounts at the corporate level.

"This means that the training impetus which has largely come from line management level could be lost and a severe blow dealt to the drive to upgrade skills.

"Already the recession is beginning to have its effect on training budgets, with some companies cutting training allocations as the first step in the corporate cost reduction exercise.

"This strategy is counter-productive because productivity is the key element for success in recessionary times and human resource development assumes greater importance," says Mr Westcott. — DDC.

# Priorities in education must change — principal

D. Dispatch 2/9/82

EAST LONDON — Too much stress was placed on academic qualifications instead of technical development, the principal of Mdantsane's first technical high school said yesterday.

Mr C. van der Vyver, head of the Buchule Technical High School, said too many people regarded a medical or legal qualification as the peak of achievement.

"I do not scorn academic education," he said at the school's Open Day yesterday. "The issue at stake is that people have their priorities wrong."

Built and equipped at a cost of more than R5 million, the school presently has only half its possible quota of 400 pupils for next year's matric class.

"The school is not growing to expectations," Mr Van der Vyver told industrialists at the Open Day.

"It must be brought home to the man in the street that the wealth of a nation does not depend on the number of doctors, lawyers, or other professional people it has, but on the industrial development of the nation."

Mr Van Der Vyver blamed parents for not encouraging their children to take up technical courses at schools such as Buchule

"I am convinced that even a factory worker does not see a future for his child in industry. His ideal for a child is probably that he should qualify himself as a doctor or lawyer" he said

"I am also convinced that principals of higher primary schools would advise their best pupils to go to an academic high school. I cannot blame them for doing so, because that is what the community will expect them to do."

An indication of the "consumer resistance" to the new product called Buchule was the initial enrolment for the school's first term in 1979.

"People were rather wary of the school, and things got off to a very slow start. It was originally envisaged that the school would start off with 150 to 175 students but only 84 pupils enrolled for Std 6.

MR C. VAN DER VYVER, principal of Buchule Technical High School at Mdantsane.

"At present our highest class is Std 9 and we have 305 pupils on the roll. It must be kept in mind that the school was designed to accomodate 450 pupils."

Of those at the school, however, "a large number came because they could not get into the schools of their first choice"

"Roughly speaking I would say 40 per cent of our pupils should not have come here," Mr Van Der Vyver said.

The head of the school's liaison committee, local industrialist Mr Casey Joosse, said it was not only up to the school to improve its image — employers in the Border and Ciskei also had a part to play.

"The picture young people have when they see workers coming out of a factory is of tired, beaten and sad people," Mr Joosse said. "If you're 15 years old and that is the picture you have of life in the technical field, is it any wonder they don't flock here?"

He called on industrialists to "combine their muscle" to ensure the school's image was improved, and to help in whatever way they could — by donating equipment, showing what industry had to offer, and providing jobs for matriculants.

"There is no Angel of Prosperity hanging over this area, even with the government's decentralisation incentives

"They are merely incentives. And we can't achieve anytthing unless we have skilled artisans to do the jobs."

His appeal to industrialists was backed by Mr Van Der Vyver, who said the school could act as a springboard for advanced training.

"We must keep in mind that a pupil who has passed Std 10 with mathematics and physics is no fool and if industry is not going to assist such a person to develop to his full potential, his talent will be wasted

"Industry will have to offer the above-average student an above-average future."

Industrialists could also help the school in its battle against pupil resistance, Mr Van Der Vyver said.

"We will never be able to convert public opinion towards technical education if we cannot show them successes."

# Three shifts proposed at high school

D. Mail 2/9/82

EAST LONDON — Three "shifts" will be introduced at the Buchule Technical High School if the initial hurdle of pupil resistance can be overcome.

The head of the school's liaison committee, industrialist Mr Casey Joosse, said teachers may have to work "until 11 at night" once the school found its feet.

"But it will be cheaper to employ three shifts of teachers than to build three more schools like this," Mr Joosse said at the school's Open Day yesterday.

The school caters for pupils from Std 6 to 10 and offcers courses in motor mechanics, boilermaking, electrical practice, building construction, carpentry and welding — although the welding class is likely to be phased out soon.

A fitting and turning course is on the cards "as soon as money is available", with an electronics course also in the planning stages.

"A pupil who matriculates from this school would have done Xhosa, English, Mathematics, Physical Science, Technical Drawing and a practical subject," principal Mr W. van der Vyver said.

Mr CASEY JOOSSE, head of Buchule Technical High School's liaison committee.

"Our school week is approximately 20 per cent longer than that of an academic high school and approximately 20 per cent of our time is spent on the practical subjects." — DDR

179

# Sebe: technical skills vital

EAST LONDON — Ciskei needs more than a contemporary system of education — it needs a system which will allow its people to participate fully in the nation's activities.

President L. L. Sebe spelt this out in a speech read on his behalf by the Minister of Education in Ciskei, Mr A. M. Tapa, at the Buchule Technical High School's Open Day yesterday.

"Contemporary education is to a large extent a mere residue of colonial education which was concerned solely with humanities and liberal arts, to the extent that it became a mere social convention," President Sebe said.

"Ciskei needs more than this. It needs education that will allow its progeny to become worthy of full participation in the activities of the nation.

"To be more realistic to the people's ethos, education must make a profound impact on the envisaged national development in Ciskei."

A high rate of repeaters, low attendance and dropouts during the early years meant that a substantial proportion of time and money was devoted to children "who do not become even functionally literate", President Sebe said.

"Poor physical facilities, poorly trained teachers, and irrelevant courses have all contributed to the failure of the education system to be of maximum value."

One of the sad circumstances governing education in developing countries was that "those who hold a pen earn more than those who wield the hoe".

"It is therefore difficult to put the blemish on young people who clamour with a passionate insistence for 'white collar' jobs."

The previous education systems "bore no semblance to the philosophy of life and aspirations of the black people", President Sebe said.

Education had to be productive, he said. It had to take place in a realistic setting and prepare people for "the kaleidoscopic industrial world, full of risks".

Turning to the situation at Buchule, President Sebe agreed that technical education's image needed to be upgraded.

However, he said, the lack of boarding facilities at the school could be a contributory factor in the shortage of pupils.

He also urged co-operation between the school and the Department of Manpower Utilisation.

A further incentive would be "unconditional access" to training institutions in South Africa, he said, as "many people still fear the fetters of job reservation in South Africa".

Blacks needed technicians more than at any other time in their history, he concluded, and a school like Buchule could go a long way towards producing them. — DDR

# Grants aid for jobs training schemes

PORT ELIZABETH. — Industrialists would be able to claim cash grants of 58% for expenses incurred for approved training programmes in the Eastern Cape/Ciskei/Transkei region as from April 1, this year.

Announcing this in an address to leading businessmen in Port Elizabeth yesterday, the Minister of Manpower, Mr Fanie Botha, said payment of the allowance would take effect as from an industrialists's first complete financial year, starting on or after April 1.

"The allowance will be paid annually after the close of an industrialist's financial year or at such shorter intervals as may be practicable.

"The allowance will be paid on receipt of a duly completed application form and such information as may be required by the Department of Manpower in connection with the training or the application.

"Applications for payment of the allowances must be accompanied by an audit certificate to the effect that the training expenses for the period in respect of which the allowances are claimed, are correct," Mr Botha said.

Since industrialists in the area employed a large number of migrant workers from the Ciskei in Port Elizabeth, the question of Unemployment Insurance coverage for such workers, was being negotiated with the Ciskei Government, Mr Botha said.

Mr Botha also told the businessmen that further labour legislation changes were to be introduced during the 1983 parliamentary session.

He said the most important of these were the Conditions of Employment Bill, and the Machinery, Occupational Safety and Occupational Hygiene Bill.

"These Bills will lead to the repeal of two existing Acts, namely the Shops and Offices Act, 1964, and the Factories, Machinery and Building Work Act, 1941."

# Govt gears to face SA labour challenges

By GERALD REILLY
Pretoria Bureau

THE Government was planning further big changes to meet challenges in the labour field in South Africa, the Director-General of Manpower, Dr P J van der Merwe, said yesterday.

Addressing the regional conference of the Afrikaanse-handelsinstituut at Allemanskraal in the Free State, Dr Van der Merwe said although much had so far been achieved there were a number of challenges and problems "staring us in the face".

Speaking on unemployment — he gave no estimates of the number of blacks out of work — he said South Africa was in an abnormal position where it had a shortage of skilled manpower and a surplus of unskilled workers.

"The challenge is clear. We must try to create about 250 000 new jobs every year."

Dr Van der Merwe said the country had been struggling for some time with an unparalleled inflation problem which, besides other detrimental effects, also affected labour relations.

Unemployment, inflation, shortage of skilled labour and labour relations were the important problems.

On the future challenges, Dr Van der Merwe said as far as the role of the Government and the Department of Manpower was concerned "I assure you adjustments and changes in the labour field will be continued on an ongoing basis for as long as this is necessary".

He said it was planned to introduce further legislation during the 1983 parliamentary session.

One of the most important was a draft Bill on service conditions. This would lay down the minimum daily hours of work, meal times, payment of overtime, annual and sick leave and other conditions.

Further legislative changes would take place in 1984 and in the following years as a result of a number of important investigations being undertaken by the National Manpower Commission.

These included the difficult and sensitive issue of registering trade unions and the functions of the Industrial Court.

Over the past two years South Africa's labour legislation had been rationalised and modernised and although the process was not completed "we can say to the world, come and see for yourselves".

Sapa reports that the Minister of Manpower, Mr Fanie Botha, told businessmen in Port Elizabeth yesterday that in line with the decentralisation of the training advisory service of the Department of Manpower from January next year, the Government intended to establish training sections in the office of each Divisional Inspector of Labour.

"These sections will be headed by senior training advisers who will be responsible for the promotion of training in the region, the maintenance and improvement of training standards, the coordination of training efforts, the payment of cash training grants to industrialists, and so forth.

"We hope to involve experts in the field of training in the work of these committees in each region, so as to ensure maximum local involvement and participation on the part of employers, trade unions, employees and educational institutions," Mr Botha said.

# Technikon needed — Cook

4/7/81 (179) D. Dispatch

EAST LONDON — A sense of security was essential, not only for present businessmen, but also to attract the investors of tommorrow, business executives at the Border Marketer of the Year dinner here were told last night.

The guest speaker at the dinner, at which Mr Jock Clayton was announced the marketer of the year, was the honorary national vice president of the Institute of Marketing Management, Mr Richard Cook.

Mr Cook is also a member of the Border Metropolitan Development Committee, which has started a market survey to guage the potential of the Border region for marketing potential.

Mr Cook said that investors would be encouraged by tangible support, such as government investment in the area, and a sense of security was necessary.

A technikon for all race groups was absolutely essential for the development of East London and its environs, and an appeal had been made to the Ministry of Manpower Development, Mr Cook said.

The Border Metropolitan Development Committee (BOMEDCO) utilising recommendations from the IMM had authorised a market survey which would identify just what the Border region had to offer to investors, and what industries should be attracted to the area. The survey would also identify the reasons why investors often went elsewhere.

Marketers had to identify the need for a product, make it, create the desire and sell it to the satisfaction of the purchaser.

Mr Cook said that it was important that South Africa, and specifically the Border region be promoted overseas as there was an appalling ignorance of South Africa in overseas countries.

"I am pleased that the IMM and BOMEDCO can join in the common cause of developing our region, which is important to us all."

The IMM national president, Mr Terry Murphy, addressed the function, explaining the objectives of the institute.

The IMM, which had about 4 500 members in South Africa, runs seminars, short-term courses as well as a three-year diploma course in marketing management.

Mr Murphy reported that IMM qualifications are accepted in England, Australia and America, and next week he is to attend a marketing conference in Stockholm to try to get recognition for IMM qualifications from the EEC countries.

He said that the educational activities of the IMM was an important part of the institute's work, so that professional people "with the best chance of success" were trained to their full potential. — DDR.

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Date 25/10/78

Degree/Diploma/Certificate for which you are registered (e.g. B.A., B .) B. Com

Subject ECONOMICS II paper I
(to be copied from the heading on the Examination Paper)

Paper No I
(to be copied from the heading on the Examination Paper)

**NOTE CAREFULLY**

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book (s) are used.

**WARNING**

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

**Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University**

Made in South Africa PSL/PD UCT Vervaardig in Suid-Afrika

# Toyota puts 8 000 into training

(179)

Star 9/9/82

By Stan Kennedy

About 8 000 workers at the Toyota plant near Durban last year received training ranging from simple literacy classes to sponsored university education for potential engineers and managers.

"This year the figure will be higher," says training officer Mr Ernie Ricklan.

"Every worker, regardless of colour or creed, goes through an induction programme. At the lower levels, recruits sit an aptitude test to check their abilities for the work. We try to make sure that everyone for a required standard has the aptitude and ability."

Literacy classes are held in Zulu and as the workers become literate they go through a selection process where they are assessed for leadership potential.

All have the opportunity to become group leaders and then to move up the ladder to production trainee or an hourly-paid supervisor.

Mr Ricklan says after the supervisor's course is completed successfully, employees can work their way through the higher supervisory grades until they eventually get into the management stream.

"Our whole selection process is geared towards looking for people with further potential."

Toyota's training school at Prospecton is a branch of the Natal Technikon and the company co-operates closely with various institutes of higher learning.

Product engineering trainees undergo a four-year course — six months work, six months study.

# Refurbishing the trend

One of South Africa's major suppliers of replacement parts for crawler undercarriages, Simmel of Italy, has installed new machinery to produce an extra 800 000 undercarriage rollers a year, reports Mr Andrew Mackie, general manager of Premier Undercarriage.

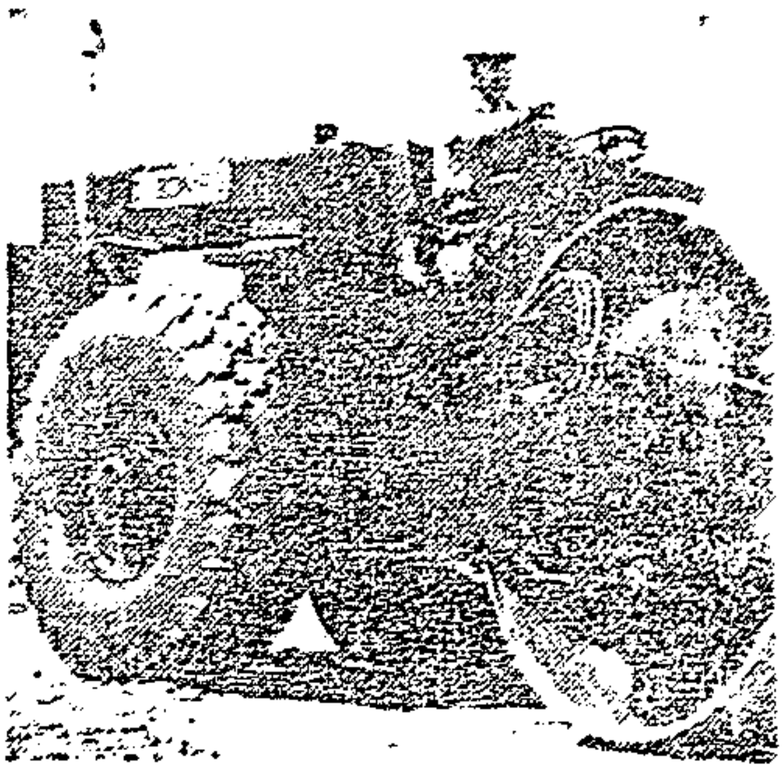
Mr Mackie, who has just returned from negotiations with Simmel, says there is a world wide demand for replacement parts because of the steadily increasing costs of new units.

"Refurbishing and rebuilding of earthmoving equipment is becoming the popular thing around the world," he says.

"In South Africa more and more companies are refurbishing rather than replacing with new equipment.

"We can refurbish undercarriage parts for as little as 25 percent of the cost of new parts."

As part of this local development, Premier has set up a special advisory service with their technicians calling on operators.



The new Bomag heavy duty vibratory performance.

# Bomag upgrade

Bomag's BW 212 series heavy-duty vibratory roller, which has been tried and tested over the past nine years, has been uprated. compaction pe mance increased percent.

The company h

Star 9/9/87 179

# SA pays dearly for the unskilled

By Stan Kennedy

South Africa's determination to increase the lot of the poor in recent years was partly responsible for unskilled wages having risen by more than the inflation rate, Dr Zac de Beer, an executive director of Anglo American, said in Johannesburg.

The substantial improvement in real wages had not been accompanied, generally speaking, by a corresponding rise in productivity and, in consequence, a unit of money bought less production.

Dr de Beer, guest speaker at the presidential banquet of the SA Institute of Chartered Secretaries and Administrators, was speaking on the expected business turbulence in the next 10 years.

"Despite the considerable and increasing sophistication of our economy, we provide only a minority of our people with education to Western European standards," he said.

"The vast bulk of our population is quite under-educated by these standards so that we have too many uneducated workers and too few educated ones

"The paradox is that while there are hundreds of thousands, if not millions, of unemployed unskilled workers, we are chronically short of skilled workers. We then spend small fortunes on recruiting people from Europe to do our managerial jobs."

The danger of this situation was that if and when there was a boom in Europe and South Africa at the same time. South Africa would lose a lot of immigrant skills and have no homegrown skills to replace them.

Labour relations would be the most important, difficult and dangerous challenge of all in the next 10 years.

In a young nation where the Government granted workers full trade union rights while it denied them political rights, it was "absolutely certain" that the unions would be abused for political purposes. This was a recipe for serious trouble, he said.

"We, as managers, are going to experience many strikes and disturbances, the cause of which will not be in our power to remedy And there are few worse fates than that.

"It is utterly out of the question to find all the managers we need among whites. We must make managers out of black people."

# Employers 'cash in'

(179)

9/9/82

The Department of Manpower has become a training centre for the private sector, the Director-General of Manpower, Dr P J van der Merwe, said at the opening of a R1 million training centre in Vereeniging.

He said the Government trained skilled workers for its own needs.

But many private sector employers were cashing in by attracting trained workers away from the public service.

# Latest training move in PE praised

(179) E. Post 10/9/82

Post Reporter

THE chairman of the East Cape Branch of the South African Association of Consulting Engineers, Mr Ted Anstey, has welcomed the establishment of a separate school for the training of mechanical and industrial engineers at the Port Elizabeth Technikon.

"With our accent on the motor industry it will be a great help to have a specialised school for mechanical and industrial engineers. Anything to get more technical people qualified is to be welcomed. There is a nationwide shortage of technical people and this is particularly evident in the Eastern Cape," he said.

In an interview today the Technikon's public relations officer, Mr Maans Kemp, said until now the technikon had offered tuition in mechanical and industrial engineering but in the same school as electrical engineering.

"During the past few years there has been a significant increase in the number of students enrolling for mechanical and industrial engineering warranting the establishment of a separate school," he said.

The assistant director who has been appointed to head the new school is Mr G W Foley.

Mr Foley, who was formerly head of the Department of Industrial Engineering at the Witwatersrand Technikon, is a member of the council of the South African Institute of Production Engineers.

Because of the increasing demand for mechanical engineers in the Eastern Cape, it would be necessary to give attention to expansion, he said.

In close co-operation with industry an annual programme would be compiled which would provide for all the training needs of the local mechanical engineering industry, said Mr Foley.

This programme, containing information about courses and seminar topics, would be made available to industry in advance, enabling them to plan ahead.

# SCANDAL

14/9/82

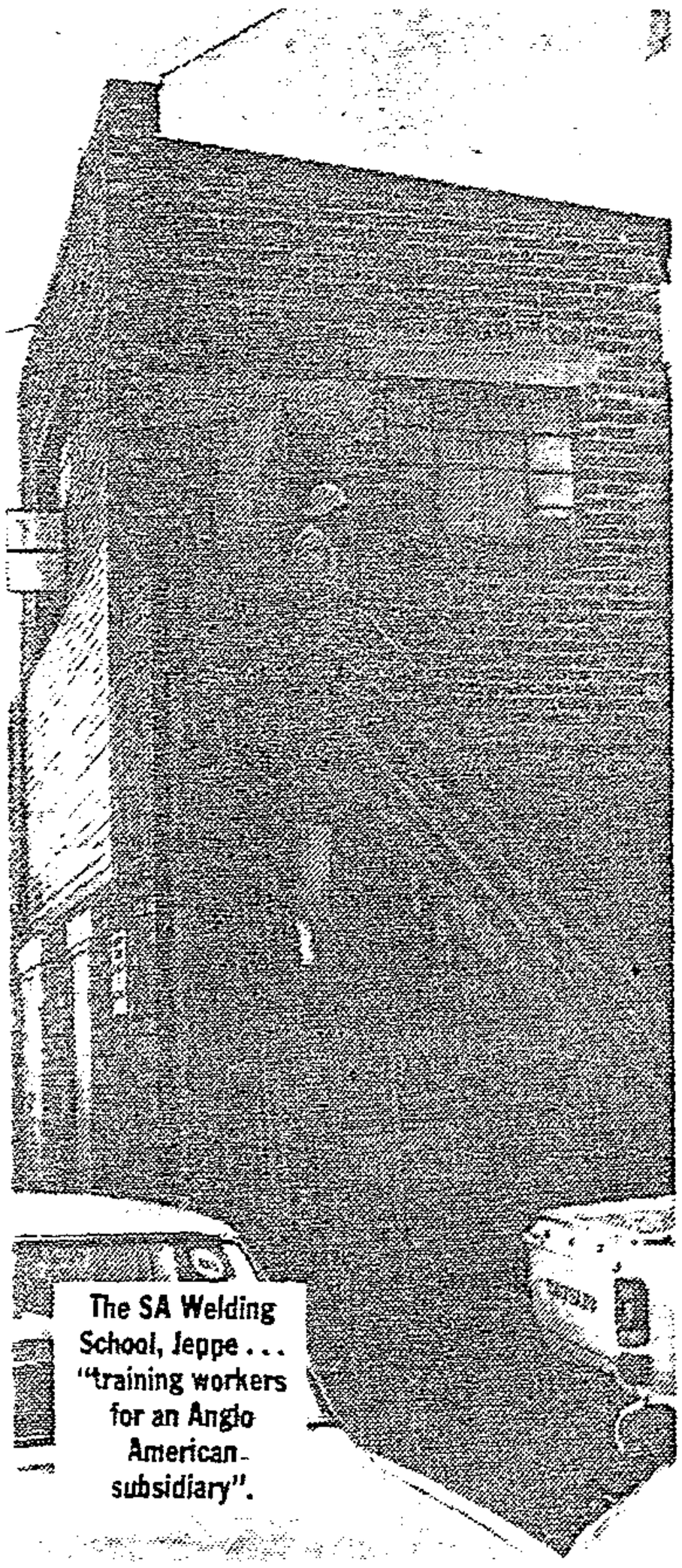
By Hugh Poulter

179

**A PROBE by Industrial Week has uncovered a nationwide racket which is costing unsuspecting blacks and industry hundreds of thousands of rands.**

Ruthless "welding school" operators are charging exhorbitant fees for courses, some as short as a week to turn out unqualified black "welders" onto the industrial market.

Hopeful blacks are spending hundreds of rands to learn to "weld" and all they are receiving is inadequate training and a worthless certificate. Tantalising advertisements from backstreet unregistered "welding schools" fill the pages of black newspapers proclaiming "A trade is a fortune", Earn a R1 000 a month" and "Welding is a trade for your future."



The SA Welding School, Jeppe . . . "training workers for an Anglo American subsidiary".


Tony's Welding School, Booysens . . . "specialises in all types of welding courses".

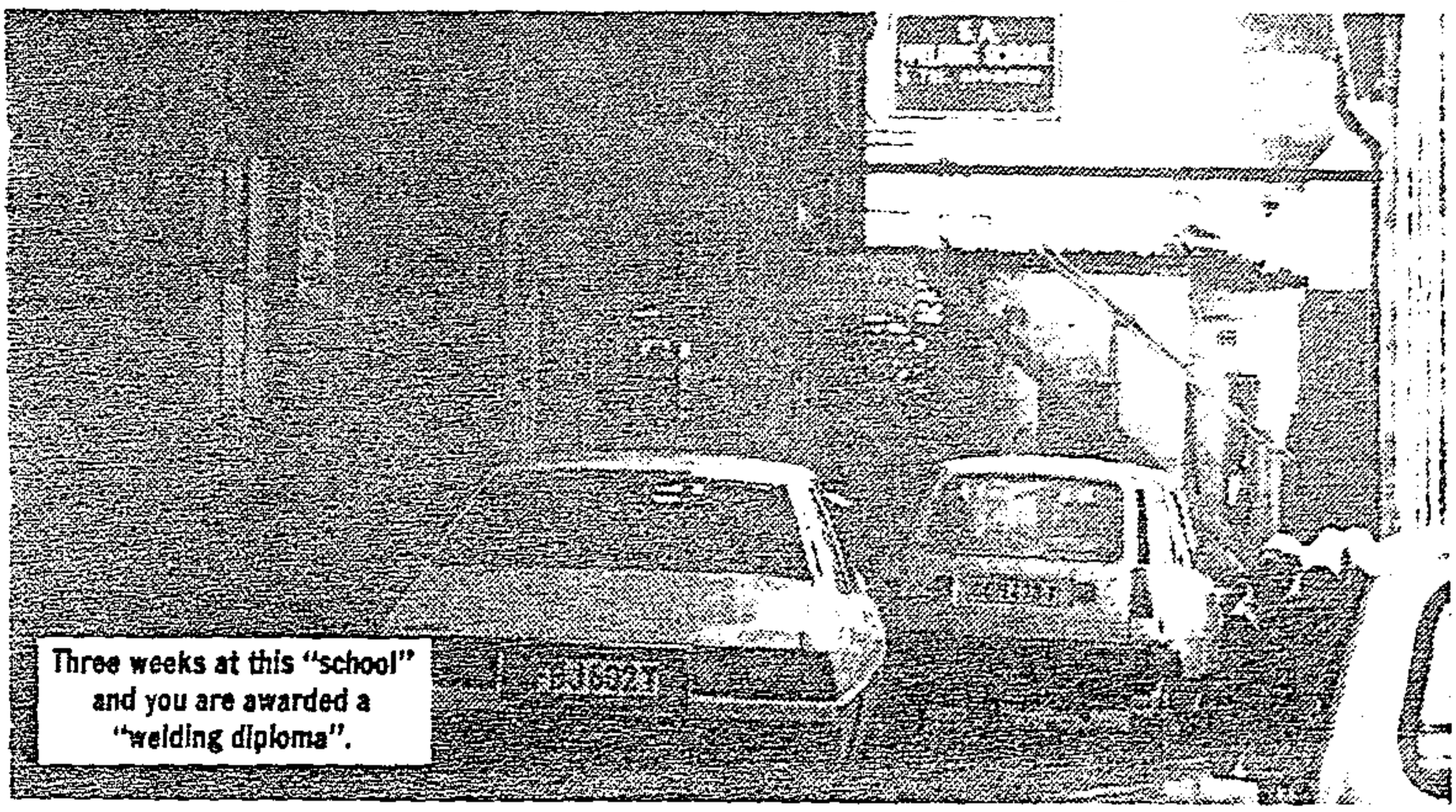
But the courses extending from one to a maximum of 12 weeks — averaging at about four weeks and costing up to R400 — will rarely, if ever guarantee anyone a job as a welder.

Kmetcon Welding School in Alrode offers prospective students "More opportunities", "Big money", and "Better Living" if they take its "specific courses of welding with American technology and excellent German experience" — a two week course in shielded metal, arc plate/stick welding — for R330, is one of eight courses offered.

The cheapest course offered by Kmetcon is a two-day course in oxy-acetylene cutting for R90.

When Industrial Week visited the school the owner Peter Moizz was not there. Students two to a cubicle using small portable electric welding sets were taught by two coloured instructors. The school has been running for 14 months.

The application form for the school states "After completion of the course you will be issued with a welding diploma enabling you to earn R3 00



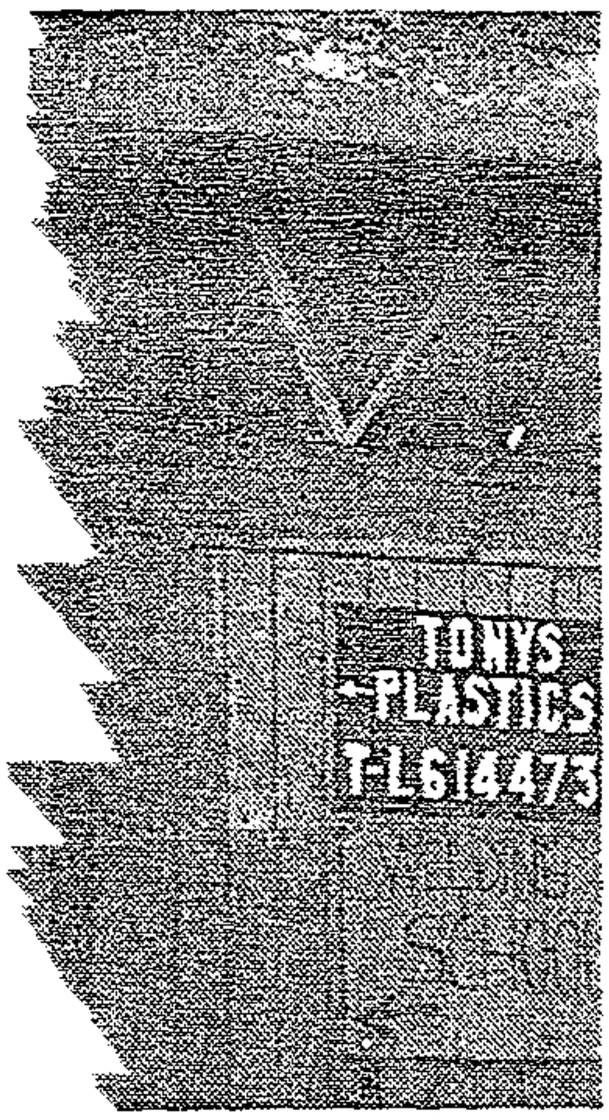
Three weeks at this "school" and you are awarded a "welding diploma".

To Page 2

Inside story on page 2

(179) Industrial Week 14/9/82

# The schools of sorrow




The steps that many blacks hope will lead to a welding qualification and a secure future in industry. Are they left with nothing more than a worthless piece of paper?

From Page 1

to R4,00 per hour and more."

A former welding instructor, who asked not to be named, said that when firms hire welders they give a basic test and are not interested in certificates.

"If a welder came to me with one of those "diplomas" he would have less chance of getting the job because we know from experience they are not adequately trained," he said.

To become a pipe welder you need at least nine months training, he told Industrial Week — the course offered by Kmetcon lasts only three weeks.

SA Welding School, housed in a run-down building in the back streets of Jeppe, offers arc welding training in two to three weeks with a diploma and certificate after passing the in-house test.

The owner, Brian Lush at first refused to speak to Industrial Week but eventually said he felt that three weeks training was sufficient.

"This business has been going for eight years and we are training workers for an Anglo American subsidiary," he said.

Lush bought the business in 1980 and has two instructors who were both trained at Sasol.

Two to three students were crammed into tiny cubicles separated by tarpaulins in an unventilated room.

According to Lush there are two more rooms but he would not let Industrial Week examine them.

## Tony's Welding

Tony's welding school, an upstairs room in a narrow alley in Booysens, boasts that it specialises in all types of welding from normal to coded.

The owner, Tony Da Cunha was not at the school when Industrial Week visited.

A black instructor who was training about six students said he had learnt to weld at a school in Germiston and had about two years' experience.

The courses offered at Tony's range from arc welding (plate down hand) one week, R80 to submerged arc (automatic) eight to 12 weeks, R260 a week.

All payments are made in advance and a deposit of R50 is required on booking, as is the case with most of the other schools.

## A. A. Welding

The instructor said a test is held at the end of each course (he does the testing) but students rarely fail the test and a certificate is awarded.

International Coded Welders says it would like to double or treble your wages by teaching you to weld

"See us without delay and join our American trained instructors and weld for the international standards ..." says the application form.

The MD of the company, Desmond Smith was trained in America according to the receptionist, but he was not at the school when Industrial Week called.

Speaking to three coloured instructors at the school, Industrial Week discovered that they had been trained in SA, one at Sasol and none had more than five years' welding experience.

## INTERNATIONAL CODED

The course offered at International is approximately four weeks long "maybe a little longer depending on your progress" and costs R270.

AA Welding School, recently opened and run by Antonia Silver, the previous owner of SA Welding School, states that it did not invent welding "but we did perfect the teaching techniques".

## KMETCON WELDING

The school consists of about six cubicles partitioned by tarpaulin, each housing a portable electric welding set and one instructor.

Silver was not at the school when Industrial Week called but later he said his specialised teaching technique was his ability to teach

He said he had no teaching degrees or diplomas but later said he had taken a teaching course in America.

Courses offered at AA Welding range from Arc Welding (stick) R130 a week, to argon welding (Tig plate or pipes) R160 a week.

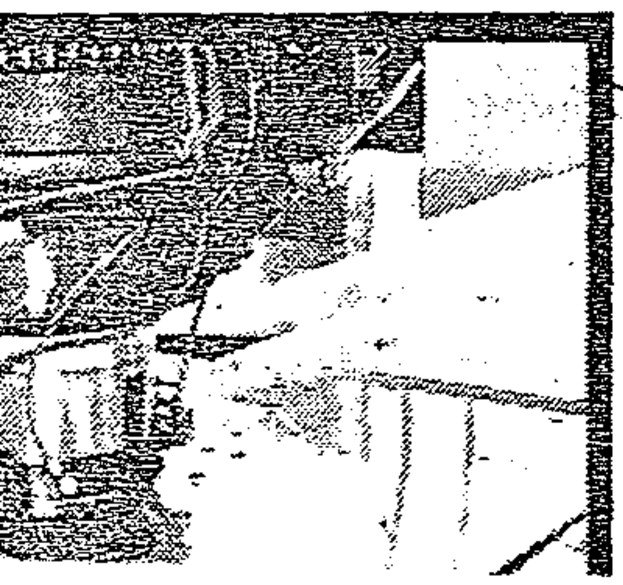
According to several experienced welders interviewed by Industrial Week a welder needs at least a standard 7 education and it is impossible to teach welding in four weeks.

"These certificates are worth absolutely nothing, this is just a money making racket," one of them commented.

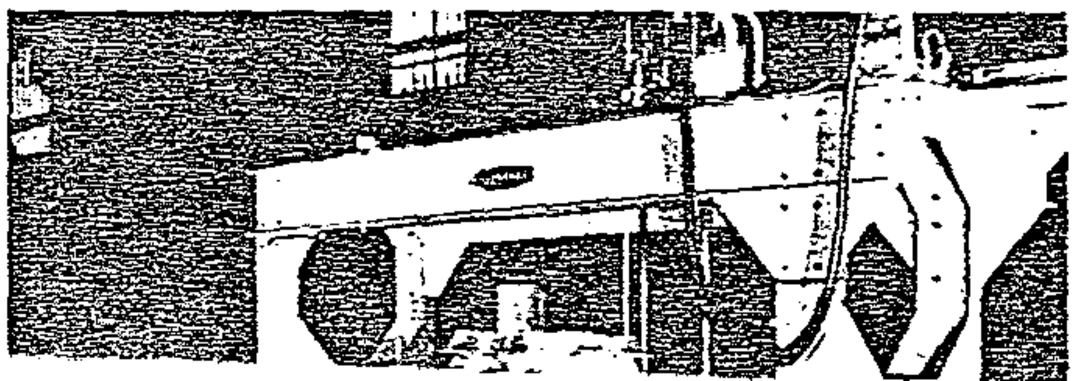
According to the Apprenticeship Act of 1944, to become a trade welder 90 hours must be spent learning basic safety precautions, 180 hours learning hand and workshop tools, 90 hours learning to use marking off tools, 90 hours studying drawings and sketches, 630 hours for oxy-acetylene welding, 180 hours for tack welding, 120 hours for brazing, 90 hours for cutting processes, 1 875 hours for electric arc welding and an unspecified time for practical experience and only then can a student sit for a trade examination.

"An apprentice shall undergo a qualifying trade test as shortly as is practical before the end of the third year of his period of apprenticeship in the practice of the trade in which he is indentured," states the Act.









# Emthonjeni centre trainees triumph

(179) E. Post 15/9/82

By LOUIS BECKERLING
Business Editor

THE Emthonjeni in-service training centre scored a coup in the latest national competition for fork-lift drivers — with no less than 10 top places going to former trainees of the centre.

A delighted Mr Dieter Küsel, director of the centre told BUSINESS POST yesterday that eight of the 10 regional finalists were former trainees of the centre and the first two positions won in the national finals went to men who had attended the centre for special training courses in driving fork-lift trucks.

The competition is organised by the SA Materials Handling Institute and last weekend the finals were staged in the Port Elizabeth Showgrounds.

"Of the 10 regional finalists, eight were trained by Emthonjeni, most within the last year or two," said Mr Küsel, "and in the national finals the top two regional finalists from the Eastern Cape contested the first two places, though in the final analysis their positions were reversed."

Emthonjeni is a non-profit training centre financed by local industry and geared to provide tailor-made training courses designed to satisfy the most pressing problems faced by Eastern Cape businessmen and industrialists

The performance of Emthonjeni-trained personnel against formidable national competition has clearly considerably boosted the image of the Struandale centre.

"We are basically run by industry for industry, and offer a total of 90 modules right across the spectrum," said Mr Küsel.

The centre provides a broad selection of courses in both the commercial and industrial fields.

Courses with commercial applications include those offered to clerical and supervisory staff, staff responsible for industrial relations, and security guards

In the industrial sphere Emthonjeni collaborates with employers in apprentice-training courses in all the trades.

"In addition to our basic courses we also offer refresher courses," said Mr Küsel.

# Govt trains workers in bid to cut jobless

(IT) Industrial Week 21/9/82

ENGINEERING, construction transport and other industries suffering from the shortage of semi-skilled operators have been encouraged by the training scheme for the unemployed now being tested by the Department of Manpower.

The Department's pilot scheme run at three of its eight group training centres, is producing hundreds of basically trained workers a year.

Once the scheme has been evaluated the Department expects considerable expansion in the number of trainees and the number of centres catering for them.

The three training centres providing training facilities for the unemployed are Apex (East Rand), Bloemfontein and Emthonjeni (Port Elizabeth).

The skills in which they give basic training courses of between two and 13 weeks, include welding, steel filing, concrete work, truck driving and security guards.

The demand by industry for various skills is taken into account in determining the number trained in each category.

The training given does not qualify them as artisans, but rather provides basic skills, enabling workers to absorb the more specific training given by their employers.

# H Rohloff to stage new equipment show

H ROHLOFF specialist in materials testing and measuring is to hold an in-house exhibition on November 17 at its premises at 770, 4th Street in Wynberg to show some of the latest technology in this field.

The exhibition will be open to anyone interested in materials testing and measuring. Specialists from H Rohloff as well as overseas experts will be available for discussion.

NEWS

(179) Industrial Week

# Quality of labour must improve, warns Botha

21/9/82

STANDARDS of training for SA's workers must be raised, warned Minister of Manpower, Fanie Botha, when he opened a training school for boiler operators in Bellville, Cape.

Training standards could not be lowered to accommodate people.

Rather, the country had to strive to constantly develop its human resources.

Botha called on employers to ensure that their training programmes, for which they could receive considerable tax concessions, were goal-orientated and effective.

He said it was vital that both employees and employers be aware of the importance of proper placement of trained workers.

Huge sums of money were lost annually in SA through neglect in this.

The Department of Manpower offered a free nationwide vocational guidance service, run by experts, to assist both employees and employers in job placement, said Botha.

# Toyota moves training plan into top gear

(179)

Industrial Week 21/9/82

**"NEARLY 8 000 Toyota employees at the Toyota plant near Durban received higher training in 1981 — and this year the figure will be higher", said training manager, Ernie Ricklan.**

The training ranged from simple literacy classes to sponsoring a university education for potential engineers and managers.

"To start at the induction stage — every employee, regardless of colour or creed, goes through an induction programme," said Ricklan.

"This varies in time, depending on the level of the individual concerned.

"In addition to that, at the lower levels, our new employees also go through aptitude testing to check on their abilities for the job.

"We try to make sure that everyone for a required standard has the right aptitude and ability.

The company has also evolved a complicated system of "worker improvement" programmes that are in operation throughout the year.

"We bring in people who are either non-literate, semi-literate or literate, and offer literacy classes in Zulu.

"As they become literate they go through a selection process where they are assessed for leadership potential.

"If they pass this test they are made into either a group leader B, which carries a set wage in our salary structure, or they are put onto a basic group leader course", said Ricklan.

"We also have a category of trainees here who are taken on for a three year period and during that three year period they are given the opportunity of obtaining a certificate in Supervisory Management.

"Apprentices are also taken on on a normal apprenticeship contact and we send them to the Sugar Association Industrial Training Centre at Mount Edgecombe.

"They spend one three month period each year in the first two years doing their basic skills training and they will do trade test work for 10 weeks during their second or third year and this will help them to become artisans."

**There are generous tax concessions for approved schemes**

# Employers told: train workers for next upswing

(179) Star 22/9/82

By Anthony Duigan

Train now or pay dearly later, leaders of commerce and industry are urging employers as the shadow of retrenchment lengthens over thousands of workers.

And as a spur to hard-pressed firms, the comprehensive tax and cash concessions for private training schemes have been highlighted again by Government and private enterprise spokesmen.

An employer may deduct from his income double the full costs of running a training scheme, a spokesman for the Department of Manpower told The Star.

"In effect, this means that 200 percent of an employer's expenditure on training is deductible for taxation purposes," he said.

Snap interviews with manpower and commerce leaders produced a unanimous message to big and small employers: use the concessions and get in and train now, so that you are ready for the next economic upswing.

"Now is the time to step up in-service training of workers. Increase, do not decrease, training programmes at this point," said Dr Hennie Reynders, chairman of the National Manpower Commission.

An executive of one of South Africa's largest conglomerates said a skills training drive was the only way out of the country's paradox: thousands of workers being retrenched and hundreds of thousands more unable to get any work, yet the shortage of skilled manpower still at a chronic level.

In a recent talk to businessmen, Mr Fanie Botha, the Minister of Manpower, said South Africa needed more than 180 000 skilled workers of all races right now.

Up to the end of last year, close on 250 000 workers were trained under group and private schemes that qualified for tax concessions, the spokesman for the Department of Manpower said.

"These concessions basically cover the cost of training, and the wages of a worker while he is being trained," he said.

Certain cash incentives — non-taxable cash grants — apply to employers training workers in decentralised areas such as Brits - Bronkhorstspruit and the black states.

This concession took effect on April 1 when Section 37a of the Manpower Training Act came into force, the spokesman said. The first grants will be paid after the end of the current financial year — from April 1, 1983.

To qualify for tax concessions (or cash refunds in the case of a decentralisation area) an employer must:

- Work out a suitable training scheme for his and his workers needs.
- Establish measures to evaluate and screen trainees.
- Provide training facilities, equipment and trainers.
- Establish criteria to test a worker at the end of his training.
- Register the intended scheme with the Department of Manpower in Pretoria. This is done by filling in a form obtainable from any office of the department.

For this application, the spokesman said, information was required on the full scheme of training: how it would be done; its connection with the job; and the evaluation / screening used for trainees entering the scheme.

"The completed form must be submitted to the department. One of our six training advisers is then sent out to the firm to evaluate the course," the spokesman said.

If the adviser is satisfied that the course will do what it is designed for, he recommends to the Registrar of Manpower Training that it become an officially-approved course.

**Dr Hennie Reynders ... "step up training."**

"I don't think we have ever totally rejected any course, although we sometimes find gaps in courses and advise how these can be ironed out before approval is given," he added.

If the department refuses to approve a particular training scheme, an employer can appeal to the Minister of Manpower for approval.

It takes from a few weeks to about two months for a scheme to be evaluated and approved, the spokesman said. "How long it takes depends on the schedule of the training advisers, who have to cover the whole of South Africa."

"This should improve when the training advisers are decentralised to the major cities — something we are working on."

Up to the end of last year, 150 000 workers had been trained through 3 722 approved in-house courses run by large and small firms.

Besides schemes run by employers for their own needs only, private in-service training centres to which several employers send trainees ran 1 522 courses for more than 77 000 workers.

Group training at one of the eight Government-built centres accounted for another 13 000 workers.

The tax rebates meant that a company could save up to 84 percent of its taxation expenditure on training, the spokesman said. In other words, an employer would pay only about 16 percent of the actual total costs of a training scheme.

The expenditure that can be claimed includes:

- Salaries for personnel directly associated with operating a training scheme (including medical aid and pension fund contributions).
- The salaries/wages of trainees, for as long as they are being trained.
- Interest on loans used to buy or build a training centre.
- Interest on loans used for financing training equipment.
- Cost of fuel or power used in running such a centre.
- Travelling expenses incurred in running a training scheme or centre.
- Expenditure incurred in the training of instructors for an approved scheme.

The Receiver of Revenue requires these documents before granting the concessions:

- Copy of the letter from the Department of Manpower approving the scheme.
- Statement of the nature and amounts of expenditure claimed for the tax year.
- Attendance register of workers who took the course.

# Retraining will fill the gap

**A retraining centre for women who want to get back to work is to be established in central Johannesburg early next year, now that big companies have indicated they will employ such women. SUE GARBETT reports.**

179

A study of 251 major companies in Johannesburg has shown that 97 percent of them are interested in employing retrained, mature women.

The study which was commissioned by the Johannesburg Womanpower Committee, which is dedicated to alleviating the present skills shortage by getting women out of their homes and back to work, showed that above all, such women require advice, encouragement and assertiveness training.

The direct result of the study will be the establishment of a retraining centre in central Johannesburg early next year.

The demand for such a centre has already been demonstrated in a market research survey earlier this year in which 300 white women in Johannesburg and on the Reef were interviewed.

An astonishing fact to emerge from that study was that half the white women currently employed in business and commerce have no formal training in their jobs.

"Only half the companies in the private sector of Johannesburg and environs are running training schemes at present," the chairman of the Womanpower Committee, Mrs Velia Kirkpatrick said today.

"Since Womanpower started all the committee members have been inundated with enquiries about retraining and about firms that would be prepared to employ mature women," said Mrs Valerie Mickelburgh, marketing manager of Total, who is very keen to see the establishment of a centre.

**VELIA KIRKPATRICK —"women suffer guilt at leaving families, they need support and encouragement."**

Mrs Kirkpatrick said the retraining centre would be run as a pilot scheme initially, that it would be funded by private enterprise and would not overlap or compete with existing training facilities, but would complement them.

"The point is, we are obviously going to fill a gap. Women who have been at home having families are out of date with modern technology.

"But more than that, they feel enormous stress at leaving their families, and guilt at leaving their children. They need support and encouragement, and to talk to others undergoing a similar experience," she said.

These women needed to be taught how to manage their homes so they could go out to work and also how to handle interviews which they often found nerve wracking.

A centre run by, and for women, would do this.

The study refers to a retraining scheme which was run for a couple of years by Anglo American Insurances, in which Maureen Rawlins, at that time company personnel manager, put office equipment at the disposal of mature women.

And while skills returned fairly quickly says Ms Rawlins, lack of confidence was a big barrier. She found when women rang for an appointment, "they were absolutely terrified."

The Anglo scheme however, was free of charge, whereas the Womanpower retraining centre will charge a reasonable fee.

"My hope is that women will not only be retrained, but those already working will come to the centre for skills upgrading, freeing jobs for black women who are coming on to the market in ever increasing numbers," says Mrs Kirkpatrick.

"The centre will be non-racial and non-profit making," she added.

Mr John Oosthuizen, a businessman who carried out the feasibility study for a retraining centre, said that after two months of interviews which took him right across the country, he had been stunned "by the number of intelligent women out there who are depressed and frustrated about getting back to work.

"They don't want to go to an institution geared to pushing young girls into the work force. Many of these women are over 40, and they don't want to go back to school, to be pressurised and then go home and swot all night."

**THE MATURE WOMAN — wanted by big companies but terrified about returning to work.**

Mr Oosthuizen said he had spoken to several industrial psychologists who emphasised that seminars where women were stimulated for a day or two did not help because they turned into "popped balloons" once they got back to their home pressures.

He said, candidly, he had believed a woman's place was in the home before he'd done the survey, "and this belief, shared by so many other South African males, is one of the major problems working women face."

His study includes a list of skills for which retraining is required which are listed here in order of priority: typing, shorthand, dictaphone, word processing, telex, switchboard and bookkeeping.

The centre will provide retraining in order of these priorities.

● For further details telephone Velia Kirkpatrick at Johannesburg 336-6525.

# Study leave for staff

D. Dispatch 28/5/82 179

EAST LONDON — Study leave on full pay for municipal employees was approved by the city council last night — but not without strong opposition from one councillor, Mr Fred Stakemire.

Mr Stakemire said he saw no justification why ratepayers should pay for employees to improve their own positions — sometimes to leave the municipality for more lucrative positions.

However, no-one supported Mr Stakemire's motion to scrap the study leave scheme.

Mrs Elsabe Kemp said there was a serious manpower shortage in the country and that people should be encouraged to learn new skills.

"This is something the council can do to help in training and I think it does benefit the municipality."

Mr Donald Card said the council had now done just about all that was possible to make municipal service attractive in order to get better productivity.

"We have done all that is possible, and this must be about the last thing we can do, for our staff. Now we can point a finger at the staff and demand greater productivity," he said.

In terms of the resolution passed by the council, employees can be granted a maximum of 15 days special study leave with full pay every year for a study course approved by the Staff portfolio chairman, the Town Clerk the responsible head of department and the Director of Management Services.

The leave will only be granted once for any degree or diploma and if the employee fails, there is no second chance.

Employees studying for a university degree or equivalent as determined by the Human Sciences Research Council and approved by the city council can be granted three days special study leave for each examination subject to be written or one day study leave for other fields of study.

Employees can also be granted one day special leave for the writing of each examination paper or papers. — DDR

to its future.

RDM 22/9/82

# Better work links planned

179 Pretoria Bureau

THE Minister of Manpower Mr Fanie Botha announced in Pretoria yesterday the Government would make funds available for training in labour relations.

Launching a training course for officials of the SA Iron and Steel and Allied Trades Association, the Minister said the basis on which grants would be made was still being considered and he hoped to make an announcement soon.

Business Mercury

# Plea for faster training of black people

Financial Editor

THOSE who think that the economy has deviated little from the 1979-80 era will have sober reading in the Natal Chamber of Industries' annual economic review the president, Mr Ken Lunn, told the annual meeting yesterday. Other points he made were:

● The reluctance of employers to train black people — which they should be doing if they wanted to see the emergence of a stable middle class.

● The current downswing was forcing employers to grasp the nettle of cutting back from the levels of a more prosperous period — this could be in overtime, days worked, unpaid leave or staff cuts.

● Redundancy and retrenchment were proving fertile grounds for unions to negotiate retrenchment agreements and severance pay.

Reverting to the economy Mr Lunn said: 'Many people say that we should not talk ourselves, or the economy, into a recession or depression. Up to a mendable but it would be undesirable — even dangerous to allow this philosophy to lead to a disregard of cold hard facts.'

Mr Lunn said that industry had, in the past, been rightly criticised because of the slow training of black people.

'It is taking a long time for industrialists to absorb into the system black persons who can fill positions which call for higher practical and managerial skills.

## Stability

which we are vulnerable as output rises rapidly under conditions of economic boom.'

He said that if these black people can be trained to fill better positions it would help provide the country with the longer term stability which it needed.

'They are the blacks who when all obstacles are finally cleared away will become property owners who will adopt a Western way of life, who will see the benefits which flow from the private enterprise system and who will form our firmest bastion against onslaught from abroad.'

The chamber planned to expand its labour relations services to members 'in what I believe to be an exciting and, from our members point of view, a most valuable way.'

# Growth of 1,6pc expected for 1982

Financial Editor

REAL growth for 1982 should be no more than 1,6 percent — compared with 7,8 percent in 1980 and 4,7 percent in 1981, the economic report of the Natal Chamber of Industries presented at the annual meeting yesterday said.

The year from July 1981 to June 1982 showed a 'well-defined shift in the economic circumstances of the land.'

In the first quarter of 1982 the physical volume of manufacturing was well maintained, showing an increase of 5,8 percent over the same period in 1981.

In the second quarter the position began to deteriorate and in May an actual decliune in output was recorded for the first time in almost five years.

The report said private consumption expenditure began to ease slightly in the first quarter with an annualised increase of 2,2 percent compared with 6,3 percent in 1981.

## Services

'Outlays on semi-durables and durables levelled off and it was in the categories of non-durables and services that real increases were recorded.'

Consumer spending should be cut back as a number of factors start to bite more deeply. These are:

● A reduction in take home pay as tax rises;

● An increase in GST;

● A reduction in overtime by the civil service and private enterprise;

● Higher interest rates;

● A sharp reduction in the level of personal savings.

'These pressures will take increasing effect in the second half of 1982 and coupled with careful monitoring of the money supply and firm control of Government expenditure, should bring about a cooling of the over-heated domestic economy.'

# 70 black pupils get study help

(179) Star 29/9/82

Seventy Standard 8 Soweto pupils who have been selected for their potential for careers in civil engineering are to receive sponsorship and assistance from the civil engineering industry.

The pupils were selected from 250 who attended a three-day career-oriented course in Soweto in June.

The sponsorship is part of a pilot scheme aimed at developing pupils of promise to matriculation stage and at encouraging them to undertake a suitable civil engineering course at a university, technikon or technical college.

The pupils will attend a further three-day course at Thaba Jabula High School from today. The course will include a workshop aimed at helping creativity and improving perception in engineering.

There will also be a feedback session with discussion.

Director of the project, Miss Lente-Louise Louw said support for the scheme had been extremely encouraging and moves were under way to broaden its scope next year.

# Use slump to improve skills, says motor chief

Business Editor

A POOR supply of skilled workers is demanding a high price from the motor industry — though the current economic downturn offered an ideal opportunity to remedy this problem.

This message was spelt out today in an opening address to the annual conference of the Motor Industries Federation by Mr Ernie Keevill, president of the SA Motor Industry Employers' Association.

Reviewing the fortunes of the motor industry during the past year — against a backdrop of strikes in the Eastern Cape — Mr Keevill noted that the critical shortage of skills encouraged unrealistic wage and salary demands during boom periods.

"There can be no doubt that this is a very unsatisfactory state of affairs for which this industry is paying a heavy penalty.

"Employers are not in a position to obtain optimum benefit from booming economic conditions, nor is South Africa in a situation to develop its full potential and in addition the industry is fuelling an already unacceptably high rate of inflation."

Under the circumstances, Mr Keevill said, employers should exploit the economic downturn to re-organise their labour force and "train as many workers as possible to meet the demands of the next cyclical upswing".

And this, he added, was predicted to become "the biggest boom South Africa has yet seen".

Analysing the industry's labour problems in greater depth, Mr Keevill said the great expectations occasioned by the recommendations of the Wiehan Commission had not been realised

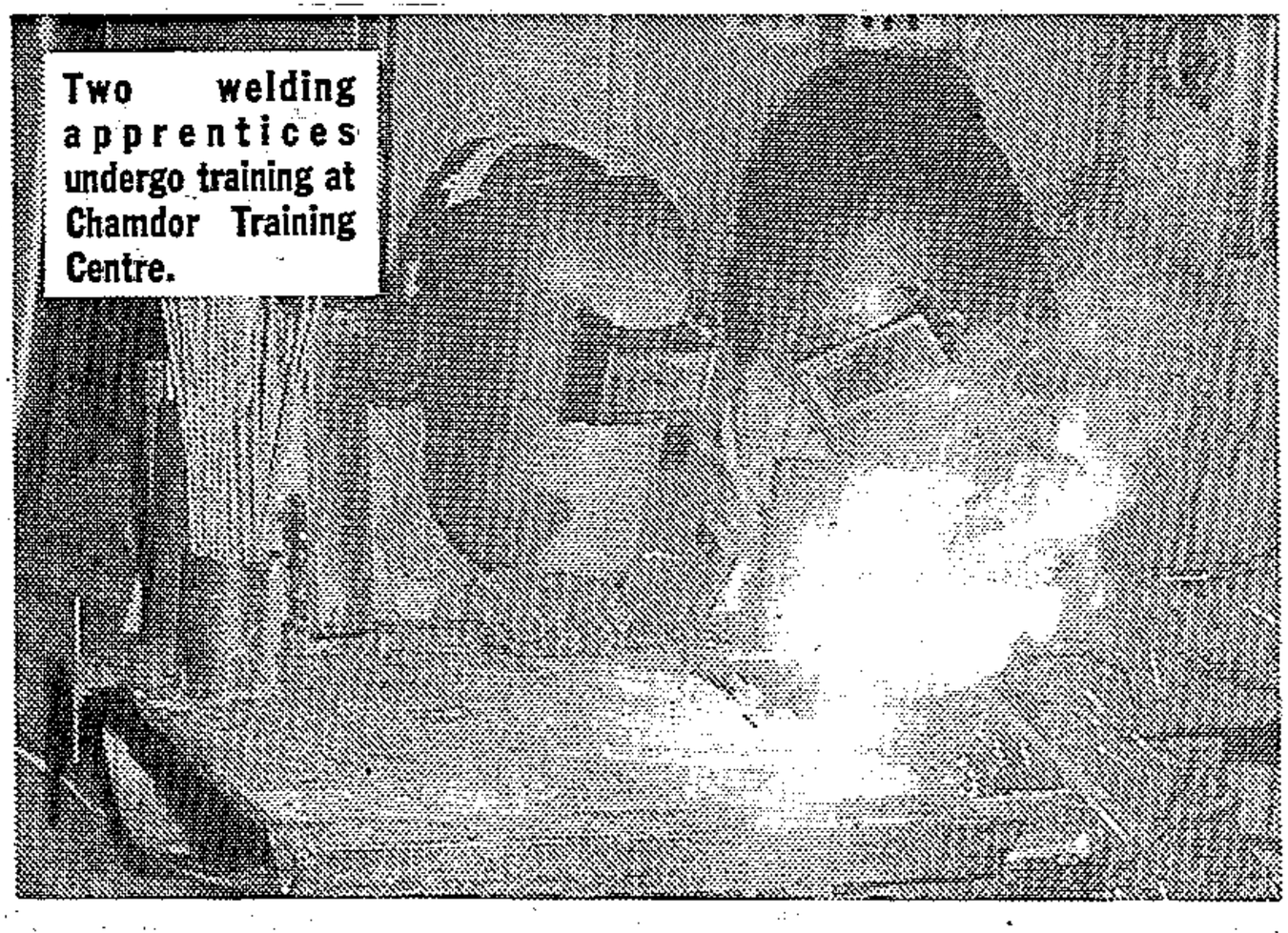
"It was generally thought when the Government accepted the recommendations of the Commission in regard to the training of skilled workers that once these race and colour barriers were removed, we would be in a position to solve all the industry's skilled labour problems.

"This did not prove to be the case as it soon became evident that it was extremely difficult even in the large metropolitan areas to find blacks with the necessary educational qualifications to be indentured as apprentices."

However, in terms of a new agreement in the industry employers are now permitted to upgrade certain semi-skilled workers to the position of "B/A journeymen" who may be employed in previously outlawed areas under supervision of a qualified journeyman.

"It is estimated that the industry employs about 3 000 of these semi-skilled workers who will qualify to be elevated to B/A journeyman status. This means that we could enhance our skilled workshop labour force by about 10%."

Mr Keevill said employers should now devote attention to introducing "modular training" to encourage the progressive advancement of skills and also to the introduction of formal training for parts' assistants.



Two welding apprentices undergo training at Chamdor Training Centre.

# Top school snubbed by management

(179) Industrial Week

5/10/82

By Hugh Poulter

**WHILE blacks are flooding to unscrupulous welding "schools" to try and learn the welding trade, Government registered training centres such as Chamdor are being neglected by bosses in industry.**

Arthur Johnson, the Chamdor Training Centre welding instructor told Industrial Week that the Chamdor welding course is only operating at a little more than half capacity.

## Pathetic

"The response we have been getting from industry is pathetic.

"At a recent open day where we sent out more than 100 invitations to businessmen less than 10 could find the time to come and see what we are doing at the centre.

"At the beginning of the year we were fully booked for at least six months ahead, but as companies are affected by the recession they cut their training budgets and cancel bookings.

"This is completely the wrong attitude because companies should be using this time of recession to train labour for the expected upswing in the economy.

"I would say that a great deal of companies are going to be caught in a labour crisis when the economy improves."

The Chamdor centre has three well equipped workshops which can cater for up to 30 trainees.

The most basic course offered at the centre is a six week electric arc welding coruse which teaches students all positions (flat, horizontal, vertical and overhead) as well as corner welds, square butt welds, fillet welds and lap joints.

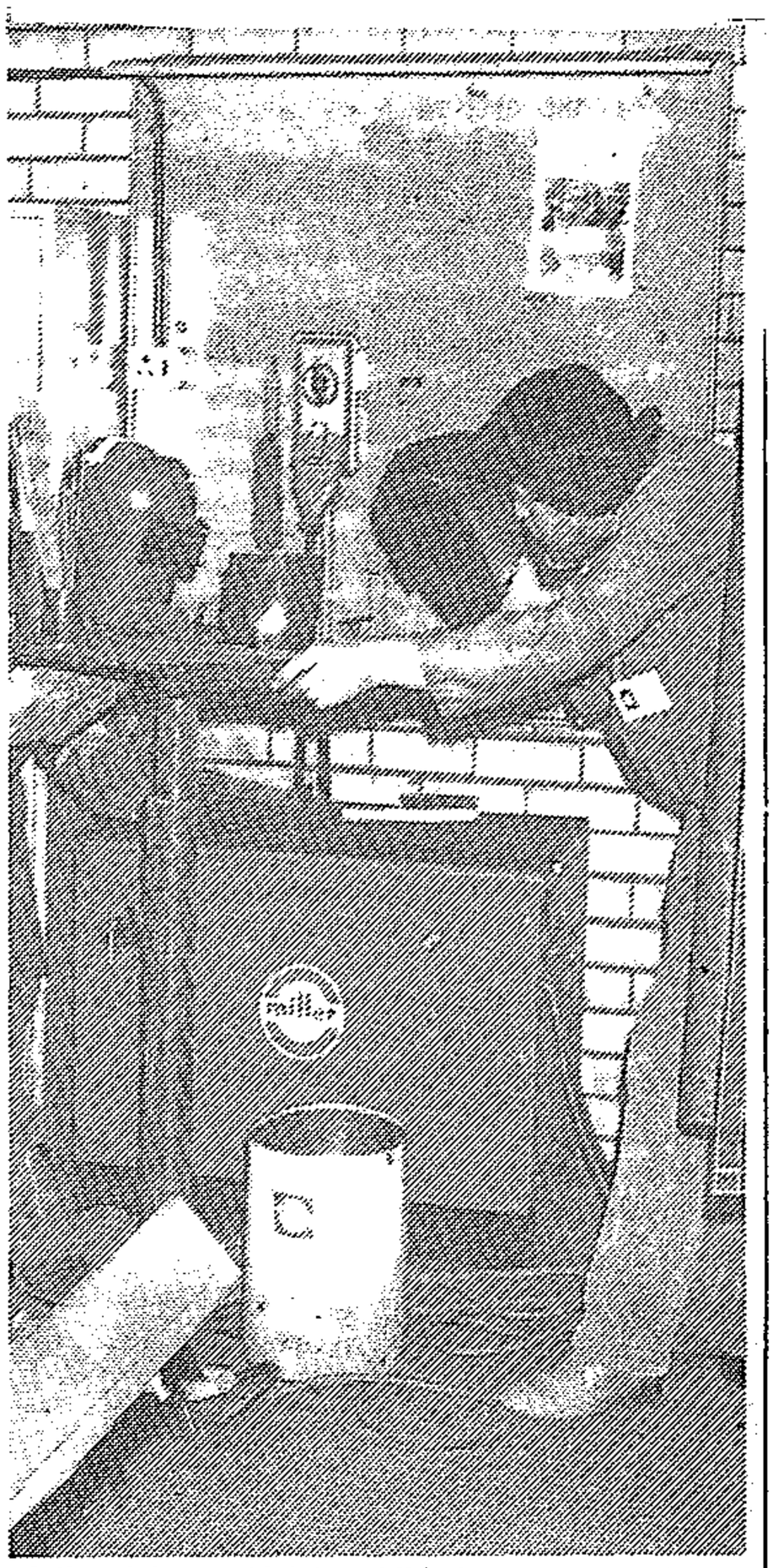
The centre falls under the Department of Manpower's auspices and is subject to regular scrutiny by departmental inspectors.

## Subsidised

The centre concentrates on training workers that are subsidised by their companies.

"At Chamdor there are hostels and catering facilities as most of the students live at the centre.

"What we like to see are companies sending men to be given the basic training course and then sending them back for more advanced courses once a year but very few companies are prepared to do this," said Johnson.



Arthur Johnson (right), welding instructor, teaches a student at Chamdor Training Centre.

# Manpower must match growth

## Viljoen calls for training of blacks

(179)
RDM
6/10/83

ECONOMIC growth will come to a halt for lack of trained manpower unless, says the Minister of National Education, Dr Gerrit Viljoen, there is a dramatic increase in educational opportunities for blacks.

He says that by the end of this century not enough whites will be leaving the education system to fill skilled jobs now held by whites.

This does not take into account those needed annually to fill additional skilled job opportunities created by economic growth.

"Unless we have a dramatic increase in educational opportunities for those sections of the population whose education systems are not yet fully developed, the engines of our national economic growth and development will grind to a halt for lack of trained manpower to drive them," Dr Viljoen says.

One of SA's major causes of inflation is an insufficient supply of skilled people. The consequent pay spirals can be checked only by educating and training more people.

Low productivity is also largely the result of an insufficiently educated and trained workforce.

Dr Viljoen says it has long been clear that more and better education and training means this should apply to all population groups "and especially increased education opportunities for our non-white population".

He made these points yesterday in a speech to the Transvaal Chamber of Industries annual meeting in Johannesburg.

Dr Viljoen ... need for a change in attitudes as well as more cash

He says that on one hand there is the tremendous challenge of the almost threefold increase in the projected total number of black school pupils between 1980 and the end of the century.

"On the other stands the even starker reality of the anticipated decrease in the total number of white pupils, from about 960 000 in 1980 to only 740 000 at the end of the century."

Expanding education for black children has seen the percentage of pupils rise from 36,7% in 1955 to 80% in 1982. The number of black secondary school pupils increased from 147 000 in 1974 to more than 600 000 in 1981. From 1977 to 1982 the number writing matric leaped from 11 000 to 70 000.

Dr Viljoen says the Department of Education and Training budget increased by 1 343% from 1970 to 1980 "and considerably since then". Total State allocation for education at all levels and to all people this year is R3,41bn — 16,1% of the national budget — compared with R3,09bn for defence.

He says that coping with this explosion in education is not merely or even primarily a matter of financing and increased funding.

"I wish to plead for more understanding of the fact that the ability and capacity of a community and its education system, to absorb and successfully assimilate such an explosion and its concomitant tensions, also depends on the level of development, and the overall stage of modernisation and sophistication of the community concerned."

An increase and an improvement in education opportunities for black children is "primarily a question of development, by which the capacity of the communities concerned to help themselves is increased. Like all forms of human development, this takes time.

"Even though education budgets are vastly increased, the capacity to use such budgets towards successful education programmes takes time and patience to develop." — Sapa.

# Etheridge plea for black training

RDM 9/10/82

SOUTH Africa had a serious shortage of skilled labour in critical categories, Mr Dennis Etheredge, executive director of Anglo American Corporation, said at Sun City yesterday.

He told a plenary session of the Institute of Personnel Management convention on the third world that there was an arrogant attitude that if there were enough whites to fill all the skilled posts in South Africa, there would be no need to train blacks.

"I hope that this view is not widely held among personnel managers and industrial relations specialists, but it is common elsewhere. Fortunately, most of us believe that men and women should be given equal opportunities for training to the limits of their capacity and that should be filled on merit."

Mr Etheredge gave a brief profile of the black worker:

- He will have at best a primary education=
- He will be in an English- or Afrikaans-speaking environment, but neither of them will be his home language=
- He will be a migrant who has left his family behind, or he will be an urban dweller living in crowded conditions=
- He will be in a job where his career opportunities are greatly limited=
- He will not be free to move without restriction in the labour market=
- If he is an urban dweller, he will be faced with conflicting cultural values=
- He will not be paid enough to ensure that his family is properly fed and housed.

Mr Etheridge said: "Motivation is needed if a man is to have the work ethic and clearly the average black worker with the profile I have given is not motivated. In fact, he is often demotivated."

There was the "greatest imperative need" to educate and train the black population and this should not be measured by the shortage of white skilled workers.

"I would like to make an appeal to Government to apply favourable tax treatment to literacy and numeracy training. It is regarded as education, but it is not at the level which attracts tax-free donations and because it is education, this training cannot be registered as industrial training to gain those tax concessions."

* * *

ONLY when targets have been established as to the proportion of future managerial posts which will be filled by blacks will it be possible to embark on programmes which ensure the necessary coaching, training, development take place.

This was said by Mr K B Hofmeyr, senior lecturer at Unisa's School of Business Leadership.

"A number of South African companies, notably the American multinationals, have subscribed to programmes of this nature and despite resistance to, and criticism of, the codes of business conduct they have brought about advancement which would otherwise not have occurred.

"South African companies that are serious about developing black manpower should ensure that potential managers are given meaningful, clearly defined jobs, which are part of a planned career path."

He believed that the relationship between the potential manager and his superiors was critical.

"The initial responsibility for training and development lies with the manager and, secondly, the boss will have the greatest impact on the potential manager's development. Therefore an important area of the training is that off training managers to be effective coaches."

In spite of the manpower statistics and economic indicators which highlighted the need for increased participation by blacks in senior positions in companies, little progress has been made in advancing them into these positions.

There was some resistance to black advancement, particularly among whites whose job security was threatened.

"A lot of what is going on now in companies is cosmetic," said Mr Hofmeyr.

"It relates back to the problem that blacks are often put into window-dressing jobs, which are not clearly defined in terms of key performance areas, standards of performance and authority. This aggravates the marginal position which blacks hold in South African society.

"If companies don't give blacks clarity, they are never going to become part of the business world. If companies want to have more black managers they must allow them to take more risks — with the necessary support from their superiors." — Sapa.

Sowetan 11/10/82

# Skilled labour warning

(179)

SOUTH Africa had a serious shortage of skilled labour in critical categories, Mr Dennis Etheredge, executive director of Anglo-American Corporation, said at Sun City at the weekend.

Addressing a plenary session of the final day "Third World" Institute of Personnel Management convention, Mr Etheredge said there was an arrogant attitude that if there were enough whites to fill the skilled posts in South Africa, there would be no need to train blacks.

"I hope that this view is not widely held among personnel managers and industrial relations specialists, but it is common elsewhere. Fortunately, most of us believe that men and women should be given equal opportunities for training to the limits of their capacity and that should be filled on merit."

Mr Etheredge said there was the "greatest imperative need" to educate and train the non-white population and this should not be measured by the shortage of white skilled workers.

"I would like to make an appeal to the Government to apply favourable tax treatment to literacy and numeracy training. It is regarded as education, but it is not at the level which attracts tax-free donations and because it is education, this training cannot be registered as industrial training to gain those tax concessions." — Sapa.

# Computers

Mercury 15/10/82

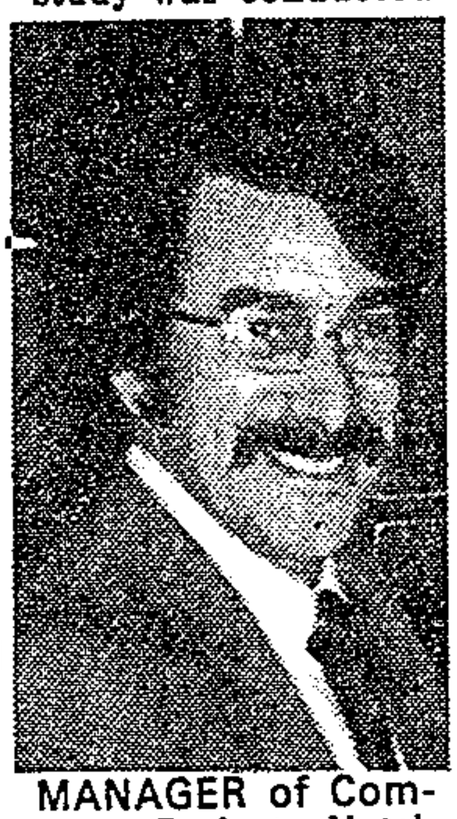
By Bill Faill

**PRESENT trends in the computer industry, and its acceptance by commerce and industry generally, must surely indicate that the electronic office is here and will develop rapidly over the next few years.**

179

The electronic office consists in part of computers and word processors. As these are both sophisticated electronic devices using programmes to carry out their various functions, the system will only be as good as its operator.

Computer Projects, being an established company in the sales of computer hardware, realised the growing need for trained computer staff. A viability study was conducted



MANAGER of Computer Projects Natal, Mr Stewart McPhee.

and soon confirmed what was already known — there is a shortage of proficient mini-computer and word processing operators in South Africa. Computer suppliers confirmed that approximately 65 percent of systems failure is due to poor operator training and lack of skill.

South Africa's computer industry is as advanced as that of any other country in terms of technology and systems available, but we do not yet have enough people to run these electronic office devices.

## Reluctant

So Computer Projects' training division was launched. Once established in Cape Town, it was a matter of course to look at the needs that existed in the rest of the country.

Computer Projects Natal operation was launched to help fill the need in this Province.

Yet firms here are proving very reluctant to get their people trained, says Stewart McPhee of Computer Projects. This is not the case at all in Cape Town where many companies have gone in for upgrading staff through the courses offered.

'Perhaps companies here don't realise that they can claim back most of the expenses involved in the courses, which run for a few hours each day for just over two weeks,' he says.

The most common office functions that are handled by computers are debtors, creditors, stock control, general ledger and payroll systems. In order to control systems like these on a computer, the operator needs to know what these in fact do, and secondly, how the computer will assist them in doing it.

## Practical

A course dealing with the practical side of financial accounting, using a mini-computer, is also offered. An operator using a computer to process debtors, for example, must have an understanding of the complete accounting system. This training is executed through a computer tutorial — the computer teaches the operator how he or she should operate the computer!

Computer Projects uses Wang and Cado word processors for training but trainees are acquainted with the operation of other types of word processors.

People with a practical typing background are elegible for the word processing courses which last for approximately 20 hours. The duration and times of the courses are totally flexible.

A practical and theoretical examination is taken by the student at the end of a Computer Projects course and a certificate of competence is issued to successful candidates. Should students require additional time to master various techniques there is no extra charge.

Research confirmed that some of the common problems experienced by the large word processor users are the general shortage of trained people and also the fear of computers which can best be described as a fear of the unknown. A few hours of operating a machine in the right environment will give the operators confidence and help them realise that the machines are there to assist them.

Individual tuition is given using a complete word processing system for each operator.

The projected growth in the computer industry is incredibly high and the question 'How can I get into computers?' is often asked. Having an overall awareness of what computers can do so that you can decide in which area of computing you want to specialise is the first step.

Apart from the Accounting and Word Processing courses Computer Projects Natal will be announcing introductory courses to guide newcomers to the industry in their decisions.

Mr McPhee manages Computer Projects and is well known throughout the industry. Carol De Wet assists him as training manageress.

Sowetan 27/10/82

# Unions asked to help train artisans

THE IMPROVEMENT of the manpower situation in South Africa requires the involvement of the State, employers, workers and trade unions which play a vital role in many spheres.

The director-general of the Department of Manpower, Dr Piet van der Merwe, said this week that in the vitally important sphere of training the involvement of these factors was ensured through the appointment of trade unionists and employers to the National Training Board and its committees.

There was an equal number of employer and employee representatives on the board's 33 manpower training committees and 33 sub-committees.

"The fact that on average 11 000 apprenticeship contracts are registered annually, and that every application is considered by a manpower training committee or sub-committee, is an indication of the extent to which trade unions are involved in the training of our artisan force.

"It is therefore imperative that every person who serves on a manpower training committee should be dedicated to his taste and qualified to fulfil his role as a member," Dr van der Merwe said.

Trade unions had a further responsibility towards training namely to encourage their members to improve their skills wherever the need or opportunity arose.

Considering the role of trade unions in the maintenance of labour peace, there office bearers had a responsibility to be fully conversant with the more important aspects of labour rela-

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Trade unions had a further responsibility towards training namely to encourage their members to improve their skills wherever the need or opportunity arose.

Considering the role of trade unions in the maintenance of labour peace, there office bearers had a responsibility to be fully conversant with the more important aspects of labour relations.

His department was prepared to assist trade unions financially to conduct training schemes for their staffs and members on labour relations.

To date, the response to this offer had been disappointing — only one trade union had taken up the challenge and submitted a comprehensive in-service training course to the Department for its approval.

Trade unions could also help ensure that the skills of trained workers are effectively utilised.

TECHNIKONS

FM 29/10/82 (179)

# Private sector lends a hand

The Mangosuthu Technikon in KwaZulu will train 185 full time black students this year, giving them technical skills equivalent to university graduate standard. Plans are to lift its output to 842 students by 1987. If the college is to implement its expansion plans, it will have to find some R13,5m in the next five years.

This will be no simple matter. Unlike other tertiary educational bodies, Mangosuthu expects to fund its expansions from private sector resources — just as the R6,7m cost of its establishment was provided by private enterprise.

Financed mainly by the Anglo American/De Beers Chairman's Fund, Mangosuthu is the first technical education institution to be established by the private sector since the establishment at the turn of the century of SA School of Mines in Kimberley and Johannesburg (now the University of the Witwatersrand). The idea of establishing the college was first propounded to the then chairman of Anglo and De Beers, Harry Oppenheimer, in 1974 by Chief Mangosuthu Gatsha Buthelezi, after whom it is named.

As such, it is probably an outstanding example of the growth in the private sector's involvement in providing technical training facilities over the past three years. This has come about only because of new attitudes on the part of employers and government.

Many large organisations, such as Anglo, Barlow Rand, Volkswagen and Anglo Alpha, have established in-house cen-

# Trade unions fail screen test

Star 2/11/82 179A

**Thomas Land urges more research into the microchip's impact on workers.**

Trade unions are blundering into agreements on the introduction of computer-based technology with only the faintest notion of the possible impact of new working methods on their members.

Only in a few countries — notably Canada, the United States and Germany — are serious attempts being made to understand what the arrival of the microchip may mean to the worker.

A recent report by the Institute of Labour Science at the Technical Unsversity of West-Berlin identified several problems associated with word processors.

The human eye is stressed — and sometimes over-stressed — in several tasks. The main stress factor is the frequent switching of the eye from keyboard to screen and back. Researchers counted the number of head and eye movements, which in some operators amounted to 33 000 a day.

The ill-effects were identified as eye strain, backache, boredom and fatigue.

Worried by widespread uncertainties about the health effects of visual display units, the Canadian Labour Congress last year launched a survey among 2 500 operators, while the American Newspaper Guild, in co-operation with the Mount Sinai School of Medicine in New York City, is undertaking an extensive specialist study.

"Most governments, employers and trade unions are making efforts to diminish the impact of the introduction of new technologies," says a study by the UN's International Labour Organisation, "but they admit that little is known about the long-term medical effects of using the new technology."

The ILO study — "New Technologies: Their Impact on Employment and the Working Environment" — cautions that "response to the health risk has been merely to negotiate 'technology' agreements which include safety and health clauses, but these vary enormously. The general attitude is to accept that there may be potential dangers and keep a watchful eye on future negotiations."

In France, 48 keyboard operators recently won acceptance of their demands for an extra 25-minute daily break and the option of working one hour a day without using display screens.

Insurance workers in West Germany also combine display unit work with other tasks.

Such agreements are reached in many countries in the absence of sufficient knowledge of the essential factors under negotiation — even though the number of people soon to be employed at screen-based visual display units is estimated in hundreds of thousands.

If the bargaining parties and their governments are to discharge their responsibility to these technicians of the second industrial revolution — and to wider society affected by it — they must stop pretending that they are confronting a routine industrial problem and hasten to remedy their ignorance. — Observer News Service.

S. Times 6/11/83 (179)

# R600-m is needed for training — HSRC

By Angus Macmillan

SOUTH African employers will need to spend more than R600-million on training between now and the turn of the century if they are to cope with a 75% increase in the economically active population.

More than 2-million professional and managerial staff will be needed in the next 10 years, 500 000 skilled personnel and at least 1-million semi-skilled workers, the Human Sciences Research Council estimates.

But, despite the lure of double-deductible tax concessions, training has flattened out after a 70% increase directly after the introduction of the concessions in 1979, and will have to pick up considerably if significant inroads are to be made into the skilled deficit.

Figures from the National Manpower Commission emphasise the severity of the situation by showing the disturbing shortfall in technical and artisan skills.

At an annual growth rate of 4,5%, South Africa needs to produce 9 500 technicians and 20 000 artisans a year, whereas current output is 2 000 and 10 000 respectively.

Another facet in the skills dilemma is the fact that by the year 2000 900 000 blacks will have to be drawn into traditionally white management jobs if the country is to fill crucial job categories.

Bearing this figure in mind, much will have to be done, as the Research Unit for Education System Planning reveals that only 720 blacks received degrees in 1982.

Martin Westcott, MD of PE Corporate Services, one of the country's largest professional trainers, maintains that the national accent shuld be on productivity training and that more employers should be aware that tax concessions have reduced their investment/return risk to 8% of the cost of training.

"Given a company tax rate of 46% and the fact that training costs can be deducted from profit margins and then again in isolation, State intervention is relieving companies of 92% of their training costs," he says.

"This means that the State is effectively paying for training by forgoing more than R100-million a year in possible taxes."

Before the introduction of concessions many companies were loth to provide their staff with expensive transferable skills only to see them job-hop to more lucrative offers of employment.

Mr Westcott says this attitude no longer stands up, as training costs are now almost totally recoverable through concessions.

However, in some large, decentralised businesses, department heads are often wary of allocating large sums to training, as when tax deductions are accrued they are swallowed up within the organisation.

In contrast to many other commodities, there is a possibility that training costs will actually decrease.

With the introduction of programmed training modules, paid instructors will be less necessary. Instead of one instructor for 10 trainees the ratio could quite easily change to 1:50.

Martin Birt, a senior lecturer in the business science faculty at the University of Cape Town, suggests that returns on training investments are likely to be different for white and non-white workers due to the restrictions on the mobility of black workers who compete in a smaller section of the economy.

He adds that the willingness of the non-white to forgo higher benefits during training is unlikely if the likelihood of increased future earnings is not perceived to exist. But this problem has really been done away with by the tax concessions.

"The State's response to the problem of greater demand than supply of skilled labour has been taken in conjunction with the need to ensure employment for the increasing number of blacks entering the labour market," he says.

Major objectives of the concession, he points out, are to decrease the gap between supply and demand of skilled manpower in general and to attempt to limit unemployment among non-whites as much as possible.

# Training for farm workers

E Post 9/11/82

THERE'S not much a farmer can do about breaking a drought, but another drain on his profits — unproductive labour — can be remedied.

Among the organisations offering tax-deductible training courses for farm workers is the Kromme Rhee Training Centre at Koelenhof.

The centre's training programme for 1983, which includes courses on the care of small stock, the maintenance of farm buildings, tractors and farm implements, the care of pigs and dairy animals and truck maintenance, has just been released.

Costs per employee sent to the courses (which are around four days each), are only R2,50 a day.

Star 4/11/82 (129)

# Training levy opposed

Financial Staff

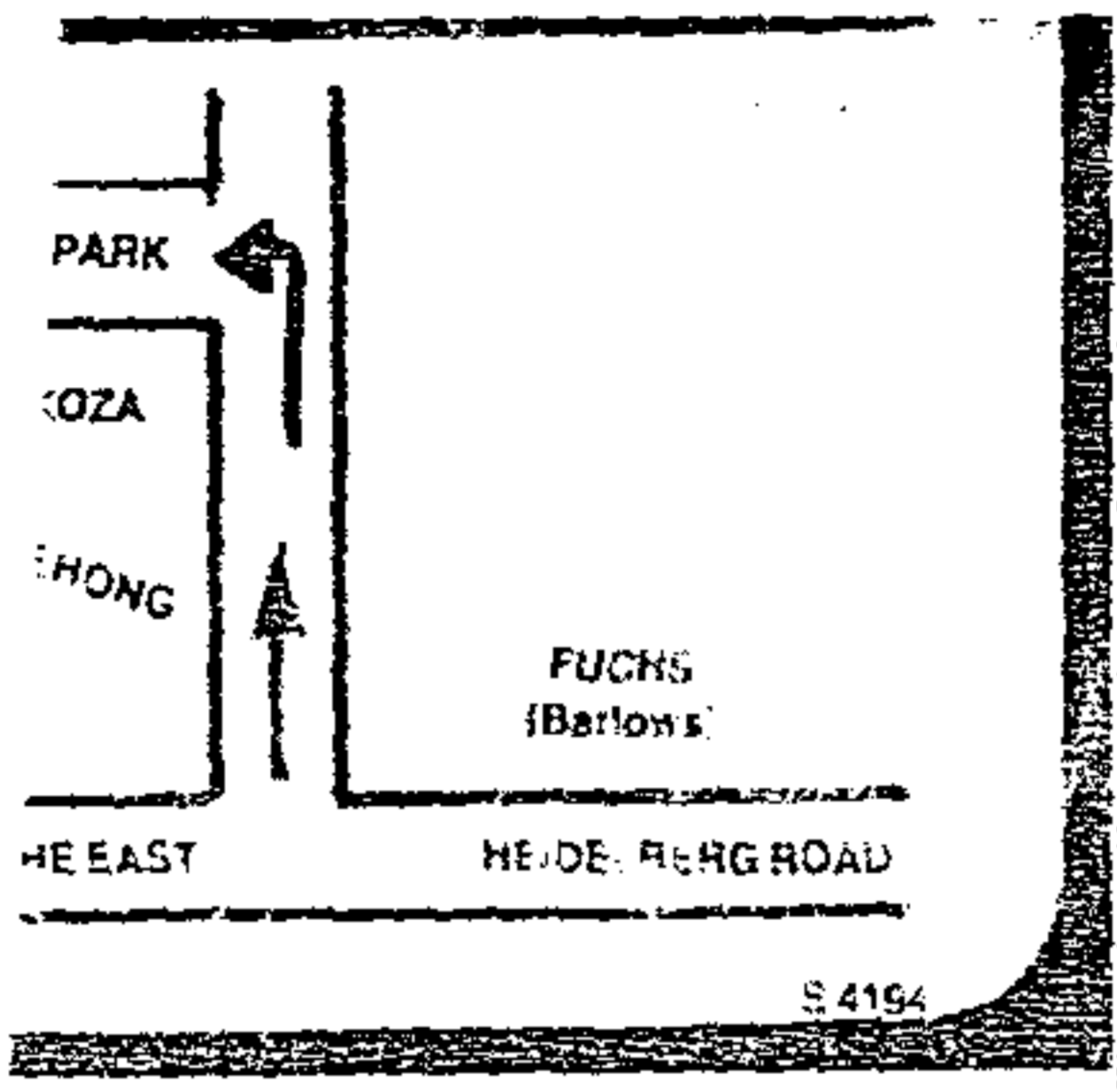
The National Manpower Commission believed that any levy system to promote and finance industrial training should be voluntary, the Minister of Manpower, Mr Fanie Botha, said yesterday.

The NMC felt that compulsory levies would be counter to the principles of a free-market economy and, because of the red tape involved, would only hamper industrial training, Mr Botha added.

He was commenting on a report on the subject by the NMC released today.

The commission recommended that, as the main starting point for Government preference be given to voluntary action by the private sector in financing such training.

The NMC also recommended that "a coercive measure should be used only in exceptional cases."



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(Proceeding)

Sowetan 19/11/82

173

# Focus on technical skills

MORE children, especially blacks, will have to follow technical careers if South Africa's economy is to grow in the future.

In its 1981/82 presidential report, the Vaal Industries Association says that most black children are inclined to follow non-technical subjects and the department is to be advised on this matter.

The report says that this problem has led to the establishment of the Vaal Triangle Careers guidance committee which is made up of representatives of industrialist child guidance clinics, technical colleges and universities.

The country's economy, which showed signs of cooling at the end of last year, has passed into a recessionary stage.

A number of companies had to review manning levels and unfortunately these activities required retrenchments of workers. Overtime had been cut and some employers are now working short time.

The careers exhibition, the third to be organised by the association, met its objectives and about 6 500 school children attended the exhibition presented by 26 exhibitors.

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SOWE

# Smith collapses in murder trial

MAUREEN Smith yesterday collapsed during her trial and was attended to by a psychiatrist and a court orderly in the Rand Supreme Court.

Smith was attended to by Dr J Wolfson, who had earlier in the trial given evidence on her behalf, and Warrant Officer J Botes. The trial resumed after a

blackmail. On one occasion, Mr Smith allegedly threatened to have his wife put in a mental hospital after repeatedly saying that she was mad.

This was intimidating and a frightening threat. Mr Smith did not work regularly at one stage because of his heavy drinking.

Mr Weinstock recalled the evidence by another witness who

exagerate when she described to the court the horrible acts of Mr Rodger Smith.

When Maureen Smith started divorce proceedings, Mr Smith blackmailed her. Mr Weinstock said, by threatening to report her father, Mr R Mullocks, to the authorities in connection with currency control irregularities. He also threatened to bring financial ruin upon the

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Sowetan 19/11/82

# State calls Keagile a liar

THE prosecutor in the trial of Miss Lillian Keagile, held in the Johannesburg Magistrate's Court, this week dismissed as a lie her claim that she was assaulted and sexually molested by two security policemen last year.

Mr A R van Wyk said she had fabricated a yarn to suit her evidence. He produced a statement which Miss

GENERAL NEWS

# Step up training, industrial chiefs told

Dr Hennie Reynders

By Tony Davis, Labour Reporter

**The private sector is still not doing enough to improve labour relations in the workplace, says a report released by the National Manpower Commission last week.**

The chairman of the commission, Dr Hennie Reynders, says in the preface to the report on labour relations and funding for industrial training, that blame was laid at the door of top management for not being active enough in training.

"A change seems to be taking place, but it is still unfortunately slow to manifest itself and seems to be occurring only in the larger businesses," Dr Reynders says.

The report found there was still a great need for labour relations training in South Africa and says that:

- In a free enterprise system the State should not be involved directly in labour relations training.
- For the foreseeable future the State will have control over private training centres although this will be constantly under review.
- The National Training Board should launch "as a matter of urgency" a programme to promote labour relations training and provide guidelines on financial support for such training.

The NMC report also looked at the issue of a levy system to promote and finance industrial training, and concluded that preference should be given to voluntary action by the private sector.

Compulsory levies would be contrary to the principles of a free market economy and could lead to more administrative red tape, the report says.

However, legal provision had to be made for some form of State intervention in industries with sizeable training requirements, but which had not made use of the voluntary arrangements, and to expand training schemes for artisans in all fields.

MANPOWER TRAINING (179)

# Providing guidelines

FM 26/11/82

The maintenance of industrial peace is largely dependent on the sensitive handling of labour relations in the workplace. But, according to the National Manpower Commission's (NMC) Hennie Reynders: "Until fairly recently not much attention was paid by employers to sound industrial relations with their black workers."

Now, in an attempt to stabilise SA labour relations and promote productivity, the NMC has recommended that the National Training Board (NTB) launch a programme to encourage and promote training in labour relations as a matter of urgency. The recent NMC report focuses on the role to be played by government in labour relations training and lays down guidelines.

According to the report, researchers at Unisa's Institute for Labour Relations undertook an investigation which revealed that "more than 60% of their respondents offered training in labour relations." But this figure is less impressive at a closer glance.

The respondents represented only 1,3% of the total number of firms in the construction, mining and manufacturing sectors. So, the report concludes, "the overwhelming majority of the firms in these sectors do not offer training in labour relations." Yet training for the NMC's main target groups — employers, employer organisations, staff and employee organisations — is seen as essential.

But, according to the report, in a free enterprise system the State should not be directly involved in labour relations training. A prerequisite, however, is that "the principle of self-government and minimum government intervention should be maintained."

The report adds, however, that the State will have to play an indirect role by providing finance and creating a suitable statutory framework within which the various parties can exercise their "self governance." In the near future, the State will have control over private training centres, but this will constantly be under review.

How will the programmes be funded? The commission examined the implementation of a compulsory levy sytem but concluded that "preference should be given to voluntary action by the private sector to finance its training by way of levies or otherwise."

It added: "Levies that are made compulsory by law from the outset would be contrary to the principles of a free market economy," and could also serve to exacerbate existing problems.

The NMC also recommended an investigation of the effectiveness of tax concessions to promote training, and the merits of a system of cash grants instead of tax concessions. It felt that consideration should be given to financial assistance from government to firms prepared to extend their training facilities beyond their own needs.

Malpractices cost millions

Star 2/2/82 (129)

# Tight control of training rebate system urged

Financial Staff

The Government is likely to tighten control of commercial training programmes next year in a move to wipe out malpractices by unprofessional training organisations, said to be costing the taxpayer millions of rands a year in taxation subsidies.

It is known that the Department of Manpower Utilisation is conducting an investigation into training costs and is almost certain to recommend stricter control, with far-reaching implications for the training industry.

"These controls are likely to include more effective evaluation of programmes and could even involve regulation of training course pricing," says Mr Martin Westcott, managing director of Human Resource Development, a training organisation.

Training tax-concessions would have cost the taxpayer R100 to R150 million this year but there was little evidence that some courses registered for tax concessions were effective, he said.

"Understandably the Department of Manpower Utilisation has been unable in the short time since the introduction of the tax concessions scheme, to police the commerical training industry effectively.

"As a result, many unprofessional organisations have entered the market and are taking advantage of the boost provided by the tax concessions to sell training."

Mr Westcott says that it is unfortunate that some managers in organisations which buy training do not have a sound basis from which to evaluate the available training programmes and are frequently misled into purchasing irrelevant courses.

"In spite of the large number of registered courses carried out this year it is still disturbing to note that half the training programmes conducted were unregistered. This seems to indicate that many companies are unaware of the tax concessions applicable for training courses registered with the Department of Manpower Utilisation.

"These concessions effectively mean that companies pay for only eight percent of the cost of training," says Mr Westcott.

Companies should take more care in the selection and evaluation of training before signing contracts. Particular attention should be given to the organisation which is offering the training programme and references should be carefully followed up.

# Training for blacks vital

(129) RDM 9/12/82

By CAMUEL DIKOTLA

PROFITS accumulated in recent years should be used to train workers for skilled jobs in the recession in preparation for the 1985-86 boom, says Dr John Burns, executive director of the Manpower and Management Foundation of South Africa.

He said at the organisation's first annual meeting in Johannesburg that during the boom companies had no time to train people.

"To ensure sound economic growth, there must exist a force of adequately trained, motivated, satisfied and productive workers.

"We are entering the most critical phase in South African history. World recession has finally overtaken us. We can be sure of only one thing. Our enemies will utilise all these factors to hit us harder than ever."

If survival and stability needed for orderly change depended on economic growth, drastic steps were needed to provide adequate training for black people.

The most serious problem with black advancement in commerce and industry was still at the interface level — the situation between white foremen and aspirant blacks on the factory floor.

"The socio-political economic components of South African society are so inextricably intertwined that the next two years will prove challenging, to say the least.

"Of immediate concern, are those twin tyrants — inflation and unemployment," said Dr Burns.

"I do support a break from the traditional almost automatic annual increment and I suggest that pay adjustments should be related to performance, not inflation.

"In all these efforts in curbing inflationary spiral, top management should show the way by trimming the fat at senior level. This will set the tone and benefit the factory floor."

Growing unemployement was cause for grave concern.

Dr Burns said companies had a moral obligation to faithful, productive workers.

"Where retrenchment is unavoidable, management must minimise the traumatic effects on a worker being laid off. The psychological effects of redundancy are devastating — as the US recession has demonstrated."

# R2m project nearing completion

179
E. Post
11/12/82

A R2 million-plus expansion to Port Elizabeth's major in-service training centre, Emthonjeni, is due to be completed later this month.

The additional investment will raise Emthonjeni's capacity from a present 3 500 trainee weeks a year to some 6 000, according to director Mr Dieter Küsel.

And with the centre now equipped with such vastly improved facilities, Mr Küsel has once again urged East Cape industrialists to exploit the business downturn to their own advantage by training their workers in preparation for the next upturn.

The latest expansion represents a singular coup for Mr Küsel and his board. Emthonjeni beat the gun by a matter of months early in 1979 when approval was first granted for the investment of some R354 000 in new classrooms and facilities: months later, following the enactment of the Manpower Training Act, such outright grants were

By Louis Beckerling
Business Editor

outlawed in favour of interest-bearing loans now redeemable at market-related rates.

Once approved, the grant, like Topsy, just grew and grew and this week at the "roof-wetting" celebration to mark the near-completion of the project which finally emerged, Mr Küsel took transfer from contractors LTA of a R2 million expansion. In addition, a further R300 000 has been spent on aquiring additional equipment and machinery.

The R2 million was spent on:

- Three additional classrooms, each capable of accommodating about ten trainees.
- Six additional workshops for the training of motor- and heavy-plant mechanics, spray-painters, welders (from operators through to the highest grades), machine-shop technicians, electricians, and a general-purpose operator-training workshop.
- A dining-room and kitchen which will be employed for the dual purpose of providing training in catering and as a canteen for staff and trainees.
- General store and fuel store.
- A large manoeuvring bay for a wide variety of driver-training courses.
- Ancilliary facilities such as a compressor room, ablution blocks, roadworks and high-mast security lighting.

A further R300 000 was spent on a variety of facilities and equipment such rigid and articulated trucks for driver traning, lathes and drills, and kitchen equipment.

The expansion underlines Emthonjeni's growing importance as an in-service training centre for the Eastern Cape. From a modest beginning in July, 1976, when total assets were valued at some R250 000 and newly-appointed director Mr Dieter Küsel had a staff of five (including labourers), Emthonjeni has now grown to a major complex, with assets of R5 million and a staff of 40.

Annual operating costs have grown from about R21 000 for the first year, to around R500 000, and are met largely out of course fees, supplemented by a levy of 25c an employee a month, collected from all employers in the area by the East Cape Administration Board.

## Business and Shipping

At the recent opening of New Brighton's newest store, the Mandla Ultra-market, were (from the left) Mr T W MINI and Mrs L E MINI, Mr DIMITRI ZENIOS, and the shop's owners, Mrs V M FRANCE and Mr MANDLA FRANCE.

# Probe of education facilities by MMF

(179) E. Post 21/12/82

THE Manpower and Management Foundation of Southern Africa has set up a study committee to investigate ways of exploiting existing educational and training facilities.

The foundation has pinpointed education and training as a priority in providing an adequately skilled workforce, essential for economic growth and stability.

The committee is to be chaired by the foundation's executive director, Dr John Burns, and consists of Dr Zac de Beer, executive director of Anglo American Corporation, Mr Theo Shippey, director of the Cape Technikon; Mr Amod Tayob, chairman of the Amod Tayob Group organisation; Mr Alf Leveson, managing director of the Pilot Furniture Manufacturing Company; Mr Jack Clarke, managing director of IBM; and Mr Wilby Baqwa, industrial consultant for Barlow Rand.

The committee will study the use of educational facilities. Once this task has been completed, the committee has a mandate to approach government with its recommendations.

At the foundation's annual meeting in Johannesburg, Dr Burns said the Government must ensure that existing black educational facilities are fully used.

"We cannot afford to have workshops, classrooms and other facilities closed by 2.30 in the afternoon. Taxpayers have invested heavily in such facilities and they must be productively used until way into the night to provide for adults, unemployed, and all who wish to receive training and become qualified to fill a job.

"We must upgrade blacks already in the workforce."

Mr David Thebehali, chairman of the Soweto Council, said that existing education was a "drop in the ocean" when compared to the need.

"We would like to see the Government providing more money for education, and the private sector increasing its contribution. We are already seeing a move in this direction, but it is not enough."

Mr Thebehali pointed to the establishment of small businesses in Soweto as evidence of the black man's commitment to capitalism — "to make money for himself and his family".

"Soweto must have a manufacturing and commercial dimension so as to create jobs and help in the battle against unemployment.

"Some of the legal restrictions making it impossible for black businessmen to expand have been lifted. But they must now win the confidence of the banking community and be seen as fully-fledged businessmen, able to finance their own operations."

Mr Thebehali said that vigorous training programmes were needed to develop black entrepreneurs.

"There is no other way to guarantee economic development. And we want a direct role in the overall economic development of this country."

# Union officials have trespass charges thrown out

Pretoria Bureau 179 RDM 31/12/82

CHARGES of trespassing against two officials of the General Workers' Union of South Africa (Gwusa) were withdrawn yesterday in the Kempton Park Magistrate's Court.

Mr Donsie Khumalo, Transvaal secretary of Gwusa and Mr Solly Masemola, an organiser, were arrested outside the premises of the Trade Centre at Olifantsfontein on November 29.

The men and another Gwusa organiser, Mr Soloman Maluleke, had an appointment with the head of the centre, Mr M Smit. The men failed to trace him and were arrested when they left the centre.

They were taken to Olifantsfontein Police Station where they were charged with trespassing.

The charges against Mr Maluleke have not been withdrawn and he is to appear again in the Kempton Park Magistrate's Court on January 7.

At the time of the incident Mr Smit said workers at the Trade Centre — which is run by the Department of Manpower — were precluded from joining a trade union because they were State employees.

Yesterday Mr Khumalo accused officials at the Trade Centre of employing strong-arm tactics against unionists.

He said nothing would deter him from carrying out his union activities for the benefit of the workers.

Mr Khumalo is currently facing a charge of inciting a strike at De Luxe Dry Cleaners in Pretoria. Judgment in this case will be given in the Pretoria Regional Court on January 21.

MANPOWER — TRAINING

1983 — 1984 — Tot

3/1/83

# 1982 recession, 1983 consolidation and adjustment — Seifsa

UNIVERSITY OF CAPE TOWN EXAMINATION BOOK

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In overall, 1983 is seen as a year of consolidation and realistic adjustment for the basic metal, metal fabricating and engineering industries. Further, despite fairly general deterioration of production performances in the majority of the metal and engineering industries, the relatively high levels of capital spending, as recently announced, reflect a continuing confidence by the Seifsa Group of Industries in the long term outlook of the South African economy. — Sapa.

THE final quarter of last year reflected definite recessionary conditions in a number of major sectors, particularly the important iron and steel industries, the Steel and Engineering Industries Federation of South Africa (Seifsa), said in their review of business conditions in the metal and engineering industries during 1982 and outlook for 1983.

Real economic activity in the metal and engineering industries started to slow down towards the end of 1981, but retained some carry-over momentum from the relatively satisfactory growth rate of 1981 during the first half of 1982.

But it declined sharply from the third quarter.

In addition to softening domestic demand, widespread reductions in inventories towars the end of the year, and some postponement of planned capital investment, both in the public and private sectors, aggravated the general downswing.

During 1982, conditions generally, reflected the overall contractionary phase in national economic activity. However the heavy electrical machinery industry, the telecommunications and electronics sectors and and some subsectors of the large and heterogeneous engineering industries were able to report growth rates above the estimated 1% rate for the economy as a whole.

Physical production volumes in the basic metals sector, particularly in the ferrochrome sector of the ferro alloy industries, showed a month by month downward trend during 1982. Both domestic and export demand for steel products weakened considerably in the final months of the year and output of steel ingots is now expected to be some 8 500 000 tons as compared with the 8 800 000 tons of 1981.

The continuing crisis in the Western European steel industry also severely affected steel exports which are expected to show a drop of some 36% in tonnages exported for 1982 compared with the previous year.

Steel producers are not anticipating any turn around in the world steel market until mid-1984. Despatches of rolled and drawn steel products, including exports, are also expected to drop by some 15% during 1983, and near to medium term prospects look bleak.

In contrast the stainless steel industry which entered a new phase of expansion during 1981, maintained relatively satisfactory production levels and, despite the overall recessionary trends, anticipates some further potential for import eplacement and export demand in the medium term.

The export-intensive ferro alloys industry faces similar difficult trading conditions to the iron and steel industries and is operating at substantially reduced capacity. Output for 1982 is now estimated at some 1 100 000 tons 7,7% below 1981.

The substantial capacity in the foundry industry continued underutilised during 1982 and demand is expected to weaken further during 1983 in line with the declining activity of major end-users in the automotive, heavy engineering and mining industries.

The metal fabricating and engineering industries reported a general slowdown in activity with substantial deterioration in trading conditions during the final quarter of the year.

In particular, manufacturers of agricultural and irrigation machinery and equipment experienced a considerable drop in order intake and production levels in the latter half of the year as a result of the overall deepening downturn, higher interest rates on loans from the bank and the fall in real agricultural output due to unfavourable weather conditions.

Automotive component manufacturers reported relatively satisfactory demand throughout the first three quarters of the year with a marked fall-off in demand in the final quarter, where new passenger and commercial vehicle sales dropped by some 20% compared with the same period of 1981.

The steel construction industry reported an overall drop in activity which accelerated towards the end of the year with the severe pruning of development programmes in the public sector, including the South African Transport Services.

Fabricating shops also reported considerable unused capacity in the second half of the year and no correction is seen in the short to medium term. Despite this downturn, the structural steelwork sector, in particular, reports a continuing shortage of artisans, draughtsmen and technicians and is busy with intensifying its efforts in the field of manpower devolpment and training.

Despite the current severe economic slowdown in the metal and engineering industries, the 1980 forward move to increased capital investment in a number of major Seifsa sectors continued throuhout 1982.

Spending on new machinery, plant and equipment was aimed, primarily, at modernisation of production capacity, improving the quality of products, and productivity in general.

New capital investment was centered on the basic metals sector and, in particular, on the basic iron and steel industries, which anticipate a greater per capita use of steel from the mid-1980's onwards.

New investment in the basic metal industries amounted to R247-million at current prices in 1981, an improvement of 47% on the 1980 level and an estimated R596-million for 1982.

The trend in employment of workers in the metal industries is reflected in the following table:

Percentage Increase/(Decrease) in scheduled employment in metal industries for 1976, 1977, 1978, 1979, 1980, 1981 and 1982 respectively:

Employees (1,2); (10,3); 5,9; 7,4; 11,2; 2,4; (2,8).

The 1982 figure is at 1st May 1982.

The figures show that numbers employed are sensitive to economic conditions and in the 1977 recession there was a drop in employment of 10%. Figures are not yet available for the current year on a comparative basis. While a significant number of employees has been retrenched in the metal industries during the current downturn, many employers are adopting alternative courses of action in an effort to avoid retrenchments where this is possible.

Increases in scheduled wage costs in the metal industries ranged from 14% in 1976, to 6,7% in the recession year of 1977 and then climbing to 16,1% in 1980, 18,9% in 1981 and 20,2% in 1982.

A major factor in these high increases has been the scarcity of skilled workers.

The wage drift in respect of these workers has inevitably accelerated during the economic upturn of the late seventies as a result of this scarcity and this in turn has impacted on the wage aspirations of unskilled and semi-skilled workers. The removal of the artificial barriers which contributed to the skills scarcity has cleared the way for the metal and engineering industries to get to grips with this problem in a number of ways, namely:

- New apprentices approved at regional committees in 1982 reflected a further significant increase over the all-time high intake of 1981.
- An alternative route to the apprentice system for training artisans has been agreed with the trade unions. This approach is open to those who have missed the opportunity to become an apprentice and should act as an important supplement to the apprenticeship system.
- Additional funds being generated from increased training levies have been earmarked for the establishment of industry level apprentice training centres, the first of which, is planned to open on the East Rand early in 1983.

"The establishment by many employers in the metal industries, at considerable capital cost, of modern training workshops for the training of apprentices.

As far as the outlook for 1983 is concerned there are a number of severe constraints.

The continuing weakness of the world economic situation gives small cause for optimism of any meaningful revival in the economies of South Africa's major trading partners during 1983.

Present indications are that the downswing in the South African economy will become firmly entrenched and the expected further decline in the levels of activity of the mining, automotive and transport sectors will severely inhibit production performance in the Seifsa group of industries.

Seifsa also anticipates there will be further difficulties in the industrial relations field during 1983 and recent strikes are seen as a serious warning of possible future industrial disruptions.

Nevertheless Seifsa believes sound industrial relations procedures can be established at both company and industry level for resolving worker problems and disputes when they arise.

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SECTION A

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## did you hear

That the current issue of *The Spectator*, the London weekly, says: "The nearest thing to pornography in this puritanical country is to be found in the *Financial Mail*. South Africa's answer to *The Economist* ..."? Writer Richard West finds it "startling" to see in a business magazine a full-page colour advertisement showing a girl barely dressed in what the caption describes as a "saucy mix 'n match camisole, two bras, tanga, G-string and suspender belt ... and pearl." (In our view that sounds rather a lot to be wearing all at once.)

West is even more startled by another advertisement "showing a woman's gold-laden hand gripping her crotch, over a caption: 'Gold, I feel great when I put on a few ounces.'" Before proceeding to assert that "it seems diamonds have no intrinsic value while gold is a fixed and reliable asset," West also casually claims: "The *Financial Mail*, like most of the English language press, is owned by Anglo-American Corporation (sic), which owns almost everything in South Africa ..." (Spotters of schoolboy howlers will note West's terrible error — he hyphenated Anglo American.)


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That Ivan Fallon, financial editor of the *Sunday Telegraph*, and *FM* Washington correspondent Jim Srodes have just signed US and UK contracts to deliver a book on the John de Lorean car and cocaine scandal?

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About the unusual apparel SA importers are being offered from Chile -- sea snake leather goods?

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That after a 25-year struggle, women have taken over the student organisation AIESEC? Next year the national executive will consist only of women and branches at English universities will be headed by females.

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The SA Road Safety Council's latest bit of propaganda to curb the excesses of the festive season? "Stay alive. Don't drink and drive."

Of course, whether Nkomo still has the authority to command the support of the younger, more militant Ndebele elements is itself highly questionable.

The outlook for Zimbabwe-SA relations continues to deteriorate — unconfirmed reports that Zimbabwe wants a secret oil-supply deal with Sasol notwithstanding. When saboteurs blew up the main power line linking the Kariba complex with eastern Zimbabwe and plunging Mutare and the lowveld into darkness on Monday night, the Zimbabwe police hastily put up a roadblock near Beit bridge border post, apparently in the belief that South African agents or white Zimbabweans heading south were responsible.

But the fuel crisis has once again demonstrated beyond any doubt — whether or not Zimbabwe intends asking for oil — that Zimbabwe remains heavily reliant on South Africa's economic and transport infrastructure. Thus, while political relationships can be expected to continue to worsen, South Africa's economic leverage will increase as Zimbabwe's problems mount.

TRAINING 799 FM 7/1/83

## A small concession

The whole debate about whether government's substantial training incentives for employers should also be provided for literacy training has been taken a step further.

Last year the Manpower and Management Foundation (MMF) asked government to grant tax concessions to employers who provide literacy training to their employees. This is an issue about which some employers feel strongly, especially the large corporations who provide literacy training on a vast scale. There are estimates that there are about 4m illiterate people — virtually all black — in SA's workforce. Companies which have embarked on ambitious skills training programmes have discovered that literacy programmes are often needed to make such training effective.

The National Training Board (NTB) has now responded to the MMF's request. "Literacy training as such is not regarded as training for purposes of tax concessions," it says. However, the board adds that should it be necessary for a trainee to be taught "certain terminology peculiar to an occupation," such training will qualify for tax concessions if it is an integrated portion of the relevant training course.

It remains to be seen just how significant this concession is. Some businessmen believe that has little practical value, while others say it represents a small, but important change in attitude.

MMF executive director John Burns believes the board has not gone far enough. He is critical of the government attitude that education departments should be mainly responsible for literacy training.

# Labour training efforts revised

E. Post 179 14/1/83

KEMPTON PARK — Measures to standardise, co-ordinate and streamline the country's labour training efforts were announced here today by the Minister of Manpower, Mr Fanie Botha.

He officially opened the Sigma training centre at Spartan and said that co-ordination of training efforts was an aspect that could not be neglected and fruitless expenditure should be guarded against.

The National Training Board had decided to establish regional training committees in the various inspectorates of his department.

They would be constituted to include a cross-section of local persons with expertise in manpower training or development and would co-ordinate training as well as assist the board in identifying particular training needs that arise from a work situation in a particular area.

"The committees will also assist in the standardisation of training programmes, another important aspect in the promotion of manpower training and development," the Minister said.

A further function of the committees would be to assist training advisors of his department in the evaluation of certain types of training courses.

The National Training Board had also requested his department to prepare legislation to provide for the compilation of a register of all registered training courses.

Making the title of each course known, as well as by whom the courses were presented, would enable employers to consult with each other before developing a course for their individual requirements, Mr Botha said.

It was common knowledge that the cost of developing a course was sometimes greater than the cost of actually presenting it.

"Such a register should lead to the saving of expenses and manpower in developing training courses," he said.

A third measure initiated by the board was the appointment of a committee to compile a manual to serve as a training guide and aimed at co-ordinating training on a national level.

The handbook, due to appear shortly, would inform training advisors, training personnel and employees on various matters concerned with training.

"It will also serve as a source of information on the requirements for official registration of training programmes for tax concessions.

The manual is not aimed at prescribing, but rather at guidance and co-ordination," the Minister said. — Sapa

# Top bosses help reform education

(179)

18/1/83 Industrial Week

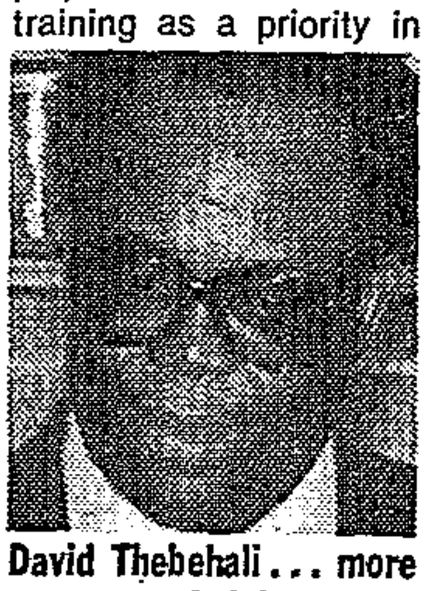
**THE Manpower and Management Foundation (MMF) of SA has formed a study committee to investigate education and training, consisting of some of the country's top businessmen.**

The committee, set up to look into ways of utilising educational and training facilities for all races, will be chaired by the MMF's executive director Dr John Burns.

On the committee are Dr Zac de Beer, chairman of Anglo American, Theo Shippey, director of the Cape Technikon, Amod Tayob, chairman of Amod Tayob, Alf Leveson MD of Pilot Furniture Manufacturing, Jack Clarke, MD of IBM and Wilby Baqwa, industrial consultant for Barlow Rand.

**Staff Reporter**

The Foundation has pinpointed education and training as a priority in



**David Thebehali ... more money needed for education.**

providing an adequately skilled workforce, essential for economic growth and stability.

The committee will conduct an in-depth study into the full utilisation of educational facilities, following this they will make recommendations to the Government.

Burns said the Government must ensure that black educational facilities are fully utilised.

"Taxpayers have invested heavily in such facilities and they must be productively utilised into the night to provide for adults, unemployed and all who wish to receive training and become qualified to fill a job," said Burns.

David Thebehali, chairman of the Soweto Council said the existing educational facilities were "a drop in the ocean" when compared to the need.

"We would like to see the Government providing more money for education and the private sector increasing its contribution.

"We are already seeing a move in this direction, but it's not enough."

Thebehali said that vigorous training programmes were needed to develop black entrepreneurs.

"There is no other way to guarantee economic development. We want a direct role in the overall economic development of this country."

# Public Service 'leaders in training'

ARGUS 24/1/83

179

Political Staff

THE chairman of the Commission for Administration, Mr Jimmy van der Merwe, says the Public Service has taken the lead in the utilisation and training of personnel from all population groups.

The staff situation was not as bad as some people made it out to be, and considerable use was already being made of coloured, Asian and black personnel, he said.

Mr van der Merwe had been asked to comment on reports about serious staff shortages in the Public Service, including reports based on evidence to the Select Committee on Public Accounts.

The committee's latest reports indicated that the State was losing millions in uncollected tax because of staff shortages, and that most departments had staff difficulties.

Mr van der Merwe said the need for more personnel was a matter that could not be generalised. There were many facets of personnel requirements, some unrelated to others.

Although certain needs existed in some areas of the service, there were other areas where considerable progress had been made in the use and training of personnel.

CIRCUMSTANCES

He did not like the term "shortage" and preferred to speak of "needs".

Personnel needs in the public sector were also determined by circumstances, such as in times of drought or when disasters occurred.

Public Service personnel needs were also related to conditions in the labour market in specific fields.

Mr van der Merwe said some Press reports about the reports of the Select Committee on Public Accounts had given a distorted impression of the personnel situation.

Asked whether any steps were being considered to use more black, coloured and Asian staff, he said he preferred not to consider this matter in terms of race.

The Public Service had made considerable use of personnel from all population groups over the years.

Because of steps taken by the State in recent years, there had been "good progress" in the personnel situation in such areas as Inland Revenue, Finance and the judiciary.

There had been improvements in meeting qualitative needs. In education there had been considerable improvements through the upgrading of black, coloured and Indian teachers, for example.

Full use would be made of all personnel, irrespective of race, if they had the right qualifications.

Many job opportunities had been created for black personnel through the development of the national states.

UNDERESTIMATED

The total utilisation of personnel from all population groups by the Public Service was under-estimated.

The public sector was giving the lead in the utilisation and professionally orientated development and training of personnel from all the population groups, Mr van der Merwe said.

# Mixing at mine brings protests

RDM 26/1/83 (179)

By STEVEN FRIEDMAN
Labour Correspondent

A DECISION by mining house Johannesburg Consolidated Investments to integrate a junior officials' cloakroom at Rustenburg Platinum Mine "illegally" has been referred to the Attorney-General after complaints by the Mine Workers' Union, the union's president, Mr Cor de Jager, told its general council meeting yesterday.

And the Minister of Mineral and Energy Affairs, Mr P T du Plessis, told the meeting the issue was "enjoying my full attention", but added it was also "sub judice".

It is believed that the cloakroom concerned is in BophuthaTswana, which has no laws prohibiting the integration of facilities.

Mr De Jager's attack on JCI came during his presidential address to the annual meeting of the MWU's highest policy-making body in Johannesburg in which he claimed the mines were "slowly but surely forcing total integration down our throats and making a farce of apartheid".

He blamed Government labour policies for increased black worker strikes and repeated the MWU's insistence that only whites be entitled to blasting certificates — the passports to performing skilled mine work.

He also said training facilities at one mine were being integrated and alleged JCI was planning to allow black senior officials to live in a street occupied by whites at Union Section, another mine in BophuthaTswana.

But a JCI spokesman said plans to integrate the street had been dropped after whites on the mine objected to it.

In his speech, Mr Du Plessis said miners shared a "great responsibility" to ensure the mines remained competitive in world markets.

In what is seen as an appeal to the union to moderate wage demands and to accept greater black job advancement, he said that if costs were not controlled, the country could lose its position in world mineral markets.

Mr du Plessis said there was a need for adaptations "because if your enemy uses new tactics you must do so too". The Government, he said, would not force changes on white miners.

Edited by TONY HUDSON

# SA's skilled worker force on the increase

179

By DAVID PINCUS

MORE people than ever before will be trained to higher skills in South Africa this year, says Steve Naude, chairman of the National Training Board.

The majority, more than half-a-million, will have their skills heightened by in-service training schemes mainly run by private enterprise.

Naude said that in 1981, when the economy was booming but in danger of running out of steam because of a lack of trained people, 400 000 workers upgraded their skills in this way.

Last year, when the boom was a memory and the country was already locked in recession, more than 500 000 had received in-service training.

This year, with the recession deeply entrenched, Naude said: "The level of training activity is rising.

"Commerce and industry have learnt at last that in periods of slackness we have the breathing space we need to build up our supply of skilled people for the next upswing in the economy.

"If we can maintain a satisfactory growth rate we will not, on our own, be able to satisfy our need for skills. We will always have to import skilled people from overseas."

Dr Johan van Zyl, executive director of the FCI, said the figures quoted by Naude were "proof positive against the prophets of doom who say we are not training nearly enough people".

Freda Dowie, an FCI expert on training, held the view, however, that South Africa was still very far from training enough people for its own needs.

Dr Hennie Reynders, chairman of the Manpower Commission, said skilled people were still needed urgently in the professions and management.

# Training under scrutiny

(179) Sowetan 7/2/83

**A STUDY committee consisting of some of the country's top bosses has been formed to investigate education and training facilities for all races in South Africa.**

By JOSHUA RABOROKO

The committee, which is under the chairmanship of the Manpower and Management Foundation of South Africa's executive director, Dr John Burns, has been set up to look into ways of better utilising educational and training facilities.

Some of the big names involved in the committee include Dr Zac de Beer, chairman of Anglo American, Theo Shippey, director of the Cape Technikon, Amod Tayob, chairman of Amod Tayob, Alf Leveson of Pilot Furniture Manufacturing, Jack Clarke of IBM and Wilby Baqwa, industrial consultant for Barlow Rand.

The foundation has pinpointed education and training as a priority in providing an adequately skilled workforce which is essential for economic growth and stability.

**STUDY**

The committee will conduct an in-depth study into the full utilisation of educational facilities, following this they will make recommendations to the Government.

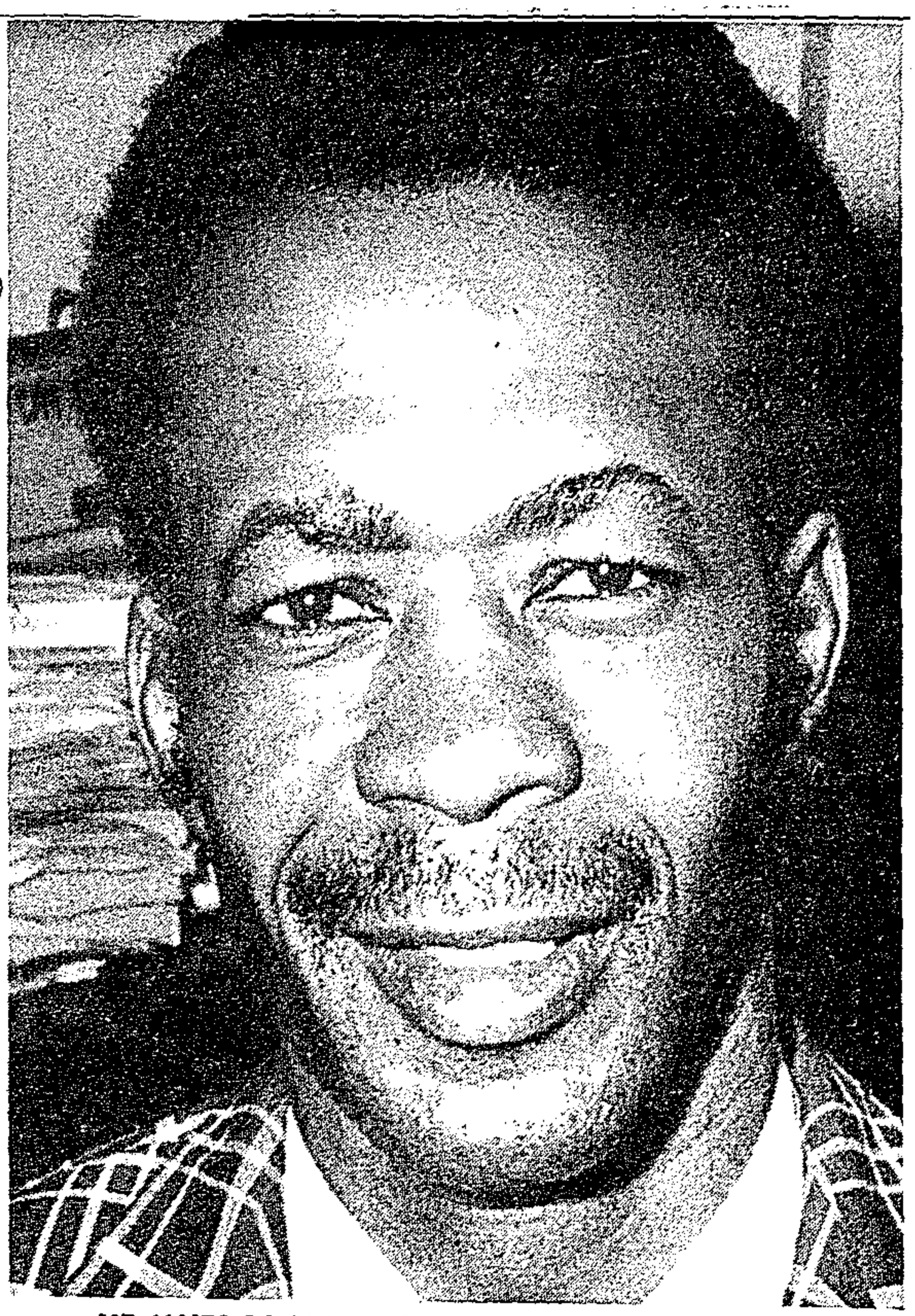
Commenting on the newly-formed committee, Mr James Seatloadi, of the Institute of Personnel Management, said that the existing educational facilities for blacks were "very little indeed" when compared to the need.

The Government should provide more money for education and the private sector also increase its contribution. There were, however, some moves being made in this regard, but unfortunately not enough, he said.

He emphasised that training programmes, especially for blacks, were needed to develop black entrepreneurs.

He said that blacks needed a direct role in the overall economic development of this country, adding that otherwise there would be no other way to guarantee economic development.

A spokesman for the Manpower and Management Foundation of South Africa said that the Government must ensure that black educational facilities were fully utilised.



MR JAMES SEATLODI: More money needed for education.

shareholders.

TRAINING FM 25/2/83

## Coaching for cash

179

Industrialists in the decentralised growth areas will soon have a choice of how to draw benefits from their training programmes. They will be able to claim a cash grant, or take the double tax benefit on money they spend on courses registered with the Department of Manpower and Training.

The proposed cash grant works out to R57,75 for every R100 spent, and industrialists in the "independent" homelands may also benefit. They will have to apply for the grant through their local government, and the SA government will then repay half the amount paid out by that authority.

To claim the benefit, companies must detail all expenditure on training. This covers salaries of the trainers and trainees, travelling and subsistence costs, depreciation on buildings used for training, and so on.

Those who claim the cash will not be allowed to claim the 125% now given as a tax concession over and above the 100% normally granted.

Industrialists who qualify for the grant are those involved in processing, manufacturing or assembly (but not agriculture, mining or services). And they must already qualify for decentralisation concessions.

Although the allowance is payable from April 1 1982, payments will start only from the applicant's first full financial year after that date. This means that the first cash payments will be made only from April this year. The department intends paying the allowance annually after the close of the applicant's financial year, or more often if possible.

More than 20 000 courses have been registered by the department, as well as more than 800 training schemes and almost 400 training centres. The number of people trained has grown from 186 000 in 1980 to 317 000 in 1981. Figures for last year are expected to be substantially higher.

The spin-off for companies deeply involved in training is that the cash grant will help them to improve their cash flows, especially for those which already pay no tax because they still enjoy a full rebate for their start-up costs.

The department is now drafting the final application forms and manuals detailing the system. These will be sent to its nine major regional centres, which will eventually take over the administration of the payments.

# Fanie rejects CP attack

ARGUS 10/2/83 179


**Parliamentary Staff**

TWO manpower Bills went through the final stages in the Assembly yesterday.

The Manpower Training Amendment Bill empowers the Minister of Manpower, Mr Fanie Botha, to impose a levy for the benefit of training centres. It was read a third time after passing through all its stages with no objections from the opposition parties.

But the third-reading debate on the Labour Relations Amendment Bill produced an attack on Mr Botha from Mr S P Barnard (CP Langlaagte).

In the main the Bill provides for unregistered unions and employer associations to have access to conciliation boards where there is no industrial council.

Mr Barnard accused the Minister of failing to fulfil a promise that he would not allow unregistered unions to deal with employers — he had done just the opposite by introducing the Bill.

He said the Government could not "afford" a Minister who did not legislate for what he had undertaken to do. Mr Botha was like a mole that met an obstacle in the darkness and turned to run the other way.

Mr Barnard reiterated allegations made earlier in the debates on the Bill, that Mr Botha and the Government had instituted a policy of taking away the traditional rights and privileges of white workers.

Mr Botha dismissed Mr Barnard's attack by saying it was obvious he knew nothing of labour matters, because not one piece of legislation passed during the past few years had taken any rights away from whites.

During the same debate Mr Ron Miller (NRP Durban North) attacked the Progressive Federal Party, which, during a division on a clause in the committee stage of the Bill, had "voted with the Government for giving arbitrary powers to a Minister".

Mr Miller was referring to a division on an amendment he had proposed to a clause in the Bill.

He had objected to a provision allowing the Minister to appoint a conciliation board to settle a labour dispute without first consulting the parties involved.

Mr Miller's amendment provided for consultation to take place first.

During the vote on the amendment the PFP voted with the Government against the NRP and CP.

Mr Miller said he found this "strange".

The Bill was eventually passed through its third reading with no objections.

The Assembly then turned its attention to the committee stage of the Basic Conditions of Employment Bill, which replaces the Shops and Offices Act and the Factories, Machinery and Building Work Act of 1941.

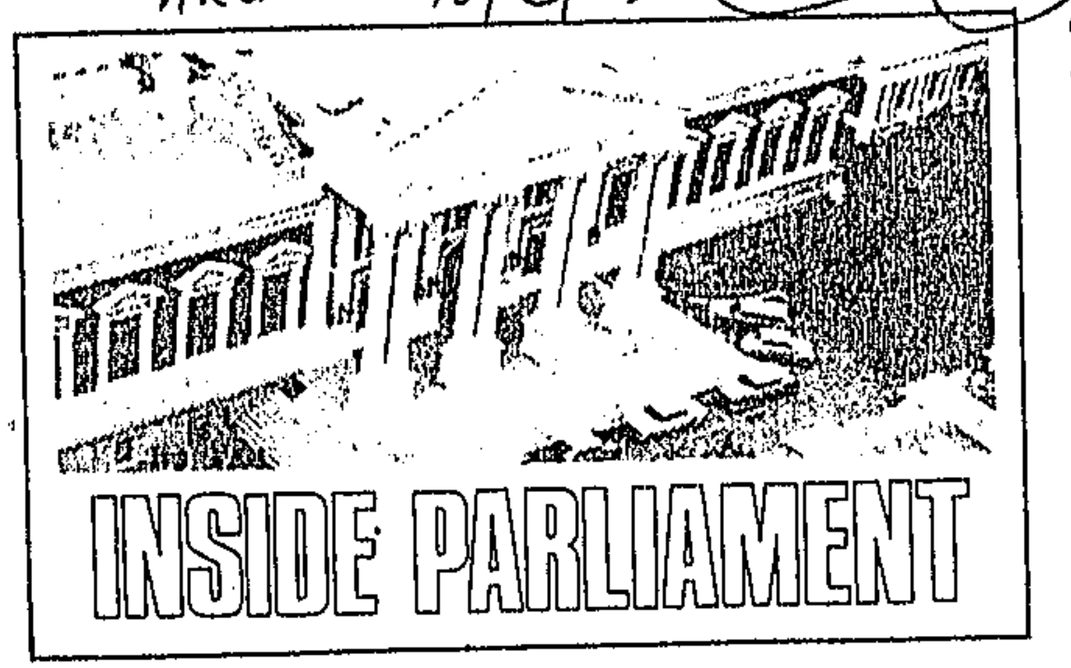
Mr Nic Olivier (nominated PFP) suggested that the words "domestic servants" be changed to "domestic workers".

The Bill went through the committee stage.

The committee stage of the Machinery and Occupational Safety Bill took up the rest of the sitting and has yet to be completed.

# Fanie rejects CP attack

ARGUS 10/2/83 179

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# Training for skilled jobs

18/2/83

179

IF you are a young man who is unemployed and not attending school, the East Rand Administration Board has good news for you.

In an attempt to keep you off the streets and to provide you with skills for a better future, Erab is offering free courses in motor mechanics, welding, panel beating and spray painting.

The courses will be conducted at a youth training camp at Zandspruit from next week Monday, February 21 to March 18. But since it is not possible for everybody to be trained at the same time, only 50 applicants will be accepted and it is a question of first come first served.

Application forms are available at the offices of the Katlehong Community Council.

On top of the courses being offered free of charge, students will also receive a daily allowance of R1.

At the end of the course, certificates will be issued to students who have completed the course, to help them in obtaining skilled jobs.

Star 3/3/83

# Black training: Govt is rapped

By Peter Sullivan, Political Correspondent

The Government's failure to spend money allocated for black education and training in last year's Budget has again been sharply criticised.

Mr Andrew Savage, PFP Education and Training spokesman, said it was disturbing that almost a third of the amount budgeted for training had not been used.

"Of the budgeted figure of R19 445 000 only R13 763 000 was spent on training while the balance was used elsewhere," he said.

During the Additional Appropriation debate yesterday, the Government explained that this was due to the "absence of clear guidelines".

"This makes me wonder on what the original budget was based," Mr Savage said.

gun, to prolong the part's life.

(179) 2/3/83

Industrial Week

# In-house training beats job hoppers

THE high job mobility among welders makes it important for companies to implement planned in-house training programmes to ensure the ready availability of the welding skills required to meet future production needs.

According to Win Ferris of Welding Technology Services, welding is a skill akin to driving. "Constant practice is required to attain proficiency.

"The acquisition of welding skills requires proper training and it is vital to plan one's welding requirements well in advance of a particular job reaching the factory floor.

"We at Welding Technology Services, are geared to provide a step-by-step approach to the training of welders.

"The exercise would start at the point where the pre-production planning meeting is held.

"For it is only by determining the materials that will form part of a job that we will be able to plan for the provision of suitable welders."

Ferris added that: "The service also includes assistance with quality assurance related to welding and advice on how to prepare materials for welding."

He said that with a planned in-house programme it is possible to replace departing welders in an orderly manner without major disruption to a particular manufacturing assignment.

"Our programme means there will always be someone to step into the shoes of a welder who has resigned, no matter what level of proficiency we are looking at.

"We are already undertaking such a programme for a major mining group.

"This involves us training new welders as well as upgrading the skills of existing welders on a regular basis," said Ferris.

Star 7/3/83 (179)

# 'Quickie' welding schools fleece gullible unemployed

By Stan Kennedy

Disturbed by the mushrooming of backyard welding schools claiming to teach people in five days to become expert welders, the SA Welding Institute is out to raise standards.

Mr Chris Smallbone, executive director, says hundreds of unsuspecting and unemployed people go to these "schools" in the hope of qualifying and finding permanent work.

"The advertisements make it sound all too easy. Many of the schools say they will train people in all types of welding in five days. They then issue the people with a certificate which, they claim, will ensure jobs. It's a big rip-off because companies will not employ them.

"To be a competent welder calls a for at least six weeks' training at R60 a day. Unemployed people easily fall for the short course at R200, and which they believe is the key to success."

Mr Smallbone says anyone can set up a welding school. With fewer companies doing their own training because of the recession, people are climbing on the bandwagon.

Many experts believe it is too easy to get registered with the Ministry of Manpower and that there are not enough inspectors to ensure the "schools" are training people up to the necessary standards.

## WRITE ARTICLES

Mr Smallbone says he will ask Government to recognise institutes like his, which represents 120 major organisations and about 1 000 individual members. He will also suggest direct cash grants, based on the number of students trained, to institutions upholding the highest standards.

"To keep industry going, the country needs to train 20 000 welders of all types before the end of the decade. Unless Government does something about the backyard boys, we will never reach that figure," he says.s.

One of his first moves will be to write articles in black newspapers warning against five-day courses and urging readers to be more selective if they want to qualify as welders.

His main thrust will come in September, when Phase 1 of the new R3-million welding school at City West opens.

Many large companies have together given almost R1,2 million for the first phase, which will have 40 bays for various welding processes.

Among those who have contributed are Anglo American (R750 000), Gencor (R300 000), Iscor (R150 000), Sasol (R100 000), GFSA (R50 000), AECI (R50 000) and JCI (R50 000).

Highveld Steel will donate hot rolled steel and running costs contributions will come from Southern Cross Steel and the Aluminium Federation of SA.

(179) Hansard Q.col. 649-652 14/3/83

## Training centres for artisans

430. Mr. K. M. ANDREW asked the Minister of Manpower:†

(1) Whether any training centres for artisans are operating in terms of the Manpower Training Act, No. 56 of 1981, at present; if so, (a) what are their names and (b) where are they situated;

(2) how many (a) applications were received from persons with the necessary qualifications by, and (b) trainees were admitted to, each of these training centres in 1980, 1981 and 1982 respectively;

(3) whether any trainees were turned away from such training centres because of lack of accommodation in 1980, 1981 and 1982; if so, how many in respect of each training centre in each such year?

The MINISTER OF MANPOWER:

(1) (a) en (b)

| | |
|---|---|
| Westlake Trade Training Centre | Cape Town (Westlake) |
| Vereeniging Trade Training Centre | Vereeniging |
| Trade Training Centre Bellville | Bellville (Kasselsvlei) |
| Sastri College | Durban |

(2) (a)

| Name of Centre | Number of trainees admitted 1980 | 1981 | 1982 |
|---|---|---|---|
| Westlake Trade Training Centre | | | |
| Number of applications received | 521 | 515 | 430 |
| Number of applicants selected | 217 | 245 | 200 |



| | | | |
|---|---|---|---|
| Vereeniging Trade Training Centre (Training commenced 1982) | | | |
| Number of applications received | — | — | 97 |
| Number of applicants selected | — | — | 27 |
| Trade Training Centre, Bellville (Training commenced 1981) | | | |
| Number of applications received | — | 504 | 519 |
| Number of applicants selected | — | 151 | 114 |
| Sastri College | | | |
| Number of applications received | 606 | 357 | 725 |
| Number of applicants selected | 53 | 68 | 68 |

(2) (b)

| Name of Centre | Number of trainees admitted 1980 | 1981 | 1982 |
|---|---|---|---|
| Westlake Trade Training Centre | 198 | 198 | 198 |
| Vereeniging Trade Training Centre | — | — | 27 |
| Trade Training Centre Bellville | — | 94 | 100 |
| Sastri College | 40 | 56 | 60 |

(3) No candidates are turned away as such from the training centres but offers for training are only extended to the number of applicants that can be accommodated by the centres. Offers for training were not extended to the following number of suitable candidates.

| Name of Centre | Number of candidates 1980 | 1981 | 1982 |
|---|---|---|---|
| Westlake Trade Training Centre | 19 | 47 | 2 |
| Vereeniging Trade Training Centre | — | — | nul |
| Trade Training Centre Bellville | — | 57 | 14 |
| Sastri College | 13 | 12 | 8 |

degrees in social work and (b) majored in social work at each university falling under his Department in 1979, 1980, 1981 and 1982, respectively;

(2) how many persons obtained degrees in social work at each such university in 1982?

The MINISTER OF INTERNAL AFFAIRS:

| | | University of the Western Cape | | | | University of Durban-Westville | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | 1979 | 1980 | 1981 | 1982 | 1979 | 1980 | 1981 | 1982 |
| (1) | (a) | 112 | 176 | 165 | 142 | 117 | 153 | 141 | 133 |
| | (b) | 25 | 39 | 41 | 46 | 15 | 12 | 31 | 21 |

Figures under (b) include students taking the diploma course.

(2) 29 21

Hansard Q. Col. 911
31/3/83

**Training in trades**

690. Dr. A. L. BORAINE asked the Minister of Manpower:

How many Coloured and Indian persons, respectively, were enrolled in 1982 for training (a) as (i) welders, (ii) electricians, (iii) carpenters, (iv) motor mechanics and (v) blasters and (b) in other trades in terms of the (aa) Training of Artisans Act, No. 38 of 1951, and (bb) Apprenticeship Act, No. 37 of 1944?

The MINISTER OF MANPOWER:

(a) (aa) (i) to (v) Nil.

(a) (bb) (i) to (v) Nil.

(b) (aa) (i) to (v) Nil.

(b) (bb) (i) to (v) Nil.

*Note:* Both Acts were repealed in 1981.

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**THURSDAY, 31 MARCH 1983**

†Indicates translated version

*For written reply:*

Hansard Q. Col. 911-912
31/3/83

**Technical Committee to inquire into Group Areas Act and related Acts**

499. Mr. M. A. TARR asked ask the Minister of Community Development:

Whether the Technical Committee appointed by his Department to inquire into the Group Areas Act and related Acts has been instructed to enter into negotiations with the (a) Cape, (b) Natal and (c) Transvaal Provincial Administrations in order to repeal or amend Ordinances (i) No. 20 of 1955 (Cape), (ii) No. 37 of 1967 (Natal) and (iii) No. 8 of 1958 (Transvaal) with a view to removing obstacles in the way of normal sport?

The MINISTER OF COMMUNITY DEVELOPMENT:

Although the Technical Committee's terms of references include related ordinances, no specific instructions were issued to negotiate with the Provinical Administrations mentioned.

**Prime Minister: military service**

571. Mr. S. S. VAN DER MERWE asked the Prime Minister:†

(1) How many officials in the service of his Department rendered continuous military service in 1982;

(2) what amount in salaries was paid to officials of his Department in 1982 in respect of periods in that year during which such officials rendered continuous military service?

The PRIME MINISTER:



(*See* reply to question 572 on Thursday, 31 March 1983.)

**Internal Affairs: military service**

572. Mr. S. S. VAN DER MERWE asked the Minister of Internal Affairs:†

(1) How many officials in the service of his Department rendered continuous military service in 1982;

(2) what amount in salaries was paid to officials of his Department in 1982 in respect of periods in that year during which such officials rendered continuous military service?

The MINISTER OF INTERNAL AFFAIRS:

To question 572, as well as on behalf of the Ministers concerned to similarly phrased question 571, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 586, 588 and 589:

(1) and (2) The hon. member's attention is drawn to the written reply to the almost similarly phrased question no 229 on 26 February 1981 (Hansard: Vol 92, column 282). The circumstances mentioned therein with regard to the furnishing of detailed information still apply.

**Foreign Affairs and Information: military service**

573. Mr. S. S. VAN DER MERWE asked the Minister of Foreign Affairs and Information:†

(1) How many officials in the service of his Department rendered continuous military service in 1982;

(2) what amount in salaries was paid to officials of his Department in 1982 in respect of periods in that year during which such officials rendered continuous military service?

The MINISTER OF FOREIGN AFFAIRS AND INFORMATION:

(*See* reply to question 572 on Thursday, 31 March 1983.)

**Finance: military service**

574. Mr. S. S. VAN DER MERWE asked the Minister of Finance:†

(1) How many officials in the service of his Department rendered continuous military service in 1982;

(2) what amount is salaries was paid to officials of his Department in 1982 in respect of periods in that year during which such officials rendered continuous military service?

The MINISTER OF FINANCE:

(*See* reply to question 572 on Thursday, 31 March 1983.)

**Community Development: military service**

575. Mr. S. S. VAN DER MERWE asked the Minister of Community Development:†

(1) How many officials in the service of his Department rendered continuous military service in 1982;

(2) what amount in salaries was paid to officials of his Department in 1982 in respect of periods in that year during which such officials rendered continuous military service?

The MINISTER OF COMMUNITY DEVELOPMENT:

(*See* reply to question 572 on Thursday, 31 March 1983.)

**Health and Welfare: military service**

576. Mr. S. S. VAN DER MERWE asked the Minister of Health and Welfare:†

# SA must draw on black labour for top skills

20 APR

179

VIEWPOINT by

DON KING

**Mr Don King, personnel director of Rand Mines, comments on the need for black training programmes aimed at helping the individual to shed cultural blocks that hinder his progress to top positions in business.**

South Africa must look to its own resources to meet the demand for skilled labour over the next five to 10 years, and quite obviously this will require a swift increase in the use of blacks in skilled positions.

Rand Mines has re-thought its fundamental approach to training. The R15 million spent recently on improving facilities at its training centres will be put to ever-increasing use as the group moves to implement more advanced training programmes than it has ever attempted before.

Training in the overall sense now has to encompass a sophisticated approach to increasing skills from basic literacy through supervisory and management skills to leadership qualities.

## Finishing touches

Rand Mines' commitment to training is underlined by the fact that the group has budgeted to spend some R14 million a year over the next few years on meeting the operational costs of its various training establishments for workers at all levels.

The group is presently putting the finishing touches on its two newest centralised training establishments constructed at a cost of some R15 million.

These are the R7 million trainingcentre in Johannesburg, which provides supervisory and technical training, and the R8 million engineering training centre at Virginia in the Orange Free State, which trains apprentices for the group. Both centres are multiracial.

Now that we have spent so much money on the facilities, we believe we will meet our preliminary objective for 1983 and beyond of ensuring a flow of highly trained and skilled people from all race groups.

At the one end of the spectrum we are providing in-company literacy and numeracy training to equip workers with the necessary basic education to enable them to cope with the higher training demands that they will encounter later.

At the other end of the spectrum, we already have more and more black workers coming onto more senior supervisory and management programmes, and it is here that we are exposing them to the culture of the new business environment in which their newly acquired skills will be put into practice.

Anyone who thinks that the management and skills requirements which South Africa will face over the next five to 10 years can be met by the reservoir of white labour is living in a dream world.

We must tap the potential of our black market, and that means not only train them but also create opportunities in which their higher skills can be applied. Otherwise, frustration will be the net effect of our efforts.

To keep pace with the huge increase in sophistication and growth in the South African economy in the past decade, training for the appeasement of conscience, tax rewards or for minor productivity increases will have to be replaced by sophisticated programmes which will indeed turn out the quality of leadership and commitment that commerce and industry requires.

Rand Mines hopes to start by June this year a pilot scheme which will aim to impart skills other than technical and which will help the trainee accept the business culture more readily than has been the case up to now.

For the black worker to be able operate effectively he will have to demonstrate his ability in the work place, and this means that simple factors such as free enterprise, profit and loss and competition will have to be assimilated.

The problems he encounters in his black culture of tribalism, the Soweto culture, commuting fears and stresses and the white business culture will have to be identified and overcome.

Naturally, a person's cultural attituded cannot be changed overnight. But to solve the problems and lack of widespread upward movement by the blacks in the business community, the fundamentals will have to be highlighted, studied and treated honestly and openly.

Equally, this applies as directly to the white worker's acceptance that blacks have a role to play in business and industry.

Overseas recruitment will not solve the problem. It is nothing but a palliative and a short-term measure. We cannot hope by recruiting overseas to solve the long-term skills requirememts of this country.

# Border need for training institution

179 E. Post 23/4/83

A STUDY of the demand for skilled labour in the Border, Ciskei and southern Transkei regional economies has endorsed the need for a non-racial technical training institution — preferably in East London.

And in passing the responses to the Rhodes University survey reveal a degree of despair among Border manufacturers and pessimism about the influence on their operations of the Government's industrial decentralisation incentives.

These incidental findings, notes the author of the survey, Mr Peter McCartan of the university's Institute of Social and Economic Research, "seem to suggest that industrialists are unsure of future economic trends, which is probably symptomatic of the unstable political and economic environment in the survey region".

The study, just released, was conducted after an approach made to the university by the Mayor of East London in 1981, Mr Donald Card, who sought a feasibility study for the establishment of a technical training institution. Finance for the project came from the Anglo American Chairman's Fund.

The aim of the study was to "broadly assess the demand for skilled and semi-skilled labour in the existing industries in that part of Region D of the Good Hope Plan, comprising the Border corridor, Ciskei and the southern Transkei", notes Mr McCartan.

The manufacturing and construction industries

By Louis Beckerling
**Business Editor**

were selected as targets for the questionnaires upon which the findings were based.

In the Border region respondents in the manufacturing sector employed 53,7% of the total workforce in this sector, while the sample survey represented 30% of Ciskei manufacturers and 22% of Transkei manufacturers.

Representativeness in the construction industry was poor and is not included in this report on the survey.

Reviewing the manufacturing sector on the Border, the survey notes the major problem facing the East London economy "is its locational disadvantage relative to SA's main markets".

Previous surveyors, says Mr McCartan, had observed that the economy "lacked an inherent catalyst for growth generation", and the comparatively poor economic growth experienced by the metropolitan region after 1972 was proof of this assertion.

"Between 1968 and 1972 the gross geographic product of the region increased at an annual rate of 7,4% as against a national average of 5,8%. This trend soon changed. The mini-boom of the next three years, observed research, passed East London by completely — and while the SA economy grew annually by 7,7%, East London managed only 4,9%."

These low growth rates, says Mr McCartan, who is generally critical of regional development strategy, "indicate East London's failure to attract the industrial activity required of a decentralisation growth point".

Among the survey's findings were the following observations:

● On artisans:

While for the country as a whole a recent survey estimated that for each technician employed in industry there were roughly seven artisans, in the region surveyed this ratio was 1:12-plus.

"The unusually small number of technicians employed in the survey region is probably best explained by the lack of high-level technical training facilities in the immediate area," suggests Mr McCartan.

● On economic prospects:

Despite a positive trend in the proportionate demand for technically skilled labour the growth projection for each occupational category with the exception of artisans is lower for the 1982-'85 period than for the preceding 1979-'82 period, notes the survey.

Read together with a solid 54,2% of respondents who dismissed the Good Hope regional development plan as a factor in making future estimates, the survey reveals a general lack of confidence in the economic future of the region

● On race and skills:

While the proportion of black to white workers in the manufacturing industry was evidently increasing, "whites still dominate the occupations requiring high levels of technical skill while blacks continue to fill the semi-skilled and unskilled categories.

"This is clear evidence of the structural constraints — the absence of compulsory free education, a dire lack of facilities and teachers and low educational standards operating on blacks before they enter the labour market," says Mr McCartan.

Concluding, Mr McCartan recommends that a technical training institution is required and that it should satisfy these criteria:

● It should be non-racial.

● It should be situated close to the centre of industrial activity — that is, not too far from East London.

● It should be geared to meet the training requirements of industry at the semi-skilled, artisan and technician levels.

# ERRATA IN WEEKLY EDITION NO. 14

Col. 1240:

Line 15: For "R193,3 million" read "R183,3 million".

Line 21: for "R49,0 million" read "R94,0 million".



MONDAY, 30 MAY 1983

Hansard 30/5/83

†Indicates translated version.

*For written reply:* 179 Q.Col. 1421 — 1422

**Agricultural workers: training facilities**

750. Mr. R. W. HARDINGHAM asked the Minister of Co-operation and Development:

(a) What contributions were made by the respective Administration Boards in Natal towards training facilities for agricultural workers in each of the latest specified five years for which figures are available and (b) how many workers benefited from such training in each of these years?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(a) The following contributions were made to the Baynesfield Training Centre which is the only training centre in operation in Natal for Black agricultural workers:

| | |
|---|---|
| Drakensberg Administration Board | 1980/81—R29 000<br>1981/82—R14 000 |
| Port Natal Administration Board | 1981/82—R8 250 |

(b) 135 Black workers attended courses since August 1982 when the training centre came into operation.

*Note:* Of the R29 000 which has been contributed in the 1980/81 financial year by the Drakensberg Administration Board, R8 200 has been for classrooms and the rest for sport and recreation facilities. Therefore the contribution of R14 000 in the 1981/82 financial year indicates in fact an increase in the contribution for that purpose.

Hansard 30/5/83

97 **Occupational therapy** Q.Col. 1421 — 1426

809. Dr. M. S. BARNARD asked the Minister of National Education:

(1) How many persons obtained degrees in occupational therapy in 1979, 1980, 1981 and 1982, respectively, at each university falling under his Department;

(2) whether the number of occupational therapy graduates meets the demand in this profession; if not,

(3) whether steps are being taken to increase the enrolment of occupational therapy students; if not, why not; if so, what steps;

(4) whether any bursaries are made available by his Department to occupational therapy students; if not, why not; if so, (a) how many per annum and (b) how many students applied for such bursaries in each of the above years;

(5) whether he intends to increase the number of bursaries to be made available to such students; if not, why not; if so, by what number?

The MINISTER OF NATIONAL EDUCATION:

(1) *Degrees:*

| University | 1979 | 1980 | 1981 | 1982 |
|---|---|---|---|---|
| UOFS | 18 | 27 | 13 | 18 |
| US | 22 | 18 | 23 | 20 |

**A Human Sciences Research Council report has shown that the shortage of natural scientists and mathematicians has reached "critical proportions". Sue Leeman of The Star's Pretoria Bureau reports.**

# 'Critical' shortage of trained scientists — report

South Africa's nationwide shortage of trained natural scientists and mathematicians has reached "critical proportions".

Public oganisations are being forced to function with between 16 and 28 percent of their research posts unfilled and, in a few key institutions of the CSIR, the shortage of research personnel is as high as 36 percent.

These are the findings of a Human Sciences Research Council study, initiated at the request of the Prime Minister's Science Advisory Council and released yesterday.

According to the report, "if all influencing factors are taken into consideration, an average of about 2 400 students will have to obtain BSc degrees annually throughout the period until 1990 to adequately provide for manpower needs".

However, optimistic estimates put the probable number of BSc graduates during the period at more like 2 200 a year.

The study found that the "whole shortage situation has become a vicious circle.

"Owing to the low number of students who study the natural sciences, too few post-graduate students and teachers are recruited for this field.

"The unavoidable result is that the quality of the training at both tertiary and secondary levels of education is lowered.

"The quality and quantity of research in the natural sciences inevitably suffers — a factor which is in turn responsible for diminishing interest in this field."

The report said measures to remedy the situation must include:

- "A countrywide co-operative effort to improve the academic qualifications of the large number of unqualified and underqualified teachers in the natural sciences and mathematics.".
- Increased attention to in-service training.
- A recruiting campaign inititiated at the highest level. "This will only be sucessful if attention is paid to the salaries of teachers who have the necessary qualifications."
- "Making classroom practise a priority for trainee teachers. "Less time should be devoted to general education study."
- "Eliminating all discriminatory measures in the conditions of service and remuneration currently based on sex. This, the report says, would lead to the recruitment of more women teachers.
- Vocational guidance to dispel pupils' ignorance about careers in the natural sciences.
- Revamping syllabuses to consist of a compulsory core of subjects, applicable countrywide.
- Research into the best methods of teaching the natural sciences and mathematics, "specifically to enable black pupils to master these subjacts".
- "The introduction of optional 'bridge' courses at universities to help students cross the gap between school and university.

The president of the South African Council For Natural Scientists, a statutory Professional Body, Professor Victor Pretoruis, said while he found no fault with the contents of the HSRC report, he felt it was not specific enough.

"We are deeply concerned about the shortage of natural scientists and hope the Prime Minster's Science Advisory Council will take serious action on the matter. Similar studies have been made in the past but have yielded nothing."

Professor Pretorius said his council had been involved in "intensive discussion with the various education departments and we have sensed that things are changing".

"For the first time in my career I am optimistic that changes will be made to the education system."

Professor Pretorius said careers in the sciences should be made more financially rewarding. "The salaries of science teachers, for example, should be competitive with those for science posts in the private sector."

179 Hansard 15/6/83

Chamdor Training Centre, Krugersdorp

Q.G.1.1559–1560

*21. Mr. J. J. B. VAN ZYL asked the Minister of Manpower:†

Whether, with reference to his reply to Question No. 954 on 9 June 1983, separate (a) dining, (b) sleeping, (c) toilet and (d) recreation facilities are provided for the Whites, Coloured persons, Asians and Blacks being trained at the Chamdor Training Centre at Krugersdorp; if not, why not?

The MINISTER OF MANPOWER (Reply laid upon the Table with leave of House):

Chamdor is a group training centre in terms of section 31(1) of the Manpower Training Act, 1981 and is managed by a governing body consisting of employers. The following criteria which have to be complied with by every employer, in respect of his own training facilities in the 389 private training centres on predominantly factory premises, also apply to group training centres such as Chamdor, and also apply to thousands of other internal training facilities. This position has existed for years, also during the time before the legislation in connection with the training of members of the Black population groups, was taken over from the Department of Education and Training in 1980.

(i) It is the responsibility of the employer to maintain good labour relations in his establishment, and he must comply with this duty.

(ii) No changes or disturbance of existing practices may take place without negotiation with employees or their trade unions where such exist, and without their consent and arrangements must be to the satisfaction of those affected.

(iii) No employee may be compelled to share facilities with other groups—he may not be coerced into accepting changes.

(iv) If any employee or group of employees request separate facilities for any purpose whatsoever or request that existing facilities be retained or insist upon having separate facilities or that existing facilities be retained, their wishes must be respected and be acceded to.

The Department has to date not received any complaints that the governing body could not make satisfactory arrangements for the handling of training at Chamdor within these criteria.

# Botha urges better worker training

(179) RDM 17/6/83

Pretoria Bureau

THE urgent need for intensifying worker training in South Africa was stressed by the Minister of Manpower, Mr Fanie Botha, in Louis Trichardt this week.

Speaking at the opening of a farming implements factory, the Minister reminded industrialists they could get a cash grant for training schemes, based on 125% of training costs, calculated at the current rate of company tax.

They could also claim a cash payment of 57.75% of training expenses — and this was exempt from tax.

He said the productivity of South Africa's worker corps compared unfavourably with that of the country's most important trading partners.

This meant a weakened competitive position on world markets and made it imperative for employers to give attention to training their workers.

On the issue of a national minimum wage, Mr Botha said the Government had taken a clear stand against this. It was satisfied with the present system.

He warned of the danger of labour unrest. Entrepreneurs would not invest in any firm plagued by excessive labour unrest, no matter what other attractions it might offer.

It was vital, therefore, that employers and employees settle disputes in an orderly and responsible manner, said Mr Botha. The machinery for this was provided in industrial relations legislation.

Star (179) 1/7/83

# Could private schools cope with computer staff shortage?

**The computer industry will have to decide whether it is realistic to rely on free enterprise, in the form of independent training schools, to upgrade the number and quality of computer personnel. Star Business today publishes the second in a series of articles looking at the manner in which looming staff shortages are being tackled.**

The computer industry is moving towards a staff crisis which can be measured not only in numbers but also in quality.

The debate taking place now is whether the industry as a whole, as represented by the Computer Users Council, will have to intervene to deal with the problem or whether it is realistic to rely on independent training schools to upgrade the supply of computer personnel both in number and skills.

This argument derives from the study commissioned by the CUC and performed by a unit of the National Productivity Institute.

The NPI investigation suggests strongly that unless there is intervention the industry will come short on both counts.

Three major areas of concern have been identified.

- The traditionally accepted qualification for entry to the DP career has been a matriculation certificate coupled with an ability to pass an aptitude test.

Since 51 percent of matriculants are women, it is of concern that in programming only 34 percent of the incumbents are female.

As one goes up the hierarchy the picture worsens, with only six percent of DP management positions being filled by women.

Even if the percentage balance were changed quite marginally, most of the manpower requirements of the industry would be solved.

With the developing possibilities of programming and certain analytical work being undertaken at a woman's home, some leaders in the industry are now experimenting to see if they can solve their problems in this way.

- Problem number two is the source of entrants to the DP world. A survey of DP managers indicates that the majority have no qualification higher than matriculation and that only about 20 percent are graduates.

This was suitable when DP was a separate unit. It seems likely to be an inadequate level of training now that the DP function permeates the entire structure of industry and commerce.

More and more, the DP manager will have to be the product of a university commerce faculty with associated computer management departments.

To some extent the emphasis at university will move from computer sciences to computer management.

- The third problem may eventually prove to be even more serious. The NPI survey shows that most DP managers entered the ranks at the level of programming.

This is still regarded as the traditional entry. But an examination of programmer training, particularly in the privately-run schools, throws up some disturbing facts.

Generally, programmers are still being trained for what may be called the "bottom end" of programming, a field rapidly becoming obsolete. The need for high quality programming abilities on the other hand is rapidly increasing.

One reason for this may be that the proprietors of privately-run training schools are selling yesterday's knowledge and yesterday's skills without having access to the vast quantities of new material available from overseas.

This is another area in which it has been suggested that the CUC should intervene, forming at least a dialogue with the programming schools to assist them in keeping up to date in material and also identifying the staffing needs of the industry.

Curiously enough the NPI study places little emphasis on the need for introducing more blacks into DP.

It feels instead that if more women can be introduced to the industry, and retained in it, and if the graduate supply problem is resolved, then most of the manning problems will disappear.

# UWC launches drive to help small businesses

W/E Argus (Bus) 9/7/83

(179)

**By DEREK TOMMEY, Financial Editor**

**THE University of the Western Cape has begun a drive to increase the number and efficiency of small businesses, especially in the coloured and black communities.**

It has established an Institute for Small Business which will provide a wide range of services to all types of small business enterprises and to all population groups.

Professor Marius Leibold, head of the institute, said today there was a tremendous number of coloured people who wanted to start their own businesses. They had worked in industry and had many valuable skills.

It was intended that the institute would act as a catalyst and start these people on their way.

The institute also wanted to help those people who operated in the "informal" or "grey market" sectors — that is from their backyards — to improve their business methods.

Considerable importance was attached to these people as they played a large role in generating economic activity.

No accurate figures were available, but some people believed the informal sector accounted for up to 20 percent of the business conducted in the Western Cape.

The informal sector provided much-needed products and services to local communities and also provided jobs.

## Some of basics

But generally the people in the informal sector were unaware of even the rudiments of running a business. So the institute planned to teach them some of the basics, including book-keeping, cash handling and buying.

The intention was not to "formalise" these enterprises but to make them more efficient and profitable.

"We want to show them how to survive and prosper."

The institute could have a difficult task here because of the inherent suspicion which the people in the informal sector have for anything that seems "official" or organised.

However, a senior member of the institute, Mr George Rutter, has met several of them and will present the first of the courses for the informal sector at Guguletu on June 23.

Professor Leibold ... "vision and energy needed."

Similar courses will be offered there and at other coloured and black townships at later dates, depending on demand.

The institute is also planning to operate in other fields, including providing training for workers in manufacturing and in researching markets and providing advice for exporters.

Professor Leibold said the Western Cape had an enormous growth potential. It had the skills and resources to compete in both the domestic and the export market.

All that was needed was vision and energy in its businessmen.

26/7/83

NEWS

# Giant load on the move

THIS giant boiler drum is one of six delivered by Babcock Engineering Contractors near Vereeniging. The 180 t boiler drum, which has a 20 Mega Pascal design pressure at a temperature of 367°, was made by Dorbyl Heavy Engineering at its Vecor Duncanville Works and is one of the largest pieces of equipment in the 618 w steam generating set. On completion, the Lethabo Power Station will house six generating sets with a total capacity of 3 708 w enlarging Escom's national generating capacity by about 15%. The boiler drums, measuring some 25 m x 2 m diameter, manufactured from BS 1501-271B material with a thickness of 150mm will be housed 75 m above ground level in the massive power station complex The drum's more than 200 nozzles will be connected to about 500 000 metres of tubing.

BEC, a company in the Babcock Africa Group, estimates it took about 34 000 man hours to make the drum.

# Bop training centre started

AS part of the on going development of Bophuthatswana's manpower training infrastructure, a R1-million contract has been awarded to Stocks Bophuthatswana for the erection of a new manpower development centre at Mmabatho.

The building will provide facilities for an extensive number of trades ranging from auto mechanics, electricians and building industry workers - male and female.

Emphasis is placed on pursuits that will make a contribution to the Bophuthatswana economy.

## Steel

The manpower development centre complex itself will comprise 15 workshops and an administrative/service section of seven buildings.

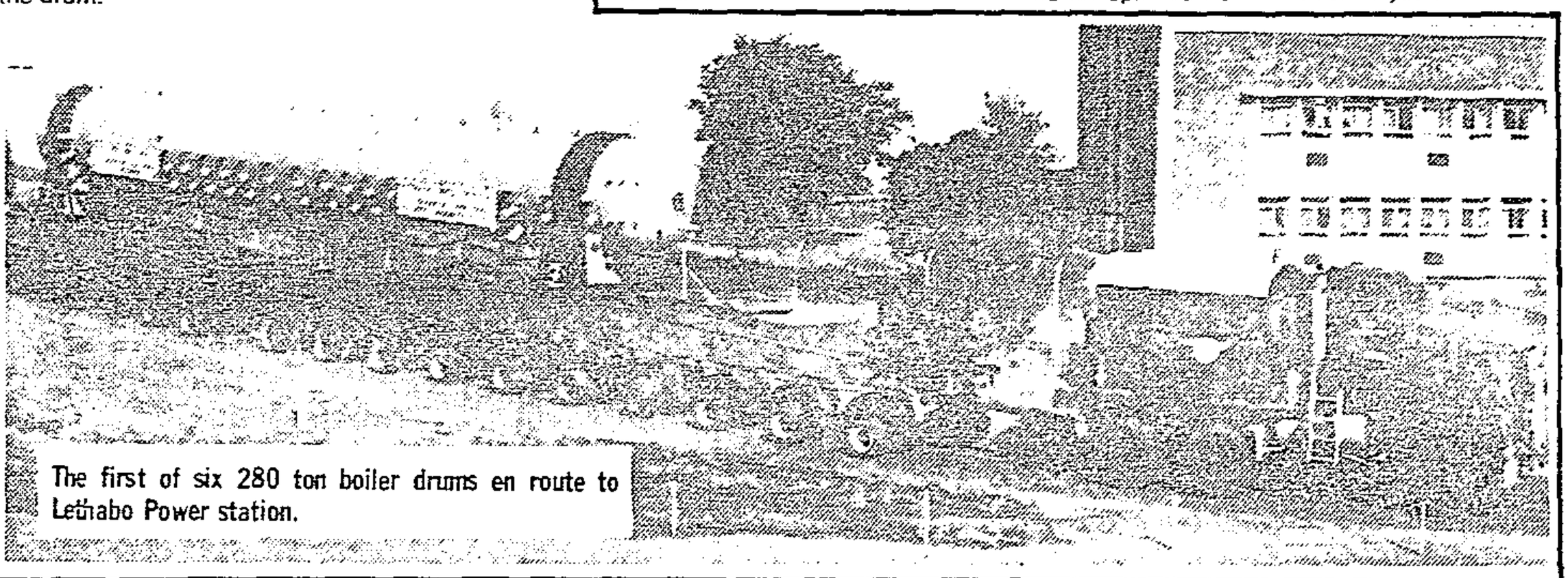
Work on the scheme is already well under way.

The workshops are being constructed in structural steel with brownbuilt and brick infill.

The two storey admin building will be of load bearing brickwork structures.

It will include two classrooms, a library, multi purpose hall and separate kitchen facilities.

The intention is to complete the entire complex by November/December in time for the next academic year.



The first of six 280 ton boiler drums en route to Lethabo Power station.

# Sprechen zie Deutch?

A course in German, tailored to meet the needs of employees of German companies in SA, has been set up by the South African-German Chamber of Trade and Industry.

The intensive two-week course, arranged through the Interman language school, is being monitored by an official of the German Embassy in Pretoria and successful students will be issued with a diploma by the Chamber at the end of each course.

Further information from Barbara Schulz (011) 83-7243.

# Toncoro future 'not so bleak'

DEMAND for bricks is running slightly ahead of this time last year, and the Tongaat Corogroup is hopeful of maintaining earnings in the year ending March 1984 in spite of a slump forecast last month.

Staff Reporter

In the year ended March, operating profit rose by 25% to R37,7-million.

Dividends totalling 34c a share were paid out of earnings of 78,7c a share.

Chairman Dick Kemp said: "Due to the level of demand for our products over the first three months of this financial year, influenced mainly by a strong residential market, the proposed level of production in this year is to be increased.

"By October, the rate of plant utilisation for clay and calcium silicate products will be about 95% instead of 93% anticipated earlier.

"Factories which can produce concrete bricks and blocks will be run at a lower level of capacity utilisation.

"Based on the current demand, overall unit sales in the 1983/84 financial year are now expected to be virtually the same as in the 1982/83 year.

"Accordingly, we are now hopeful that earnings per share will be similar to that of the 1982/83 year instead of the earlier view that earnings would not be maintained," said Kemp.

Kemp expressed caution on presenting a relatively optimistic forecast against a background of a general recession in the SA economy.

"The apparent bouyancy of the residential market has been described by the Stellenbosch Bureau for Economic Research as 'uncharacteristic for this stage of the building cycle.

"The Bureau lists a number of factors which have been advanced for the relatively vigorous activity in this sector of the total building industry.

"These include the free availability of housing finance, the concomitant ability of the building societies to deal with a backlog of mortgage applications and a decline in mortgage rates.

"Clearly, this level of building activity should be maintained if the housing needs of the Republic are to be met."

179

S. Times 14/8/83

# Most of R600m to be spent on black training

Business Times Reporter

SOUTH AFRICA will have to spend about R600-million on training over the next 10 years, most of it on the black labour force, according to Martin Westcott, a director of the P E Consulting group.

Speaking at the first annual convention of the South African Society for Training and Development this week, Mr Westcott said that although this was a large sum, the justification for supporting it lay in the fact that economic growth and prosperity depended to a large extent on making investments in "human capital".

The establishment of a black middle class was crucial but could only be achieved if they are equipped with the technical and managerial skills they require to compete on the job market.

He said that if South Africa failed to achieve reasonable rates of economic growth over the next 10 years, widespread unemployment would result causing serious social and political consequences.

"In addition, the changes that have been made in labour and other legislation have created rising expectations among our black people which, if not met, could pose a much greater threat to future industrial growth."

(179) RDM 17/8/83

# 'Blacks denied training skills'

By STEVEN FRIEDMAN
Labour Correspondent

AN "INCREASING number" of young blacks were being denied training for skilled jobs because of high standards set by employers for workers who wanted to become apprentices, the general secretary of the SA Boilermakers Society, Mr Ike van der Watt, charged yesterday.

Mr Van der Watt called for a joint management-labour effort to change the apprenticeship system so as to open training opportunities to many more people.

He was adressing a meeting of the SA Institute of Mechanical Engineers yesterday.

Mr Van der Watt said young blacks "still suffer from a serious educational disadvantage".

At the same time, there was a tendency among employers to set high entry standards for apprenticeships by insisting on a level of education which, because of the schooling system, was often out of reach of black applicants.

"While I believe it is in the country's interests to ensure that our technical workers should be as highly qualified as possible, I also believe it is very wrong to achieve this aim by denying training to an increasingly large number of youngsters", he said.

He said the trend towards high entry qualifications, together with a reduced period of apprenticeship, was preventing large numbers of young people who would, given time, qualify as competent artisans, from doing so.

It was within the power of unions and employers to agree to provide pre-apprenticeship training for workers with educational disadvantages and at the same time to agree to increase periods of apprenticeship, he said.

He also repeated his stance that registration criteria in labour law should be changed to remove control on unions and restated his union's opposition to Dr Piet Koornhof's Orderly Movement of Black Persons Bill.

He said his union would make representations to the committee considering this Bill.

179 Hansard 17/8/83

Chamdor training centre

Q. Col. 1899

*48. Mr. J. J. B. VAN ZYL asked the Minister of Manpower:†

How many Whites were taking part in the group training programmes at the Chamdor training centre at Krugersdorp to which he referred in his reply to Question No. 954 on 9 June 1983, at the latest specified date for which figures are available?

†The MINISTER OF MANPOWER:

During the period 1 January 1983 to 12 August 1983 50 Whites participated in such programmes.

†Mr. J. J. B. VAN ZYL: Mr. Speaker, arising out of the hon. the Minister;s reply, is he aware of the fact that the hon. member for Vasco said in the House on 24 June that in a service training was given to Coloured persons, Indians and other people of colour, but not to whites, and that the hon. the Minister on that same day, referring to me, said that he believed that I had maliciously alleged that those facts were not true?



†Mr. SPEAKER: Order! That question does not arise out of the hon. the Minister's reply.

†Mr. J. J. B. VAN ZYL: Mr. Speaker, the hon. member said that it was not true. Are the hon. the Minister's facts correct?

†Mr. SPEAKER: Order! The hon. member must resume his seat.

CAPE TIMES 18/8/83 179

# Procedures for strikes slow and lengthy

By PHILLIP VAN NIEKERK, Labour Affairs Reporter

LEGAL strikes are exceptionally rare in South Africa — before June there had only ever been one or two among black workers. And of the hundreds of strikes which accompanied the rise of black worker militancy between the late 1970s and last year, all were technically illegal.

This is because the Labour Relations Act lays down lengthy and slow legal procedures which unions must go through before they are permitted to strike legally.

Far from reducing the number of strikes, the system has led to a *de facto* situation in which so-called "illegal" strikes are part and parcel of the industrial scene. The department, aware of this curious flaw in the country's labour machinery, has amended the law to speed up the settlement of disputes, but illegal strikes are still the norm.

Prosecution of workers for going on strike is rare, in keeping with the Department of Manpower's philosophy of self-governance in industrial relations between employers and workers.

But in direct contrast to this enlightened attitude by one arm of the state, detentions and prosecutions of strikers do still take place by another arm — in terms of security legislation such as the "intimidation" clause of the Internal Security Act.

Unionists claim that going through all the legal channels before striking undermines worker militancy and resolve and removes the issues from the shopfloor. And the advantages of reaching the end of the tunnel are dubious: legal strikers can still be fired and selectively re-employed. The balance of power does not shift in favour of workers.

Phillip van Niekerk

At the Trade Union Council of South Africa (Tucsa) conference in Cape Town last year the Mine Surface Officials Association — which had almost been involved in two legal strikes with the Chamber of Mines — called for a ban on employers firing legal strikers. This call has been subsequently repeated, particularly in established union circles, where illegal strikes are few and far between.

It is, therefore, of note that workers at Natal Thread, members of the emerging National Union of Textile Workers (NUTW), an affiliate of the Federation of South African Trade Unions (Fosatu) have won an important concession over the right to strike. At the end of June, the workers embarked on South Africa's first legal strike in about seven years.

The strike took the form of an overtime ban, bringing the factory — a continuous operation — to a halt daily and seriously disrupting production. At the end, the company agreed to pay a 15c an hour increase to the workers and agreed that in a legal strike they would either dismiss all the workers or none of them.

As it is difficult for a company to fire its entire workforce without selectively re-employing some of them the agreement is seen as effectively establishing the right to strike. It could also point the way for future strike agreements at other plants.

## New pay offer

Memories of last year's raging battle between employers and workers at the three Port Elizabeth-Uitenhage motor manufacturing giants were rekindled this week at an industrial council meeting to discuss wages.

But fears of a new clash over wages appear to have been averted and Fosatu's National Automobile and Allied Workers' Union (Naawu) has agreed to take back a new pay offer from the companies — General Motors, Ford and Volkswagen — to their members.

While neither Naawu nor the employers issued an official statement after the meeting, it is believed that workers have been offered three increases between now and next August, raising minimum pay by 40c an hour. This could raise their pay in line with the rising cost of living, while the union is demanding an increase in real wages once the economy improves.

The Eastern Cape, and particularly the PE motor industry, has possibly been the most volatile labour front in the country over the past three years. Recession-hit 1983, however, has seen a change in this trend, and an amicable wage settlement in the Eastern Cape motor industry will further confirm this.

## Take them back

About 250 workers from the B and S Steel Furniture Company in Brits have been meeting every day for nearly a year following an alleged mass lock-out at the firm on September 8 last year.

The workers, all members of the Metal and Allied Workers' Union (Mawu) have, according to the union, endured "tremendous hardship" but have refused to give up.

Now their cause has been propelled into national prominence. They have asked the Industrial Court to order the company to take them back, and pay R850 000 in back pay, the largest back pay claim ever to come before the court.

Mr Gavin Relly . . . no takers

## Challenge

Mr Robin McGregor, researcher and compiler of "Who Owns Whom" has issued a novel challenge to Anglo American, which he calculates controls 56 percent of the Johannesburg Stock Exchange. He has suggested they train basic skills to 250 000 blacks a year.

He has called on Anglo chairman, Mr Gavin Relly, to "force the state to put its money where its mouth is instead of pussy-footing with so-called training perks compensating industrialists for what they should be doing anyway".

He believes the funds for the training — which could have a "tremendous ripple effect" on the economy — could come from a short term loan levy or from a tax moratorium for Anglo. The total cost, he estimates, would be in the region of one billion rand a year.

So far there have been no takers.

# EL to be a new manpower training centre

D. Dispatch 31/8/83 (179)

EAST LONDON — East London has been made the centre of one of the ten new training regions established by the Department of Manpower.

In a statement received here yesterday, the director-general of manpower department der Merwe, said that the manpo wer department would "now be giving more co-ordinated attention to the training needs of the Border region".

Dr Van der Merwe announced the formation of a regional training committee for the Border, to be based in East London.

The establishment of the new training regions comes as part of the manpower department's decentralisation programme, aimed at promoting training more effectively at the local level.

Mr M. A. du Preez, divisional inspector of the Department of Manpower in East London, and chairman of the Border regional training committee, said yesterday that the overall purpose of the Border committee would be to "co-ordinate, encourage, promote and facilitate training" in the Border region.

Specifically, he said that the main functions of the committee would be to:

- make more training facilities available
- determine training needs in various job categories
- co-ordinate training programmes and facilities throughout the region
- maintain a minimum standard of training
- co-operate with all local training bodies

In addition to Mr Du Preez, the members of the Border committee are: Dr D. P. de Beer, principal of the East London Technical College, Mr L. Deetlefs, director of management services for the municipality of East London, Mr G. Gross, training manager of CDA, Mr M. Nineham, training manager of Da Gama Textiles, Mr R. Ortlieb, divisional secretary of the Motor Industry Employees' Union, Mr N. Penfold, training and development manager of Johnson and Johnson, Mr W.H. Swardt, training adviser for the Department of Manpower, and Mr G. J. Uys, human resources manager of Tek Corporation.

Mr Penfold said he believed the co-ordinating function of the committee would be of particular importance.

"As things stand now, there is no sharing of training facilities in the Border, so there is a lot of duplication. Some companies are sending apprentices to Port Elizabeth or Natal for training, while other companies here have the same training facilities locally," he said.

Mr Deetlefs said the establishment of the regional training committee would make possible a "co-ordinated effort to get training moving" in the Border. All the Border's industrial firms would now be better able to formulate a common policy on training, he said. — DDR

(179) 16/9/83 Star 16/9/83 (179)

# Training of black manpower is key to future growth — experts

**A deeper understanding of a major problem of our time — what is really holding blacks back from climbing the corporate ladder and how the barriers to their advancement in business can be surmounted — is emerging from both research and company experience. ANTHONY DUIGAN reports on a Unisa School of Business Leadership seminar this week which looked at the realities and challenges of black advancement.**

The future prosperity of South Africa depends on three factors: the elimination of discrimination, business commitment to more adventurous employment of blacks, and an intensive crash programme to advance blacks into management in large numbers — starting now.

This sums up the views of manpower development experts who this week outlined the massive leeway South African businessmen and industrialists have to make up in manpower planning and policies with regard to black people.

Professor Nic Wiehahn, chairman of the Wiehahn Commission which revolutionised labour relations in South Africa, and Professor Jan Hupkes, top Unisa School of Business Leadership (SBL) economist, put the position bluntly: opening opportunities to fully utilise blacks in every possible position in commerce and industry is a pre-requisite for future economic growth.

Politics has nothing to do with it. Prosperity and ultimately survival have.

The boosters South Africa has had for economic growth in the past — the incentives given to strategic industries to develop in a protected environment, the inflow (up to the late 1970's) of foreign capital which allowed the country's domestic expenditure to exceed its Gross National Product, and the huge rises of the gold price — will probably fall away.

"The only measure left over is to pull ourselves up with our own bootstraps," said Professor Hupkes.

"The clearest and only alternative is black advancement. In stark reality the choice is between a greater integration and upliftment of the black labour and management force as factors of production in the South African economy — or eventually becoming poorer, with the concomitant evils of black and white unemployment and social unrest," he said.

Discrimination in law, in policy and in practice was found all over the world and was like an iceberg, said Professor Wiehahn.

"Only 10 percent of it is above water: that is discrimination in law and policy. That is easy to chop. The 90 percent under the water is discrimination in practice — and that is what sinks the ship."

To solve the problems of discimination in practice it might be necessary to prohibit it by law and make it punishable, he added.

Dr Linda Human and Dr Karl Hofmeyr, senior researcher and manpower planner respectively at the SBL, have done detailed research on the position of black managers in the white business world and the particular problems they face.

"The black manager is a 'marginal man' who must function in diverse, conflicting and often ambiguous environments," said Dr Human.

"First, he is expected to function in the world of the black townships and urban black culture.

"Secondly, he is expected to function as a 'non-white' in an apartheid society.

"And thirdly, he has to contend with a work situation where he may be required to function as an equal with his white colleague.

"Small wonder that he is confused and that his performance in the work situation may suffer as a result," she said.

"The black man's marginal position probably has as much to do with the problems he faces in the business environment as to cultural and educational discrepancies and racial discrimination."

Black managers generally lived a schizophrenic existence between two cultural groups, partially accepted and partially rejected by the white world in which they had to perform, Dr Human said. It was the task of white companies to reduce the conflicts of this situation.

Mr Silas Tlhopane, senior lecturer at the SBL, stressed that life experiences determined one's abilities.

Unless blacks were exposed to all the aspects of free enterprise and the business environment they would not be able to perform properly in it, he said.

"You cannot learn qualities like assertiveness and problem-solving from a book. You learn from life experiences, by being thrown in the deep end by a management which is committed to helping you," he said.

He warned against the token appointment of black managers who remained as window-dressing without any real responsibility — "putting them in a velvet ghetto".

*Professor Nic Wiehahn . . . "Discrimination in law and policy is easy to solve. But discrimination in practice is what really sinks the ship."*

"Until our education system is free from ideology and is standardised for all people, advancement will have to be carried out with due regard to the necessity of bridging programmes before most black managerial and professional practitioners can be justly and fairly measured against their white counterparts," he said.

Spokesmen for three of South Africa's top companies — Barclays Bank, IBM and Johannesburg Consolidated Investments — outlined their "affirmative action" programmes intended to develop blacks into top positions.

Dr Martin Nasser, professor of organisational dynamics and change at the SBL, warned against the tendency not to take the question of black advancement seriously and plan ahead.

"The fear is that in five years we will be talking of the same problem — and the same few blacks will be in managerial positions," he said.

# Keep pace with change 'or face the scrapheap'

(179) RDM 29/9/83

SUN CITY. — People completing their education today could expect most of their skills to be obsolete within 10 years, Mr Louis Allen told the Institute of Personnel Management conference at Sun City yesterday.

In his address he said those who finished their education 15 or more years ago were already headed for the scrapheap unless they were working to keep their skills up to date.

More knowledge had been generated and more technological change had taken place in the last 30 years than in all of history up to that time, Mr Allen of Louis A Allen Associates, said.

It was significant that 90% of the scientists who ever lived were alive today, and if the flood of innovation were to come to a halt now, it would require 50 years to make full use of what the world already knew.

But, he said, studies revealed that businesses tapped only about 20% of their workers' potential.

The untapped capability of human resources was one of the most important problems facing the world today and coincided with enormous changes in technology.

The computer would set the pattern for much of the improved productivity and human dislocation that could be anticipated in the years ahead.

If it got out of hand, the computer could become a cruel taskmaster, said Mr Allen. But the basic logic of human interaction would not disappear and careful planning would enable people to remain the masters and not the slaves of automation.

Satisfied, productive people who were loyal and committed to their work would remain the most important single element in the success of their firms, Mr Allen said.

Professor Jan Sadie, professor of economics and director of economic research at Stellenbosch University, told the congress there was a need for an education system that generated youngsters with the occupational attributes required by the labour market.

In his address Prof Sadie, who referred earlier to the growing shortage of skilled and semi-skilled manpower in South Africa, said the need was for an education system that yielded "quick and sure" returns.

He suggested that after the seventh school year the curricula could make "maximum provision" for studies with an occupational or technical content.

This, he said, could be supplemented by experimentation and training in the laboratory, which could be applied in the work place.

"The ideas of pushing as many pupils as possible into Standard 8 or 10, or into a degree in the Arts in the traditional academic stream, should be abandoned," he said.

"The liberal education which can be enjoyed in the First World, means material impoverishment in a Third World community where the investment good function should receive priority, if not exclusive devotion," Prof Sadie suggested.

He said South Africa was partly a First World and partly a Third World nation which caused problems for the economy. — Sapa.

# Call to develop SA's 'most precious asset'

179

A WELL-EDUCATED and trained labour force is a country's most precious asset, Dr H J J Reynders of the National Manpower Commission said yesterday.

Speaking at the Institute of Personnel Management annual convention at Sun City, he said a nation's general welfare was largely determined by the use and development of its human resources.

"A country that was unable to develop the skills and knowledge of its people and to utilise them effectively in the national economy would be unable to develop anything else," he said.

He said business did not operate in a vacuum, but formed an integral part of a greater whole, continuously being subjected to outside influences. In recent years, more and more emphasis had been placed on these environmental factors, direct and indirect.

Matters such as ownership, customers, competitors and employees were of direct concern to business. But firms should also be informed on indirect influences such as political and sociological affairs.

"The importance of change does not lie in the fact that it does take place, but rather in the way that we cope with it," he said.

He said South Africa would not be able to realise its development potential and offer all its people an acceptable standard of living if the country persisted in trying to recruit its high-level manpower mainly from the white population group.

If South Africa continued to do so, a relative deterioration might be expected in the course of time.

Therefore, it was important that all South Africans should have an equal opportunity to take part in the economy.

This implied, he said, an "attitude of fairness, justice ... and a national will among all population groups to work in this direction".

It also implied timeous and long-sighted planning for adequate educational and training facilities for everyone.

Dr Reynders said in many circles the roles of universities and technikons were still being regarded as competitive.

Rather, he said, they should be seen as auxillary institutions, each active in a field of manpower development suited to its particular expertise.

Educational institutions should anticipate the educational requirements of society and not merely react to developments that had already taken place, he said.

They should serve as a filter for communicating developments in science and technology and concentrate on those areas that were of greatest importance to society. — Sapa.

# IEA pledged to train black and white

179 E. Post 8/10/83

THE Institute of Estate Agents of South Africa, during the coming year, is committed to the training and education of estate agents at all levels and PROPERTY '83, presented by the Port Elizabeth and Midlands branch of the institute, is an excellent example of the type of seminar that will be held at the various branches throughout South Africa.

In addition to similar seminars, the institute has undertaken to assist the Estate Agents Board in the organisation of the compulsory examination in terms of the Act, which will come into force in 1984.

Through the non-profit-making company Home Ownership Marketing Enterprises (Home), it will assist the Estate Agents Board in the training of black estate agents whose function initially will be to market homes in the black areas under the 99-year leasehold scheme.

During 1984 the institute will also introduce its own professional designation examinations, which will concentrate on the training of residential sales staff, industrial and commercial sales staff and those involved in the management of property.

These professional designation examinations must not be seen to be competing with the Estate Agents Board compulsory examinations, but rather as complementing them.

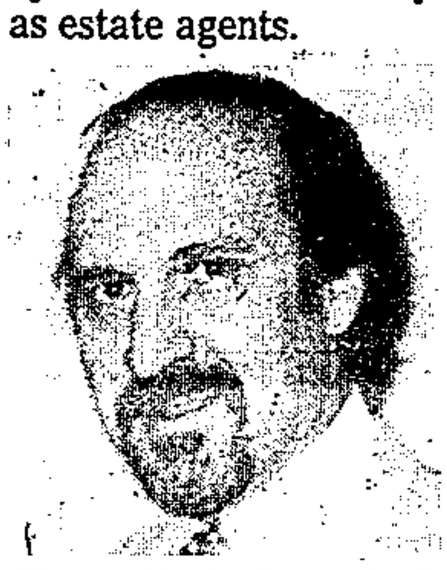
This is because the Estate Agents Board examinations will deal more with education of estate agents while the institute's own professional designation examinations will deal more with the training of estate agents.

The function of the institute will, in the future, be directed to creating a more professional outlook and will equip its members through various training programmes and educational seminars to operate more efficiently as estate agents.

## — A MESSAGE FROM —

Mr DEREK SMITH, national president of the Institute of Estate Agents of South Africa

*Mr ANDREW HARRISON, manager of the Estate Agents Board.*



Mr HAROLD OVSIOWITZ spoke on the theme of a new approach to ethics in the estate agency profession.

## Seminar success

For the first time ever, the Port Elizabeth and Midlands branch of the Institute of Estate Agents of South Africa held a full-day seminar, PROPERTY '83, in the city this week.

It was a great success, and promises to become a well-supported annual event in the future.

On this page are pictured some of the top men in the industry who explained at the seminar the new drive for ever-improving standards and the growing emphasis on training and professionalism.

Mr BASIL ELK, a member of the Estate Agents Board, whose subject concerned education, training and licensing.

# Non-profit firm to aid education

Mr NORMAN NEL, founder and managing director of a large Transvaal real estate company, who discussed the art of negotiation.

# SA experiences a 'training explosion'

ARGUS 18/10/83 (~~53~~ ~~148~~ 169)

Staff Reporter

NEARLY 500 000 people received training in South Africa last year — an increase, in spite of the recession, of 20 percent on the previous year, the chairman of the National Training Board, Mr Steve Naude, said in Cape Town today.

He was addressing the President's Council's science committee, which is investigating ways of boosting informal and non-formal education, especially among black communities.

Mr Naude referred to a "training explosion" in the country in the past few years since the Government extended tax concessions for training costs to all races.

### R100-M A YEAR

He said the Government was spending about R100-million a year on subsidising training in the private sector through tax concessions.

Mr Naude warned, however, that the growth of training staff had failed to keep track with the national training programme, although there were programmes to "train the trainers".

Mr Naude said there was hope for a big breakthrough in a computerised programme for teaching scientific subjects. This was being developed by his board with the Human Sciences Research Council.

With mechanisation, production had increased dramatically since 1977 without an equivalent increase in employment.

For example, the number of unemployed artisans had increased from 2 461 in May 1980 to 5 197 in May this year.

There was a greater demand for technicians who could operate sophisticated machinery rather than for traditional journeymen, he said.

# BER worried by black labour trends

179

RDM 21/10/83

By MIKE JENSEN

DISTURBING structural trends in the black labour market have been shown by a study by the Bureau for Economic Research at Stellenbosch.

Underlining deep-rooted faults in the educational and training systems for blacks, the BER found that even with the economic downswing, 60% of manufacturers were still blaming the shortage of skilled labour for bottlenecks and 60% of blacks had reached Standard 5 at best.

Between 1970 and 1982 the economically active population increased by an estimated 2 400 000 (two-thirds of them blacks) and job opportunities by 1 600 000.

The BER identifies part of the problem as being the result of a swing to capital-intensive activity. Between 1970 and 1980 the average cost of creating a job increased from R9 000 to R14 000. In transport and communication it was R32 000.

Economic growth has been traditionally advocated as a solution to the unemployment problem, but the BER says that although gross domestic product grew by 15,6% between 1972 and 1977, the number of jobs created went up by 16,2%. Between 1977 and 1982 GDP climbed by 20,2%, but job opportunities rose only 7,3%.

Aside from urging more educational programmes for blacks, the BER also wants the elimination of the red tape which holds back businesses in the informal sector.

The BER advocates the use of more labour-intensive means of production.

The study concludes: "The responsibility for such measures lies exclusively with the Government.

"Consideration should therefore be given to changing the pattern of public sector spending with the specific aim of putting more people to work."

# Building industry boom predicted

ARGUS 24/10/83 (179)

From the Property Editor

PORT ELIZABETH. — The building industry will enter the busiest time the country has known before the end of next year, said the president of the Building Industries Federation, Mr Pat Morris, at the annual congress today.

While the federation was spending R15-million a year to train an adequate workforce to meet the boom situation, he had grave doubts whether manufacturers of cement and bricks were taking similar steps.

He said Bifsa was investigating the possibility of importing cement and bricks and "has already been successful in making contact with interested firms overseas".

## Permission

"We have also received assurance from the Government that we would receive permission to import materials in short supply.

Mr Morris said South Africa now spent less on housing than most comparable countries.

He proposed a four-point plan to reduce building costs to a level the lower-income group could afford.

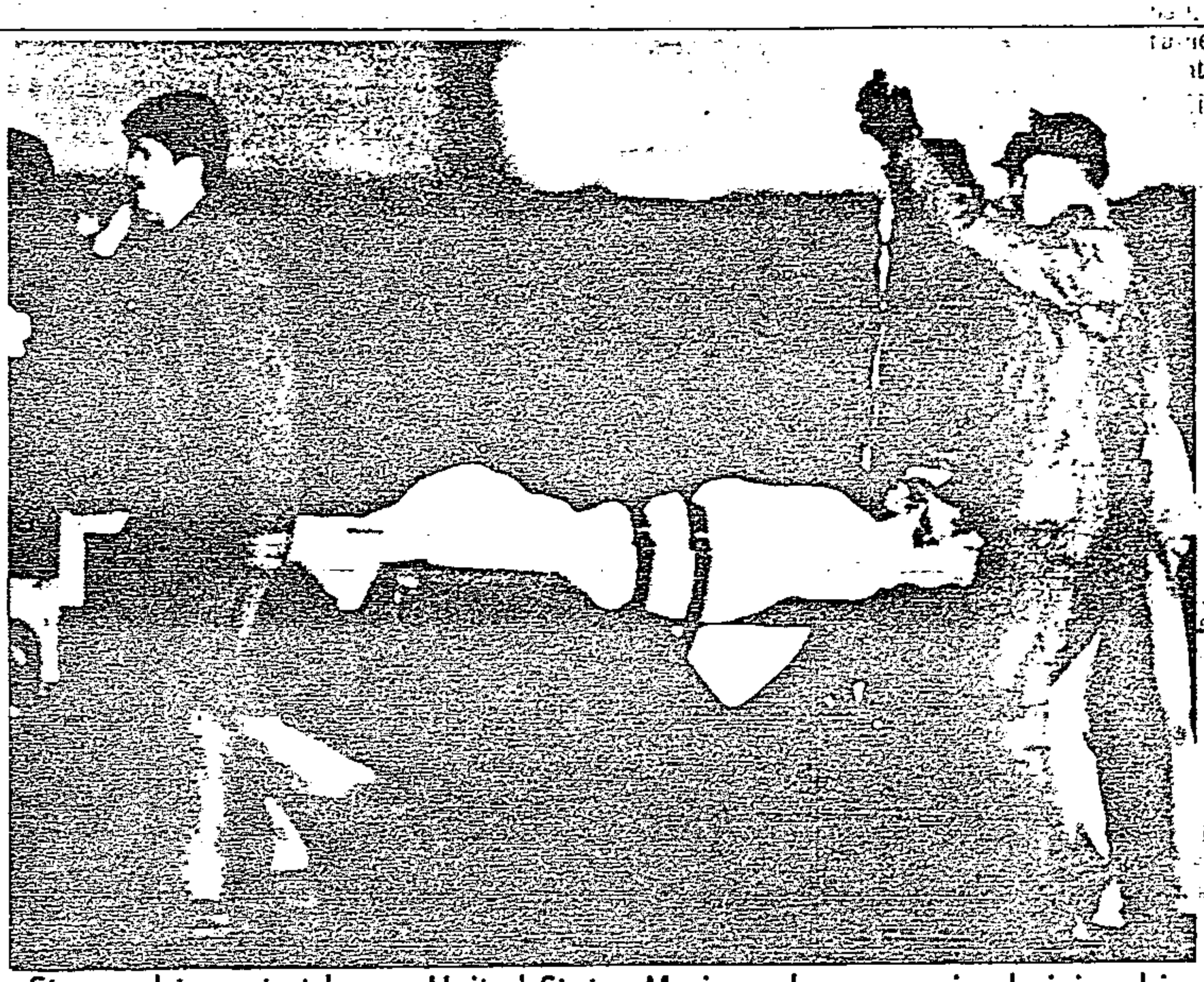
- Projects should be organised on a grand scale which, in the case of Mitchell's Plain, produced economics of 50 percent.

## Developed land

- The cost of developed land should be drastically reduced by the lowering or total elimination of certain services such as street-lighting, pavements and wide roads. By annually reducing the average waiting time in a township development application the final selling price of one erf could be halved, he said.

- Non-conventional housing forms, building methods and materials should be allowed.

- Housing should be made the responsibility of one dynamic democratic Government department.



Strapped to a stretcher, a United States Marine who was seriously injured in the Beirut bomb attack is rushed to a waiting helicopter at Frankfurt's Rhine-Main Airbase where 36 injured survivors were airlifted overnight for treatment in military hospitals in the area.

# Horror and shock all over world

NEW YORK. — National leaders around the world have denounced yesterday's bombings.

President Reagan: "These deeds make so evident the bestial nature of those who would assume power", if the US forces were to leave Lebanon. "There are no words to properly express our outrage."

The French Prime Minister, Mr Pierre Mauroy: "An odious and cowardly attack against France and against peace."

Lebanese President Amin Gemayel: "Deep sorrow over brave sons who died in a foreign land in defence of freedom and democracy."

British Foreign Secretary Sir Geoffrey Howe: "A hideously malevolent action by any standards."

Mr Richard Luce, British Minister of State at the Foreign Office: "Gigantic atrocity."

The Pope: "An act of war."

Israel's Prime Minister, Mr Yitzhak Shamir: "A despicable crime."

Pravda: "The Vietnam story begins to repeat itself."

Mr Javier Perez de Cuellar, Secretary-General of the United Nations: "A despicable act."

Italian Prime Minister Mr Bettino Craxi: "Vile attack by criminal hands."

Mr Walid Jumblatt, leader of Lebanon's leftist Druze faction: "Tragic."

Saudi Arabian Ambassador to Washington, Prince Bandar Bin Sultan: "Terrorist actions."

Egypt's Foreign Minister, Mr Kamal Hassan Aly, called for restraint for the sake of peace.

Brazil's President Joao Figueiredo: "Barbarian attack." — Sapa-AP.

INSIDE TODAY

**Jackpot round-up**

A number of top-class young horses will be in action in the four legs of Wednesday's jackpot at Milnerton. See Page 19 for The Argus Ratings.

**Colour poster**

A full-colour pop poster of Elton John, who has just visited the city, appears in Tonight.

TOMORROW

**Pyramid power**

Pyramid power — good vibrations, or just pie in the sky? Maureen, President Ronald Reagan's volatile daughter, Spring Brides, strawberry fare, fairy-tale fashions and more in Argus Woman tomorrow.

ARGUS 9/4/83

# Bifsa plans upgrade for artisan training

179

Property Correspondent

ARTISAN training in the building industry is be upgraded to help stabilise the cost of building.

This is the goal of Mr Hedley Rowles of Kimberley, new president of the Building Industries Federation.

In an interview, Mr Rowles said his industry existed to serve the public. It was important for the industry to contain costs as far as possible.

He disclosed plans for a new apprenticeship system which would see Bifsa — instead of individual firms — assuming responsibility for trainees.

A drawback of the existing system was that many employers were reluctant to take on apprentices because of economic uncertainties.

It was hoped the new system could be introduced in the next 12 months.

The industry was poised for a boom but it lacked manpower. "There is no shortage of labour resources but recruitment and training is a priority."

Because trained workers were in short supply they were able to command high wages without necessarily working at their best. Experience had shown that training boosted productivity and promoted stability of labour.

Mr Rowles said Bifsa would be paying more attention to housing and other benefits for the industry's workers.

In the 55 years since he started at a trade school Mr Rowles has risen through the ranks from artisan to teacher to top management. He headed LTA'S Free State and Northern Cape operations until his retirement last year.

He took over the presidency from Mr Pat Morris.

Business Day

# VW calls for penalties

(179)

16/11/83 Own Correspondent 220M

PORT ELIZABETH. — Companies which neglect training and poach staff from others when the economy expands should be penalised, says Mr Peter Searle, managing director of Volkswagen South Africa.

He said at the opening of VW's R1,5m apprentice training centre at Uitenhage that too many companies paid only lip service to training.

It was ironic that in the midst of one of SA's worst recessions and with record unemployment there was a serious shortage of skilled manpower.

The authorities had given generous incentives to private enterprise to expand their training programmes. But far too many companies — big and small — failed to use the benefits.

"If incentives are not sufficient to stir these companies to action, then I would suggest it is time for manufacturing concerns which negelect skills training and which, therefore, have to poach on others when the economy expands should be penalised by heavy disincentives where they fail to invest in the training and development of their people."

The amount spent by VW in Uitenhage on training had increased from R1-million in 1980 to R5-million in 1983. The number of journeymen trained by the company had risen from 124 to 300 in the same time.

The emphasis in the past few years had been aimed at:

- Producing more and better-trained artisans and technicians to overcome the serious shortage of skills in an expanding economy.
- Training more blacks to fill technical, administrative, supervisory and management positions.
- Keeping abreast of technological advancement through the training and retraining of employees.

# TALK ABOUT.....

# Making the most of training

179

Mercury 23/11/85

TRAINING in terms of money spent by organisations in South Africa has become a massive industry.

Tax concessions for training deprived the Receiver of Revenue of an estimated R150 million last year, which means that employers spent something like R175 million on training programmes which are registered with the Department of Manpower and therefore subject to generous tax concessions.

Some 10 000 courses are registered with the Department, but a recent study undertaken in the Western Cape reveals that more than half of the training carried out by companies in that area is unregistered, says Paul Dawson, secretary of ther SA Society for Training and Development, writing in the magazine *SA Training*.

## Staggering

As it is unlikly that the situation is any different in other areas of the country, it is reasonable to assume that South African organisations spent at least R175 million on training involving unregistered courses. In other words, the national bill last year must have been close to R350 million.

This is a staggering amount of money in any terms and indicates that the national drive to encourage managers to invest heavily in training in an effort to overcome the skills shortage, and to utilise our vast pool of labour more productively, is working.

## Awareness

This fact is further reinforced by the author's experience working in a wide cross-section of companies throughout the country. There is undoubtedly a heightened awareness of the need for training the country's human resources.

Unfortunately, however, most managers believe their responsiblity ends after they have made funds available for training.

It is a curious anomaly because in other areas of business competent and successful managers insist on a much more scientific justification of expenditure. They want to know exactly how their money will be spent and what benefits for the company will accrue.

When it comes to training these managers often forget sound business principles in the belief that training — any training — must be good and will benefit the organisation. They do not insist on training which can be measured for effectiveness in terms of increased productivity or efficiency.

This attitude, combined with unskilful use of training funds, is likely to lead to a situation where companies will spend large amounts of money on training and receive little or no benefit from it.

## Motivation

In fact, companies which allocate funds for poorly conceived and designed training programmes will also be faced with increasing resistance to the *training from supervisors* and line managers who will argue that the training is retarding productivity as workers frequently attend courses which achieve little real benefit in terms of improved performance.

Then, of course, there is the motivational aspect to be considered. Employees who undergo training, and then find that it is inappropriate or impractical, frequently believe they are to blame for the shortcomings of the training programme and motivation suffers.

The crux of the whole issue of training effectiveness is communication between line managers and *training staff*.

It is unfortunate but unavoidable that the trend towards specialisation in business means that training personnel often follow the arts in their educational process while most senior managers in South Africa are drawn from the sciences and commerce.

## Different

At the same time, personnel department staff, because they are concerned with a totally different area of the business, use different terminology and have very different ideas about human resource management.

Consequently most line managers in marketing, finance or production feel uncomfortable with sophisticated personnel-related issues and prefer to delegate these issues to the personnel department.

There is a strong body of opinion that personnel or human sciences practitioners *have cultivated this division* between their area of operation and the other business sectors.

Be that as it may, the point is that the personnel function should be veiwed as merely another business area with the same responsibilities for corporate performance as any other function.

In other words, the personnel department should also be obliged to meet clearly defined objectives which impact on the performance for the company.

Many large South African organisations have adopted this attitude to the personnel function and the result has been an almost immediate breaking down of the barriers which previously divided personnel from the other functional business areas.

Once a production manager, for example, knows that he can talk facts and figures with the training manager, *half the battle is won*. Now, before he decides how much money he should allocate for training he can establish, reasonably accurately, the positive effects the training will have on the production process.

Obviously this situation cannot exist unless the training manager is competent and in a position to provide the answers required by those who will be making the investment in training.

This raises another important issue. The evaluation of training programmes in South Africa is only very rarely carried out. Some companies now, as a matter of course, evaluate the performance of individuals before and after training to gauge the effectiveness of such training.

## Evaluation

Without this process it is impossible to cost-justify training accurately or to know whether the training is having any positive effect at all.

It is a fact, however, that we do not have sufficient competent training personnel available in South Africa to meet the requirements of business.

The 'hard' function areas therefore frequently have little confidence in the personnel or training department and without this confidence there can be little hope of meaningful interaction between the various *functional areas* and the training division.

Business Day

# Tax incentives for training threatened

179 RDM 7/12/83

By SIMON WILLSON
Industrial Editor

THE Government may remove some tax and other incentives for industrial training if companies continue to make a profit out of running such courses.

The Director-General of Manpower, Dr P J van der Merwe, gave this warning yesterday when he opened an R800 000 training centre at Sappi's Enstra paper mill near Springs. He attacked companies which used incentives to help promote themselves through advertising the courses while offering sub-standard training.

The Enstra centre is part of a R32m expansion programme at the Enstra plant, which is switching over to fine-paper production as Sappi concentrates newsprint manufacture at its R800m Ngodwana factory in the Eastern Transvaal.

Dr Van der Merwe said the recession offered industry a chance to catch up on the nationwide training backlog that had been caused by the economy's huge demand for skilled manpower. "There are still millions of workers in SA with no marketable skill, and we need to create opportunities for these people to upgrade their skills.

"We have reason to be concerned about the excessive charges levied for some training courses when half or more of the cost is merely the cost of advertising the course."

Companies should be more concerned about the cost-effectiveness of running training courses. "It would be a sad day for South Africa if, as a result of the actions of a small minority of companies in the training field, we had to remove some of the incentives available in this field. It is up to the companies to ensure that the cost of training courses is matched by what people get out of them."

There was a lack of mobility in the labour force which came about for several reasons.

He called for the rationalisation of industrial training programmes to eliminate wasteful duplication. "We have more than 22 000 training courses registered with the Department of Manpower for tax purposes. Many of these courses are duplicated over and over again."

The Manpower Department was compiling, with the co-operation of employers, a directory of registered industrial training courses.

Industry worried too much about the possibility of losing expensively trained personnel to competitors. "Training is always worthwhile, even if you only retain a small percentage of people. If we all adopt a policy of leaving training to the next man, we will never solve the problem of the skilled labour shortage."

# PE bosses urged to close wage gap and train workers

179

E. Post 7/12/83

By LOUIS BECKERLING
Business Editor

A SOMBRE warning that the yawning gulf between the living standards of whites and blacks in South Africa should be closed was issued yesterday by Mr Wally Life, American-born president of the Midland Chamber of Industries.

Echoing an injunction earlier this year to Port Elizabeth businessmen from the US Ambassador to South Africa, Mr Herman Nickel, Mr Life observed that failure to close this gap would lead to rejection of the free enteprise system.

Mr Life's comments came during his presidential report to the MCI annual meeting.

"Any company with an investment in South Africa has to ask itself the question whether this large disparity between the living standards of the whites on the one hand and the blacks on the other, is not a source that will breed rejection of the free enterprise system with potentially disruptive consequences.

"I think that most South Africans agree that it is not desirable to have such a large disparity between the living standards of the various groups that make up this country.

"If this is so, who is to take the initiative to close the gap between the two extremes?"

Observing that South Africa ranked 35th in terms of world population, 24th in terms of gross domestic product, and 18th in terms of passenger cars in use, Mr Life said it was no surprise that with such important rankings — "which in fact understate the importance of SA as a market" — that the world expected South Africa to have achieved the same ranking in the field of social and political development.

"But averages tend to mask the two wide extremes. Many of South Africa's 4,7 million whites have a standard of living as high, or higher, than that enjoyed by North Americans and West Europeans.

"They have sophisticated consumer tastes and operate within a modern industrialised economy.

"The black population largely lives at a level which in many respects is equal to that of the inhabitants of the low-income Third World developing countries and it is this perspective that complicates comparisons."

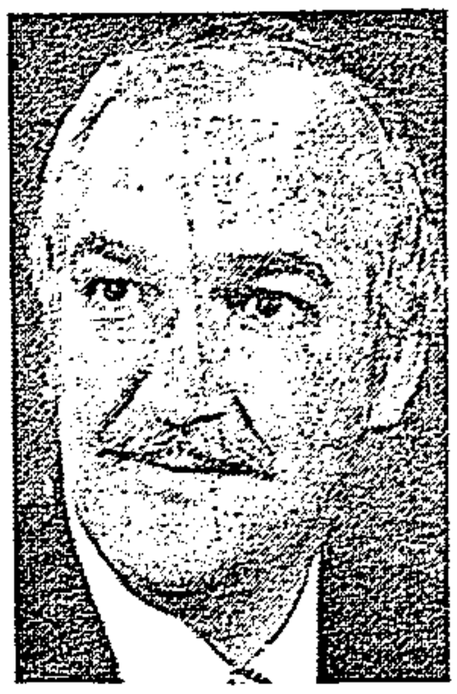
Noting that income and living standards could only be raised by enriched working situations, Mr Life said simple redistribution of wealth would not solve the long-term problem of closing the gap.

"Only sustained growth in wealth generation can achieve this. Closing the standards of living gap can only be achieved through improved education and more work opportunities for more people."

Accordingly the Midland Chamebr of Industries, undertaking its responsibilities in this regard, would establish a "special task force to optimise all the available training facilities that its members have".

"We will ask MCI member companies to increase the number of openings for courses they are conducting by 25% and make extra places available to matriculants who are not employed.

"In this way we will be able to show the workforce of the future that we believe in training, that we want them to gain experience in the environment of industry, so that when a job opportunity does occur they will understand how private enterprise works and thus will be better prepared to contribute to its stability."



MR L BRITZ has been appointed manager of Santam's Port Elizabeth Branch.

BACKGR...

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INDUSTRIAL TRAINING

# When cheaters prosper

The Department of Manpower is getting wise to the fact that some businessmen are abusing the 200% tax concession for users of the 22 000 training courses registered in SA.

It is "actively considering" slashing the bonus if its new campaign to have more effective training programmes fails to show results.

Training became an area of potential abuse after the tax incentives were first introduced with the Black Employees' In-Service Training Act in 1976, extended to training for all races in 1979, then consolidated in the Manpower Training Act of 1981.

At least half a million South Africans of all races and from most industries other than mining go through some sort of Department-approved training course each year. Without this approval, course costs do not qualify as a deductible expense.

The department now insists on seeing a full breakdown of costs from course developers before considering approval.

### Freebies

The system is abused so much in some cases, says Director-General Piet van der Merwe, that approval is now being refused for up to 60% of the cost of some submitted courses.

"Very often," he says, "more than half, and sometimes two-thirds, of the make-up costs of course fees are in unnecessary peripherals given away to candidates."

The freebies range from floor-show tickets to engraved pens to briefcases and even mini-computers costing several hundred rands each. Five-star hotel facilities, travelling and entertainment are also submitted as "integral parts" of a training course's cost structure.

"These we absolutely refuse to approve," says Van der Merwe.

The Department also takes a dim view of advertising costs which sometimes account for more than half the total cost of a given course. He says 10% should be enough for advertising.

SA training, as Van der Merwe sees it, falls down in five main categories:

- ☐ Excessively high fees are charged for short courses;
- ☐ Very often there are doubts about the relevance of some courses. And individuals sent on the course, even if it is a useful one, are often unsuitable;
- ☐ Instructors are often of poor quality. Using imported, packaged material, totally inexperienced people are passing themselves off as specialist trainers. Delivery, presentation, communication is often poor;
- ☐ They are sometimes presented in unnecessarily elaborate and opulent surroundings. Van der Merwe says it is "quite ridiculous" to use splendid hotels for courses when suitable alternative facilities are usually available. Schools and universities, for example, are frequently available not only during holidays but also in the evenings; and
- ☐ In many cases, there is absolutely no follow-up or feedback from or by employees who have been sent on courses. Monitoring is needed to see whether anything is being achieved.

Van der Merwe says the most identifiable area of waste in training is in management courses.

This can be a real rip-off zone, he says, offering superboss courses under the headings of "Business Leadership," "Management Psychology," "Behavioural Models" and "Tactical Business Psychology."

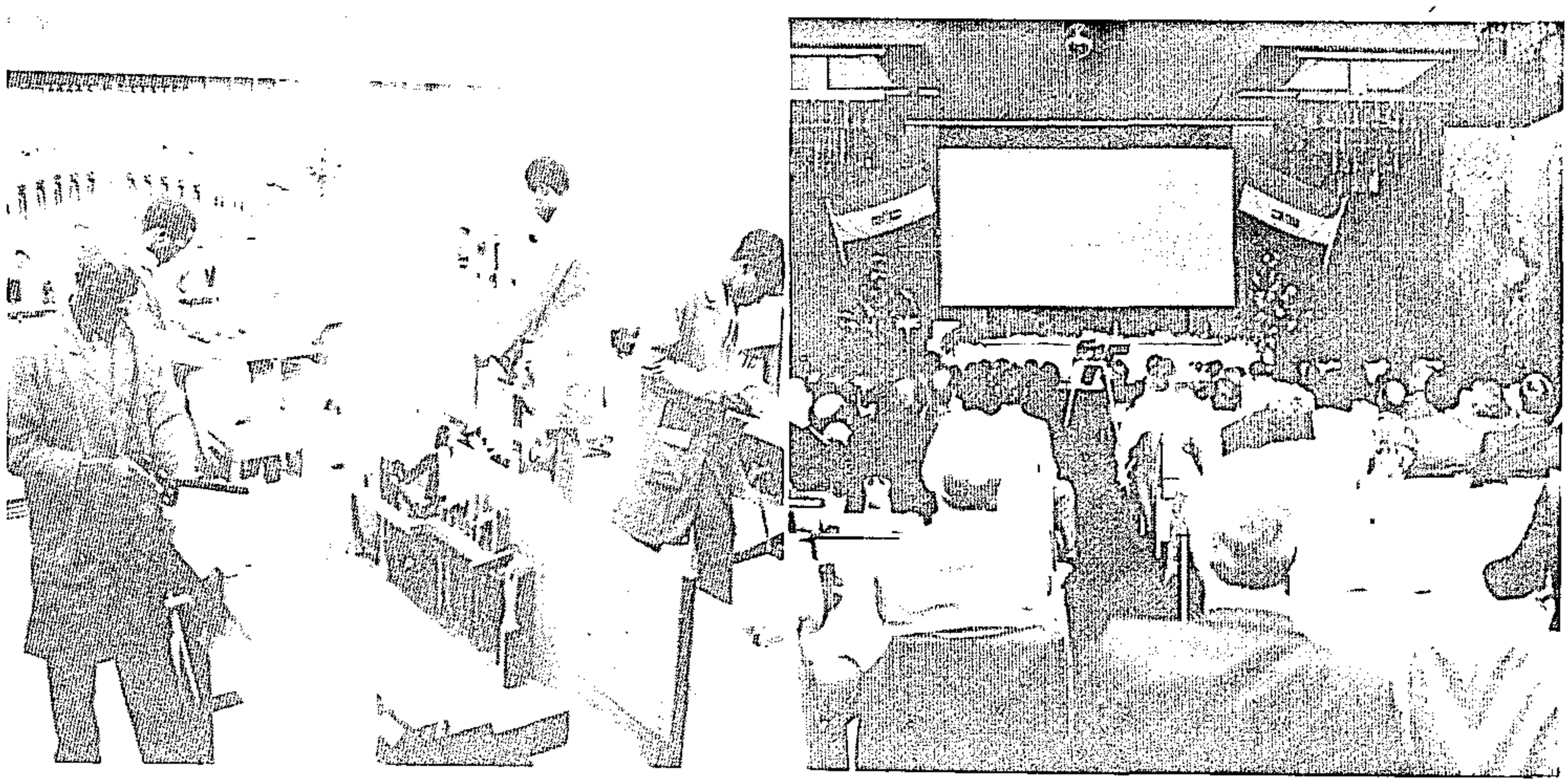
### Facilities

At shop-floor level, he says, more use should be made of Group Training Centres — which have been jointly created by government and the private sector to boost the national training effort. They are run by private-sector industries in facilities provided by the department.

Centres at present include those at Chamdor in Krugersdorp, Apex in Springs, Potchefstroom, Vereeniging, Port Elizabeth, Pinetown, Welkom, Pietersburg, Nelspruit, Tzaneen, Alrode and Emthonjeni (outside Port Elizabeth).

Twenty thousand trainees go through courses at these centres every year.

The department says employers, the beneficiaries of the present tax incentive, should bear the onus of rationalising training in SA. A moral responsibility lies on managements, Van der Merwe holds, to enrich their industry with better-equipped people and not merely to seek bigger tax savings.



**Training ... to the point and, right, the freebies zone**

# More open training wanted

179

E. Post 20/1/84

Post Reporter

THE former president of the Port Elizabeth Chamber of Commerce, Mr Denis Creighton, today urged the removal of restrictions placed on tertiary education institutions regarding their enrolments.

Speaking at the official opening of the academic year at the Port Elizabeth Technikon, Mr Creighton, a member of the Board of Trustees for the Career Opportunity Research and Information Centre, said the institution had been a leader in many fields, not least of which was the opening of facilities to all race groups in Port Elizabeth within the constraints of official policy.

"It is my belief that private enterprise in South Africa, on which our livelihood is based, will be strengthened if educational opportunities are improved for all South Africa's people, making our population better workers, consumers and citizens," he said.

"Surely the Port Elizabeth Technikon is best equipped to judge the potential of the new student to handle the applicable course, bearing in mind the needs of the business community it serves," he said.

"The decision by Government to reject the De Lange Report's recommendation that education be regarded on all levels as an 'own affair' instead of creating a single Ministry responsible for a macro-education policy, has been regretted by organised commerce and will not relieve the tensions of existing separate systems."

Mr Creighton said the challenge confronting tertiary education institutions was to even out these discrepancies so that would-be employees would have the qualifications to compete on equal terms after completing a technikon course.

"This is one of the great advantages of unified education from an employers point of view — to accept a standard of qualification from a single institution without having to make adjustments or allowances for differing standards.

"One cannot justify any restrictions or divisions which undermine the competence of the individual."

The Minister of Manpower, Mr P T C du Plessis, congratulates Mrs Aleyda Pate, the only woman in 1983 to get a top trade test award.

# Minister blames artisan poaching for skills shortage

179 Labour Reporter Star 20/11/84

The shortage of artisans was partially due to the poaching of qualified workers by employers who were not prepared to train their own apprentices, the Minister of Manpower said in Johannesburg last night.

Mr Pietie du Plessis said, at the Trade Test Awards banquet, that every employer had a moral obligation to invest in the up-to-date training of his own workforce and should not rely on other employers or the Government.

Mr du Plessis said his department attached great importance to the training of artisans with generous tax concessions and cash grants being some of the incentives on offer.

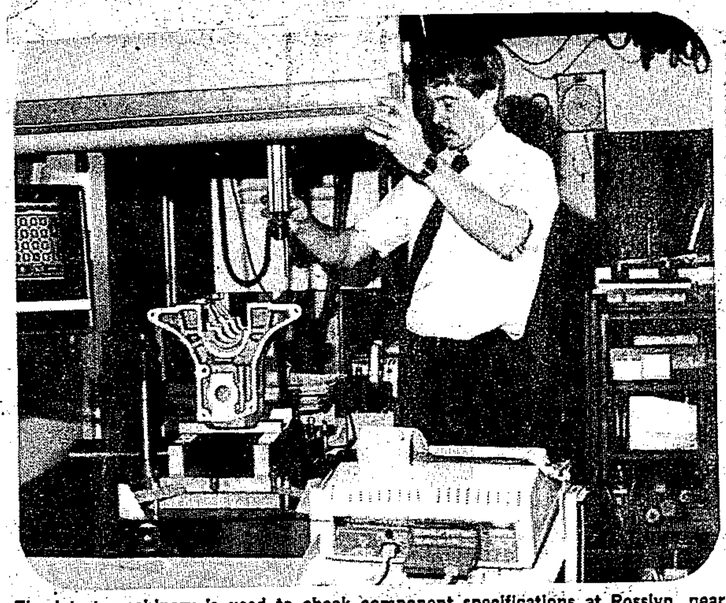
However, the Government would never support any attempt to lower training standards in the interests of supplying the country with more artisans.

The Council for Scientific and Industrial Research was expected to make a final report on artisan training by the end of the year.

Mr du Plessis said the passing of trade tests should never be an end in itself as it did not make a good artisan out of any workman.

All artisans had a responsibility to work harder and attract others to their trades. In recent years, the number of department-registered apprenticeship contracts had risen substantially, despite the recession.

● The trade test champion for 1983 was Mr Andrew Walter Douglas (20), an aircraft radio mechanician, now studying for his BSc. The other 13 winners were: Mr P Uhlig, Mr D van der Walt, Mr J French, Mr F O Oosthuizen, Mrs A Pate, Mr D Schlegelmilch, Mr J Schroeder, Mr L Kohler, Mr J Mayer, Mr T Steenkamp, Mr J Stoffberg, Mr H Diedericks, Mr P N Archery and Mr N Wagner.



The latest machinery is used to check component specifications at Rosslyn, near Pretoria.

*Training teams are active at all levels*

# Manpower competency is key to quality

22/1/84 (179) S. Times

IN March, Nissan South Africa launches the final phase in a training programme, explaining to new black employees the fundamentals of the private enterprise system, the workings of a modern car production line, the meaning of quality — even how a white man thinks.

"It's all a question of helping blacks to adapt to what might be a strange environment, one in which they do not properly understand and in which, as a result, they are unable to produce their best efforts," said Dan Kruger, general manager, manpower development.

It is one more indication of the thoroughness and depth in which Nissan approaches its manpower development policies, and the way in which the company attains high product levels through sophisticated management techniques.

## TRAINING

Training is given at every level, including the company's directors. Said Kruger: "Training is directed at improving the competence of all employees. Our training philosophy is all competency-based.

"This philosophy centres around improvement of ability and skill to perform any job. Because of the cultural difference between race groups, we are also putting a lot of emphasis on attitudinal training. After all, if we are going to produce a quality product, the foreman and the people reporting to him need to understand the culture differences between them as well as the similarities that also exist between black and white.

"This understanding leads to improved communication between the foreman, better quality of employees and fewer labour dificulties in the factory."

Nissan employs 6 000 employees, to which should be added another 6 000 in the dealer network, making 12 000 in total.

## OBJECTIVES

"The bulk of our operating staff is made up of 3 500 people. This is why line management have to be trained to the level of where they can do some of the training themselves. The training department deals with all sectors of the company, including marketing, financial and accounting, as well as the production side. We cover all this with 40 training personnel, plus clerical staff.

"Our objectives are to establish the terminal need, the learning process involved, and business considerations, such as quality, schedule requirements and reduction.

"There are five main lines of approach. First management defines the problem; the training department analyses and proposes training support; agreement is reached with management on measurement of results; training programmes are developed by the training department, and approved in content; and then comes final implementation and actual measurement of result with on-going assistance from the training department for line management.

"Our reaction time to a specified problem is exceptionally short because of our organisation structure. Our account managers, who work in their own areas with line management, have in-depth knowledge of the areas in which they operate. Once they have identified the need we then have a team of people who analyse and develop appropriate courses. We run a lot of courses having short-term objectives, such as for welders and other production line skills that have a major impact on product quality.

Training amounts to more than just group training of people. All line managers are involved in the training and transfer of knowledge to the worker on the job. Line management identifies the training need, after which the training department devises a programme which the line manager approves.

"We would also get him to contribute to the content of the courses, and incorporate his views as to how he sees the training. In many instances the line manager might present the content of the training programme to his subordinates which is what we call our 'top-down' process.

"We also link training to indices in the organisation, as an overall objective to be aimed at. These would include such aspects as labour peace, decreased absenteeism, decreased labour turnover, increased productivity and promotional responsibility. If a manager has a programme in plant, we assess how it will influence a final result. We then ensure that he has the training back-up needed to attain that result.

"We further believe that the strength and quality of a training programme largely rest in the training technology used. Selected training managers research different training technologies and trends in America and Europe, and find out how they can be applied in South Africa. They also generally look at ways for training the company's training officers."

(179) RDM 9/2/84

# IN FOR A JOLT

Financial Reporter

THE private sector was last night accused of abusing the R60m in tax concessions for training provided by the Government last year.

Mr Dennis Etheredge, recently retired executive director of Anglo American Corporation, said that as a result of this abuse "we should not be surprised if the March Budget gives companies a nasty jolt in this area".

Mr Etheredge was addressing a fund-raising function for the Engineering Careers and Education Project in Johannesburg. The private-sector body aims at training and educating black children in technical skills.

He said the private sector did not fully appreciate the severe implications of the skilled manpower shortage.

While tax concessions for training had been stepped the amount of training companies undertook not, he said. Training costs were generally one of the first things to be cut in a recession.

"As a result, we are nowhere near ready for the coming upturn in the economy and high growth will not be acheived unless there is an adequate supply of skilled manpower."

Mr Etheredge said one of the biggest problems was to change the attitude of students to technical training.

"In 1985, the number of black matriculants will exceed the number of whites but it is sad that the number of students with maths and science qualifications will be very small.

"So we are not going to be swamped by blacks who have the necessary skills which can be built upon."

He said it must be a priority to swing pupils into this area and make students more positive toward technical skills.

"We need to foster an awareness among the young that technical skills are important to the continued wellbeing of a country such as South Africa which bases its progress on industrialisation."

Mr Etheredge handed over a cheque for R20 000 to the project from the Anglo American and De Beers' Chairman's Fund.

# Drug firm's huge gifts

A KEMPTON Park company has donated three television sets and video machines to the Vosloorus Junior Secondary School as part of the company's 50th anniversary celebration.

The television sets and the video machines were presented to the principal of the school, Mr M M Moloko, by Mr Max von Dach, senior vice president of the company which is based in Isando, Kempton Park.

The donations are part of the R100 000 worth of donations the company will make during the year.

The company, which manufacturers and markets a wide range of pharmaceutical products, will donate funds to a number of hospitals, clinics and schools in South Africa during 1984, including several black teaching and educational institutions as part of the company's celebrations.

Mr Moloko told The SOWETAN in an interview yesterday that the company has also undertaken to pay for five years maintenance of the equipment donated to his school.

"The donation of the equipment by the company would make learning easier for the children, and more effective.

"Research has proved that if teachers rely on words alone, only 10 percent of the lesson is retained by the students," he said.

Meanwhile Mr Moloko said that a technical syllabus, including courses in electronics, welding, brickwork and plastering was being planned by the Department of Education and Training and that about 13 new classrooms will be erected at the school to accommodate the expansion.

Sowetan 10/2/84

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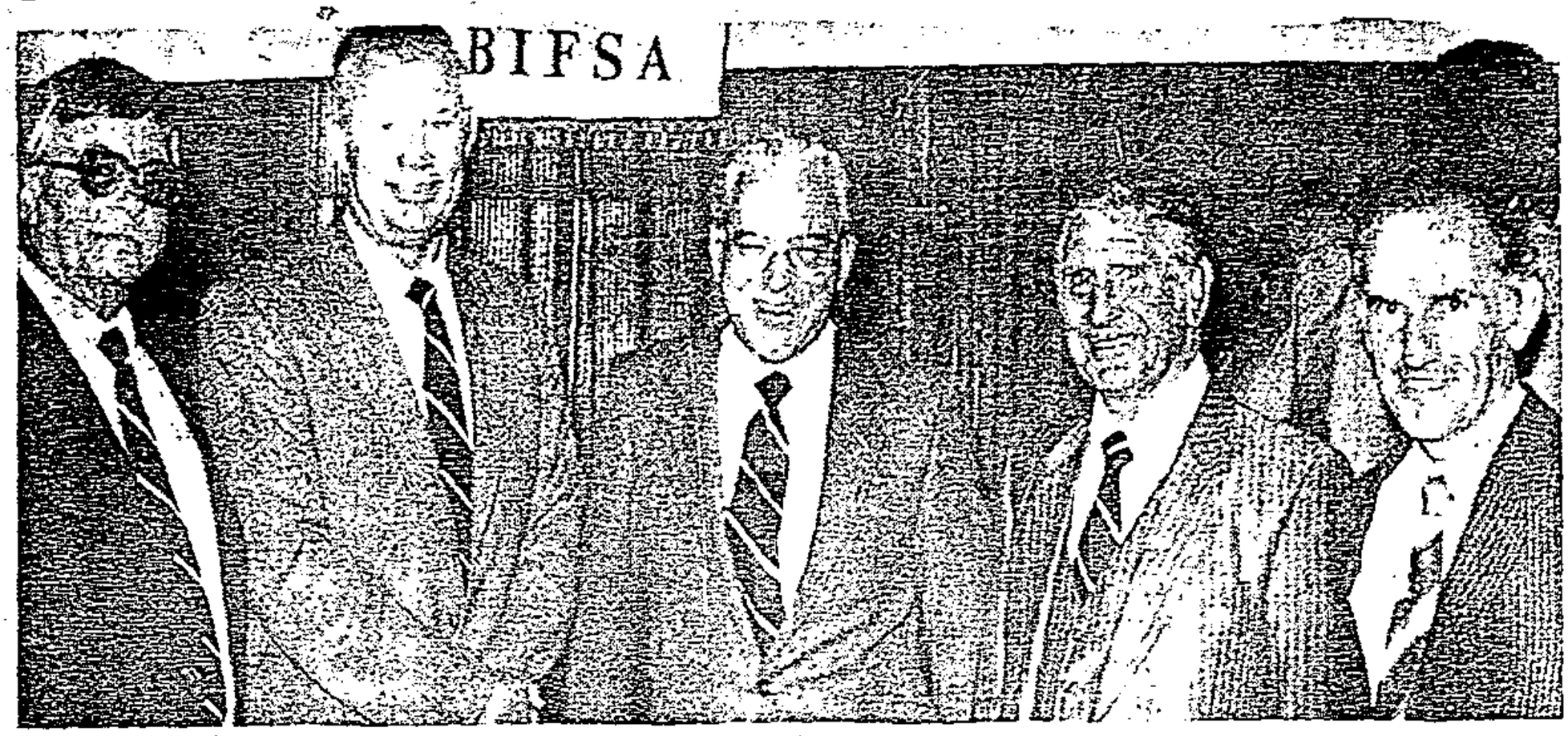


Attending the opening of the new Bifsa vocational guidance centre in Port Elizabeth were (from the left) Mr RONNIE GAIR, Bifsa regional manager, Eastern and Southern Cape; Mr DES MASTERS, president of the Master Builders and Allied Trades Association, East Cape; Mr LOU DAVIS, executive director, Bifsa; Bifsa president Mr HEDLEY ROWLES, who delivered the opening address, and Mr ANDY STEWART, senior vice-president of Bifsa.

18/2/84

# Centre to attract learner builders

E. Post 179 E. Post

**Property Editor**

A VOCATIONAL guidance centre aimed at sparking interest in careers in the building industry has been opened in Port Elizabeth.

This is the fifth such centre to be opened in South Africa by the Building Industries Federation of South Africa (Bifsa).

The others are in Johannesburg, Pretoria, Durban and Cape Town.

A sixth such centre is to be opened in Bloemfontein shortly.

The aim of the centres is to stimulate an interest in a career in the building industry, particularly among young people.

To this end, groups of schoolchildren from all walks of life and from all race groups will be taken on organised visits to the centres while they are still at that stage of life where their future direction is uncertain.

The centres contain examples of virtually every craft and facet of the building art in the form of static built-in displays.

Thus the youngsters are able to see how reinforced concrete stairways are constructed, how the reinforcing steel is arranged and shutterings fixed for concrete load-bearing pillars, and gain "eyeball" contact with a host of building techniques, materials and types of finish.

Different safety equipment used and clothing worn are also dramatically displayed along with a host of other "living samples" — not just photographs.

Mr Ronnie Gair, Bifsa regional manager, Southern and Eastern Cape, said the centres were intended purely for vocational guidance and to stimulate interest in building as a career.

Visits were made to schools and groups of potentially interested pupils addressed on the openings which awaited them in building.

This was to be followed up by bringing groups of pupils by bus to the centre so that they could gain a more comprehensive idea for themselves of what working in today's sophisticated building industry entailed.

On leaving school, those who decided they would like to enter the industry then made application to Bifsa.

Those who were accepted after proving their practical aptitude for the industry were employed by contractors and received specialised training at Bifsa's training centres.

Mr Lou Davis, executive director of Bifsa, who attended the opening, told PROPERTY POST that Bifsa's R15 million-a-year expenditure on training nationally had already gone a long way to improving the poor image building work had once had in the career market.

"A lot of young people didn't see any advantage of just being another builder. But now our message of bringing craftsmanship back into the industry is getting through."

This, in turn, he said, was resulting in a better type of person seeking entry into the industry.

For apprenticeship to a building trade, an educational level of Std 7 minimum was required.

Regrettably, said Mr Davis, there was a vast and badly needed reservoir of labour in South Africa that initially could not muster this basic educational requirement.

However, he said, Bifsa provided a positive way around this inhibiting factor in that those who successfully completed their four-year period of learnership and qualifying tests at Bifsa training centres became elegible for artisan status.

It was thus possible for even the educationally underprivileged of all races to attain artisan status and wages.

People accepted for Bifsa training spent 12 weeks at training centres in the first year, and three weeks each in the second and third years.

At the end of the fourth year they were tested for proficiency.

Bifsa paid their wages during training periods and their regular employer for the rest of the four-year period.

Mr Hedley Rowles, president of Bifsa, who performed the official opening ceremony at the new centre, emphasised the vital need for recruitment and training in the building industry to meet South Africa's daunting housing backlog.

# Technical training for Border

179

7/3/84

**CAPE TOWN — Border leaders in commerce and industry will thrash out the question of technical training in the region with a cabinet minister in East London today.**

They will hold talks with the Minister of Education and Training, Mr Barend du Plessis, this afternoon.

The MP for East London City, Mr Peet de Pontes, stressed yesterday that the meeting would not be of a preliminary nature but would be geared "to ironing out the specifics" of technical education needs in the area.

If successful, the meeting "could go a long way towards getting a commitment for the establishment of a secondary technical educational facility for blacks to serve the whole Border, Ciskei and possibly Transkei regions," said Mr De Pontes, who has played a major role in setting up the talks.

Participants include representatives of the Border Metropolitan Development Corporation (Bomedco), the Border Chamber of Industries, the East London Chamber of Commerce, the Afrikaanse Sakekamer, the East London Technical College, Fort Hare University, the East London City Council, and a number of leading industrialists.

The top-level meeting follows years of research and negotiations and should, according to Mr De Pontes, produce concrete results.

If Mr Du Plessis and other participants reached consensus today on the extent and nature of a training institution, a facility could be established within a year, he said.

While many of the participants at today's talks have expressed themselves in favour of a non-racial technikon in East London, it is unlikely the meeting will produce such a commitment from the government.

From
**ANTHONY JOHNSON**
**Political correspondent**

The technikon idea was apparently shelved following research by the Departments of Education and Training, National Education, and Manpower into the need for technical education in East London and surrounding areas.

Government investigations concluded that a technikon providing tertiary training was not feasible at this stage because of limited demand and the high cost of such an institution.

However, these studies did find that there was an urgent need for secondary technical education primarily among blacks in the region.

According to informed sources, the government is likely to favour the establishment of a training institution, possibly in Mdantsane, which incorporates the following major features and provisions:

- That it be principally for black technical education at the secondary level.
- That it accommodate between 1 000 and 3 000 students initially, with expansion of facilities as needs dictate.
- That it serve the region as a whole, including Ciskei and possibly Transkei as well.
- That it be a joint venture, involving South Africa, Ciskei and possibly other interested parties.
- That use be made of existing expertise — such as the East London Technical College, Fort Hare, and other organisations — in the establishment and running of the facility.
- That it be a separate facility, rather than one physically attached to an existing institution.

The most likely scenario at this stage seems to be an institution that would be a satellite of the technical college operating in Mdantsane under the auspices of the Departments of Foreign Affairs and Education and Training, as well as the Ciskei Department of Education.

A second possible — though less likely — venue would be in East London, somewhere between Mdantsane and Wilsonia, close to both industry and the people the institution is likely to serve.

Mr De Pontes said that ideally an arrangement might be worked out whereby Ciskei and South Africa could co-operate to avoid duplication of facilities

The principal of the technical college, Mr Philip Loots, said he was expecting an announcement from the minister that was concrete and included a timetable for improvements to technical training facilities in the region.

"If we expect Border to be a focal development point then something will have to be done to jack up technical training," he said.

"Over 30 new industries were established in the East London area last year and if we want to cater for their needs we will simply have to step up the number of students in technical training."

The secretary of the Border Chamber of Industries, Mrs Sheila Hamilton, said she was cautiously optimistic about the meeting but uncertain about its outcome.

The managing director of Bomedco, Mr Ted Walsh, said a non-racial technikon would be an important breakthrough.

Mr Du Plessis will also be addressing a youth symposium in the city tonight on the importance of youth becoming involved in politics. — PC.

# Govt action promised on training needs

8/3/84 D. Dispatch (179)

EAST LONDON — The Minister of Education and Training, Mr Barend du Plessis, is to consider ways and means of providing technical training facilities for blacks in the East London area.

The minister gave this assurance yesterday when he met local leaders of commerce and industry to obtain first-hand information on the question.

"I feel the urgency of the problem requires an immediate short-term answer which can eventually be integrated into a long-term scheme, he said.

Mr Du Plessis asked local industrialists to get together and compile a list of requirements and possible solutions and suggestions which he can consider.

"We must see if we can do something to meet your immediate needs," he said "but will have to plan on a long-term basis."

Mr Du Plessis said long-term planning may involve inter-state discussions and negotiations . . . "because Ciskei and Transkei could also be involved in a scheme like this.

"It's a pressing problem which could see the eventual establishment of a technikon-type educational centre," he added.

Mr Du Plessis said one of the main points which will have to be thrashed out is whether the answer will be a central training establishment or decentralised facilities.

"I need to know what you feel will be the right thing to do and what you feel will be the answer to your problems and then I can take it from there," he said.

Local industrialists told the minister that they would give him a full list of needs and possible solutions within two months. — DDR.

Picture, page 11.

# In-service training report out

Argus 20/3/84

179

By TOS WENTZEL, Political Correspondent

THE report of the National Manpower Commission on in-service training in the Republic was tabled in Parliament today.

The Minister of Manpower, Mr P T C du Plessis, pointed out that the information was presented in the form of a comprehensive report for the business sector as a whole, with summaries of the report for other sectors.

The report was intended mainly as a working document for use by training agencies and advisory bodies in the private and public sectors for planning purposes and therefore did not contain any conclusions or recommendations.

"It nevertheless raises some interesting and significant questions relating to the adequacy of the in-service training effort in the country," he said.

## 30 percent

"It is estimated that during 1980-81 between 1,25-million and 1,75-million workers underwent one or other form of in-service training, which in total came to approximately 30 percent of the relevant labour force.

"For blacks (more than one half of the total) the figure is 26 percent; for whites 37 percent and for coloured people and Asians 13 percent. The number of trainees per trainer came to between 20 and 30."

In total, the operating expenditures for in-service training amounted to approximately R760-million in 1980-81, or between R430 and R600 per trainee.

The estimated replacement value of the capital stock of training facilities and aids totalled R2 500-million at the time, or between R1 450 and R2 000 per trainee.

Mr du Plessis said it was hoped the report would stimulate the various private sector and other bodies to improve on their present performance and be of assistance to them in their planning efforts.

# NMC sees need for in-service training to be much improved

179 Star 21/3/84

By Carolyn Dempster, Labour Reporter

There is considerable room for improvement of in-service training in South Africa, says a report on in-service training tabled in Parliament yesterday by the Minister of Manpower, Mr Pietie du Plessis.

The research was completed by the National Productivity Institute on behalf of the National Manpower Commission and reviewed the activities of 2 194 organisations during 1980/1.

Although the report does not draw any conclusions or make any recommendations it does highlight key aspects of an area of training which has generated intense interest in the private sector over the past decade.

It is estimated that during 1980/1 between 1,25 million and 1,75 million workers in South Africa had one form or another of in-service training, which represented about 30 percent of the relevant labour force.

Operating expenditure amounted to about R760 million.

Even so, the researchers found a number of major factors inhibiting the development of in-service training programmes.

Primary among these was the lack of company policy as identified by training agencies.

Other factors pinpointed as inhibiting in-service training development were: the lack of information on training; insufficient number of trainees with the requisite potential to benefit from training; the poor quality of existing trainers and of training facilities.

It was noted by the researchers that "many managers do not know or understand the basic principles and concepts of training and they have considerable difficulty in measuring both the cost of training and the benefits that should be derived from it."

Another finding which aroused consternation among the researchers was the extent to which companies expect to draw their skilled personnel from other companies.

Of those who responded to the NPI questionnaire, by far the largest number expected to recruit staff from "fully trained, partly trained or untrained people from other companies," says the report.

"Roughly two-thirds of all employees to be recruited in the near future by any organisation among those which participated in the study will come from other companies.

"This... provides a good indication of the extent to which poaching has become a problem in the South African labour market," says the report.

In-service training has been defined as the type of training which has been systematically planned and is formally carried out by a training officer within the organisation, or externally, on behalf of the organisation.

The Department of Manpower has released the report as a working document intended for use by training agencies and advisory bodies in the private and public sectors.

RDM 24/3/84 (79)

# Move to boost worker education

By THELMA TUCH

SOUTH AFRICAN employers are not sufficiently equipped to provide education programmes for their workers — many of whom are illiterate.

To deal with this problem, the Section for Manpower Strategy and Labour Relations at the Rand Afrikaans University and the Human Sciences Research Council's Division for Literacy Research, have organised a one-day seminar on literacy training.

A survey conducted in 1980 showed that 76% of black adults over 20 had completed schooling up to Standard 5. More than half this number had no schooling at all.

A statement released by the seminar organisers said: "Their low level of education inhibits productivity, decreases the effectiveness of training, limits the potential for technological development, causes breakdowns in communication and creates a widening gulf between the 'haves' and the 'have nots'.

The situation, it said, had led a growing number of companies to involve themselves directly in literacy training.

While the private sector had extensive experience in job training, the provision of education in areas such as literacy, numeracy, language and communication skills was in its infancy.

The aim of the seminar is to extend understanding of the design and management of worker education programmes, their scope and the problems involved in their implementation.

It is geared towards managers, training managers and personnel officers and will be held on March 30 at RAU.

Among the speakers are Dr K L Baucom, an expert in worker education programmes and Dr N Alberts of the National Manpower commission.

Those interested in attending should call the Bureau for Continuing Education at 011-726-6103 or 011-726-5000.

# Union has training subsidy

(179)

Star 29/3/84

Labour Reporter

The first Government subsidy to be paid to a trade union for a training course in labour relations has been handed to the SA Iron, Steel and Allied Industries' Union by the Minister of Manpower, Mr P T C du Plessis.

The Treasury order for R16 545,91 was presented to the union in Pretoria at today's opening of the eighth biennial congress of the all-white South African Confederation of Labour.

Mr du Plessis told confederation members it will not help to shut one's eyes to certain developments in the labour field.

He pointed to:

- The increase in black membership of trade unions. Membership rose from 0,7 million in 1979 to 1,2 million in 1982, a 68,6 percent increase of which white membership amounted to 7,7 percent.
- The proliferation of trade unions and federations. At the end of 1983 the Department of Manpower recorded 18 federations and 243 unions.
- Competition between unions which "has led to strained relations between the unions and the creation of uncertainty among members".
- Differing interpretations of such things as registration, the definition of an unfair labour practice, the advantages and disadvantages of closed shop agreements and the Industrial Council system.

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## Most not qualified for their jobs

# Schooling and training the key

By Jean Hey,
Education Reporter

South Africa has the lowest productivity rate in the Western world because it uses people for jobs for which they are not qualified — in education or training.

Mr D Etheredge, former chairman of Anglo American's Gold and Uranium Division, said this at a one-day seminar on "Basic Education for Workers in South Africa" at Rand Afrikaans University on Friday.

According to the National Manpower Commission (NMC), 30 percent of South Africa's workers have no education, and 36 percent only primary education.

"That means 76 percent must be regarded as ill-equipped for any job other than labouring."

He quoted the NMC report: "The overall productivity of a workforce with an education level such as that cannot be very high, no matter how dedicated everyone may be."

Mr Etheredge expressed particular concern at the lack of attention basic education had received from the Government and the private sector. About six million South Africans are illiterate, yet their problem was barely mentioned in the White Paper on education.

"This is a most unhappy picture for a country like ours, which is struggling to move from being a Third World nation to a First World one."

The Government had pushed a lot of responsibility for worker education on to the private sector, which already had the pressure of financing other national causes.

Because the responsibility for worker education fell between the State and the private sector, neither was giving it the attention it deserved.

Speaking of on-the-job training programmes, Mr Etheredge said many were "flowing over the heads" of those being trained.

"Businesses are spending millions on training, and the Government is spending millions on tax concessions for the programmes. One wonders where it is all going."

# 'Literacy vital for good production'

Education Reporter

South African companies were reluctant to introduce literacy courses because they did not fully understand them and were not convinced of their benefit, former Barlow Rand training manager Mr J Butler said on Friday.

Taking part in a discussion on the objectives of basic education, Mr Butler said management was badly informed and suspicious of literacy training. Yet 40 percent of black urban males were illiterate.

Communication on the shop floor was a major problem confronting industry.

"The worker does not understand what is expected of him. If he does not know why he is doing a job he cannot get job satisfaction and he lacks motivation. That in turn causes uneconomical production."

Poor production lead to bad quality products at high prices.

Low education also caused costly supervision because the workers had to be constantly told what to do, Mr Butler said.

He said a study of numbers clearly indicated that blacks would soon have to take over most supervisory positions on the factory floor.

"Middle management holds the key to productivity. Yet we tend to promote people who are conscientious and loyal without thinking whether they can cope with the job."

# Teaching workers about the firm they work for

(179) D. Dispatch 16/4/84

EAST LONDON — A new training programme sets out to teach workers what happens in the concern employing them and how they fit into its activities.

The programme, developed by the CSIR, is available through the National Productivity Institute, (NPI). In its March newsletter, the NPI points out that daily inexperienced employees are introduced to the workplace — some able neither to read nor write.

"How can those weaned on Western culture and for whom the economic concepts of the interaction of men, money, machinery, materials, markets and management are not necessarily clear expect the uninitiated in our culture to automatically fit in and understand them?"

The new training programme has been developed to explain these concepts to functionally illiterate and semi-literate workers.

It is known as the 6M Simulation programme — called 6M after the six elements: men, money, machinery, markets, materials and management.

Training is done orally using three-dimensional models representing the firm and its functions.

The factory manufactures the product, lorries transport goods and money changes hands, to demonstrate practically, almost by way of a game, what is happening within the organisation.

Each worker participates in the "game" and can start to understand that he or she has an integral part to play in the process by which the firm produces its product.

For each organisation the training programme — the models and the "text" used by trainers — is tailored to represent as accurately as possible that organisation's functioning. Also, training is given in the employees' own language.

Trainees are carefully questioned throughout to see whether they have grasped and understood the concepts which they are being taught.

Employees can be trained in 6M either in-house by NPI trainers, or company-employed training staff can be trained as instructors in 6M. These instructors, after a five-day training course, will then be able to return to their firms and train employees on an on-going basis.

Feedback shows that trainees have been impressed to learn that a company must be competitive and strong in order to stay in business and to be in a position to offer them the best possible working conditions. Most employees were not aware that almost half of the company profits go to pay company tax.

At the end of the course there is a question and answer session to determine changed attitudes. Some of the comments from this session include.

"Now I understand why company profits must be used for equipment, etc and not only for pay increases."

"I am in a better position to communicate with management."

Attitude surveys after the course reveal an improved understanding of the company, improved morale, and easier labour relations. — DDR

# Manpower artisans' courses

CAPE TIMES 23/4/84

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PAID training courses for artisans are being run by the Department of Manpower in conjunction with the Department of Education at various centres.

In the Western Cape courses are run at two centres — the Westlake Trade Training Centre and the Bellville Trade Training Centre.

Students with a Standard Six certificate can apply for training as:

- Carpentr and joiner
- Fitter-and-turner
- Motor/diesel mechanic
- Panelbeater/spray painter
- Plater/ boilermaker
- Plumber

Those with Standard Seven can also apply for the electrician/millwright's course.

Before undergoing training applicants must obtain an acceptable health certificate.

During the training period trainees get the following allowances:

| | |
|---|---|
| Trainees without dependants..... | R35 weekly |
| Trainees, one dependant ..... | R45 weekly |
| Trainees, two or more dependants | R60 weekly |

Hostel facilities are available at R4 per week, which is deducted from the allowance.

The period of training is three months, of which 12 months' intensive training is provided at the centre and the remaining 24 months must be served in employment with an approved employer.

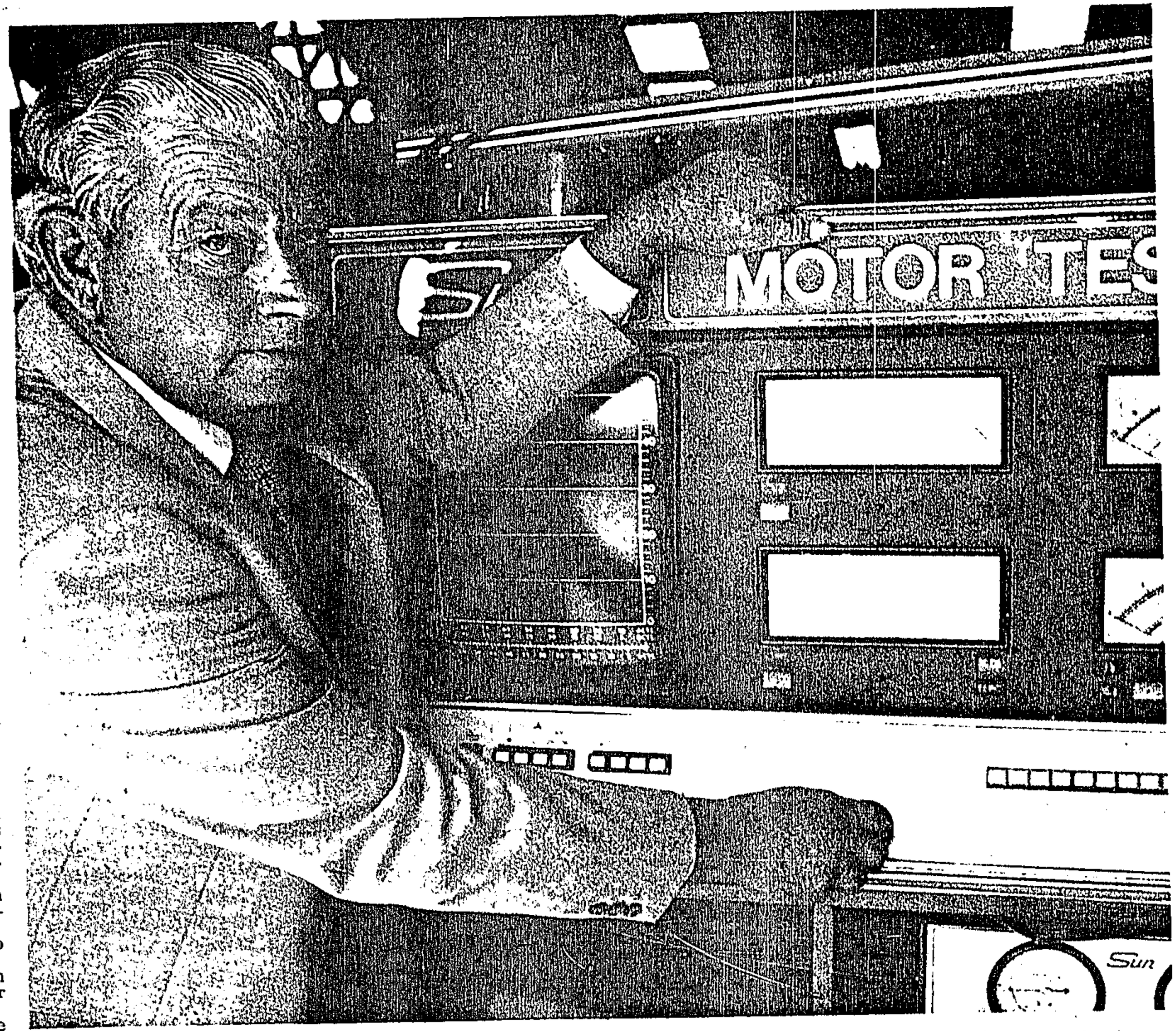
A trainee who has obtained a pass at National Technical Certificate, Part I or II level, in his trade theory, may, upon completion of a laid-down period of training in employment, undergo a qualifying trade test.

This consists only of practical tasks and on passing the test the trainee receives a certificate, conferring artisan status on him.

Trainees may voluntarily attend classes up to NTC III level.

At the beginning of the training course each trainee receives three overalls, a tool holder and on completion of training a set of tools.

Application forms may be obtained from the Department of Manpower, P O Box 872, Cape Town or you can call the department at 45-7110.




Mr W J Greeff, principal of the Westlake Trade Training Centre with a motor tune-up tester.

THE EXECUTIVES

Mr John Bramwell chief executive and deputy chairman of Murray and Roberts intended to become a lawyer but the war interrupted his studies and after demobilisation he decided to be a civil engineer instead. He is an immediate past president of Seifsa, a director of Senbank and Edesa of Zürich, a Fellow of the Institution of Civil Engineers in London and of the South African Institution of Civil Engineers.

# M and R seeks black management

W/E ARGUS B95 28/4/84 179

By AUDREY d'ANGELO

**THE number of black people in management positions will increase "steadily and dramatically," with many of them rising through the trades, says Mr John Bramwell, chief executive and deputy chairman of Murray and Roberts.**

But he says this cannot happen immediately because many in the 25 to 45 age group are handicapped by the poor quality of the education they received.

Murray & Roberts already employs black people in senior positions, particularly outside South Africa.

"We give a lot of support to the universities, including the black ones, and we are always looking for management ability among blacks so that we can advance them.

"We always have between 100 and 120 bursary students at universities.

"The bursaries are given on a non-racial basis and although whites are in the majority the number of black students is increasing.

"We also have several hundred technicians in training at technikons and there is a higher proportion of black people among these although there is still a preponderance of whites.

"We have hundreds of apprentices in training, too, and here the largest proportion are not white and the number of blacks is increasing rapidly.

"Further down the line we have in-house training to upgrade unskilled people and these are predominantly black."

Mr Bramwell said this process of rising through the trades was already far advanced among coloured people in the construction industry.

The company started training coloured apprentices in the days when almost all foremen were white.

Now almost all foremen were coloured men with 20 or 30 years' experience.

Coloured people would move up into management in increasing numbers "and the same thing will happen with blacks."

Discussing the emergent black trade union movement, Mr Bramwell said Murray & Roberts had spent a lot of time training management at all levels in negotiating skills.

"We have also been trying to help black people to understand our problems and responsibilities, and to achieve a good level of communication between management and workers.

"This does not mean that we shall have no problems but it does mean that we shall be able to understand and identify our problems."

Murray & Roberts, which made after-tax profits of R53-million in 1983 compared with R9-million in 1974, would con-

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# Black managers

From Page 17.

tinue to grow at the same rate and he saw no reason why it should not become as big as the giant US corporations.

Its interests ranged from food to heavy engineering, in addition to its activities in the construction industry and it was already an international organisation, owning companies outside South Africa.

But he was confident that its policy of decentralised management meant there was no danger that it would become a kind of bureaucracy in which initiative was stifled, however large it became.

"We have always had a philosophy of heavily decentralised management combined with heavily centralised financial controls.

"All our companies operate with a fair degree of independence.

"We maintain financial controls. We know what each company's cash position, borrowing position and earnings are at any time.

"But we don't give advice on what business it should do or what contracts it should sign.

## Good managers

"Murray & Roberts' growth could be achieved only with good managers and therefore they must have a degree of freedom within carefully defined limits to develop their management skills.

"We don't believe you can develop good managers if you are trying to do their job for them, and as an organisation grows you have to pass responsibilities down the line."

Although the group would continue to grow by acquisition, in addition to organic and innovative growth, it was unlikely to venture into any completely new fields.

## Market share

"Currently our policy on the acquisition front is clearly defined.

"Our first objective is to increase market share by acquiring companies in the same field of endeavour.

"If we go for a large acquisition it must fit in with the activities of one of the divisions within the group."

Mr Bramwell himself rose through the ranks in various divisions of the group.

He left school intending to become a lawyer, but World War 2 broke out while he was in the middle of a BA course and he had a distinguished career in the Royal Parachute Regiment in the British Army, serving in North Africa, Italy, Greece and France.

He was demobilised with the rank of major.

"By that time I had decided I wanted to be a civil engineer.

"I graduated from the University of the Witwatersrand and started working for the Railways because they give a very good basic training."

He left to join the Roberts Construction Company in 1952 and became assistant manager of its Natal branch in 1956 and manager in 1958.

# 40% of training officials had no training — survey

(179) E Post 25/5/89

Post Reporter

MORE than 40% of the training officials in industry in the Port Elizabeth-Uitenhage area who were questioned in a recent survey had received no training whatsoever in their capacity as training officers.

These statistics were revealed by Mr Andre Havenga, head of the Bureau of Staff Development at the Port Elizabeth Technikon, in an article he wrote for the May edition of Fokus UPE.

Information for the article was based on the thesis for an M Ed he recently completed at the University of Port Elizabeth.

The thesis, which highlighted the training needs and the need for the formulation of a training programme for training personnel in the Port Elizabeth-Uitenhage area, was prompted by the increasing preference by the Government for non-formal, in-service training.

"Unfortunately this heightened interest in training has led to a questioning of the actual quality of the training — too much training is presently being exposed for the sake of 'training'," said Mr Havenga.

"I found a definite need existed for the improvement and design of training programmes.

"In the investigations I conducted for the thesis I found that only 23,43% of the officials I interviewed and sent questionnaires to were graduates, 34,38% possessed post-school, non-graduate training and there were 42,19% without any post-school qualifications whatsoever.

"I also established that the average training experience of the officials I came into contact with was 4,62 years and their average age was only 33,66 years."

Prior to Mr Havenga's investigation, a national survey revealed that 66% of all training staff in South Africa had as their highest qualification Standard 10 or less. Only 17% of all training personnel were graduates and only 17% underwent any post-matric, non-university training.

The object of Mr Havenga's investigation was to establish exactly how well-qualified local personnel engaged in training were.

"The 10 institutions I surveyed were small and large manufacturers as well as Government-supported institutions," he said.

Most of those questioned who had received any training at all said they had completed only a five-day course of "unknown nature".

Mr Havenga said he reached the conclusion that there was a discrepancy between the knowledge and skills the institutions required of their training officials and the knowledge and skills they actually had.

What he gleaned from the training officials he spoke to was that there was a need for training.

# Unique plan trains black PE builders

179 E. Post 2/6/84

By Louis Beckerling
Business Editor

THE launch in Port Elizabeth this week of a unique training programme for black builders — together with the parallel creation of a builders and allied contractors' association — promises to introduce a powerful new element into home-building in the city.

With the financial backing of the Urban Foundation, the academic backing of the Emthonjeni Training Centre, support in principle from building societies, and credit facilities already negotiated from a number of major building suppliers, the newly-created association is clearly geared to bring highly-trained and skilled black competitors into the house-building market.

Implications for an industry frequently accused by home-builders and renovators of overpricing their services, are obvious: low-geared and competitive black contractors are likely to introduce keener prices to the benefit of home-owners.

Details of the training programme and the role of the Eastern Cape Builders' and Allied Contractors' Association (both non-racial), were given to BUSINESS POST this week by Emthonjeni chairman Mr Bill Hayward and director Mr Dieter Küsel; the Urban Foundation's Mr John Andersen and Mr Sam van Aswegen; and the first chairman of the new association, Mr Richmond Vantyi.

A vital element to the successful operation of the association's members, said Mr Hayward, would be the appointment of a co-ordinator.

The position would in all likelihood be filled by an experienced quantity surveyor or similarly qualified professional, and though he would be employed by the Emthonjeni Centre, the costs associated would be reimbursed by the Urban Foundation.

"It will be his task to ensure that the theoretical training received during the course is translated effectively into practice, and to do so he will oversee on-site operations by association members," explained Mr Hayward.

The six-month training programme at Emthonjeni centre in Struandale was aimed at developing the complete package of administrative, financial and technical skills required by a building contractor, said Mr Küsel. The course began last week with a first enrolment of 20.

The flexibly-structured course was designed on a modular basis and could thus be expanded to meet the needs of students, explained Mr Küsel.

Stage 1 was aimed at accurate estimating of labour costs, mastering legal documentation and associated local authority standards, and ordering materials.

Included in the subsequent four stages was instruction on materials estimating, keeping financial records, personnel practices, the interpretation of drawings, costing and profit calculation, and a narrow focus on all the technical aspects of building.

The course cost only R90 and lessons are given three nights a week (Tuesdays, Wednesdays and Thursdays) for six months.

The association co-ordinator would be available to "hold the hands" of graduates from the course, and closely oversee initial contracts until the newly-qualified course graduates were sufficiently confident to work alone.

Association chairman Mr Vantyi explained that members of the association would subscribe to a code of practice and be subject to the disciplinary action of an association sub-committee.

Approaches to building societies, suppliers and the East Cape Development Board had attracted active support and association members were anticipating becoming involved in building "spec" houses in the Motherwell development.

The training course is the first of its kind offered in South Africa and, emphasised Mr Küsel, was non-racial, as was the association. By its nature, however, it would serve largely the African community.

This did not preclude a gradually increasing involvement in building houses in so-called white areas, and already this was being done on a modest scale by some black contractors, said Mr Vantyi.

The "contractor development training programme" devised by Emthonjeni was the first of its kind in the country, and underlined the centre's rapidly growing stature as a training school, said Mr Hayward.

This stature was confirmed in comments from officials from a number of similar schools throughout the country, as well as inspectors of the Department of Manpower, who had recently visited the centre, said Mr Hayward.

The centre is funded by local industry as well as Government grants and in the year ended December 31, 1983, spent R1 million training 3 120 students — who spent on average a little under two weeks at the centre.

984 Mercury 5/10/84

# Technical training for more Indians

(179)

Mercury Reporter

THE new executive director of Indian education, Mr J S M Zwiegelaar, said yesterday that 'too much' attention was being given to academic training in Indian schools while South Africa was crying out for trained technical workers.

Mr Zwiegelaar, who takes office on November 1, said the immediate task of his department was to prepare more pupils for technical training.

'This is where the emphasis must lie in the future,' he said.

He was speaking at a Press conference called by the new Minister of Education in the House of Delegates, Mr K Ramduth, to announce his appointment as successor to Mr Gabriel Krog, who retires at the end of the month as the longest-serving director of Indian education.

Mr Zwiegelaar also said the days of teachers filling positions in schools with a matriculation and three years of training would soon be over.

From next year a four-year diploma course would be introduced at the colleges of education in Durban and Johannesburg.

He described his own appointment as the 'last phase of white guardianship' over Indian education.

TRAINING

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# Getting them young

SA is producing only 50% of its skilled manpower needs in the engineering and technological fields. So says Cliff McMillan, chairman of the Engineering Careers and Education Project (EC & EP) which is aiming to do something about redressing this situation.

EC & EP, now three years old, is controlled by representatives of the engineering profession. It has close links with the Department of Manpower, the Department of Co-operation, Development and Education, a number of companies and various educational and related institutions.

The project's goal is to remedy the scarcity of advanced technological skills by identifying suitable candidates in "disadvantaged communities" for tertiary education during their early high school years and to begin stimulating and developing their interest and aptitude from that age.

EC & EP uses sophisticated selection methods at the beginning of pupils' Standard Eight school year. For the next three years, candidates are put through career guidance courses, maths, science and English workshops and "attitudinal enrichment" programmes. The project also finds relevant vacation employment for pupils and involves parents and teachers so as to inculcate a positive attitude towards technological careers.

The project, which has been piloted in Soweto, now has 265 pupils under its wing, of whom 65 are about to write their matric examinations. New projects are being established in other areas.

As a voluntary scheme, the project relies totally on donations from the private sector. It presently runs on a budget of R250 000 a year. This is too little to fulfil its function effectively. At least R500 000 is required.

EC & EP's McMillan ... 'a vital service'

Says McMillan: "Our present budget amounts to about R1 000 a child. This is less than the difference in the annual amount spent on educating each black and white child. In addition, we have to make up for the previous eight years of inadequate schooling and develop a lot of new material."

EC & EP has approached scores of companies for donations. Some have responded positively but the majority, while lauding the aims and achievements of the project, have failed to give it anything more than moral encouragement.

The engineering profession, aware of the extent of the problem, is backing the project. But many companies which do not focus on engineering despite the fact that they employ engineers have been of scant assistance. McMillan says the project's constitution qualifies it for tax-deductible donations.

Why should companies give donations to the EC & EP when they already contribute to so many other worthy causes? Louw believes the project is unique because:

- It is the only project addressing technological manpower needs at tertiary education level that has a reasonable chance of medium-term success;
- It will also produce many artisans who would have reached tertiary education levels given the right circumstances. This will upgrade the image of such technological careers;
- Companies will know precisely how their money is being used; and
- The project's selection techniques are producing personnel for employers — an expensive service.

Financial Mail October 5 1984

# Sebe launches a domestic servants' training scheme

16/10/84 (179) D. Dispatch

BISHO — Housewives in the Border-Ciskei area will soon be able to select their domestic workers from a pool of fully-trained workers under a scheme initiated by President Lennox Sebe.

Under the scheme, early school-leavers will be given a three-month practical course in all domestic duties, after which employers can select them from a pool. Employers can also attend the course, undergoing orientation on what to expect and how to treat their domestic workers.

Alarm at the number of girls who receive a basic education, but become school-leavers at an early age prompted the President to initiate the training scheme, together with three pioneering women.

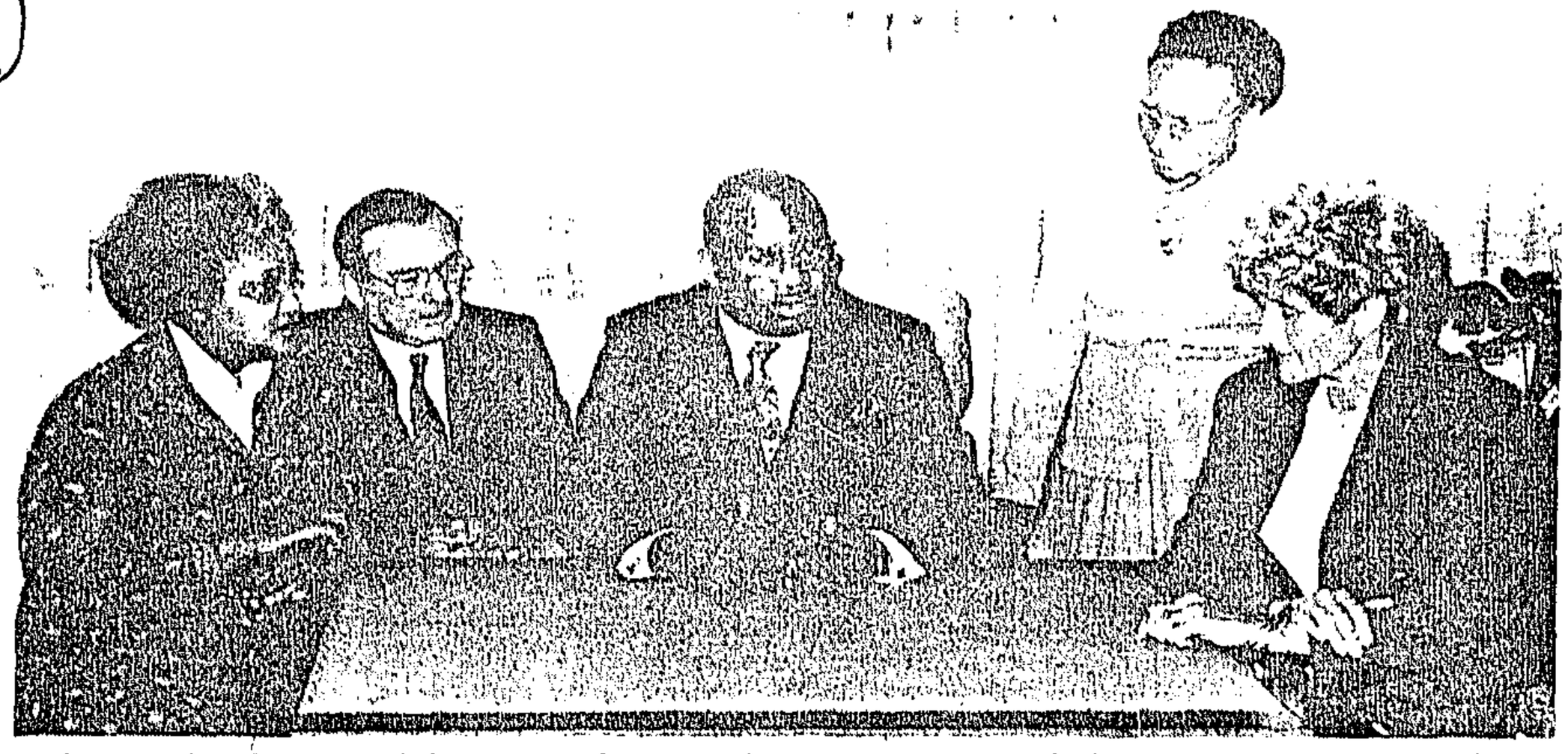
"Education cannot be wasted, even basic education must be put to productive use," President Sebe said.

"At the same time, people must be made to realise that formal education is not the only way to progress in life. Through this project, young Ciskeian girls, who otherwise might have had little chance of being gainfully employed, will be given a new direction in life."

The three pioneers of the project, which will be attached to the Manpower Training Centre in Mdantsane, are Mrs Abegail Maqoma, a former teacher and wife of the Minister of Manpower Utilisation; Mrs Ann Michau, wife of the Director-General of Manpower Utilisation; and Miss Delia Twala, a homecraft inspector.

They would shortly study a similar training centre in Bloemfontein and then set up a national selection committee to identify school dropouts suitable for training.

The first candidates to be presented with national certificates on successful completion of their courses will be available for recruitment through the Manpower Training Centre early next year. — DDR



Announcing the new training scheme for domestic servants are (from the left): Mrs A. Maqoma, Mr Nico Ferreira, Chancellor to the President, President Lennox Sebe, Miss D. Twala and Mrs A. Michau.

RDM 25/10/84 179

# Skills shortage threat to mining industry

**Industrial Editor**

A SEVERE skills shortage is threatening the mining industry, says Mr George Nisbet, president of the Chamber of Mines.

He added yesterday: "SA's white population can no longer keep pace with the country's growing requirements for skilled manpower, but the black population cannot assist because of inadequate education."

Up to 90% of workers in the industry could be classed as illiterate, he said.

This overabundance of unskilled labour and lack of skills threatened increasingly to retard the future of mining.

Mr Nisbet was speaking at a regional business outlook conference — Focus on the Western Transvaal.

The one-day conference, organised by the Manpower and Management Foundation, was held at Vaal Reefs gold mine, Orkney.

Mr Nisbet said mining companies must do everything possible to overcome the skills problem by promoting education and on-the-job training.

The situation was made more urgent by the growing career aspirations among black workers and particularly by the emergence of black trade unions.

"The mining industry's black labour force has been slower than some other sectors of the economy in becoming unionised.

"Nevertheless, since 1981 we have seen a number of emerging unions and, very recently, strike action. It is clear that such unions will in future play a role in the determination of wages and other conditions of employment.

"It is also probable that these black trade unions will be used by their members to try to overcome socio-political problems, such as frustration at their inability to advance to higher job categories.

"It is therefore imperative that the industry continue to encourage the better utilisation of all its manpower to ensure that top jobs are filled by employees with the necessary skills, motivation and dedication."

Despite the problems, Mr Nisbet predicted gold mining in the western Transvaal — "far and away the largest gold mining area in the world" — would continue to thrive into the next century. The gold price, however, was the decisive factor in determining production.

The mines had no control over the gold price and had to live with its vacillations. Their only protection lay in keeping costs to a minimum.

"How are rising costs being combatted in day-to-day mining operations?" Mr Nisbet asked. "Apart from tighter control of costs generally, where loss control programmes are making a major contribution, productivity is the key factor. And here there are encouraging signs of progress."

While the depth and physical problems of mining limited increased mechanisation to improve productivity, researchers were involved in projects examining the use of water as the prime source of power for driving machines in deep mines.

"A logical development from the technique of using chilled service water to cool deep mines, the hydropower concept should make it possible for mine service water to be used not only for cooling, but also to drive machinery by utilising the hydrostatic pressure in the shaft column," Mr Nisbet said.

"Work such as this being done by our researchers will have a material effect on the longevity of our gold mining industry."

and Shipping

# Emthonjeni will benefit from new rebate plan

E. Post (179) 4/10/84

By LOUIS BECKERLING
Business Editor

PORT ELIZABETH's Emthonjeni Training Centre will be among the group training centres countrywide to benefit from a recently introduced rebate scheme.

The rebate scheme was introduced, says Emthonjeni in a statement released today, as a result of a study by the post-graduate School of Management of the University of Pretoria.

"As a result of the study, agreement was reached between the departments of Finance and Manpower for the introduction of the scheme," says Emthonjeni.

The scheme agreed upon provides for a rebate amounting to 75% of approved course fees, normally payable by the employer for training of his employees, but excluding those whose gross wages or salaries, during a firm's current financial year, exceed R15 000.

The rebate will replace the present concessions for employee training in terms of Section 11 (1) of the Income Tax Act (of 1962), to employers both within and outside of the economic development areas with regard to the course fees paid to group training centres for the training of employees, Emthonjeni points out.

Courses approved for the rebate scheme fall into three sections, categorised by cost. These are:

- R125 a week: the cheapest of all courses offered by group training centres such as Emthonjeni, and include such courses in labour relations, as well as courses for the training of forecourt attendants and storemen.
- R150 a week: a fee which covers courses in the medium-price range, including those for security guards, bricklaying hands, and kerblayers.
- R200 a week: fees covering such courses as those offered for the training of forklift drivers and heavy-duty truck drivers.

Emthonjeni points out in its statement that only courses starting on or after October 1 qualify for the rebate.

"Introduction of the rebate system is subject to the phasing out of the Emthonjeni training levy and an approach is therefore being made to the Department of Manpower to have the latter withdrawn from January 1, 1985," says Emthonjeni.

The following example illustrates the impact of the new rebate system.

An enrolment of an employee (earning less than R15 000 per year), in a two-week heavy-duty driver's course at R200 per week will total a gross fee of R400.

The centre will immediately invoice the Government for an amount of R300 (or 75%), and the employer for only R100.

The employer pays Emthonjeni R100 and claims this as a direct expense against income tax, receiving a reduction, at the current rate of 50%, of R50.

The residual cost to the employer for two weeks' driver training is therefore R50 — or only 12,5% of the fee.

The following points, says Emthonjeni registrar Mr N Purdon, should be noted:

- Course fees no longer qualify for additional allowances as they have already been subsidised by 75%.
- Wages, accomodation and travelling expenses still qualify for the normal tax concessions.
- Apprentice training does not qualify for the rebate, but the normal incentives still apply.
- The rebate only applies to tax-paying organisations, which means local authorities, Government departments, service organisations and private individuals do not qualify.

# Govt to sell off sorghum breweries

179

3/10/84 C. Times

Own Correspondent

JOHANNESBURG. — The government is to start selling off its highly lucrative sorghum beer business to the private sector.

But it is likely to face strong objections by black local authorities who derive a large proportion of their income from sorghum beer sales.

The sorghum industry, which was recently consolidated into a number of consortiums under the control of the development boards, will become seven companies whose shares will be available for bids by private interests, Dr Gerrit Viljoen, the Minister of Co-operation, Development and Education, said yesterday.

## Production

Sorghum beer production in the 24 breweries brought in profits of almost R70m last year on a turnover of about R250m for the development boards (known as administration boards until a name change on April 1 this year).

The profits have traditionally been ploughed into social projects in black areas and it is the loss of this important source of development revenue which the black local authorities object to.

When plans to privatise the industry were mooted last year, the then chairman of the Soweto Council, Mr David Thebehali, said he would object in the strongest possible terms to sharing sorghum beer profits with white entrepreneurs.

Yesterday, the opposition spokesman on finance, Mr Harry Schwarz said the government should not have decided to privatise the industry without asking the black local authorities, who are "very short of income".

Dr Viljoen said the new measures will give time for the local authorities to find alternative sources of income and they will also allow for shares to be bought by members of the black community.

The chairman of the Central Management Committee for the Sorghum Beer Industry, professor Tinie van Vuuren said last night that the Government's policy was not to turn the industry immediately over to private interests, but to hand it over gradually.

"However, clearly the end result should be a completely free situation."

Sales of sorghum beer have declined marginally over the last five years to about one billion litres a year and Professor Van Vuuren believes the injection of private interests into the industry will improve the marketing of the product.

## Shareholders

When new legislation is in place the development boards will become shareholders in the breweries and new management companies to accommodate the private sector will be formed.

The major private contenders for the industry are likely to be SA Breweries and Kirsh Industries. Both companies operate breweries in the homelands and Kirsh also produces the dry form of the beer for the "homebrew" market.

SAB already brews about 500m ℓ in Botswana, Lesotho and Swaziland and it has recently acquired a breweries in Ciskei, Venda and Gazankulu.

"I think there has been a commitment to eventual total privatization but in the initial period it will be a slow process of privatization. After three years the government will review the situation to see how far the process has gone," he said.

He added that it would not be "fair" to allow entrepreneurs to set up their own breweries at this stage because the industry is operating at only 40 percent to 45 percent capacity.

# WESTERN CAPE BLACKS RULING COMES WITH A WARNING ON TRAINING

By LIN MENGE

A MAJOR development in training facilities for blacks would be needed in the Western Cape after the Government's decision to extend 99-year-leasehold to the area.

This warning has been given by Mr John Burns, executive director of the Manpower and Management Foundation.

He welcomed the decision as a significant move for the free-enterprise system. Blacks could now work and live in the area where coloured labour had had preference.

Orderly urbanisation was now on the cards and would benefit the economy.

Mr Burns said he knew of no training facilities for blacks in the area. There would be massive unemployment if they had to compete with coloureds, who had training, and many people would end up living with relatives in Khayelitsha because they could not find jobs.

Mr J H Steyn, chief executive of the Urban Foundation, which has fought for the past seven years for a change of policy towards blacks in the Western Cape, said the "statesmanlike decision to introduce this basis for greater stability and development opportunities must be particularly welcomed at a time of instability in some other areas of the country".

The effective removal of the preference in job opportunities given to certain groups accorded with free-market principles and promoted human dignity and self-respect.

# Mondi's answer to high-tech manning

## R2-m school simulates real-work conditions

Financial Staff

Keeping pace with the commissioning programme at Mondi's R600 million Richards Bay pulp and linerboard mill is an intensive staff training scheme which is turning out people with the skills to run the high technology plant.

Because of the specialised technology involved, Mondi has used control instrument simulators to train about 300 key personnel. Cost of training during the mill preparation and start-up phase is already more than R2 million.

The training centre, which is adjacent to the mill construction site, will be a permanent feature, says personnel manager Mr Paul Smith.

It will be registered so that specific standards can be set that will be to the advantage of other companies in the Mondi group.

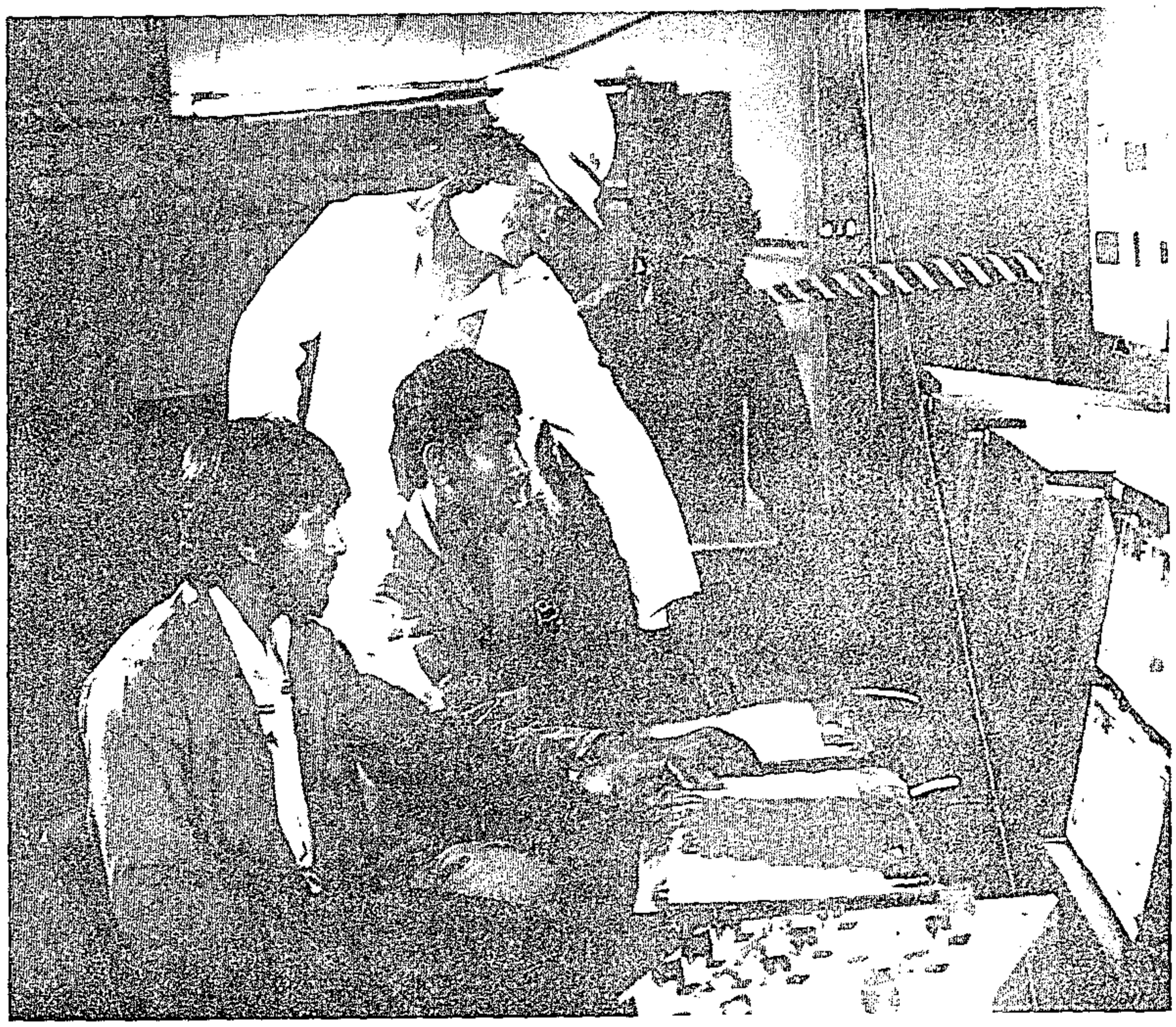
Part of the training programme is centred on specially constructed simulator control rooms in which operators get theoretical and practical training on the high technology systems being installed at the mill.

An international training consultancy for the pulp and paper industry, Blanz & Co of Finland, has been brought to South Africa to help Mondi's team in highly specialised areas.

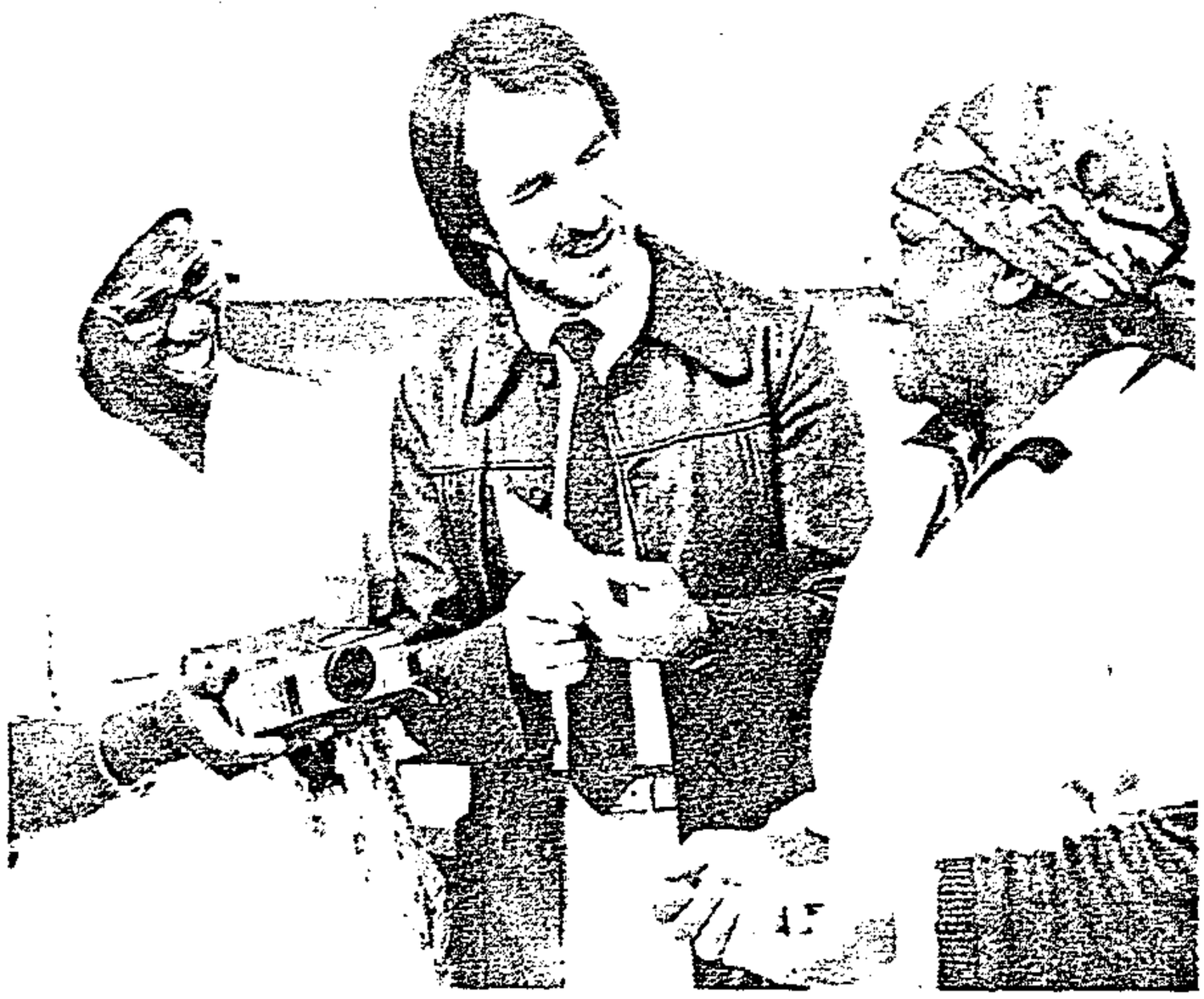
Mr Smith says people of all races from around the country have been recruited for training.

"In the first instance we recruited people with previous experience in the pulp and paper industry or the chemical industry. From early next year, we will be in a position to start training selected candidates from the Richards Bay area."

In the non-technical field the centre has run courses for semi-skilled and unskilled workers in industrial relations, tax systems, safety, security, fire prevention and first aid. Courses are being planned for language and numeracy and basic business concepts.



Trainees, after simulator instruction at the Mondi training school, test their newly-acquired skills in the control room of the pulp and board mill. From left: Mr Ricky Marimuthu, Mr Michael Pillay, Mondi shift supervisor Mr Bertie van Schalkwyk and Mr Permual Padayachee.



Mr Johan Blignaut discusses the training tape which his company produced with domestic workers Ms Sara Steyn (left) and Ms Elizabeth Mohoaduba.

# Training tape for domestic workers

C-Times 21/9/84

Staff Reporter

A JOHANNESBURG organization has produced an audio training tape aimed at improving the skills of domestic workers.

The tape, the idea of Mr Johan Blignaut, actor, radio and TV personality, is designed to instil a sense of pride and professionalism in domestic workers. The aim is to promote motivation in such fields as household management, communiction, safety, productivity and security.

The tape is available in Zulu, Xhosa, North Sotho, South Sotho, Tswana and Tsonga and is accompanied by a pamphlet in Engilsh and Afrikaans which briefly outlines the contents of the tape.

Mr Marlon Hitzeroth, one of the founders of Productive Workers Incorporated (PWI), the non-profit organization which produced the tape, said the organization was formed three months ago and intended to improve the productivity of domestic workers.

He said the audio tape was the first project tackled by the company but there were plans to produce a video cassette along the same lines.

People who wish to obtain the tape can send orders to Productive Workers Incorporated, Box 91218, Auckland Park 2006. Orders should inlude R8,50 and state both the employer's and the worker's language preferences.

by Angus Macmillan


179 S-Times 16/9/84

# Black engineers in the making

**ENGINEERING disciplines are always complaining about the shortages of skills and their effect on the economy.**

Nowhere is the problem greater than among blacks who have traditionally steered clear of the applied sciences.

Launched three years ago, the Engineering Careers & Education Project has its first black matrics on the verge of writing their school finals and heading into tertiary education.

Under the direction of industrial psychologist Lente Louw, 67 Standard 10 pupils from Soweto and Alexandra have been honing up their engineering potential since they completed Std 7.

## Background

Afternoon tutorials, Saturday morning practical classes and university/technikon teaching have been a feature of their lives for three years.

As they have less of a technical background to draw on than their white peers, the black pupils had to learn basic concepts of technology and about the working environment they could find themselves in.

Mrs Louw says: "We found with our first batch of Std 8 pupils that we had to go backwards before we could go forward. We had to teach many of them how to learn."

She is cautiously optimistic about the prospects of the matric class of 1984, most of whom she thinks will achieve university exemption. Whether they will be accepted by engineering faculties is another story.

## Fringe

She is confident that about 15 will have good enough symbols to get into universities. Another 20 pupils are on the fringe of university and technikon.

Those who miss university at their first application might benefit from a bridging year, possibly with technikon study, before reapplying the next year.

What worries Mrs Louw and project chairman Cliff McMillan is the lip-service paid to support such endeavours. A lot of interest is shown, but little money is forthcoming.

Another worry is that although there are plenty of bursaries for top students, there are few for prospective engineers wiuth average marks.

## Pilot

EC&EP is largely a pilot project to create awareness in the public and private sectors. In that it has succeeded.

Sasol is taking its lead and the Department of Manpower may start a project to prepare matriculants for entry into business and technical careers.

Business Day/INDUSTRY

(179) RDM 31/8/84

# Investigation into artisan training results out soon

By PRISCILLA WHYTE

A COMPREHENSIVE investigation into artisan training is being made.

Dr Piet van der Merwe, Director-General of Manpower, said at the official opening of the headquarters of the SA Federation of Civil Engineering Contractors (Safec) in Bedfordview, east of Johannesburg: "The National Training Board is busy with many important investigation projects which hold great promise for the future."

He added: "In this connection I want to refer to the investigation into artisan training, which, hopefully, will be completed at the end of 1984 or early in 1985."

Dr Van der Merwe said this was the most serious and comprehensive investigation yet in this area.

Regarding the current practice of registering individual training courses for tax concessions, he said there were already 24 000 courses registered by the department.

He asked if recognition should not rather be given to institutions, such as the Safec, instead of paying so much attention to the ever-growing number of training courses.

During 1982, the Department of Manpower engaged Professor Aad Zevenbergen, of the University of Pretoria, to assess the financing of the eight public group training centres and their satellites.

Dr Van der Merwe said that the result of that investigation was a recommendation that the centres should be denied tax concessions and that 75% of course fees should be paid in the form of a subsidy by the State.

This recommendation was accepted by the Minister of Finance and the Department was giving attention to the implementation of the new financial arrangement.

The Department of Education and Training's centres were to help employers upgrade worker skills.

Dr Van der Merwe paid tribute to the training record in the civil engineering industry. During 1982/1983 about 14 000 employees attended courses.

# Back to school for employees

Times 26/8/89

INCREASING numbers of transport operators are enrolling their employees for the Department of Transport's Road Transportation Certificate and Advanced Certificate — probably the most comprehensive and advanced course of its type available in the world.

As a result, these companies in particular and the transport industry in general are beginning to reap the benefits of a work force with a growing understanding of the underlying principles of road transport.

The need to upgrade the knowledge and improve the skills of people in the transport industry was identified in the late 1960s. Even then a major problem was that it was too easy to enter the industry at managerial level.

## Challenge

However, discussions to find ways of improving professional qualifications were not successful and fizzled out without anything being resolved.

Only in the late 1970s was another serious attempt made to put matters right when the Department of Transport approached universities and technikons asking for help in setting up a course aimed at improving transport management skills.

Only the Rand Afrikaans University took up the challenge. A steering committee was formed under the chairmanship of Professor Adriaan Eksteen. Leading members of the transport industry involved included Dr Gerrie Prinsloo, now chairman of the SA Bus Owners Association, Dr Pieter Welgemoed, MP, then head of the Department of Transport Economics at RAU, and Mr Okkie Goosen, chief executive of the United Transport Group.

The committee designed the first-year certificate course and then the second-year advanced certificate course which was introduced a year later.

## Popular

The course was open to anyone in the industry and the only qualification necessary to join it was that a person be able to read and write.

It was launched in 1980 with 330 students, most of whom had only a Standard VIII education.

Each year the course has grown more popular and this year 1 120 students, including some from Zimbabwe, are working for either their certificate or advanced certificate.

Students represent almost every sector of transport, including managers in warehousing, workshops and general administration.

Some of the big operators who have involved their employees are the United Transport Group, South African Transport Services, Darling & Hodgson and Cargo Carriers.

The courses are administered by the RAU Department of Transport Economics on behalf of the Department of Transport.

The first-year course consists of 10 transport-related subjects, including road transport legislation, road transport operation (both passengers and goods), vehicle selection and maintenance, cost accounting and budgeting, economics of transport — the student being taught how to approach transport in the macro economic sense — road safety and human relations.

All subjects must be passed before the student qualifies for a certificate. Enrolment for the second-year advanced certificate course, which deals in more depth with road transportation law, is optional.

## Negotiations

Eight subjects are involved in the advanced certificate including management and organisation principles, transport cost accounting, tariff and fare setting, selling and negotiating.

Students also deal in depth with legislation, including the Road Transport Act, the Road Traffic Ordinance and Regulations, the Hazardous Substances Act, labour legislation, abnormal loads and compulsory motor vehicle insurance.

According to Mr Jackie Walters, a senior lecturer in the Department of Transport Economics at RAU and coordinator of the certificate courses, it is hoped that negotiations with the Department of Manpower will lead to the course being registered for tax concessions.

## Register

It is envisaged that all holders of certificates and advanced certificates will have their names placed on a central register and be issued with certificates of competence by the Department of Transport.

The objective behind the drive to give certificates to transport employees, says Mr Walters, is to change the transport operators' licensing system.

"There is no reason why a transport company should not have a licence to operate in the same way that a liquor company must have a liquor licence before it can operate.

"This will mean a radical move away from the present permit system to a system similar to the O licence system which operates in the United Kingdom. This should cause a greater awareness of quality and responsibility among people working in the industry.

"This will lead to an improvement in safety consciousness and general transport management.

"To qualify for an O licence, a company will need to have an employee who holds a certificate of competence."

How many employees must have certificates of competence before a company will qualify for an O licence is not yet clear. This is one of the questions being looked at by the National Transport Study Group.

## Melting pot

Possible solutions could include one holder of a certificate of competence a depot and specified number of trucks.

"Everything is in the melting pot at this stage," says Mr Walters, "but it will eventually come about."

The Road Transportation Certificate is helping to stimulate new thinking and an improvement in attitudes towards road transportation, says Mr Walters.

"It is evident that there is an improvement in the attitudes of people who have got their certificates. This is reflected in their improved skills and overall understanding of road transportation management.

"We are finding that more and more operators are insisting that their employees take the course. They find that those people who take the course have a better grasp of their jobs.

## Productive

"For example, they select vehicles more intelligently, they apply transport legislation to the day-to-day running of their businesses and they are considerably more cost-conscious.

"This leads to greater productivity.

"The employees, on the other hand, find that the certificate helps them to be allocated more responsibilities and to obtain promotion."

Both the certificate and advanced certificate courses are available in all the major centres, including Johannesburg, Pretoria, Durban, East London, Port Elizabeth, Cape Town and Bloemfontein.

Courses will be conducted wherever there is a demand by at least 30 people. Study is part-time and the students meet three times a year for two days to attend lectures. Exams are written at the end of the year.

A third-year course will be introduced next year if there is sufficient demand, says Mr Walters.

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Training

# Ithemba invests in human resources

Investment in the development of Human resources has an impact directly on present and future profitability, as well as the stability of employees employed in your organisation. Situated 20 kilometres from East London adjoining Wilsonia, the Ithemba Traning Centre provides the facility to realise this investment. The multi faceted training centre lies in the heart of the rapidly developing, industrial intensive, region D with excellent rail, sea and airlinks.

Registered with both the Ciskeian and South African departments of Manpower the Centre offers needs based, systematic skills development eligible for appropriate training incentives applicable to Region D.

The provision of training with exacting standards is the primary concern of the Ithemba Training Centre, hence the training conducted embraces the broad spectrum of occupational skill areas.

Due to the need of both employer organisations and the vast abundance of human potential the training resources at Ithemba Centre are constantly expanding. Utilising modern training techniques such as video assisted training coupled with practical exposure, current areas of endeavour include:

- Industrial sewing: Where operators in a simulated factory environment acquire machine technology and garment manufacture skills.
- Basic electronics: Through the use of modern and sophisticated equipment trainees are developed to enter a rapidly developing technological era.
- Carpentry and construction: The development of trainees in basic timber skills, woodworking machining, cabinetmaking as well as basic construction skills such as shuttering and steelfixing.

Then a substantial number of operatives are annually trained in building skills. Also included are electrical aids, welding, and automotive repair shop assistants.

The Ithemba Training Centre presently trains security guards to enhance organisational property and personnel security. Trainees are subjected to a rigorous and comprehensive programme which in addition to procedural skills enhances personal pride, discipline, fire prevention and the rendering of First Aid.

**Secretarial development:** The role of a secretary is constantly changing with greater emphasis on the diversity of secretarial skills. Utilising modern office equipment coupled with training techniques and a comprehensive training programme versatile and competent managerial secretaries are developed.

The sophisticated home craft training section is involved in developing skills such as food prepration, use of domestic appliances and basic of First Aid.

As the Ithemba Training Centre offers training in a diversity of skilled areas, managerial and supervisory skills and selling skills training are offered on demand.

This training facility is open to all races and also concerns itself with the physical wellbeing of its trainees. All new trainees are examined by qualified medical personnel.

Extensive use is made of psychometric and trainability testing to ensure that aspirations and aptitudes of trainees can be aligned. An operating philosophy of Ithemba Training Centre is to operate under similar conditions as employees would experience in a work situation. This necessitates rewarding achievement. Trainees who meet the standard set receive a certificate upon the successful completion of the training. Extraordinary achievement is rewarded through the presentation of achievement trophies.

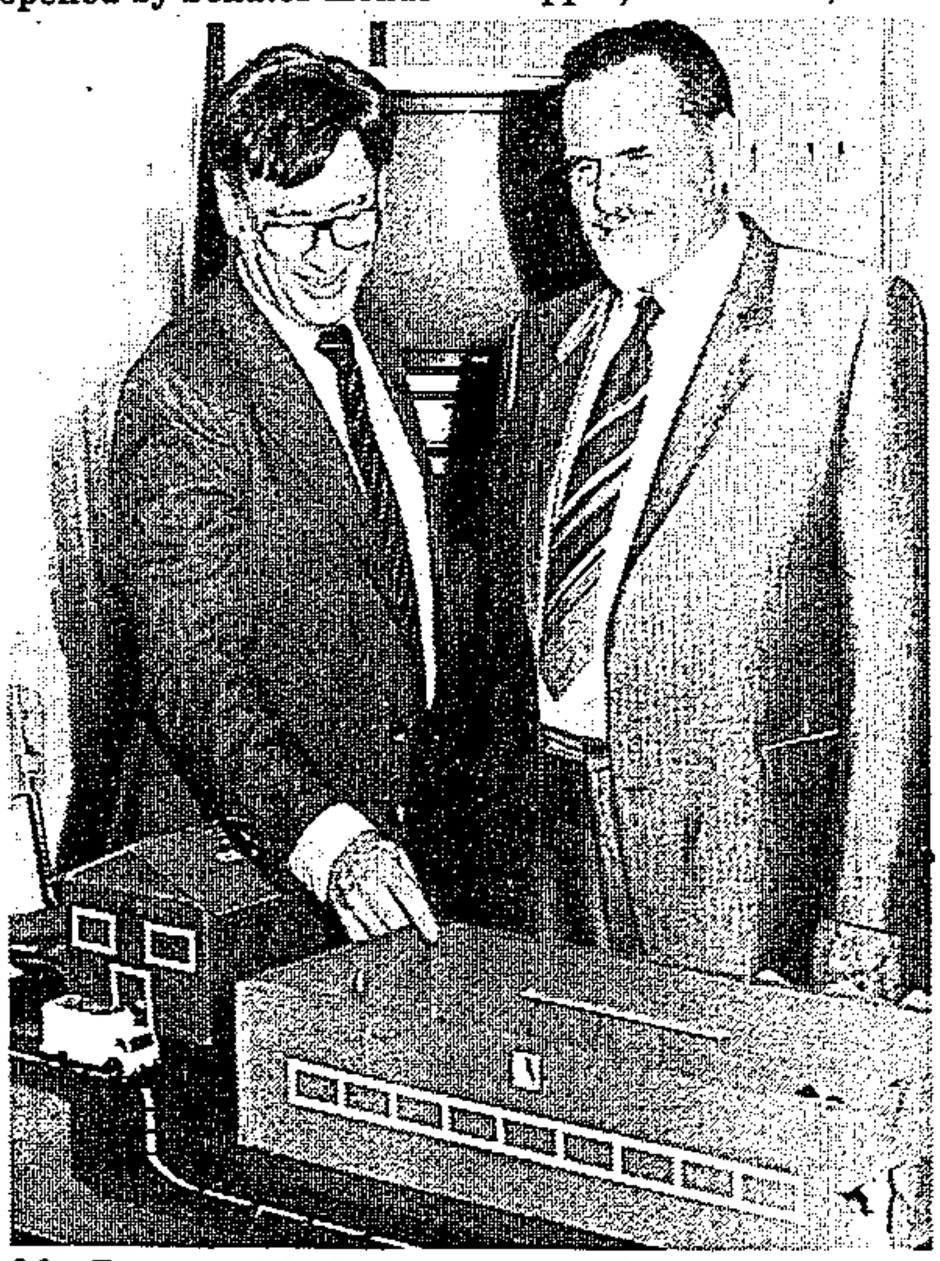
The constant evaluation of the suitability of training material and ongoing research and the competence of training personnel ensures that Ithemba produce trained manpower.

N. Mercury 1/8/84 (179)

# R100 000 training centre for Isithebe workers

Labour Reporter

**A R100 000 training centre aimed at improving productivity was officially opened by Senator Hendrik Klopper, at Isithebe, near Stanger.**



Mr Ernest Brivik, left, managing director of the Brivik Group and Interco Management Services with Senator Hendrik Klopper at the official opening of the IMS Training Centre in Isithebe last night.

The IMS Training Centre, a joint undertaking by the Brivik group and Interco Management Services, would also strive to give workers a better understanding of how companies functioned and how its profits were used, according to Mr Ernest Brivik, the group's managing director.

A recent survey by the University of South Africa had showed there was a great deal of misconception by workers regarding the free enterprise system. The survey had found that many workers believed that a large proportion of company profits were used to pay management salaries.

Speaking at the opening attended by local industrialists and Natal MPs Mr Con Botha, Mr Ron Miller and Mr Nico Pretorius, Mr Brivik said that about 1 400 new job seekers came into the labour market every single working day.

## New jobs

'This means that in the 15 years left to the 21st Century, we will have to find 5 250 000 new jobs. We are told that the infrastructure in Isithebe now totals R180 000 000 and the central Government will have to provide millions of Rands for training programmes.

'It therefore makes a lot of sense to show our parliamentarians and KwaZulu Development Corporation officials how some of the funds that are being spent by us to improve South Africa's productivity and the quality of life have been voted for in Parliament,' he said.

Opening the centre, Mr Klopper, who is also its chairman, said: 'We have succeeded in providing 1 500 jobs for people in Isithebe which was once a depressed area.

'We are very pleased to provide training for workers to do their jobs better, which in turn increases productivity, boosts exports and keep products cheaper.'

RDM 12/7/84 (179)

# Training of blacks vital

By PRISCILLA WHYTE

TRAINING blacks to fill higher-level jobs is the most important single challenge facing managers, according to Dr Braam Fourie, Director-General of the Department of Education and Training.

He told the national convention of the South African Society for Training and Education at Rand Afrikaans University: "Above all, we need to accept the urgency and importance of advancement of blacks and to approach the challenge systematically."

The most dramatic increases were necessary at the higher levels of the manpower hierarchy.

"Future executive intake a year from groups other than whites is projected to be 14 times the rate achieved in the previous two decades. Intake of highly-skilled white-collar workers must be five times the 1959-79 average," Dr Fourie said.

The country would be faced with unemployment on an unprecedented scale unless a mammoth programme of training and development were undertaken.

"We need to set in motion ways of introducing into training programmes supplementary material, which compensates for disadvantaged backgrounds."

South Africans needed to examine assumptions about cultural norms and values and to build into management and motivation procedures additional checks and incentives to help create a more favourable climate for human development.

If training needs were met, but productivity not raised, all the efforts would be in vain.

"Relative abundance of minerals, labour and cheap energy has tempted SA to expand production by employing more people and not realising higher productivity," Dr Fourie said.

In Europe, some two-thirds of economic growth stemmed from higher productivity. In SA the proportion was about 30%.

Figures from the National Productivty Institute showed that between 1970 and 1980 the real gross domestic product for each worker grew by only 4,6%.

(179) RDM 11/7/84

# Manpower training scheme rethink needed

By PRISCILLA WHYTE

THE partial reduction in tax concessions for manpower training from September 1 is causing concern in the private sector.

However, it should not overreact but acquaint itself with the facts, said Dr P J van der Merwe, Director-General of Manpower.

Speaking at the opening of Instructa '84, at the Rand Afrikaans University, Dr Van der Merwe said the real question was whether tax concessions were the most appropriate instrument for the promotion of training.

From September 1, employers would be able to recover 75% instead of 92,4% of approved training costs for employees earning up to R15 000 a year.

For non-approved training costs, employers would be able to recover 50% instead of 46,2% of such costs as in the past, he said.

For approved training costs, employers would be able to recover 50% instead of 92,4% for employees earning more than R15 000 a year.

Dr Van der Merwe questioned whether the present system of registering individual courses for tax concession purposes was the most effective method of ensuring quality and cost effective training.

He said different options should be explored.

In particular, the possibility of recognising or accrediting training institutions for purposes of cash grants, tax concessions or other forms of assistance should be looked at, rather than be focused on individual courses and approving large numbers of such courses for concession purposes.

He noted that much remained to be accomplished in training and there were several issues which needed to be looked at by the private sector.

He particularly mentioned a clear company policy on training, the availability of training in companies, the proper selection of candidates for training, improvements in the quality of instructors/trainers, training facilities, equipment and the continuous monitoring and evaluation of training programmes.

The Manpower Training Act was introduced in 1981. During 1983, more than 500 000 workers received some form of training regulated in terms of the Manpower Training Act, compared to fewer than 100 000 in 1979.

In a recent report by the National Manpower Commission on in-service training, it was estimated that a total of 1,5-million workers (excluding agricultural and domestic servants) received some form of in-service training during 1980/1981.

This figure amounted to about 20% of the total number of people employed in the relevant sectors of the economy.

It was further estimated that the total current expenditure on training in that particular year amounted to between R757m and R840m.

Dr Van der Merwe said he believed that today the figure would be more than R1bn.

# Employers urged to improve quantity and quality of training

Financial Staff (179) Star 10/7/84

Employers should not over-react to the recent reduction in tax concessions for training. They should, rather, do their best to improve the quantity and quality of training to ensure best use of South Africa's resources.

This appeal was made yesterday by the Director-General of the Department of Manpower, Dr PJ van der Merwe, in his address opening Instructa 84, an international exhibition of training and educational aids, at Rand Afrikaans University in Johannesburg.

Stressing the close relationship between significant socio-economic development and an effective system of education and training, Dr van der Merwe raised the question of whether tax concessions were the most appropriate means of promoting training.

"I believe that we should look at different alternatives and particularly at the possibility of recognising or accrediting training institutions for purposes of cash grants, tax concessions or other forms of assistance, rather than focusing on individual courses and approving large numbers of such courses for concession purposes," he said.

The National Training Board had been asked to investigate these possibilities.

Noting that during 1983 more than half a million workers had received training in terms of the Manpower Training Act, compared to fewer than 100 000 in 1979, Dr van der Merwe estimated that the total current expenditure on training was in excess of R1 000 million.

Bearing in mind that the replacement value of training facilities and aids already available for in-service training would be around R3 000 million, he said, it was apparent that training had become a vast industry.

It was therefore necessary to ensure that the system of in-service training remained cost-effective and directed at areas of critical skills shortages.

Although there had been major achievements in the area of training in the past few years, among them the introduction of the Manpower Training Act in 1981, there were many issues which needed attention.

To this end, the National Training Board was conducting research into problem areas and hoped this year to produce a comprehensive guide to training opportunities, for use by employers, training staff and the Department of Manpower's training advisers.

Dr P J van der Merwe

voters' rolls for the House of (a) Representatives and (b) Delegates will be available to political parties?

The MINISTER OF INTERNAL AFFAIRS:

(a) and (b) The hon member is referred to my reply to Question No 10 on 9 May 1984.

**Publication of certain magazine**

1029. Mr K M ANDREW asked the Minister of Foreign Affairs:

(1) Whether his department is involved in the publication of a certain magazine, the name of which has been furnished to the Minister's Department for the purpose of his reply; if so, what is the (a) extent of his Department's involvement and (b) name of the magazine;

(2) whether the magazine is published in (a) Afrikaans and (b) English; if not, why not; if so, (i) how many copies of each edition are printed in (aa) Afrikaans and (bb) English, (ii) to whom are copies of the magazine distributed in (aa) Afrikaans and (bb) English and (iii) for what purpose is the magazine published?

The MINISTER OF FOREIGN AFFAIRS:

(1) Yes.

(a) The Department is responsible for the compilation and publishing of the magazine.

(b) *Informa.*

(2) (a) Yes.

(b) Yes.

(i) 92 999 copies of each issue are printed.

(aa) 13 800.

(bb) 79 199.

(ii) The Afrikaans issue is distributed mainly to Whites and the English issue to Whites and Blacks, in both cases on request and free of charge.

(aa) 11 727 copies internally and 2 073 copies overseas.

(bb) 17 003 copies internally and 62 196 copies overseas, of which 42 722 copies are destined for African countries.

(iii) To provide information on the political, socio-economical and cultural development of Blacks in the National States, as well as in the rural and urban areas of the Republic of South Africa.

**Maximum gust**

1033. Mr D J N MALCOMESS asked the Minister Transport Affairs:

With reference to his reply to Question No 934 on 29 May 1984, at what time did the maximum gust occur in (a) Cape Town, (b) Port Elizabeth and (c) East London on 25 April 1984 and 26 April 1984, respectively?

The MINISTER OF TRANSPORT AFFAIRS:

| | | |
|---|---|---|
| (a) | Cape Town: | 25 April 1984 at 07h10<br>26 April 1984 at 16h00 |
| (b) | Port Elizabeth: | 25 April 1984 at 21h05<br>26 April 1984 at 16h00 |
| (c) | East-London: | 25 April 1984 at 13h15<br>26 April 1984 at 16h05 |



**Trafalgar High School, Zonnebloem**

1037. Mr S S VAN DER MERWE asked the Minister of Internal Affairs:

How many (a) students, (b) teachers and (c) standards are there at the Trafalgar High School in Zonnebloem at present?

The MINISTER OF INTERNAL AFFAIRS:

(a) 556

(b) 31

(c) Standard 6 to Standard 10.

**THURSDAY, 14 JUNE 1984**

†Indicates translated version.

*For written reply:* Hansard Q. Col. 1618 14/6/84

(179) **Training in trades**

965. Mr K M ANDREW asked the Minister of Education and Training:

How many Blacks were enrolled in (a) 1982 and (b) 1983 for courses offering training as (i) welders, (ii) electricians, (iii) carpenters, (iv) motor mechanics and (v) blasters?

The MINISTER OF EDUCATION AND TRAINING:

| | Education and Training | National states | Total |
|---|---|---|---|
| (a) 1982 | | | |
| (i) Welders | 43 | 258 | 301 |
| (ii) Electricians | 289 | 162 | 451 |
| (iii) Carpenters | 123 | 231 | 354 |
| (iv) Motor mechanics | 165 | 257 | 422 |
| (v) Blasters | — | — | — |
| (b) 1983 | | | |
| (i) Welders | 243 | 305 | 548 |
| (ii) Electricians | 750 | 213 | 963 |
| (iii) Carpenters | 262 | 263 | 525 |
| (iv) Motor mechanics | 306 | 392 | 698 |
| (v) Blasters | — | — | — |

proached by students with their grievances before the boycott began; if so, (a) on what date and (b) what was the response of the college administration;

(2) whether his Department was informed of this approach at the time; if not, why not;

(3) whether the students' representative council of this college provided food to the boycotting students; if so, where did the students have this food;

(4) whether the relevant authorities will reimburse the students' representative council for funds expended on these provisions; if not, why not?

The MINISTER OF INTERNAL AFFAIRS:

(1) Yes.

(a) 30 March 1984.

(b) The Hostel Committee met the House Committee of the students on 12 April 1984 and undertook to attend to the grievances of the students.

(2) No. This aspect of the matter is being followed up departmentally.

(3) Yes, they provided some food. The students also purchased food themselves. As far as can be ascertained at various places on the premises, including the dining room.

(4) No, it is not intended to ask for funds to be made available for this purpose. Food was available at the hostel at all relevant times and the hostel staff were trying to improve matters.

**Coloured schools damaged by fire**

*11. Mr R M BURROWS asked the Minister of Community Development:

(1) Whether any Coloured schools were damaged by fire during the latest specified 12-month period for which figures are available; if so, (a) how many and (b) what was the total replacement cost involved;

(2) whether investigations were held into the causes of the fires; if not, why not; if so, what were the findings in each case;

(3) whether any steps have been taken to assist the principals of the schools concerned in regard to alternative accommodation and facilities; if not, why not; if so, what was the nature of the assistance provided?

The MINISTER OF COMMUNITY DEVELOPMENT:

(1), (2) and (3) The desired information is unfortunately not readily available. Since it is a time-consuming task to go through the particulars and as personnel therefore is not available, I regret that it is not possible to furnish the hon member with the desired informtion.

*For written reply:*

**Telephone directories**

978. Mr A B WIDMAN asked the Minister of Posts and Telecommunications:

(a) How many (i) white and (ii) yellow page telephone directories were printed in excess of the number of telephone subscribers in the (aa) 1979-80, (bb) 1980-81, (cc) 1981-82 and (dd) 1982-83 years and (b) in respect of which areas were these excess directories printed?

The MINISTER OF POSTS AND TELECOMMUNICATIONS:

(a) (i) (aa) 2 159 012,
(bb) 2 708 954,
(cc) 1 518 811,
(dd) 1 148 797, and

(ii) (aa) to (dd) none; and

(b) all directory areas.



*Notes:* The actual number of telephones and not the number of subscribers was used as a basis to determine the figures reflected above as subscribers are not only entitled to directories for main services but also for extensions.

In determining the number of copies to be printed, provision is nevertheless made for less copies then the total number to which telephone subscribers are entitled because many subscribers fail to collect their copies despite appeals made to them to do so.

The reason why more directories are printed than the number of telephones is ascribed to the fact that provision has to be made for normal telephone growth, for copies to be sold in other areas and overseas countries and also for a higher distribution of directories in metropolitan areas where subscribers are entitled to free copies of all directories for those areas. For example, a Johannesburg subscriber presently receives copies of the Johannesburg (white and yellow pages), the East Rand and West Rand directories. Prior to 1981-82 subscribers in all areas, except those in the OFS and Northern Cape, were also provided with free copies of the directories for adjacent directory areas (for example, subscribers in the Transvaal received all the directories for that province and those in the Cape Peninsula and the Western and Southern Cape the directories for both these areas).

Hansard
Q.61.1613 13/6/84

**Guano islands**

980. Mr S S VAN DER MERWE asked the Minister of Environment Affairs and Fisheries:

Whether any guano had been collected from 1 April 1983 up to the latest specified date for which information is available, from the islands of Mercury, Ichaboe, Possession, Penguin, Plum Pudding, Pomona, Roast Beef, Sinclair, Halifax, Hollands Bird, Long and Seal, respectively; if so, (a) what was the yield in the case of each of the islands concerned and (b) what was the (i) total cost of collection for this period and (ii) value of the guano so collected?

The MINISTER OF ENVIRONMENT AFFAIRS AND FISHERIES:

Yes, but only on the islands of Mercury, Ichaboe, Penguin and Seal.

(a) Particulars for the calendar year 1983 are as follows:

| | |
|---|---|
| Mercury ..... | 1 028 metric tonnes; |
| Ichaboe ..... | 1 929 metric tonnes; |
| Penguin ..... | 150 metric tonnes; |
| Seal ..... | 24 metric tonnes. |

(b) (i) and (ii) The information is not available as the guano was collected by a private firm for its own account.

(179) Hansard Q-Col. 1614 13/6/84

**In-service training**

995. Mr S P BARNARD asked the Minister of Manpower:†

What amount was spent by the State on in-service training in respect of (a) whites, (b) Coloured persons, (c) Asians and (d) Blacks in the latest specified financial year for which figures are available?

The MINISTER OF MANPOWER:

During the 1983-84 financial year an amount of R5 081 894,72 was paid in cash grants to industrialists in decentralized areas. Figures in respect of each population group are not readily available and the amount which was allowed by the Receiver of Revenue in the form of tax concessions in respect of training is not known to the Department of Manpower but the number of persons who, during 1983, underwent in-service training in terms of approved training courses at group training centres, private training centres and training schemes which qualify for the concessions or cash grants amounts to 434 941 of whom 227 098 are Whites, 46 089 Coloureds, 20 001 Asians and 141 753 members of the Black population groups.

**Voters' rolls**

1022. Mr S S VAN DER MERWE asked the Minister of Internal Affairs:

When is it anticipated that the final

# Study claims SA is 'unprofessional' in industrial training

(179) Star 2/6/84

By Bryan Deans

Industrial trainers in South Africa show a low level of professionalism, a new in-depth study on the subject has found.

The study is based on data researched by a senior lecturer at University of Cape Town, Mr Martin Birt. It shows an almost total lack of follow-through after tax-subsidised training has been completed.

Following criticism of the number of training courses registered with the Department of Manpower — there were more than 20 000 — registration has been made more difficult and the recent Budget introduced a cut-off point on training costs which could be charged against taxes.

Industrial relations and human resource managers have protested vigorously but they may have been guilty of training in quantity without too much regard for quality.

The Western Cape study embraced companies with a total of 13 000 employees. It suggested that at least R280 million was spent nationally on training.

The results indicate, firstly, that training needs are determined on an unstructured basis. Of those employees who went through registered technical skills courses, 13 percent were selected after performance appraisals, 28 percent in terms of career path plans, and 43 percent after observation by the personnel department.

Evaluation of the effect of training was even more disturbing. Although a registered training programme required a testing procedure at the end of the course, analysis showed that following such training, 61 percent relied on a supervisory report, 18,6 percent had no evaluation procedure and 20,3 percent accepted a trainee report. In the case of unregistered technical courses, 100 percent of the companies had no immediate formal evaluation and almost 80 percent did not evaluate within a month.

Mr Birt commented: "The results indicate a low level of professionalism by human resource managers ... the overwhelming impression is the degree of subjectivity of procedures used for both the establishment of training needs and the evaluation of training programmes.

"If human resource managers continue to mount and evaluate training programmes as they have been doing, the State will have no assurance that the objectives it had in mind when introducing the taxation benefits will be met."

The Star Bureau

MANPOWER — TRAINING

1986

# Govt training schemes could benefit 250 000 unemployed

13/12/89 BUS DAY 179

GERALD REILLY

THE Department of Manpower's training schemes would benefit 250 000 unemployed, Manpower Minister Pietie du Plessis said in Pretoria yesterday.

The department had concluded 150 contracts with the private sector for the training of 160 000 unemployed of all races by March 31 next year. The development boards were training another 70 000.

Du Plessis said government had provided R100m for job creation and training of workless people in June this year. This was later increased to R600m.

He said that already 41 000 unemployed had been trained in a variety of basic skills and more than 25% had found jobs immediately after completing their training.

Du Plessis said the department had also concluded 180 contracts with private sector organisations to provide temporary jobs for about 12 000.

Programmes initiated by other departments and organisations would provide jobs for a further 260 000.

This number was expected to increase as the programmes developed.

Du Plessis stressed the restoration of self-confidence and hope which individuals derived from the training programmes.

A large variety of job-creation activities had been launched by different government departments, while the Development Bank of Southern Africa and the Small Business Development Corporation had also initiated pogrammes.

Du Plessis added that at least 20 000 people had received food aid in terms of the programme.

# M & R to train jobless in Natal

BUS DAY 11/12/85 179

CLAIRE PICKARD-CAMBRIDGE

MURRAY & ROBERTS (Natal) will be training 11 000 unemployed people in skills like carpentry, bricklaying, steel-fixing, plastering and welding before the end of March.

The company will be taking the lead in this ambitious project to train the unemployed — a task which has been taken on by several M&R Group companies.

It forms part of a broader scheme by the Department of Manpower to step up training of the unemployed by granting an allowance to those companies tackling the new schemes.

M&R started training in September, after discussions with the Department of Manpower, which is providing R22 a day for each trainee.

M&R MD Andrew Stewart said: "We have been the forerunner of training in the Natal area and have training facilities and experienced instructors which are now under-utilised. So we have agreed to provide facilities, materials, instructors, machinery and a daily meal for trainees."

Each course participant is given a small wage and reimbursed for transport costs. Overalls, tools and equipment are supplied by the company.

All courses last three weeks and candidates must prove they are unemployed. The selection of applicants is being handled by the Development Boards in various areas.

M&R said demand for training at its school in Prospecton, Durban, had been so great that another school had already been opened in Richards Bay. Others were planned for the Maritzburg and South Coast areas. More than 2 000 people would undergo training simultaneously.

The company said that, although participants were not guaranteed employment at the end of their three-week course, they would be provided with a marketable skill, and would be issued with certificates at the end of the course.

There would be one instructor for every 12 trainees.

# More help for jobless in '86

24/12/85. BUS DAY

179

CHERILYN IRETON

MORE industrial parks, providing work centres for unemployed skilled and semi-skilled artisans, are planned for next year.

The first of the pilot projects, which aim at easing the transition from being unemployed to being self-employed, has been so successful that similar projects are due to open across the country.

Apart from the already established work centre in Port Elizabeth, centres are under construction in Bloemfontein, Soweto and the East Rand. The Pretoria job factory will get under way early in the new year and plans for a Western Cape work centre are being finalised.

These employment schemes are linked to government's job-creation programme and are being administered by the Small Business Development Corporation (SBDC).

The SBDC provides work bays and equipment at a nominal rate as well as a back-up service for aspiring manufacturers.

"The scheme enables people with no capital to

## Madness to sabotage the economy — Buthelezi

W/E ARGUS 15/2/86

# 'Create wealth first'

UMLAZI. — "Mad politics" and "mad trade unionism" in Cosatu, the African National Congress and the United Democratic Front, were urging black workers to destroy their factories and cripple the economy, Chief Mangosuthu Buthelezi said today.

The Kwazulu Chief Minister and Inkatha president was speaking at Umlazi, near Durban, at the opening of the Toyota Technical Training Centre, a project to which Toyota gave R500 000.

What was really needed was a vast expansion of mining, commerce and industry to create jobs and housing for blacks and to strengthen their growing political bargaining power, Chief Buthelezi said.

And the free enterprise system now faced the responsibility of generating desperately needed wealth in a way that would increase black benefits.

Chief Gatsha Buthelezi

He said the policy of sabotaging the economy was sheer madness because millions of black South Africans could not survive without their pay packets.

It was necessary first to create the wealth, and then redistribute it. Factories destroyed now would remain destroyed for generations.

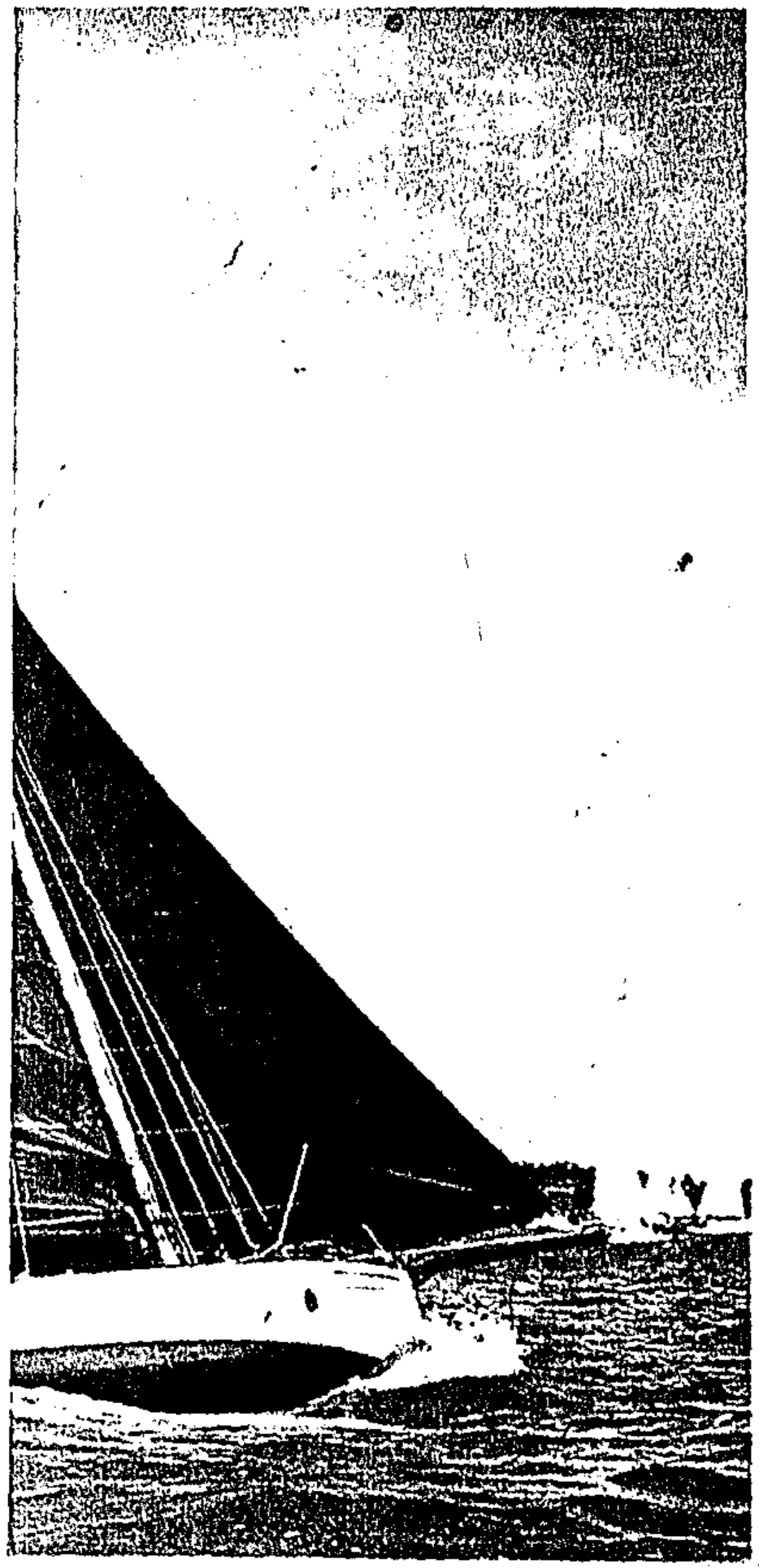
In the past, black poverty was greatly deepened by apartheid. But whites were now so dependent on blacks that they had gained immense bargaining power which would increase with economic prosperity.

Whites could no longer succeed without blacks in supervisory and managerial positions.

A new era of racial equality heralded a new era of black worker dignity.

Chief Buthelezi said the vast backlog in black education, particularly in technical training, demanded that industrialists "did things" in South Africa which had not been done in North America and Europe. — Sapa.

179



# This fast lady is 88 and elegant!

DALE LAUTENBACH
Weekend Argus Reporter

AT the end of the last century she was a sturdy little workhorse punting in and out of Falmouth Harbour.

In her middle age she was put out to pasture in the Mediterranean and now, in the hands of "two crazies", she's a trim, dignified and elegant old lady cruising the oceans of the world.

Curlew is a 9 m gaff-rigged cutter, built in Falmouth in 1898. Eighteen years ago, idle and uncared for in Malta, she was found by Tim and Pauline Carr or, as Pauline puts it . . . "she found us".

The couple restored the wooden-hulled yacht and since then Curlew has been home, hearth and nation for the two and they are on the way to completing a circumnavigation.

With an original pitch pine on oak hull and a keel which sweeps down as an integral part of the structure, Curlew weighs 10 tons, three times more than most modern yachts her size. But for racing Curlew is classed as a ½-tonner with 10 m craft.

"She's incredibly fast," says Pauline proudly. "She often suprises our competitors in modern boats — and us. No one knows what her secret is. We averaged over seven knots over 2½-thousand miles across the Indian Ocean which is phenomenal. It took us 12 days."

With the Carrs as skipper, Curlew does not carry an engine — "She sails so well we don't feel the necessity to encumber her," says Pauline.

Below: Tim Carr... 'he really looks the part. He's just had a haircut but he still looks salty.'

Below: Pauline Carr at home in the warm wood and brass-fitted interior of the 1898 9m yacht.

City P 23/2/86.

# Teaching welders to make profits

179

THE Small Business Development Corporation Limited is holding a one-day productivity clinic for metalwork manufacturers at the Industrial Park in Orlando West on February 26.

The course – which forms part of the SBDC's range of advisory services – will be led by Anthony Stocking, Metals Engineering Unit Manager at the National Productivity Institute.

It is aimed at helping metalwork manufacturers – like welders – to achieve better profits by working more efficiently. Practical examples on how to solve productivity problems in a small manufacturing business will be given.

"If small manufacturers want to cut costs, they must learn how to work smarter, not only harder," said SBDC's Development Services General Manager Mike Smuts.

The course – which is free of charge – will start at 4pm and end at 7pm. Entry forms can be obtained from Mary Hlatshwayo at ☎ 643-7351.

The State President, Mr P W Botha, at the Western Cape Training Centre.

Cape Times 27/2/86

# Botha visits training centre

Staff Reporter 335 179

THE State President, Mr P W Botha, yesterday visited the Western Cape Training Centre for unemployed near Goodwood.

It is one of about 200 centres throughout South Africa where men and women can undergo one- to three-week courses in one of 180 skills.

Mr Botha toured the centre with the Minister of Manpower, Mr Pietie du Plessis, and the Minister of Finance, Mr Barend du Plessis.

It is hoped that by the end of April 300 000 people will have received training at the centre.

Between 700 and 800 men at the centre are trained in skills ranging from woodwork, bricklaying and welding to plumbing and being security guards.

"We have had feedback that between 25 and 30 percent of the people trained at the centres find jobs immediately on completion of the courses they have undertaken," said Dr Pieter van der Merwe, Director-General of the Department of Manpower.

"But these are just what we have heard about and it could be more."

(c) 435; and

(d) 1 578, as at 31 December 1985;

(2) the honourable member's attention in this regard is invited to the position as set out in part (2) of my reply to question 533 of 26 February 1985 which has not changed up to now.

I must, however, add that, as recently announced, the salaries of Post Office personnel are to be adjusted upwards by approximately 10% wef from 1 April 1986 and at the same time existing allowances consolidated into basic salary. It is also the intention to then further narrow the wage gap between Black postmen and the other population groups, but at this point of time it is unfortunately not possible to indicate to what extent this could be effected as the revised salary scales have not yet been finalised.

HANSARD Q COL 323 4/3/86

**Agricultural trainees**

179

293. Mr R W HARDINGHAM asked the Minister of Manpower:

What amount of financial assistance was made available by his Department to each specified in-service training centre for agricultural trainees in 1985?

The MINISTER OF MANPOWER:

Boskop Training Centre—R215 000.

**Job creation projects**

HANSARD Q COL 323 4/3/86

303. Mr F J LE ROUX asked the Minister of Manpower:†

(1) With reference to his reply to Question No 24 on 11 February 1986, how many persons had reported at job creation projects as at the latest specified date for which figures are available;

(2) how much of the amount of R131,5 million spent by 31 December 1985 was applied towards (a) food relief, (b) training unemployed persons, and (c) creating and/or maintaining job opportunities in the small business sector;

(3) whether his Department now has separate data in respect of the different population groups in the above-mentioned connection; if so, what are the relevant figures in respect of each population group?

The MINISTER OF MANPOWER:

(1) On 31 December 1985, 150 803 unemployed persons were involved in employment creation programmes and in total 10,7 million man days had already been worked.

(2) (a) R2,34 million.

(b) R12,8 million.

(c) R12,5 million.

(3) No.

**Public/private telephones**

HANS. Q COL 324 4/3/86

315. Mr A B WIDMAN asked the Minister of Communications:

(1) How many new (a) public and (b) private telephones were installed in 1985 in Langa, Guguletu, Nyanga and Khayelitsha, respectively;

(2) how many (a) public and (b) private telephones were there in each of these townships at at 31 December 1985?

The MINISTER OF COMMUNICATIONS:

(1)

| | (a) | (b) |
|---|---|---|
| Langa | 1 | 257 |
| Guguletu | 3 | 848 |
| Nyanga | nil | 308 |
| Khayelitsha | 3 | 12; and |

(2)

| | (a) | (b) |
|---|---|---|
| Langa | 23 | 1 424 |
| Guguletu | 37 | 3 077 |
| Nyanga | 25 | 1 260 |
| Khayelitsha | 5 | 29 |





**Public telephones**

316. Mr A B WIDMAN asked the Minister of Communications:

How many public telephones were there in Mitchell's Plain as at 31 December 1985?

The MINISTER OF COMMUNICATIONS:

117.

**Telephones**

317. Mr A B WIDMAN asked the Minister of Communications:

How many telephones were installed in 1985 in Lenasia and Soweto, respectively, for (a) private and (b) business purposes?

The MINISTER OF COMMUNICATIONS:

| | (a) | (b) |
|---|---|---|
| Lenasia | 365 | 175 |
| Soweto | 6 711 | 675 |

*Note:* The information is in respect of main services only and includes transfers. The available statistics of telephones other than main services do not distinguish between services for private and business purposes.

**WEDNESDAY, 5 MARCH 1986**

†Indicates translated version.

*For written reply:*

*General Affairs:*

**University of the North**

5/3/86 HANSARD Q COL 326

8. Dr W J SNYMAN asked the Minister of Education and Development Aid:†

(1) (a) How many students were enrolled at the University of the North in the 1985 academic year, (b) what were the average (i) tuition and (ii) residence fees per student and (c) how many students in residence were registered at this university in 1985;

(2) whether any unauthorised persons resided in the residences of the university in that year; if so, (a) how many and (b) what steps were taken in this regard;

(3) how many students at this university completed their courses successfully in 1985;

(4) whether the university was closed as a result of irregularities in that year; if so, (a) on how many days and (b) what was the nature of the irregularities;

(5) whether any students at this university were expelled in 1985; if so, (a) how many and (b) for what reasons?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

(1) (a)

| | February to June 1985 (First Semester) | August to December 1985 (Second Semester) |
|---|---|---|
| Main Campus | 4 523 | 4 309 |
| Qwaqwa Campus | 549 | 471 |
| Gazankulu external students | 436 | 403 |

(b) (i) R750.

(ii) R1 140.

# Careers development project branches out

STAR 4/3/86 179

By Frank Jeans

Protec, the multi-racial programme aimed at career development launched in Soweto four years ago, is poised for expansion with seven more branches planned throughout the country by the end of the year.

And Protec's organisers are confident that business will support the national drive to the tune of R2,5 million and help to provide an opportunity for 2 000 students during 1986.

"The Soweto model has worked well," says Protec national director Lente-Louise Louw. "Our approach has led to an increasing demand for a wider application of Protec.

"I am confident the private sector, which has invested in this unique approach to the progress of promising students, will support our initiative still further.

"It is logical to reproduce the successful Soweto model in other regions." The Protec effort addresses the non-formal educational field where selected students participate in activities focusing on communication and study skills, career guidance and leadership development.

Protec also prepares its matriculants for entrance to universities, technikons and colleges. Protec chairman, Mr Cliff McMillan, says: "We now have the management structure and national office experience to reproduce our proven techniques on a wide scale.

"At a modest cost per student we are achieving major successes."

Last year about 450 students benefited from the Protec scheme.

# Bill aimed at aiding jobless starts a screaming session

12/3/86

Star

Political Staff

PARLIAMENT — There was uproar in the House of Delegates yesterday over an apparently uncontentious Bill aimed at helping the unemployed.

Mr Ahmed Lambat (NPP, Actonville) introduced a private member's Bill calling for the introduction of urgent measures to provide technical and vocational training to cope with the unemployment problem.

The motion was loudly and vehemently attacked by Mr Gopi Munsook (Solidarity, Nominated), who went against the leader of his party by saying it would lead to industries being flooded with "half-baked" employees.

The nominal leader of Solidarity, Budget Minister Mr J N Reddy, had advocated earlier that more semi-skilled workers be used in the place of skilled workers.

However, Mr Munsook said this would cause chaos in industry.

By supporting the Bill, members would be backing Draconian legislation that would give the State President the power to deregulate industry.

This would make the President a dictator and would result in workers becoming slaves, he said.

When industry was deregulated, the employer could pay what he liked, Mr Munsook maintained.

Speaking amid frequent interjections, Mr Munsook said members would become stooges of the Government if they supported the Bill.

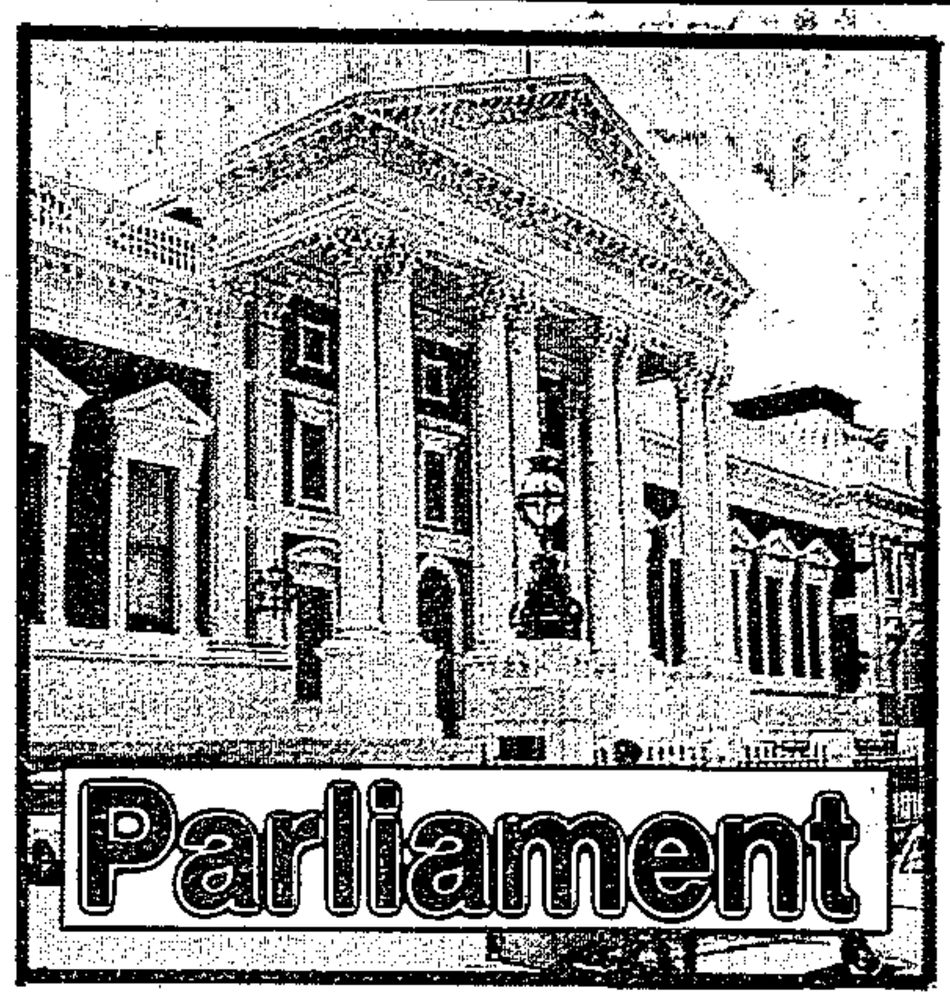
After being asked by Mr Pat Poovalingam (Solidarity, Reservoir Hills) to stop screaming, Mr Munsook accused members of being unconcerned about the plight of the working class.

"Some of you are sitting on pots of money," he shouted.

Mr Salaam Abram-Mayet (NPP, Nominated) accused Mr Munsook of being a communist, but withdrew the remark.

The Chairman of the Ministers' Council, Mr Amichand Rajbansi, agreed with Mr Munsook's argument that there was no sense in training people in skills for which openings did not exist.

The motion was not put to the vote.




# Development, training allocations boosted

DISPATCH 18/3/86 179

CAPE TOWN — A total of R631 million would be spent on improvement of infrastructure and for black housing in 1986/87, the Minister of Finance, Mr Barend du Plessis, announced yesterday.

He referred to the undertaking given by the State President, Mr P. W. Botha, in August last year that R1 billion would be spent on upgrading underdeveloped areas over the next five years.

In 1985/86, R100 million had been set aside to launch this high priority project.

"As planning is far advanced, the momentum will be greatly accelerated in 1986/87 by the allocation of R320 million for this service," Mr Du Plessis said. This was the optimal level for 1986/87.

The provision would supplement the R311 million already allocated to black housing to bring the total to R631 million.

Mr Du Plessis also said the training effort for unemployed would be doubled in the coming year to involve 550 000 people.

He said that R70 million, which remained of the R600 million allocated to job creation last year, would be carried over to the new fiscal year.

"Since the government is convinced that this deserving project should be expanded, a further R90 million is now being allocated while R75 million is also being provided for the continuation of training for the unemployed, thus R235 million in all.

Mr Du Plessis said that R28 million earmarked for job creation projects via the Small Business Development Corporation last year had also not been utilised due to the start-up time involved in launching such a programme.

The R28 million would now be paid to the SBDC as a starting balance for further work creation programmes for 1986/87.

The government would make no corresponding cut in its supplementary proposals and would, on the contrary, invest R30 million in the SBDC as share capital.

"The government trusts that the private sector, as partners in the SBDC, will follow this example and contribute an equivalent amount in share capital," Mr Du Plessis said. — Sapa

# Machines threat to farm workers

EBRAHIM MOOSA
Political Reporter

MANPOWER Minister Pietie du Plessis said yesterday in the House of Delegates he feared that mechanisation in the agricultural sector would result in about 1-million farm workers losing their jobs.

He also said there was a danger that labour could price itself out of the market, which would result in a "disaster".

Du Plessis was speaking during a Private Member's Motion in the House of Delegates which called for farm workers to be brought under the ambit of existing legislation.

Several Indian MPs from both the ruling National People's Party (NPP) and Solidarity Party highlighted the inequities farm workers faced.

The NPP said farm workers should be given protection under the labour relations provisions, while Solidarity in their amendment to the motion demanded that government release the National Manpower Commission's report which focused primarily on the agricultural sector.

Du Plessis blamed the "advocates of disinvestment and boycotts" for the growing unemployment, which he said would result in regional destabilisation as many of the workers in this country were from neighbouring black states.

Du Plessis said he was in favour of extending the scope of the Unemployment Insurance Fund (UIF) to farm workers.

# NEW JOBS BONANZA

(179)

City P. 23/6/86

**AN ENTERPRISING scheme for creating new jobs through private enterprise – which has been highly successful overseas – has been started in South Africa.**

In a joint venture, the Barlow Rand Foundation and Nafcoc have formed a company, Job Creation SA (Pty) Ltd, which aims at creating hundreds of new jobs by stimulating new businesses.

The scheme was started in Britain in the late 70s when the British Steel Corporation was closing many of its plants.

### Redundant

Many of the people who became redundant were helped to start their own businesses. As their businesses grew, they gave employment to others.

Since then the scheme has been exported to 10 or 12 countries, including America and Canada. The first non-British application of the scheme was in Holland where a large company was closing one of its plants – and running into a dispute with a trade union, which was demanding large redundancy payments.

The company used the British approach that the redundant work force could be accommodated in a job creation scheme, and the union suspended its claims for redundancy pay to give the scheme a trial. It was highly successful.

South Africa's Job Creation company resulted from a trip overseas by a group that included Nafcoc representatives and Ian Hetherington, a former company chairman.

### Motsuenyane

The new company will be chaired by Nafcoc chairman Sam Motsuenyane, with Barlow Rand chairman Mike Rosholt as vice-chairman.

Barlows will give Job Creation its first contract for the creation of 500 jobs at an estimated cost to the group of R2,5-million.

"For several years Nafcoc has been extremely concerned about South Africa's rising unemployment," said Motsuenyane. "We have been seeking a practical, private sector approach to create new, lasting employment.

"A year ago, we came into contact with Job Creation Ltd, a specialist consultancy group in the UK, which has successfully extended its activities throughout Europe and North America.

"Governments and larger private sector companies seeking to create new jobs, place contracts with Job Creation. Job Creation then gives intensive free assistance to small business entrepreneurs to start up and expand. It is these entrepreneurs who create the jobs," he added.

### Exciting profits

"The concept of a profit-oriented job creation company operating within the private sector is most exciting," said Rosholt.

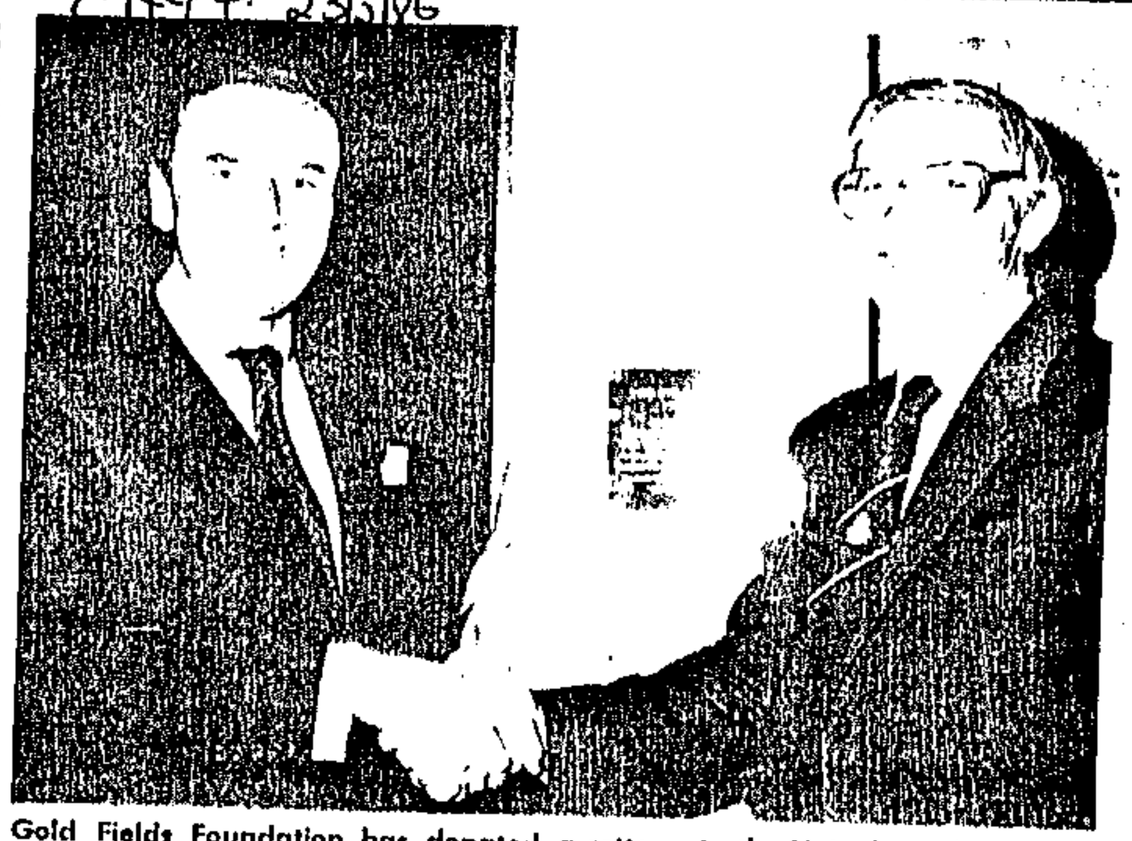
"Government initiatives overseas, based on a welfare approach, have often proved disappointing.

"Job Creation is paid by results and is taking the same sort of commercial risk as the would-be entrepreneur.

"The interests of the Job Creation team and the entrepreneurs converge. Aims are identical and the one recognises his partial dependence on the other."

Hetherington is already looking for premises and staff to man the company and hopes to begin operations in about a month. He will then start looking for entrepreneurs he can assist.

Nafcoc's share of profits will be used to improve services to its 15 000 members and Barlow Rand Foundation's share will be ploughed back into community affairs.



**Gold Fields Foundation has donated a cottage to the United Cerebral Palsy Association as part of its service to the cerebral palsied.**
**The R200 000 cottage will accomodate 15 cerebral palsied adults.**
**At the handing over ceremony are two of the people involved, Mr Lindop (left) and Mr Alan Wright.**

# Training scheme for jobless

THE unemployed will be given priority in a new free training scheme started by Engineering Management Services Ltd, a wholly-owned subsidiary of the Murray and Roberts group.

The training is for draughting.

Not only is it free but trainees receive a special allowance.

EMS has recently been given permission under the new training regulations to train unemployed people of both sexes for this job.

Interested people should inquire at their nearest Department of Manpower office, or write or telephone:
G Cooke,
Training Officer,
PO Box 585,
Bedfordview 2008
☎(011) 53-9030.

Entry qualifications of Std 8 are acceptable but applicants with Std 10 with maths and science will be given priority.

About 500 young persons of both sexes and of all races have been trained at the EMS training centre since it opened nearly five years ago.

Up to 90 separate companies have made use of the centre.

Trainees receive an in-depth grounding in draughting – an excellent foundation upon which to build a positive future career.

Trainees are advised and helped with supplementary subject studies to enable them to further their career.

Each trainee receives a qualification certificate upon satisfactory completion of the training.

Though it is a teaching and training centre, training is conducted in a drawing office environment, with boards and machines on stands with reference desks.

Drawing instruments are available for use, with an option to purchase at a very realistic non-profit price.

The new training scheme is devised to help the unemployed learn a skill.

The emphasis is on unemployed and each applicant is responsible for showing proof – through the Department of Manpower – that he is unemployed.

Draughting is a very interesting and satisfying career.

The draughtsperson fills a responsible position closely allied to the engineer and the builder.

He/she is the link between the two – a communicator.

EMS does not guarantee employment after training – but will help by advising on how to approach the subject of looking for a job.

# Increased supervisory skills are essential to productivity

DENNIS ETHEREDGE, retired head of Anglo American Gold Division and now president of the SA Institute of Supervisors, says the supervisor is one of an organisation's key managers.

"There is an urgent need, not only to train and develop him more adequately, but to provide him with the recognition and support that his job deserves and, indeed, requires."

In SA, the ratio of supervisor-to-workforce averages out at one in 42. This compares most unfavourably with such highly-productive countries as Japan, US and West Germany, with ratios as high as one to nine. "It is undeniable that this ratio has a direct bearing on the poor productivity from which many SA companies suffer," said Etheredge

While there has been attention to the training needs of senior management, the supervisor has been neglected, he says, which is why the Institute was formed. "The major function of the first-line manager is working with and through non-management employees to meet the objectives of the organisation and the employees' needs. Without this interface, management loses touch with the workforce, with all the consequences that this situation implies.

"A place for the supervisor has to be found in the management team without interfering with his continual workforce contact. The supervisor is better placed than any other manager to know and understand what is happening in his department. He can observe and control employee performance, recognise potential problems and take corrective action. His role has become more complex with the growth of the trade union movement in SA."

The Institute aims to provide the supervisor with the unique training he requires, develop support by management and the self-esteem he needs to carry out his duties effectively.

It develops the supervisor's all-round skills by taking him through a carefully-structured programme, leading to the awared of Institute's Introductory Certificate. Interpersonal and team skills are given priority. Basic supervisory techniques are introduced to prepare the ground for the practical project work that follows.

Individual development and leadership skills guidance are given, leading finally to the award of the Institute's Certificate in Supervisory Management and the Advanced Diploma in Supervision. "One has to grasp and implement the truth that the further down the line the decision-making process takes place, the greater is workforce productivity," said Etheredge.

Further information is available from the executive director, Mike Taylor, at (011) 339-2363.

DENNIS ETHEREDGE . . . supervisor training has been neglected

# Black Management Forum's new direction

B. Day 24/3/86 179

THE Black Management Forum (BMF), founded 10 years ago to combat tokenism in black management, has taken a new direction. It now aims to be a management resource and is starting its own training courses. A non-political body, it is nevertheless outspoken in its condemnation of "continued non-recognition" by the corporate world.

"It is time to speak up. It is time to get rid of the prefix 'black' when speaking of management," says BMF executive council chairman Ernest Mcunu. "A manager is a manager, irrespective of colour. The word black here has the connotation of inferior — it appears derogatory."

Forum members share views, discuss frustrations and help each other — particularly people new to management. "Newcomers go through four phases," said Mcunu. "The first is the most difficult — the entry phase. This occurs when a black is employed to do a managerial job but is not given the company history, is not introduced to colleagues, but is expected to fit in somehow.

"At this stage he needs a mentor to guide him. The problem arises that unless that mentor then has an incentive to train the new man, he is often resentful or feels threatened, and proceeds to prejudice his student.

"The next phase is the need for social skills and getting conditioned to the environment — adjusting. He has to familiarise himself with the work and decide on his career, which he must further without the company being paternalistic. He must work towards it as an equal with the whites, with confidence and ability.

"Phase three is the plan-growth stage. Having achieved getting to this level he now dare not sit back — he must plan ahead and keep studying, keep bettering himself. No one can afford to sit back in the corporate world.

"Finally he comes to the ultimate phase — success. Getting to be the boss. If he hits rock face and cannot penetrate or bypass it, he will leave and set up his own business."

The forum currently has a drive to recruit corporate members. Ordinary members regularly attend "5.30 sessions" to hear an address by a pertinent speaker and join in discussions.

Apart from its head office in Johannesburg, BMF has branches in Port Elizabeth, Durban and Pretoria. For further information, telephone (011) 933-2640.

☐ ERNEST MCUNU ... "It is time to get rid of the prefix 'black' when speaking of management"

# Development of black managers

24/3/86. BUS DAY. 179

JOHN McCARTNEY

YOU PROBABLY need to train and develop as many new managers, progressively over the next 15 years, as the total you now employ.

As it takes two to three years to develop a commerce or science graduate into a competent junior manager, and up to five times as long for those with lesser qualifications, it is a need which must be tackled now. It is not even a question of whether you can afford it — management development is an investment in the future growth of your business which you cannot afford not to make.

Apart from any other considerations, the sheer magnitude of the numbers involved make it inevitable that the majority of new managers will be blacks, who have grown up under vastly different cultural and educational conditions to their white couterparts.

The first step in any development programme must be for top management to face the moral and practical issues which will arise from the promotion of blacks into managerial positions. Are they prepared to create a climate within the company in which such people will not be at any disadvantage? Do they fully appreciate what this may entail? Do they have any conception of the time-scale involved? Or the cost? Or the unpopular decisions they may have to make?

The best way to obtain full commitment from top management is to run a strategic planning workshop at which a senior training or personal practitioner acts as facilitator, ensuring that all aspects of the problem are considered and that decisions are reached.

There must be clear-cut reasons for adopting such a strategy, such as the further development of employees with recognisable potential, social consciousness, shortage of alternative material, or even the probability that, before long, government will be forced into some sort of equal rights legislation.

The next step is to obtain the co-operation of other levels of management, because the bulk of on-the-job training and the cultural interface will be their responsibility. Unless fear of competition and innate prejudices are overcome, attitudes will make the position of developing managers intolerable.

Changing attitudes is a job for the training department. They will have to clearly define and interpret the agreed strategy; convince middle management that at best they will benefit or that, at worst, they will not suffer; and obtain their wholehearted co-operation — lip-service alone will not suffice.

The way is now clear to move into the development programme by first identifying the particular jobs for which the aspiring managers are to be selected and trained. The process is no different from that used for white managers. A detailed job decription, including clear performance standards and authorities, must be compiled and from it a man specification drawn.

Research indicates that the training needs of new black managers fall into two categories — supplementary education and training in management skills. The extent of exposure to the first category will obviously depend on the background of individual candidates, but will generally include topics such as mathematics and statistics, business finance and computer literacy.

All managers, black and white, need basic training in management skills — planning, organising, leading and controlling — and if this is allied to a recognisable pattern, such as "management by objectives," it is likely to be absorbed as a management style.

Black managers themselves have pointed to particularly strong training needs in the area of problem-solving, decision-making and planning to implement decisions. It is fundamental that, having been introduced to these new skills, the new black manager is given the opportunity to put them into practice.

At this stage they are ready to take up their first post, preferably under the guidance of a sympathetic (but not paternalistic) mentor. The development programme will then depend on individual needs and on the employment objectives, but will usually take the form of job rotation, coupled with further specialised training courses. Team-building exercises will also help to break down prejudices and increase their acceptance as equal colleagues.

It goes without saying that remuneration and conditions of service for black managers must be at least as attractive as those of their white colleagues. Unfortunately, it also goes without saying that you can expect to lose a proportion of your training and this cost must be built into the exercise.

However, whatever the cost, it may well be substantially less than having to curtail operations because there is no one to manage them, or the cost of low productivity which inevitably results from employing untrained managers.

□ *JOHN McCARTNEY is client training manager of Deloittes. He is particularly reponsible for management skills and productivity improvement training.*

24/3/86 Bus. Day

# Cost-effectiveness in training can be measured

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EVERY executive who has a training department within his operation wants to be able to measure the cost-effectiveness of training. A pipe dream? Not at all, according to Edutech MD Ken Humphries.

"Cost-effective training is very attainable within a structured approach to training," he says.

It is considered common practice in the context to adopt an approach to training which is based on the perceptions — usually quite inaccurate — of a person or group in an organisation who perceive a problem, conclude that it is due to lack of training and put on a course.

The results of this course are then measured, usually by means of a questionnaire handed to delegates on the last day of the course, and a "happiness rating" is obtained to convey to management. Management, then, cannot understand why the problem which led to the structuring of the course in the first place still persists.

The reason is simple, he says: the course gave them the happiest bunch of failures with which to do the job.

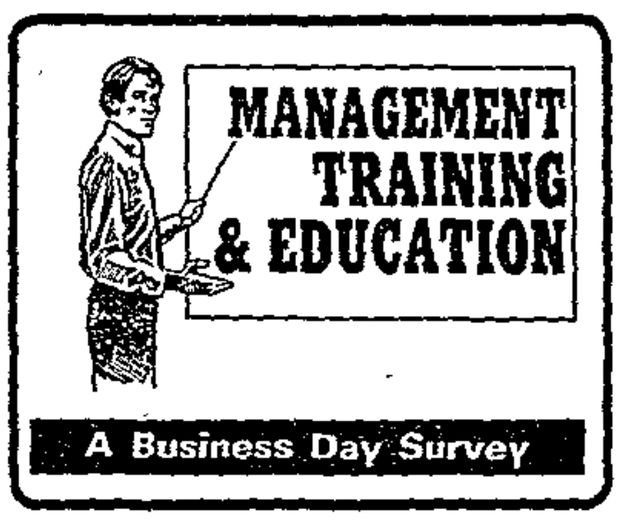
There are ways of providing training in a cost-effective manner. They consist of a few primary factors.

Establishing the true need is more than being reliant on the perceptions of any person in the organisation, regardless of seniority or length of service.

This must be coupled to a situation analysis which will determine whether the need is a real, long-term need or one which has come about due to a particular set of circumstances of a temporary nature.

Training often takes place based only on perceived needs of some indeterminable age, and then the organisation wonders why they see no visible effect of all the training they are doing.

There are many ways of doing a needs-and-situation analysis which will give accurate results, so enabling the trainer to home in on the real problem.




MORE ON PAGES 16-17

The difficulty is the diehard old-timer or influential executive who knows it all and forces outdated and inaccurate perceptions on the training function.

Another important aspect in ensuring cost-effective training is the realisation that training is a system which ensures that learning takes place which results ultimately in the attainment of desired goals and objectives.

This system is made up of many components, and those which need specific attention are:

- Defining the result required;
- Defining the investment one wishes to make to achieve the result;
- Designing and developing the training methodology to meet the two previous items.

You need, as in any system, to define the input and output requirements of the system and the related cost and benefit required, says Humphries.

A trainer must be trained in a systems approach to training, taking business decisions based on validated research, then applying decisions in a logical way so as to achieve maximum effect which can be measured and validated.

The required result should be defined as a result of the needs analysis and should describe the action and standard of such action expected of the trainee once training has been completed.

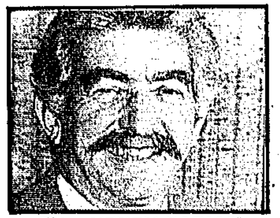
He believes training management in SA requires much assistance to satisfy the business needs of their organisations and to prove a quantifiable output of their training units.

Edutech concentrates primarily on these aspects of those organisations using computer-based training systems and can, through research, show that interested trainer installation where tremendous results are being achieved, says Humphries.

(179)



# Baby went with the bath water



□ Dr HENRY FABIAN

Dr HENRY FABIAN

AT A TIME when training budgets are under intense pressure and the recession bites deeper into company profits, the impetus towards training and developing our workforce is slowing down. The irony of the situation is that this is precisely when training should be accelerated to prepare for the eventual economic upswing.

We should train for the future, learn from past lessons in our economic history.

Our economy is cyclical in nature, with periods of recession alternating with periods of intense economic activity.

During this recession, company profits are being eroded and the rate of insolvencies has increased dramatically. In an attempt to reduce company expenditure and contain costs, training budgets are often the first to be cut.

What happens at the other end of the business cycle? During a time of relative prosperity, like the early Eighties, consumer demand for products and services escalated rapidly; job mobility and subsequent staff turnover increased substantially; experience levels due to staff turnover were eroded; salary and wage demands escalated; and there was an enhanced demand for skilled manpower to fuel a booming economy.

These demands placed enormous pressure on in-company training functions that were perhaps ill-equipped to deliver the goods. Past lessons from the economy had not been heeded, and instead of the training function being considered a major partner in the corporate strategy it was still considered a Cinderella function in terms of importance and resource allocation.

Apart from a few notable exceptions, most companies paid lip service to the need for skilled manpower — the lack of which was one of the contributing factors causing the economic boom of the early Eighties to run out of steam.

The position has probably deteriorated during the present recession — a time when training is vitally important if we are to prepare for the next economic upswing. Both private enterprise and government need to analyse their roles in the development of a stable, skilled workforce.

For private enterprise it requires a major commitment to training even during a period of recession. The training function must become a partner in the business enterprise, responsible for providing well-trained and competent human resources for the company.

It must be staffed by training professionals and be allocated sufficient resources to carry out this function. It must have a mission, a set of goals and must contribute to overall corporate strategy.

From government it requires a meaningful commitment to change, particularly in the field of education.

We are a semi-developed country and as such should be placing increased emphasis on technical and cognitive skill development rather than on cultural and humanistic subjects in our high school curricula.

The non-formal education sector should be stimulated and the whole question of tax relief for training should be re-investigated. The R15 000 a year remuneration ceiling for training tax benefits is a classic case of throwing the baby out with bath water because of abuses practised by the few at the expense of the many.

Something should be done and done quickly — we can ill afford the time that is slipping away.

□ *HENRY FABIAN is GM (manpower and marketing) of Standard Bank Investment Corporation.*

# Can SA afford to turn engineers into managers?

THE SHORTAGE of managers in SA tends to increase the equally serious shortage of engineers, says technology management consultant Charles Wilson.

Technically-based companies often fill their management positions from the ranks of engineers.

Unless this move produces an effective manager, it simply increases the shortage of engineers without satisfying the need for managers. The result is that both professions — the company and the engineer's career — suffer.

Careful selection of managers and training offer the obvious solution to the problem, but in practice it is not so easy. Generally those engineers who excel as engineers are the ones who are chosen to move into management.

Unfortunately, says Wilson, the characteristics that make a good engineer don't necessarily make a good manager.

The training, too, is not as simple as it seems. There is the need to educate engineers in the science of management — the theory. This is usually easy, as engineers generally relate well to the ordered approach implicit in modern management theory.

The difficulty arises in the implementation of the theory in the workplace. This is dependent on an ability to manage people — a traditionally weak area for technically-qualified managers.

Training engineers in the necessary skills of people management has left many trainers frustrated and with the belief that engineers, as a group, are fundamentally lacking in this area.

On the other hand, many engineers having experienced the training are left equally frustra
pointed at its impra
Wilson, himself a
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For additional i
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B. Day 24/3/86 (179)

# Training unemployed ignores skills shortage

REINER GABLER

THE 1986 Budget once again saw fit to ignore the drastic skills shortage at managerial and supervisory level. In 1979 government gave recognition to the fact that training at all levels was important for the long-term economic growth of SA by passing the In-Service Training Act. It was hoped that this would help to alleviate the skilled manpower shortage in this country.

However, in 1984, by amending the Income Tax Act, government not only excluded management training, but also made the computation of the training tax allowance so complicated that it acts as a disincentive to claim all that a company is entitled to.

The drastic skills shortage at managerial and supervisory level had led many people to hope that the 1986 Budget would bring relief in this area by at least raising the salary limit for qualifying training. Instead, the fiscus's attention has turned to promoting the training of the unemployed.

The Minister of Finance allocated approximately R75m to the scheme for training the unemployed. In his Budget speech he estimated that this would afford training for 500 000 persons. This means that an average of only R150 will be spent on training each person.

SA's skills shortage extends far beyond the unemployed. Among the employed there is an acute shortage of skills at all levels, including management. Improving the productivity of persons in employment will have a far greater effect on the economy as a whole than training those who are unemployed.

This should result in greater wealth for the firms and their employees, which increases the demand for goods and services and in turn creates job opportunities.

It is hard to believe that the R150 spent on training a person who is out of work can have anywhere near the same benefit as training a person in employment.

Training of the unemployed is taking place on an ad hoc basis. Training centres geared to the training of outsiders are capitalising on the cash grants, irrespective of whether or not the training is helping to alleviate the skills shortage problem.

In my opinion these funds would be more effectively utilised by the private sector for training their own employees. Each firm could direct the training to meet their own specific needs. This would also benefit the industry sector the firm is in and any related sectors.

Retrenchment is the order of the day in the current economic climate, so the opportunity to obtain employment for the people trained under this scheme is slim.

It has been estimated that no more than 30% of the people trained under this scheme subsequently do find employment. This means that 70% or more of the funds have not been productively utilised, as training becomes effective only if it is reinforced by on-the-job practice soon after training is completed. I therefore doubt that the skills taught to the bulk of the unemployed are of permanent benefit in the economy.

The Minister, government as a whole, many academics and commentators agree on two things — that there is a skills shortage and that more jobs need to be created.

The shortage of jobs in SA is surely more serious than that of low-level skills. The R75m budgeted for the training of the unemployed would be more effectively spent by increasing the training tax allowances, in particular to encourage training at supervisory and managerial level.

□ *REINER GABLER is a director of Mainpower Training Administration Systems (MTAS), which specialises in computerised training, administration and tax matters.*

1 for 51 days;
4 for 56 days.

(2) Yes, 18 persons.

(3) Yes.

(a) 1 to Swaziland;
1 to Transkei;
62 to Mozambique.

(b)(i) and (ii) 31 December 1985—10;
1 January 1986—25;
2 January 1986— 8;
3 January 1986— 3;
7 January 1986— 5;
9 January 1986— 1;
10 January 1986— 1;
13 January 1986— 4;
16 January 1986— 1;
17 January 1986— 2;
18 January 1986— 1;
20 January 1986— 2;
23 January 1986— 1.

Q col 1004

**Welders/blasters/electricians**

HANSARD 10/4/86 (179)

259. Mr K M ANDREW asked the Minister of Education and Development Aid:

How many Blacks were enrolled in 1985 for courses offering training as (a) welders, (b) electricians, (c) carpenters, (d) motor mechanics, (e) blasters and (f) other specified traders?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

Statistics in connection with trade training are being collated as from 1985 according to course direction and not according to trade direction.

| | Pre-service trade training | Block release courses |
|---|---|---|
| (a) Mechanical tradese* | 344 | 916 |
| (b) Electric/Electronics | 351 | 1 089 |
| (c) Civil trades** | 490 | 460 |
| (d) Motor trades | 314 | 306 |
| (e) Soft trades*** | 22 | — |
| (f) Watchmakers | 30 | — |
| (g) Printers | — | 25 |
| (h) Laboratory Assistents | — | 8 |

* Comprises trades such as Welding and Metalwork, Fitting and Machining and Platers (Boilermakers).

** Comprises trades such as Carpentry and Joinery, Bricklaying and Plastering and Plumbing.

*** Comprises trades such as Leatherwork and Tailoring.

**East London/King William's Town/Stutterheim/Cathcart/Queenstown/Komga: offences**

Q col 1003

HANSARD 10/4/86

268. Mr P R C ROGERS asked the Minister of Law and Order:

How many cases of (a) assault with intent to do grievous bodily harm, (b) culpable homicide, (c) murder, (d) rape and (e) robbery were reported in the police station areas of (i) East London, (ii) King William's Town, (iii) Stutterheim, (iv) Cathcart, (v) Queenstown and (vi) Komga in 1985?

The MINISTER OF LAW AND ORDER:

January—December 1985.

| | (a) | (b) | (c) | (d) | (e) |
|---|---|---|---|---|---|
| (i) East London | 423 | 19 | 38 | 66 | 209 |
| (ii) King William's Town | 155 | 18 | 12 | 19 | 58 |
| (iii) Stutterheim | 180 | 7 | 21 | 17 | 16 |
| (iv) Cathcart | 49 | 3 | 5 | 9 | 4 |
| (v) Queenstown | 288 | 10 | 33 | 16 | 67 |
| (vi) Komga | 25 | 9 | 2 | 2 | 3 |





**Durban North: offences**

HANSARD

281. Mr P H P GASTROW asked the Minister of Law and Order:

How many cases of (a) murder, (b) culpable homicide, (c) assault with intent to do grievous bodily harm, (d) common assault, (e) rape, (f) burglary of business premises, (g) burglary of residential premises, (h) robbery with aggravating circumstances, (i) robbery, (j) common theft, (k) theft of vehicles and cycles, (l) possession of drugs and (m) dealing in drugs were reported at each specified police station in the Durban North police district of the Port Natal Division in 1985?

The MINISTER OF LAW AND ORDER:

| | (a) | (b) | (c) | (d) | (e) | (f) | (g) | (h) | (i) | (j) | (k) | (l) | (m) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Durban North | 7 | 10 | 35 | 90 | 6 | 44 | 321 | 15 | 9 | 925 | 102 | 4 | 2 |
| Glendale | 3 | 3 | 86 | 49 | 5 | 7 | 40 | 7 | 1 | 51 | 2 | — | — |
| Greenwood Park | 39 | 33 | 156 | 489 | 33 | 121 | 470 | 72 | 34 | 1 269 | 169 | 2 | 3 |
| Inanda | 150 | 35 | 253 | 649 | 104 | 17 | 797 | 18 | 178 | 564 | 80 | — | — |
| Kwa-Mashu | 248 | 60 | 835 | 775 | 160 | 59 | 299 | 260 | 117 | 1 068 | 153 | — | — |
| Mt Edgecombe | 28 | 34 | 272 | 1 358 | 48 | 80 | 226 | 148 | 102 | 1 659 | 262 | 13 | 40 |
| Ndwedwe | 30 | 10 | 192 | 55 | 25 | 16 | 47 | 13 | 9 | 62 | 3 | — | — |
| Newark | 8 | 9 | 35 | 17 | 4 | 2 | 35 | 8 | — | 46 | 5 | — | — |
| Stanger | 52 | 47 | 372 | 481 | 60 | 147 | 436 | 106 | 79 | 774 | 127 | 1 | — |
| Tongaat | 25 | 22 | 141 | 392 | 28 | 134 | 148 | 42 | 53 | 491 | 71 | — | 1 |
| Umhlali | 19 | 26 | 127 | 87 | 8 | 47 | 185 | 8 | 14 | 279 | 31 | — | — |
| Verulam | 46 | 26 | 216 | 260 | 40 | 140 | 206 | 60 | 32 | 490 | 59 | 1 | — |

**Durban West: offences**

282. Mr P H P GASTROW asked the Minister of Law and Order:

How many cases of (a) murder, (b) culpable homicide, (c) assault with intent to do grievous bodily harm, (d) common assault, (e) rape, (f) burglary of business premises, (g) burglary of residential premises, (h) robbery with aggravating circumstances, (i) robbery, (j) common theft, (k) theft of vehicles and cycles, (l) possession of drugs and (m) dealing in drugs were reported at each specified police station in the Durban West police district of the Port Natal Division in 1985?

The MINISTER OF LAW AND ORDER:

| | (a) | (b) | (c) | (d) | (e) | (f) | (g) | (h) | (i) | (j) | (k) | (l) | (m) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Bellair | 2 | 12 | 21 | 87 | 2 | 12 | 91 | 8 | 2 | 331 | 77 | — | 2 |
| Cato Manor | 22 | 4 | 37 | 147 | 12 | 14 | 35 | 4 | 21 | 95 | 11 | 2 | — |
| Chatsworth | 25 | 35 | 356 | 785 | 37 | 157 | 220 | 12 | 112 | 1 420 | 222 | 57 | — |
| Hillcrest | 32 | 21 | 58 | 51 | 26 | 58 | 325 | 27 | 13 | 736 | 98 | 1 | — |
| Malvern | 18 | 6 | 28 | 191 | 6 | 58 | 168 | 7 | 28 | 603 | 104 | 2 | — |
| Mayville | 7 | 10 | 11 | 98 | 12 | 83 | 211 | 12 | 24 | 906 | 85 | — | — |
| Pinetown | 88 | 36 | 131 | 601 | 66 | 464 | 826 | 122 | 56 | 3 023 | 387 | 2 | — |
| Sydenham | 22 | 15 | 76 | 371 | 17 | 62 | 277 | 30 | 38 | 836 | 122 | 48 | — |
| Westville | 7 | 12 | 26 | 78 | 10 | 34 | 276 | 4 | 27 | 804 | 93 | — | — |
| Kwa Dabeka | 127 | 13 | 326 | 278 | 65 | 59 | 188 | 89 | 54 | 470 | 54 | — | — |

# Training 'vital for black councils'

STAR 16/5/86 179

Municipal Reporter

The acquisition of skills through in-service training was the major challenge facing black local authorities, Mr L Radebe, chairman of the Soweto Town Council executive committee, said yesterday.

He told the Institute of Municipal Personnel Practitioners of Southern Africa that such training would help overcome criticism of black management styles.

He said three breakdowns in communication in his local authority were costing time and money, and had led to legal wrangles.

"High on our priority list is attaining a reasonable level of communication between personnel and councillors as well as between councillors themselves."

## KOREAN AND JAPANESE PATTERNS

The Soweto Council should expose its staff to learning of all sorts, combining Western and Eastern managerial techniques with their own.

Learning Korean and Japanese patterns was particularly important, as there were similarities between their way of conducting human relations and that of blacks, Mr Radebe said.

"We may even come up with an excellent product by borrowing from both Eastern and Western management techniques," he said.

ID POST, MAY 24, 1986

# Train for top jobs plan

179

WE Post 24/5/86

Weekend Post Reporter

A CO-ORDINATED training session is being planned to upgrade the qualifications of black managers and potential managers in the Port Elizabeth-Uitenhage area.

Instrumental in getting it off the ground is the Eastern Cape branch of the Black Management Forum (BMF).

Its chairman, Mr Glenn Cuddumbey, disclosed this week that the BMF, in conjunction with the Institute for Personnel Managers, will hold a seminar for local business executives and employees, in which the role and use of black managers will be discussed.

The seminar, August 6, will involve the following speakers: Mr Bob Tucker, managing director of the SA Perm, Mr Eric Mafuna, national president of the BMF, Mr Ben Nkoatle, marketing director of Sales House, Mr Christo Nel, a business consultant with Nasser Associates, and possibly the managing director of General Motors, Mr Bob White.

Mr Cuddumbey said that at a time when there was a shortage of skilled managers, there existed a vast untapped market of potential black managers.

He said about 98% of managers in South Africa were white and that the black 2% was actually diminishing.

While some firms offered in-house training, the BMF believed black managers should be given a chance to study for nationally recognised managerial qualifications. These part-time courses would, depending on the individual, be between one and three years.

He said a lot of black employees, many of them matriculants and graduates, were "under-utilised".

# Adult centre at college

**PACE Commercial College in Jabulani, Soweto, will launch its adult education centre today.**

The centre will offer matric classes in the following subjects: Mathematics, Biology, Afrikaans, Vernacular, Accountancy, Business Economics and Economics.

Special provision will be made for students who wish to study Physical Science and Geography.

Each student will be expected to pay a minimal fee of R30 which will be used for buying extra stationery.

27/5/76

Sowetan

AREA E: Municipal Areas: Bethlehem and Ladysmith

AREA D: Kroonstad and Worcester.

AREA A: Bellville, The Cape, Goodwood, Johannesburg, Randburg, Simon's Town, and Wynberg,

AREA B: Camperdown, Durban, Inanda, Paarl, Pinetown, Port Elizabeth, Sasolburg, Uitenhage, Alberton, Benoni, Boksburg, Brakpan, Delmas, Germiston, Kempton Park, Krugersdorp, Nigel, Oberholzer, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark, Vereeniging, Westonaria and Wonderboom.

AREA C: Bloemfontein, Kimberley, Klerksdorp, and Pietermaritzburg, and the municipal area of East London.

401 - WOOL, MOHAIR, HIDES AND SKINS TRADE, CERTAIN AREAS.

Superceding w.d. no: 334

Bophuthatswana ..... R 7699300

Venda ..... R 2355000

Ciskei ..... R41220000

(b) *Transkei:*

Provision of infrastructure, housing and schools in two townships ..... R4150000

*Bophuthatswana:*

Provision of infrastructure, housing and schools in five townships ..... R7699300

*Venda:*

Provision of infrastructure, housing and schools in two townships ..... R2355000

*Ciskei:*

(a) Provision of infrastructure, housing and schools in three townships ..... R16000000

(b) Provision of bulk water and sewerage: Whittlesea ..... R1100000

(c) Upgrading of six squatter towns ..... R2451000

(d) Upgrading of Ntabatemba and Zwelendinga settlements ..... R1500000

(e) Ntabatemba irrigation units .....R760000

(f) Binfield Park dam and regional watersupply scheme R11327000

(g) Bisho Post Office and Offices for the Department of Telecommunication..... R1232000

(h) Offices for the Department of Works and Transport R3574000

(i) Government Offices . R2776000

(j) Renovations to the Presidents house.....R17000

(k) Bisho/Zwelitsha road ...R61000

(l) Radio Ciskei (Phase 1) ..R16000

(m) Headquarters and camp for special forces .....R50000

(n) Gymnasium: Police College .....R41000

(o) Middledrift Prison.....R315000

**Films: subsidies**

609. Mr H H SCHWARZ asked the Minister of Trade and Industry:





(1) What amounts were paid in subsidies in the 1984-85 financial year in respect of films in (a) Afrikaans, (b) English and (c) the Black languages;

(2) in respect of how many films in each language were these subsidies paid?

The MINISTER OF TRADE AND INDUSTRY:

(1) (a) .....R2003595,66

(b) .....R 361794,43

(c) .....R4181803,21

Total .....R6547193,30

*Note:* The amounts were paid in respect of films released during the 1984-85 financial year as well as in respect of films released during previous years but which still qualified for the subsidy.

(2) Afrikaans ..... 10

English ..... 2

African languages ..... 79

HANSARD 27/3/86

**Agricultural extension officers**

Q COL 857 · (179)

668. Mr R W HARDINGHAM asked the Minister of Education and Development Aid:

(1) Whether there are facilities for the training of Black agricultural extension officers in the Republic; if not, why not; if so, (a) where in each case and (b) in respect of each of the latest specified three years for which information is available, how many Black students (i)(aa) applied and (bb) were accepted for training, and (ii) qualified, as extension officers;

(2) whether any record is kept of the present employment of Blacks who have so qualified as extension officers; if not, why not; if so, how many such extension officers were employed as at the latest specified date for which figures are available?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

(1) and (2) Yes. The hon member is referred to my reply to Question No 669.

**Agricultural extension officers**

669. Mr R W HARDINGHAM asked the Minister of Education and Development Aid:

(1) Whether he will furnish information on facilities for the training of Black agricultural extension officers in the national states; if not, why not; if so,

(2) whether there are facilities for the training of such extension officers in

the national states; if so, (a) where in each case and (b) in respect of each national state in each of the latest specified three years for which information is available, how many Black students (i)(aa) applied and (bb) were accepted for training, and (ii) qualified, as extension officers;

(3) whether any record is kept of the present employment of Blacks who have so qualified as extension officers; if not, why not; if so, how many such extension officers were employed as at the latest specified date for which figures are available?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

(1) Yes.

(2) Yes.

(a) The Tompi Seleka College in Lebowa and the Owen Sitole College in KwaZulu.

(b)

| College: | | Tompi Seleka | Owen Sitole |
|---|---|---|---|
| (i)(aa) | 1983 | 188 | 400 |
| | 1984 | 264 | 530 |
| | 1985 | 1 200 | 904 |
| (bb) | 1983 | 44 | 66 |
| | 1984 | 63 | 43 |
| | 1985 | 79 | 28 |
| (ii) | 1983 | 24 | 13 |
| | 1984 | 25 | 16 |
| | 1985 | 33 | 15 |

(3) Yes, of all who entered the service of either the departments of agriculture of the national states or of the Department of Development Aid.

452 officers were in the service of the departments of agriculture in the national states or of the Department of Development Aid. They serve as ward extension officers in direct liaison with farmers.

Q cor 860.
HANSARD 27/3/86

**Travel documents**

737. Prof N J J OLIVIER asked the Minister of Home Affairs:

How many citizens of independent Black states (a) had applied for and (b) had been granted South African travel documents since the independence of each of these countries up to the latest specified date for which figures are available?

The MINISTER OF HOME AFFAIRS:

(a) and (b) Since the dates of independence of Ciskei, Transkei, Bophuthatswana and Venda until 31 December 1985, 12 081 applications were received of which 12 050 were approved.



## QUESTIONS UNDER NAME OF MEMBER

SNDAY 29/5/86

# Free training offer to jobless

Industrial Staff

AN OFFER of free training to unemployed construction workers in the Eastern Cape has been made by the Portland Cement Institute's (PCI) School of Concrete Technology.

PCI regional director Chris Thompson said: "A limited number of seats are available on the basic concrete technology course in Port Elizabeth from June 16 to June 20."

Applicants should hold a matriculation certificate or N3 Technician's Diploma and will be required to furnish proof of unemployment.

Minister of Manpower, Mr PIET DU PLESSIS, tries out equipment at the Emthonjeni Training Centre today. Watching him are (from left) Mr DIETER KUSEL, director of Emthonjeni, Professor LES SIMPSON, chairman of the board and Mr BILL HAYWARD, former chairman of the board.

# Training centre set to expand

EVE POST 16/5/86

179

Post Reporters

SOUTH AFRICA'S fastest growing in-service training centre — Emthonjeni in Port Elizabeth celebrated its 10th anniversary today with the opening of a R1 million expansion — and the announcement of further development.

Professor Les Simpson, chairman of the centre's board of governors, said that the new development, costing R2 million, would include a conference centre to seat up to 500 people. It would incorporate simultaneous translation facilities and would be equivalent to that of conference centres at five star hotels. There would be adjoining committee rooms.

Additional new facilities would include training for catering, for the meat industry, and further expansions to the centre's driving training programme and facilities in general.

Prof Simpson told 200 guests — including Minister of Manpower, Mr Piet du Plessis, trade union officials and executives from commerce and industry — that the development would be completed by mid-1987.

The board's chairman said the centre — one of eight in the country — had grown from having buildings valued at R150 000 and equipment worth R100 000 10 year's ago to an enterprise with buildings worth R7 million and equipment valued at more than R2 million.

Numbers trained had grown from 1 000 in the first 18 months to 20 000 this year making it the fastest growing centre in the country.

Speaking at the opening, Mr Du Plessis said unemployed people would have to be trained in bigger numbers to enter the informal sector, which would have to provide many more job opportunities.

The Minister said that for the training to be successful it would have to cover the necessary skills to produce something tangible and "we shall also have to concentrate on training in selling and entrepreneurial skills".

(e) (i) (aa) 428 849.

(bb) 7,75%.

(ii) The salary of a teacher who attended school was not affected. These figures are in respect of the period 1/1/1985-9/8/1985.

**Annual reports**

1086. Mr P G SOAL asked the Minister of Public Works:

(a) How many annual reports were produced by the Department of Public Works and Land Affairs during the latest specified period of 12 months for which information is available, (b) in respect of what bodies were these reports produced, (c) what was the cost of producing each such report and (d) who did the printing of each report?

The MINISTER OF PUBLIC WORKS:

(a) Two.

(b) (i) The Department of Public Works and Land Affairs;

(ii) Report of the Chief Director of Surveys and Mapping.

(c) (i) R11 678,20;

(ii) R 1 250,00.

(d) (i) The Government Printer;

(ii) Departmental.

**"Talking with the ANC"**

1138. Mr P G SOAL asked the Deputy Minister of Information:

(1) Whether the Bureau for Information was responsible for the compilation and distribution of the booklet entitled "Talking with the ANC . . ." which was published in June 1986; if not, who is responsible for this booklet; if so, (a) how many pages does the booklet comprise, (b) who was responsible for the compilation thereof, (c) by whom was it printed, (d) how many (i) English and (ii) Afrikaans copies of the booklet were produced, (e) to whom were copies of the booklet sent, (f) why was the booklet produced and (g) what was the total cost of producing and distributing the booklet;

(2) whether tenders were invited for the printing of this booklet; if not, why not; if so, (a) when, (b) by what means was the call for tenders publicised, (c) how many tenders were received, (d) from whom were they received, (e) what was the amount of each tender and (f) who was the successful tenderer;

(3) whether permission was obtained for quoting members of the ANC and publishing such quotations; if so, (a) from whom and (b) when; if not,

(4) whether any action has been taken against him or any member of his Department as a result; if so, what action?

The DEPUTY MINISTER OF INFORMATION:

(1) Yes.

(a) 42 pages plus cover.

(b) The Bureau for Information.

(c) Perskor, Johannesburg.

(d) (i) 70 000.

(ii) None till now.

(e) Opinion formers in South Africa and abroad.

(f) To inform opinion formers about the nature and aims of the ANC.

(g) R48 930. Cost of distribution is difficult to determine as railway cost incurred to transport copies to regional offices is not available as yet and since regional offices are still distributing copies.

(2) No tenders were invited for the printing of this publication. Printing was commissioned by the Government Printer in terms of Tender Board Exemption SDK 77.

(a) to (f) Fall away.

(3) Yes.

(a) The Minister of Law and Order.

(b) 28 May 1986.

(4) No.

**Education/manpower training: amounts spent**

1143. Mr K M ANDREW asked the Minister of Finance:

What amounts in respect of education for (a) Whites, (b) Coloureds, (c) Indians, (d) Blacks in the Republic, (e) Blacks in the national states and (f) manpower training were (i) spent in the financial years (aa) 1984-85 and (bb) 1985-86 and (ii) budgeted to be spent in the financial years (aa) 1984-85, (bb) 1985-86 and (cc) 1986-87?

The MINISTER OF FINANCE:

(a) (i) (aa) R2 209 838 000.

(bb) R2 738 135 000.

(ii) (aa) R2 111 098 000.

(bb) R2 728 494 000.

(cc) R3 222 049 000.

(b) (i) (aa) R639 078 000.

(bb) R801 832 000.

(ii) (aa) R570 521 000.

(bb) R792 907 000.

(cc) R995 991 000.

(c) (i) (aa) R292 358 000.

(bb) R380 850 000.

(ii) (aa) R259 424 000.

(bb) R378 250 000.

(cc) R433 067 000.

(d) (i) (aa) R649 621 000.

(bb) R846 644 000.

(ii) (aa) R653 868 000.

(bb) R852 148 000.

(cc) R1 072 451 000.

*(e) (i) (aa) R252 976 000.

(bb) R290 778 000.

(ii) (aa) R252 976 000.

(bb) R290 778 000.

(cc) R328 876 000.

(f) (i) (aa) R31 980 000.

(bb) R57 492 000.

(ii) (aa) R30 861 000.

(bb) R57 632 000.

(cc) R109 630 000.

*Only estimates are available. These amounts also exclude own revenue spent on education.

# Course will sharpen traders' skills

179

SOWETAN 26/6/86

Mr PRINCE Mokoena ... helping backyard traders.

THE Centre for Developing Business at the University of the Witwatersrand will hold a course to develop the skills of backyard traders.

The one-day course, which will be held at the Wits Business School's Auditorium in Parktown on July 23, will cover various aspects on marketing, finance, ideas, records and staff.

Mr Prince Mokoena, lecturer and consultant at the centre, said the course was arranged because of the severe unemployment situation in the black population.

"It is specifically aimed at people who are dependent on their skills to make a living.

Apart from lectures and lecture notes, there will be a panel of guest speakers. The speakers are small business owners who themselves started from home," Mr Mokoena said.

He said the objective was to promote the development of entrepreneurial and managerial skills of those who wished to increase their participation in the economy.

Those interested in attending the course should phone Fabea Mofolo at (011) 643-3241.

# 'Yes' to pipe welders at Emthonjeni

By DENISE BOUTALL

PORT ELIZABETH's Emthonjeni In-service Training Centre is going all-out to ensure that local companies will have the skilled staff necessary to tender successfully for work on the Mossel Bay off-shore oil installation.

In a major breakthrough the centre has been given permission to train pipe welders under the Government's unemployment training scheme.

Pipe welders are a key group of artisans in the assembly of the jacket, the rig's underwater support structure.

In an interview yesterday Mr Dieter Kusel, director of the Struandale centre, said it was estimated that at peak some 800 welders would be employed on the mammoth project.

A number of these would have to be pipe welders trained and tested to the specifications set by the rig's designers.

Emthonjeni has been training experienced welders up to coded level as pipe welders for some time at the request of their employers.

However, the decision by the Department of Manpower last week means that the Government will pay the cost of training experienced welders as pipe welders.

It was essential, however, Mr Kusel warned, that all companies hoping to tender for contracts for the construction of the rig should ensure that their staff were trained to the very high standards that would be demanded of them.

He said a lot of homework had already been done by the centre both in South Africa and overseas to ensure that it was in a position to provide the trained staff needed by potential tenderers on the Mossel Bay project.

He repeated warnings sounded at the weekend by Port Elizabeth's Deputy City Engineer, Mr Angus Fraser, that companies planning to tender for contracts on the rig should prepare themselves now by investing in the necessary training of their staff.

Only welders with five years' experience or those who had passed their trade tests would be admitted to the eight-week-long full-time pipe welders' course at Emthonjeni.

"At the moment we are training them to meet the SABS or British codes for pipe welders. However, as soon as we know what specification is laid down for pipe welders by the rig's designers we will, if necessary, adjust the training programme and re-train pipe welders whom we have trained previously."

The training of pipe welders under the unemployment training scheme would probably start next week.

However, in the meantime they had an additional skill which would be useful to their employers or which they could use to get work

# Traders gain from course

7/7/80

By SY MAKARINGE

CLOSE to 100 black traders from the East Rand and West Rand attended the first of 13 free training courses offered by a leading processed meat company.

The course, on customer relations and services, held at a Johannesburg hotel on Thursday night, was conducted by Mr Willie Ramoshaba, well-known chartered accountant and director of Ebony Management and Secretarial Services.

The training programme was launched in response to needs from the retailers who wanted their businesses to prosper.

Most retailers who attended the course said they gained a lot but also expressed the need for experts in different fields to give lectures in future courses.

Future courses will deal with many aspects including management, staff, administration and cash flow. The second retail course will be held on August 6 at a venue still to be confirmed.

# Government does best to alleviate unemployment

7/7/86 BUS DAY 179

SUSAN VAN ZYL

MUCH relief had been given to the thousands of unemployed in SA by the implementation of a training and short-term job creation scheme made possible with government funds, Director General of the Department of Manpower Piet van der Merwe said last week.

For the financial year 85/86, government had made R600m available.

The money had been allocated to various local government departments to initiate various projects.

From the feedback received by the Department of Manpower, between 25% and 30% of people attending a training programme had found work shortly afterwards.

Even without advertising, training centres had been flooded with applications and hundreds had had to be turned away because of insufficient funds.

Not all the projects could be completed within a single financial year and were being carried over into the next, said Dr Van der Merwe.

The same was being done with existing funds.

For the financial year 86/87, government had allocated R235m for the training of the unemployed and for the creation of jobs.

All the money had already been committed by way of contract or agreement to various organisations and government departments.

Results of the programmes were monitored on a quarterly basis.

The success of the programmes could be attributed to close links with the private sector.

This had provided an "enormous amount of help" in providing facilities and training for the unemployed.

Van der Merwe said he was in a frustrating position because there just was not enough money to provide facilities and work for all.

The programme would be extended to incorporate disabled people.

# Mechanisation blow to mine workforce

16/7/86 BUS DAY

MERVYN HARRIS and CHERILYN IRETON

THE move from conventional to mechanised mining will cut employment dramatically.

When fully implemented, Randfontein's labour force will be cut from 14 000 to fewer than 10 000.

The force at Western Areas will fall from 12 000 to fewer than 8 000.

Details released yesterday by Kennedy Maxwell, chairman of JCI's two gold mines, show how the process will work.

It calls for labour of a different kind, which will have to be trained in the use of sophisticated machinery.

It involves a switch from conventional underground track mining techniques to the use of trackless equipment — a process used successfully in opencast mines.

Mechanised mining reduces the mines' labour dependency and "will enable us to mine lower grades profitably", says Maxwell.

Both Randfontein — celebrating its 100th anniversary this year — and Western Areas are already producing 150 000 tons of ore a month by means of trackless mining techniques.

Ore tonnages will rise to 200 000 to 250 000 tons a month by the end of the year at Randfontein, increasing to 500 000 tons a month in two to three years.

At Western Areas, they will rise to 200 000 tons and to 300 000 tons by the end of the decade.

Although the changes require huge capital investment by mining houses, the eventual result will be major savings in operating costs.

EVENING POST, FRIDAY, JULY 18, 1986

(179)

Business

# Ships' officers training talks

SOUTH AFRICAN shipowning interests have this month been discussing coordination of the training of deck and engineer officers for the national commercial fleet, and for better uses for the General Botha nautical college at the Cape.

Representatives of the two commercial carriers, Safmarine and Unicorn, and the various trawling companies pooled their ideas for improving efficiency of the training methods.

There is a major move toward closer working between the navigation and engineering sections, especially in the first year when the basics are similar. There was also a suggestion that the new entry cadets to the commercial shipping should spend a period at the Saldanha naval college for instruction in officer deportment and duties.

The sea careers are now an equal opportunity source of employment and cadets this year in various companies include white, coloured, Indian, and Zulu entries, and they all have to follow the same training syllabus and secure the same certificates of competency. The fishing industry does not call for deep-sea certificates, however.

The idea is for the deck and engineer cadets to be trained in the same complex, but provision of requisite machinery would prove costly, and in any case the marine engineers follow courses parallel in some grades to mechanical engineer students at the technikons, and it would not be practical for the non-marine students to train with their sea-going compatriots in a nautical college.

Mercury: 18/07/86

# Sanctions could cost a million jobs

Labour Reporter

ONE million people in South Africa — 83,6% of whom are non-whites — stand to lose their jobs if total trade sanctions are imposed, according to the Bureau of Market Research of the University of South Africa.

The bureau recently completed a study of the development and economic welfare of employees on behalf of the South Africa Foundation. A summary of its findings has just been released by Prof P A Nel, director of the bureau.

Prof Nel said the study focused on the public and private sector's role in the development and economic welfare of employees and the private sector's contribution to community development.

It also found that if the expected fall of 644 000 in black employment was added to the estimated 1 700 000 blacks who were unemployed and underemployed in South Africa and the TBVC countries, 31,9% of the economically-active black population would be unemployed and underemployed.

A minimum of 3 600 000 new job opportunities would have to be created in South Africa and the TBVC countries in the next 15 years.

If unemployment was to be eliminated by the year 2000 and the percentage of the economically active non-whites in wage earning employment was to be raised to that of whites, an additional 3 200 000 jobs would have to be created or a total of 6 800 000 new job opportunities.

The survey also disclosed that roughly 80% of employers believe the business sector had an obligation to improve the social circumstances of non-white employees and about a third apply minimum living level figures.

Segregation in the workplace was, however, fairly common, the report said, adding that separate facilities were most common in respect of cloakrooms.

Discrimination was still practised in the remuneration of employees since more than one-fifth of the enterprises concerned did not follow a policy of equal pay for equal and comparable work, the survey found.

● See also Page 9

Mercury: 18/07/86

# 50 000 trained in Natal under relief scheme

Labour Reporter

ABOUT 50 000 unemployed people in Natal have been trained in various trades since last year as part of the Government's relief aid programme for the unemployed, Dr Piet van der Merwe, director-general of the Department of Manpower, said yesterday.

Speaking at a function at the Building Industries Federation of South Africa training centre, Dr van der Merwe said it had cost the Government R14,2 million to train the unemployed in Natal and of the 50 000 people who received training, between 25% and 30% had obtained a livelihood.

'For the present financial year 25 contracts were entered into in Natal to train more than 30 000 unemployed persons. This amounts to R12,4-million.'

He added: 'Of the 59 boroughs and townships throughout Natal, 56 have embarked on a total of 319 projects to the value of R9 500 000.

'One of the largest of these projects is being undertaken by the Pietermaritzburg municipality. This involves the canalisation of the Baynes Spruit for 1,2 km in order to make land available for cottage-type industries and recreational areas for all population groups.

'On this project the workforce employed for the last six months ranged between 1 085 and 1 756.

'In KwaZulu projects to the value of R13 million were undertaken since 1985 in the interest of the local community. This includes the combating of soil erosion, the establishment of tea plantations, the cleaning of towns, clinics and hospitals, the maintenance of roads, the establishment of firewood plantations and food aid to unemployed persons.' he said

# Buck horn kills driver

Mercury Reporter

A 21-YEAR-OLD man died yesterday after his forehead was pierced by the horn of a bushbuck which smashed through the windscreen of the car he was driving.

Doctors at Empangeni Hospital battled to save the life of Mr W A van Zyl, but he died at midday, five hours after the freak accident occurred near Magudu in Zululand.

Mr van Zyl, a member of the Prison Services in Witbank, was travelling from the Transvaal to Hluhluwe.

Mercury: 18/07/86

# Man is shot in 'faction' incident

Crime Reporter

A 40-YEAR-OLD man was shot and seriously wounded as he got off a bus in the Mdlala area on the lower South Coast in an incident police believe is related to faction fighting.

Police said Mr Ernest Duma was accosted by three men wearing balaclavas who started shooting at him.

Two more shots were fired at him as he tried to run away. When he collapsed from a bullet wound in the back, the men fled.

Police said Mr Duma was in serious condition in Port Shepstone Hospital.

The incident follows a spate of seemingly motiveless shootings in the area which have claimed about five lives recently.

The police spokesman said they believed all the incidents to be related to faction fighting.

Mercury: 18/07/86

# Two men seriously ill after attack

Pietermaritzburg Bureau

TWO men are in a serious condition in Kokstad Hospital after an attack in which one of them was shot six times.

The men, believed to be brothers, were still unconscious yesterday and police had been unable to interview them.

A senior police spokesman said the men were shot by two balaclava-clad gunmen who burst into their home at Makatembise township about 9 p m Wednesday.

Mr Davidson Qula, 40, was shot six times and Mr Mzwandile Qula was struck once, the spokesman said.

So far police have been unable to establish a motive for the shooting.

# Workers back

EAST LONDON—Workers at the Mercedes Benz plant here returned to work yesterday while the industrial council dealt with the dispute — (Sapa)

24/7/86. STAR (179)

# Help the jobless to help themselves

By Lesley Cowling

Operation Employment, formed last year at a public meeting to combat escalating unemployment, has begun a number of projects to alleviate unemployment problems.

The organisation, which consists of a board of six and an organiser with three voluntary helpers, has focussed on six areas. These are:

● **Projects providing permanent or temporary employment for large numbers of the unemployed.**

"We are investigating a number of schemes which could generate work," says Mrs Beryl Scafo, organiser of Operation Employment.

"For example, although the demand for domestic servants has dropped, the demand for washing and ironing has increased. So we're thinking of starting laundries that ex-domestics can work at, taking in washing."

● **Assisting in the development of home industries and small businesses.**

Operation Employment makes initial capital available to the people who want to start small businesses, without putting too many bureacratic obstacles in the way, says Mrs Scafo.

It is also starting a market in Waverley for unemployed people to sell crafts and home-made products to encourage the development of craft making.

● **Counselling groups for unemployed people.**

Operation Employment has two counselling groups once a week, one in Alexandra and one in Sydenham. These are attended by volunteer social workers and psychologists.

● **Collecting and providing information on the unemployment situation.**

The organisation has the support of academics in many universities throughout the country, who are doing research on unemployment.

"They send us the information and we use it and try to pass it on to the public," Mrs Scafo says.

● **Finding employment for individuals who have tried every other possibility.**

"Our main function is not to act as an employment agency, but if there are individuals who need our help, we will obviously assist them," she says.

● **Training courses.**

Courses on how to look for jobs, how to handle interviews and training courses are planned. Escom is presently screening applicants in Alexandra for 10-week courses in electronics and plumbing.

"This will provide 30 people with some sort of skill they can use in looking for a job," says Mrs Scafo.

"We are in a critical situation at the moment," she says.

She is asking members of the public to contribute anything they can to Operation Unemployment, whether it is money, goods, time, expertise, training for any unemployed person, premises or capital for small businesses and finally, ideas.

Anyone interested should telephone 640 5149 or 640 7666 or call at 51 Avondale Street, Sydenham.



# Crafts of unemployed go on sale at market

**Operation Employment, a non-profit-making organisation set up last year in response to increasing unemployment, is to launch a Saturday morning market to boost home industries and self-employment.**

**The market, with 120 stalls, will open in Waverley, Johannesburg, on September 6.**

**Stalls are being assembled by the unemployed and, for September, will be available free of charge to people of all races. From October, there will be a nominal fee to cover running costs.**

**Anyone who can sew, knit, weave, embroider, do leatherwork or carpentry, bake cakes, bottle jam or make anything that can be sold, can contact Operation Employment at (011) 640-5146 or 640-7666 or visit the organisation's offices at 51 Avondale Street, Sydenham, Johannesburg.**

## Krugerrand

...policy was a blank page. She added: "I believe the time for quiet persuasion has passed. I agree we must not cut and run from South Africa. Neither should we sit down and shut up."

Senator John Kerry, a rising young Democratic liberal, said President Reagan was stirring

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BUSDAY 25/7/86 179A

# Western Deep at forefront of technology

CHERILYN IRETON

THIS week's opening of Western Deep Levels' No 1 shaft has ensured that SA will remain at the forefront of deep-mining technology.

When fully operational, the Anglo American mine will be capable of working untested depths of 4kms.

Stretching operations to these levels means overcoming conditions where rock temperatures reach 63C and seismic forces are totally unpredictable.

Faced with these problems, Anglo engineers have had to find ways to minimise heat flow from the rocks and, at the same time, chill the air in the shaft so that working conditions become safe and bearable.

Initially the temperature underground will be regulated in two ways.

Downcast air will be cooled to about 7C by bulk air-cooling towers on the surface.

Underground air will be cooled by means of chilled water which will be piped to the working levels from the shaft's enormous refrigeration plant. An essential part of No 1 shaft, this plant has the capacity to chill water to 3C at a rate of 1 550*l*/second.

But as operations move deeper more water will be needed to maintain tolerable working conditions, making that a costly method.

Western Deep has started experimenting with ice as a possible alternative. If successful, ice slurry will be pumped underground, reducing the volumes needed to chill the air and thereby cut costs.

Western Deep has not only made advances on the temperature side.

The No 1 shaft is fully mechanised with cost reducing trackless mining equipment — including rubber-tyred load-haul-dump machines — being used extensively in the stoping operations.

Anglo engineers believe they have also overcome some of the seismic problems by using a system of wider stabilising rock pillars.

If operations run according to plan, Western Deep Levels No 1 shaft will be hoisting 60 000 ton of ore a month by the end of the year. By 1988 it should be mining 160 000 a month, however, until then the excess shaft capacity will be used to hoist rock from sub-shaft sinking and development.

The plan to tackle mining at these extreme depths was initiated by the late Sir Ernest Oppenheimer. It is a fitting tribute that 100 years after the discovery of gold on the Witwatersrand, Western Deep Levels has set his plans in motion.

# Staff training a vital company issue

179 BUSDAY · 29/7/86

**TRAINING**

*Attitudes to training changed after tax concessions in this field were reduced significantly in last year's budget. CLAIRE PICKARD-CAMBRIDGE reports.*

THE training of employees is recognised as a vital cog in most expanding business ventures.

However, tax concessions for training were reduced significantly following the announcement of the 1984-1985 budget, and certain changes in attitudes to training have taken place.

According to tax consultants, the employees' training allowance was restricted with effect from September 1984 and now only covers training for those earning up to R15 000/year.

This means employers training unskilled and semi-skilled (mostly black) workers are the only ones still obtaining a double tax benefit.

## Concessions

But there are still tax concessions for others who are trained because this is still seen as part of running costs.

One who welcomed the scrapping of these concessions is John Harvell, MD of Professional Learning Systems, a Johannesburg-based company which markets training programmes in the sales, management/supervisor and customer-relations fields.

Harvell, who has been in the training industry for 15 years, said: "I am glad certain training benefits were scrapped by the Manpower Department because a lot of bad training was coming on to the market and many companies were only doing training because they could get a tax benefit out of it."

"Now that the subsidy has been reduced, business houses are looking at the benefits they can get out of training before doing it. The fact that there are still tax benefits on training for lower-level employees is the right way to go about it because those people do need the skills," Harvell said.

The scrapping of certain concessions was also welcomed in the magazine, *Income Tax Reporter* (Volume 23, 1984), which said: "At last the absurdity and unnecessary generosity of the employees' training allowance is overcoming its political attractions, and it has been savagely cut back.

"Since it has the effect of dishing out taxpayers' money for the most unlikely activities, it is hoped that it will soon be altogether abolished. In any event, employers do not need any 'encouragement' to train employees. They will do so whenever that is the cheapest and most efficient way of achieving their ends ..."

Harvell said government subsidies on training had encouraged many people to go into training. But he felt the problem was it had been done without understanding that training required an ongoing process to follow-up developments, as well as the right environment.

Harvell said there had been a slowing down in training since 1985 — not only due to the change in tax benefits, but because the economic situation had declined.

Training was often the first item to be chopped when companies budgeted — and multinationals had become more selective in training.

Divisional secretary of the Motor Industries Federation (Southern Transvaal), Conway Burton-Durham, said the change to tax concessions on training had not stopped the MIF from training because it had its own development fund.

He said the MIF trained several thousand people a year — ranging from artisans and non-artisans to management in the service section of the industry. However, the MIF's training had recently dropped by 60% because instead of hiring new staff, most companies were being forced to retrench employees.

Training practicioners say it is difficult to estimate what the SA training market is worth, as so much training is generated from within companies.

Companies with employees who provide immediate returns after sales training in fairly high-tech-products — like computers and pharmaceuticals — are normally commited to training. (They can spend as much as R30 000/year in this field).

## Skills

Bigger financial houses can spend between R100 000 and R200 000/year on training, but it seems that the lower one goes in management training, the less is spent on developing and improving skills.

Harvell said he had found the most effective form of training was to train 'trainers' for companies and then sell them training programmes. This assisted companies in providing their own training, as well as securing the reinforcement and follow-up this required.

Harvell also suggested that SA followed the French example whereby every company with employees contributed to a government-administered training levy. When companies wanted to train, they could draw from the fund.

10/8/86 SUN TIMES

SUN

MANPOWER MIRROR — by LYNN SMERCZAK

# Training fails to deliver the goods

MANPOWER specialists claim that the huge sums allocated by the Government to subsidised training and job creation are not easing unemployment.

Although they fall short of criticising the Government's acknowledgement of the problem and its willingness to spend, they say administration of the money is misguided. One recruitment officer calls it a "waste of taxpayer's money which it need not and should not be".

In 1985-86, a R600-million package to stimulate employment, training and small-business development was announced. A total of R60-million was spent on training.

For the current year R235-million was voted for short-term job creation and training. A total of R160-million went to job creation and R75-million to training. In June, another R50-million was earmarked for training and job creation.

## Informal sector

The SA Society for Training and Development says 253 168 people took part in the Department of Manpower's training scheme for the unemployed last year.

But only 25% of those trained found work.

A department spokesman says: "It can safely be assumed that others find employment later, enter the informal business sector or fend for themselves as individual contractors."

Manpower specialists argue that there has been grand-scale training — but little job creation.

The president of the Association of Personnel Service Organisations, Syd Catton, says many trainees approach consultancies for work — especially in secretarial/administrative fields — but they cannot be placed because they have been badly trained.

The policy of training many people quickly has led to a slapdash approach. Many people have been provided with skills for which there is little demand. Trained people often feel resentment because they have to start at the bottom of the ladder — something for which they have not been properly prepared.

The department says it was aware of the potential problems from the outset.

"The department has advised its contractors not to create false expectations of employment as a result of training. The aim is to provide unemployed persons with marketable work skills they never had."

It and its training contractors have received letters of thanks from trainees. These indicate the training has "helped to restore self-confidence and self-respect. Not a single letter of criticism has been received from a trainee."

Mr Catton acknowleges these positive aspects, but says: "Although the system has merit, it seems it has not been thought out as carefully as it might have been."

He suggests training should be tied to employment — like the UK's on-the-job, low-wage concept.

The Institute of Personnel Management's Jan Beeton pleads for networking and a "holistic approach to the challenge of unemployment and job creation". In her view the answer is to formulate a "national job creation programme appropriate to the Third/First World situation in SA".

## Useless

Theo Rudman, chairman (Cape region) of the SA Society for Training and Development, says his company is paid by the department under the scheme.

Mr Rudman says there seems to be no cohesive policy as to which institution and which type of course receives an allocation of money from the department. Most courses are geared to production-line work — not self-employment. People should be taught to make a complete product or to practise a craft.

"What we are teaching the unemployed is useless in terms of keeping them fed. Although some trainees are able to start their own businesses, they probably constitute less than 1% of the total."

On only five of the 81 courses conducted in the Western Cape are trainees taught to make a saleable product.

Many people have been trained for an industry in anticipation of an economic upturn, but they will have to be retrained because they have not practised their skills.

The department insists that it has obtained consensus on training. The view of public and private representatives, as well as politicians and media representatives who have visited training centres, is that "the taxpayer's money is well spent".

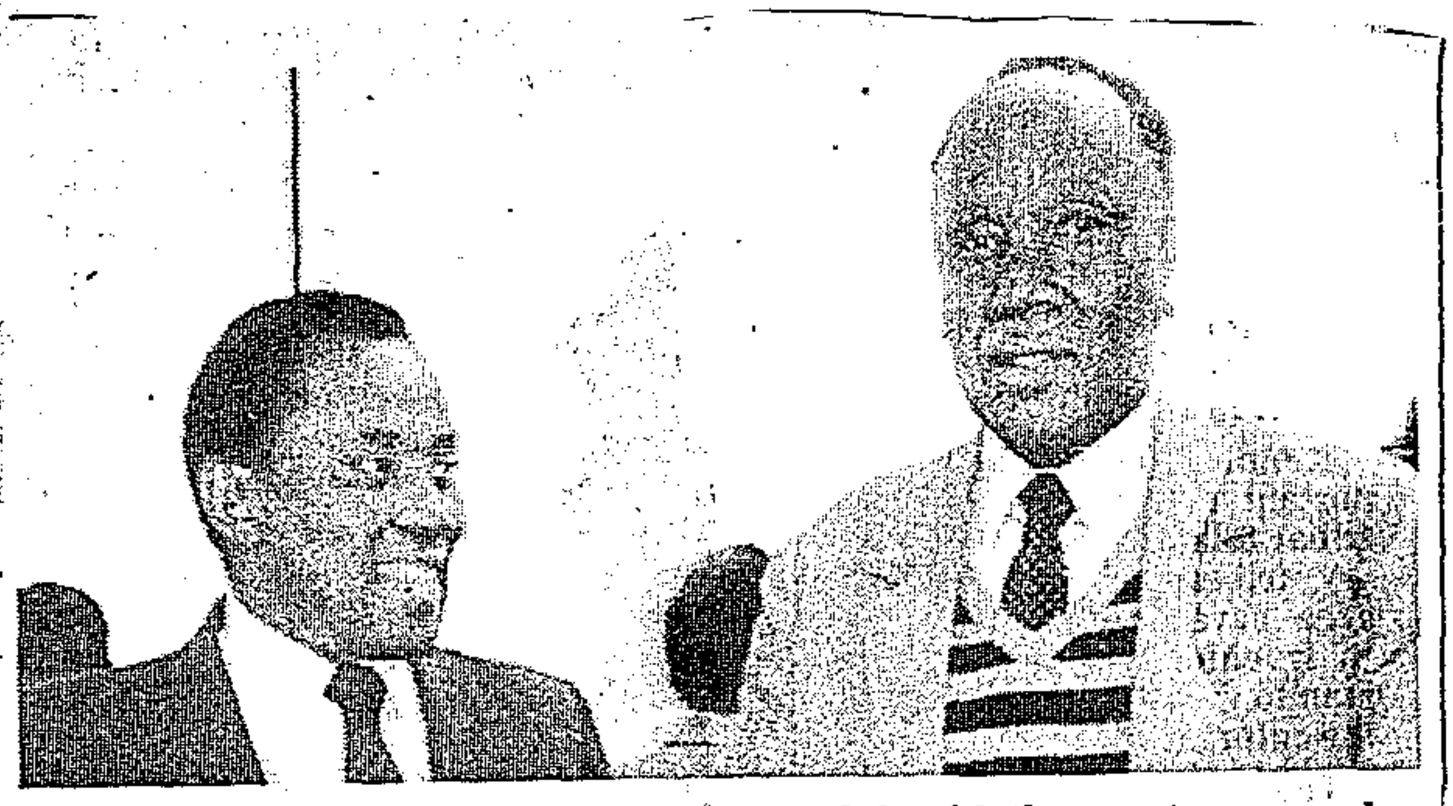
## Stimulation

The department says: "Training is provided in approximately 200 different job categories. Allegations that the department awards contracts (to private training establishments) on an ad hoc basis with little thought given to the nature of the training or the ability of trainees to find job or fund themselves, are devoid of truth."

It says it can furnish "concrete proof" of home industries started by ex-trainees.

The informal and small-business sectors will probably be stimulated by the Temporary Removal of Restrictions on Economic Activity Bill, to be tabled in Parliament this year.

The President's Council is developing a strategy for "the creation of employment and of labour-intensive industrial and business enterprises".



The mayor of Butterworth, Mr H. M. Poswa, left, with the secretary-general for education in Transkei, Mr M. B. Potelwa, at yesterday's sod-turning ceremony in Butterworth to mark the start of work and planned R30-million technikon there.

# Lack of skills creates vacuum — Potelwa

Dispatch Reporter

BUTTERWORTH — The lack of technological skills, and a sound base from which to launch development programmes, had created a vacuum in the development of blacks in Africa, the Secretary-General for Education in Transkei, Mr M. B. Potelwa, said yesterday.

Speaking at a ceremony to mark the start of work on the first phase of the planned R30 million Butterworth Technikon, he said that a number of years ago the University of Transkei (Unitra) had identified the need for an institution in the country where technical and managerial training could be taught.

Phase one of the building work, which consists of the first three stages of the School of Civil Engineering and Surveying, will cost in the region of R600 000.

DAILY DISP

Mr Potelwa said a major constraint on Transkei's economic development had been the limited capacity to "generate acceptable projects and manage the implementation of approved projects efficiently".

While this was true of the public sector, the private sector too, was constrained by an inability to grasp new business opportunities and take full advantage of existing opportunities.

Experience in other countries had shown that education and training programmes to improve managerial skills were vital in developing countries.

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Transkei's education system would not be complete without a tertiary institution which specialised in technical and managerial training, he said.

12/8/86

The principal of Unitra, Professor B. van der Merwe, said tribute should be paid to Transkei's former president, Paramount Chief Kaiser Matanzima, who had striven for independent educational institutions in the country.

# Training and development 'must meet changing needs'

STAR 12/8/86 179

By Sheryl Raine

Manpower training and development is a neglected corporate stepchild in need of urgent attention in far too many companies, says Mr Ray Johnson, national chairman of the Southern African Society for Training and Development.

Opening a two-day conference in Johannesburg yesterday entitled "The relevance of training and development in our changing society", Mr Johnson said South Africa was entering what could be one of the most dramatic periods of change in the country's history.

He said there was a need for comprehensive and strategic planning in the field of training and development to ensure economic growth and prosperity.

In his keynote address, Mr Evert Groeneweg, financial director of Barlow Rand, said South Africa was currently exporting the wrong products to the wrong markets. South Africa exported mainly base and raw metals to a declining industrialised European market.

A major reorientation in industry, marketing and training was required for a solid economy capable of providing the thousands of jobs which would be needed by the year 2000.

The world had entered a new electronic revolution which required new industrial skills. Local industrialists had not only to train their employees for this new era but also to reconcile cultural differences and integrate employees effectively.

(179) 14/8/86 D

career guide

# New career drive at colleges

Technical colleges have over the last decade emerged strongly as training centres that offer career-orientated courses.

Technical colleges are aimed particularly at students who wish to start their career training before matric, without sacrificing acceptable academic standards.

Courses are structured in such a way that students who have already passed matric can also be accommodated in advanced career-orientated training.

Technical colleges serve a wide spectrum of careers, ranging from technology to commerce, art, computer programming, home economics and hairstyling.

The courses designed specifically for these colleges are known as National Certificate or, more briefly, N-courses and run from N1 through to N6. To get admission to N1, a student must be 15 years old and have passed Std 7. All N-courses consist of at least four subjects and N3 is considered to be the equivalent of matric. The level of N4-N6 is therefore considerably higher.

Students who pass four N3 courses, as well as Std 10 English and Afrikaans in their own time, can obtain a senior certificate.

The N-courses vary in duration. For all technological jobs (some colleges offer more than 30 different courses), each N-course lasts a trimester (13 weeks). N-

## Courses cover wide field

courses for commercial positions and all other careers are completed over a semester (20 weeks).

Apart from the N1-N3 courses in commercial subjects, the most recent addition to the N-courses is the advanced N4-N6 commercial course. This course is taken over three semesters (18 months) and students may specialise in one of the following: secretarial studies, management, accounting, personnel management and marketing management.

The admission qualifications for an N4 course is N3 or a similar qualification, which also includes a senior certificate.

Students in technological fields are usually sent to a technical college by their employers for one trimester of theory annually. However, many of them return to study full-time and complete as many as three N-courses a year.

## Minister hints at changes affecting artisans

# Education blamed for training crisis

15/8/86

178 179 SOWL

By Kym Hamilton, Pretoria Bureau

At least 54 percent of South Africa's economically active population have not graduated beyond Std 5 and employers have the formidable task of building training on an inadequate educational basis, warned the Minister of Manpower, Mr Pietie du Plessis.

Speaking at the 10th anniversary of the Natal Training Centre last night, Mr du Plessis also hinted at changes to the artisan training system.

He said that a white paper with "innovatory" alterations would be released within the next month.

This paper would contain the government recommendations on the investigation and reports by the National Training Board and the Human Sciences Research Council into the training of artisans.

Mr du Plessis said that according to the 1980 census 54 percent of working South Africans were found to have educational qualifications below Standard 5.

This not only increased the need for in-service training, but also made it more complicated and costly.

The Government did provide financial assistance to employers giving literacy programmes. Training centres would also have to amend their own training programmes to fulfil this need.

Another major challenge was the upgrading of training in industrial relations.

The growth of the trade union movement had changed the pattern of collective bargaining and employers had to equip themselves to handle collective bargaining and labour relations more effectively.

Mr Pietie du Plessis ... "employers face formidable task".

Office bearers of trade unions had a similiar need for appropriate training.

There was ample provision in the Manpower Training Act for financial assistance or tax concessions.

19/8/86 SOWETAN

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# Lack of black managers highlighted

By NKOPANE MAKOBANE

**A CRITICAL management crisis exists in South Africa, with an urgent need to accelerate the training of black students, says Mr Veli Mokoena, a member of the International Association of Students in Economics and Business Management.**

He told the *Sowetan* in an interview that according to the Institute of Manpower Research, there is a need for some 3 700 black, coloured and Indian managers a year, against an intake at present averaging 300 a year.

For this reason, he said, Aiesec (South Africa) was this year revitalising and giving top priority to its vacation employment scheme (VES) for disadvantaged students during the summer holidays.

Giving a brief history of the organisation, Mr Mokoena said it was formed in 1948 by students from seven European countries. Their intention was to foster internaional co-operation and business education.

It is entirely student-managed, non-profit making and non-political. It has affiliates in 64 countries, on 460 universities and technikons and has a membership of over 45 000 students worldwide.

Its objectives among others, are to promote both national and international understanding and goodwill, as well as empathy between social and economic attitudes.

"Here in South Africa, Aiesec's important programme is to organise vacation employment. Although the VES programme is emphatically non-racial, it is clear that the greatest need for vacation employment is to be found in the case of black students — for obvious socio-economic reasons.

"Aiesec (SA) has found over the years that the practical development of black students has been restricted for various reasons.

"These include the remoteness of black campuses from commercial and industrial areas, the lack of business experience attributable to the rural or semi-rural background of many black students and the inability of most black students, through financial stringency, to participate in the International Job Exchange Programme," he said.

According to Mr Mokoena, his organisation has targeted 450 jobs for disadvantaged students this December. At last year's scheme, he said, 48 jobs were provided.

He said once a student is working for a company, he or she is evaluated according to set criteria. Should the student pass the evaluation, the company may choose to do one or more of the following:

Send him/her on an:

- Internal company intership programme;
- Leadership development programme;
- Aiesec exchange programme;
- Long-term employment;
- Offer the student a bursary.

He asked those students who wanted assistance in getting vacation employment to contact Aiesec offices at their universities or technikons. Alternatively they can also get in touch with the organisation's headquarters in Braamfontein. The processing of applicants for jobs started on Friday.

## Manpower Mirror by Lyn Smerczak

24/8/86

# Work and study do the trick

SUN TIMES 179

A DURBAN college is providing students with practical training.

Sight & Sound College claims to have begun an unusual "work experience" programme.

Programme director Terry Hughes says it is designed to overcome "the single greatest factor preventing the newly trained person from securing permanent employment" — lack of experience.

The programme's first step is to find companies willing to take on students for in-house training for one to three months.

### Orientation

Miss Hughes says: "It is hoped that with adequate orientation and training these graduates will have gained sufficient experience to enable them to perform at an acceptable level, increasing their value in the job market."

The scheme is only a month old, but 21 companies support the concept and four trainees have been accepted. Another 26 will take "training jobs" in the next few days.

Should a trainee's application to join a concern under the scheme — the college has a rigorous selection process — be successful, he or she is expected to work as a private assistant to an experienced staff member. The temporary supervisor is responsible for guiding the trainee.

The trainee works for nothing, although the company pays a daily travel allowance of R2.

At the conclusion of the course, the company is at liberty to terminate the arrangement. If it employs the trainee, a placement fee of R200 is charged by Sight & Sound.

If the new employee does not prove satisfactory after two months, the college will replace him or her free of charge.

Cynics might regard the idea as simply a means of gaining business. But Miss Hughes says: "Although this programme is prompted by a genuine sense of humanitarianism, it is necessary to charge a placement fee — firstly, to cover some of the costs of the service; and secondly, to reinvest any surplus capital to perpetuate the programme.

"The programme basically represents an investment in human welfare and any costs incurred will be minimal."

### Feedback

There are benefits for all, she says. The company fulfils a social responsibility and gains a free pair of hands through a training concept which will meet its future needs.

The interests of the potential employees are also served. By aquiring on the job training and work experience, they can increase their market value and confidence.

Miss Hughes says that although the scheme is new, the feedback from trainees has been "most encouraging and exciting".

# All training to be placed under council

25/8/86 RDM TUESDAY 179

ALL the training and education in the catering industry is to be placed under the control of the newly formed Hotel, Restaurant and Catering Industry Training Council.

The privatisation is aimed at raising standards and rationalising the training offered by a number of competing government and private enterprise training organisations, says Fedhasa labour and training chairman Johan van der Linde.

In the past, lack of co-ordination resulted in inefficient use of facilities and a lack of uniform training standards.

The council is taking over the SA Tourism Board's training functions during the phase-in year of 1986, and the board pays an annual grant of R505 000 to the council from bed levy money on behalf of the hotels sector.

In effect, this means all registered hotels are exempt from a direct training levy to the council.

The board pays two council employees' salaries. They will spend the year at the board to become familiar with its training structure and methods.

26/8/86 STAR

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# Scheme finds jobs for disadvantaged students

Commerce students in South Africa have already found vacation jobs for more than 120 disadvantaged students in their Vacation Employment Scheme.

The VES programme, run by Aiesec — a French acronym for the international grouping of economics and commerce students — aims to alleviate the severe shortage of skilled management in South Africa, while helping students who may otherwise never come into contact with top firms.

Through their vacation jobs the students gain valuable experience to back up their studies, and often form lasting ties with the firm involved.

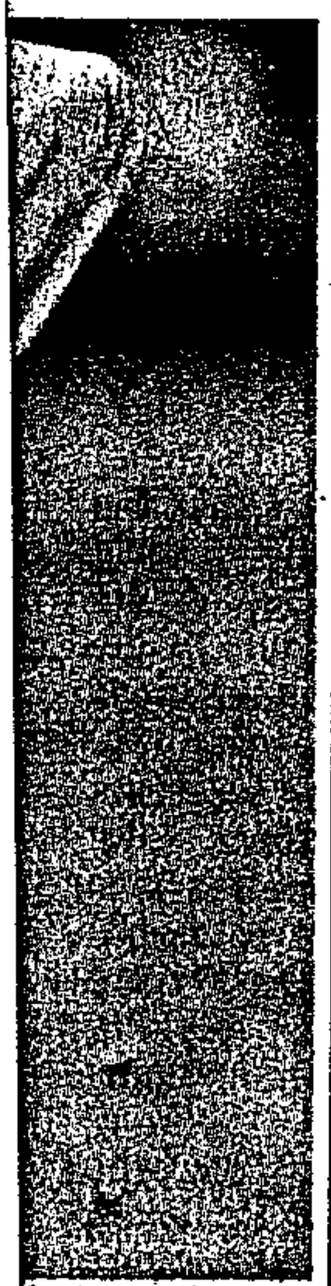
The firms are able to assess the students' worth for a short period, at relatively little expense.

Some 40 students were successfully placed last year, and the target for this year is 450.

Sixteen companies have already agreed to take part this year, with Barclays Bank, Escom, the OK Bazaars and the SA Perm each taking between 15 and 30 students.

A wide range of careers are covered by the schemes, in firms operating in the spheres of finance, business equipment, communications and even beer.

"As with all programmes from non-profit organisations, funds are required to get the programme off the ground," a spokesman for the VES said.



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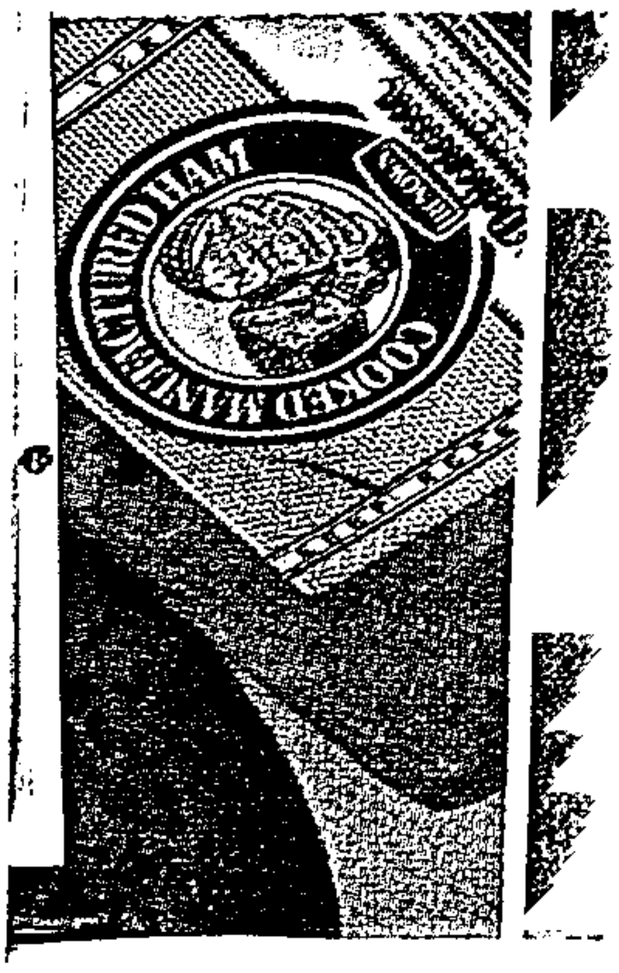

# Private sector gives R1,1m for black training in E Cape

27/8/96 EVE POST (179)

Post Reporter

BLACK training establishments in the Eastern Cape are being given a major uplift with a R1,1 million gift from the private sector.

On Monday, Firestone will hand over R1 million to six institutions involved in training and advancement in the region.

And tomorrow, Caltex will award R100 000 and a truck to the Emthonjeni Traning Centre in Zwide, Port Elizabeth.

The names of the six Firestone beneficiaries have not yet been named, but their cheques will be presented by Mr Peter Morum, the tyre company's chief executive, at a luncheon ceremony at the PE plant.

The Emthojeni award will be presented by the Caltex marketing director, Mr A Ritcher, according to the oil company's head of public relations, Mr K C Bewick.

He said it would be used for the "provision of additional facilities".

The truck would assist students doing vehicle maintenance. Until now they had not had one on which to work.

Emthonjeni is one of the largest driver training centres in the country.

Mr Bewick said Caltex would be monitoring what was achieved through the donations. "Positive results will attract more donations," he said.

He said in the past a lot of emphasis had been placed on academic learning, but technical skills had often been overlooked. The donation formed part of Caltex's "grassroots to graduates" programme. Some 130 students sponsored by the company are studying at SA universities.

Mr Bewick said Caltex also gave annual donations to UPE and PE Technikon.

FIN MAIL 179 5/9/86

# Tapping the townships

SA's seemingly perennial shortage of trained computer personnel is being aggravated by large-scale emigration.

The answer, says Small Business Development Corporation (SBDC) GM, project development, Jo Schwenke lies in increasing computer literacy among blacks who "have an overwhelming desire to learn in general, and in particular, to learn about anything vaguely technological."

However, he says, this raises another problem, because general literacy among blacks is low. According to a President's Council Science Committee report, 59% of South Africans over the age of 20 at the 1980 census were illiterate. It proposed urgent informal pre-school education and non-formal employment-orientated education for adults, particularly blacks, since 67,8% of adult Africans cannot read or write.

But there's been little response from business, as evidenced by a UCT study showing that 70% of private sector respondents did not offer employees literacy training.

Attitudes will have to change, says Schwenke. By the year 2000, there will be more than three times as many black matriculants as white, a reservoir of basic skills which the country cannot leave untapped. Already, he says, major companies are seeing the benefits of training blacks for white-collar jobs.

Schwenke says computer literacy consists of five components:

- ☐ Knowledge about computers;
- ☐ Knowledge of computer applications;
- ☐ Experience in computer use;
- ☐ Skills in computer programming; and
- ☐ Awareness of the issues involved when personal computer technology is implemented in an organisation.

His strategy to increase black computer literacy tackles all five areas. First, an extensive training programme at schools is needed to increase familiarity with computers. Teachers and lecturers must be trained to understand computers and pass on their knowledge in accessible form. Schwenke says computer literacy can even be spread through arcade games played by children because they learn to interact with machines.

One programme is being offered in black primary schools by IBM's Writing to Read laboratories. Already 14 laboratories are in place and IBM plans to install 250 by 1990.

But what of adults already in the computer system? The SBDC says it will finance any viable concern which specialises in teaching computer literacy, especially to blacks. But, says Schwenke, the best current option is a process of mentoring. "I suggest every successful computer literate person 'adopt' a suitably motivated and mentally prepared black person and transfer skills, knowledge and experience of computers."

Mentoring, he says, has proved to be one of the most successful methods of training blacks in all fields. It has cost advantages for companies employing computer staff because much of the time and training comes free and the trainee becomes familiar with company systems.

Schwenke says the private sector must invest in computer literacy not only for commercial gain, but for the benefit of the country as a whole. One company which has taken a step into the black computer market is Anivis, a personal computer dealer which is assisting Power Computers, SA's only black-owned dealership.

Power MD Zola Mahlope says the link will allow specialised services to rub off on his staff and that, in return, Anivis will gain a better understanding of the black business community.

## Linking up

Videotext, which allows information exchange between users and the computers of other individuals or organisations by telephone line, is set to become the biggest growth area in communications this decade. And the largest number of users are likely to be in business.

A major attraction of any system, such as SA's Beltel, is that software is "user-friendly," making it accessible even to the chronically terminal timid. The equipment is also cheap — users can plug in by television set or personal computer for the price of an R800 adaptor.

SA Videotex Association MD Stan Hill says there are already some 3 000 Beltel users with access to more than 50 000 pages of information ranging from news and entertainment, through home banking and shopping to electronic mail.

Companies which have installed the system, he says, have noted substantial savings and increased productivity. Stocks can be kept low because orders are processed more quickly and investments and price trends are easily monitored. Beltel is particularly useful for companies with large sales teams because orders can be placed immediately from the field and there is direct contact through the electronic mail system.

However, the real potential probably lies in its use as an information provider. Beltel offers a facility for electronic completion of order forms, providing a direct-response medium for companies offering information about products or services. The facility has opened marketing opportunities for travel companies, estate agencies, financial institutions, mail order groups and the motor, retail and building industries. It can be used by market research companies, and specialised information providers such as schools and universities stand to gain because users can be charged for each page of information they access.

This month, more than 30 organisations will exhibit Beltel applications, equipment, software, services and facilities at the Videotex '86 conference in Johannesburg, from September 10-12.

BUS DAY 14/10/86 (179) 179

# Segregated training 'must go'

DAVID FURLONGER
Industrial Editor

RACIALLY-segregated technical training in the metal and engineering trades must stop, says Seifsa (Steel and Engineering Industries Federation) outgoing president Reg Mason.

He told Seifsa's annual meeting yesterday that of 3 762 new apprentices indentured in 1985, more than 75% were white. Only 331 were black, 316 coloured and 278 Asian.

He said Seifsa had expressed its concern to education authorities at the continued provision of theoretical instruction at technikons and technical colleges on a segregated basis.

"This situation is unacceptable to industry."

Mason said that with the metal industries into their fifth year of recession, political actions were making a desperate situation worse.

Detentions of trade union leaders had damaged industrial relations, although it appeared these were now returning to "a degree of normality".

Of the international sanctions campaign and refusal of foreign banks to roll over SA's short-term loans, he said: "These extremely regrettable actions are now clearly a factor in increasing tension and polarisation in our country. Sanctions on iron and steel will have a direct negative impact on our industry."

Mason was succeeded as Seifsa president yesterday by Keith Jenkins.

# Jobless training scheme to be extended for five years

By Kym Hamilton,
Pretoria Bureau

The Government has committed itself to extending its unemployment training relief scheme for the next five years, the Director-General of Manpower, Dr Piet van der Merwe said yesterday.

Dr van der Merwe said he hoped the training of unemployed would continue with the same intensity as in the past 18 months. But this would depend on available funds.

He also announced that the Department of Manpower would, in conjunction with the private sector, give high priority to the provision of low-cost housing.

An amount of R26 million had been set aside this financial year for the necessary training in this respect.

Courses in self-building and house improvements are already underway in Bloemfontein and in the Cape and a training course on the East Rand was due to start today.

Training will take place in two stages. The first, of two to three weeks, will centre on basic building skills, and depending on the progress of the trainee, a second more advanced course of three weeks will offered.

Priority in this regard will be given to the unemployed and farm labourers.

Qualfications for the course include the quality of existing accommodation, if any, an income ceiling of R15 000 a year and the motivation of the applicant.

General training of the unemployed started in April last year as part of the Government's R600 million relief scheme. So far 253 168 jobless people have benefited from the schemes.

And the Department expects to have assisted in the training of 420 000 unemployed people by the end of this year.

At a cost of R260 a person a week — this figure includes one meal — the jobless are trained at private sector training centres in more than 180 basic skill directions.

Courses usually last for about 10 days and 129 contractors in the private sector are presently involved.

Dr van der Merwe said an average of 25 to 30 percent of those trained were successfully placed in jobs immediately after completing the courses.

But indications were that this figure was far higher as many newly skilled people were absorbed into the informal sector or became self-employed.

Although the relief scheme was primarily a short-term strategy, it had been decided to press ahead with the training programmes to combat the unemployment crisis in South Africa.

However, to fight South Africa's critical unemployment levels and lack of skilled manpower, a long term commitment had to be made, Dr van der Merwe said.

In the past 18 months a total of R885 million has been earmarked by the Government for short-term relief, and recent successes with its relief measures have prompted a commitment by the authorities to continue with programmes.

Of the R885 million budgeted, R196,6 million had been spent on training and a further R480,9 million on job creation.

In the Transvaal alone, 50 000 unskilled jobless were trained at a cost of R17,8 million during the 1985/86 financial year.

So far contracts have been entered into to train 86 000 unemployed Transvalers during the present financial year. These contracts are valued at R25,8 million.

A further amount of R5 million will go towards training unemployed in crafts such as spinning, weaving, knitting, sewing and pottery to enable them to enter the informal sector.

Dr van der Merwe said the self-confidence of the jobless has been restored. This was shown in the hundreds of letters and thanks received by the department.

## Shock survey pinpoints why productivity levels in South Africa are in a slump

# Management's 'black hole'

(79) STAR 15/10/86

By Sheryl Raine

An alarmingly high proportion of businesses of all sizes do no management training or limited training. This is a major reason for poor productivity levels in South Africa, says the National Manpower Commission (NMC).

The NMC together with the National Training Board today released the findings of a survey on the training and development of managers during 1983/84, conducted by the National Productivity Institute (NPI).

The survey, which was limited to the private sector and training institutions, was not intended to draw conclusions. But at the end of the day the researchers felt compelled to make some conclusions "especially because on the one hand, they point to a disturbing situation and on the other they are quite encouraging for the future".

The NPI reported a poor and disappointing response to questionnaires sent to the business sector which included mining, construction, manufacturing, retail and wholesale trade.

### INDICTMENT OF THE SECTOR

Only 98 organisations rendered responses which were usable, 4,5 percent of those polled. Together respondents employed about 16 000 managers.

"If this was to serve as an indication of the interest of business in the training of the people who have to direct and control its activities, it would have to serve as an indictment of that sector, at the same time serving to indicate where one of the most important causes of the generally low level of productivity in the country lies," said the report.

"The investigation also demonstrated beyond dispute that there must be a disturbingly large number of firms, even some of the bigger ones, that give no or only limited attention to the training of their managers. This is a further indication of where the cause of low productivity lies."

At least 87 percent of large, medium and small organisations which responded to the questionnaire did no management training at all. In many other cases information about training was not available, indicating that these businesses also did limited or no training.

Middle management received most attention as far as training was concerned and top management least.

The number of whites who received management training was significantly higher than for other population groups (see table).

Regarding training institutions, the report said 10 universities, nine technikons and 39 private institutions responded from a total of 152.

BUSINESS SECTOR: THE NUMBER OF MANAGERS WHO RECEIVED TRAINING, PER POPULATION GROUP AND FUNCTIONAL AREA, RSA 1983

| FUNCTIONAL AREA | NUMBER OF MANAGERS WHO RECEIVED TRAINING | | | | | |
|---|---|---|---|---|---|---|
| | WHITES | % | OTHER POPULATION GROUPS | % | TOTAL | % |
| General management | 2 212 | 91,9 | 194 | 8,1 | 2 406 | 100 |
| Marketing | 686 | 86,3 | 109 | 13,7 | 795 | 100 |
| Purchasing | 22 | 88,0 | 3 | 12,0 | 25 | 100 |
| Production | 457 | 69,6 | 200 | 30,4 | 657 | 100 |
| Finance | 503 | 97,3 | 14 | 2,7 | 517 | 100 |
| Administration | 758 | 88,4 | 99 | 11,6 | 857 | 100 |
| Human resources | 2 398 | 91,2 | 231 | 8,8 | 2 629 | 100 |
| Public relations | 3 | 100,0 | 0 | 0,0 | 3 | 100 |
| Other | 168 | 97,0 | 25 | 13,0 | 193 | 100 |
| TOTAL | 7 207 | 89,2 | 875 | 10,8 | 8 082 | 100 |

Number of respondents: 78

Nine of the 10 universities said they accepted people of all races while one said blacks were admitted on approval of the university council.

Four of the technikons said they accepted all races while three said they allowed blacks on condition they could not study a particular programme at a black institution.

All private institutions accepted all races on management courses.

In all cases, top management was the least targeted group for training. Universities saw senior management as having the greatest need for additional management training while technikons saw middle management as the main target and private institutions aimed their programmes at all management levels.

All training institutions earmarked human resources as a high priority.

### LACK OF TRAINING FACILITIES

The report noted that there was a lack of training facilities and experienced trainers. Care would have to be taken not to spread the available facilities and manpower too thinly and serious consideration would have to be given to achieve a much higher degree of co-operation and sharing of facilities and manpower.

Generally the investigators found an over-concentration of training in the field of general management and noted that fields of knowledge like human relations, of key importance for any managerial activity, were suffering to a certain extent.

The report suggested several follow-up studies were needed, including investigation into public sector management development and research into methods to stimulate management training.

# Go-ahead for extension of job training

## 420 000 jobless to benefit

**PRETORIA — The government has given the green light for the five-year extension of the Department of Manpower's training programme for the unemployed.**

The Director-General of Manpower, Dr Piet van der Merwe, speaking at a press conference in Pretoria, said an estimated 420 000 unemployed people would be trained this year in 182 basic skills at 200 different centres.

There is a 25-30 per cent success rate in the placement of the trained unemployed immediately after completion of courses.

The conference followed the meeting of the department's committee for the training and placement of the unemployed at the Waltloo Group Training Centre.

The committee stressed that it would be expected of contracting bodies to register as private employment offices with a view to the placement of the trained unemployed.

"Last year we were swamped with applications from the private sector," said Dr Van der Merwe. Therefore one had to determine priorities when considering the allocation of training contracts.

There are currently 129 contracts issued to private institutions. Institutions involved in training contracts include construction houses, computer schools and the clothing industry.

The government has made R885-million available for the 1985/86 financial year for training of unemployed people and special work creation programmes.

An amount of R5 million has been earmarked for the current financial year for the training of the unemployed who enter the informal and small business sector as entrepreneurs.

Another aspect which the committee thought warranted attention was that of home management.

"Although it may not result in employment," said Dr Van der Merwe, "it can improve the quality of life and lead to the upliftment of the family."

The committee emphasised that the present training and short term work creation programmes in respect of the unemployed should not be judged purely on the basis of the results of placement in employment.

"There are many positive effects, one of these being that it contributes directly and indirectly to work creation," said Dr Van der Merwe.

The self-confidence and self image of the unemployed was restored and labour turnover was decreased. — Sapa

(1797) DD 16/9/86

Cape Times 19/10/86

# Govt training till 1991

PRETORIA. — The government has given the green light for a five-year extension of the Department of Manpower's training programme for the unemployed.

The Director-General of Manpower, Piet van der Merwe, speaking at a press conference in Pretoria yesterday, said an estimated 420 000 unemployed people would be trained this year in 182 basic skills at 200 different places.

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An amount of R5 million has been earmarked for the current financial year for the training of the unemployed who enter the informal and small-business sector as entrepreneurs. — Sapa

# PO short on cash for training technicians

Dispatch Reporter

EAST LONDON — The Post Office was no longer financially able to train technicians to meet the needs of the entire country.

According to the deputy postmaster general for personnel and postal services, Mr Johann de Villiers, rapid technological development placed a responsibility on all employers to train their own technical staff.

At the opening of the 34th annual congress of the South African Telecommunications Association here last night, Mr De Villiers said the electronics field was no longer exclusive to the Post Office.

He appealed to major employers in the electronics industry to wake up to their own technical training requirements and to "do something about it".

A contract worth more than R16 million for the building of a technical training centre and workshops in Umbilo, Durban, was concluded at the end of last year, and should be completed towards the end of 1988.

Another Post Office training centre for technical and administrative staff was planned for Bloemfontein, and tenders for the project would be invited towards the end of this year.

Mr De Villiers said despite the economic recession, the demand for communications services remained high and the sustained demand placed continuous pressure on Post Office staff, whose ranks had an average increase of 1,6 per cent over the past two years.

Although 168 000 additional telephones were added to the network in the past financial year, bringing the total to 4,5 million, the waiting list for telephones decreased by 38 000 to 185 000.

Considerable demands were made on Post Office management to ensure the staff potential was applied to a maximum, considering the increasing workload.

**At the 34th annual congress of the South African Telecommunications Association in East London last night: from left, the deputy Postmaster-General Telecommunications, Mr W. J. Taylor; the president of the association, Mr P. G. van Niekerk; the Deputy Postmaster-General Staff and Posts, Mr J. H. de Villiers, the regional Director for the Cape and Eastern Cape, Mr A. P. Vorster, and the senior director of Staff, Mr H. F. Ebersohn.**

As the Post Office was one of the largest employers in the country, it was in a position to make a positive contribution towards increasing productivity.

Mr De Villiers said staff expenditure would amount to 44 per cent of the Post Office's total operating cost of R3 400 million in the current financial year.

Staff expenditures included not only salaries but also overtime, danger and territorial allowances, contributions to pension funds and medical schemes, housing subsidies and various related expenditures for a total staff contingent of about 96 000 countrywide.

Mr De Villiers assured Post Office staff he was fully aware demands on them sometimes verged on the unreasonable.

He said technical staff, more often that not, had to carry out theirs task under trying and often dangerous conditions.

"Here I think of occasions when installations and equipment were interfered with or even destroyed, especially with regard to the unrest situation in the black townships recently."

Mr De Villiers asked employees to guard against a pessimistic attitude about the country.

"We see businesses that had to stop operating, we see unemployment and poverty, we hear about sanctions and boycotts — but let us rather have more appreciation for the many positive things around us, and, especially in the Post Office, we should be grateful that we all still have an income, and that it has not yet been neccessary to cut down on staff as happened with many other employers," Mr De Villiers said.

"We should just all stand together, and grant each other a place in the sun," he said.

The congress continues today.

# Post office doesn't have enough money for training

ARGUS 24/10/86 (179)

JOHANNESBURG. — The Post Office is no longer financially able to train technicians to meet the needs of the entire country.

According to the deputy postmaster general for personnel and postal services, Mr Johann de Villiers, rapid technological development placed a responsibility on all employers to train their own technical staff, a statement from Posts and Telecommunications Press liaison, Pretoria, said.

Opening the annual congress of the SA Telecommunications Association in East London, Mr de Villiers said the field of electronics was no longer exclusive to the post office.

DEMAND HIGH

He appealed to major employers in the electronics industry to do something about technical training requirements.

Mr de Villiers said despite the recession, the demand for communications services remained high.

Mr de Villiers called on the post office to improve productivity and pointed out that staff expenditure on 96 000 people would amount to 44 percent of the post office's total operating cost of R3 400-million in the current financial year.

TELEPHONES

Although 168 000 additional telephones were added to the network in the past financial year, bringing the total to 4,05 million, the waiting list decreased by only 38 000 to 185 400.

"This sustained demand places continuous pressure on post office staff whose ranks have on average increased by a mere 1,6 percent over the past two years," the statement said.

"Considering the ever-increasing workload being handled, considerable demands are made on management to ensure that its staff potential is applied optimally," Mr De Villiers said.

"As one of the largest employers in the country, the post office is however in a position to make a positive contribution towards increasing productivity." — Sapa.

CAPE TIMES 25/10/86

# High demand for new technicians

Staff Reporter

THE demand for technicians was growing at double the rate of the labour pool, the Minister of Education and Culture, Mr Piet Clase, said in opening the first phase of the new Cape Technikon in District Six (Zonnebloem) yesterday.

Only 1,4 percent of South African men and a mere 0,4 percent of women were working in the technical field.

"A few years ago this shortage of technicians was estimated at 10,7 percent and is probably still growing," he said.

Mr Clase predicted an "economic rebirth" and said a shortage of technically trained people would "catch us unprepared".

Latest figures showed that in 1985, whites at universities in South Africa totalled more than 138 000, whereas technikons attracted fewer than 32 000 students and technical colleges just over 37 000 pupils.

"You should go out especially to recruit women. The days of the stereotyped female role have long since passed."

Mr Clase said that guidance teachers and employers should be informed of the task of a technikon so that they could understand the employment avenues and advantages that such an education offered.

The contract for the new technikon was signed in 1983 after a long battle with the City Council to have it resited.

There were protests against the building of the technikon on the site of the old District Six, formerly a coloured group area.

The first phase of the building which was opened yesterday will house more than 1 000 engineering and architectural students.

# Manpower to spend 52pc of its budget on training

30/10/85 STAR 179

The Department of Manpower is to spend more than 52 percent of its total 1986/87 budget on training.

In addition, the tax foregone as a result of tax concessions on approved training is estimated to be in the region of R150 million a year.

Speaking at the opening of the Rosslyn Training Centre this week, Minister of Manpower Mr Piet du Plessis said an investigation into training incentives was recently completed. This involved a system of cash grants as opposed to present tax concessions.

The three separate reports are being studied by the Department of Manpower with a view to their release for comment and further discusion with organised employers and labour.

A rebate system has also been devised whereby employers who send employees to group training centres pay 25 percent of the course fee.

Employers should accept full responsibility for the training and development of their employees, said Mr du Plessis.

"The employer, as the senior party to the contract of employment, is also the prime beneficiary of the fruits of meaningful training," he said. He had observed that there was a growing awareness among employers of the need and urgency of job-related training. This was evident in the large number of training courses which were submitted to the Department for approval.

# Association of Training Centres launched

WITH the unemployment rate soaring daily employers have little trouble in filling vacancies.

The problem though, is in finding quality skilled labour.

However, the newly constituted Association of Training Centres for the Western Cape could provide a solution to this problem.

Membership of the Association comprises over half the training centres registered with the Department of Manpower to train the unemployed in various skills.

Mr W H de Swardt, Senior Training Advisor of the Department of Manpower in Cape Town.

Says the Association chairman, Mr Mervyn Silber: "There are 35 training centres in the Western Cape who are participating in the Government's scheme to upgrade skilled labour and to therefore improve peoples' chances of finding work.

"The scheme has been working exceptionally well and now that the programme has been extended for a further five years, we felt it necessary to form an association which would serve both the employer seeking skilled labour and the unemployed in finding work."

According to Mr Silber the Association is in a unique position to help both parties.

"When employers go to an employment agency or place advertisements in the papers, they are often presented with impressive Curriculum Vitae and sweet talking job-seekers.

"We, however, train the candidates in a particular skill and not only test their abilities on a daily basis but can also screen them for important qualities such as punctuality, reliability and initiative.

"With our assistance employers can be assured of hiring quality staff as we will obviously recommend the best."

Mr Silber said that prior to the formation of the association, all training centres involved in the scheme were obliged to help their students find work.

"However, we realised our job-seeking efforts and recommendations would obviously carry more authority if we could advertise as one body and provide a more professional front for our work and requirements," said Mr Silber.

Collectively the members of the association offer training in skills from petrol pump attendant through the mechanical and engineering fields to clerical work and draughting.

Any employer seeking staff should contact the Department of Manpower 45 7110 ext 231 or any one of the advertisers on this page.

## Courses designed to help skills

CONCENTRATED courses but not crash courses.

This is how members of the Association of Training Centres describe the courses which are geared specifically to improve the skills of the unemployed and therefore assist them in finding worthwhile jobs.

All the courses are approved by the Department of Manpower and each training centre tests every candidate's basic abilities before they enrol them for the course.

Says Mr Silber: "Our courses are intense averaging three weeks in length and we obviously do not cater for people who are going to waste our time and the sponsorship.

"Most training centres test each student at the end of each day. Those who fail or show no promise are asked to leave.

"The result is that when a student completes one of the courses, he or she is sufficiently qualified in the basic skills. We offer the essential know-how not any nice-to-know frills."

## Training aid helps upgrade skilled labour

MORE than 20 000 people have received training through the Government's scheme to upgrade skilled labour in Western Cape and to improve people's employment chances.

According to a spokesman for the Department of Manpower, 3 000 of these are known to have found employment.

However, according to training centres which have closer contact with their students, it is believed that between 50 percent and in some cases up to 80 percent of the trainees have found work.

There have also been numerous cases of trainees finding employment in fields completely removed from the one in which they trained.

Says Mr Silber, Chairman of the Association of Training Centres: "What these courses do is show employers that a person has taken the initiative in improving their skills — and that is a special quality."

In terms of this scheme a trainee not only receives free training but is also paid a weekly allowance of R9 in the case of a minor and R12 for adults.

In addition to this a maximum of R2 is paid out as a travelling allowance and in some cases a lunch subsidy is also provided.

In addition to this scheme companies are able to send their staff for training at one of the registered training centres and claim a tax concession.

# Companies report training increase

22/6/86

BUSDAY

179

Industrial Staff

COMPANIES are stepping up in-service training, preliminary figures indicate.

Department of Manpower director-general Piet van der Merwe says figures point to increased corporate training efforts. Major companies report they are training more workers this year than last.

Roughly 30% more UBS workers received training this year than in 1985 following restructuring and about 20% more Toyota workers were trained this year to cope with product launches. Both Premier and Caltex report substantial increases in training efforts.

Last year the recession resulted in a severe cutback in training. Only 301 000 workers were trained, compared with 470 000 the year before.

Van der Merwe said government training of unemployed had jumped fourfold since last year but comparison was not feasible because training schemes were introduced only in July last year.

He added that 420 000 unemployed would have been trained by year-end.

# Sasol courses for trainee artisans attract almost 80 PE applicants

30/12/86 EVE POST (179)

By KIN BENTLEY

IT was standing room only when Port Elizabeth applicants turned up to register for artisan training courses at a recruitment drive held by Sasol Two in the city today.

More potential recruits for the courses turned up in PE than at a similar drive in Cape Town yesterday — indicative of the strong desire of many to find work.

By the time the session started, close to 80 men had arrived at a local hotel to hear details of Sasol Two's "training at full pay" courses, compared with 67 who attended a similar one in Cape Town yesterday.

A spokesman for Sasol's public relations department said from Johannesburg today that, although this was an annual event and no specific number of recruits was looked at from each area, Sasol was gratified by the large number of people who had turned up.

Similar drives are being carried out in Durban and Secunda, as well as telephonically and through written applications.

The recruitment advert says that, due to a shortage of skilled artisans in South Africa today, qualified men are in great demand.

It says that "Sasol's modern oil-from-coal process uses a wide variety of sophisticated equipment and employs many skilled people. Our artisan-trainng programme is well-known as one of the best."

The courses are for electricians (21 months), riggers (18), fitters (15), and boilermakers (12).

The advert says trainees will be paid a full salary while training and that trainees will qualify for fringe benefits, including home-ownership schemes, generous leave, an annual bonus, medical aid and pension fund.

The minimum qualification for most of the courses is Standard 8 with maths.

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|---|---|---|
| VDU Users Survival Package (6 pp) | 1982 | 30c |
| Land Valuation (4 pp) | 1982 | 20c |
| Electricity Struggles | 1983 | 50c |
| The Struggle for Better Sewerage | 1983 | 50c |
| Hire Purchase Checklist (5 pp) | 1983 | 25c |
| Medical Aids Schemes (forthcoming) | 1984 | |

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MANPOWER — TRAINING — 1987

# Keeping training on track

(179) 6/2/87 F/M

Considerable publicity given to SA's computer brain drain in the last year has focused attention on local training facilities. While there seems no end to the variety of training available, at a price in most cases, the type of training and the choice of person to which it is being offered is being increasingly questioned.

Both the PE salary survey and a survey by the Financial Services Association indicate that there were 2 000 entrants and 1 800 departures to and from the 25 000-strong DP industry last year.

The net gain may be comforting, but it takes no account of the expansion of the sector or the quality of the newcomers and leavers.

Analysis of the 19,7% turnover of DP staff last year shows that 74,6% (3 674) of the leavers resigned for personal reasons. Of these, almost 60% (2 204) said the main reason was that they were bored, felt unchallenged and did not have enough to do.

SPL MD Lewis Folb sees this as cause for concern. Says Folb: "When we talk about a lack of computer skills in SA, we are not talking about a shortage of people. The problem is one of under use and the solution is for general and DP managers to agree on ways to provide meaningful, productive opportunites for DP staff."

It seems obvious that computer staff, especially at systems analyst level and upwards, are creative people who enjoy a challenge. They are notoriously unloyal to any one company and will go wherever there are opportunities to develop and enhance their training and experience, not necessarily for better pay.

It's apparent SA's skills are already in demand elsewhere. For instance, the Far Eastern subsidiaries of Nixdorf have selected a South African to run a training programme in those countries, including Australia, on the company's COMET software package.

Overtraining, without the opportunity to put new knowledge into practice, will, of course, always make the grass across the way look greener.

That's the problem at one end of the scale. But there's another at the other end of the scale. Alex Mzizi, who runs Zakheni Computing, says the computer industry needs people coming in at the bottom, but the method of aptitude testing for computer ability for private training estabishment courses is restrictive.

**Zakheni Computing ... trying to bridge gaps**

He says it particularly blocks black candidates, to whom many of the concepts are foreign.

Zakheni's aim is to close the gap by offering a free 16-lecture course introducing computer concepts, logical thinking exercises and practical computer program writing. The first batch of six — from an original class of more than 30 — have just begun a full-time course.

Randburg-based Radiokom, Microsciences' electronics training arm which has developed its own data communication course particularly applicable to South African needs, also finds a gap in the background of many black entrants.

Director Kevin Greig says: "In many cases we find blacks can get and hold a job, but their educational background often means they lack the grounding in maths, science and physics to progress fully in this field."

He suggests that black technikon students should work in the industry during vacations to acquire the practical knowledge to benefit most from training as communications technicians.

It thus seems clear there is vast untapped potential among blacks. If companies are really worried about a shortage of computer staff they should be assisting programmes or sponsoring employees on selected courses.

But then, of course, they must also provide the opportunities for trained personnel to use their new-found skills.

## Looking around

As the retail market for microcomputers grows, so the competition becomes more fierce. Not surprisingly, the expanding corporate market is attracting most attention and dealers increasingly look to special services to court large companies who may need a substantial microcomputer network.

This week, the first street-level computer store aimed specifically at corporate customers opened in Johannesburg under the Microness banner. It plans to provide a networking solutions service to blue-chip companies and quasi-government institutions as well as a facility for custom-written software.

Microness MD Bernhard Leibhamer says the corporate sector demands special treatment and intensive back-up to the supply of computers, including training and workshop facilities.

Meanwhile, Dion Business Systems (DBS), established in 1984 to serve this market with comprehensive service including consultancy and a 24-hour back-up, still looks up for grabs — as it has been since August 1985.

Pink Software recently made a cash bid for the company, a subsidiary of the Tradegro group, which was apparently rejected. But the latest word is that the offer has been "left on the table."

A second potential buyer has not taken up a two-week option, which lapsed last week. No reasons have been given, but the market has it that management problems which previously affected profitability have not been completely resolved.

## TALKING COMPUTERS

The new breed of applications software, the integrated offering of systems software vendors, fourth-generation languages and increased end-user computing will all play a major role in developing human resources, coping with the brain drain and achieving higher training levels.

But while improvements in data processing can have a positive impact on business, there is no substitute for good management and people.

This is the belief of Professor Andy Andrews, dean of the Wits Business School, who will discuss the management of human resources in the business environment at the first *Computer Mail* National Conference in Johannesburg on March 17.

Andrews emphasises the need for effective manpower planning, pointing out that investment in people is a major capital commitment for any company.

He says: "Modern organisations depend on two assets — people and information. They must be used, managed and developed for the future. This is particularly true in SA with its low productivity, sanctions threats and the brain drain. New technology has created a challenge to improve worker skills levels so they can apply information and increase on-the-job effectiveness."

Telephone Audry Golden at (011) 642 7262 for conference bookings. The cost is R300 a delegate or R250 if more than three delegates attend from one company.

# Training staff is essential

Sowetan 11/2/87. (179)

**THIS week, PHIL KHUMALO, a consultant at Wits University's Centre for Developing Business, discusses the need for training in the retail sector.**

IF you ask most retailers who the most important people are, the majority will answer "my customers". If you ask those same retailers who the second most important people are, they would probably seem puzzled. If the customers are number one in our businesses the next most important group of people are those who have to attend to the customers' needs — our staff.

It is the training of staff that I wish to discuss. It never ceases to amaze me that even those retailers whom I have convinced about the need for undergoing training themselves will refuse to let their own staff be trained. One of the most common reasons I am given is, "If I train them then they are able to get jobs with the large retail groups and so they leave."

Now I ask you to consider this question: Do the staff leave because they are trained or do they leave because they are able to earn more money elsewhere? I submit that training does not make your staff leave but the fact that others are willing to pay more does.

Staff that are trained in the various aspects of retailing will be more productive. Customers will be attracted to outlets where they are served by competent people who treat them well. Surely the money spent on training and then on paying good wages is a sound investment.

Training our staff is the first step in improving our businesses. If we want first rate businesses then we must stop treating our customers and staff like third rate people.

It is possible to establish our training needs by a simple process, we can visit retail outlets where we ourselves enjoy shopping because the merchandise is attractively displayed and the staff are friendly and helpful. On such visits we can ask the staff in the shops about the training they have undergone. We can even ask the managers or owners of the shops about their training programmes. It is important to take note of, and carefully examine the differences between what makes a good or a bad shop.

Once we have established our training needs we need to identify a means of fulfilling those needs efficiently and economically. This is not an easy task. There are many fly-by-night training organisations to be avoided.

Possibly the best way of finding out where to obtain training is by asking other retailers to refer you to people who have done a good job. We are not short of such professionals in the country.

Sending people on a one-day course is not the beginning and end of training. Retailers should themselves become trainers. One of the most important parts of management is training.

Poor managers do the work which is supposed to be done by their staff as they cannot teach them how, and they leave them alone to do it after they have learned.

# Paper on artisan training published

By Sue Leeman

Star 12/2/87

A modular system of artisan training and the establishment of artisan training boards for industry are among the recommendations accepted by the government and contained in a White Paper tabled in Parliament yesterday.

The government has approved the recommendations of a joint Human Sciences Research Council (HSRC)/National Training Board (NTB) investigation into the training of artisans, according to Minister of Manpwer, Mr Pietie du Plessis.

One hundred and fifty researchers were involved in the HSRC/NTB investigation, which also had input from organised industry and labour.

Mr du Plessis said from the investigation it appeared the existing system of artisan training no longer complied with the needs of industry.

"Consequently it must be replaced by a more appropriate and scientifically answerable system," he said.

Mr du Plessis said the government reacted positively to the willingness of organised industry and labour to play a greater role in the training of artisans.

# Training time to be shortened

By Udo Rypstra

NEW industrial training boards for artisans and shorter apprenticeship times have been accepted by the Department of Manpower, according to White Paper tabled in Parliament this week.

If accepted, the proposal by the Human Sciences Research Council and the National Training Board could speed the training of skilled manpower. Major recommendations are:

- Acceptance of competence-based modular systems of training which will enable apprentices to progress through the syllabus according to their ability. This means that time-bound syllabus and apprenticeship contracts will fall away.
- Industries be allowed to set up their own boards to direct and control training and trade theory while providing practical work.

The Department of Manpower will, as soon as possible and depending on the ability of organised industry to take over, transfer the administration of artisan training to it.

S/L 15/2/87

179

ARGUS 3/3/87 179

# Rand Mines: Leader in the field of black advancement

CORPORATE giant Barlow Rand has set out on the road of equal opportunity. Some of the group's 500 companies are ahead of others in this field. Rand Mines is acknowledged as one of the leaders. SHERYL RAINE reports from Johannesburg.

**Building for Tomorrow Part 3**

RAND Mines, (RM) part of the Barlows group, is one of the pioneers in the field of black advancement.

The company's Equal Opportunity Development Project began in 1983.

The project was based on economic sense — the need to maintain a flow of sufficient, competent, skilled and managerial staff to ensure future profitability.

Mr Don King ... *"We need to remain sensitive to change"*

"The mining industry is one of the toughest in which to get such an equal opportunity programme going," says Mr Don King, the RM director in charge of human resources, a job which covers 98 000 employees.

"Remember, we are the only industry which still has statutory job reservation."

An integrated approach was adopted to overcome the major barriers standing in the way of black advancement. The programme consists of four main elements:

● *Selection*

At first "over selection" occurred to ensure average or better performance from candidates moving into a somewhat hostile work environment where it was felt that they needed to be protected from the unnecessary trauma of failure. It was vital that promotion be seen to be based on merit and competence.

● **Preliminary training or bridging education at the R8-million RM Training Centre south of Johannesburg**

Training is designed to overcome socio-cultural and academic differences to prepare candidates to take full advantage of the opportunities within the company.

Courses over a period of about 16 weeks include language fluency, communication skills, assertiveness and human relations skills, study skills and self management.

An interesting facet of this section of preparation is attendance of an "Outward Bound" leadership course in Lesotho for white and black employees from the same work environments to build a sense of camaraderie and interdependence.

● **Mentorship**

This is applied to both white and black employees on a structured basis. Mentors, usually immediate supervisors or at one level above, regularly meet trainees to coach, counsel and assess progress. Each mine has a mentor co-ordinator and these meet at the training centre every quarter. Mentor training has also been introduced.

Mentors are sometimes able to prevent problems such as white backlash and black victimisation from arising.

"Mentors can open doors for the trainee and see that there is fairness in job training. It is very easy to see that the black apprentice sweeps the filings from the floor while the white apprentice does the filing," notes Mr Gordon Chilvers, chief training officer of the Equal Opportunity Programme.

● **Orientation seminars for white employees**

These consist of a semi-structured programme to inform white employees on the mines about the process of change and influence their attitudes to black advancement and allay fears about being replaced by blacks.

The object of the seminars is to explain to white employees the economic necessity of black advancement and to shift the debate from the political to the economic arena.

The entire project is not designed as a scouting exercise to find managers. Instead it is designed to provide comprehensive skills training which would allow individuals with ability to progress to the highest rank possible.

The project is approached scientifically and there is empirical measurement of results.

While it is still too early to cry "success" from the rooftops, there are encouraging signs that the programme is working.

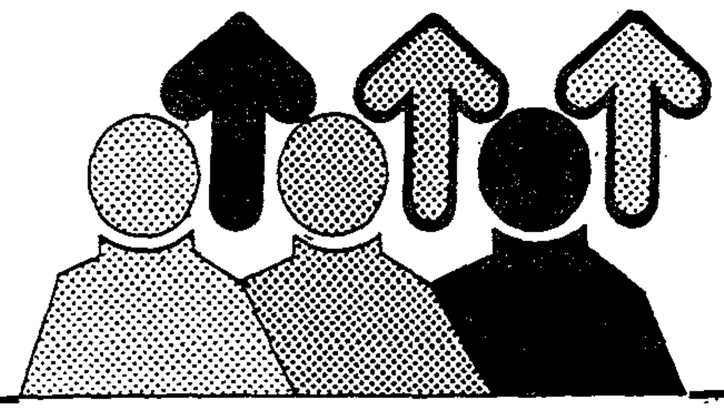
There has been increased recruitment of black people with potential for promotion. Improvements have been noted in language fluency and human relations skills. Mentors have helped to ensure fairness in on-the-job training. There has been some change in white employee attitudes towards black advancement.

In retrospect, Don King highlights some mistakes.

"An early error was to assume that if we were going to get black people to achieve they had to appreciate the 'white man's culture'. There was an implication that black culture was somehow inferior. We now believe that to succeed, black and white employees need to understand the workings of international business culture.

"Another mistake we made was to allow some of our initial training courses to take place separated from the integrated facilities of the group training centre. At the training centre there is a multicultural environment in which trainees can grow all the time and experience the benefits of an integrated society.

"We don't believe there is an ideal approach and we need to remain sensitive to change at all times."



**THE challenge of effective black advancement has been identified as a priority in terms of the growth and profitability of the Barlow Rand Group.**

**A manpower steering committee was asked to investigate every aspect of black advancement and recommend guidelines for consideration by the group.**

**An action unit carried out a survey of the black advancement scene in South Africa, involving a total of 43 companies in South Africa, Namibia and Zimbabwe.**

**Significant findings included:**

- **Most companies did not have an explicit black advancement policy although the majority felt such a policy was necessary.**
- **In only two companies did a clear statement of intent exist, but its communication was virtually non-existent.**
- **Recruitment and selection of candidates were found to be a critical component of a black advancement strategy and one of the most poorly implemented components with "gut-feel" and subjective strategies playing a significant role.**
- **Although all levels of people interviewed regarded bridging and preliminary training as vital, few companies had bridging programmes.**
- **Preparation of the environment for black advancement was identified as another vital aspect but few companies had any formal environment preparation.**
- **About 50 percent of all people interviewed said mentorship was critical to the success of black advancement strategies. However, virtually no mentor training was done.**
- **Lack of candidate support systems was identified as a serious area of weakness.**
- **Training and development were also identified as critical components and yet there was very little emphasis on the training of blacks at other than the skills level.**

**Based on this research the unit listed critical success factors and defined successful programmes for black advancement. The information has been made available to all Barlow Rand companies.**

**Percentage of Workers Responding Favourably to Black Advancement Questionnaire 1984**

| | Coal | | Gold | |
|---|---|---|---|---|
| | Mine 1* | Mine 2 | Mine 3* | Mine 4 |
| Job Security | 78 | 85 | 78 | 65 |
| Economic Reality | 82 | 93 | 83 | 75 |
| Job Competence | 87 | 92 | 84 | 74 |
| Sample Size | 31 | 25 | 37 | 7 |

* These mines served as controls in 1983.
*Source Rand Mines.*

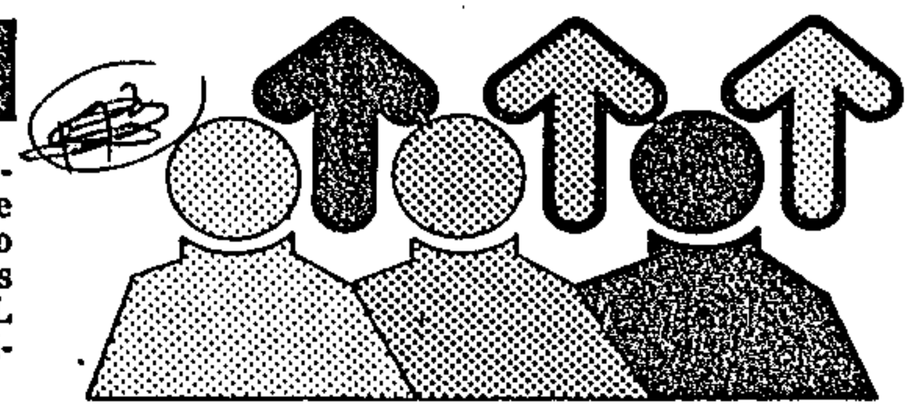
**Percentage of Workers Responding Favourably to Black Advancement Questionnaire 1983**

| | Open Cast Coal Mine | | Deep Level Gold Mine | |
|---|---|---|---|---|
| | Control | Treatment | Control | Treatment |
| Job Security | 66 | 77 | 53 | 60 |
| Economic Reality | 71 | 81 | 58 | 78 |
| Job Competence | 73 | 82 | 49 | 81 |
| Sample Size | 42 | 94 | 98 | 98 |

*Source: Rand Mines.*

# Scientific programme helps Mobil ensure a fair deal for all

**Building for Tomorrow**



**Mobil Oil has tackled its management development programme as scientifically as if it were planning a new oil refinery. Companies about to embark on equal job opportunity programmes would do well to emulate this approach. SHERYL RAINE looks at the Mobil story in the final article in the "Building for Tomorrow" series.**

Mobil Oil, which has about 3 000 employees of all races, has a highly structured and holistic approach to equal opportunity and its programmes are as scientific as possible.

"In 1972 the company was restructured so that theoretically a black labourer could become chairman," explains Mr Mel Palmer, a civil engineer, who speaks Xhosa and who is an assistant to the chairman in charge of management development.

"In retrospect, I see the biggest difference between our policy then and that adapted now is that we treated everyone equally then and now we ensure that everyone has equal opportunity. There is a fundamental difference between the two. When you treat people equally you make no differentiation between them and take no cognisance of their different backgrounds."

Today Mobil believes in equal opportunity with unequal effort on the part of the company. Today the company does not hire skills. It hires people with specific attributes to suit the jobs it has clearly defined and then trains them in the skills needed.

**Today Mobil believes in equal opportunity with unequal effort on the part of the company.**

"People from disadvantaged backgrounds, white or black, need additional effort on the part of the company to ensure that they have truly equal opportunity," says Mr Palmer.

"Our prime objective is to get people of all races into senior management and to do this we have a comprehensive Management Development Programme. While the emphasis may be on getting black people into the company there is no neglect of other groups.

"We examined Mobil and found that 91 percent of our upper-middle management structure was white, 3 percent Asian, 2 percent black and 4 percent coloured. We were unhappy about that and decided to change it. Crucial areas that needed addressing were identified, including:

- Company policy and environment.

"One has to ensure that there is no overt discrimination. One can accept that because company policy is based on Western norms it automatically discriminates against those who do not subscribe to those norms. It will take many years for these policies to become totally South African to accommodate all people.

- Poor understanding of the free enterprise system which impacts deeply on black employees coming into the company.
- Effects of education and socialisation on cognitive development.

"People are innately identical but their educational, social and cultural experiences make them what they are.

- Conflict between cultural values and the Western business value system:

"There is a powerful example of what I'm talking about. Mobil was involved in building a refinery in Saudi Arabia. Safety is very important in such operations and the company erected safety signs. The next thing we knew we had a strike on our hands.

"Workers said safety was Allah's business and had nothing to do with Mobil Oil. What we had was a severe clash of values. This example points to a lot of other areas where values clash.

"We need to identify where these clashes take place and adapt the organisation to allow people to develop what will become South African norms.

"If businesses don't do that and if they prescribe just Western norms, they cannot survive. These norms have to evolve with all cultures contributing."

- Socialisation of employees within the company:

Mobil has its own culture and to advance, employees must be assimilated into the corporation. It is a high-tech business which strives for excellence. Standards are high and discipline a priority. Neither standards nor discipline can be diluted due to the potentially dangerous products Mobil handles. Training and management standards are important and there is enormous investment in training.

**While the emphasis may be on getting black people into the company there is no neglect of other groups.**

"There is no quick fix. Our objective is to ensure that there is an adequate supply of suitable competent candidates and representives of all South African population groups to meet the needs of the company," says Mr Palmer.

"We have set realistic targets in conjunction with the managers who must meet them in the various departments."

Mobil believes that the keys to success include line management acceptance and implementation of the management development programme and constant monitoring by the company's review board which is made up of the chairman, two deputy chairmen and Mr Palmer.

Employees develop in line positions and there is no diminishing of jobs to accommodate trainees.

Training is scientific, structured and a full training-needs analysis is done for every individual. Theory is taught in such a way that it is integrated into performance on the job.

**"There is no quick fix."**

"This is time-consuming but it works," says Mr Palmer.

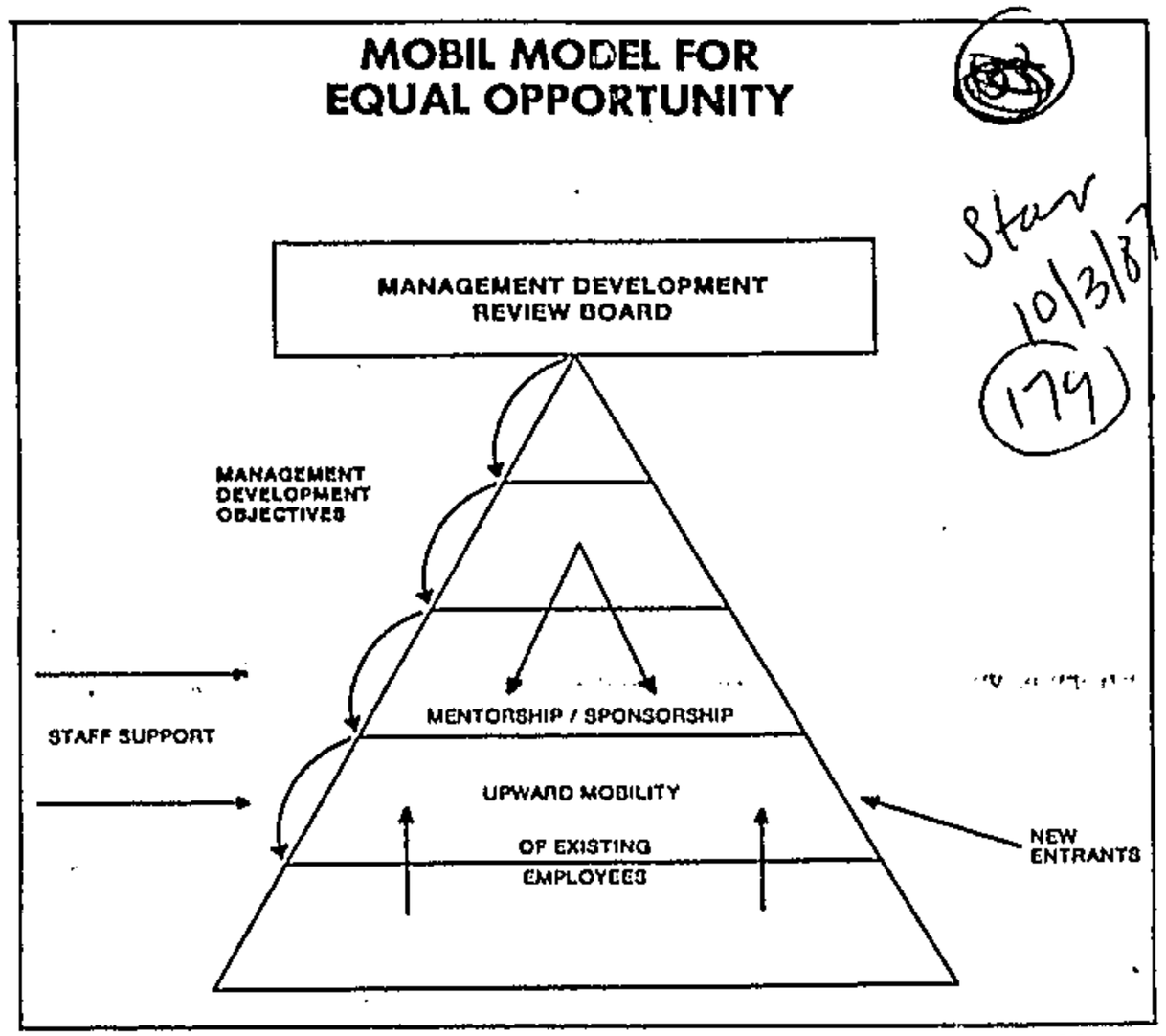
The company devotes considerable time, effort and application of the most advanced learning methods to develop an employee's ability to think.

"Through detailed assessments and interviews we can identify cognitive deficiencies, get the employee to recognise them and improve."

Strict objectives are set by and for trainees who continue learning on the job. There is considerable emphasis on formal mentorship, feedback and rewarding the success of trainees as well as mentors.

Another vital element in Mobil's total approach is a data bank of more than 420 identified potential achievers within the organisation. Their details are recorded on computer, possible career paths plotted and training strategies mapped with consultation.

"Roughly one third of these achievers are not white. There is no appointment made in Mobil today that does not come through this system and it ensures that no one is overlooked."




**Mobil's management development programme is closely monitored by a review board headed by the company's chairman. Mentorship and sponsorship are key components of the programme which aims to promote upward mobility for existing staff and new entrants to the company. Mobil ensures that line management is responsible for the programme with staff support.**

Star 10/3/87 (179)

Mobil Oil has tackled its management development programme as scientifically as if it were planning a new oil refinery. Companies planning equal job opportunity programmes would do well to emulate Mobil's approach. In the final part of her series, SHERYL BAINE reports

ARGUS 10/3/87

# Developing SA norms and equal opportunity

MOBIL Oil, which has about 3 000 employees of all races, has a highly structured and holistic approach to equal opportunity and its programmes are as scientific as possible.

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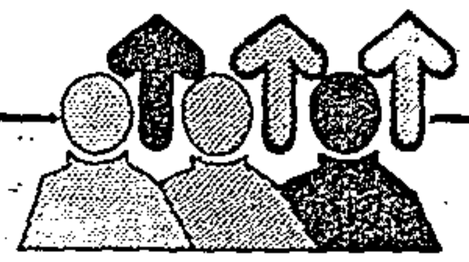
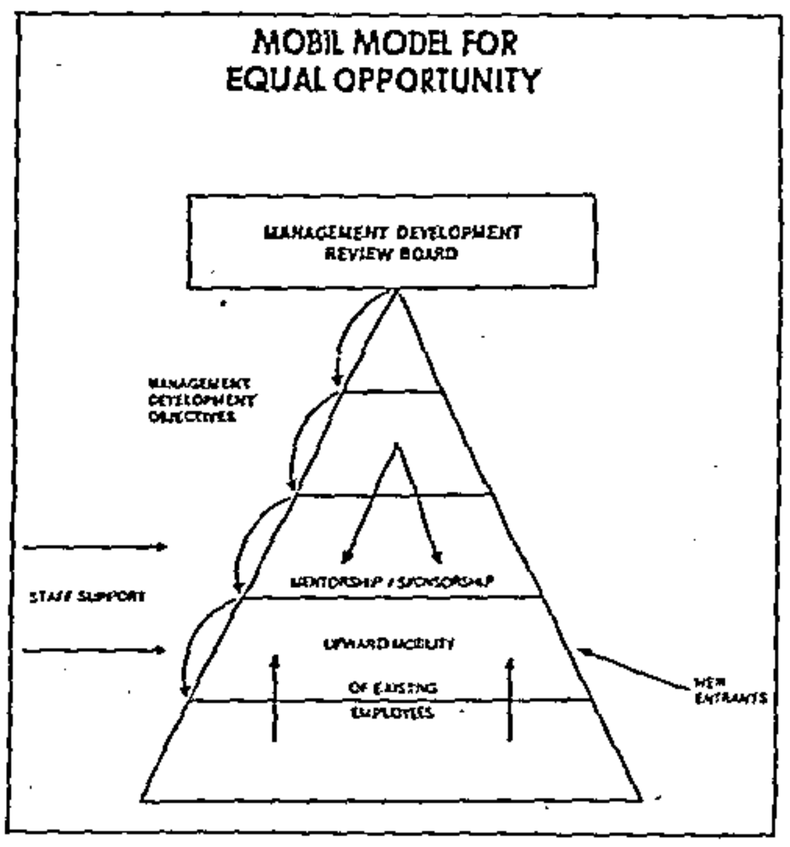


Building for Tomorrow — Part 5

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## The most advanced learning methods to develop abilities

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# PE all set to train gas industry staff

By DENISE BOUTALL

Offshore oil report PART THREE

TRAINING the people who will build and man the massive offshore platform is possibly one of the most daunting aspects of the R4 600 million Agulhas Bank gas project.

The Emthonjeni Group Training Centre in Port Elizabeth has made a major bid to be designated the official training centre for staff both in the construction of the platform and the operation of the gas field off the Mossel Bay coast.

The existence of this highly regarded centre in PE is one of the advantages of building the platform here.

This is according to the authors of the report arguing the case for PE as the site for the fabrication of the platform.

Last year the centre's director, Mr Dieter Kusel, undertook a three-week visit to the United Kingdom to learn at first hand about the training requirements of the offshore oil industry.

By that time the centre had already started training welders to become coded pipe welders.

Mr Kusel's report on his trip, detailing not only the training requirements but also describing the process of building, transporting and installing the platform, has been included in the PE report.

He makes it clear that welding is the key skill in the construction process and remarks that experience in the UK had shown that shipbuilders had not been the most successful in the construction of offshore platforms and that it was in many cases better to train welders specifically for the job on the platform.

This is interesting because it has been argued that Durban, with its existing ship building industry, might have an equal or even better claim as a construction site for the platform.

Apart from welding, training would have to be given in a variety of other trades as well as for offshore crane operators.

In addition, training would have to be given in non-destructive testing techniques which are part of the incredibly strict quality control systems used to ensure the highest possible standards of construction.

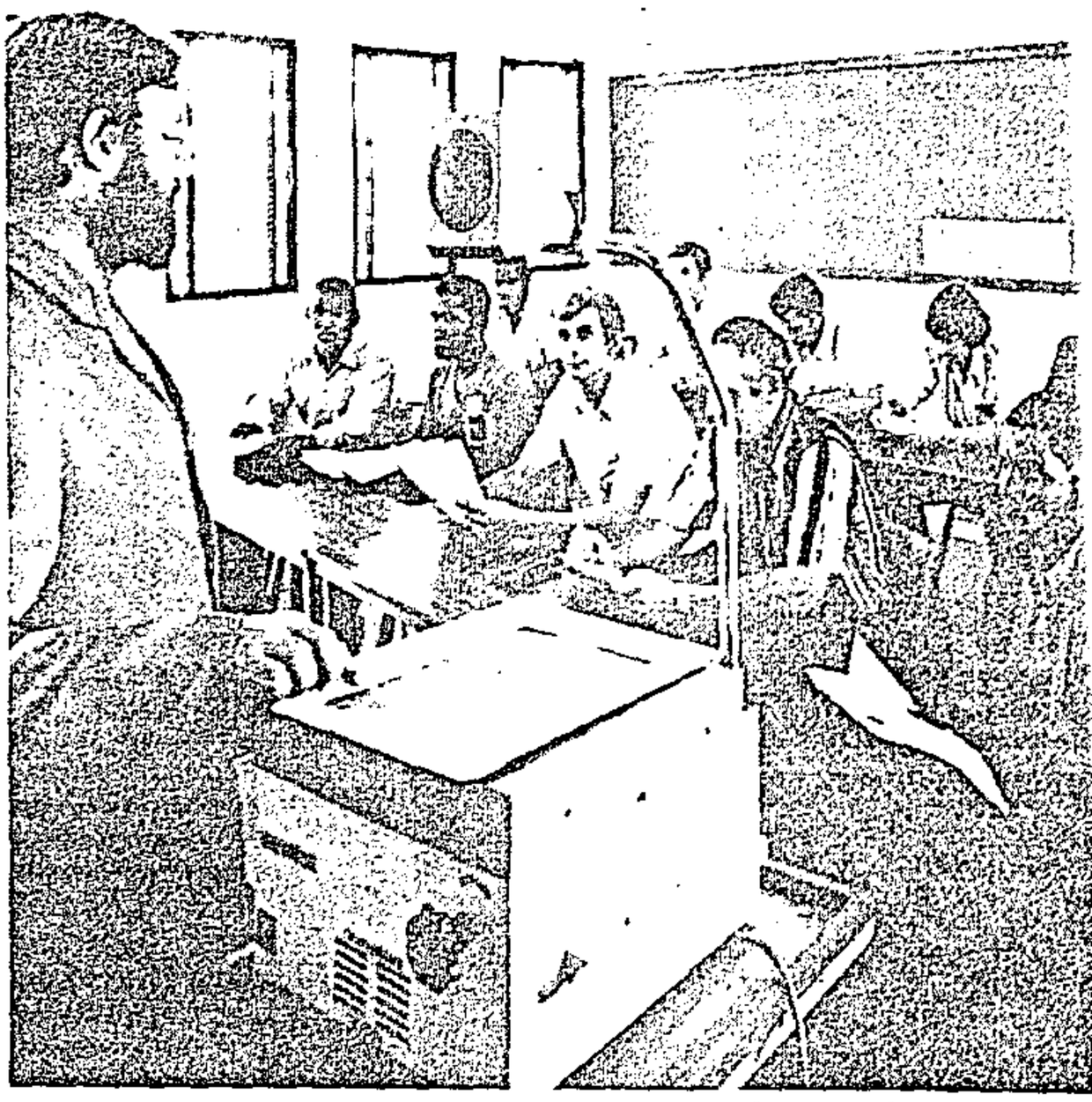
Once the platform is in operation, staff, of which there will be 200, will need training in fire fighting, survival, quality assurance, diving, underwater repair work and offshore catering.

Some of the training will necessitate the establishment of expensive facilities to simulate conditions that workers might encounter on the platform 90 kilometres south of the coastline.

Mr Kusel warns against false expectations about the number of jobs that might be created during the construction process, but points out that skills and labour would also be required for the maintenance of the platform.

"I am confident that the PE-Uitenhage region will be able to supply the skilled personnel required for this venture."

## Emthonjeni makes bid to undertake training



Instruction at PE's Emthonjeni Group Training Centre takes place in the classroom as well as in simulated work environments. Last year the centre's director, Mr Dieter Kusel, undertook a three-week visit to the United Kingdom to about the training requirements of the offshore oil industry.

## Strike three for PE's bad labour reputation

Post Reporter

PORT ELIZABETH has long had a reputation of being the "strike centre" of South Africa.

Yet the picture of the city's labour force that emerges from the report arguing the city's case as the major manufacturing site for the Agulhas Bank off-shore project is that of a skilled group of people who are well acquainted with the complexity of working in an industrial environment.

Contrary to its backwater image PE is a highly industrialised city with has the highest proportion of what is known as "high skill intensive" industries in SA.

More than half (57%) of the industries in this area fall in this category compared to 47% in the Vaal Triangle.

As for strikes — in 1983 and 1984 PE and Uitenhage accounted for only 2% of the strikes and in 1985 for 8%.

The region has a reservoir of well-educated, highly skilled whites who are more stable and better motivated because of the absence of a "overheated" demand for their skills.

The large coloured labour force has a broad range of skills extending into management and administration.

"All this is underpinned by a solid core of black semi-skilled and unskilled labour, long urbanised and well versed in industrial skills."

In addition there is a higher concentration of blacks in the technical and professional occupations than the national average and the turnover of staff in the region is lower than the national average.

# Blind workers deprived of jobs

Eve Post 5/3/87 (174)

AT LEAST 220 blind black workers have been deprived of potential income because the Port Elizabeth Blind Society has been prevented from building four proposed workshops.

Mr Ed Millard, chairman of the society, said work had begun on one workshop in Keeton Street, Algoa Park, at a cost of R259 000, but this would provide employment for only 60 workers.

"We had hoped to build four workshops, but the municipality, which was required to guarantee the loan, blocked this, saying we would not be able to repay the loan."

The funds for the Algoa Park workshop had been provided by the Department of Constitutional Planning and Development. The loan would be repaid at 1% interest over a period of 30 years.

Had the society been able to borrow the funds needed for four workshops, jobs could have been provided for 280 people, Mr Millard said.

When the new workshop was completed in four months time, there would be space only for the 60 basketry workers now being helped by the society in prefabricated premises

ARGUS 11/3/87 CITY/NATIONAL

# Union chief blasts Government over training of blacks

The Argus Correspondent

PRETORIA. — The Government has come under attack from one of South Africa's most powerful trade union leaders.

Mr Jimmy Zurich, president of the South African Transport Services Artisan Staff Association and chairman of the Sats Federation of Trade Unions, slammed the Government for discrimination against black apprentices and failing to grant public service salary increases.

At the staff association's congress in Pretoria, Mr Zurich urged trade unions to reconsider their decision to allow blacks to be trained as artisans if the Government continued to discriminate against black apprentices.

## Theoretical

He said: "This union drastically and timeously changed its policies during 1983 and decided to train non-whites as apprentices and to open its membership to non-whites."

He said good practical training could be negated without the correct theoretical training and this should be obtained by attending classes rather than taking correspondence courses.

He said: "Attendance at technical colleges by white apprentices does not generally create a problem but for black apprentices it is another story.

## Understanding

"The black apprentice is good enough ... on the shop floor, working shoulder to shoulder with the white apprentice and being trained in the same training centre, but he is not allowed to attend classes in the same technical college.

"When this union agreed with the employer to train other races as apprentices it was on the understanding that salaries, service conditions etcetera must be the same as those applicable for their white counterparts."

On pay, Mr Zurich said it was regrettable the Government did not have the courage of its convictions to tell workers clearly it was going to give the workers a salary increase and when.

# Retraining is curbed as fund dries up

179 EPOST 19/3/87

By DENISE BOUTALL

THE funds for training unemployed people have been cut by more than half, forcing the Emthonjeni Training Centre to halt its training programmes in Grahamstown, George, Oudtshoorn, Humansdorp and Graaff-Reinet.

In an interview today the deputy director of Emthonjeni, Mr Leon de Villiers, said the centre had received R2,3 million for training unemployed people this year, down by more than half from the R4,99 million last year.

The training schemes were introduced in 1985 funded by the Department of Manpower.

Mr De Villiers said the training programmes in Port Elizabeth, Mossel Bay, Cradock and Queenstown would be kept going. It was hoped to develop a satellite training centre in Mossel Bay later.

The centre's other training activities on behalf of employers were unaffected by the cut.

The programmes in Georgeand Grahamstown were halted last Friday. The Oudtshoorn programme will finish tomorrow.

The Graaff-Reinet and Humansdorp programmes had also been halted.

The cutback followed a reduction in the funds made available by the State Treasury.

The unemployment training scheme was announced in May, 1985, as part of a R100 million job creation package which included R67,5 million for training unemployed people, self-help housing projects and the upgrading of residential areas.

By last March 253 000 people had been trained nationwide in basic skills under the scheme.

About 24 500 people had been trained by the centre since the unemployment training programme was instituted in July 1985

Cape Times 27/3/87

# DET set to train 13 600 managers

179

PRETORIA — The Department of Education and Training has embarked on one of the most ambitious management projects of its kind ever undertaken — the enormous task of training 13 600 managers simultaneously at a uniform standard and to maintain this on an ongoing basis, the director-general, Dr A B Fourie, said yesterday.

"Good management is looked upon by the department as one of the key factors in the present and future improvement of performance and job satisfaction at schools under its control," he said.

"AOL representatives initally present the course to regional directors and deputy directors. They train their inspectorate who present the programme to principals in their region who present it to their deputy principals and heads of department. A basic assumption is that every manager is responsible for his subordinate's performance improvement.

"It is envisaged to present similar programmes during the next 2 years to include one on coaching for use by heads of department and a course on 'class management' for all 50 000 teachers.

"Management programmes to include senior personnel at farm schools and at head office are also being planned." — Sapa

# A cheaper route to more jobs

JOHANNESBURG. — Only 2,9% of SA's economically-active population were entrepreneurs compared with 17% in Canada and 14% in the US with an average of over 10% for the rest of the world, Dennis Wolmarans of the Foundation for Entrepreneurship Development said yesterday.

He was speaking at a conference on small business development by the Centre for Developing Business at the Wits Business School.

Several speakers highlighted the unemployment problem where 60% of the Soweto workforce is unemployed.

"People are not only looking for a job, but a living with self-respect," said Theo Rudman of Business Dynamics at the Wits school.

Rudman told the gathering that the formal sector provides jobs at R5 000 to R50 000 per employee. For the forecast 300 000 jobs that SA needs each year, that comes to some R4,3 billion.

Working on a figure of R1 200 per applicant, he believes that the 1986 government allocation of R179m for job creation could have provided 237 000 employment opportunities in the informal sector.

"The R1 200 covers basic training in skill, some management expertise and capital to get the operation going.

"The unemployment problem is solvable. It's communication that's needed," Rudman believes.

He says that agencies should aim in the first instance at telling people where to get finance. To learn theory and principles can otherwise be a waste of time and effort.

Business Dynamics send applicants out for the first two days to do simple 'overall market research'. The next three days they spend in getting information relevant to their business. If favourable, a business plan is drawn up and advice given on how to present the proposition to a prospective lender. Within two weeks, the applicant can be in business. A charge of R50 is levied for this service.

Justice Masinga of the Centre for Developing Business had a success story of another kind.

A small group of unemployed adult males in Alexandra Township, many of whom were experienced artisans, was the target. Masinga and his team set about advising them how to look for jobs, how to do simple costing, how much to charge, where and how to purchase material together with some basic training in business and personnel management.

"We're only scratching the surface, but we have good reason to be optimistic," said Masinga.

Ray Henchie who manages Barclay's Small Business Unit, believes that small business development agencies may be placing excessive stress on education. What clients wants to know is how to get and use cash resources effectively. — Sapa

EP 21/4/87

179

# No jobs for many Sats apprentices

By DEBBIE MARCH

DOZENS of South African Transport Services apprentices in Port Elizabeth fear they will soon be paid off, as no jobs as artisans are available for them in the city.

As many as 50 telecommunications, signals and electrical apprentices have allegedly been told they would either have to accept a year's unpaid leave, a job below their qualifications or be paid off.

But Sats officials say only 24 men nearing the end of their 2½-year apprenticeship will be affected by lack of available jobs and that "all efforts are being made to accommodate them as artisans here or elsewhere".

One apprentice, who did not wish to be named, said he and about 50 other apprentices had been advised that they could not be employed as artisans once they qualified.

"This is frightening. If your job isn't safe with the railways where is it safe?"

He said he knew there was nothing in their contract binding Sats to employ apprentices as soon as their apprenticeship was completed.

"But why take us on if there are no jobs?" he said.

The telecommunications apprentice said that since January they had been offered jobs below their qualifications — "such as being a stoker" — or a year's unpaid leave.

However, this would only be granted provided the employee continued to pay his medical aid and pension contributions, he said.

In reply to questions, Mr George Engelbrecht, the Sats regional manager for Cape Midlands, said all efforts were being made to accommodate the apprentices.

He cited the "prolonged recession and subsequent decrease in activities of the transport services" as the reason for the lack of jobs.

"Sats endeavours through personal consultation to provide for their services in some or another direction."

This was by liaison with other departments around the country in the trade or by changing their grade. This might mean a drop in salary.

He declined to comment on the option of taking a year's unpaid leave.

Mr Engelbrecht said the Sats efforts should be seen as a means of assisting apprentices to obtain work

In January last year, the same thing happened to about 21 newly-qualified apprentices.

# Call for more funds for basic training

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B/Day 29/4/87

NORMAN SHEPHERD

GOVERNMENT has been urged to increase spending on informal training by the national chairman of the SA Society for Training and Development, Theo Rudman.

He says the Manpower Department spends almost 90% of its training budget on formal skills training.

But it is clear that there are hundreds of thousands of workseekers who would never find formal employment, he says.

Rudman says: "In 13 years the unemployed and those not regularly employed will total 9,3-million — about 25% higher than the formal workforce of 8,6-million."

He adds government cannot provide the R6bn a year needed to create 1 300 formal jobs a day and that no new jobs were created between 1980 and 1986.

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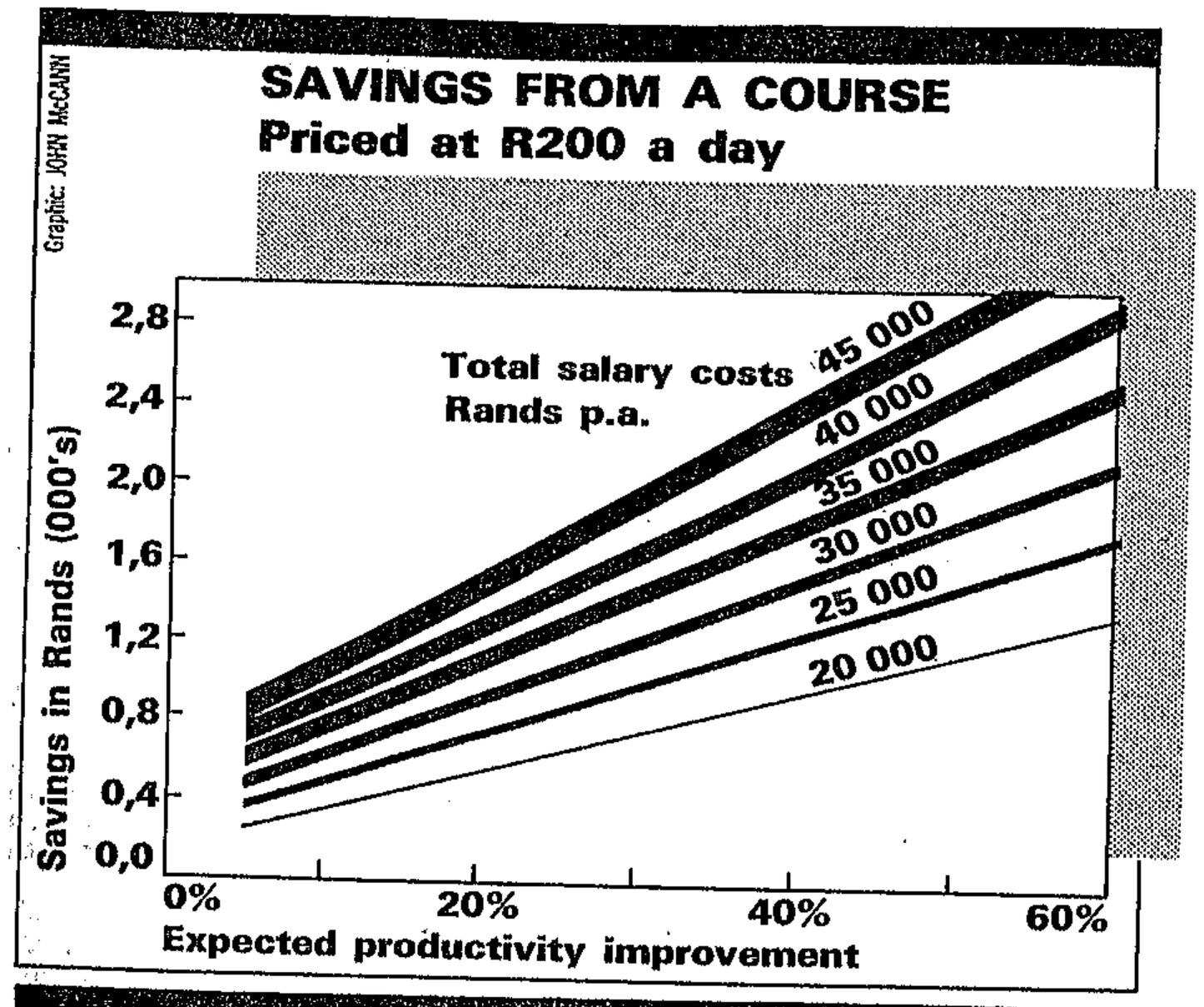
# Lack of training causes problems for companies




**ASSUMPTIONS**

- Total course cost = Price of course + salary cost of participent
- Learning time without a course = 5 days spread over one month
- Cost of learning without a course = 5 days salary cost + cost of possible productivity improvement for one month

MICROCOMPUTERS and the software that is available to them can improve the personal productivity of everyone, from the chief executive to the most lowly clerk.

But there is a fundamental problem, says Des Ogilvy, former head of management services at Unilever and now a consultant.

The problem is lack of knowledge resulting from inadequate or insufficient training. This in turn, he says, comes from an attitude which says we have spent several thousand rands on the computer, now it is up to the manager to learn how to use it.

In many instances this works because there are one or two people who are sufficiently motivated to pour over the manuals in their spare time and get the systems up and going, he says. But what happens when the enthusiasm does not exist, or when it dries up, or the enthusiasts leave?

"I know of one company which spent some R40 000 on a couple of microcomputers which then stayed in their boxes for a year waiting for an "enthusiastic" accountant to get them going.

"Another small company had all the vital information — accounts, salaries, customer records, details of contracts — set up on a microcomputer. The "girl Friday" who set it up left to live in another city and her replacement was keen but had no knowledge. She took regular backup copies of all the files each night but without a clue about what they would be used for. A power failure corrupted the current files and after a week the boss reluctantly agreed to call in help to restore the systems."

The support cost was about R200, which would have covered the cost of a course on the operating system. It would not only have allowed in-house recovery, but would have equipped the person in question to run a more effective and secure operation.

"We await the next disaster with bated breath," says Ogilivie.

"These situations are extreme, perhaps, but it is common to see fairly expensive microcomputers being used for a day or two a week on some fairly pedestrian function like debtors, or wages and remaining idle during the rest of the week."

Ogilvy points out that if managers — and other staff — knew how to use the computer, not only would their productivity be improved but the quality of decision making would be that much better.

Where does the DP department fit in the equation. Often, he says, the department is more of a hindrance than a help.

"This is because they insist that all training should be their prerogative and, secondly, because they all too often position themselves as filters between suppliers and users. The professional's DP man should be too occupied with mainstream development work to have time to get involved with the training of micro users.

"PC Software is designed to be learned and run by users. Very little technical computing knowledge is necessary and what is, is supplied in the manuals that comes with the packages. Generally, the quality of manuals of the better known software is good but in addition there is a plethora o widely used package

Learning takes tir edges, "but there is question about the v vested in learning to such as a spreadshee

He advises that t should be small — al pants — and should on" experience. Ea should have a machine few occasions when tv can prove beneficia

The question often to get to know someth puters. What should I should I start?"

Initially, says Ogilvy the enquirer has no first-hand experience an introduction to per ers course is a good course should cover su nation of the workings of the computer to e would-be user will app ine with confidence, kn can use it without fea

It should also give a the more common type

## BENEFITS OF TRAINING COURSES SPELT OUT

**MANAGERS sometimes find it hard to justify the cost of training courses. This is largely because the benefits are not immediately apparent and seldom quantified, says consultant Des Ogilvy,**

**If this is done, the benefits become clear, he says, offering the following advice:**

**Firtly, the cost of a course is made up of the actual price paid plus the salary cost of the participant.**

**After a one-day course a participant might know enough to set up applications in his field of work and these applications could result in an increase in his productivity of say 20%.**

**If without attending a course a person whose annual salary was R20 000 could achieve the same result after spending a full week studying manuals and practising on the company's machine over a month, then the cost of this form of training would be the salary cost for a week plus the loss of increased productivity for that month.**

**The savings resulting from attendance at a training course priced at R200 for different levels of total salary cost and expected productivity improvement are shown on the graph.**

# Workshops for disabled on Reef ask for contracts

Star 1/6/87 (179)

We want work! That's the call coming from six new Reef workshops for disabled people which are having a hard time finding permanent contracts.

The workshops in Lenasia, Coronationville, Soweto, Tembisa, Daveyton and Dewetshof in Johannesburg provide occupation and an income for 136 disabled people.

Running costs of each are borne by the Association for the Physically Disabled (Transvaal), which established the workshops last year using the stimulus created by the Year of Disabled People.

All earnings from contract work go to the workers.

## EXPANSION

The workshops handle assembly or light packaging work and have also been very successful at quality control and inspection.

Mr Guy Houghton, director of the Association, said: "The expansion in our workshops and improvement in work disciplines and efficiency allows us to take on a good deal more work and more contracts of a permanent nature are needed.

"Work is of a very high standard and workshop managers are accustomed to meeting deadlines."

- For information, contact Mr Houghton or the contracts manager at the association at (011)646-8331.

CAPE TIMES 8/10/87

# Recovery drive needs training fuel — Westcott

From MICK COLLINS

JOHANNESBURG. — Not enough is being done to educate all races in order to help fuel an economy teetering on the brink of recovery, says SA's largest management consulting group.

A return to boom times is in the offing, it says, but can only be achieved with skilled and entrepreneurial manpower.

Commenting on training and job creation in the wake of last week's budget, PE Corporate Services MD Martin Westcott says if programmes for these sectors begin to lag even more, SA can look forward to serious economic constraints on growth.

This would mean shelving the eagerly awaited recovery which is regarded as one means of salvation for SA's present stagnation. Labour-intensive industries, job creation and training programmes may be adversely affected by the budget, he says.

"Interest rates may be expected to rise over the next 12 to 18 months as a result of government deficit being funded out of shrinking savings and investors backing capital-intensive industries as opposed to labour-intensive ones.

"Labour-intensive industries are currently being struck by stay-aways, labour disputes and union controversies — and therefore seen as too volatile for investors who wish to hedge their bets."

This, he says, would be a sad trend for the country as a whole, for it would mean that these industries will achieve a slower growth, could stagnate and be forced to implement continuing short-term and easily perpetuated cuts — such as expenditure on much needed training programmes.

## 'Passed the buck'

"This in turn will adversely affect the development of labour-intensive industries leading to even more industrial strife."

The whole trend would be to the detriment of job creation, with skills shortages, unemployment and political unrest reaching new highs.

"It is well accepted that one of government's main priorities is the achievement of political and social security. It is debatable whether or not this objective is better achieved through expenditure on defence in preference to job creation, education and training."

Westcott says Finance Minister Barend du Plessis also warned that the temporary support programmes for job creation and training of the unemployed of the past two years could unfortunately not become a permanent feature of government spending.

"The minister has passed the buck to the private sector by calling upon it to create permanent job opportunities over the medium and long term. This will only be viable if government is able to ensure that funds allocated to primary and secondary schooling create, as a minimum, a literate pool of workers that are suitable for further job training."

For many years too little attention has been paid to uplifting the unskilled labour force into semi-skilled categories, and to improving the expertize of the semi-skilled to skilled artisan and operative classes, he says.

# Calls for manpower training

8/68 BD

MICK COLLINS

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# SA will teach from the sky

STAR 9/6/87

By Michael Chester

South Africa is planning new satellite links for a multiracial "Varsity in Space" — run by the private sector and beaming services to all main urban centres and even the most remote rural corners.

It is expected that the first phase of the project will be in operation within the next two years, and is likely to trigger a revolution in approaches to education from school level to industrial manpower training programmes.

The aim is to mobilise space-age technology to ensure that South Africa draws on all racial groups to produce the vast new reservoir of highly-skilled manpower needed to increase the economic tempo.

Planning is being handled by the Syncom think tank and the Laboratory for Advanced Engineering at the University of Pretoria, which have studied world-wide high technology developments in education to prove the viability of the exercise.

Minister of Economic Affairs and Technology Mr Danie Steyn will open a special conference of business leaders at the Council for Scientific and Industrial Research in Pretoria tomorrow. It has been called to discuss details of the satellite scheme and how the private sector will finance it.

It is being regarded as a significant signal of the potential role of privatisation in the education system. Agreement by Mr Steyn to make the opening address is seen as Government blessing for the project.

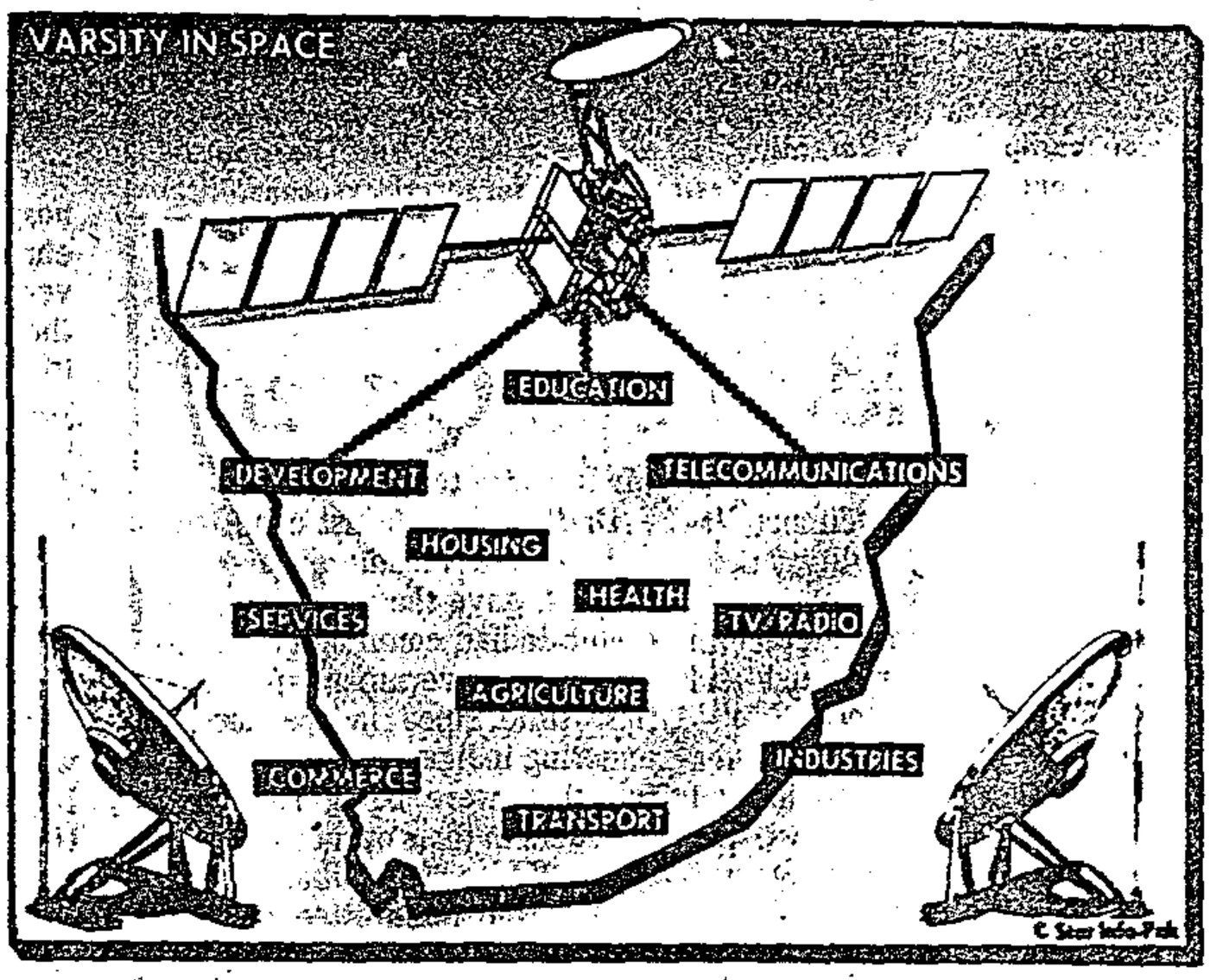
The support of business and leading educationists is indicated by the four-man panel which will outline the concept: Mr Harold Groom, president of the Association of Chambers of Commerce; Professor Rod Conacher, rector of the Johannesburg College of Education; Professor Cas Crouse, rector of Vista University; and Mr Leepile Taunyane, president of the Transvaal United African Teachers' Association.

A first objective at the conference will be to create a special new company to run the "Varsity in Space".

"South Africa faces a blunt choice," says Dr Niko Stutterheim, chairman of Syncom.

"It can develop technologically — or deteriorate into permanent underdeveloped status.

"The blueprints and hardware are available for rapid technological advancement, but they will be useless without the necessary skilled and high-level manpower."



# Retired experts are asked to aid blacks in developing skills

(79) W 20/6/87

By MIKE MABUSELA

AN appeal has gone out to retired white engineers, accountants and technicians to help black people to upgrade and develop their skills.

"We want our people to be part and parcel of major developments like the Mossel Bay oil project," East Cape African Chamber of Commerce executive director, Mr Sydney Mshweshwe, said this week in an interview on the chamber's plans for the development of small business entrepeuners in the townships.

Mr Mshweshwe also appealed for land where blacks could farm.

He said the small business development sector could become a major source of employment.

The experience of being involved in a undertaking like the Mossel Bay oil-from-gas project would also help them whenever a major development came along.

"There are a lot of services which our black people could offer

"There is no running away from the fact that blacks are endowed with tons of talent.

Mr S MSHWESHWE

"We have self-taught mechanics, electricians, carpenters, welders, shoemakers and people making clothes and uniforms without formal tuition."

Mr Mshweshwe said blacks had an intense interest in farming.

"In earlier days blacks were successful farmers.

"But now, when there is a funeral or any traditional feast in the township, one has to travel a long distance to buy a goat, sheep or an ox costing about R800 instead of slaughtering one in the kraal.

# 'Immigration as labour supplement not justified'

Cape Times 25/6/87 (179)

By BARRY STREEK
Political Staff

THE use of immigration to supplement labour in South Africa could no longer be justified, except in the case of high-level manpower from foreign sources, the National Manpower Commission (NMC) said yesterday.

The NMC said in its 1986 report, which was tabled in Parliament, that a study by the Bureau for Economic Policy and Analysis at the University of Pretoria showed that despite economic, administrative and policy problems, immigration had historically been accompanied by more social benefits than social costs.

It was "nevertheless found that the RSA could do a great deal more to reduce its dependence on immigration through the optimal application and training of available local sources.

"It would appear from the cost-benefit analyses that only high-level manpower from foreign sources would be justified.

"The supplementation of all other levels of manpower through immigration can no longer be justified within the total manpower situation in South Africa from an economic (or even a political) point of view; in fact the analyses indicate that unlimited immigration could have a destabilizing effect on the labour market and the rest of the economy."

The NMC recommended that the Department of Home Affairs try to obtain representations on the issue from employers and employees, as well as from "population groups other than whites", and that it investigate the various incentives granted to help immigration.

ports i.e. R4,50 per port.

Graphic: JOHN McCANN Source: SATS

bulk handling, all other services are supplied at a 14%-57% loss.

An editorial in the July edition of Harbour News says imports in the

are prepared to shoulder our share of the burden by making every endeavour to save costs and improve productivity," it says.

## IN BRIEF

### Ban on Marcos pleases Aquino

MANILA — President Corazon Aquino, unruffled by reports that Ferdinand Marcos was planning a coup, yesterday welcomed a US decision to bar the ousted Philippine leader from leaving Hawaii.

### Gene found for clotting factor

LONDON — Scientists have found the gene for tissue factor in blood clotting. The breakthrough will help research into strokes and heart attacks —

# Training is set for a boost

NORMAN SHEPHERD

SPENDING on training is expected to pick up slightly in the next six months, in line with the general economic upswing, say training consultants.

Demand for training at the beginning of the year focused on black advancement and this aspect is expected to enjoy attention well into next year.

But hopes are not too high after the number of people being trained by private concerns hit a five-year-low last year.

Manpower Department figures show the number of people being trained at registered private training centres dropped to 126 000 last year from 129 000 the year before, 164 000 in 1982 and more than 200 000 in the 1983/4 peak years.

Despite talk about an information explosion, it is notable that computer trainees last year numbered almost 4 800, compared with about 14 100 in 1982.

Building and construction trainees fell from 4 800 in 1982 to 1 100 in 1985 and moved up to 3 800 last year. Motor assembly trainees went from 12 000 in 1982 to 18 000 in 1984 and 2 800 last year.

Contracts of apprenticeship registered also fell, from 14 500 in 1982 to 9 600 last year.

SA Society for Training and Development chairman Rudolph Odendaal attributed the training decline to reduced government incentives, a traditional budgetary cutback during a recession and a more critical attitude to courses offered.

He said: "Training should pick up this year with the general business improvement. There seems to be more movement in the job market and that has positive implications for training."

He added that computer training tended to be linked to capital expenditure on hardware — an area under scrutiny in a recession.

Two training consultants said the quality of training had improved as the fly-by-night trainers had fallen away.

Last year 61 private training centres were registered and 98 cancelled, while 42 training schemes were registered and 305 cancelled.

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# Technician shortage

South Africa faces a severe shortage of information technology technicians. It is a problem we share in common with traditional sources of scarce skills — the Western developed countries.

According to Paul Booth, strategic sales manager for ICL, the fact that there is a worldwide shortage of technicians in this field exacerbates the situation in SA because it makes it so much easier for skilled technicians to leave the country.

Increasing management awareness of the value — even indispensability — of information systems has spurred demand for hardware and software technicans, says Booth.

"We are looking at an international mushroom in demand for these people." Booth identifies key areas of technician shortage in SA as in the fields of real-time software, database and management information retrieval.

Leon du Preez, training manager at Radiokom (part of the Siltek and Microsciences groups), which run training courses for information technology technicians, tells the *FM* that the firm is unable to keep up with the demand for technicians. "We currently have three classes with 25 people in each doing courses in electronics, computer maintenance and automation. Around 80% of these people come from the likes of Eskom,

FM 31/7/87



First National and other major institutions — particularly those involved in finance."

The shortage is self-perpetuating, he says. Technology is changing fast, skills are becoming obsolete, requiring retraining. Radiokom's own training is essentially hands-on and performance-based, so technicians can get back to the specific systems they are required to install and maintain as soon as possible. Courses last from as little as three days up to two weeks.

Neal King, education manager (technical and engineering) at SA's biggest information technology firm, ISM, says such shortages as exist do so largely because of the need for constant retraining.

The change from the typewriter era to the electronics era leaves casualties along the way. "Most of the newer information technology systems are modular, so there is really not all that much mechanical work to be done in installing and maintaining them," he says. "While that leads to much faster diagnosis in fault finding, there are some people who can't make the adjustment."

The upshot is that SA is going to have to introduce new and updated training courses to meet demand. ■

# Photography course for the jobless

Sowetan 179 4/8/87

A PHOTOGRAPHIC company will offer unemployed people a chance to attend a free course in photography and darkroom skills on the first week of every month.

The course covers all aspects of photography including how to use the camera, lenses and other accessories. Lighting skills and darkroom techniques for both black-and-white and colour pictures.

Special attention will be given to portraiture and wedding photos as the course is designed to enable people to earn a living from freelance photographic work. All materials including films are provided.

At the completion of the course, successful participants will receive diplomas approved by the Department of Manpower.

Anyone interested in attending one of these courses should telephone Noel or Joe or Chris at (011) 783-1013 or 783-1016 for further details.

(179) DD 12/8/87



# SA, TVBC Govt officials meet for discussions

JOHANNESBURG — Senior South African and TBVC government officials met in Pretoria yesterday for discussions on manpower training and other labour-related matters, the Bureau for Information reported.

It said the meeting was a forerunner to the annual meeting of SATBVC Ministers of Manpower scheduled for October, when views will be exchanged on labour matters and manpower development on the sub-continent.

The Bophuthatswana Secretary for Manpower, Mr H. P. G. Moloantoa, chaired the meeting, which attended to the implementation of reciprocal bilateral agreements on the payment of contributions by the five states' unemployment insurance funds.

Emphasis was placed on the close monitoring of the various funds to ensure that they remain strong to meet increased demands. Heavy demands are being made on the funds due to the present high unemployment rate, the bureau said.

Various ways and means of facilitating manpower training were also discussed, and the meeting agreed that that a modular approach to manpower development may hold the answer to many training needs in Southern Africa.

The South African delegation was led by the Chief Director of Labour Relations in the Department of Manpower, Advocate J. D. Fourie, and the delegation from Transkei by Mr C. M. Mancotywa, the Secretary for Manpower.

The Director-General of the Ciskei Department of Manpower, Mr M. C. Kashe, headed his country's delegation. — Sapa

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14/8/87

# No takers yet for 70 fireman jobs

Post Reporter

THE Port Elizabeth Fire Department has had no response so far to its recruiting drive for trainees.

In an advertisment published this week, men of all races were invited to apply to be appointed as firemen in 70 new positions.

The drive follows an Industrial Council decision to reduce working hours.

"We need about 30 men between now and the end of the year," a spokesman for the department said in an interview yesterday.

"Next year we hope to have another 40 men to bring our operational staff up to 190."

There was no response to the advertisement on Wednesday or yesterday, he said — "but it's a bit early to say what sort of response we might get."

The advertisement says the modern-day fireman is "a highly-trained professional" who specialises in a wide range of skills. This involves fire-fighting, dealing with spills of dangerous chemicals and abseiling down buildings and cliffs in rescue operations.

The city's Chief Fire Officer, Mr Charles Nicholls, said this week it would be an advantage if trainees had previous experience. Applicants who had no training would undergo a four-week practical course before helping experienced men and doing other courses.

The minimum education required was Standard 8, he said.

"A career in the Fire Department depends not only on experience but also on qualifications," Mr Nicholls said.

The department had a multiracial policy, he said, and would employ anybody who could meet the department's standards.

# Beyond black advancement

**Gwynne Main, head of the personnel unit of the Education Information Centre, discusses some issues in training and placing black managers.**

The Education Information Centre (EIC), a non-profit organisation funded by private enterprise, promotes the development of blacks. It guides and assists them to make informed and realistic decisions about their career and future by offering information and advice on bursaries, careers and educational matters. Much work is done in career guidance, formal and non-formal education as well as programmes to assist the unemployed.

In addition, the personnel unit is closely involved with recruitment, selection and testing of trainees for management development programmes, commonly called "Black Advancement Programmes." Without doubt much energy, effort and debate has been expended on this, but to what avail? Isn't it time to move beyond "black advancement"? The very label creates a division and is offensive.

In EIC's experience, some programmes to develop black managers create divisions and obstacles before they even start. Assumptions are made about the type of training needed without taking account of individual strengths and weaknesses. "All blacks need assertiveness training" is a common cry. So before the programme starts, management has already decided what the training need is and begins to administer it en masse — a quick-fix solution.

A further division is created when a group of trainees is isolated from the workplace and put through a rigorous range of programmes. For black and white to learn to work together, surely they should train together?

Another problem is the damage done to the efforts of some enlightened companies whose trainees are continually "poached" to attend similar training programmes in other organisations. There is a tendency for aspiring managers to remain in perpetual training. There is a limited pool of suitable trainees but not enough attention is given to developing people within the organisation. Everyone wants graduates but a graduate does not mean instant management potential.

Effort put into developing managers is commendable but a fatal flaw is hiring trainees for ill-suited, undefined positions. Nothing can be more frustrating than to find a hollow job at the end of the training.

Many trainees remain trainees far too long. Commerce and industry need to risk a little to get a little. Promotion is slow and frustration high. Trainees who are promoted to management positions still complain to EIC about lack of responsibility, lack of decision-making, and lack of accountability. The position of manager amounts to a title — little else.

In the quest to develop managers and bridge the gap in education and experience a fundamental ingredient of success is missing. All the training and education in the world will not help if the *environment* is not conducive to allowing people's true potential to surface.

Unless there is trust, common vision and an equitable share in the rewards, efforts to develop managers will bear little fruit. People blossom when they feel worthwhile, part of a team and where real effort is justly rewarded. A common vision toward a common purpose is only possible through understanding the aspirations of the people involved. An economic entity where polarisation of purpose exists will never attain development and growth or acceptance. The nature of the environment is therefore crucial in unlocking the wealth of potential that exists. Congruency between company and developing managers' aspirations is paramount.

A dose of vision, true leadership and understanding will go a long way to move beyond "black advancement" — simply, to the advancement and development of South Africans.



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# BLACK SECRETARIES TO PLAY IMPORTANT ROLE

BLACK secretaries are going to play an important role as the economy of South Africa becomes "indigenised", the president of the Southern Transvaal African Chamber or Commerce said.

Mr Willie McBain-Charles was addressing a function in Johannesburg at which 25 students, were graduating on a secretarial course in typing and word processing from the Afri-Type College and Blackseed Communication Systems.

Mr McBain-Charles said many more black business organisations were coming to the fore. It was important, he said, that black secretaries ensure their survival.

## Efforts

"Your graduating is important in that it was from a black venture. As black people we should not be discouraged because it is from the townships that we will take our roles. Know that there are many black organisations that are concerned about your situation. Our efforts are not in vain because one day we will rise to be in front," he said.

Speaking on the importance of education in the commercial world, Mr Reggie Veldman, principal of Bosmont High School, said black secretaries must develop competitiveness. He said in most cases . "we are not competitive enough".

He said the graduands were now entering into a world of computers which people used to take for granted. In South Africa, he said, it was also a world where the privileged had ruled for a long time.

"It is sad that in South Africa the different groups had been polarised. It is going to take a long time to get to know one another.

"It is a pity that the commerce world is where whites are regarded as important people. For you, you are entering a world where people have to appreciate your skills.

## Troubled

"I urge you not to be apologetic. You are entering a world of a troubled human scenario and you must develop competitiveness. The most important stage of your development will be self education because ultimately success depend on yourself," he said.

Mr Phil Khumalo, director of Blackseed, said one of the National African Federated Chamber of Commerce (Nafcoc) tasks was to train businessmen. It was important therefore that they had black secretaries. He told the graduands that they will be expected to perform twice as well as their white counterparts.

SOME of the students who this week graduated from a secretarial course in typing and word processing. Also in the picture at the back is Mr Willie McBrain-Charles and on the far right, Ms Irene Summers, director of Afri-Type College.

# CP lambasts 'integration propaganda' on SABC

HOUSE OF ASSEMBLY — The SABC was promoting an integration process in South Africa in its advertisements and programmes, Prof Chris Jacobs (CP Losberg), said on Monday.

Speaking in the SABC vote of the budget, he said the film called *The Imposter* on Saturday night was an example of how integration was being imposed on the public.

The film had included a love affair between a white girl and a black boy.

When his children asked him what he thought about the matter, he would have to lay the blame with the SABC.

He said an "Americanisation process" was taking place by the broadcast of film after film, programme after programme and advertisement after advertisement showing integration.

The Government was only able to stay in power by the efforts of the SABC which acted as a propaganda arm.

He said he resented having his licence money used by the Government to fight his point of view on the television screen.

"Does the Government fear that if the CP's message gets through to the public, it might come to power."

Prof Jacobs said that unless the SABC began fulfilling the terms of its licence, the CP would take action.

Asked later what he meant by "action" Prof Jacobs, said the matter would be taken to court. — Sapa.

# Dog shoots his master

PARIS — Man's best friend shot dead his master on Sunday in central France.

Roger Surroca (37) of Pinet went hunting on Sunday as usual with his four-year-old Alsatian Napoleon, in the nearby Herault woods.

At the end of the day, Napoleon jumped into his usual place on the front passenger seat, triggering off a loaded shotgun which blasted Surroca in the driver's seat.

He managed to get out of his car to call for help, but then collapsed on the ground.

Napoleon, realising something was wrong, firmly placed his front paws on the car horn, bringing fellow hunters to the scene within minutes.

But it was too late.

Police said Napoleon, aged four, will not be put down as the accident was due to his master's imprudence.

A friend said: "Napoleon had no fear of guns, and used to carry his master's in his mouth for long distances. It was as though he was handling a bone."

# STA indaba

THE Soweto Taverners Association is to hold a general meeting at the Club Pelican tomorrow.

The meeting, which starts at 2pm, will report back on licensing and also discuss a number of other important issues.

Members of the association, interested parties and people willing to join the association are welcome.

# Zambia on a spy alert

LUSAKA — Zambia on Monday warned its citizens to be alert for spies and foreign agents it said might attempt to gather information and recruit accomplices to carry out attacks and acts of destabilisation within its borders.

The warnings were broadcast on national radio.

"The enemy is desperate and has resorted to attacking Zambians," the radio said in one bulletin.

"Please bear in mind that some persons you mix with in bars, hotels, at football matches, on the streets, in shops and indeed in your own homes may be enemy soldiers," it added.

The bulletins urged Zambians to be vigilant and to report any suspicious persons to the security forces.

No explanation was given for the broadcast.

However, officials said such security announcements had been made on a regular basis in the past and were part of a campaign to make the public aware of the need for vigilance.

Zambia, with other frontline states, has been the target of attacks by South African armed forces. Pretoria says the attacks are aimed at guerillas of the African National Congress (ANC) which is fighting to end white domination in South Africa.

Before Zimbabwe's independence in 1980, Zambia had also suffered attacks by Rhodesian security forces hunting nationalist guerillas based in Zambian Territory. — Sapa-Reuter.

# Hopes for a better job

THE Ciskei government has announced a new scheme aimed at training Ciskeians living in the Eastern Cape for employment at the Mossel Bay gas project.

The scheme, announced this week, is a joint venture between the East Cape Training Centre (formerly called Emtonjeni) and the Ithemba Training Centre at Mdantsane.

Trainees will come from the Mossel Bay, Oudtshoorn, George and Knysna areas and the first 36 men will start a three month basic training at Ithemba in January next year.

This will be followed by three months at a technikon and then four months at the East Cape Training Centre.

"This whole pre-project training scheme assists in meeting the needs of the skilled labour shortage that exists in Southern Africa.

"This new approach by the Ciskei government is in line with the upgrading of Ciskeians living outside the Ciskei and puts them in a favourable position for employment with marketable skills for other future projects," the statement said. – Elnews.

# Free tuition scheme for jobless in Benoni

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Sowetan 24/9/87

THE Apex Training Centre in Benoni on the East Rand is inviting unemployed people to attend its free tuition progoramme in varius courses ranging from building to basic hand skills.

Trainees can take part in any of the courses: supervisory, storeman, building, security guard, welding, housekeeping and cooking, petrol pump attendant, forklift truck driving, electrical aide, plumbing and waiter, wine steward and barman.

In addition, trainees will be paid R2,40 a day — R12 every Friday, get R5 every Monday for a weekly train ticket.

A course report and certificate will be issued on completion of the course.

The centre is at Rangeview Road, Benoni. The telephone number is (011) 845-3162/3/4 or 845-3192. The postal address is P O Box 1704, Benoni 1500.

Both men and women can apply and are required to be at the centre every Wednesday at 8am and shold take their identity documents along.

# Govt scheme 'trained more than 600 000'

(179) B/day 15/9/87

GERALD REILLY

MORE THAN 600 000 unemployed workers were given training in the past two years, Manpower Director-General Piet van der Merwe said yesterday.

In an interview with Business Day, Van der Merwe said these training programmes had contributed greatly towards easing urban unrest and tension.

## Contractors

Since the scheme was launched in June, 1985, R225m had been spent on subsidising in-service and other training programmes.

In the process, and up to the end of June this year, more than 600 000 unemployed people had undergone three to five-week training courses, which had basically equipped them for a variety of jobs.

Van der Merwe estimated that 30% of the 600 000 had found employment immediately after completing their training, and a large number had gone into the informal sector as individual contractors. The training programmes had also meant employment for about 5 000 instructors who would otherwise have been unemployed.

In another scheme where government paid a wage subsidy of R4 a day and another R4 for raw material and supervisory costs, employers had given jobs to 104 000 jobless black people. The number of work days in this scheme since its launching in 1985 amounted to 75-million.

# Teaching the unemployed brings new satisfaction

28/9/87 DD

(134)

It's not every day you meet five Xhosa teachers dressed in traditional clothes, draped in their spectacular bright beadwork.

Their days revolve around teaching the unemployed new skills, at the East London Training Centre in Oxford Street, skills which will hopefully enable them to find jobs in the future.

Carpet making, bead work, crocheting and even computer skills are taught here. It's a training centre similar to those that are springing up all over the country, serving the community and helping jobless people to learn new skills which will enable them to find employment in the future.

Alisha, Elsie, Beauty, Caroline and Garlicks are the five women who make this centre tick.

Beauty Mkizwana has been with the centre for more than three months. She had to leave the nursing profession because she could not leave her small children at home alone whenever she had to do night duty. She heard about the centre through a friend, and came to offer her crocheting skills.

Two other women make up the crocheting circle. They are Garlicks Babau, whose tutoring position is her first job, and Caroline Cewuka, who was previously a factory worker.

Alisha Masiza left her position as a typist clerk before joining the centre, and together with Elsie Mhani she runs the beadwork classes. Their work consists of colourful traditional designs which they sell at the centre at very reasonable prices.

On a normal day at the centre, their Xhosa clothes are replaced with everyday working clothes and their days are spent teaching those who have come to learn.

A visit to the training centre is enough to see how successful these woman are in their newfound careers.

**Michelle Bartman**

**Three of the teachers at the East London Training Centre who gave up their jobs to teach the jobless their skills.**

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# PW's kitchen secrets are out

## He can't cook, but he makes a great cuppa

By CHRIS BATEMAN

THE State President, Mr P W Botha, can't cook — but he's an expert at tasting potjiekos and makes a "very good cup of cocoa in the morning".

Mr Botha confessed to his lack of culinary abilities and his wife, Elize, revealed his cocoa-making talents while receiving a superbly-crafted potjiekos cabinet made for them by trainees of the Western Cape Training Centre yesterday.

Mrs Botha gave an audience of about 300 people an insight into the presidential couple's domestic routine shortly after her husband had officially opened the Epping centre.

The centre has trained 48 000 unemployed workers in just over two years and is one of nine initiated countrywide in 1979 by the Department of Manpower. It began operating at its present factory site in February last year, and offers courses ranging from housecraft and security to building and welding.

During a walking tour of the 18 000sq m premises the presidential couple were intrigued by many of the training methods — but cut short their visit to one section: A makeshift funeral parlour.

Replying to a remark by this journalist that his visit to the parlour had been remarkably short, Mr Botha replied: "One doesn't want to spend too long in those places."

Earlier he told the audience that about 30 percent of all unemployed trainees at the centre were "suitably placed" immediately or soon after their courses while the government had created jobs for 310 instructors.

He said that countrywide some 226 contractors, working in co-operation with the Department of Manpower, provided training in 180 job categories at about 300 training points in the major industrial centres.

Mr Botha revealed that R100m had been set aside by the state for job-creation programmes during the current financial year.

The informal sector could, however, play a pivotal role in alleviating structural unemployment and the government was looking at ways of broadening the traditional basis of this sector, he said.

**ROCK-A-BYE-BABY** . . . Mrs Elize Botha, wife of the State President, with a baby doll which she was shown at the Western Cape Training Centre yesterday. The life-like doll is used for training domestic workers.
Picture: GLENN SHERRATT

# Job project is a big success

By JOSHUA RABOROKO

MORE than 300 unemployed blacks living on the Reef have secured jobs and small businesses in the townships after receiving help and advice from an operation called "strategies for survival."

The operation run by Ms Peggy Reid-Daly has helped to create job opportunities and to provide relief during traumatic situations of unemployment.

In conjunction with the Small Business Development Corporation the operation, which normally runs seminars for the unemployed, aims to: assess resources; develop creative ideas; plan businesses; identify markets; and set goals and apply for the right loan.

Ms Reid-Daly told the *Sowetan* yesterday that the soaring rate of unemployment in South Africa had culminated in her taking up the initiative to help unemployed people, especially blacks.

## Loans

On a small scale she motivated blacks to start creating jobs and to get involved in small business. The SBDC has been helpful in giving loans to the unemployed to get off the ground with business.

"As far as the creation of jobs is concerned the small business sector has employed many other people. In this way we have been able to be job creators rather than job-seekers — what a success." Ms Reid-Daly said.

Her operation has been able to help about 350 unemployed blacks.

Ms Reid-Daly said a two-day seminar, aimed at motivating unemployed blacks to acquire skills, will be conducted at SBDC Training Centre, Canada Road Pennyville, Johannesburg, starting today (Monday October 14).

Those interested should contact Peggy at (011) 648-8992 all hours.

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13/10/87 Sowetan

# 'Red tape hampers building industry'

ARGUS 13/10/87 (179)

Business Editor

THOUSANDS of workers are ~~being~~ trained in basic building skills as part of the Department of Manpower's unemployed training scheme, but the effort will be wasted because little work is coming from the South African Housing Trust, says the director of the Building Industries Federation, Mr Lou Davies.

He said in his annual report that the reason was lack of land — not serviced land, but ordinary building plots that could be used to provide thousands of housing units, a multitude of job opportunities and a burgeoning formal and non-formal building industry.

"Bureaucratic red tape, lethargy among local authorities and a generally unappreciative audience of monolithic officialdom seems unable to grasp or exploit the many available housing solutions.

"The enormous opportunity for providing jobs and creating consequent wealth through housing is being dissipated by unnecessary controls, restrictions and traditional attitudes."

The challenge lay in creating greater job opportunities and providing affordable and adequate housing for all South Africans.

Mr Davies said he hoped the indications of a moderate industry upturn would be sustained and so restore the confidence of entrepreneurs who continued to view building as a viable investment.

# 20 000 new jobs in mines group

JOHANNESBURG — The Rand Mines Group is engaged in a R2-billion expansion programme that will create over 20 000 new jobs, the chief executive of Barlow Rand, Mr Warren Clewlow, said at the official opening of the new R250-million number 4 shaft complex at the Harmony Gold Mine.

This is one of several new mining developments being tackled by Rand Mines, the mining arm of Barlow Rand.

Mr Clewlow said that, apart from Harmony number 4 shaft complex, the projects current underway in the Rand Mines Group include:

The new Barplats platinum mine to be developed near Steelpoort, Transvaal, at a cost of R500-million.

The new Barbrook gold mine near Barberton, a R100-million development.

The Escom-tied Khutala and Majuba underground coal mines which are costing a total of R800-million to establish.

The R300-million Far East vertical project that will give the ERPM gold mine a 50-year new lease of life.

The R60-million City Deep sand and slime retreatment plant that Barlow Rand chairman Mike Rosholt will officially open next week.

"If you take into account that the average mine worker has five direct dependants, it becomes clear that the current expansion of the Rand Mines Group is creating a livelihood for at least 100 000 people. This represents a very good investment in the future of South Africa," said Mr Clewlow.

● Rand Mines Properties has announced after-tax profits of R19,3-million (155c a share) for the year ended September 30, 26 per cent up on last year's R15,3-million (123c a share) and 16 per cent ahead of its forecast made at the halfway stage.

The final dividend has been increased from 48c to 63c, making a total for the year of 80c (65c).

RMP's total turnover for the year was R104,7-million against R76,4-million while total operating profit of R27,2-million was up 36 per cent on the 1986 figure of R20-million. Taxation rose from R7,2-million to R8,2-million. — Sapa

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# Motor mechanics training revised

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Staff Reporter

THE syllabi and curriculum of the current "hopelessly out-of-date" training system of motor mechanics have been re-organized.

John Herdman, president of the South African Motor Industry Employer's Association, said yesterday the move would ensure people are trained to meet current demands.

In terms of the latest government policy, the training of artisans would become the responsibility of each individual industry. Current discussions will lead to the establishment — in conjunction with trade union associates — of an own National Industry Training Board for the motor industry.

The Training Board would eventually be responsible for the accreditation and trade testing of apprentices.

Herdman said it was envisaged that a modular system of training would be established whereby an apprentice would achieve competence in all sections of his trade, and would be passed on the basis of ability.

# Mossel Bay wants you

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15/11/87

By SIMPIWE NCWANA

MORE than 180 people of all races will receive free technical training for the massive R5,5-billion Mossel Bay project.

The South African Engineering Industry Construction Association will provide training for successful applicants.

Successful applicants will be trained as non-destructive testing technicians who, after training, will be able to test all welds during the construction of the massive project which will soon start.

Interviews for prospective trainees will be conducted from November 23 at the South African Institute of Welding.

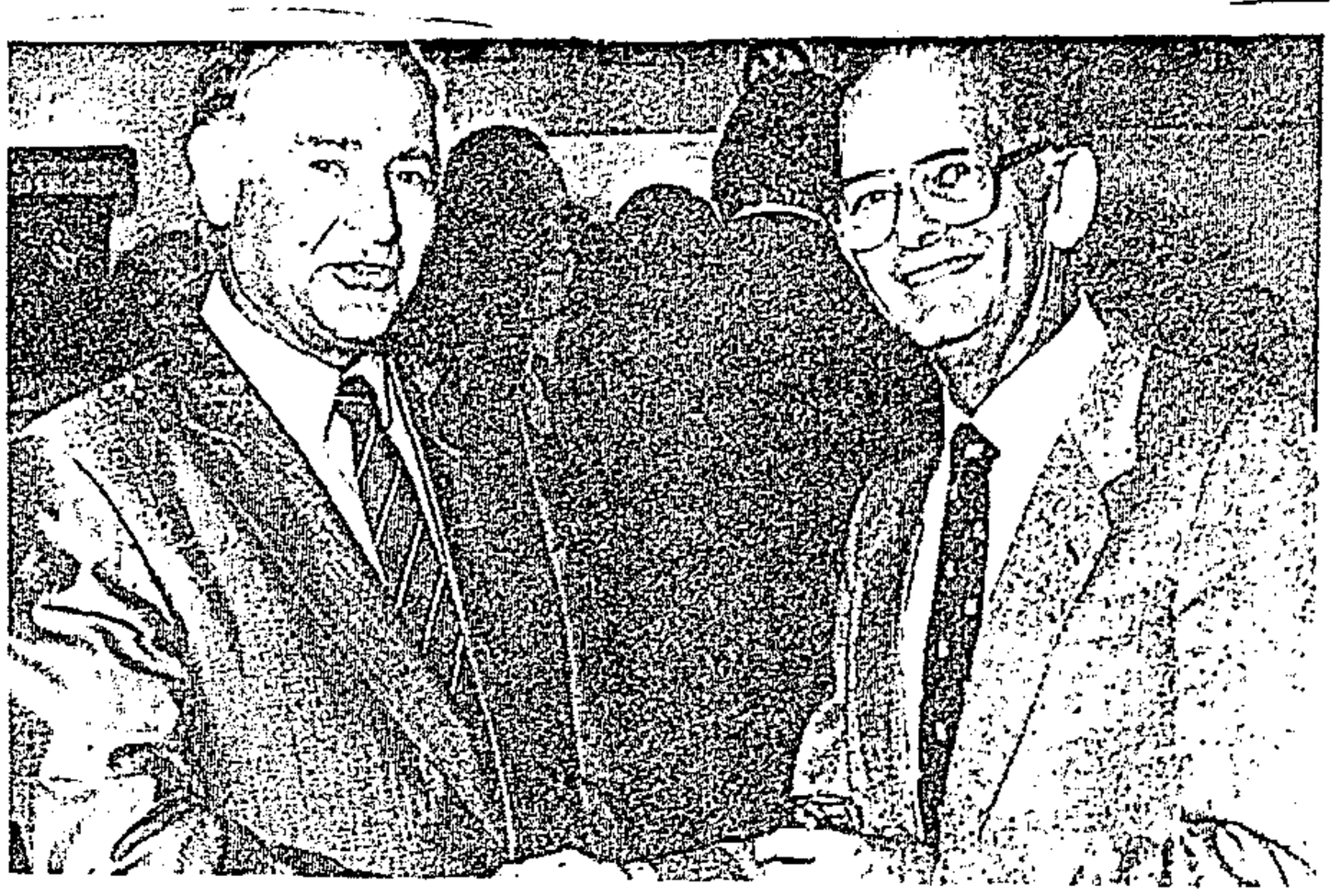
Training will start in January next year.

The institute's training information officer, Ian Stephen, said: "The main aim is to employ as many locally trained people as possible and use a minimum number of expatriates."

Trainees will be paid an allowance for the duration of the 14-month training program.

A minimum qualification for applicants is a Std 10 certificate with a pass in maths and science.

● For more information, contact Christopher Smallbone or Ian Stephen at ☎ (011) 836-4121 or write to PO Box 527, Crown Mines 2025.



Cape Chamber of Industries President Mike Getz (right), congratulates Cape Clothing Manufacturers Association chairman, Simon Jocum after the opening of the new Simon Jocum Training Theatre.

CAPE TIMES 10/12/87

# Labour relations 'vital' in 1988

BY DAVE PHILIP

LABOUR relations will be vitally important in the coming year, the chairman of the Cape Clothing Manufacturers' Association, Simon Jocum warned last night.

Speaking at the opening of a lecture theatre for industry trainees, which has been named after him, he said "productivity, growth and sound industrial relations operate in tandem".

The clothing industry had for many years enjoyed industrial peace and a stable relationship with the unions.

Commenting on recent changes in the structure and management of the unions he said: "It is hoped that good labour relations in the industry will not become a football being kicked around in the game between Unions."

He continued: "More and more wage demands will ensure that labour will become more expensive. Improved productivity coupled with improved industrial relations can offset this increased cost."

He commended the Department of Manpower for creating a six-week training programme for the unemployed and new work-seekers.

"To date we have trained 2 750 unemployed workers," he said, adding that they have become productive in the informal sector, which the Government is doing its utmost to encourage.